

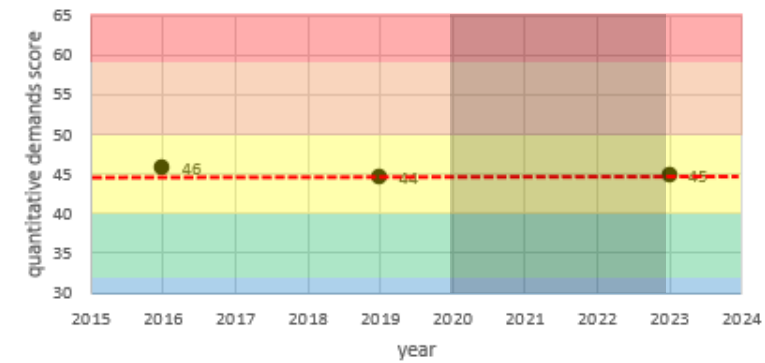
# Finding trends: Comparing 2016, 2019 and 2023

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May 10, 2023

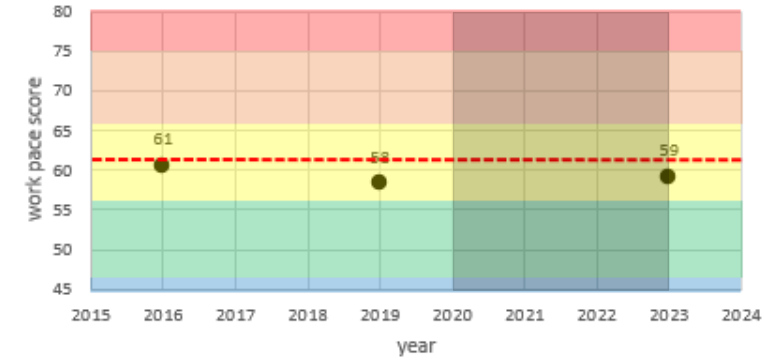
quantitative demands



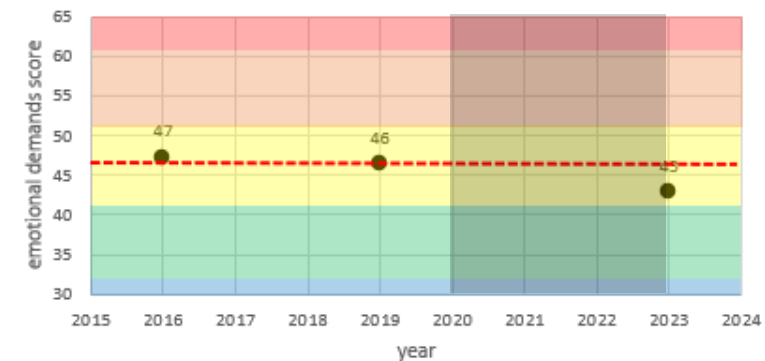
# Demands at Work

	2016	2019	2023	
quantitative demands	46	44	45	-1.0
work pace	61	58	59	-1.4
emotional demands	47	46	43	-4.3

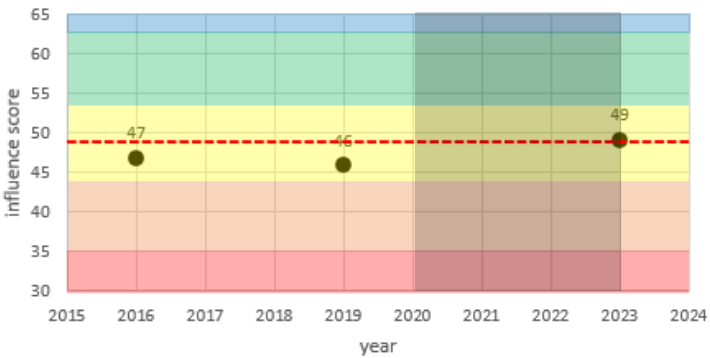
work pace



emotional demands



influence



# Work Organization and Job Content

2016

2019

2023

influence

47

46

49

+2.3

possibilities for development

69

67

70

+1.7

meaning of work

69

68

70

+1.1

commitment to the workplace

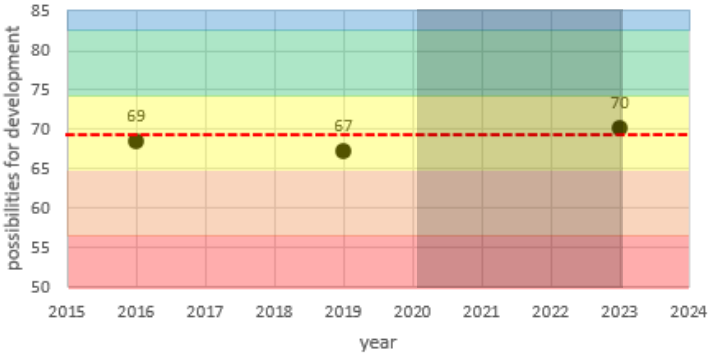
61

60

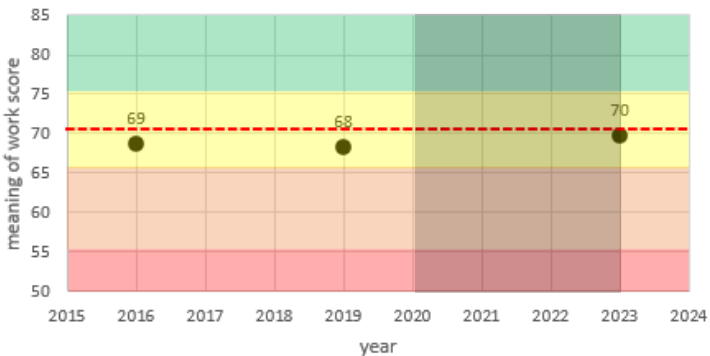
61

+0.5

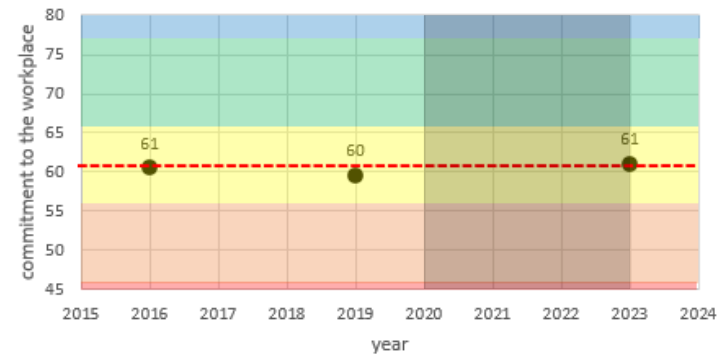
possibilities for development



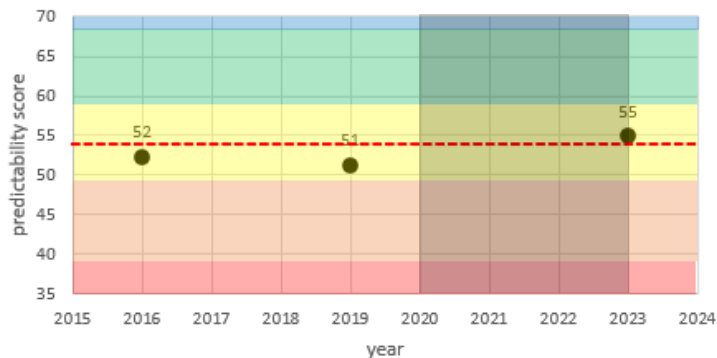
meaning of work



commitment to the workplace



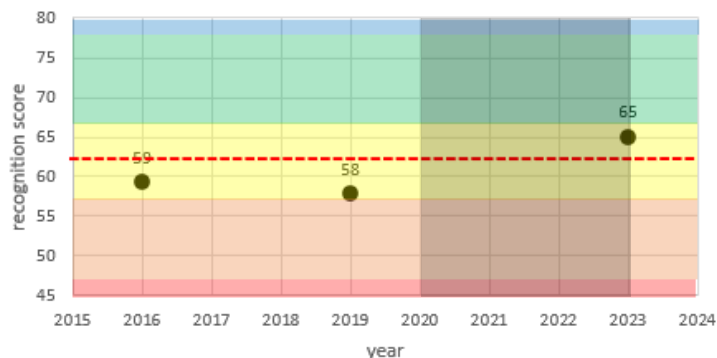
predictability



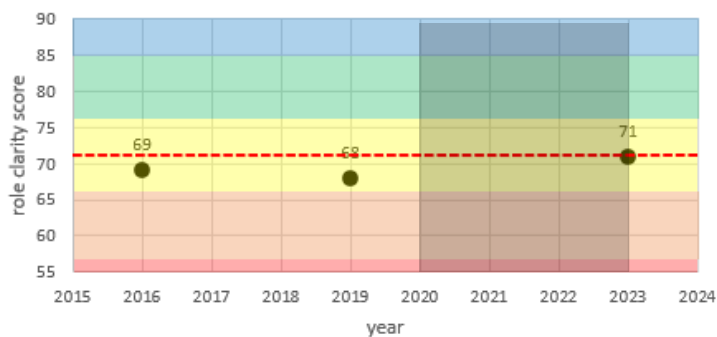
# Interpersonal Relations and Leadership (1)

	2016	2019	2023	
predictability	52	51	55	+2.5
rewards (recognition)	59	58	65	+5.8
role clarity	69	68	71	+2.0
role conflicts	47	45	46	-0.4

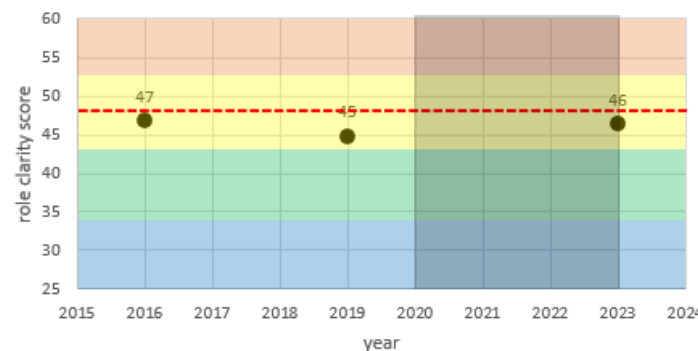
rewards (recognition)



role clarity



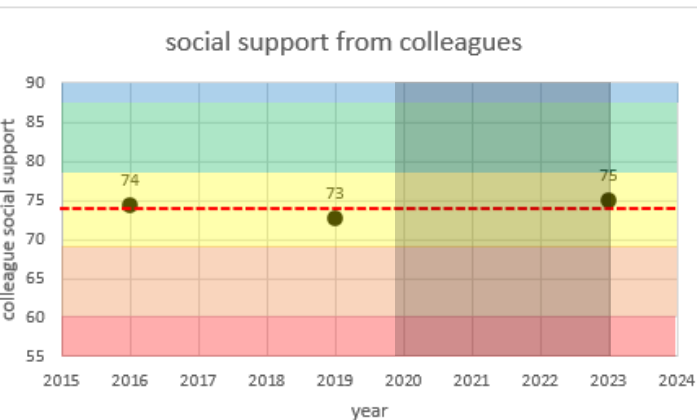
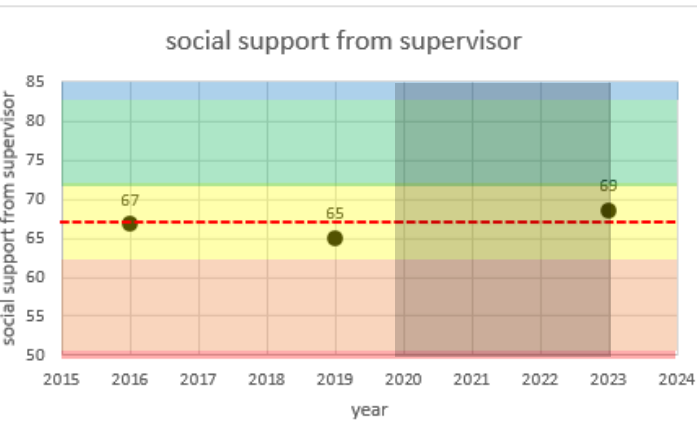
role conflicts



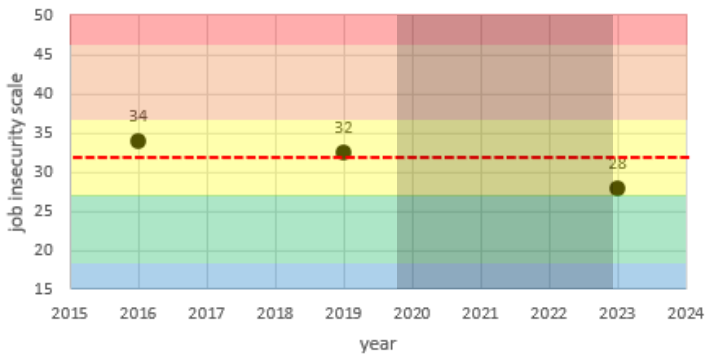
# Interpersonal Relations and Leadership (2)



	2016	2019	2023	
quality of leadership	53	51	58	+4.8
support from supervisor	67	65	69	+1.8
support from colleagues	74	73	75	+0.5



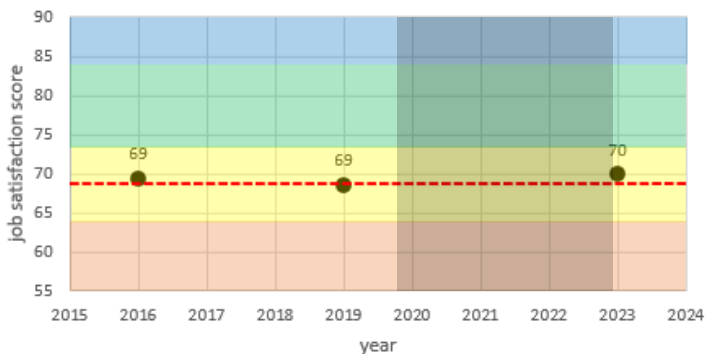
job insecurity



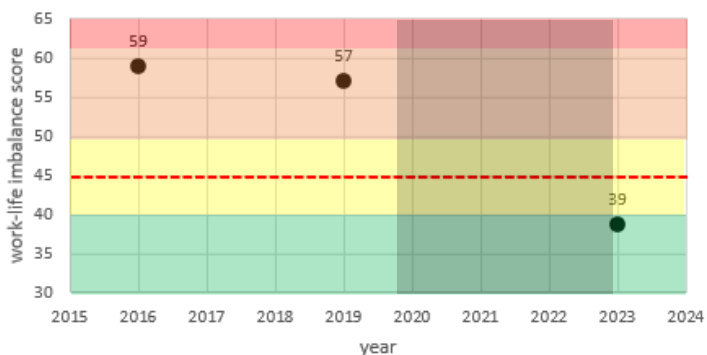
# Work-Individual Interface

	2016	2019	2023	
job insecurity	34	32	28	-6.1
job satisfaction	69	69	70	+0.5
work-life imbalance	59	57	39	-20.3

job satisfaction



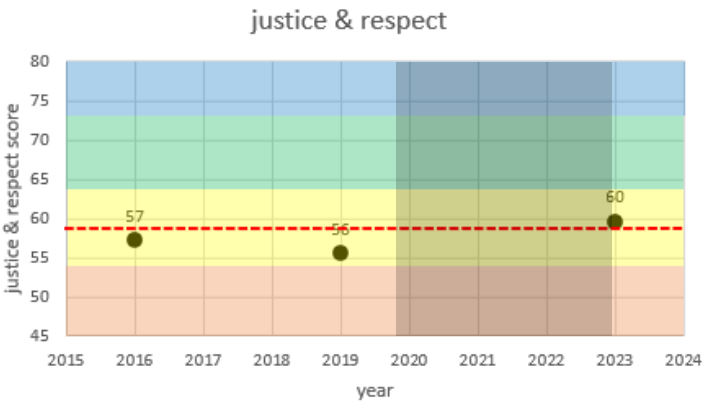
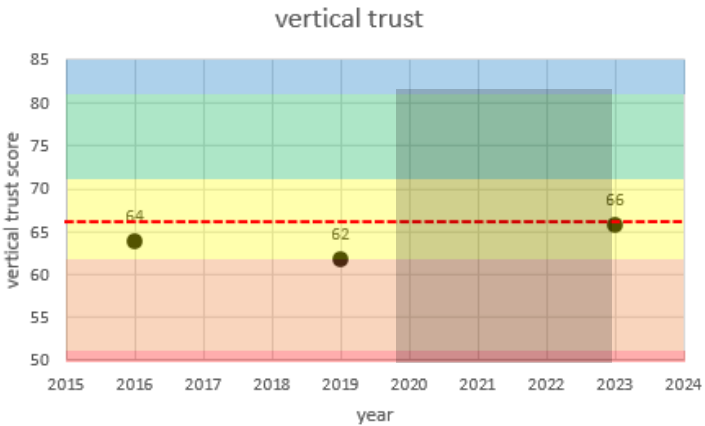
work-life imbalance



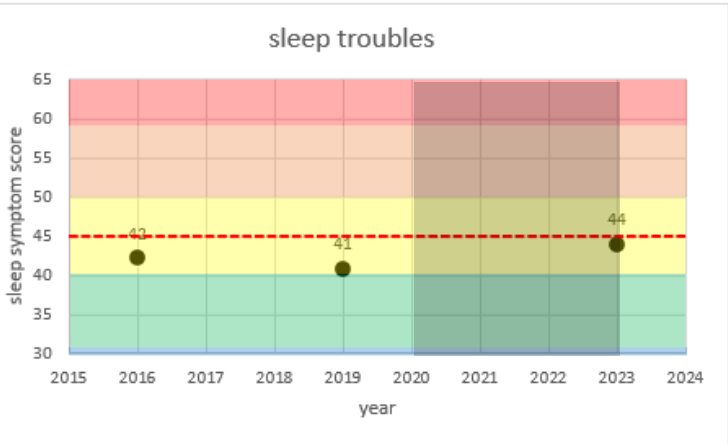
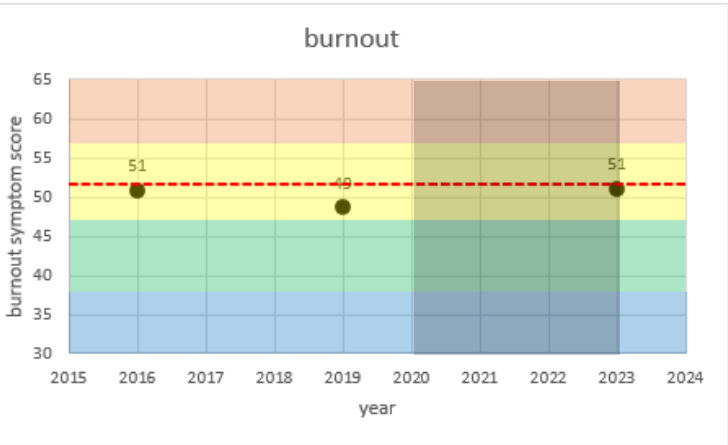
# Social Capital



	2016	2019	2023	
vertical trust	64	62	66	+2.0
justice & respect	57	56	60	+2.3



# Health and Well-being (1)



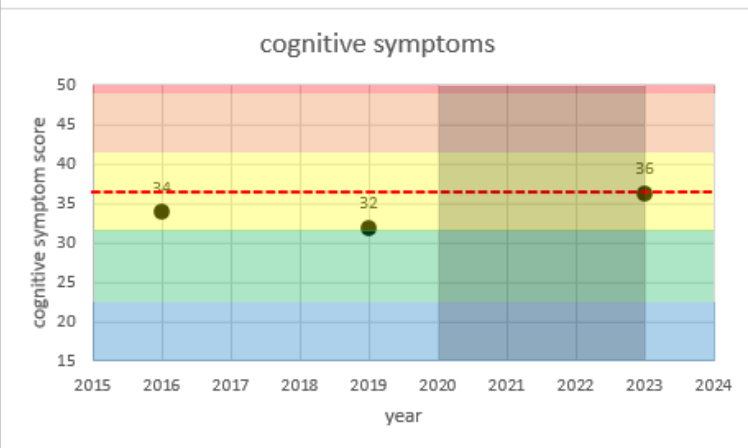
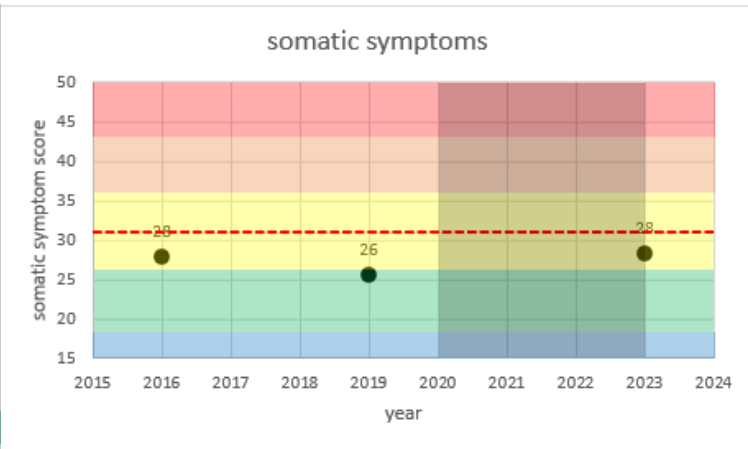
	2016	2019	2023	
self-rated health	61	60	60	-1.6
burnout	51	49	51	+0.2
sleep troubles	42	41	44	+1.8



# Health and Well-being (2)

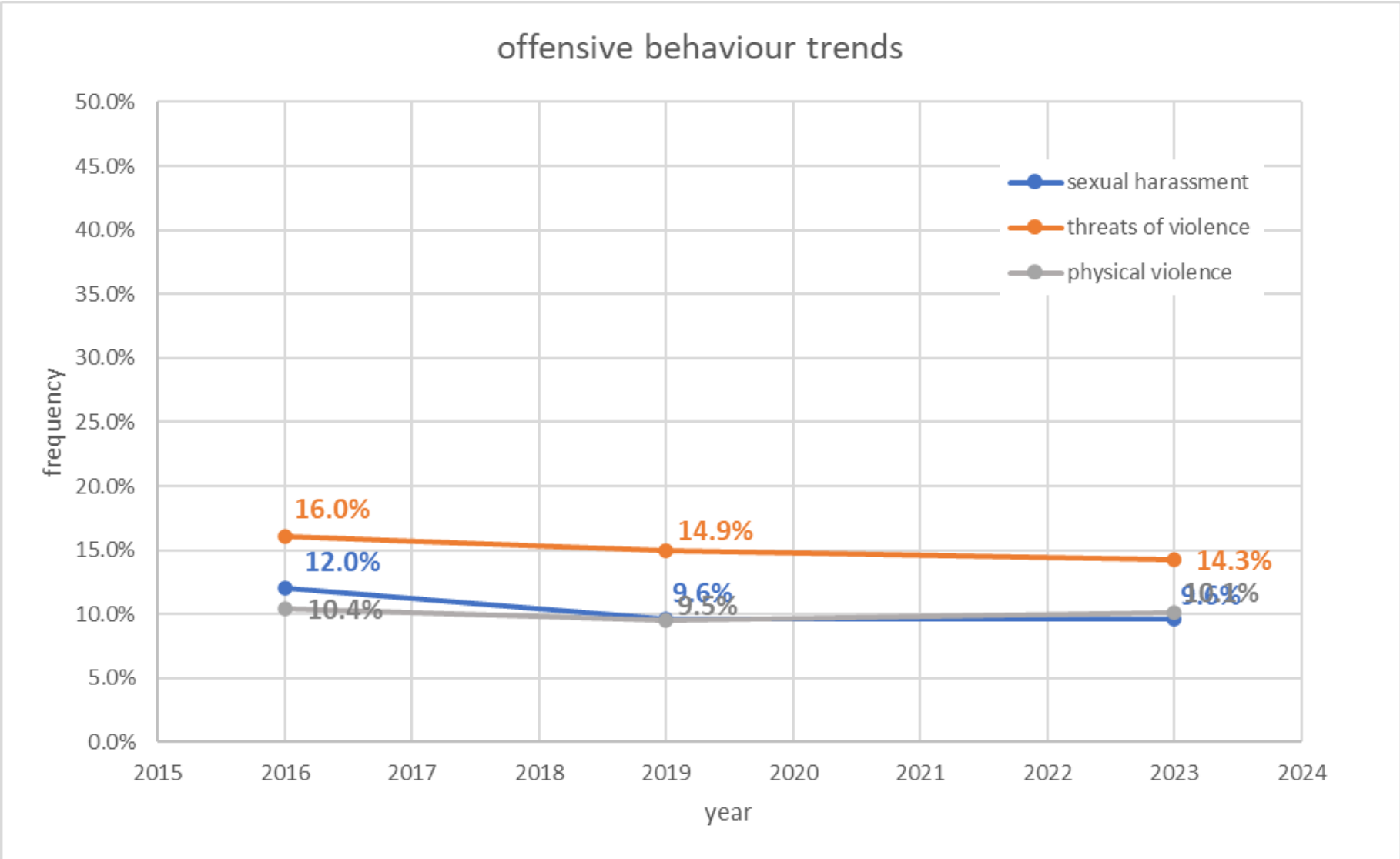


	2016	2019	2023	
somatic symptoms	28	26	28	+0.4
cognitive symptoms	34	32	36	+2.4



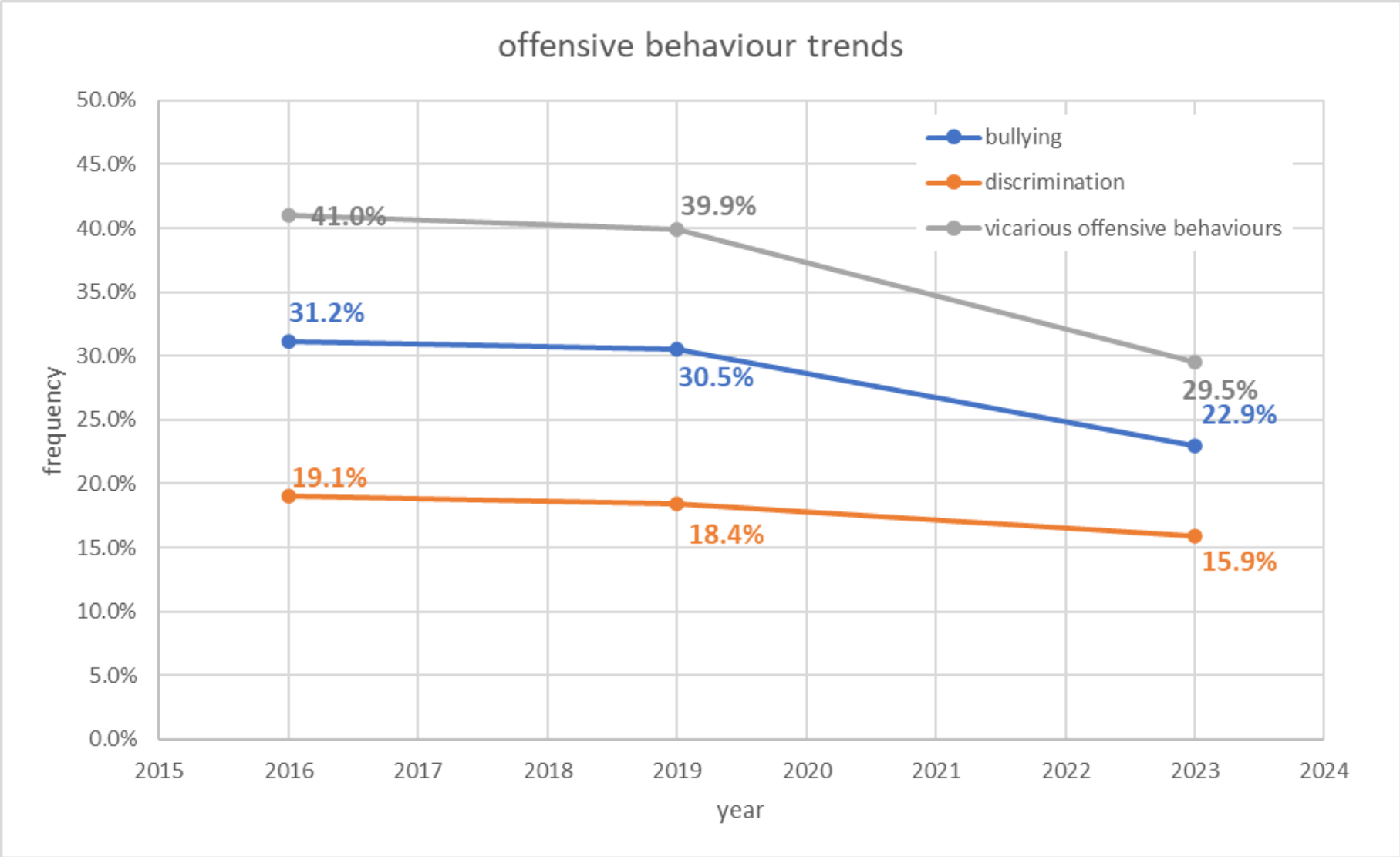
# Offensive Behaviours (1)

	2016	2019	2023	
sexual harassment	11.9%	9.7%	9.6%	-2.3%
threats of violence	16.0%	15.0%	14.3%	-1.8%
physical violence	10.4%	9.5%	10.1%	-0.3%



# Offensive Behaviours (2)

	2016	2019	2023	
bullying	31.1%	30.4%	22.9%	-8.1%
discrimination	19.1%	18.4%	15.9%	-3.2%
vicarious offensive behaviours	41.1%	40.0%	29.5%	-11.5%



		2016	2019	2023	difference
<b>Demands at Work</b>	quantitative demands	46	44	45	-1.0
	work pace	61	58	59	-1.4
	emotional demands	47	46	43	-4.3
<b>Work Organization and Job Content</b>	influence	47	46	49	+2.3
	possibilities for development	69	67	70	+1.7
	meaning of work	69	68	70	+1.1
	commitment to the workplace	61	60	61	+0.5
<b>Interpersonal Relations and Leadership</b>	predictability	52	51	55	+2.5
	rewards (recognition)	59	58	65	+5.8
	role clarity	69	68	71	+2.0
	role conflicts	47	45	46	-0.4
	quality of leadership	53	51	58	+4.8
	social support from supervisor	67	65	69	+1.8
	social support from colleagues	74	73	75	+0.5
<b>Work-Individual Interface</b>	job insecurity	34	32	28	-6.1
	job satisfaction	69	69	70	+0.5
	work-life imbalance	59	57	39	-20.3
<b>Social Capital</b>	vertical trust	64	62	66	+2.0
	justice & respect	57	56	60	+2.3

		2016	2019	2023	difference
Health and Well-being	self-rated health	61	60	60	-1.6
	burnout	51	49	51	+0.2
	sleep troubles	42	41	44	+1.8
	somatic symptoms	28	26	28	+0.4
	cognitive symptoms	34	32	36	+2.4
Offensive Behaviours	sexual harassment	11.9%	9.7%	9.6%	-2.3%
	threats of violence	16.0%	15.0%	14.3%	-1.8%
	physical violence	10.4%	9.5%	10.1%	-0.3%
	bullying	31.1%	30.4%	22.9%	-8.1%
	discrimination	19.1%	18.4%	15.9%	-3.2%
	vicarious offensive behaviours	41.1%	40.0%	29.5%	-11.5%
Working Conditions	workplace has enough resources	2.6	2.6	2.5	-0.1
	good job security	2.3	2.3	2.0	-0.3
	adequate staffing levels	2.9	2.9	2.9	+0.0
	accommodations for outside responsibilities	2.4	2.4	2.2	-0.2
Workplace Culture	accident investigation focus	5.2	5.2	4.9	-0.3
	violence & harassment policy effectiveness	2.5	2.5	2.3	-0.2
	psychological H&S climate	3.1	3.1	2.8	-0.4
	culture tolerates harmful behaviour	3.1	3.1	3.2	+0.2

## Following individuals over 7 years:

- 4113 respondents in 2016; 4008 respondents in 2019; 4050 respondents in 2023
- 79 respondents filled out all 3 surveys (is there any validity to following their results?)

n=79 respondents			2016	2019	2023	difference
Demands at Work		quantitative demands	43	44	41	-2.7
		work pace	57	55	50	-6.8
		emotional demands	42	41	36	-6.2
Work Organization and Job Content		influence	43	47	39	-4.1
		possibilities for development	66	64	55	-11.6
		meaning of work	67	64	57	-10.1
		commitment to the workplace	57	54	47	-10.4
Interpersonal Relations and Leadership		predictability	48	48	40	-7.3
		rewards (recognition)	55	56	49	-6.4
		role clarity	69	68	59	-9.7
		role conflicts	46	42	40	-6.0
		quality of leadership	46	51	40	-5.8
		social support from supervisor	58	64	54	-4.7
		social support from colleagues	73	71	61	-12.5
Work-Individual Interface		job insecurity	34	29	24	-10.1
		job satisfaction	68	65	58	-10.2
		work-life imbalance	58	54	32	-26.1
Social Capital		vertical trust	60	61	54	-6.3
		justice & respect	53	56	47	-5.3

n=79 respondents		2016	2019	2023	difference
Health and Well-being	self-rated health	61	57	48	-12.3
	burnout	48	47	41	-7.0
	sleep troubles	41	41	41	+0.1
	somatic symptoms	22	20	21	-0.5
	cognitive symptoms	32	33	32	+0.1
Offensive Behaviours	sexual harassment	10.1%	8.3%	6.6%	-3.5%
	threats of violence	14.7%	19.6%	14.3%	-0.4%
	physical violence	10.0%	12.6%	10.3%	+0.3%
	bullying	39.5%	31.6%	29.6%	-9.9%
	discrimination	25.2%	21.7%	21.7%	-3.5%
	vicarious offensive behaviours	44.5%	41.0%	28.7%	-15.8%
Working Conditions	workplace has enough resources	2.6	2.6	2.8	+0.2
	good job security	2.4	2.2	2.0	-0.4
	adequate staffing levels	3.1	3.0	3.1	+0.1
	accommodations for outside responsibilities	2.2	2.2	2.3	+0.1
Workplace Culture	accident investigation focus	5.2	5.0	5.1	-0.2
	violence & harassment policy effectiveness	2.6	2.5	2.6	+0.0
	psychological H&S climate	3.2	2.9	3.1	-0.2
	culture tolerates harmful behaviour	2.9	3.2	3.1	+0.3



# So, ... what are the trends?

... depends, ...

- some folks have it **better** (on the measured scales), a few folks have it **worse**
- the drop in **self-rated health** scores is concerning!
- the drop in **job insecurity** is welcome (in sync with what's in the news)
- need to do more work with the data – breakdown trends by economic sector, job categories, demographic factors