

Occupational
Health Clinics
for Ontario Workers



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



The Big Picture, Data Analysis, Details and Patterns

John Oudyk MSc CIH ROH
Occupational Hygienist

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Workplace Psychosocial Factors



COPSOQ
International Network

Demands at work:

quantitative demands (QD2, QD3)

work pace (WP1, WP2)

emotional demands (ED1, ED2, ED3)

Work organization & job content:

influence at work (INX1, IN3)

possibilities for development

(PD1, PD2, PD3)

meaning of work (MW1, MW2)

commitment to the workplace

(CW2, CWX3)

Interpersonal relationships & leadership:

Predictability (PR1, PR2)

Recognition (RE1, RE3)

role clarity (CL1, CL3)

quality of leadership (QL2, QL3, QL4)

supervisor support (SSX1, SSX2)

colleague support (SCX1, SW1)

role conflicts (CO2, CO3, IT1)

Work-individual interface:

insecurity over employment/working

conditions (JI1, JI3, IW1)

job satisfaction (JS4)

work life conflict (WFX1, WF2, WF3)

Social Capital (workplace values):

vertical trust (TM1, TMX2)

justice & respect (JU1, JU4)

Workplace culture/climate:

accident investigation orientation

tolerance of behaviours harmful to mental health

rating of psychological H&S

Offensive behaviours:

sexual harassment (SH); **threats of violence** (TV); **physical violence** (PV); **bullying**(BU)

Workplace environment and H&S concerns

thermal comfort

air quality

noise & lighting

ergonomics

dangerous chemicals

biological

radiation

driving

safety

working alone

Symptoms & health:

self-rated health (GH1)

burnout (BO1, BO2, BO3, BO4)

sleeping troubles (SL2, SL4)

somatic symptoms (SO1, SO2)

cognitive symptoms (CS2, CS4)

Results:



How do we compare your results?

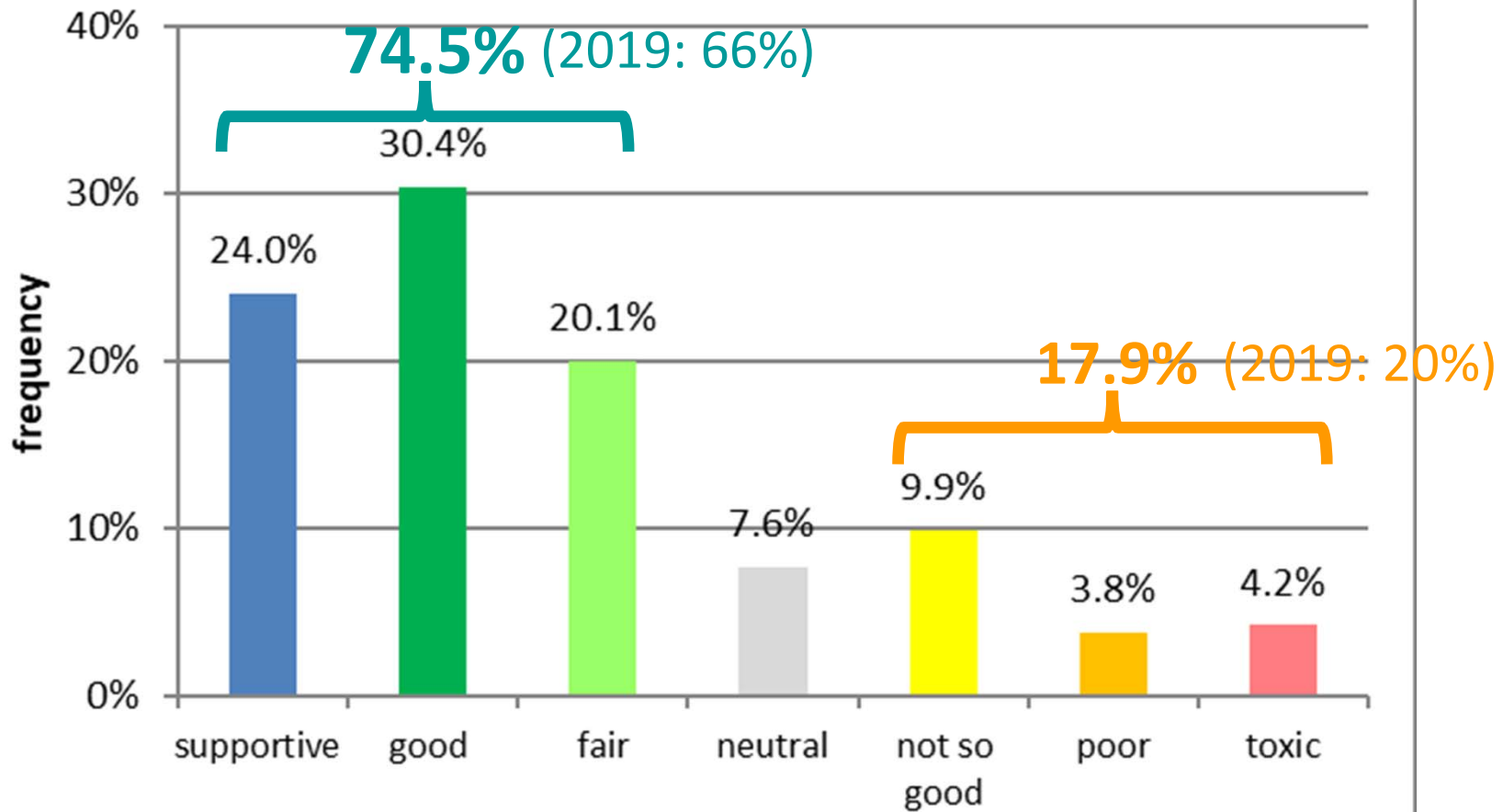
- 1. Comparison to the Canadian average:** in conjunction with EKOS, a recognized Canadian polling organization, an online survey was completed in **March 2019*** of over **4000** employed Canadians working in workplaces with more than 5 employees (English & French) responded
- 2. Internal comparison:** StressAssess constructs a **correlation matrix** which compares each of the psychosocial factors with the outcomes – the factors that have the strongest correlation are listed as the top factors
- 3. Comparison between internal departments/groups:** if requested we can do an internal comparison between departments – this comparison can also be extended to demographic factors (e.g. age, gender identity, job classification, etc.)

*** we are currently preparing for another EKOS survey for Jan-Feb 2023**



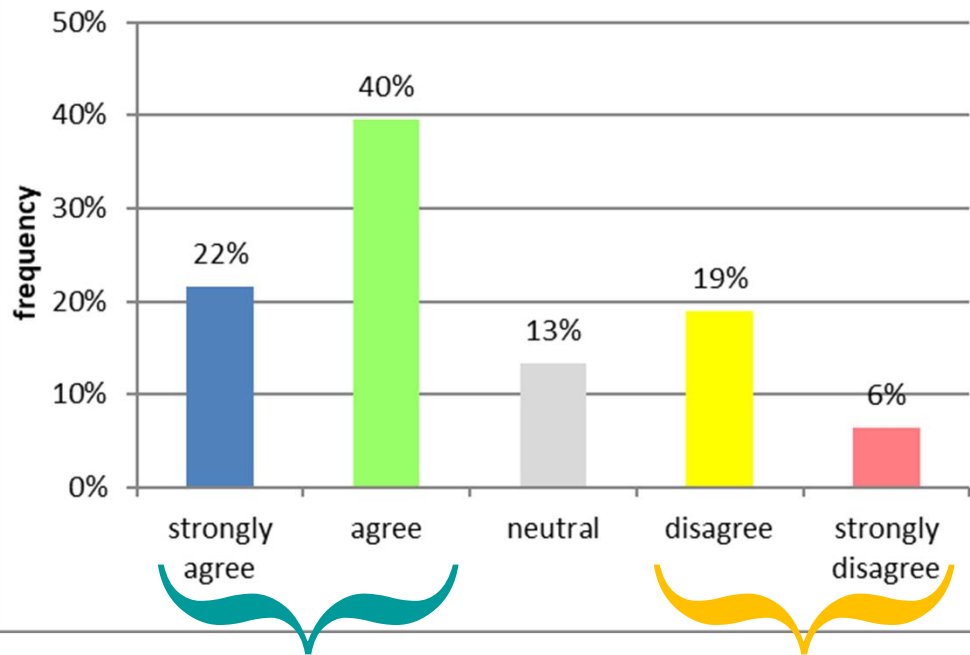
Workplace culture:

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



Working conditions:

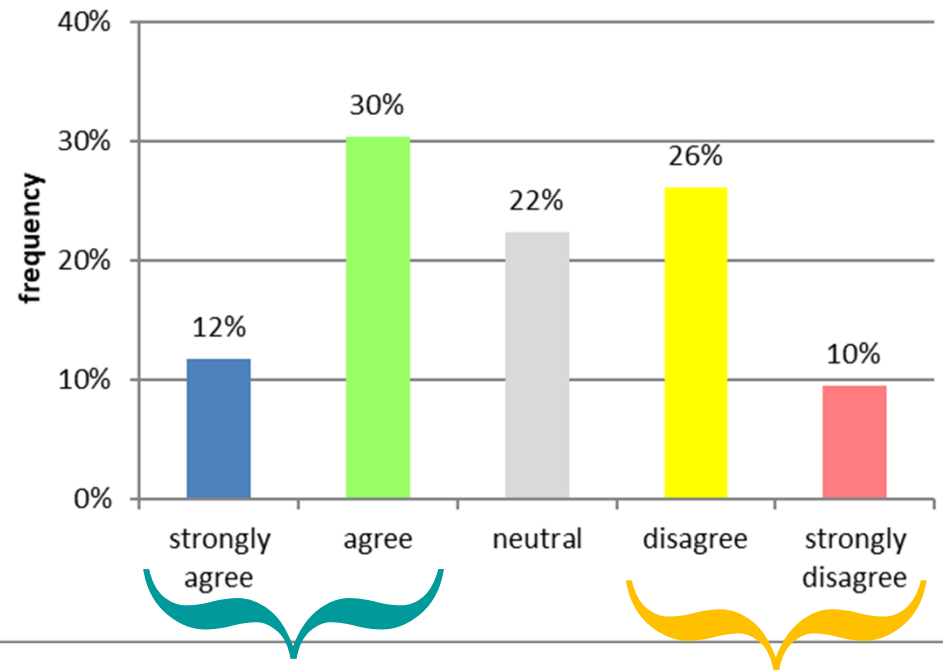
To what extent do you agree that your **workplace has enough resources** to do the job the way it should be done?



61%

25%

adequate staffing levels



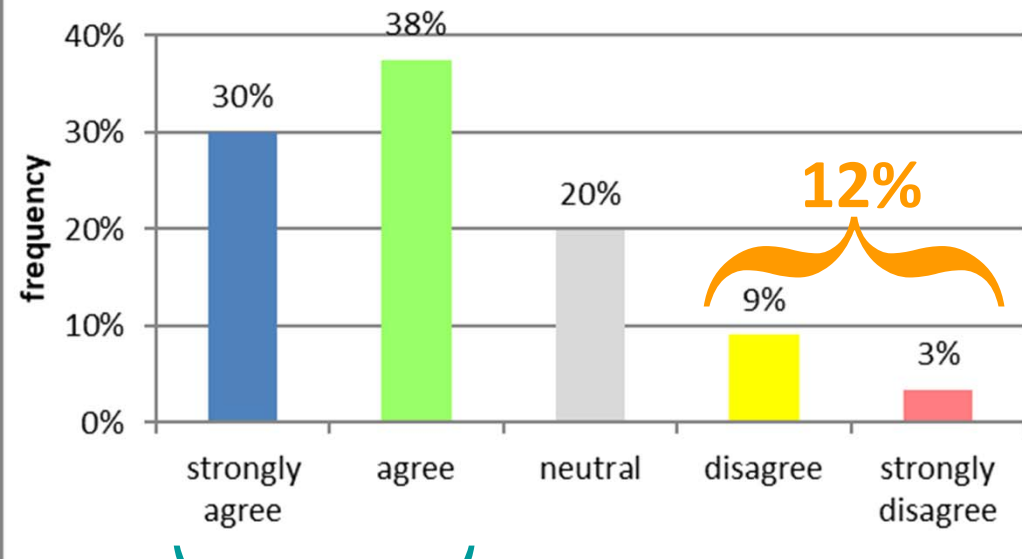
42%

36%

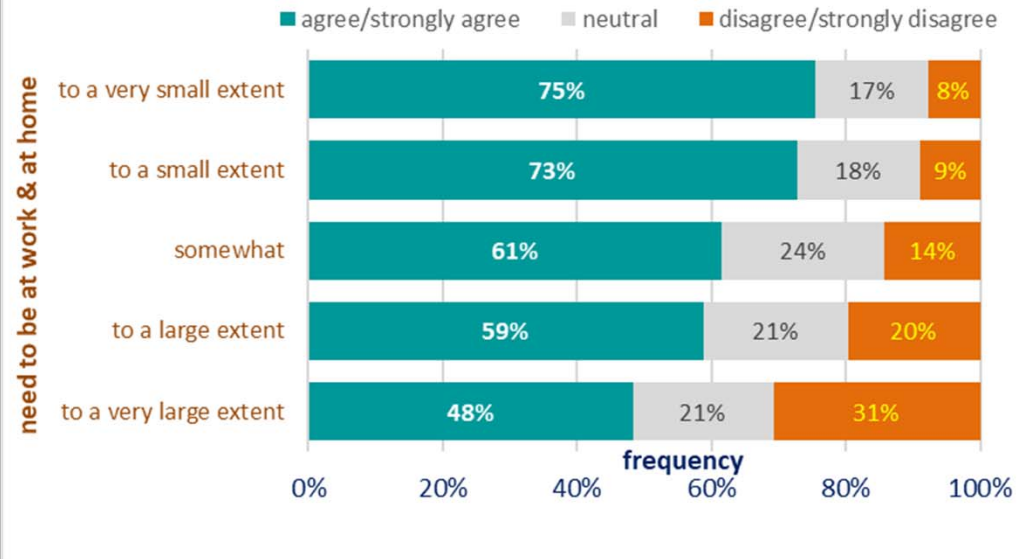


Working Conditions

To what extent would you agree that your employer provides **adequate accommodation** to allow you to deal with responsibilities outside the workplace?



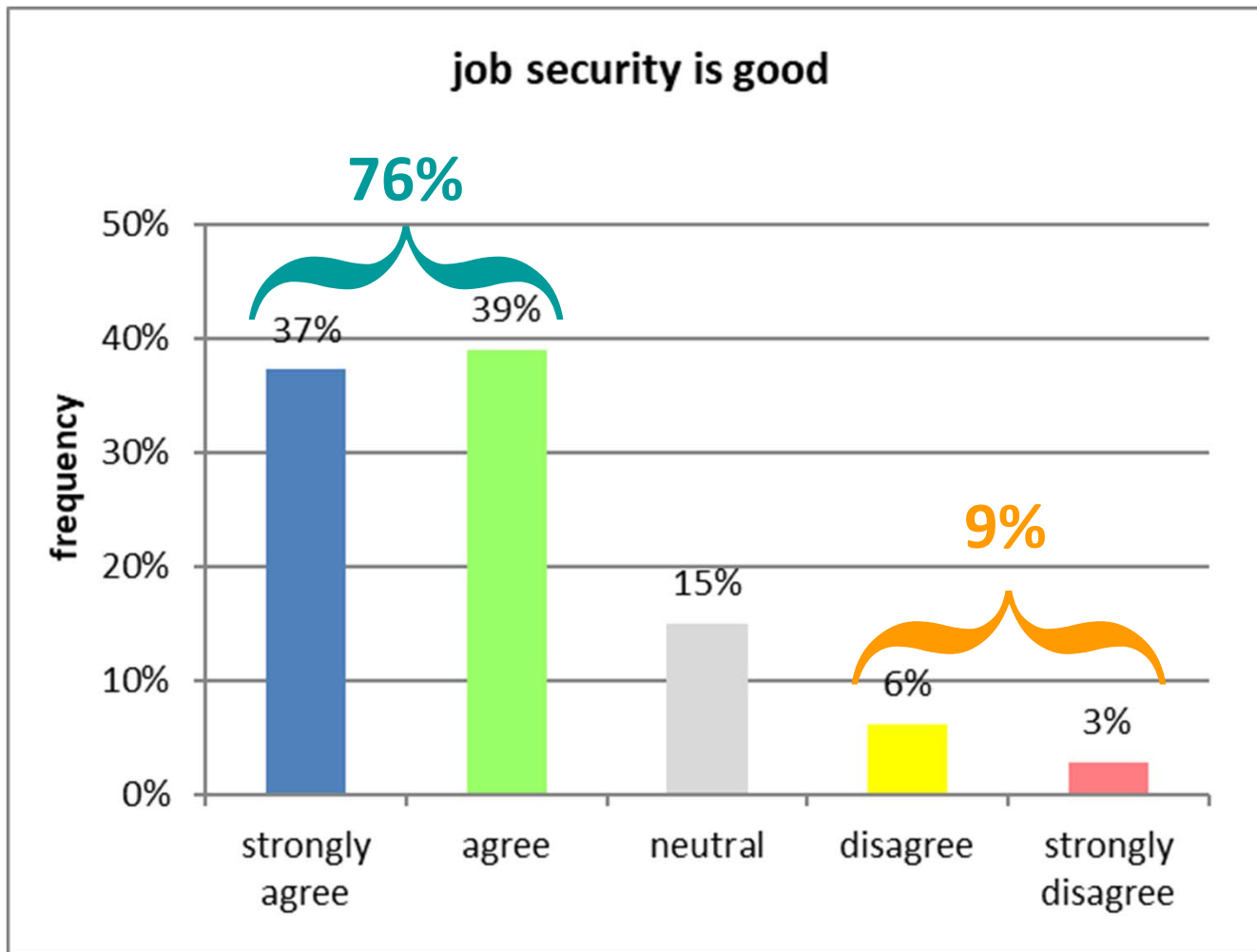
employer provides adequate accommodation broken down by the need to be at work & at home



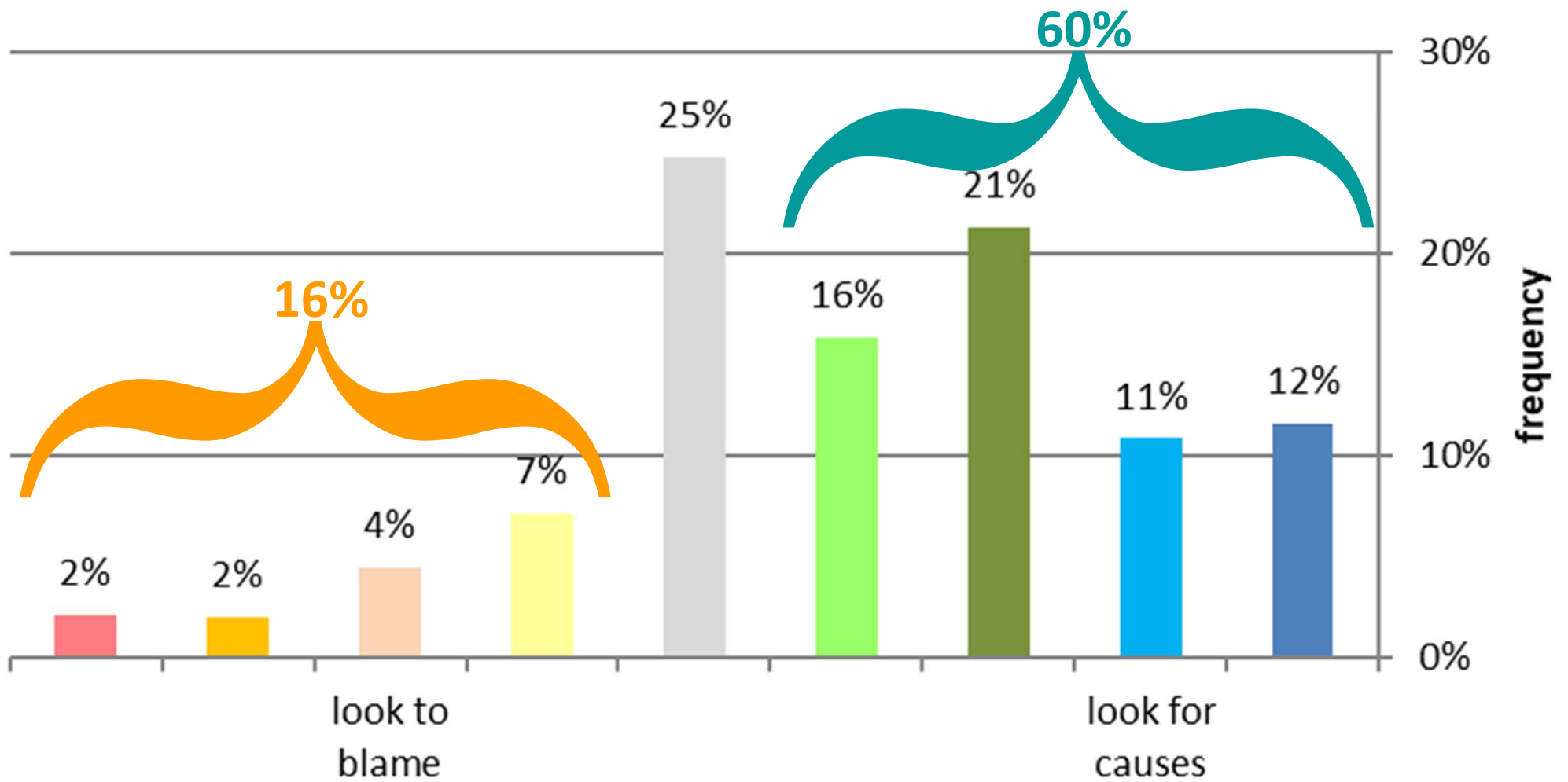
68%



Working Conditions:

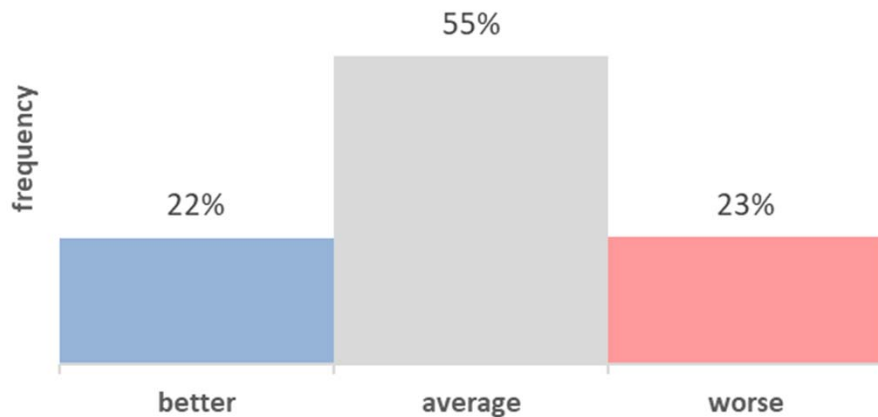


approach to accident investigation



Engagement

commitment to the workplace



average score: 61

Commitment to the Workplace (Workplace Engagement)

Commitment to the workplace is also referred to as engagement. An engaged workforce is a valuable asset to an organization.

Scale Questions:

CW2 Do you feel that your place of work is of great importance to you?

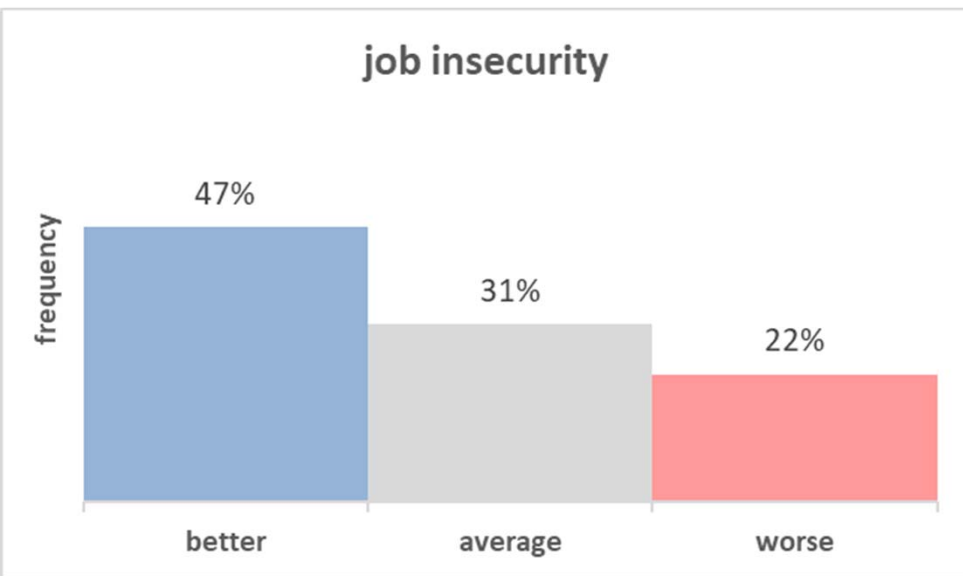
CWX3 Would you recommend other people to apply for a position at your workplace?

Ideas for fostering commitment to the workplace:

- Communicate the overall purpose of the organization simply and effectively
- Ensure that every worker knows their contributions are valued and appreciated
- Involve workers in teams and ensure teams maintain a positive working climate
- Foster an inclusive environment when it comes to decision making, problem solving and goal setting
- Choose workers with the appropriate interest and skill level for the job
- Avoid creating jobs dominated by simple, repetitive or monotonous tasks. Divide those tasks among different jobs if they cannot be eliminated.
- Ensure that working conditions are clean, healthy and safe



Job Insecurity



average score: 28

Job Insecurity

Job insecurity is known to be a major life stressor - while some may be due to the organization's external context, there are many things that can be done internally to alleviate job insecurity.

Scale Questions:

J11 Are you worried about becoming unemployed?

J13 Are you worried about it being difficult for you to find another job if you became unemployed?

IW1 Are you worried about being transferred to another job against your will?

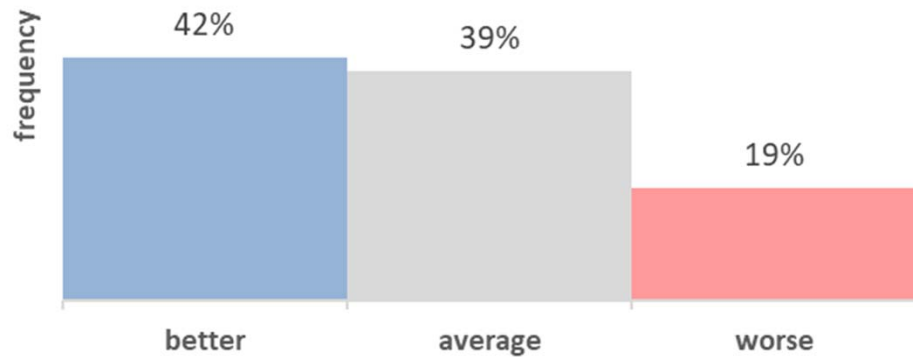
Ideas for increasing job security:

- Increase the possibility of stable employment with adequate wages and benefits
- Emphasize and demonstrate the partnership and commitment between workers and the organization
- Reduce or eliminate temporary employment positions
- Provide flexibility and accommodations for workers to deal with outside responsibilities
- Ensure workers are aware of their legal rights and protections and that these are respected
- Provide a fair and transparent procedure for dealing with workload changes



Work-Life Imbalance

work-life imbalance



average score: 39

Work-Life Imbalance

Work demands which interfere with the amount of time and energy you have left for social interactions outside the workplace are strongly related to workplace burnout.

Scale Questions:

WF2 Do you feel that your work drains so much of your energy that it has a negative effect on your private life?

WF3 Do you feel that your work takes so much of your time that it has a negative effect on your private life?

WFX1 Are there times when you need to be at work and at home at the same time?



Job Satisfaction

Job Satisfaction



Job Satisfaction

Job Satisfaction is measured on a simple scale of very satisfied, satisfied, neither/nor, unsatisfied and very unsatisfied. Job satisfaction is strongly related to the success of the whole organization.

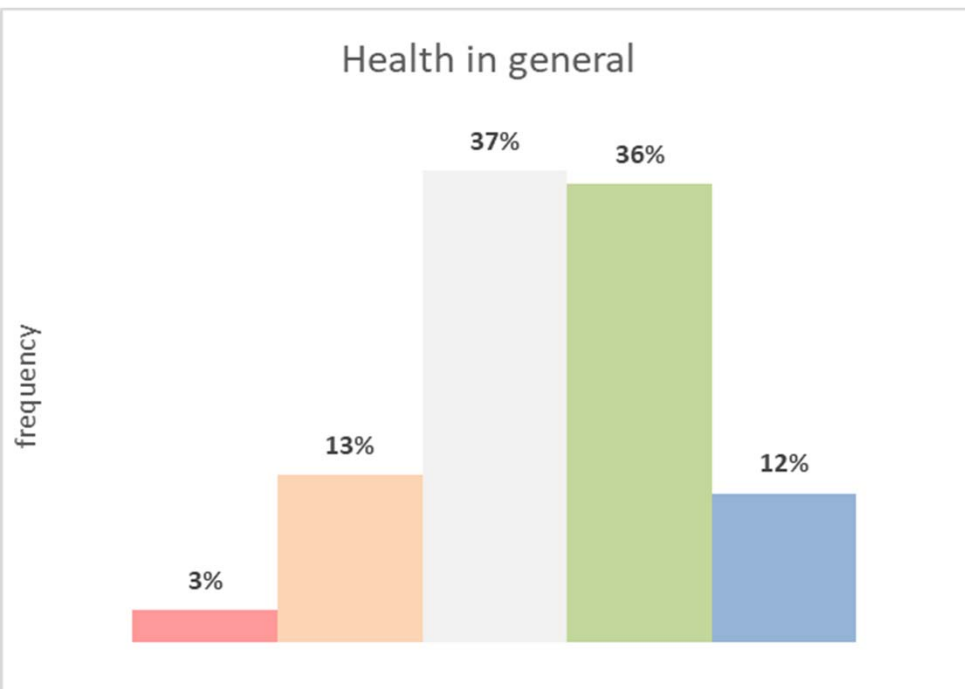
Question:

JS4 Regarding your work in general. How pleased are you with your job as a whole, everything taken into consideration?

average score: 70



Overall Self-Reported Health



over all, self-rated health

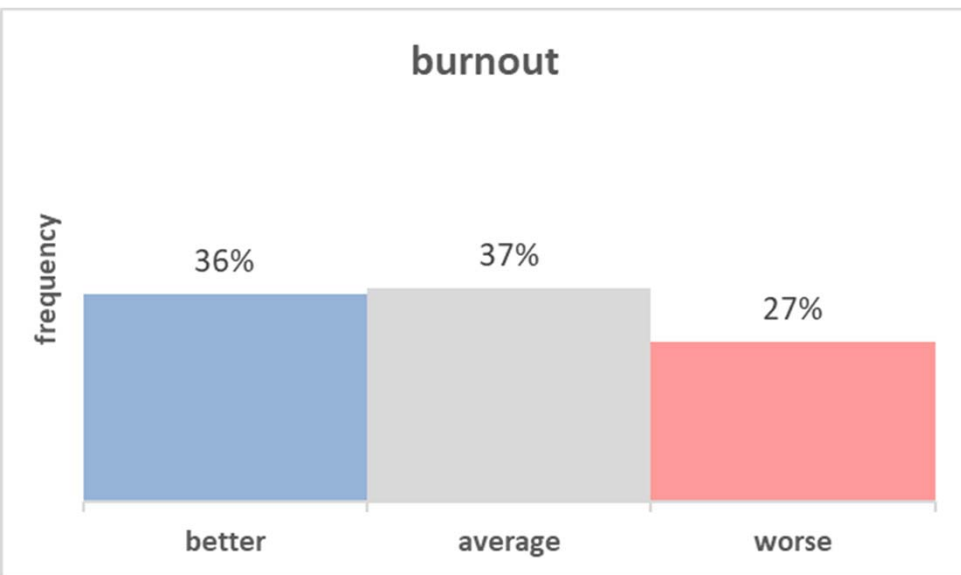
GH1 In general, would you say your health is:

- poor
- fair
- good
- very good
- excellent

average score: 60



Burnout Symptoms



Burnout

Burnout is often related to excessive work demands, but can be aggravated by poor relationships within an organization.

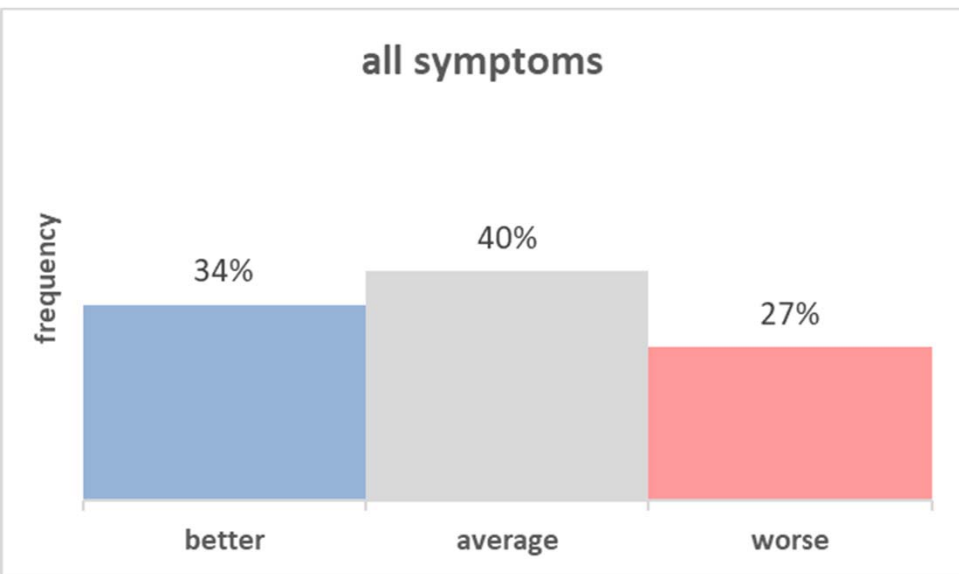
Scale Questions:

- BO1** How often have you felt worn out?
- BO3** How often have you been emotionally exhausted?
- BO2** How often have you been physically exhausted?
- BO4** How often have you felt tired?

average score: 51



All Symptoms Combined



average score: 42

All Symptoms

This is the average of all 10 symptom questions which include burnout, sleep troubles, cognitive and somatic symptoms, as compared to the reference population.

Scale Questions:

BO1 How often have you felt worn out?

BO3 How often have you been emotionally exhausted?

BO2 How often have you been physically exhausted?

BO4 How often have you felt tired?

SL2 How often have you found it hard to go to sleep?

SL4 How often have you woken up several times and found it difficult to get back to sleep?

SO2 How often have you had a headache?

SO1 How often have you had a stomach ache?

CS2 How often have you found it difficult to think clearly?

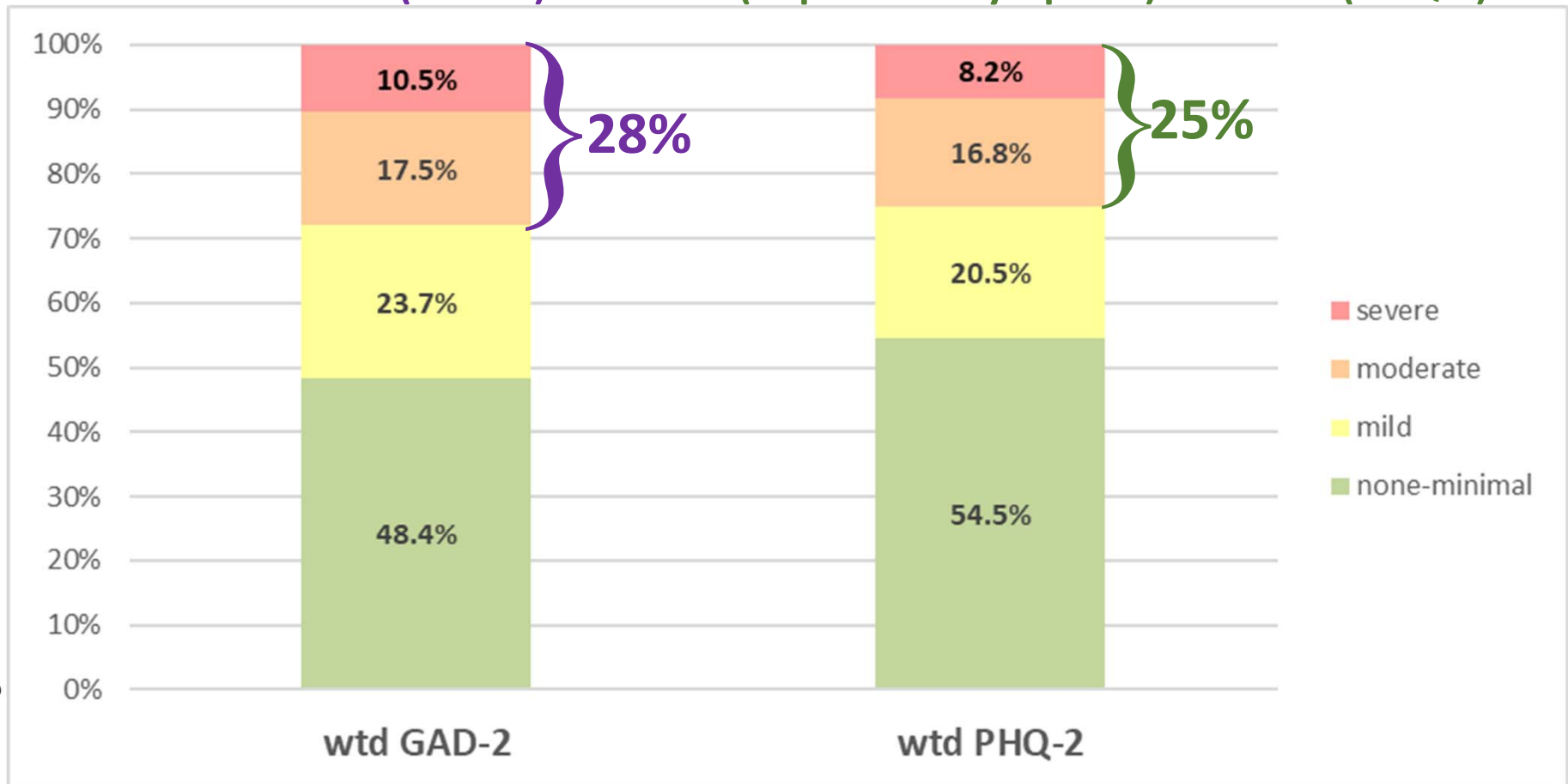
CS4 How often have you had difficulty with remembering?



Mental Health Screening Questions

Generalized Anxiety Disorder
screener (GAD-2)

Patient Health Questionnaire
(depression symptom) screener (PHQ-2)



Symptoms of Anxiety and Depression during the COVID-19 Pandemic

February to May 2021 Data from the Survey on COVID-19 and Mental Health¹

Symptoms of anxiety (GAD) and depression (MDD) in Canadians 18+

15% of Canadians screened positive for GAD.

This prevalence was: **(GAD-7)**

EKOS 2023

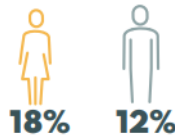
19% of Canadians screened positive for MDD.

This prevalence was: **(PHQ-9)**

EKOS 2023

28%

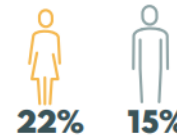
Higher among women than men



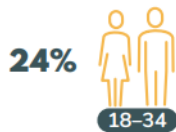
GENDER

25%

Higher among women than men

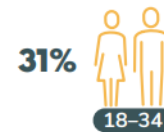


Highest among those aged 18-34



AGE GROUP

Highest among those aged 18-34

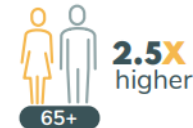
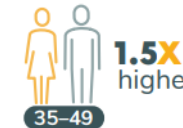
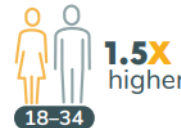


Higher among women than men in these age groups



GENDER BY AGE GROUP

Higher among women than men in these age groups

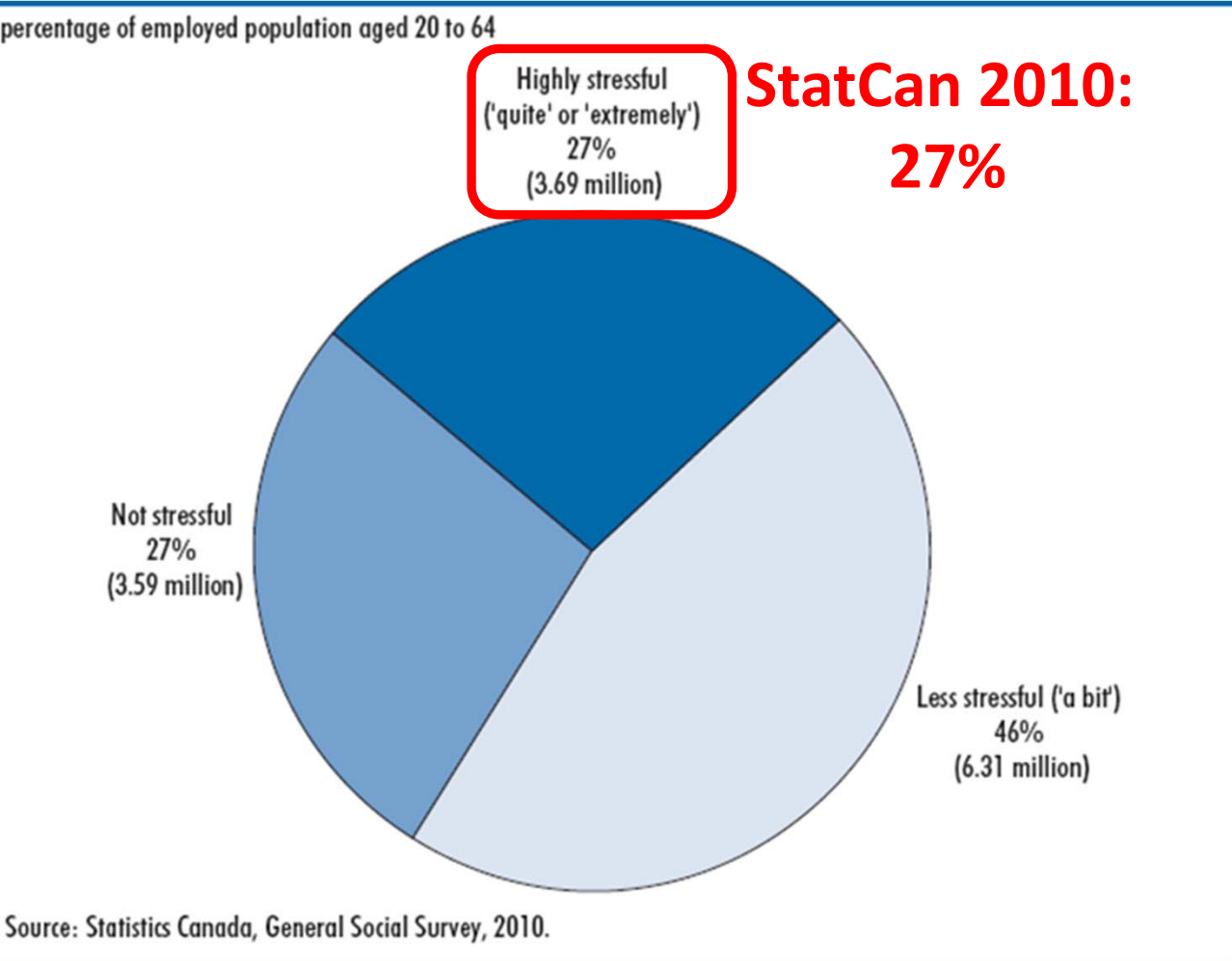


Considering your main job or business in the past 12 months, would you say that most days at work were...?

- 6.0% Not at all stressful
- 23.8% Not very stressful
- 42.3% A bit stressful
- 21.9% Quite a bit stressful
- 6.0% Extremely stressful

27.9%

**EKOS 2019:
30%**

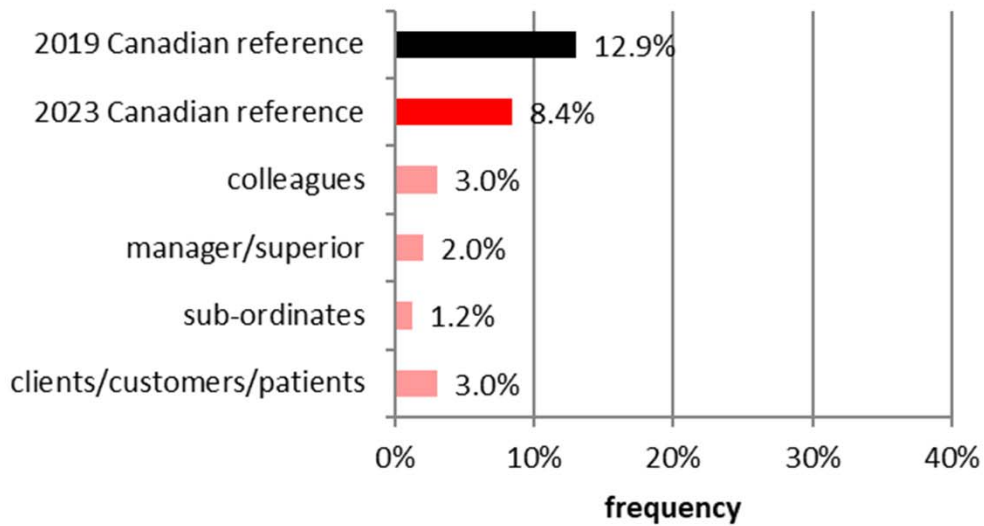


**StatCan 2010:
27%**

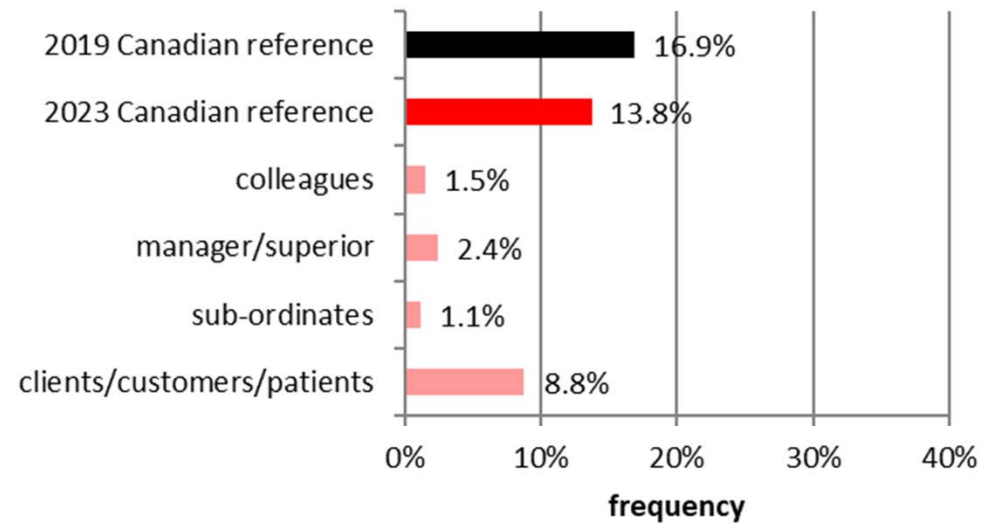
Offensive behaviours

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

undesired sexual attention



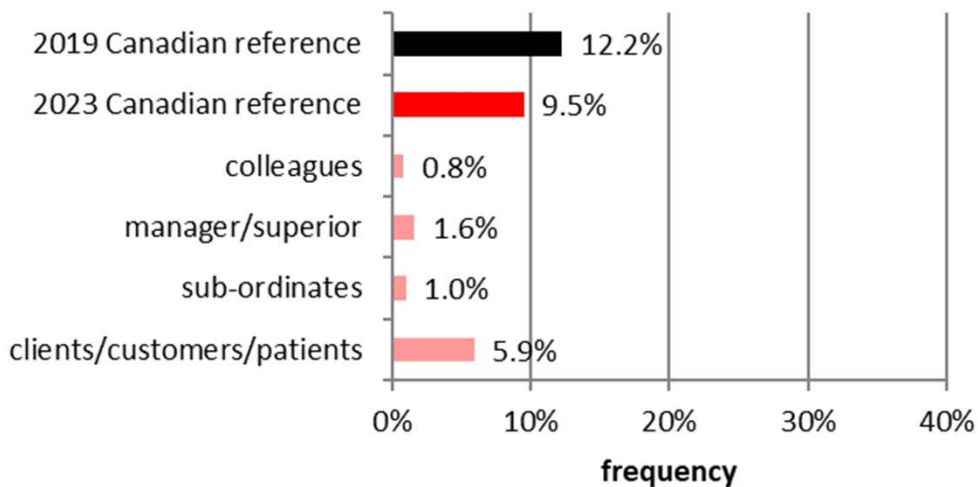
threats of violence



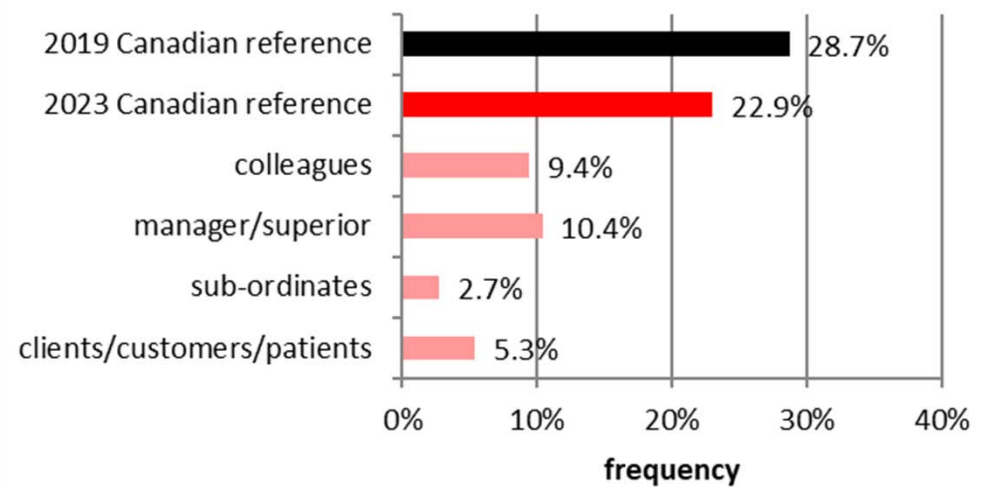
Offensive behaviours

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

physical violence



bullying



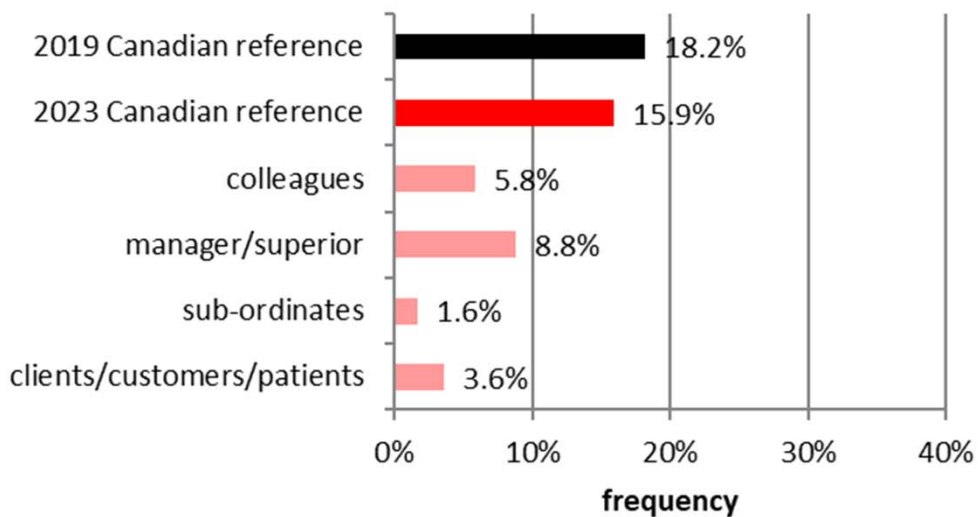
Bullying means that a person repeatedly is exposed to unpleasant or degrading treatment, and that the person finds it difficult to defend himself or herself against it.



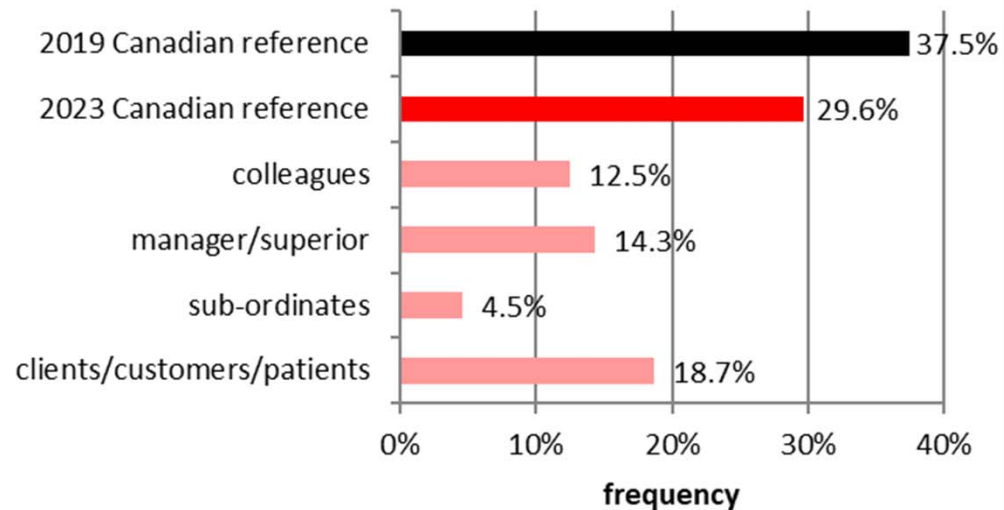
Offensive behaviours

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

discrimination



vicarious offensive behaviours



Vicarious: witnessed but not experienced as a victim during the last 12 months

types of vicarious offensive behaviours:	undesired sexual attention	21.5%
(note: more than one could be selected)	threats of violence	29.3%
	physical violence	19.1%
	bullying	63.6%
	discrimination	48.0%

any offensive behaviour: 41.8%



Symptom experience of those 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	
undesired sexual attention	40	57	61	60	57	56
threats of violence	40	53	64	58	50	53
physical violence	40	60	68	56	51	55
bullying	38	52	55	56	51	53
discrimination	39	53	53	55	52	52
vicarious offensive behaviours	38	50	50	50	48	49

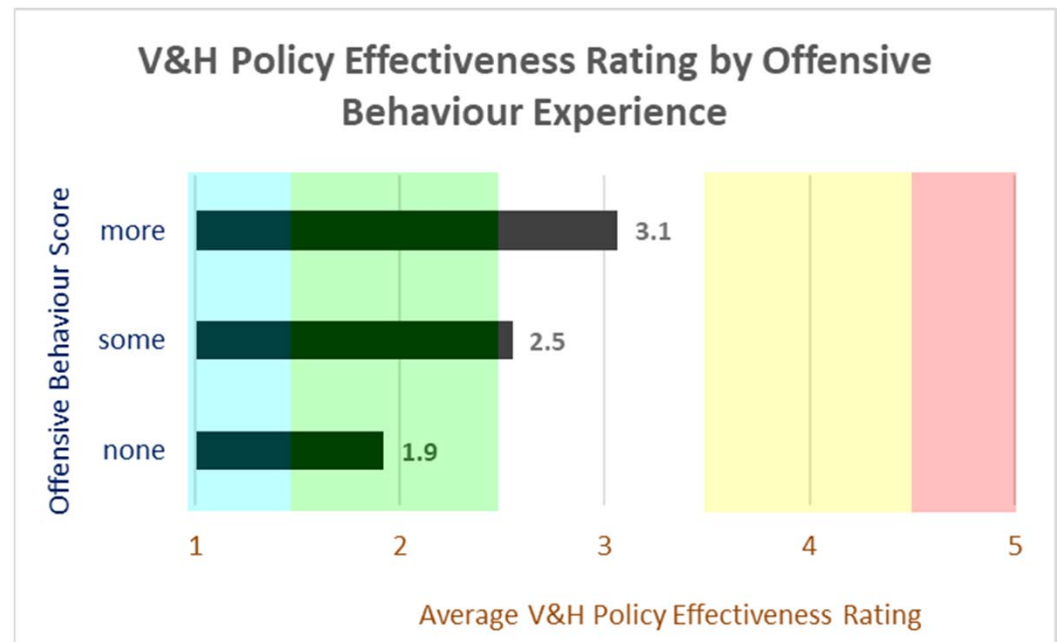
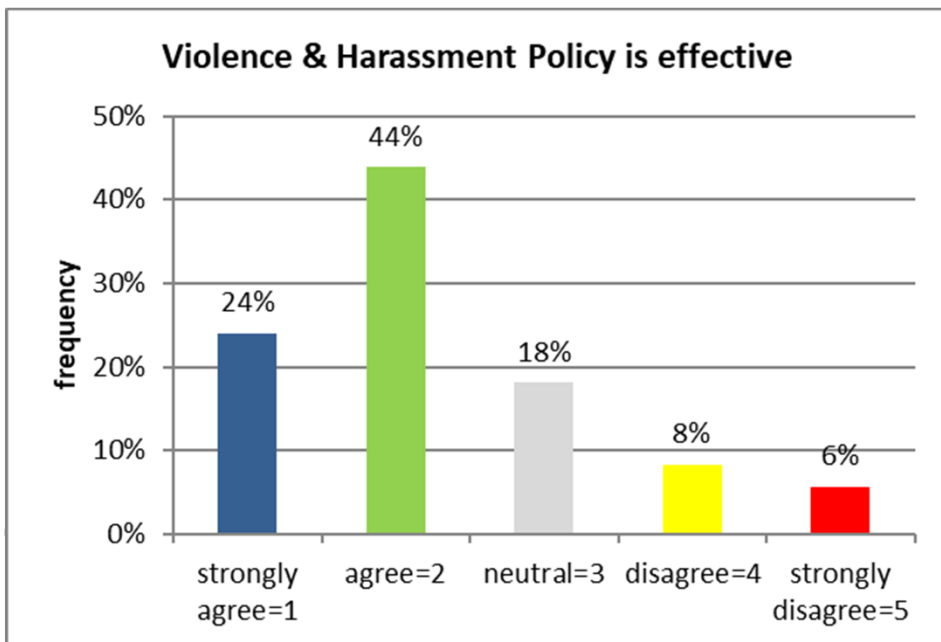
legend
none = no behaviours reported
< 5 points higher than no experience
5-10 points higher
10-15 points higher
15+ points higher



Workplace Violence & Harassment Policy

does your workplace have a violence & harassment policy?

yes 86.0%
no 5.0%
not sure 9.0%

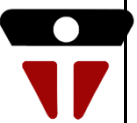


How do we compare your results?

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- 2. Internal comparison:** StressAssess constructs a **correlation matrix** which compares each of the psychosocial factors with the symptoms – the factors that have the strongest correlation are listed as the top factors
- 3. Comparison between internal departments/groups:** if requested we can do an internal comparison between departments – this comparison can also be extended to demographic factors (e.g. age, gender identity, job classification, etc.)



	number of respondents included in analysis:	3607	burnout	sleep troubles	somatic symptoms	cognitive symptoms	all symptoms	engagement	job satisfaction	work-life imbalance	psychological climate
demands at work	quantitative demands		+0.33	+0.19	+0.20	+0.28	+0.32	-0.07	-0.19	+0.42	-0.01
	work pace		+0.37	+0.19	+0.22	+0.19	+0.32	-0.02	-0.13	+0.43	-0.01
	emotional demands		+0.45	+0.27	+0.29	+0.30	+0.42	-0.08	-0.23	+0.50	-0.01
work organization & job contents	influence		-0.19	-0.13	-0.13	-0.13	-0.19	+0.41	+0.34	-0.15	+0.01
	possibilities for development		-0.01	-0.05	-0.06	-0.07	-0.05	+0.46	+0.34	+0.03	+0.01
	meaning of work		-0.10	-0.12	-0.11	-0.16	-0.14	+0.60	+0.46	-0.10	+0.01
interpersonal relationships & leadership	predictability		-0.28	-0.19	-0.15	-0.22	-0.27	+0.60	+0.49	-0.27	+0.01
	rewards (recognition)		-0.31	-0.23	-0.22	-0.25	-0.32	+0.61	+0.58	-0.34	+0.01
	role clarity		-0.22	-0.19	-0.21	-0.26	-0.27	+0.47	+0.45	-0.29	+0.01
	role conflicts		+0.38	+0.27	+0.29	+0.32	+0.39	-0.28	-0.37	+0.47	-0.01
	quality of leadership		-0.26	-0.19	-0.17	-0.19	-0.26	+0.51	+0.50	-0.29	+0.01
	social support from supervisor		-0.26	-0.21	-0.22	-0.21	-0.28	+0.44	+0.47	-0.34	+0.01
	social support from colleagues		-0.24	-0.20	-0.22	-0.23	-0.28	+0.39	+0.43	-0.31	+0.01
job insecurity			+0.31	+0.27	+0.28	+0.32	+0.36	-0.21	-0.27	+0.32	-0.01
social capital	vertical trust		-0.29	-0.21	-0.20	-0.24	-0.30	+0.50	+0.49	-0.34	+0.01
	justice & respect		-0.34	-0.24	-0.22	-0.27	-0.34	+0.49	+0.49	-0.39	+0.01



Top issues:

psychosocial factors	engage-ment
rewards (recognition)	+0.61
predictability	+0.60
meaning of work	+0.60
quality of leadership	+0.51
vertical trust	+0.50
justice & respect	+0.49
role clarity	+0.47
possibilities for development	+0.46
social support from supervisor	+0.44
influence	+0.41
social support from colleagues	+0.39
role conflicts	-0.28
job insecurity	-0.21
emotional demands	-0.08
quantitative demands	-0.07
work pace	-0.02

psychosocial factors	job satisfaction
rewards (recognition)	+0.58
quality of leadership	+0.50
justice & respect	+0.49
vertical trust	+0.49
predictability	+0.49
social support from supervisor	+0.47
meaning of work	+0.46
role clarity	+0.45
social support from colleagues	+0.43
role conflicts	-0.37
possibilities for development	+0.34
influence	+0.34
job insecurity	-0.27
emotional demands	-0.23
quantitative demands	-0.19
work pace	-0.13



Top issues:

psychosocial factors	psychological H&S climate
justice & respect	+0.64
rewards (recognition)	+0.61
vertical trust	+0.60
quality of leadership	+0.56
predictability	+0.54
social support from supervisor	+0.50
role conflicts	-0.43
social support from colleagues	+0.42
role clarity	+0.41
emotional demands	-0.41
influence	+0.38
work pace	-0.26
job insecurity	-0.23
quantitative demands	-0.22
meaning of work	+0.22
possibilities for development	+0.20

psychosocial factors	burnout
emotional demands	+0.45
role conflicts	+0.38
work pace	+0.37
justice & respect	-0.34
quantitative demands	+0.33
rewards (recognition)	-0.31
job insecurity	+0.31
vertical trust	-0.29
predictability	-0.28
quality of leadership	-0.26
social support from supervisor	-0.26
social support from colleagues	-0.24
role clarity	-0.22
influence	-0.19
meaning of work	-0.10
possibilities for development	-0.01



psychosocial factors	engagement	psychological H&S climate	job satisfaction	burnout
justice & respect	+0.49	+0.64	+0.49	-0.34
rewards (recognition)	+0.61	+0.61	+0.58	
predictability	+0.60	+0.54	+0.49	
vertical trust	+0.50	+0.60	+0.49	
quality of leadership	+0.51	+0.56	+0.50	
social support from supervisor	+0.44	+0.50	+0.47	
role clarity	+0.47	+0.41	+0.45	
social support from colleagues	+0.39	+0.42	+0.43	
role conflicts		-0.43	-0.37	+0.38
influence	+0.41	+0.38	+0.34	
meaning of work	+0.60		+0.46	
emotional demands		-0.41		+0.45
possibilities for development	+0.46		+0.34	
work pace				+0.37
quantitative demands				+0.33
job insecurity				



How do we compare your results?

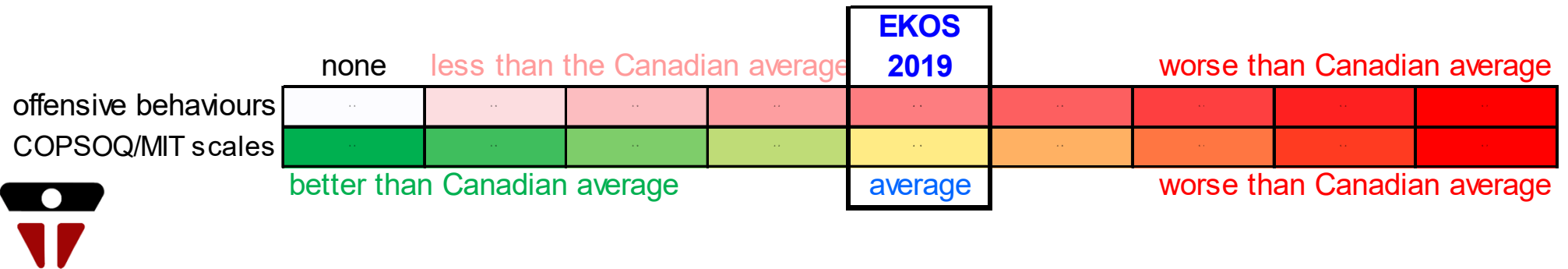
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Comparisons:

- We calculated the scores for different scales and questions made an **internal** comparison for the following variables:
 - Human rights designated groups & race
 - economic sector
 - gender identity, age, education
 - shift, hrs of work, management membership, unionization, paperwork, seniority, working from home

The tables can be interpreted by using the following scale:



QIDENTITY Since 1996, the Employment Equity Act has required employers to take progressive measures, including reviewing barriers, collecting data and planning to achieve equity for four designated groups: women, Indigenous peoples, racialized peoples and persons with disabilities.

(<https://www.ohrc.on.ca/en/book/export/html/8931>), please select all that apply to you:

- 3.2% Indigenous person
- 8.0% Racialized person
- 6.9% Person with a Disability
- 39.5% Woman
- 6.2% Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer or Questioning
- 37.1% None of the above
- 2.4% Prefer not to say
- 2.1% Not listed (Please expand if you wish):
- 6.2% No response



	factors	all
	n=	4049
Demands at Work	quantitative demands	45
	work pace	59
	emotional demands	43
Work Organization and Job Content	influence	49
	possibilities for development	70
	meaning of work	71
	commitment to the workplace	61
Interpersonal Relations and Leadership	predictability	55
	rewards (recognition)	65
	role clarity	71
	role conflicts	46
	quality of leadership	57
	social support from supervisor	69
	social support	75
Work-Individual Interface	job insecurity	27
	job satisfaction	71
	work-life conflict	38
Social Capital	vertical trust	66
	justice & respect	60

Indigenous person	Racialized person	Person with a Disability	Woman	Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer or Questioning	not listed
128	323	279	1599	252	55
45	44	43	45	45	44
64	59	60	59	61	57
46	42	43	43	43	39
47	47	51	50	49	48
71	67	73	70	70	69
76	69	72	70	69	75
66	61	62	62	61	63
57	56	55	56	54	52
66	63	65	66	64	66
73	70	72	71	72	72
50	46	44	45	47	43
62	58	58	58	57	58
71	67	70	69	66	69
76	74	77	75	75	76
29	34	26	28	30	27
75	68	71	71	70	69
35	38	39	38	40	39
66	66	65	67	65	68
60	59	60	60	59	63





		factors	
		n=	4049
Health and Well-being	self-rated health		60
	burnout		50
	sleep troubles		44
	somatic symptoms		27
	cognitive symptoms		35
Offensive Behaviours	sexual harassment		8.4%
	threats of violence		13.8%
	physical violence		9.5%
	bullying		22.9%
	discrimination		15.9%
	vicarious offensive behaviours		29.6%
Working Conditions	enough resources		2.5
	job security		2.0
	staffing levels		2.9
	accommodations for outside responsibilities		2.2
Workplace Culture	incident investigation orientation		4.9
	VH Effectiveness		2.3
	psych HS climate		2.8
	culture that tolerates harmful behaviour		3.2

all	Indigenous person	Racialized person	Person with a Disability	Woman	Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer or Questioning	not listed
4049	128	323	279	1599	252	55
60	63	59	62	61	60	66
50	50	52	49	50	52	49
44	44	44	41	44	45	40
27	29	29	25	28	30	21
35	39	36	32	35	37	30
8.4%	11.8%	12.2%	5.8%	9.0%	7.9%	3.6%
13.8%	22.4%	11.9%	13.3%	14.1%	11.5%	9.1%
9.5%	12.5%	9.9%	10.1%	9.7%	6.3%	9.1%
22.9%	29.1%	20.2%	26.6%	23.5%	20.7%	25.5%
15.9%	22.2%	23.0%	16.5%	15.6%	14.3%	12.7%
29.6%	33.6%	29.1%	29.1%	28.7%	28.8%	32.7%
2.5	2.4	2.5	2.5	2.4	2.5	2.5
2.0	2.0	2.2	2.0	2.0	2.0	2.2
2.9	2.8	2.9	3.0	2.9	2.9	2.9
2.2	2.3	2.3	2.2	2.2	2.2	2.1
4.9	5.2	5.2	4.9	4.9	5.2	5.1
2.3	2.2	2.3	2.4	2.2	2.3	2.4
2.8	2.6	2.8	2.8	2.7	2.8	2.8
3.2	2.9	3.2	3.2	3.3	3.2	3.3

QRACIAL In our society, people are often described by their race or racial background. These are not based in science, but our race may influence the way we are treated by individuals and institutions, and this may affect our health. Which category(ies) best describes you?

Check all that apply:

- 3.6% Black (African, African Canadian, Afro-Caribbean descent)
- 4.2% East Asian (Chinese, Japanese, Korean, Taiwanese descent)
- 3.5% Indigenous (First Nations, Inuk/Inuit, Métis)
- 1.9% Latin American (Hispanic or Latin American descent)
- 2.0% Middle Eastern (Arab, Persian, West Asian descent (e.g., Afghan, Egyptian, Iranian, Kurdish, Lebanese, Turkish))
- 3.5% South Asian (e.g., Bangladeshi, Indian, Indo-Caribbean, Pakistani, Sri Lankan)
- 1.6% Southeast Asian (Cambodian, Filipino, Indonesian, Thai, Vietnamese, or other Southeast Asian descent)
- 76.5% White European descent
- 5.5% Another race category (please specify) :
- 2.2% No response





	factors		all	Black	East Asian	Indigenous	Latin American	Middle Eastern	South Asian	Southeast Asian	White European descent	Another race category
	n=		4049	146	171	140	78	82	142	65	3097	224
Demands at Work	quantitative demands		45	43	42	47	41	45	44	42	45	45
	work pace		59	58	58	62	52	58	59	60	59	57
	emotional demands		43	44	38	45	31	44	39	41	43	45
Work Organization and Job Content	influence		49	46	46	46	54	50	51	49	50	49
	possibilities for development		70	69	62	73	70	70	69	66	71	69
	meaning of work		71	74	61	73	75	71	68	66	71	68
	commitment to the workplace		61	65	58	64	67	61	64	57	61	61
Interpersonal Relations and Leadership	predictability		55	59	53	54	59	58	58	52	55	55
	rewards (recognition)		65	68	61	64	71	63	69	62	65	64
	role clarity		71	73	67	70	74	68	72	69	72	71
	role conflicts		46	43	48	47	39	51	43	43	45	44
	quality of leadership		57	61	54	54	65	54	61	55	57	56
	social support from supervisor		69	71	62	65	72	65	70	64	69	66
	social support		75	76	69	76	76	72	75	75	76	76
Work-Individual Interface	job insecurity		27	35	35	25	25	29	26	28	27	28
	job satisfaction		71	71	66	70	73	71	71	67	71	70
	work-life conflict		38	39	38	37	29	41	35	38	38	38
Social Capital	vertical trust		66	71	61	66	74	66	67	64	66	66
	justice & respect		60	62	57	59	65	58	64	56	59	60



	factors	all	Black	East Asian	Indigenous	Latin American	Middle Eastern	South Asian	Southeast Asian	White European descent	Another race category
	n=	4049	146	171	140	78	82	142	65	3097	224
Health and Well-being	self-rated health	60	59	59	60	64	61	60	61	60	58
	burnout	50	53	47	51	47	51	50	50	50	51
	sleep troubles	44	47	39	42	41	44	45	44	44	44
	somatic symptoms	27	30	29	26	27	28	28	31	27	29
	cognitive symptoms	35	38	35	36	34	33	37	33	36	35
Offensive Behaviours	sexual harassment	8.4%	12.3%	17.1%	7.2%	9.0%	8.5%	11.3%	10.8%	7.8%	10.8%
	threats of violence	13.8%	12.3%	16.5%	16.7%	12.8%	12.3%	14.9%	13.8%	13.2%	13.9%
	physical violence	9.5%	11.0%	13.5%	10.9%	7.8%	11.1%	11.4%	6.2%	9.4%	10.4%
	bullying	22.9%	20.5%	19.5%	15.9%	16.7%	23.5%	24.1%	24.6%	23.0%	25.0%
	discrimination	15.9%	23.3%	18.2%	14.4%	14.1%	18.8%	13.7%	12.3%	16.0%	17.5%
	vicarious offensive behaviours	29.6%	26.0%	25.3%	27.9%	25.0%	22.8%	30.7%	27.7%	30.0%	32.3%
Working Conditions	enough resources	2.5	2.4	2.4	2.5	2.4	2.5	2.3	2.4	2.5	2.6
	job security	2.0	2.2	2.3	2.0	2.0	1.9	1.9	2.2	2.0	1.9
	staffing levels	2.9	2.9	2.8	3.1	2.6	2.9	2.8	2.9	2.9	3.0
	accommodations for outside responsibilities	2.2	2.3	2.3	2.2	1.9	2.3	2.2	2.5	2.2	2.4
Workplace Culture	incident investigation orientation	4.9	5.0	5.3	4.7	4.8	5.0	5.0	4.9	4.9	5.2
	VH Effectiveness	2.3	2.2	2.3	2.4	2.0	2.5	2.1	2.1	2.3	2.3
	psych HS climate	2.8	2.6	2.8	2.7	2.5	2.9	2.6	2.8	2.8	2.8
	culture that tolerates harmful behaviour	3.2	3.4	3.0	3.2	3.5	3.0	3.4	3.2	3.2	3.2

Q31 What kind of business, industry or service do you work in? (That is, what type of work does your business/employer do?)

<u>n=</u>	<u>freq.</u>
78	2.0%
84	2.1%
72	1.8%
188	4.7%
230	5.8%
60	1.5%
166	4.2%
192	4.8%
218	5.5%
41	1.0%
462	11.6%
470	11.8%
111	2.8%
94	2.4%
354	8.9%
236	5.9%
313	7.9%
89	2.2%
511	12.9%

- Agriculture, Forestry, Fishing, Hunting
 - Mining, quarrying, and oil and gas extraction
 - Utilities (electric, gas and water)
 - Construction
 - Manufacturing
 - Wholesale Trade
 - Transportation and Warehousing
 - Information, Information Technology
 - Finance and Insurance, Real Estate Rental and Leasing
 - Administrative and Support and Waste Management and Remediation Services
 - Educational Services
 - Health Care and Social Assistance
 - Arts, Entertainment and Recreation
 - Accommodation and Food Services
 - Public Administration
 - Retail Trade
 - Professional, Scientific and Technical Services
 - Other Services (Not including Public Administration)
 - Other (specify)
-
- No response



*** economic sector codes have not been checked – we expect significant changes once they have been verified ****



Economic Sectors: Demands at Work

	n=	quantitative demands	work pace	emotional demands
Educational Services	462	50	61	56
Health Care and Social Assistance	470	46	64	56
Administrative and Support and Waste Management and Remediation Services	41	45	58	43
Public Administration	354	46	58	40
Wholesale Trade	60	47	60	38
Construction	188	46	58	40
Arts, Entertainment and Recreation	111	41	59	43
Finance and Insurance, Real Estate Rental and Leasing	218	45	59	40
Professional, Scientific and Technical Services	312	48	56	37
Other (specify)	511	42	58	41
Accommodation and Food Services	94	35	67	39
Retail Trade	236	41	60	39
Mining, quarrying, and oil and gas extraction	84	43	59	37
Other Services (Not including Public Administration)	89	39	55	41
Agriculture, Forestry, Fishing, Hunting	78	46	54	34
Transportation and Warehousing	166	39	58	36
Information, Information Technology	192	46	52	32
Manufacturing	230	41	55	33
Utilities (electric, gas and water)	72	41	52	34
EKOS wtd 2023	4049	45	59	43

*** economic sector codes have not been checked – we expect significant changes once they have been verified ****



Economic Sectors: Work Organization and Job Content

	n=	influence	possibilities for development	meaning of work	commitment to the workplace
Agriculture, Forestry, Fishing, Hunting	78	56	73	78	66
Educational Services	462	46	76	81	63
Health Care and Social Assistance	470	46	73	82	65
Professional, Scientific and Technical Services	312	55	75	71	63
Other (specify)	511	51	70	73	63
Finance and Insurance, Real Estate Rental and Leasing	218	54	72	66	63
Construction	188	52	72	69	60
Arts, Entertainment and Recreation	111	52	72	66	62
Information, Information Technology	192	55	73	63	59
Mining, quarrying, and oil and gas extraction	84	51	70	66	62
Public Administration	354	47	70	67	60
Other Services (Not including Public Administration)	89	49	64	69	62
Utilities (electric, gas and water)	72	44	66	70	64
Wholesale Trade	60	53	64	63	60
Manufacturing	230	46	66	66	57
Transportation and Warehousing	166	47	63	68	56
Administrative and Support and Waste Management and Remediation Services	41	48	61	61	63
Accommodation and Food Services	94	47	61	60	59
Retail Trade	236	48	63	57	55
EKOS wtd 2023	4049	49	70	70	61

*** economic sector codes have not been checked – we expect significant changes once they have been verified ****



Economic Sectors: Inter-personal Relations and Leadership

	n=	predictability	rewards (recognition)	role clarity	role conflicts	quality of leadership	social support from supervisor	social support
Agriculture, Forestry, Fishing, Hunting	78	61	72	76	43	63	72	77
Finance and Insurance, Real Estate Rental and Leasing	218	59	69	71	46	62	72	76
Accommodation and Food Services	94	59	70	75	45	59	68	78
Other (specify)	511	56	68	75	42	60	72	77
Information, Information Technology	192	55	68	68	45	59	74	77
Professional, Scientific and Technical Services	312	59	68	71	44	58	70	76
Health Care and Social Assistance	470	57	64	75	46	56	67	75
Other Services (Not including Public Administration)	89	55	64	74	43	57	71	77
Public Administration	354	53	64	67	49	58	71	78
Mining, quarrying, and oil and gas extraction	84	52	64	72	48	53	69	78
Arts, Entertainment and Recreation	111	55	66	74	45	57	66	75
Construction	188	52	66	73	48	56	66	73
Administrative and Support and Waste Management and Remediation Services	41	56	63	66	43	64	69	74
Retail Trade	236	54	63	72	43	57	69	74
Wholesale Trade	60	55	64	69	45	58	65	72
Educational Services	462	52	62	69	50	55	66	74
Utilities (electric, gas and water)	72	54	60	69	46	53	65	77
Transportation and Warehousing	166	52	62	74	39	55	67	71
Manufacturing	230	50	62	68	46	55	65	74
EKOS wtd 2023	4049	55	65	71	46	58	69	75

*** economic sector codes have not been checked – we expect significant changes once they have been verified ****



Economic Sectors: Work-Individual Interface

	n=	job insecurity	job satisfaction	work-life conflict
Agriculture, Forestry, Fishing, Hunting	78	24	79	35
Other (specify)	511	26	73	33
Utilities (electric, gas and water)	72	24	70	33
Health Care and Social Assistance	470	22	71	38
Finance and Insurance, Real Estate Rental and Leasing	218	26	72	37
Transportation and Warehousing	166	26	70	36
Public Administration	354	26	70	38
Wholesale Trade	60	31	72	35
Other Services (Not including Public Administration)	89	31	72	36
Construction	188	27	70	39
Professional, Scientific and Technical Services	312	27	71	40
Educational Services	462	25	72	43
Information, Information Technology	192	32	71	37
Retail Trade	236	30	65	34
Mining, quarrying, and oil and gas extraction	84	29	71	41
Arts, Entertainment and Recreation	111	33	74	40
Manufacturing	230	31	68	36
Accommodation and Food Services	94	29	66	37
Administrative and Support and Waste Management and Remediation Services	41	40	65	44
EKOS wtd 2023	4049	28	70	39

*** economic sector codes
have not been checked – we
expect significant changes once
they have been verified ****



Economic Sectors: Social Capital

	n=	vertical trust	justice & respect
Agriculture, Forestry, Fishing, Hunting	78	73	68
Finance and Insurance, Real Estate Rental and Leasing	218	70	64
Accommodation and Food Services	94	70	64
Other Services (Not including Public Administration)	89	71	62
Arts, Entertainment and Recreation	111	69	63
Professional, Scientific and Technical Services	312	70	62
Other (specify)	511	69	61
Administrative and Support and Waste Management and Remediation Services	41	67	63
Information, Information Technology	192	66	63
Health Care and Social Assistance	470	67	59
Construction	188	66	59
Retail Trade	236	67	58
Wholesale Trade	60	63	61
Transportation and Warehousing	166	63	60
Manufacturing	230	62	59
Public Administration	354	63	57
Utilities (electric, gas and water)	72	63	57
Mining, quarrying, and oil and gas extraction	84	63	56
Educational Services	462	61	54
EKOS wtd 2023	4049	66	60

*** economic sector codes have not been checked – we expect significant changes once they have been verified ****



Economic Sectors: Health & Well-being

Administrative and Support and Waste Management and Remediation Services

Accommodation and Food Services

Health Care and Social Assistance

Educational Services

Public Administration

Retail Trade

Finance and Insurance, Real Estate Rental and Leasing

Arts, Entertainment and Recreation

Other Services (Not including Public Administration)

Construction

Professional, Scientific and Technical Services

Information, Information Technology

Wholesale Trade

Other (specify)

Mining, quarrying, and oil and gas extraction

Transportation and Warehousing

Utilities (electric, gas and water)

Manufacturing

Agriculture, Forestry, Fishing, Hunting

EKOS wtd 2023

n=

self-rated health

burnout

sleep troubles

somatic symptoms

cognitive symptoms

41	61	55	51	37	45
94	57	55	46	28	39
470	60	54	45	29	37
462	60	55	46	29	34
354	59	50	46	28	39
236	58	51	44	28	35
218	60	50	45	28	36
111	61	50	46	28	35
89	63	48	43	31	37
188	60	51	44	27	33
312	60	49	42	27	37
192	58	46	45	24	36
60	66	46	44	32	35
511	60	48	43	25	33
84	63	50	43	22	34
166	60	48	40	23	32
72	63	45	38	24	37
230	64	46	41	25	32
78	66	47	43	24	30
4049	60	51	44	28	36

*** economic sector codes have not been checked – we expect significant changes once they have been verified ****



Economic Sectors: Offensive Behaviours

*** economic sector codes have not been checked – we expect significant changes once they have been verified ****

	n=	sexual harassment	threats of violence	physical violence	bullying	discrimination	vicarious offensive behaviours
Educational Services	462	5.4%	20.3%	19.6%	31.7%	16.5%	46.1%
Health Care and Social Assistance	470	12.2%	26.9%	17.4%	23.9%	15.8%	39.0%
Administrative and Support and Waste Management and Remediation Services	41	31.7%	17.1%	22.0%	22.0%	14.6%	24.4%
Wholesale Trade	60	16.7%	21.7%	16.9%	20.0%	19.0%	26.3%
Construction	188	9.6%	13.8%	6.4%	26.6%	16.3%	32.8%
Utilities (electric, gas and water)	72	8.5%	15.3%	5.6%	26.8%	19.7%	29.2%
Retail Trade	236	13.6%	11.9%	7.7%	23.4%	12.9%	32.9%
Arts, Entertainment and Recreation	111	9.9%	12.6%	8.2%	19.1%	20.0%	31.5%
Transportation and Warehousing	166	12.0%	12.7%	8.5%	24.8%	16.9%	25.3%
Manufacturing	230	10.0%	10.5%	7.9%	24.3%	15.7%	31.7%
Accommodation and Food Services	94	11.7%	9.8%	5.3%	19.4%	17.0%	33.3%
Mining, quarrying, and oil and gas extraction	84	7.1%	7.1%	3.6%	27.4%	16.7%	29.8%
Other (specify)	511	5.7%	12.8%	8.1%	19.8%	16.3%	26.3%
Other Services (Not including Public Administration)	89	11.2%	15.7%	7.9%	20.5%	5.7%	27.6%
Public Administration	354	3.1%	7.1%	3.4%	22.6%	18.7%	23.7%
Agriculture, Forestry, Fishing, Hunting	78	7.7%	5.2%	3.8%	21.8%	13.0%	26.9%
Information, Information Technology	192	6.3%	7.9%	4.7%	18.2%	13.1%	15.7%
Professional, Scientific and Technical Services	312	3.8%	8.0%	3.2%	16.3%	14.5%	19.0%
Finance and Insurance, Real Estate Rental and Leasing	218	6.9%	4.6%	4.6%	15.3%	12.9%	15.7%
EKOS wtd 2023	4049	9.6%	14.3%	10.1%	22.9%	15.9%	29.5%



Economic Sectors: Working Conditions

	n=	enough resources	job security	staffing levels	accommodations for outside responsibilities
Agriculture, Forestry, Fishing, Hunting	78	2.1	1.9	2.6	1.9
Finance and Insurance, Real Estate Rental and Leasing	218	2.2	1.8	2.7	2.0
Wholesale Trade	60	2.2	2.1	2.4	2.2
Utilities (electric, gas and water)	72	2.3	1.8	2.8	2.1
Professional, Scientific and Technical Services	312	2.4	1.9	2.8	1.9
Administrative and Support and Waste Management and Remediation Services	41	2.3	2.1	2.6	2.2
Construction	188	2.3	2.1	2.6	2.1
Information, Information Technology	192	2.4	2.2	2.7	1.9
Other (specify)	511	2.4	1.9	2.9	2.1
Accommodation and Food Services	94	2.3	2.2	2.8	2.0
Other Services (Not including Public Administration)	89	2.4	2.1	2.8	2.1
Public Administration	354	2.6	1.7	3.0	2.1
Transportation and Warehousing	166	2.4	2.0	2.9	2.3
Retail Trade	236	2.4	2.2	2.8	2.2
Mining, quarrying, and oil and gas extraction	84	2.2	2.3	2.9	2.2
Manufacturing	230	2.5	2.1	2.9	2.3
Arts, Entertainment and Recreation	111	2.6	2.3	2.8	2.2
Health Care and Social Assistance	470	2.7	1.8	3.2	2.4
Educational Services	462	2.9	2.0	3.3	2.6
EKOS wtd 2023	4049	2.5	2.0	2.9	2.2

*** economic sector codes have not been checked – we expect significant changes once they have been verified ****



Economic Sectors: Workplace Culture

Administrative and Support and Waste Management and Remediation Services

Finance and Insurance, Real Estate Rental and Leasing

Accommodation and Food Services

Information, Information Technology

Other Services (Not including Public Administration)

Agriculture, Forestry, Fishing, Hunting

Other (specify)

Construction

Retail Trade

Arts, Entertainment and Recreation

Wholesale Trade

Transportation and Warehousing

Utilities (electric, gas and water)

Manufacturing

Mining, quarrying, and oil and gas extraction

Professional, Scientific and Technical Services

Public Administration

Health Care and Social Assistance

Educational Services

EKOS wtd 2023

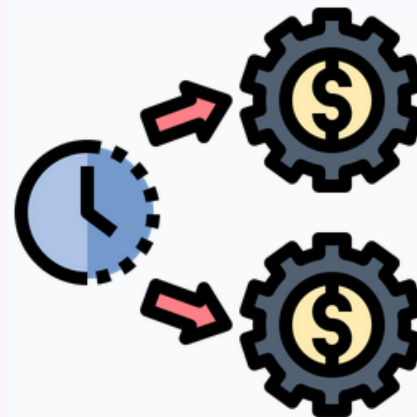
n=	incident investigation orientation	VH Effectiveness	psych HS climate	culture that tolerates harmful behaviour
41	5.2	2.0	2.4	3.2
218	4.8	2.0	2.3	3.5
94	5.0	2.1	2.6	3.4
192	4.4	2.0	2.3	3.6
89	5.3	2.3	2.7	3.2
78	4.6	2.3	2.4	3.6
511	4.7	2.1	2.6	3.5
188	5.2	2.3	2.7	3.2
236	4.9	2.1	2.7	3.2
111	5.0	2.2	2.6	3.2
60	4.8	2.2	2.5	3.2
166	5.2	2.3	2.9	3.2
72	5.4	2.3	3.0	3.0
230	5.1	2.2	2.8	3.1
84	5.0	2.3	2.9	3.3
312	4.6	2.3	2.6	3.4
354	4.9	2.4	2.8	3.2
470	5.0	2.4	3.0	3.2
462	5.1	2.6	3.3	2.8
4049	4.9	2.3	2.8	3.2

*** economic sector codes have not been checked – we expect significant changes once they have been verified ****



Q3 What best describes your position at work?

- 82.1% Full time
- 11.3% Part time
- 1.6% Casual
- 2.5% Contract
- 1.4% Seasonal
- 0.1% Work for a temp agency
- 1.2% Other (please specify)



Q35B Are most of the non-management workers at your workplace unionized?

27.8%
72.2%

- Yes
- No
- Other (please specify)



Q36 Do you work for **another employer** in addition to your job at this workplace?

9.6%
88.8%
1.7%

- Yes
- No
- Other (please specify)



<https://www.flaticon.com/>





	factors	all	Full time	Part time	Casual	Contract	Seasonal	unionized	non-unionized	other	work for another employer	do not work for another employer	other
	n=	4049	3319	458	65	101	55	1808	2152	75	382	3546	67
Demands at Work	quantitative demands	45	46	34	35	41	35	46	43	45	47	44	46
	work pace	59	60	54	54	53	58	60	58	57	59	59	56
	emotional demands	43	43	38	44	43	33	48	38	42	46	42	46
Work Organization and Job Content	influence	49	50	44	44	54	47	45	53	52	51	49	55
	possibilities for development	70	71	62	68	76	64	71	70	70	70	70	74
	meaning of work	71	71	68	76	74	71	74	68	78	71	71	77
	commitment to the workplace	61	61	61	63	61	60	61	62	63	61	61	64
Interpersonal Relations and Leadership	predictability	55	55	56	58	54	57	52	57	58	55	55	58
	rewards (recognition)	65	64	67	69	69	74	62	68	70	65	65	66
	role clarity	71	70	76	79	75	80	70	72	75	71	72	76
	role conflicts	46	47	40	37	43	37	49	43	38	48	45	40
	quality of leadership	57	57	60	62	57	62	55	59	63	57	57	57
	social support from supervisor	69	69	70	68	71	74	67	70	75	68	69	72
	social support	75	75	76	76	76	77	75	76	76	75	75	78
Work-Individual Interface	job insecurity	27	27	26	25	33	32	26	28	28	29	27	28
	job satisfaction	71	70	72	71	74	77	70	71	74	71	71	75
	work-life conflict	38	39	29	27	36	33	39	36	39	41	37	38
Social Capital	vertical trust	66	65	71	75	69	72	62	70	65	67	66	65
	justice & respect	60	58	65	67	60	66	56	63	61	60	60	61

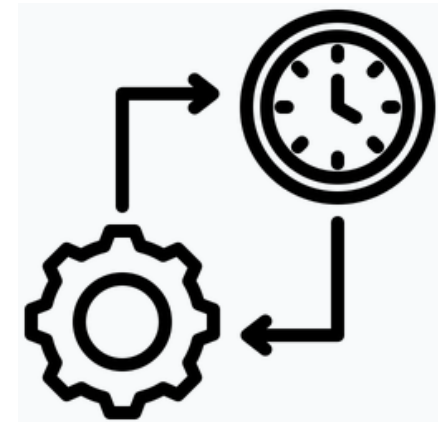
	factors	all	Full time	Part time	Casual	Contract	Seasonal	unionized	non-unionized	other	work for another employer	do not work for another employer	other
	n=	4049	3319	458	65	101	55	1808	2152	75	382	3546	67
Health and Well-being	self-rated health	60	60	62	58	57	63	60	61	57	61	60	60
	burnout	50	51	47	45	47	47	52	49	51	52	50	47
	sleep troubles	44	44	43	39	43	35	46	42	43	46	44	44
	somatic symptoms	27	28	25	23	27	24	28	26	26	29	27	24
	cognitive symptoms	35	36	33	33	34	27	36	34	35	39	35	35
Offensive Behaviours	sexual harassment	8.4%	8.1%	9.6%	12.5%	8.9%	9.1%	8.9%	8.0%	2.7%	13.9%	7.8%	6.1%
	threats of violence	13.8%	13.6%	14.1%	20.0%	11.9%	10.9%	19.4%	9.2%	9.3%	17.6%	13.3%	16.4%
	physical violence	9.5%	9.5%	8.8%	12.5%	11.0%	7.3%	13.9%	6.0%	4.0%	12.9%	8.9%	16.4%
	bullying	22.9%	23.8%	16.7%	20.3%	18.8%	30.9%	26.9%	19.6%	26.7%	28.9%	22.1%	26.9%
	discrimination	15.9%	16.3%	12.8%	15.4%	16.0%	16.4%	18.8%	13.4%	14.7%	21.4%	15.0%	19.4%
	vicarious offensive behaviours	29.6%	29.7%	26.3%	33.8%	35.4%	30.9%	36.5%	23.7%	34.7%	34.7%	28.6%	48.5%
Working Conditions	enough resources	2.5	2.5	2.3	2.6	2.3	2.2	2.7	2.3	2.6	2.5	2.5	2.5
	job security	2.0	1.9	2.2	2.7	2.8	2.3	1.9	2.1	2.0	2.1	2.0	2.2
	staffing levels	2.9	2.9	2.8	2.9	2.9	2.5	3.1	2.7	3.0	2.9	2.9	2.9
	accommodations for outside responsibilities	2.2	2.2	2.2	2.4	2.2	2.2	2.4	2.0	2.3	2.2	2.2	2.2
Workplace Culture	incident investigation orientation	4.9	4.9	4.9	5.1	5.0	4.9	5.1	4.7	5.0	4.9	4.9	4.7
	VH Effectiveness	2.3	2.3	2.2	2.3	2.2	2.1	2.5	2.1	2.3	2.3	2.3	2.4
	psych HS climate	2.8	2.8	2.6	2.9	2.6	2.7	3.1	2.5	2.9	2.7	2.8	2.7
	culture that tolerates harmful behaviour	3.2	3.2	3.4	3.5	3.3	3.3	3.0	3.4	3.2	3.3	3.2	3.3

Q38B On average, how many **hours per week** do you get **paid** for?

hrs/week **average:** minimum: maximum:
39.7 1.0 120.0 **hours/week** n= 4036

Q37 Which of the following best describes the **hours you usually work** at your job?

- 75.5% Regular daytime schedule or shift
- 3.1% Regular evening shift
- 1.6% Regular night shift
- 5.5% Rotating shift (change from days to evenings to nights)
- 1.1% Split shift
- 1.1% On call
- 8.7% Irregular schedule
- 3.5% Other (please specify)



	factors	all	<9 paid hrs/week	9-19 paid hrs/week	20-31 paid hrs/week	32-40 paid hrs/week	41-48 paid hrs/week	49-60 paid hrs/week	61+ paid hrs/week	Regular daytime schedule or shift	Regular evening shift	Regular night shift	Rotating shift (days to evenings to nights)	Split shift	On call	Irregular schedule
	n=	4049	74	250	298	1967	807	488	151	3036	124	63	220	43	46	348
Demands at Work	quantitative demands	45	33	34	35	42	51	55	50	46	42	43	43	32	38	41
	work pace	59	47	53	54	55	63	70	68	58	63	57	63	45	53	58
	emotional demands	43	32	38	40	39	47	55	51	41	49	49	53	45	41	45
Work Organization and Job Content	influence	49	46	46	46	49	50	54	50	50	41	44	39	39	52	52
	possibilities for development	70	63	64	65	69	73	78	73	71	61	55	67	59	70	70
	meaning of work	71	65	69	71	69	72	76	69	71	66	60	67	64	75	71
	commitment to the workplace	61	62	62	64	61	61	62	57	62	59	54	57	60	65	61
Interpersonal Relations and Leadership	predictability	55	57	56	57	56	53	53	53	55	55	51	47	50	59	55
	rewards (recognition)	65	68	68	69	66	63	62	59	66	66	59	53	56	68	66
	role clarity	71	76	75	76	71	70	70	72	71	73	67	70	71	78	74
	role conflicts	46	37	38	40	43	50	53	55	45	49	53	53	43	42	45
	quality of leadership	57	59	61	60	59	55	52	52	58	59	48	50	58	62	58
	social support from supervisor	69	70	71	70	71	67	62	63	70	69	57	61	65	72	68
	social support	75	72	77	77	77	74	73	69	76	74	66	71	65	77	75
Work-Individual Interface	job insecurity	27	29	24	24	27	28	28	32	27	36	37	30	33	20	25
	job satisfaction	71	68	71	76	72	70	68	65	72	70	61	65	65	71	72
	work-life conflict	38	25	28	30	33	44	55	56	36	38	48	46	38	37	40
Social Capital	vertical trust	66	73	72	70	67	63	63	62	67	64	57	56	62	72	68
	justice & respect	60	67	66	65	61	56	54	53	60	62	53	51	62	63	61

	factors	all	<9 paid hrs/week	9-19 paid hrs/week	20-31 paid hrs/week	32-40 paid hrs/week	41-48 paid hrs/week	49-60 paid hrs/week	61+ paid hrs/week	Regular daytime schedule or shift	Regular evening shift	Regular night shift	Rotating shift (days to evenings to nights)	Split shift	On call	Irregular schedule	Other
	n=	4049	74	250	298	1967	807	488	151	3036	124	63	220	43	46	348	140
Health and Well-being	self-rated health	60	59	63	61	61	59	58	60	61	59	58	58	57	61	59	59
	burnout	50	44	46	48	48	53	58	59	50	53	58	54	48	46	50	53
	sleep troubles	44	41	42	45	42	46	47	52	43	45	55	51	44	40	43	47
	somatic symptoms	27	26	24	26	27	28	28	34	27	35	42	29	35	19	24	26
	cognitive symptoms	35	32	33	32	34	37	37	43	35	42	49	41	36	33	33	34
Offensive Behaviours	sexual harassment	8.4%	12.2%	10.0%	9.7%	7.1%	7.5%	10.3%	14.7%	6.0%	20.3%	39.7%	20.6%	22.0%	6.5%	8.3%	11.5%
	threats of violence	13.8%	12.2%	13.3%	16.3%	11.4%	14.9%	18.0%	18.7%	10.7%	25.2%	38.1%	38.2%	23.8%	17.4%	12.1%	18.8%
	physical violence	9.5%	12.2%	8.1%	12.1%	7.4%	11.1%	12.9%	12.6%	6.8%	23.6%	33.3%	29.5%	17.5%	6.5%	7.8%	12.9%
	bullying	22.9%	20.3%	18.1%	15.8%	18.9%	28.4%	33.0%	34.7%	20.8%	31.7%	41.3%	32.0%	40.5%	19.6%	21.6%	34.8%
	discrimination	15.9%	20.3%	16.7%	9.8%	13.0%	17.2%	23.5%	30.2%	14.1%	24.4%	31.7%	18.7%	21.4%	17.8%	18.7%	24.5%
	vicarious offensive behaviours	29.6%	24.7%	26.8%	28.1%	24.5%	34.1%	42.1%	41.1%	26.7%	38.5%	38.1%	49.5%	26.2%	27.3%	32.4%	45.0%
Working Conditions	enough resources	2.5	2.3	2.3	2.3	2.4	2.7	2.9	2.5	2.5	2.3	2.5	2.7	2.5	2.3	2.5	2.7
	job security	2.0	2.3	2.2	2.2	1.9	1.9	2.0	2.2	1.9	2.0	2.2	2.0	2.3	2.3	2.2	2.1
	staffing levels	2.9	2.7	2.7	2.8	2.8	3.1	3.2	2.9	2.9	2.7	2.9	3.4	3.1	2.6	2.9	3.1
	accommodations for outside responsibilities	2.2	2.1	2.1	2.1	2.1	2.2	2.4	2.4	2.1	2.2	2.6	2.7	2.4	2.1	2.3	2.4
Workplace Culture	incident investigation orientation	4.9	5.0	4.9	4.9	4.9	4.9	5.0	5.5	4.8	5.3	5.8	5.8	5.7	4.9	5.1	4.8
	VH Effectiveness	2.3	2.2	2.1	2.2	2.2	2.4	2.5	2.5	2.2	2.3	2.4	2.6	2.3	2.3	2.3	2.5
	psych HS climate	2.8	2.8	2.5	2.5	2.6	3.0	3.1	3.2	2.7	2.7	3.1	3.5	3.2	2.7	2.9	3.2
	culture that tolerates harmful behaviour	3.2	3.5	3.6	3.4	3.3	3.1	3.0	2.8	3.3	2.9	2.9	2.8	3.0	3.5	3.4	3.1

Q39A On average, how many **extra hours without pay** do you work at this job **per week** (do not include hours which are exchanged in lieu of time off)?

hours/week **average:** minimum: maximum:
3.4 0.0 80.0 **hours/week** n= 2785

Q40B If **yes**, how often do you have to work through your break-time/lunch because of work demands?

- 12.4% Always
- 23.1% Often
- 24.8% Sometimes
- 16.5% Seldom
- 21.3% Never/ hardly ever
- 1.9% Not applicable



		factors	all	0 extra hrs without pay	1-3 extra hrs without pay	4-5 extra hrs without pay	6-10 extra hrs without pay	10-19 extra hrs without pay	20+ extra hrs without pay	always work through breaks	often work through breaks	sometimes work through breaks	seldom work through breaks	never/hardly ever work through breaks	other
	n=		4049	1462	382	457	124	263	96	338	633	679	451	584	51
Demands at Work	quantitative demands	45	37	47	52	53	60	60	56	54	46	40	33	31	
	work pace	59	52	60	63	67	71	74	73	67	60	53	50	50	
	emotional demands	43	34	45	48	50	60	63	59	53	45	37	30	30	
Work Organization and Job Content	influence	49	47	47	50	47	48	47	45	44	48	48	45	49	
	possibilities for development	70	67	71	72	74	76	74	74	72	70	67	65	62	
	meaning of work	71	68	73	72	70	78	71	75	72	70	67	69	70	
	commitment to the workplace	61	62	60	62	56	60	58	59	58	61	61	64	63	
Interpersonal Relations and Leadership	predictability	55	56	52	51	52	48	54	49	49	54	55	59	54	
	rewards (recognition)	65	66	66	62	60	57	57	57	59	64	66	70	66	
	role clarity	71	74	71	69	67	65	66	67	69	71	71	77	73	
	role conflicts	46	41	45	51	53	55	63	60	54	48	41	35	31	
	quality of leadership	57	60	57	55	56	48	51	51	52	56	59	63	65	
	social support from supervisor	69	72	70	67	64	59	60	61	63	68	71	75	74	
	social support	75	78	76	75	72	71	70	72	74	74	77	79	74	
Work-Individual Interface	job insecurity	27	25	26	30	30	28	36	31	30	29	27	23	25	
	job satisfaction	71	72	70	70	67	65	61	66	67	70	70	76	74	
	work-life conflict	38	29	37	43	45	58	61	54	46	39	32	24	29	
Social Capital	vertical trust	66	68	65	62	60	59	61	59	60	64	67	72	73	
	justice & respect	60	62	58	55	53	50	51	49	53	58	62	67	68	

factors		n=	all	extra hours without pay						work through breaks					
				0 extra hrs without pay	1-3 extra hrs without pay	4-5 extra hrs without pay	6-10 extra hrs without pay	10-19 extra hrs without pay	20+ extra hrs without pay	always work through breaks	often work through breaks	sometimes work through breaks	seldom work through breaks	never/hardly ever work through breaks	other
		4049	1462	382	457	124	263	96	338	633	679	451	584	51	
Health and Well-being	self-rated health	60	62	58	58	59	56	56	56	57	60	60	62	61	
	burnout	50	45	52	54	55	62	65	64	57	52	46	43	45	
	sleep troubles	44	40	45	46	50	51	58	55	50	44	40	36	43	
	somatic symptoms	27	24	27	28	30	32	38	37	31	29	25	22	25	
	cognitive symptoms	35	32	38	39	38	41	46	45	40	38	33	29	28	
Offensive Behaviours	sexual harassment	8.4%	6.4%	6.6%	8.3%	13.7%	6.9%	15.6%	11.8%	8.9%	12.1%	5.3%	7.4%	5.9%	
	threats of violence	13.8%	9.7%	16.1%	15.4%	21.0%	19.4%	28.4%	23.2%	21.3%	16.5%	10.9%	7.9%	13.7%	
	physical violence	9.5%	6.4%	9.8%	10.8%	15.3%	16.0%	18.8%	17.3%	14.7%	12.0%	6.7%	5.3%	13.7%	
	bullying	22.9%	15.8%	24.5%	30.1%	27.4%	38.8%	42.1%	39.1%	32.9%	23.3%	20.4%	14.4%	13.7%	
	discrimination	15.9%	11.3%	15.0%	20.5%	21.8%	24.3%	35.4%	24.9%	22.9%	17.9%	11.1%	9.3%	9.8%	
	vicarious offensive behaviours	29.6%	22.2%	31.2%	34.6%	39.5%	45.0%	54.2%	44.7%	42.1%	34.7%	24.7%	21.5%	19.6%	
Working Conditions	enough resources	2.5	2.3	2.6	2.7	2.9	3.2	2.9	3.1	2.8	2.5	2.3	2.1	1.9	
	job security	2.0	1.9	1.9	2.0	2.0	2.0	2.1	2.0	2.0	2.0	2.0	1.8	1.9	
	staffing levels	2.9	2.8	3.0	3.1	3.4	3.5	3.3	3.4	3.3	2.9	2.8	2.6	2.5	
	accommodations for outside responsibilities	2.2	2.1	2.3	2.2	2.4	2.6	2.6	2.5	2.5	2.2	2.1	2.0	2.1	
Workplace Culture	incident investigation orientation	4.9	4.9	4.8	5.0	5.2	5.2	5.4	5.4	5.3	5.1	4.9	4.5	4.9	
	VH Effectiveness	2.3	2.2	2.3	2.4	2.5	2.6	2.6	2.6	2.5	2.4	2.2	2.0	2.3	
	psych HS climate	2.8	2.6	2.9	3.0	3.0	3.4	3.4	3.4	3.3	2.8	2.6	2.4	2.3	
	culture that tolerates harmful behaviour	3.2	3.4	3.2	3.1	3.1	2.8	2.5	2.7	2.9	3.1	3.3	3.6	3.4	

Q41 What percentage of your time do you spend on **paperwork** (i.e., activities that you think are of little importance)?

By paperwork we mean "routine clerical or record-keeping work often incidental to a more important task" (<http://www.merriam-webster.com/dictionary/paperwork>)

% **average:** minimum: maximum:
 23 0 100 %

Q3D Which of the following **best describes your after-work hours situation?**

- 12.9% I am required to be available for my workplace and/or clients, also during non-work hours
- 10.8% I am required to be available for the workplace after hours to help with problems (regular occurrence)
- 14.6% I am expected to regularly do some work (beyond checking communications) on off-hours
- 27.1% During non-work hours, I monitor my work (e.g., checking e-mails or similar work-related messages, intranet etc.), but am not required to respond until work hours
- 30.3% I often choose to check my email or calendar during my non-work hours to see what awaits me at work before I get there.
- 38.7% I am not connected to my workplace after hours
- 4.2% Other (please specify)



		factors	all	required to be available during non-work hours	required to be available after hours (regular problems)	expected to do some work regularly off-hours	monitor my work but not required to respond	choose to check during non-work hours	not connected after hours	Other	<15% of time spent on "paperwork"	15-33% of time spent on "paperwork"	34-50% of time spent on "paperwork"	51-75% of time spent on "paperwork"	76+% of time spent on "paperwork"
	n=		4049	523	215	331	723	558	1562	128	2186	897	480	242	189
Demands at Work	quantitative demands		45	53	54	55	46	46	37	42	40	48	53	51	46
	work pace		59	66	65	67	59	56	55	55	56	60	66	61	59
	emotional demands		43	54	52	54	44	41	35	40	37	48	55	51	46
Work Organization and Job Content	influence		49	58	53	49	55	53	42	48	50	51	46	48	47
	possibilities for development		70	76	72	75	76	73	64	70	70	72	71	71	65
	meaning of work		71	74	68	75	74	74	66	75	71	71	71	70	64
	commitment to the workplace		61	64	60	63	65	65	58	60	63	61	57	60	58
Interpersonal Relations and Leadership	predictability		55	56	54	52	57	58	53	53	57	55	50	51	52
	rewards (recognition)		65	64	61	62	68	70	63	67	68	64	59	59	58
	role clarity		71	70	67	68	72	73	73	72	74	70	67	67	68
	role conflicts		46	52	57	56	45	41	42	41	40	50	57	53	50
	quality of leadership		57	56	53	54	59	59	58	55	60	57	52	54	54
	social support from supervisor		69	65	64	65	71	71	69	70	71	69	62	62	63
Work-Individual Interface	social support		75	73	69	72	76	78	76	77	77	76	72	71	71
	job insecurity		27	31	34	31	27	25	25	24	24	28	31	33	34
	job satisfaction		71	69	66	66	72	75	71	70	74	69	64	68	67
Social Capital	work-life conflict		38	52	49	51	39	35	30	32	33	41	47	45	42
	vertical trust		66	66	61	61	67	68	67	67	69	64	59	62	64
	justice & respect		60	57	55	54	60	62	61	62	63	57	53	54	56

	factors	all	required to be available during non-work hours	required to be available after hours (regular problems)	expected to do some work regularly off-hours	monitor my work but not required to respond	choose to check during non-work hours	not connected after hours	Other	<15% of time spent on "paperwork"	15-33% of time spent on "paperwork"	34-50% of time spent on "paperwork"	51-75% of time spent on "paperwork"	76+% of time spent on "paperwork"
	n=	4049	523	215	331	723	558	1562	128	2186	897	480	242	189
Health and Well-being	self-rated health	60	59	57	58	62	60	61	57	62	59	59	58	57
	burnout	50	55	55	56	50	50	47	48	47	52	57	56	56
	sleep troubles	44	49	50	51	45	43	40	40	41	45	50	49	52
	somatic symptoms	27	31	33	29	27	25	26	22	24	28	32	31	36
	cognitive symptoms	35	39	43	39	34	34	33	33	32	37	42	40	43
Offensive Behaviours	sexual harassment	8.4%	15.0%	14.2%	11.5%	6.1%	4.8%	7.2%	4.7%	6.6%	7.9%	12.3%	11.2%	12.2%
	threats of violence	13.8%	22.0%	22.4%	19.4%	12.5%	9.5%	10.5%	14.8%	10.3%	15.5%	20.5%	19.9%	16.5%
	physical violence	9.5%	16.7%	12.7%	16.1%	9.3%	6.1%	6.6%	7.0%	6.7%	10.9%	15.0%	15.4%	10.2%
	bullying	22.9%	31.9%	35.2%	32.0%	19.7%	19.0%	18.9%	25.8%	18.2%	26.4%	32.5%	29.2%	26.6%
	discrimination	15.9%	21.4%	26.0%	21.5%	14.4%	13.5%	12.9%	15.0%	13.3%	16.3%	22.8%	20.3%	19.0%
	vicarious offensive behaviours	29.6%	38.7%	43.9%	38.9%	28.6%	26.0%	24.2%	29.7%	25.1%	33.6%	39.8%	34.0%	29.6%
Working Conditions	enough resources	2.5	2.6	2.8	2.9	2.5	2.4	2.3	2.6	2.4	2.6	2.8	2.7	2.4
	job security	2.0	2.0	2.1	2.1	2.0	1.9	2.0	2.1	2.0	1.9	2.0	2.0	2.1
	staffing levels	2.9	3.0	3.1	3.2	2.9	2.9	2.8	3.1	2.8	3.1	3.2	3.1	2.9
	accommodations for outside responsibilities	2.2	2.3	2.3	2.5	2.1	2.1	2.2	2.1	2.1	2.2	2.4	2.3	2.3
Workplace Culture	incident investigation orientation	4.9	5.0	5.1	5.0	4.8	4.6	5.0	4.9	4.7	5.0	5.3	5.2	5.3
	VH Effectiveness	2.3	2.3	2.5	2.6	2.2	2.2	2.2	2.5	2.2	2.4	2.5	2.5	2.2
	psych HS climate	2.8	2.8	3.0	3.3	2.7	2.6	2.7	2.9	2.6	2.9	3.3	3.0	2.9
	culture that tolerates harmful behaviour	3.2	3.1	2.8	2.8	3.4	3.3	3.3	3.2	3.4	3.1	2.9	3.0	3.1

Q3B Which of the following **best describes your current working situation?**

("working from home" also means working remotely away from your pre-pandemic workplace location)

- 11.2%
- 7.9%
- 10.8%
- 11.0%
- 50.6%
- 1.3%
- 3.4%
- 3.9%

- Working at home for your full work week
- Working at home but going to a workplace a couple times per month
- Working at home 3-4 days per week and working at a workplace the rest of your work week
- Working at home 1-2 days per week and working at a workplace the rest of your work week
- Working at a workplace for the whole work week
- On leave of absence
- Work "on the road"
- Other (please specify)



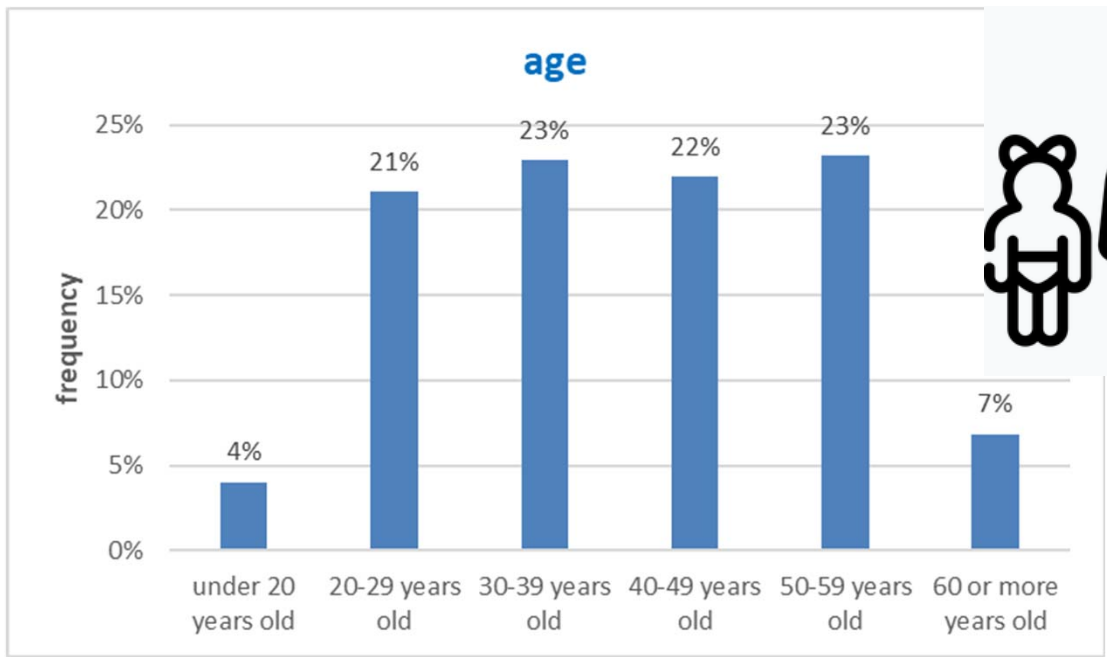


		all	Working at home for your full work week	at home but going to a workplace a couple times/mo	at home 3-4 d/wk at workplace rest of week	at home 1-2 d/wk at workplace rest of week	at a workplace the whole week	On leave of absence	Work "on the road"	Other	Other
	factors										
	n=	4049	453	319	437	444	2049	52	138	157	48
Demands at Work	quantitative demands	45	46	45	51	49	43	44	35	37	43
	work pace	59	57	55	59	59	60	66	56	56	57
	emotional demands	43	38	39	40	44	45	56	40	38	43
Work Organization and Job Content	influence	49	51	56	53	53	47	43	54	45	57
	possibilities for development	70	70	74	72	75	69	69	70	69	72
	meaning of work	71	65	72	68	71	72	67	74	75	77
	commitment to the workplace	61	59	64	61	63	61	52	61	63	63
Interpersonal Relations and Leadership	predictability	55	56	59	56	56	53	48	55	56	58
	rewards (recognition)	65	66	69	66	67	63	55	66	68	70
	role clarity	71	69	72	68	68	72	69	77	79	76
	role conflicts	46	47	45	47	47	45	54	43	39	44
	quality of leadership	57	61	61	60	58	56	54	57	56	59
	social support from supervisor	69	70	73	71	70	67	64	68	71	71
	social support	75	75	77	77	76	75	72	75	75	75
Work-Individual Interface	job insecurity	27	34	28	27	27	26	34	23	26	23
	job satisfaction	71	68	73	70	71	71	60	74	73	73
	work-life conflict	38	40	37	40	42	37	48	38	33	38
Social Capital	vertical trust	66	66	69	66	66	65	60	67	72	72
	justice & respect	60	61	62	59	59	59	51	64	65	67

factors		all	Working at home for your full work week	at home but going to a workplace a couple times/mo	at home 3-4 d/wk at workplace rest of week	at home 1-2 d/wk at workplace rest of week	at a workplace the whole week	On leave of absence	Work "on the road"	Other	Other
	n=	4049	453	319	437	444	2049	52	138	157	48
Health and Well-being	self-rated health	60	58	61	60	59	61	54	67	60	63
	burnout	50	51	49	51	51	51	64	44	47	47
	sleep troubles	44	47	44	45	44	43	56	37	44	47
	somatic symptoms	27	31	26	29	28	26	39	20	24	28
	cognitive symptoms	35	39	35	38	36	34	49	27	31	32
Offensive Behaviours	sexual harassment	8.4%	11.1%	7.8%	6.2%	6.3%	8.9%	13.7%	8.7%	5.7%	8.3%
	threats of violence	13.8%	11.1%	7.8%	7.3%	9.9%	16.7%	30.8%	14.5%	17.8%	18.8%
	physical violence	9.5%	8.6%	6.0%	5.7%	4.8%	12.1%	23.5%	7.4%	7.0%	8.3%
	bullying	22.9%	21.3%	18.2%	21.5%	23.8%	23.9%	40.4%	15.2%	26.9%	23.4%
	discrimination	15.9%	18.2%	14.2%	18.2%	17.8%	14.5%	23.1%	15.2%	17.3%	12.8%
	vicarious offensive behaviours	29.6%	19.0%	20.3%	21.1%	29.2%	34.8%	47.1%	30.7%	29.7%	29.8%
Working Conditions	enough resources	2.5	2.3	2.3	2.5	2.5	2.6	2.8	2.4	2.4	2.5
	job security	2.0	2.1	1.9	1.8	1.9	2.0	2.0	2.1	2.2	2.1
	staffing levels	2.9	2.7	2.6	2.9	2.9	3.0	3.3	3.0	2.9	2.9
	accommodations for outside responsibilities	2.2	2.0	1.8	2.0	2.1	2.3	2.7	2.1	2.2	2.1
Workplace Culture	incident investigation orientation	4.9	4.9	4.7	4.7	4.7	5.0	5.6	4.9	4.9	4.8
	VH Effectiveness	2.3	2.1	2.1	2.2	2.3	2.3	2.7	2.2	2.3	2.6
	psych HS climate	2.8	2.6	2.4	2.6	2.7	2.9	4.1	2.7	2.7	2.8
	culture that tolerates harmful behaviour	3.2	3.3	3.5	3.3	3.3	3.1	2.6	3.4	3.3	3.3

QAGE How old are you?

- Under 25 yrs old
- 25-34 yrs old
- 35-44 yrs old
- 45-54 yrs old
- 55-64 yrs old
- 65 or more yrs old



PQ34 How long have you worked there?

	Years	Months
Q34 Please specify :	<input type="text"/>	<input type="text"/>

- Less than 6 months 5.1%
- From 6 to 12 months 6.5%
- From 1 to 3 years 16.7%
- From 3 to 5 years 13.5%
- From 5 to 10 years 19.4%
- From 10 to 20 years 23.0%
- From 20 to 30 years 10.8%
- More than 30 years 5.0%



<https://www.flaticon.com/>



	factors		under 25 yrs old	25-34 yrs old	35-44 yrs old	45-54 yrs old	55-64 yrs old	64 or more yrs old	<1 yr seniority	1-3 yrs seniority	3-5 yrs seniority	5-10 yrs seniority	10-20 yrs seniority	20-30 yrs seniority	30+ yrs seniority
	n=	4049	163	852	928	887	936	277	443	640	518	745	881	416	191
Demands at Work	quantitative demands	45	40	45	48	46	43	36	40	45	44	45	47	46	44
	work pace	59	60	61	61	59	56	50	55	58	58	59	61	59	59
	emotional demands	43	41	43	44	44	41	38	34	40	41	42	47	50	45
Work Organization and Job Content	influence	49	45	49	50	48	49	54	45	50	50	51	49	47	52
	possibilities for development	70	65	70	73	71	69	69	69	70	71	70	71	71	72
	meaning of work	71	62	65	70	71	75	78	68	68	71	69	72	74	78
	commitment to the workplace	61	60	59	61	61	63	66	62	61	61	61	61	61	61
Interpersonal Relations and Leadership	predictability	55	58	56	53	54	55	57	57	56	56	56	52	52	54
	rewards (recognition)	65	67	64	65	64	65	70	70	68	67	65	63	60	64
	role clarity	71	70	69	70	71	73	78	72	71	72	72	71	71	72
	role conflicts	46	48	51	47	46	41	36	40	44	46	46	48	47	43
	quality of leadership	57	60	59	57	56	56	61	62	60	59	57	54	55	56
	social support from supervisor	69	64	68	70	68	68	75	71	70	70	70	68	67	66
social support	75	71	73	76	76	76	79	77	76	76	75	75	76	75	75
Work-Individual Interface	job insecurity	27	35	33	26	27	24	18	31	28	26	27	26	26	19
	job satisfaction	71	67	65	70	71	74	79	72	70	71	70	71	71	76
	work-life conflict	38	41	42	43	37	32	26	33	37	37	39	40	39	35
Social Capital	vertical trust	66	66	65	65	65	68	70	71	69	68	65	63	64	65
	justice & respect	60	62	60	58	58	60	64	65	63	61	59	56	56	57

	factors		all	under 25 yrs old	25-34 yrs old	35-44 yrs old	45-54 yrs old	55-64 yrs old	64 or more yrs old	<1 yr seniority	1-3 yrs seniority	3-5 yrs seniority	5-10 yrs seniority	10-20 yrs seniority	20-30 yrs seniority	30+ yrs seniority
	n=	4049	4049	163	852	928	887	936	277	443	640	518	745	881	416	191
Health and Well-being	self-rated health	60	60	60	59	60	61	65	60	60	62	60	59	59	59	65
	burnout	50	50	53	54	54	51	46	39	50	51	50	52	51	50	45
	sleep troubles	44	44	43	45	43	45	44	38	41	45	44	43	45	46	41
	somatic symptoms	27	27	36	35	29	26	21	17	27	28	27	28	26	26	20
	cognitive symptoms	35	35	39	41	37	36	30	24	35	37	36	36	35	35	29
Offensive Behaviours	sexual harassment	8.4%	25.3%	16.4%	7.2%	6.2%	3.3%	2.2%	6.8%	8.5%	9.1%	9.7%	6.9%	4.8%	3.7%	
	threats of violence	13.8%	21.0%	16.6%	14.0%	13.1%	10.8%	12.0%	7.9%	11.6%	14.2%	13.4%	15.4%	15.7%	11.0%	
	physical violence	9.5%	17.4%	12.8%	9.8%	8.8%	6.5%	6.1%	4.8%	6.9%	8.1%	9.3%	10.9%	11.1%	11.6%	
	bullying	22.9%	27.2%	22.1%	23.0%	23.6%	23.0%	20.4%	20.8%	22.6%	21.9%	23.3%	22.9%	25.3%	22.0%	
	discrimination	15.9%	16.8%	15.7%	16.1%	16.0%	15.5%	16.0%	11.7%	14.3%	16.3%	12.9%	17.2%	21.9%	20.0%	
	vicarious offensive behaviours	29.6%	29.6%	27.1%	33.2%	30.4%	26.3%	33.1%	25.5%	26.0%	28.9%	29.6%	31.8%	36.6%	31.6%	
Working Conditions	enough resources	2.5	2.1	2.4	2.6	2.6	2.5	2.3	2.3	2.5	2.4	2.5	2.6	2.7	2.7	
	job security	2.0	2.1	2.0	1.9	2.0	2.0	2.0	2.3	2.1	2.0	1.9	1.9	1.8	1.8	
	staffing levels	2.9	2.4	2.8	3.0	3.0	3.0	2.8	2.7	2.8	2.8	2.9	3.1	3.1	3.1	
	accommodations for outside responsibilities	2.2	2.2	2.3	2.2	2.2	2.1	2.1	2.1	2.1	2.1	2.1	2.2	2.3	2.3	
Workplace Culture	incident investigation orientation	4.9	5.3	5.3	4.8	4.9	4.8	4.6	4.9	4.7	4.8	4.9	5.0	5.1	5.0	
	VH Effectiveness	2.3	2.0	2.2	2.3	2.4	2.2	2.2	2.0	2.1	2.2	2.3	2.4	2.4	2.5	
	psych HS climate	2.8	2.5	2.8	2.9	2.8	2.7	2.4	2.5	2.6	2.7	2.8	3.0	3.0	2.8	
	culture that tolerates harmful behaviour	3.2	3.1	3.1	3.2	3.3	3.3	3.5	3.6	3.4	3.3	3.2	3.1	3.1	3.3	



QMGR Are you considered to be part of the management at your workplace?

27.8% Yes
72.2% No

GENDR Which best describes your current gender identity?

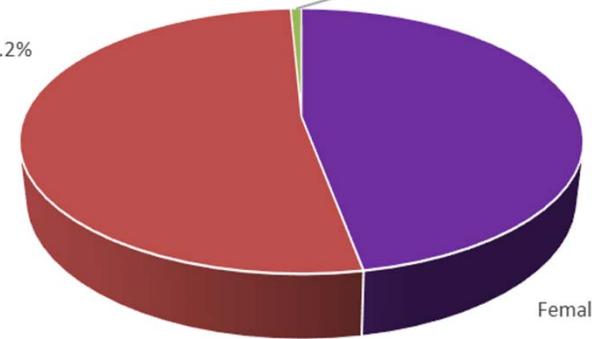
- Woman
- Man
- Indigenous or other cultural gender identity (e.g., Two-Spirit)
- Not listed (please specify if you wish, e.g., transgender, non-binary, gender



Male, 52.2%

gender identity

Other cultural identity & Not listed, 0.7%



Female, 47.1%



Q42 What is the **highest educational degree, certificate or diploma** you have obtained?

- 2.1% Some high school or vocational course
- 10.9% High school graduate
- 11.1% Trade certificate/diploma from a vocational school or apprenticeship training
- 16.8% Community college graduate
- 6.9% University certificate below bachelor's level
- 30.4% University bachelor's degree
- 16.2% University graduate Masters degree
- 3.2% University graduate PhD degree
- 2.4% Other (please specify)



	factors	all	management	non-management	female gender identity	male gender identity	different cultural gender identity & identity not listed	Some high school or vocational course	High school graduate	vocational school or apprenticeship trade certificate/diploma	Community college graduate	University certificate below bachelor's level	University bachelor's degree	University graduate Masters degree	University graduate PhD degree	Other (please specify)
	n=	4049	1119	2904	1903	2111	30	84	441	451	680	280	1227	655	128	99
Demands at Work	quantitative demands	45	50	42	45	44	43	34	38	41	43	45	46	49	54	44
	work pace	59	62	57	62	56	52	62	57	56	58	59	59	61	63	62
	emotional demands	43	47	41	46	39	41	39	37	40	41	45	43	46	52	48
Work Organization and Job Content	influence	49	62	45	46	52	48	48	45	47	46	54	50	52	59	48
	possibilities for development	70	76	68	70	70	70	67	64	69	67	70	71	76	80	73
	meaning of work	71	74	69	72	69	68	70	65	71	69	71	70	75	82	73
	commitment to the workplace	61	67	59	61	62	57	67	59	59	60	63	61	65	66	63
Interpersonal Relations and Leadership	predictability	55	62	52	54	56	48	58	54	51	53	56	55	57	60	56
	rewards (recognition)	65	70	63	64	66	61	66	64	64	63	65	65	68	68	65
	role clarity	71	73	71	72	71	75	73	73	72	72	71	70	71	73	74
	role conflicts	46	46	45	45	46	53	44	43	45	44	46	47	46	51	40
	quality of leadership	57	61	56	56	58	55	62	58	57	56	57	57	59	57	59
	social support from supervisor	69	71	68	68	70	75	71	68	67	69	66	69	71	68	71
	social support	75	76	75	75	75	82	74	75	75	75	74	75	75	77	76
Work-Individual Interface	job insecurity	27	26	27	27	27	30	23	26	25	27	28	29	27	24	21
	job satisfaction	71	73	70	70	71	70	73	70	72	71	70	70	71	74	73
	work-life conflict	38	42	36	39	37	45	35	32	34	37	40	39	40	44	40
Social Capital	vertical trust	66	70	65	66	66	66	71	67	65	66	67	65	67	64	69
	justice & respect	60	63	58	58	61	60	61	60	59	59	60	59	60	57	61

EKOS wrtd 2023		factors	all	management	non-management	female gender identity	male gender identity	different cultural gender identity & identity not listed	Some high school or vocational course	High school graduate	vocational school or apprenticeship trade certificate/diploma	Community college graduate	University certificate below bachelor's level	University bachelor's degree	University graduate Masters degree	University graduate PhD degree	Other (please specify)
4049		n=	4049	1119	2904	1903	2111	30	84	441	451	680	280	1227	655	128	99
60	Health and Well-being	self-rated health	60	62	59	59	62	56	58	59	59	59	61	61	62	63	58
51		burnout	50	50	50	55	46	57	53	49	49	50	51	51	50	52	53
44		sleep troubles	44	45	44	48	40	50	47	43	43	46	45	44	42	43	39
28		somatic symptoms	27	27	27	32	23	30	31	25	26	28	30	28	26	24	25
36		cognitive symptoms	35	35	35	39	32	43	37	34	34	36	36	37	34	32	36
9.6%	Offensive Behaviours	sexual harassment	8.4%	8.9%	8.1%	10.1%	6.8%	16.7%	4.8%	10.3%	8.0%	8.1%	13.9%	9.0%	5.0%	5.5%	8.1%
14.3%		threats of violence	13.8%	12.3%	14.3%	16.3%	11.5%	16.7%	10.7%	12.1%	12.2%	16.2%	17.9%	13.3%	12.4%	10.2%	21.2%
10.1%		physical violence	9.5%	8.6%	9.9%	11.2%	8.1%	6.7%	9.6%	7.6%	7.8%	10.0%	12.9%	9.6%	9.5%	7.0%	13.1%
22.9%		bullying	22.9%	22.2%	23.3%	26.1%	20.1%	26.7%	15.7%	22.1%	22.9%	22.0%	27.2%	22.3%	23.7%	26.6%	24.2%
15.9%		discrimination	15.9%	16.4%	15.7%	18.5%	13.3%	26.7%	10.8%	13.7%	16.0%	14.7%	19.1%	15.4%	18.5%	19.7%	12.1%
29.5%	vicarious offensive behaviours	29.6%	29.5%	29.8%	33.9%	25.7%	40.0%	20.2%	28.3%	33.1%	25.1%	31.7%	29.2%	32.1%	31.3%	37.4%	
2.5	Working Conditions	enough resources	2.5	2.5	2.5	2.6	2.4	2.7	2.1	2.3	2.5	2.4	2.4	2.5	2.6	2.7	2.7
2.0		job security	2.0	1.9	2.0	2.0	2.0	2.0	1.8	2.1	2.0	2.0	2.1	2.0	1.9	1.7	1.8
2.9		staffing levels	2.9	2.8	2.9	3.0	2.8	2.8	2.8	2.7	2.9	2.9	2.8	2.9	3.0	3.0	3.0
2.2		accommodations for outside responsibilities	2.2	2.0	2.3	2.3	2.1	2.1	2.0	2.1	2.2	2.3	2.2	2.2	2.1	2.2	2.2
4.9	Workplace Culture	incident investigation orientation	4.9	4.5	5.1	5.0	4.9	4.9	4.9	5.0	5.1	5.1	5.1	4.9	4.7	5.0	4.8
2.3		VH Effectiveness	2.3	2.1	2.4	2.4	2.2	2.6	2.1	2.2	2.2	2.3	2.3	2.3	2.3	2.5	2.2
2.8		psych HS climate	2.8	2.5	2.9	2.9	2.6	3.1	2.5	2.7	2.8	2.8	2.7	2.7	2.8	3.0	2.8
3.2		culture that tolerates harmful behaviour	3.2	3.3	3.2	3.1	3.3	3.1	3.3	3.3	3.2	3.2	3.1	3.2	3.3	3.0	3.2



Additional Comments

Comments:

1080 or 27.4% respondents provided additional comments at the end of the survey

[OpenAI ChatGPT analysis of comments \(Mar 3/23\):](#)

Work-life balance: Many people mentioned the need for better work-life balance and reducing stress levels in the workplace. Some suggested solutions included having more flexible schedules, reducing workloads, or encouraging employees to take breaks and prioritize their mental health.

Pay and compensation: Several commenters expressed concerns about low pay and inadequate compensation that has not kept up with inflation. Some suggested solutions included increasing salaries, providing bonuses, or offering other forms of financial support such as assistance with debt repayment.

Bullying and discrimination: A few people reported experiencing or witnessing bullying and discrimination in the workplace. Suggestions for addressing these issues included better training and education for managers and employees, more thorough investigations and accountability measures, and creating a culture of respect and inclusion.

Management and leadership: Many commenters cited problems with management and leadership, including inadequate supervision and support, micromanagement, and lack of communication. Some suggested solutions included improving communication channels, providing more training and resources for managers, and creating more opportunities for feedback and collaboration.

Additional Comments

[OpenAI ChatGPT analysis of comments \(Mar 3/23\):](#)

Work environment: Some people mentioned issues with the physical work environment, such as a lack of designated workspaces, excessive noise or distractions, and inadequate ventilation or lighting. Suggestions for addressing these issues included providing more comfortable and private workspaces, reducing noise levels, and ensuring adequate air quality and lighting.

Health and well-being: Many people emphasized the importance of prioritizing health and well-being in the workplace. Suggestions for promoting wellness included offering mental health resources, promoting healthy eating and exercise, encouraging breaks and relaxation, and creating a culture of care and

Language and cultural differences: A few people mentioned challenges related to language and cultural differences in the workplace, such as feeling left out of conversations or struggling to communicate effectively. Suggestions for addressing these issues included promoting diversity and inclusion, providing language training, and encouraging respectful communication and collaboration.

COVID-19 pandemic: Some people mentioned the impact of the COVID-19 pandemic on their workplace and their stress levels. Suggestions for addressing these issues included promoting remote work and flexible scheduling, providing mental health support, and creating a safe and healthy work environment.

Overall, these comments suggest a need for workplaces to prioritize employee well-being, promote a culture of respect and inclusivity, and provide adequate compensation and support for all workers. By addressing these concerns, employers can create a more productive, positive, and healthy work environment for all employees.



Take away points:

1. Flexibility with respect to working from home seems to work the best
2. Don't work too many hours
3. Take your breaks
4. Keep the amount of "paperwork" under control
5. Things get worse if you have to have to put in extra unpaid hours to get your work done
6. There are some advantages to non-full time work but also some sacrifices
7. Good social capital (trust, justice, respect) is very important
8. We need support for those whose work involves emotional demands



... thank you!

... any questions/comments?

joudyk@ohcow.on.ca

