

Occupational  
Health Clinics  
for Ontario Workers



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



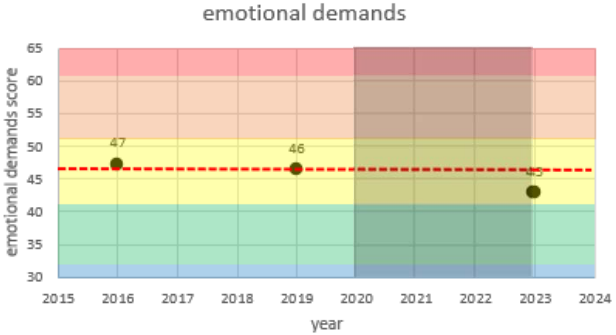
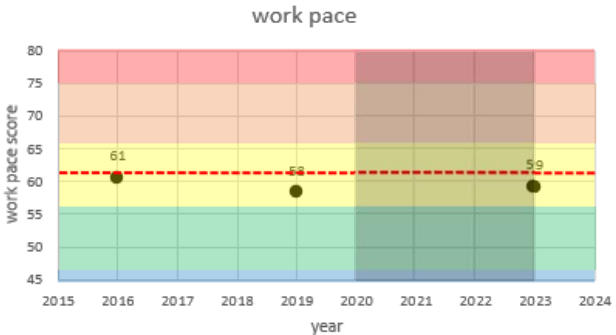
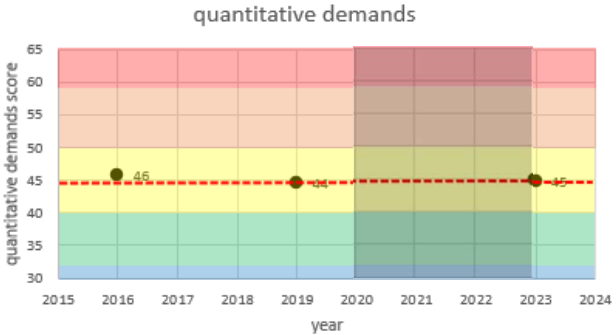
# Finding trends: Comparing 2016, 2019 and 2023

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Occupational Hygienist

May 10, 2023 (corrected)

# Demands at Work

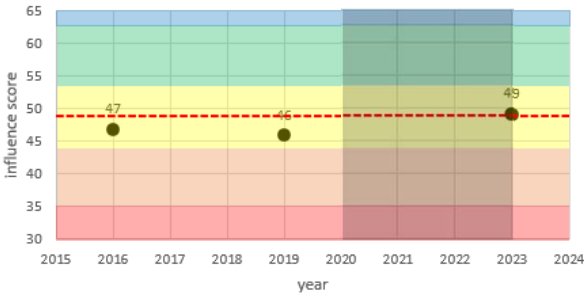


	2016	2019	2023	
quantitative demands	46	44	45	-1.0
work pace	61	58	59	-1.4
emotional demands	47	46	43	-4.3

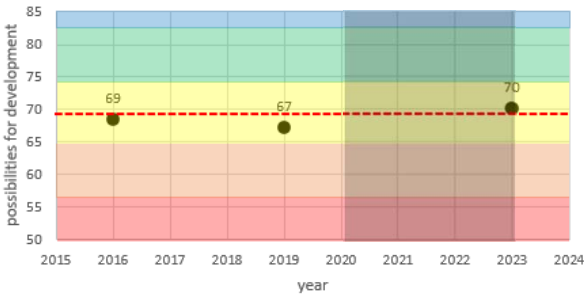
# Work Organization and Job Content



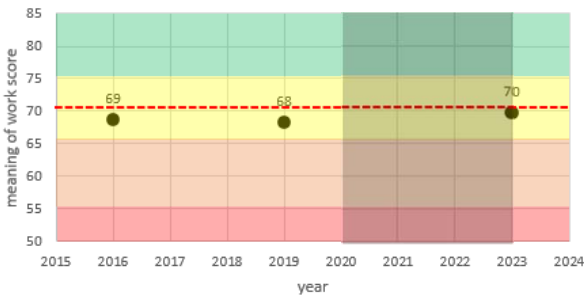
influence



possibilities for development

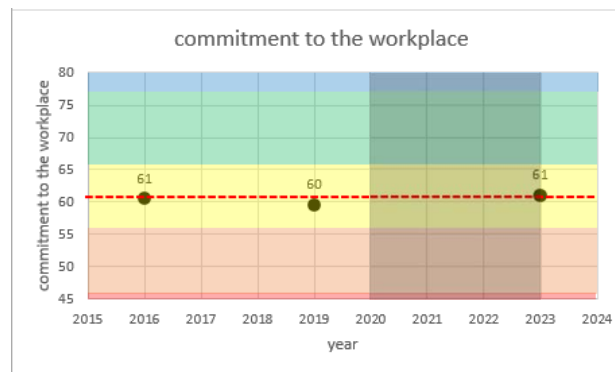


meaning of work



**2016**      **2019**      **2023**

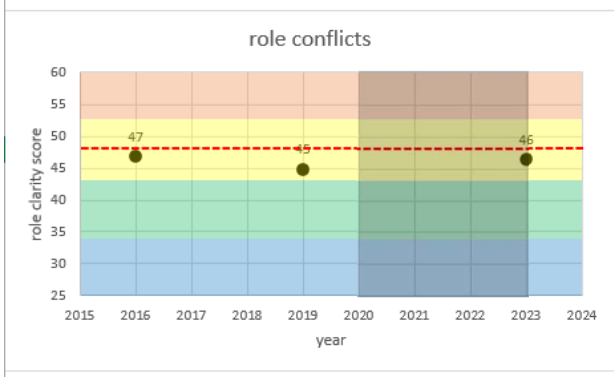
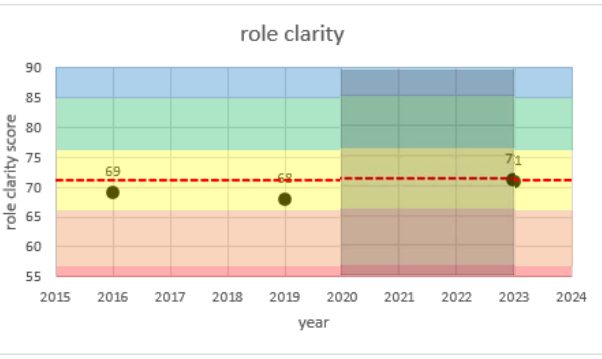
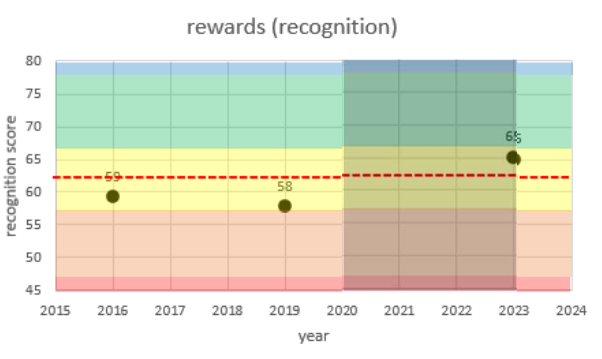
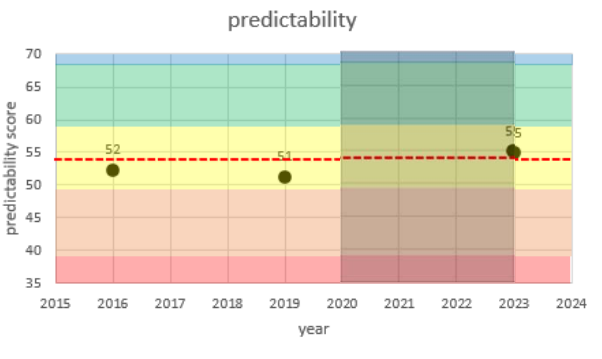
influence	47	46	49	+2.3
possibilities for development	69	67	70	+1.7
meaning of work	69	68	70	+1.1
commitment to the workplace	61	60	61	+0.5



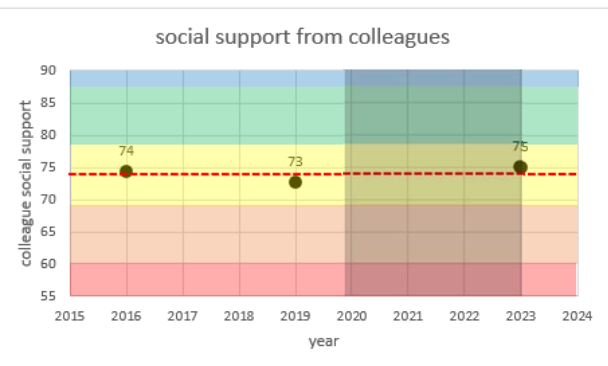
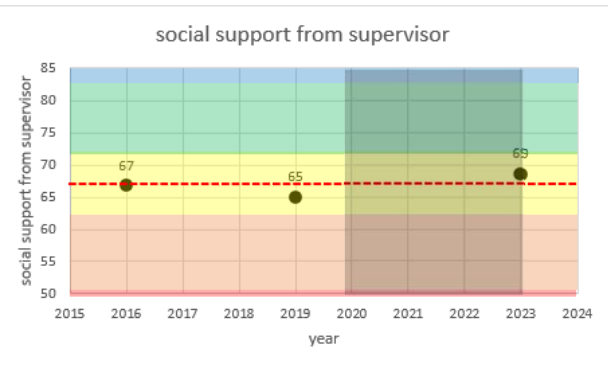
# Interpersonal Relations and Leadership (1)



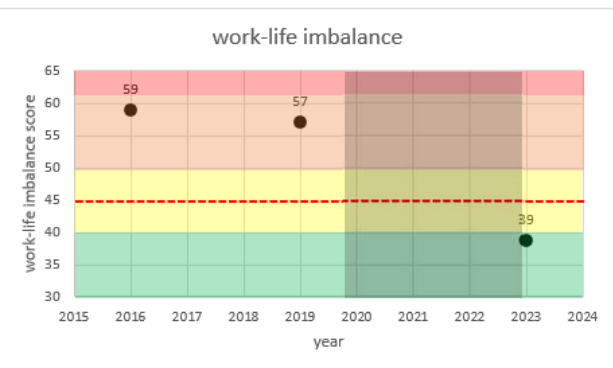
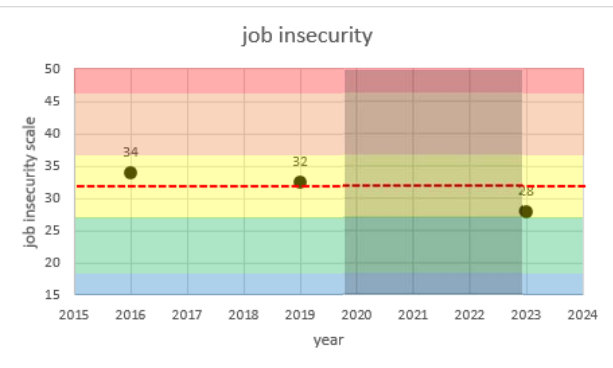
	2016	2019	2023	
predictability	52	51	55	+2.5
rewards (recognition)	59	58	65	+5.8
role clarity	69	68	71	+2.0
role conflicts	47	45	46	-0.4



# 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



# Work-Individual Interface

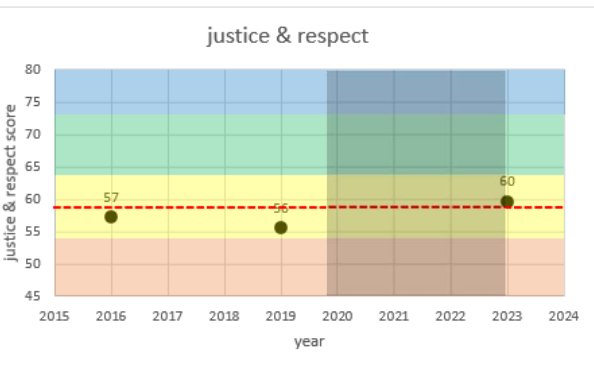
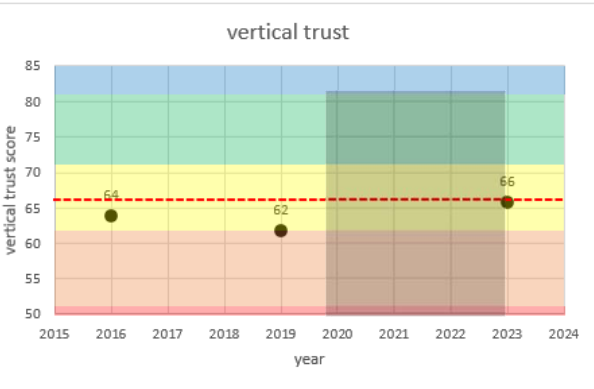
	2016	2019	2023	
job insecurity	34	32	28	-6.1
job satisfaction	69	69	70	+0.5
work-life imbalance	59	57	39	-20.3

## scale change for W-L Imbalance in 2023!

Yes, certainly, Yes, to a certain degree, Yes, but only very little, No, not at all

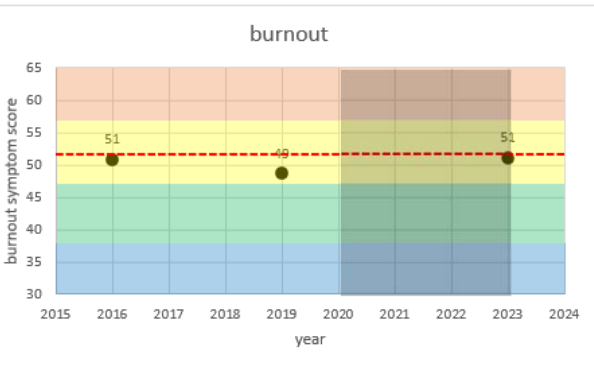
To a very large extent; To a large extent; Somewhat; To a small extent; To a very small extent

# Social Capital



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

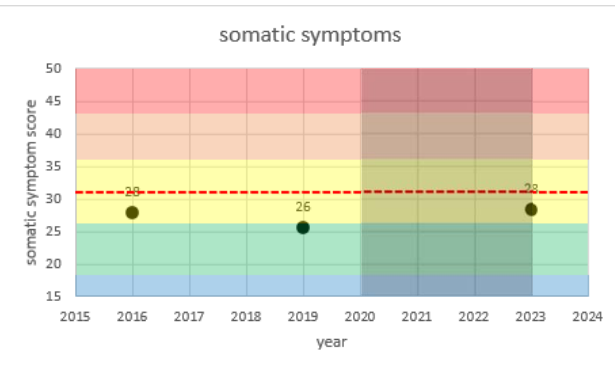
# Health and Well-being (1)



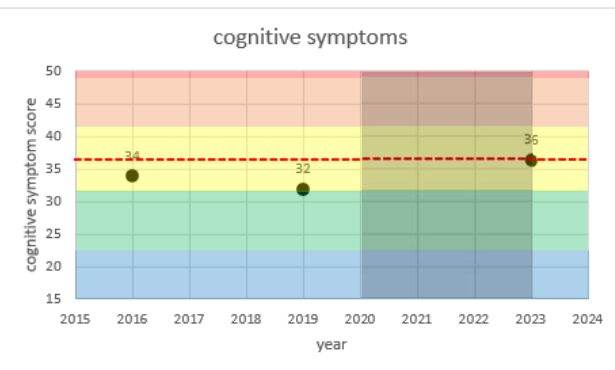
	2016	2019	2023	
self-rated health	61	60	60	-1.6
burnout	51	49	51	+0.2
sleep troubles	42	41	44	+1.8



# Health and Well-being (2)

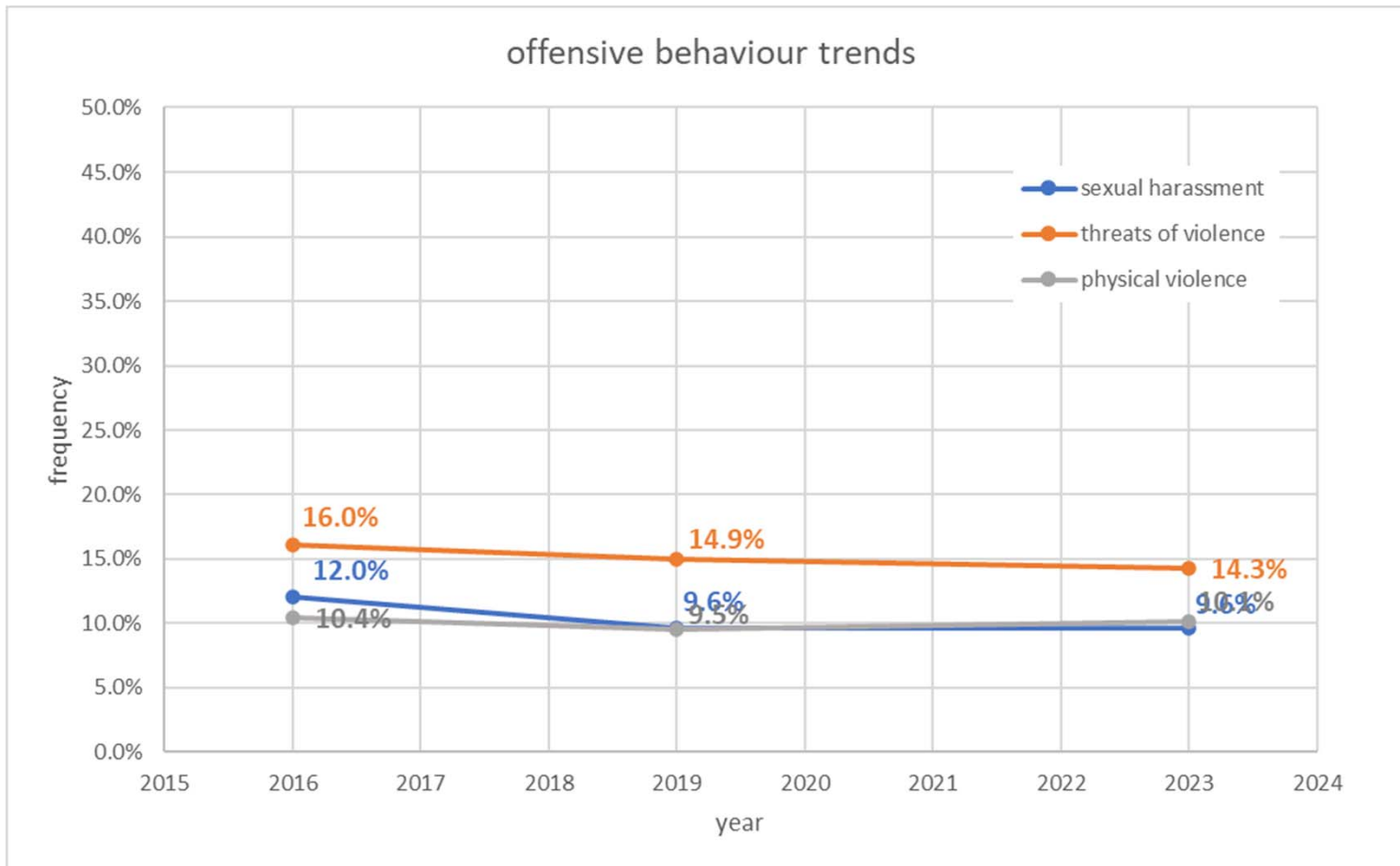


	2016	2019	2023	
somatic symptoms	28	26	28	+0.4
cognitive symptoms	34	32	36	+2.4



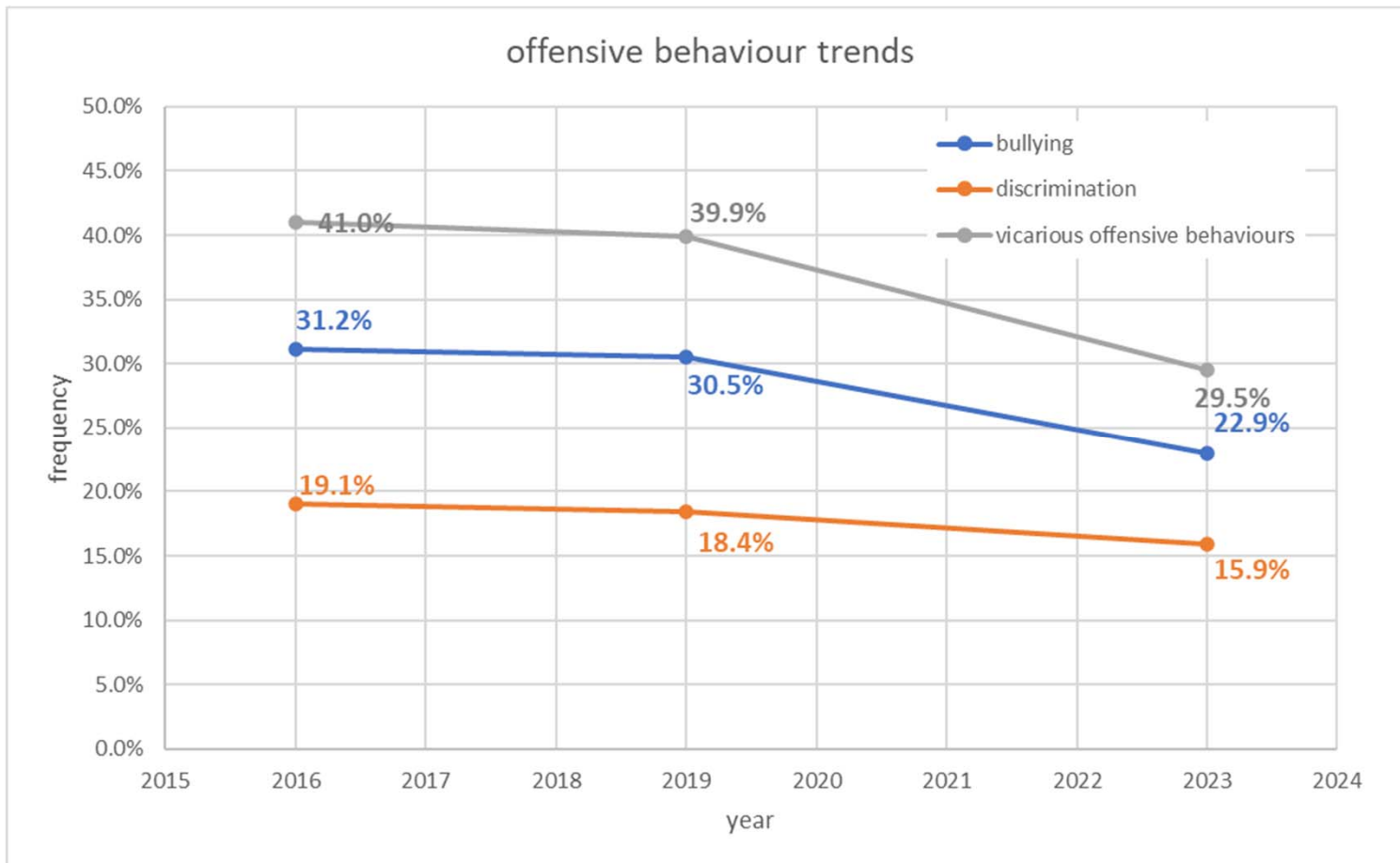
# Offensive Behaviours (1)

	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%



		<b>2016</b>	<b>2019</b>	<b>2023</b>	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
<b>Health and Well-being</b>	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
<b>Offensive Behaviours</b>	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%
<b>Working Conditions</b>	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
<b>Workplace Culture</b>	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 since 2016
<b>Demands at Work</b>	quantitative demands	43	44	41	-2.7
	work pace	57	55	50	-6.8
	emotional demands	42	41	36	-6.2
<b>Work Organization and Job Content</b>	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
<b>Interpersonal Relations and Leadership</b>	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
<b>Work-Individual Interface</b>	job insecurity	34	29	24	-10.1
	job satisfaction	68	65	58	-10.2
	work-life imbalance	58	54	32	-26.1
<b>Social Capital</b>	vertical trust	60	61	54	-6.3
	justice & respect	53	56	47	-5.3

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



## 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