



**Occupational Health Clinics
for Ontario Workers Inc.**



Stress Questionnaire Results

CAW Women's Conference

Women, Power and Politics – The Personal Really Is Political

Sari Sairanen
August 10, 2011



... first of all ...

Thank You!



Response:

- We had 160 surveys filled out!
- Also, thank-you to the person who entered them all into the computer and to the person who analyzed the results



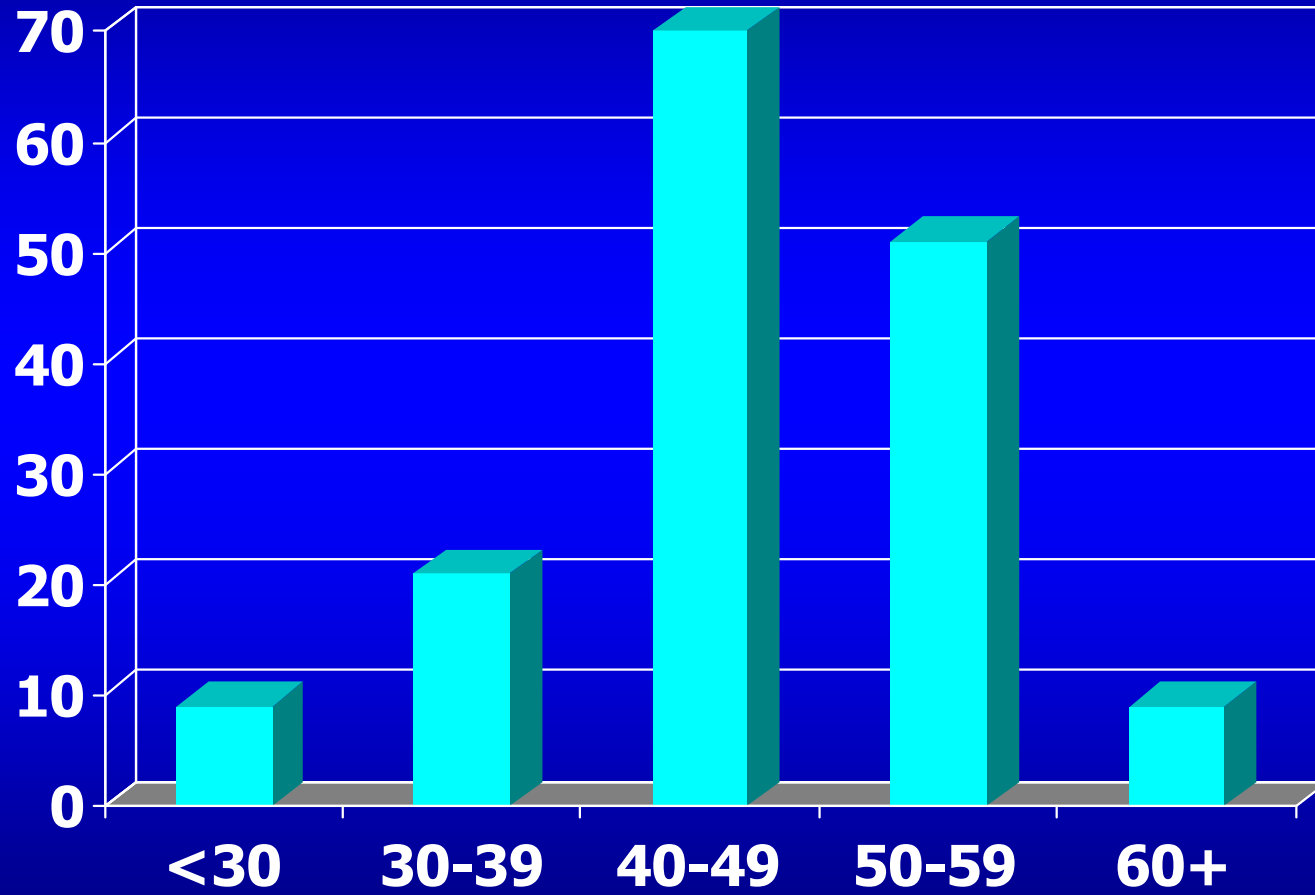
Union Position

Do you have a **full-time, paid union position?**

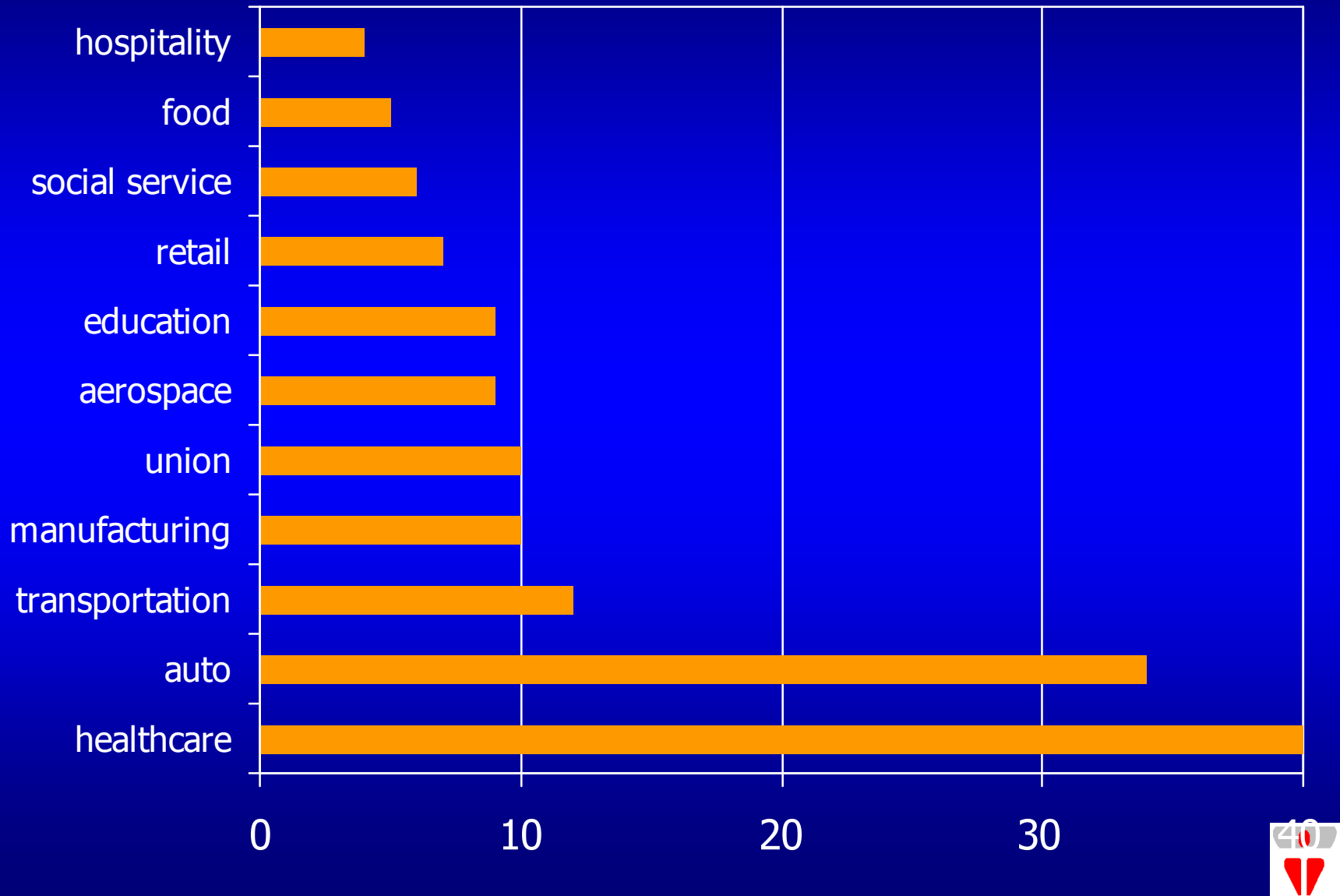
- ₁ Yes :**85** full-time paid union position
- ₂ No :**56** not paid union position
- ₃ part-time :**14** part-time union position



age



Sectors :

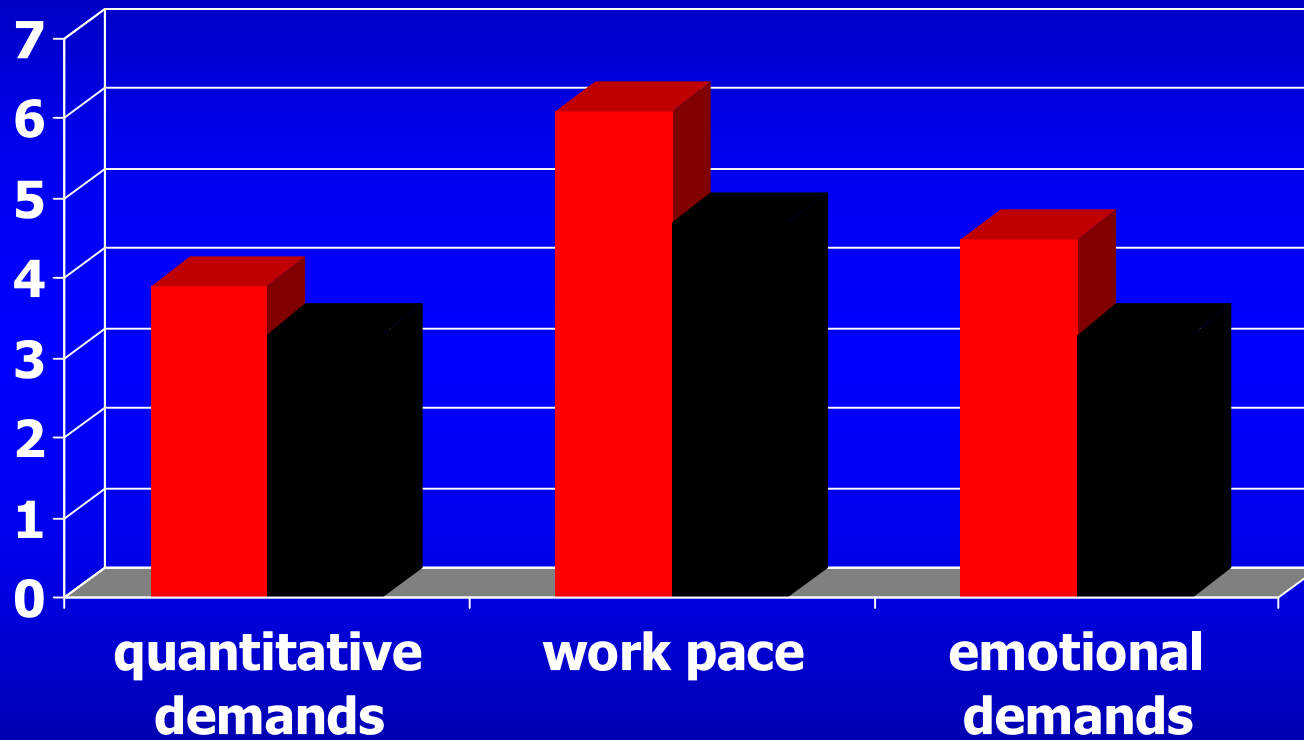


Hours of work:

<input type="checkbox"/>	₁ Regular daytime schedule or shift	47.5%
<input type="checkbox"/>	₂ Regular evening shift	8.2%
<input type="checkbox"/>	₃ Regular night shift	3.8%
<input type="checkbox"/>	₄ Rotating shift	25.9%
<input type="checkbox"/>	₅ Split shift	3.2%
<input type="checkbox"/>	₆ On call	0.6%
<input type="checkbox"/>	₇ Irregular schedule	6.3%
<input type="checkbox"/>	₈ Other	4.4%



Work Demands:

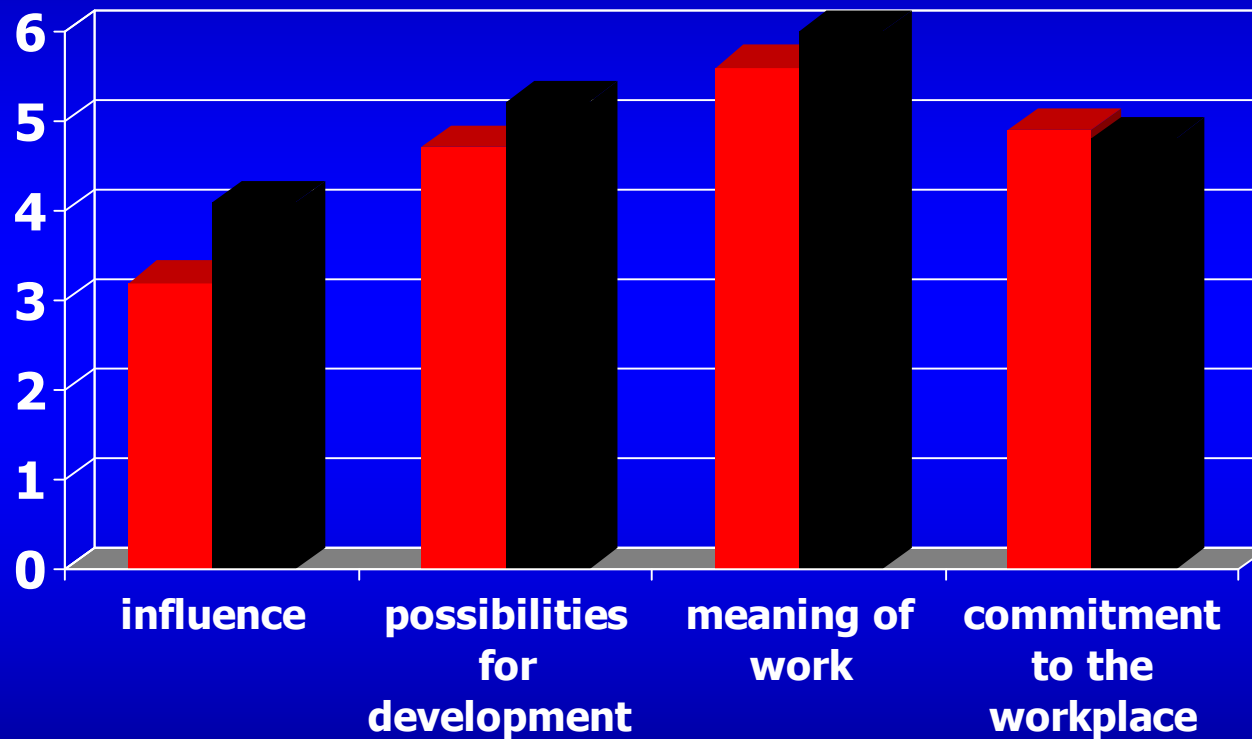


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■ Danish average



Work Relationships:

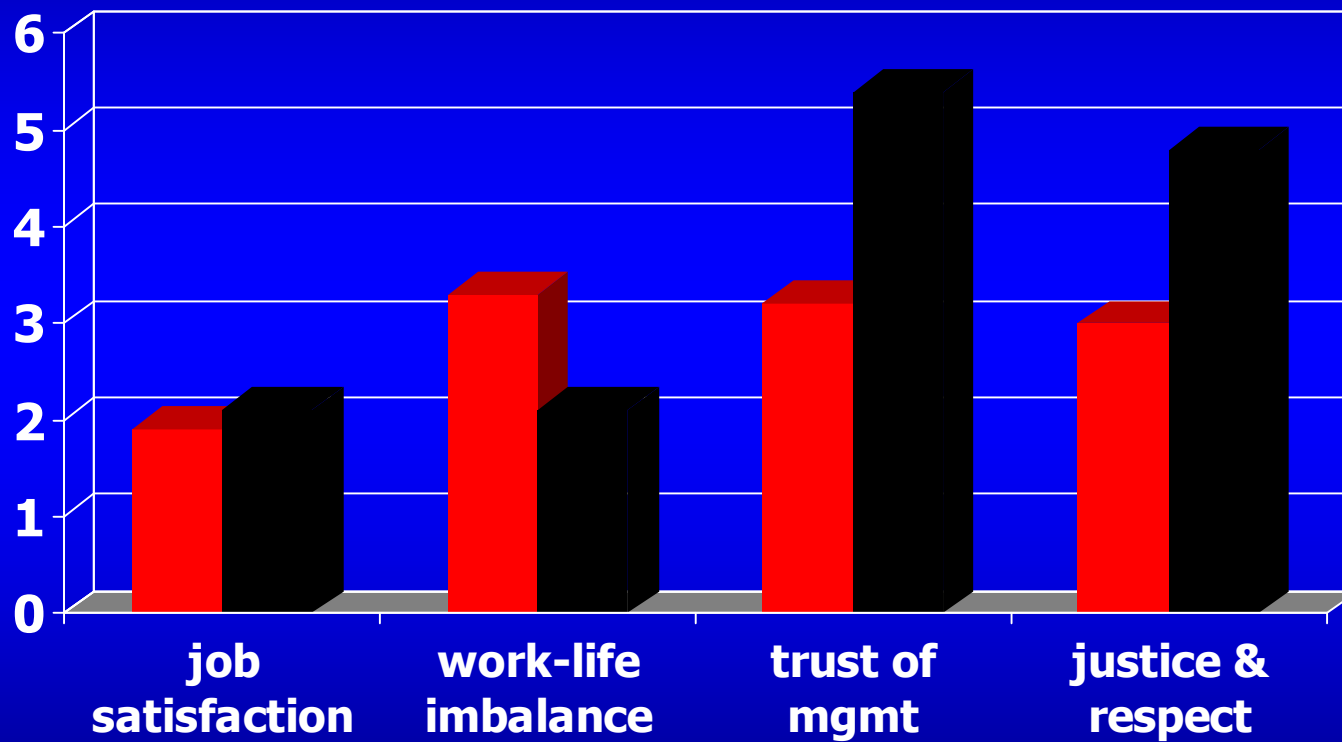


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Work Values:

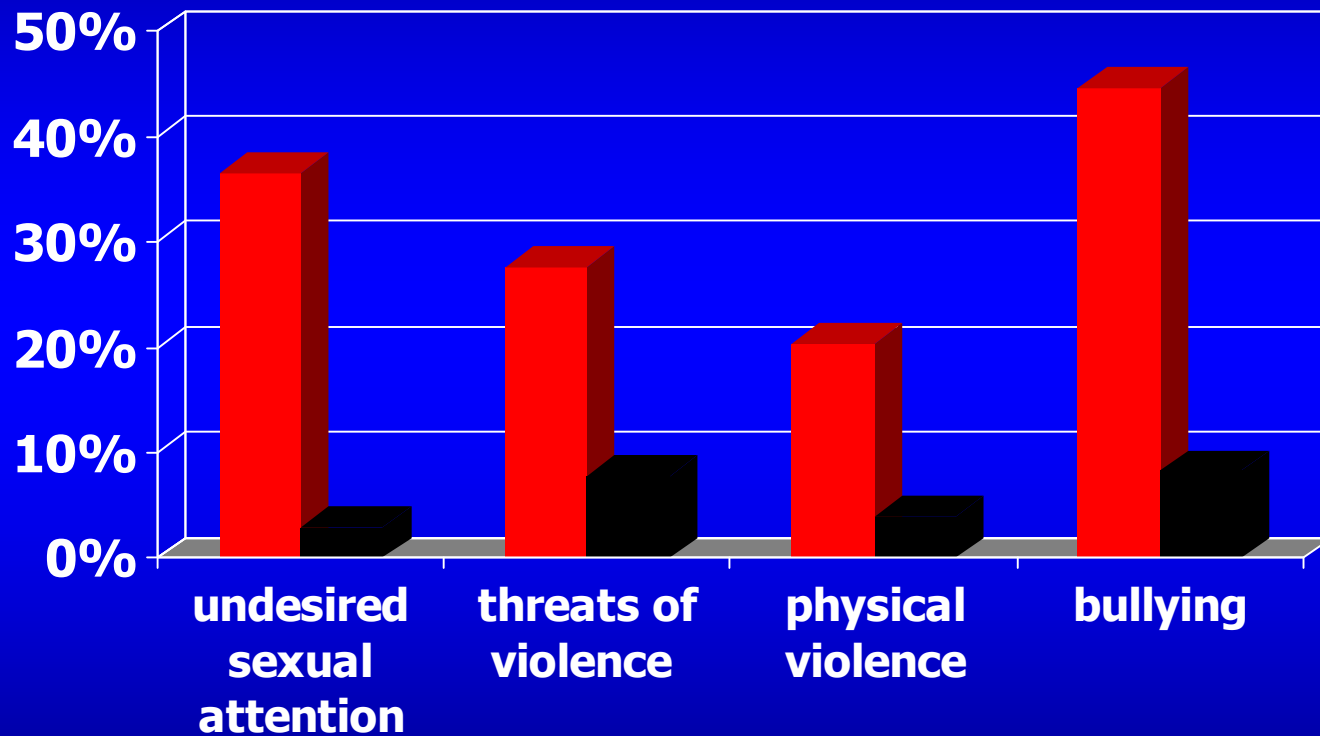


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Offensive Behaviours:

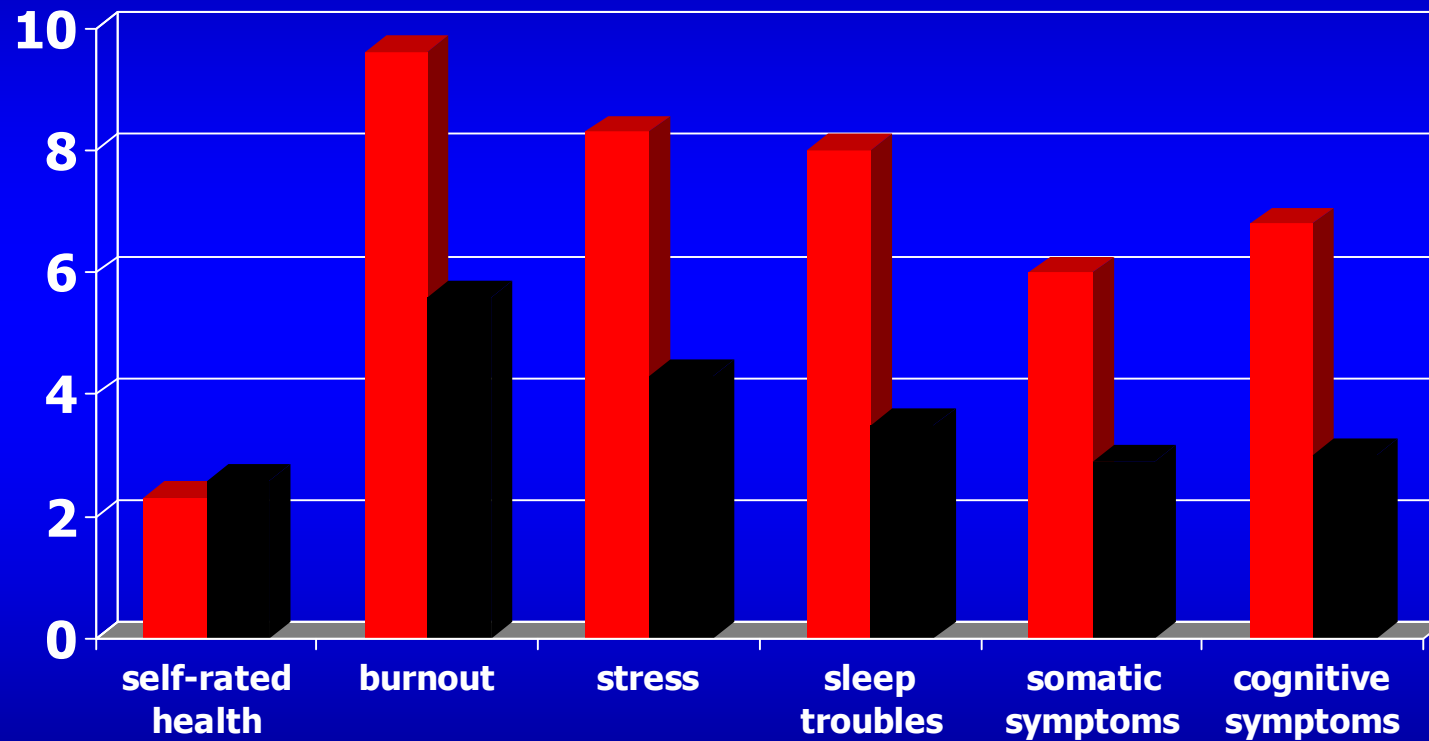


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Health Outcomes:



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exposures (18):

- Quantitative demands
- Work pace
- Emotional demands
- Influence
- Possibilities for development
- Meaningful work
- Commitment to the workplace
- Trust regarding management
- Justice and respect
- Predictability
- Rewards (recognition)
- Role clarity
- Quality of leadership
- Social support from supervisor
- Sexual harassment
- Threats of violence
- Physical violence
- Bullying



outcomes (8):

- Self rated health
- Burnout
- Stress
- Sleeping troubles
- Somatic stress symptoms
- Cognitive stress symptoms
- Job satisfaction
- Work-family conflict



Analysis:

- Looked for correlations of the 18 exposures with the 8 outcomes using statistical techniques (regression analysis) to see which exposures would predict who has which symptom



Top predictors of stress symptoms:

- bullying
- lack of meaning of work
- emotional demands
- lack of commitment to the workplace (engagement)
- high pace of work



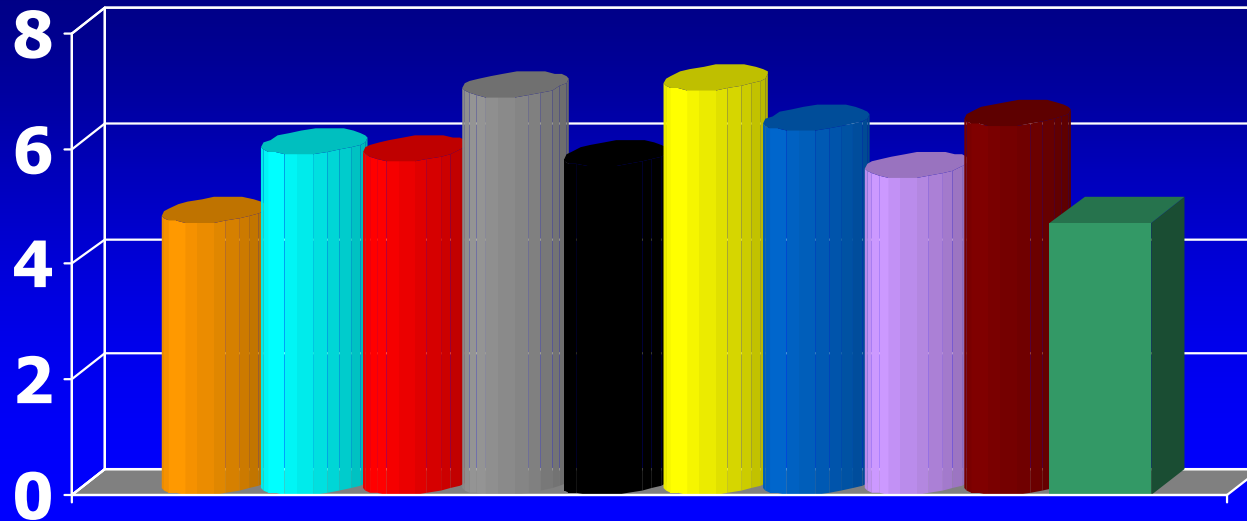
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- Physical violence
- **Bullying**



... by sector

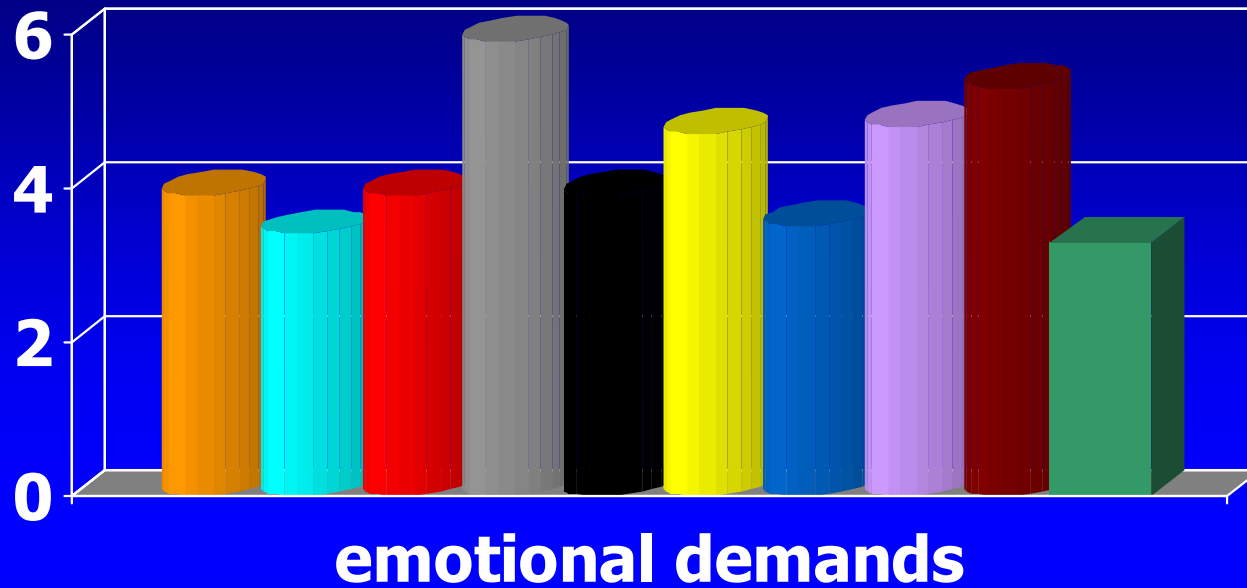




work pace

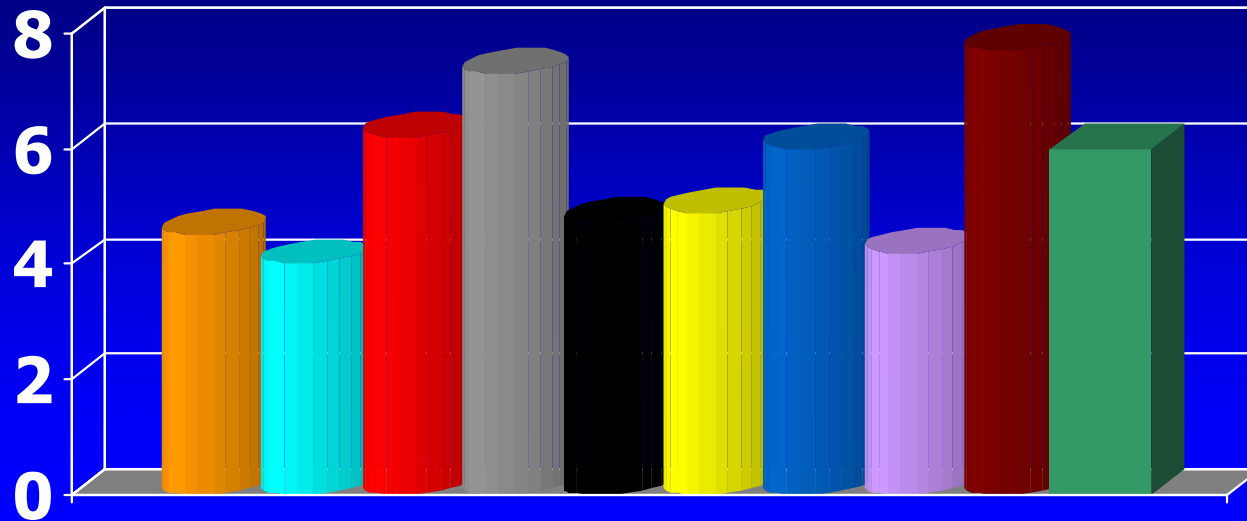
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|--|--|
| ■ aerospace | ■ auto |
| ■ education | ■ healthcare |
| ■ manufacturing | ■ retail |
| ■ service | ■ transportation |
| ■ union | ■ Danish average |





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|---------------|----------------|
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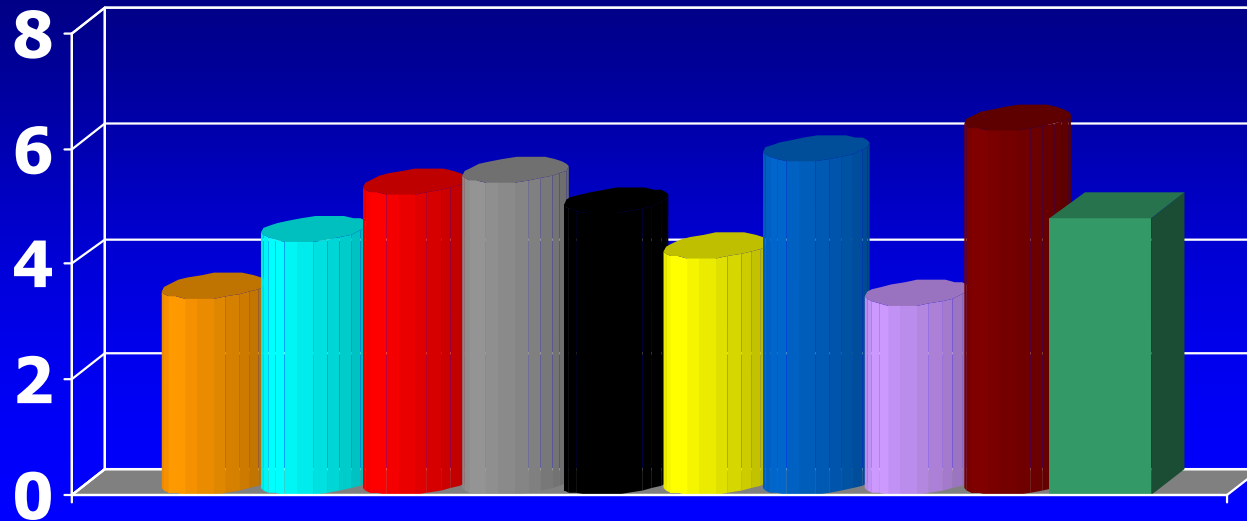




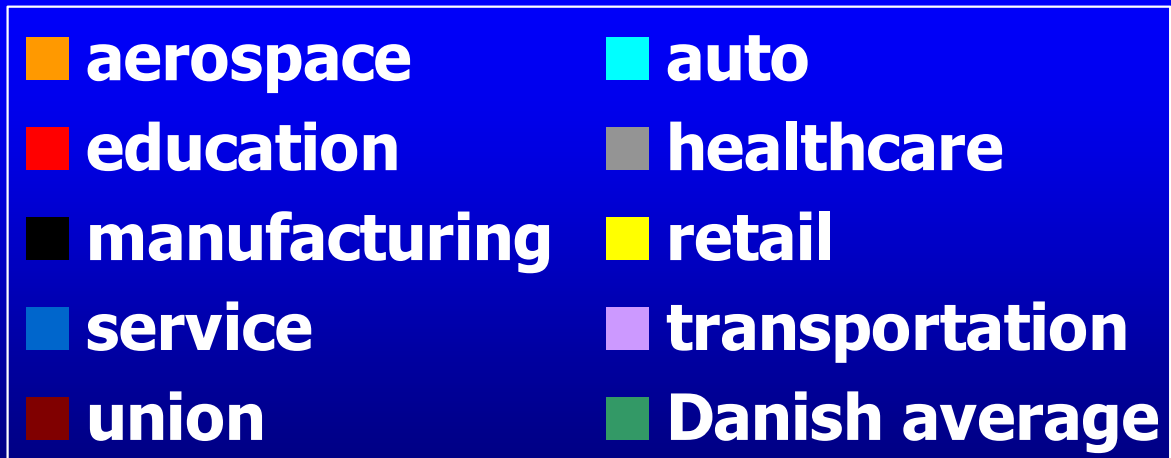
meaningful work

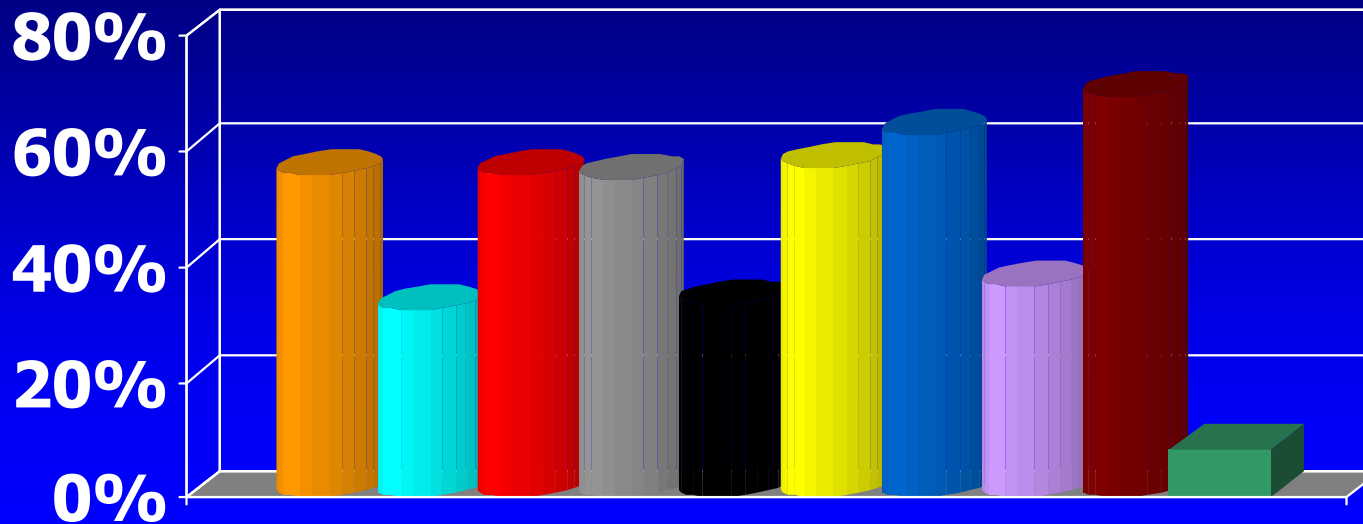
- | | |
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commitment to the workplace





bullying

- aerospace
- auto
- education
- healthcare
- manufacturing
- retail
- service
- transportation
- union
- Danish average



... now what?

If this were a single workforce, what would the priorities be?

- **Bullying**
- **Demands** (emotional, pace)
- **Work organization** (engagement, meaningful work)



**... any feedback,
impressions,
questions,
comments?**



**Thanks so much for your help
with this!**

