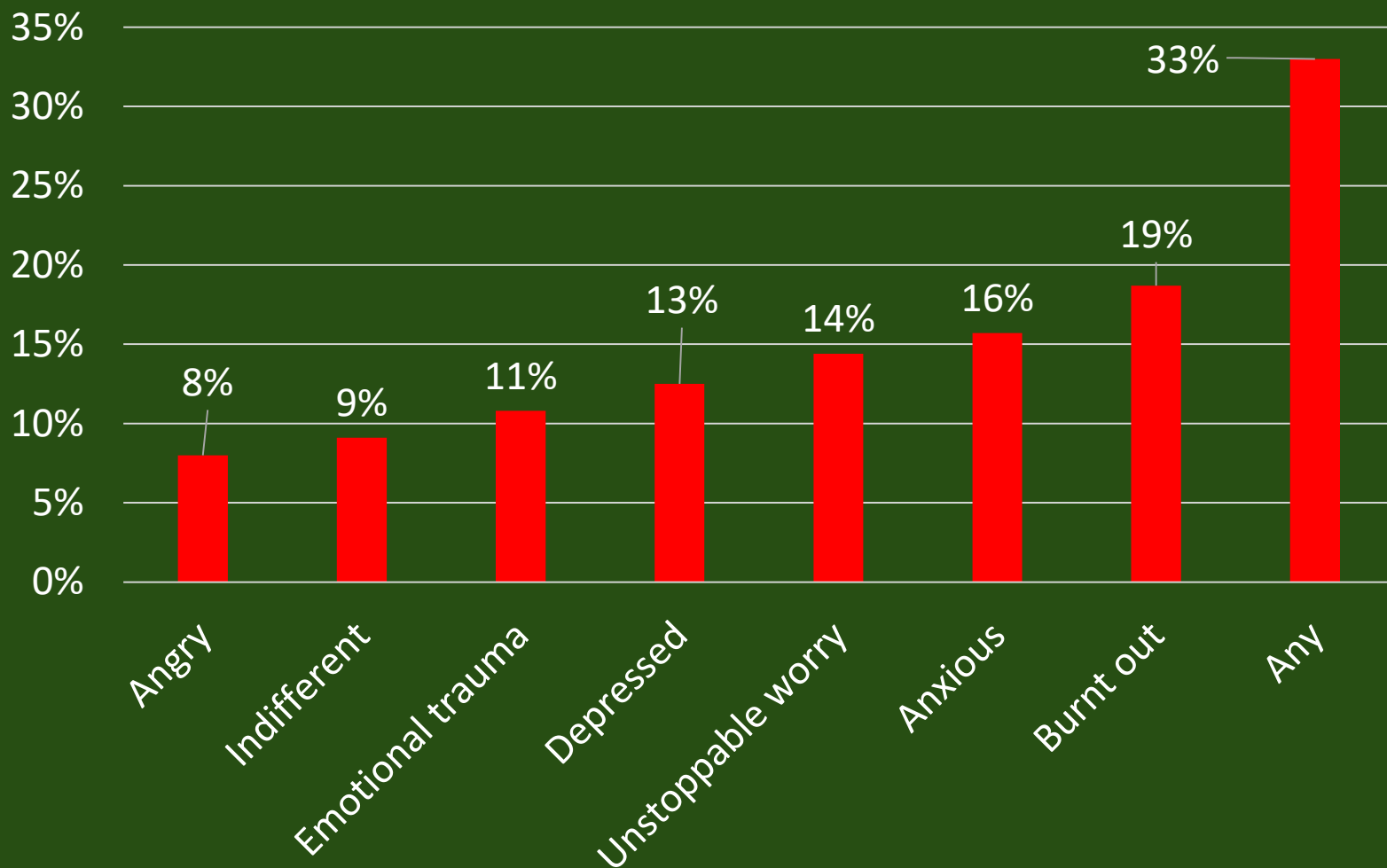




— FONDATION —  
**DOUGLAS • COLDWELL • LAYTON**  
— FOUNDATION —

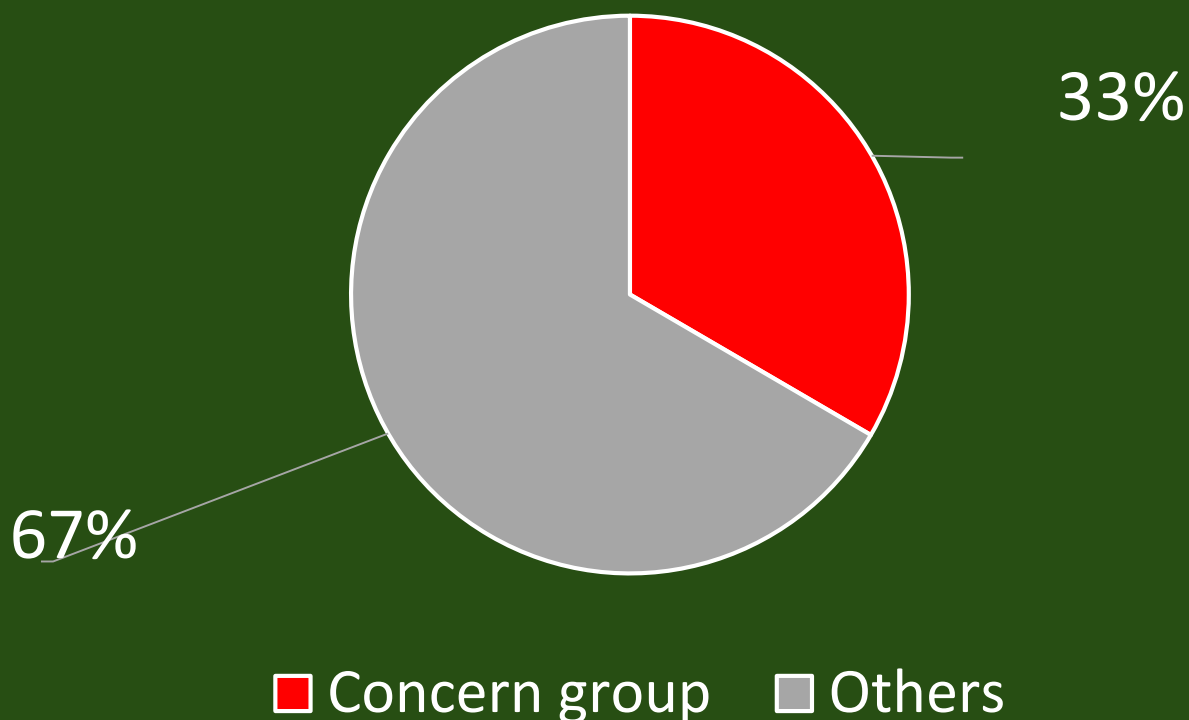
# Regularly experience





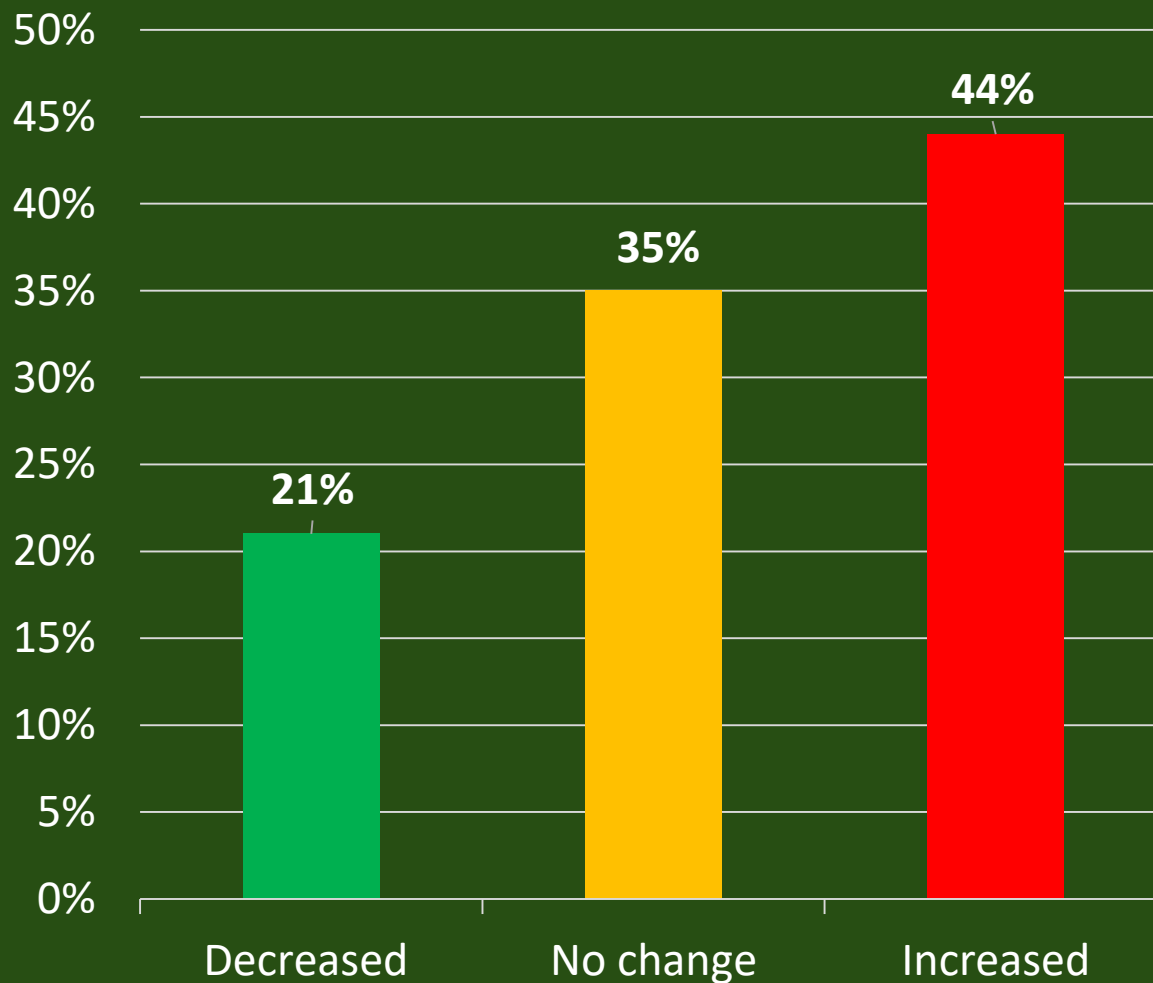
# Our “concern group”

Workers who **regularly** experience at least one negative mental health effect from work





# Negative feelings about work

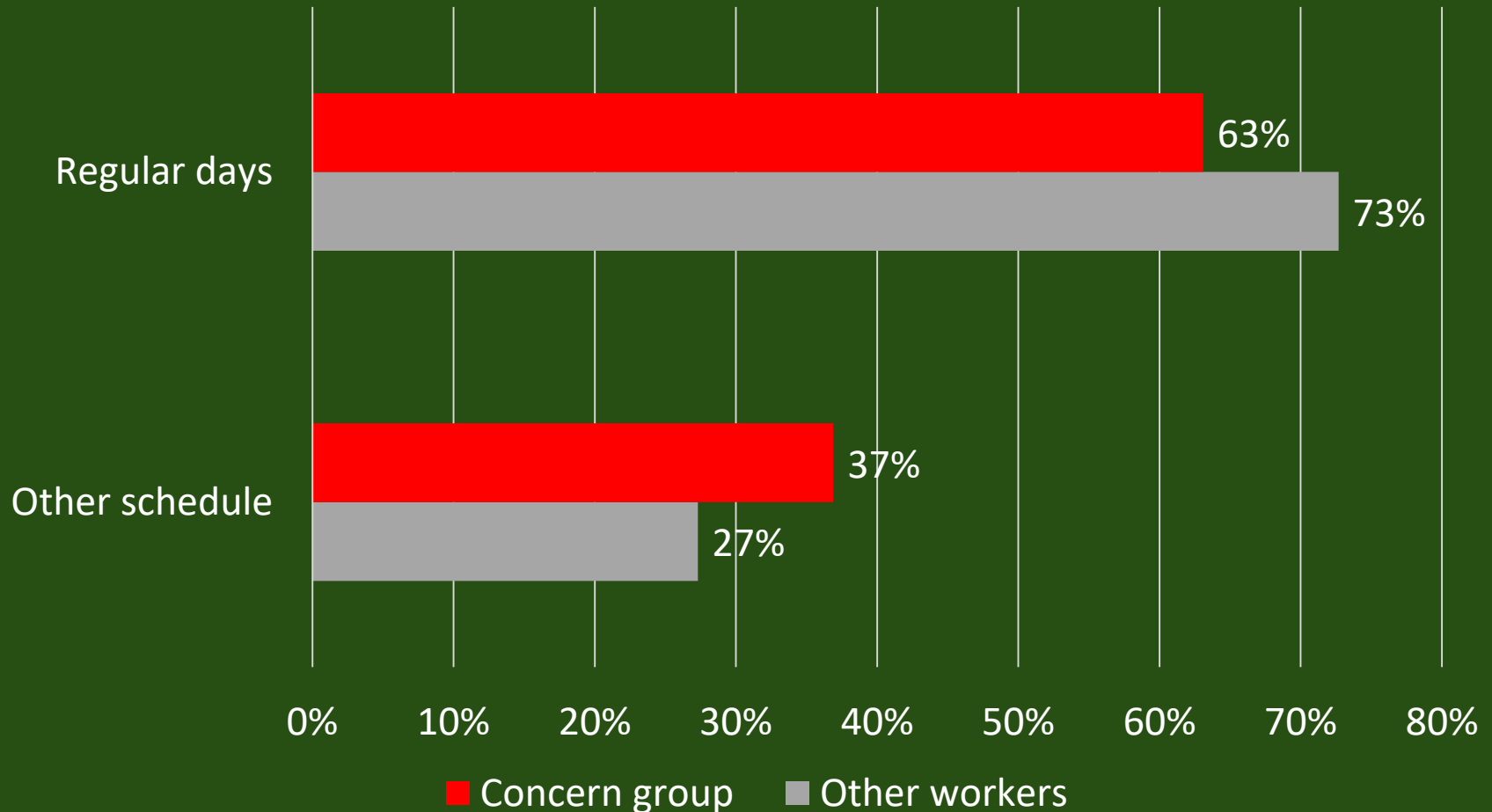




# Hours of work

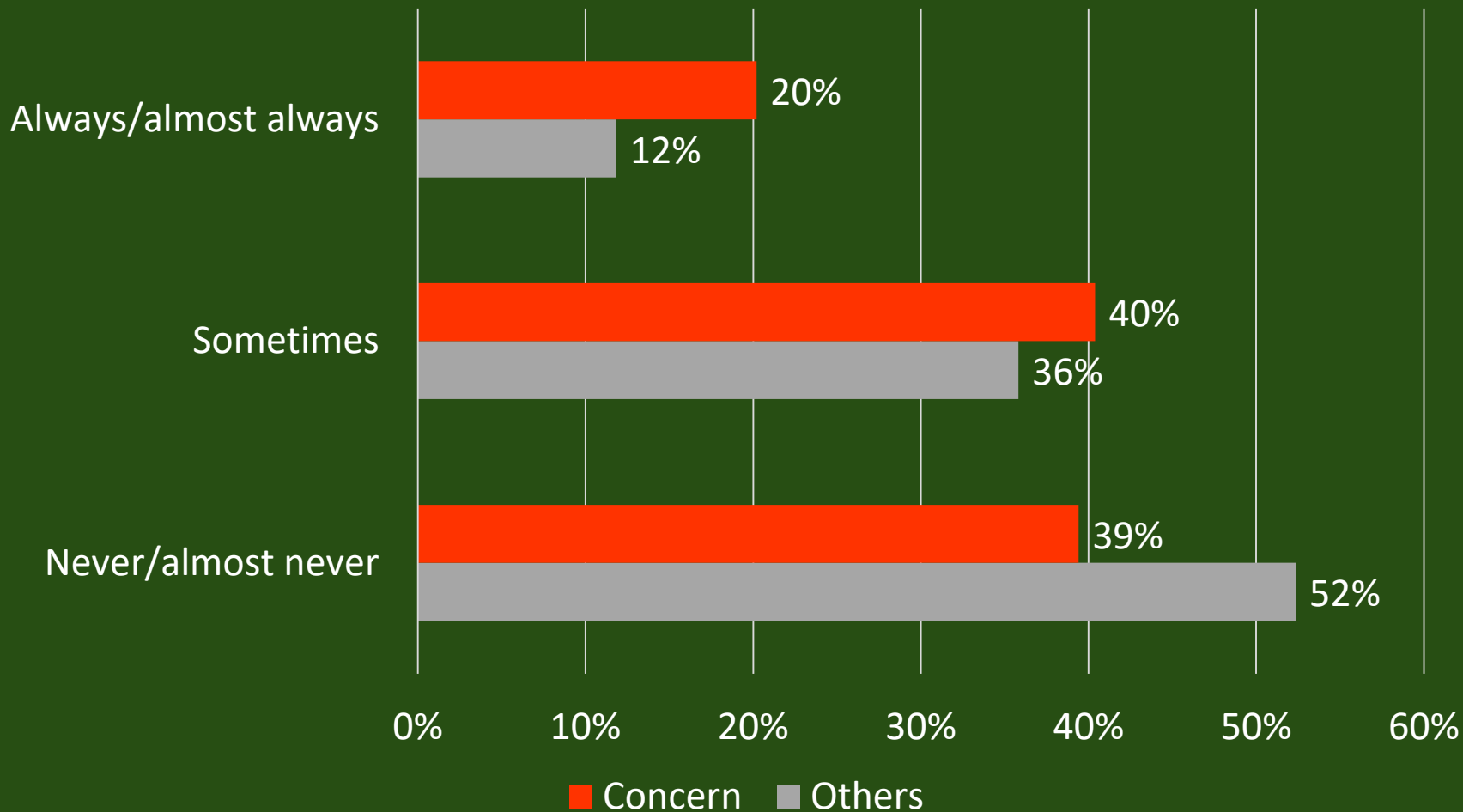


# Work schedule

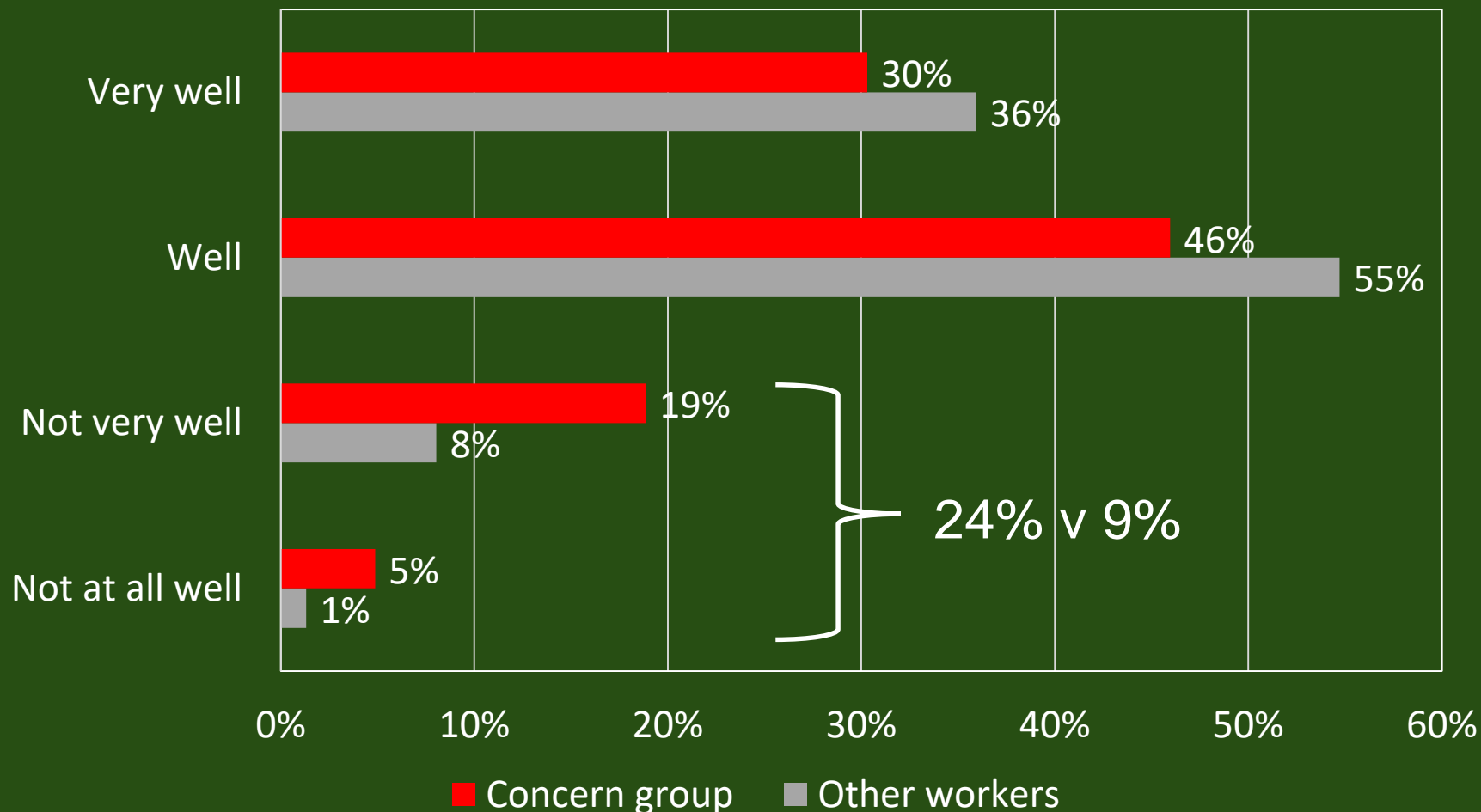




# Respond outside work time



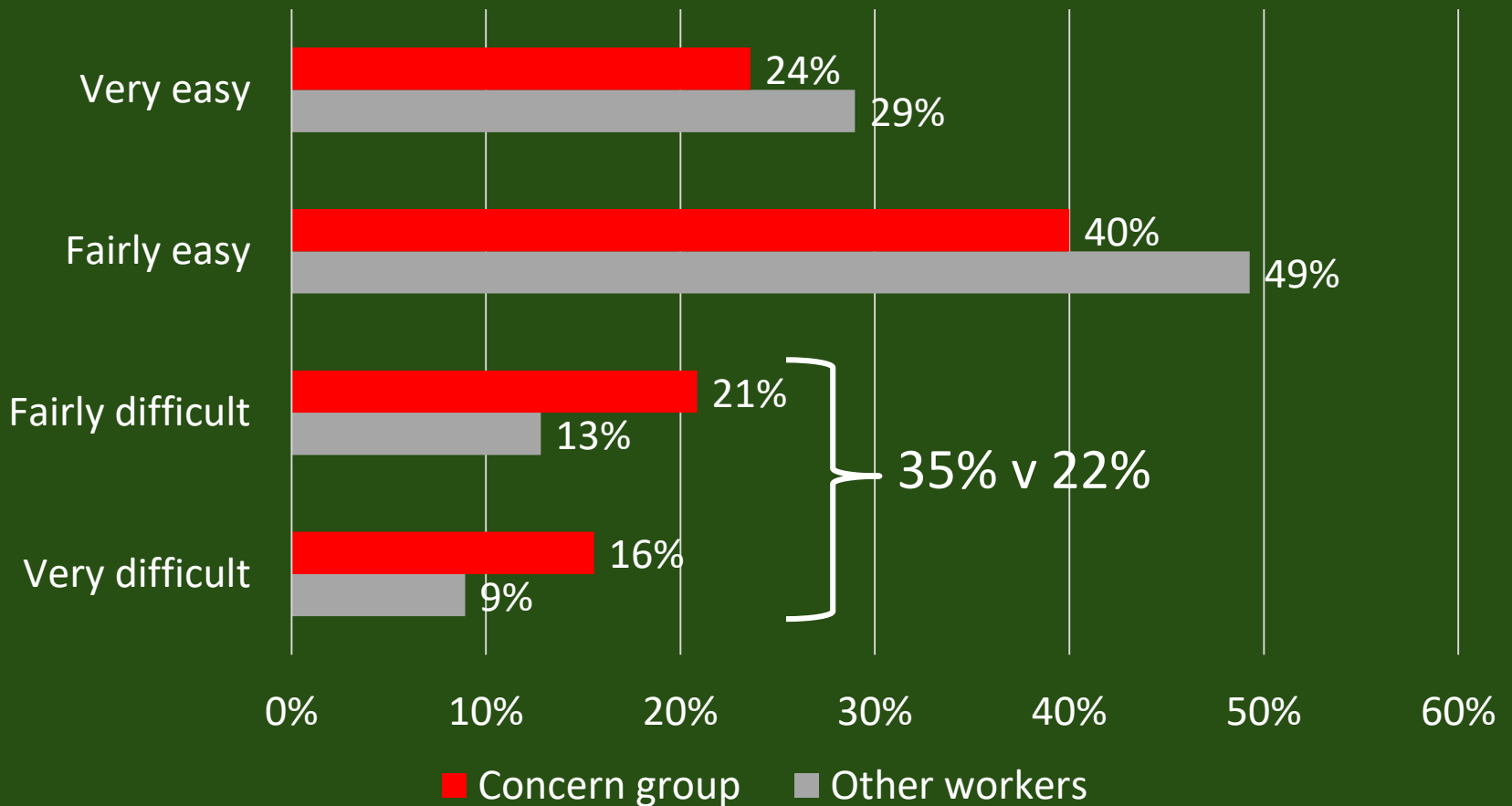
# Work time fits obligations





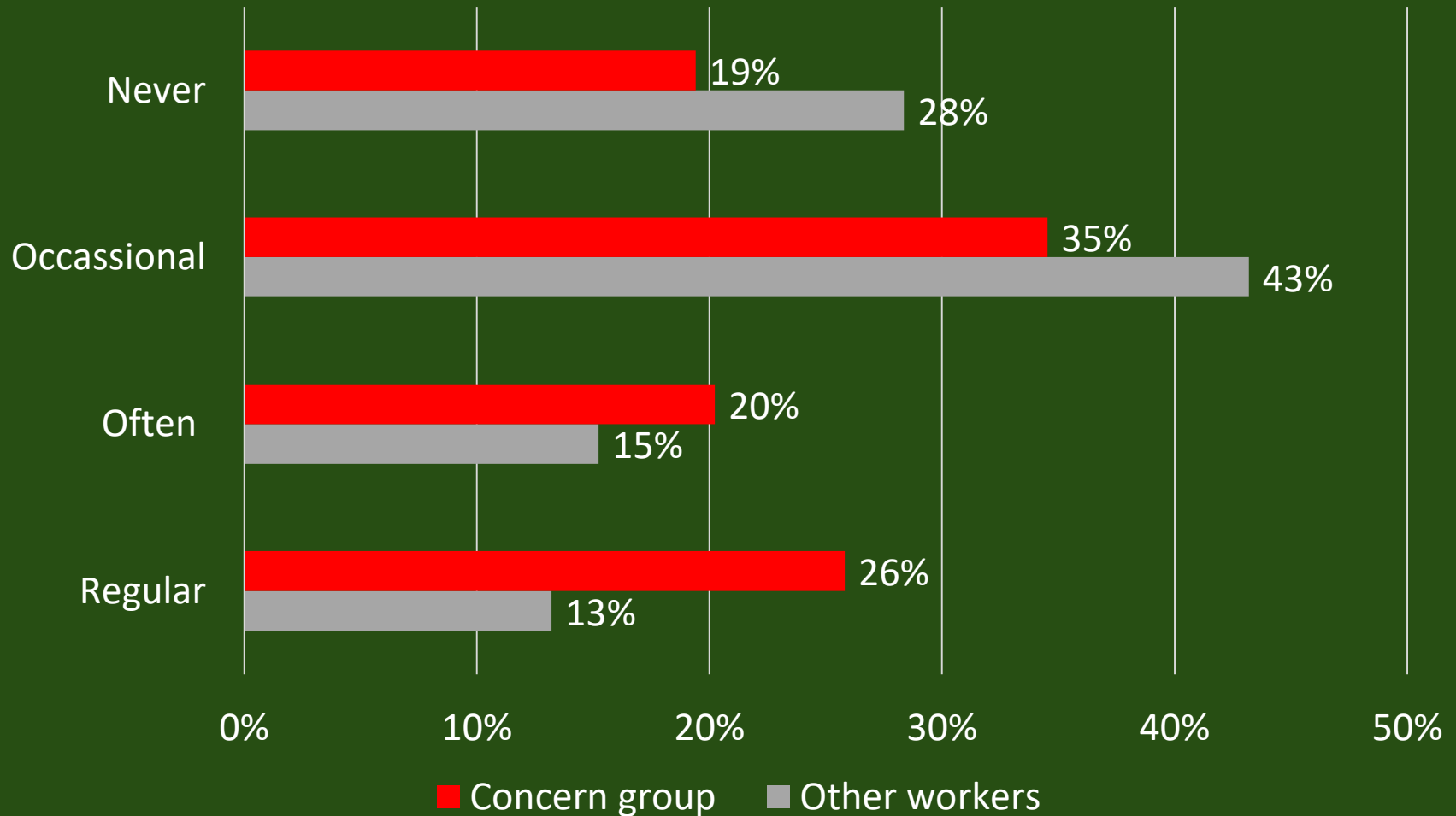


# Hour or two off during shift



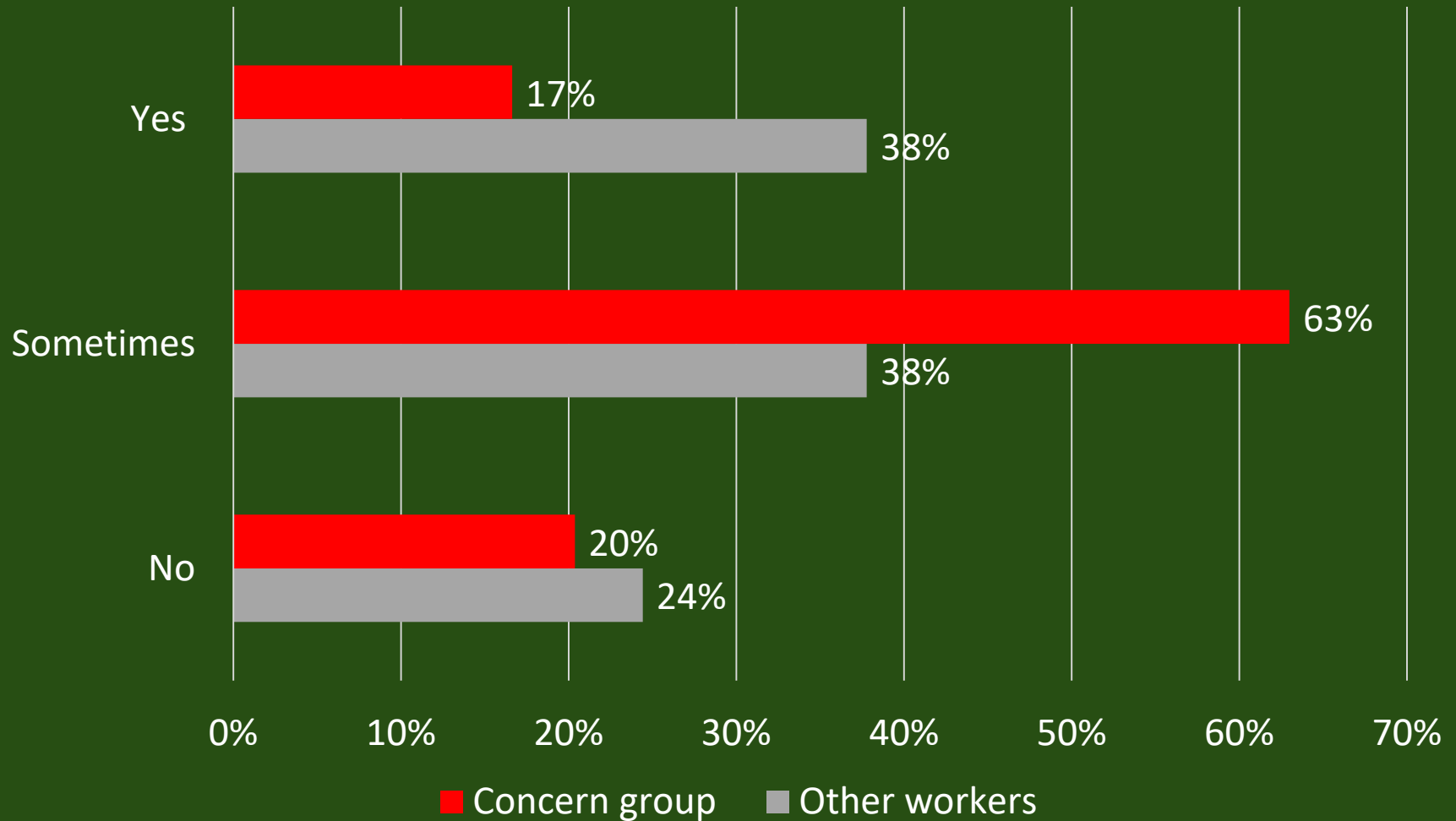


# Overtime frequency





# Overtime choice



# Hours of work conditions

Workplace condition	Effect	Intensity	Spread
Work schedule	40%	1.2	30%
Mandatory overtime	40%	1.2	69%
Respond outside work	45%	1.4	15%
Hour or two away	45%	1.4	27%
Regular overtime	50%	1.5	17%
Work fits	57%	1.7	14%

Spread = among all workers, per cent reporting this condition

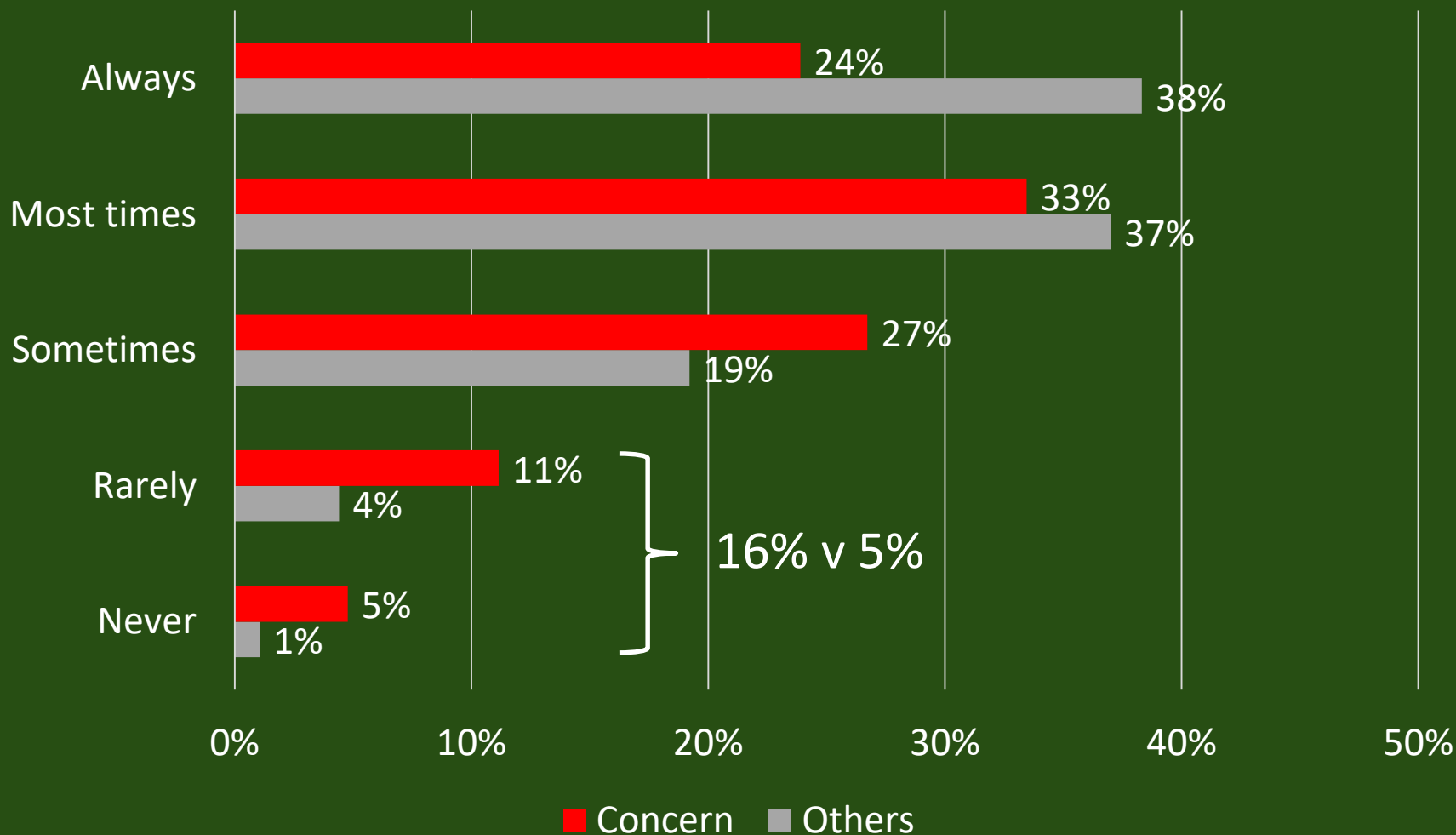
Effect = among all workers reporting condition, those in concern group

Intensity = likelihood of condition among concern group vs others



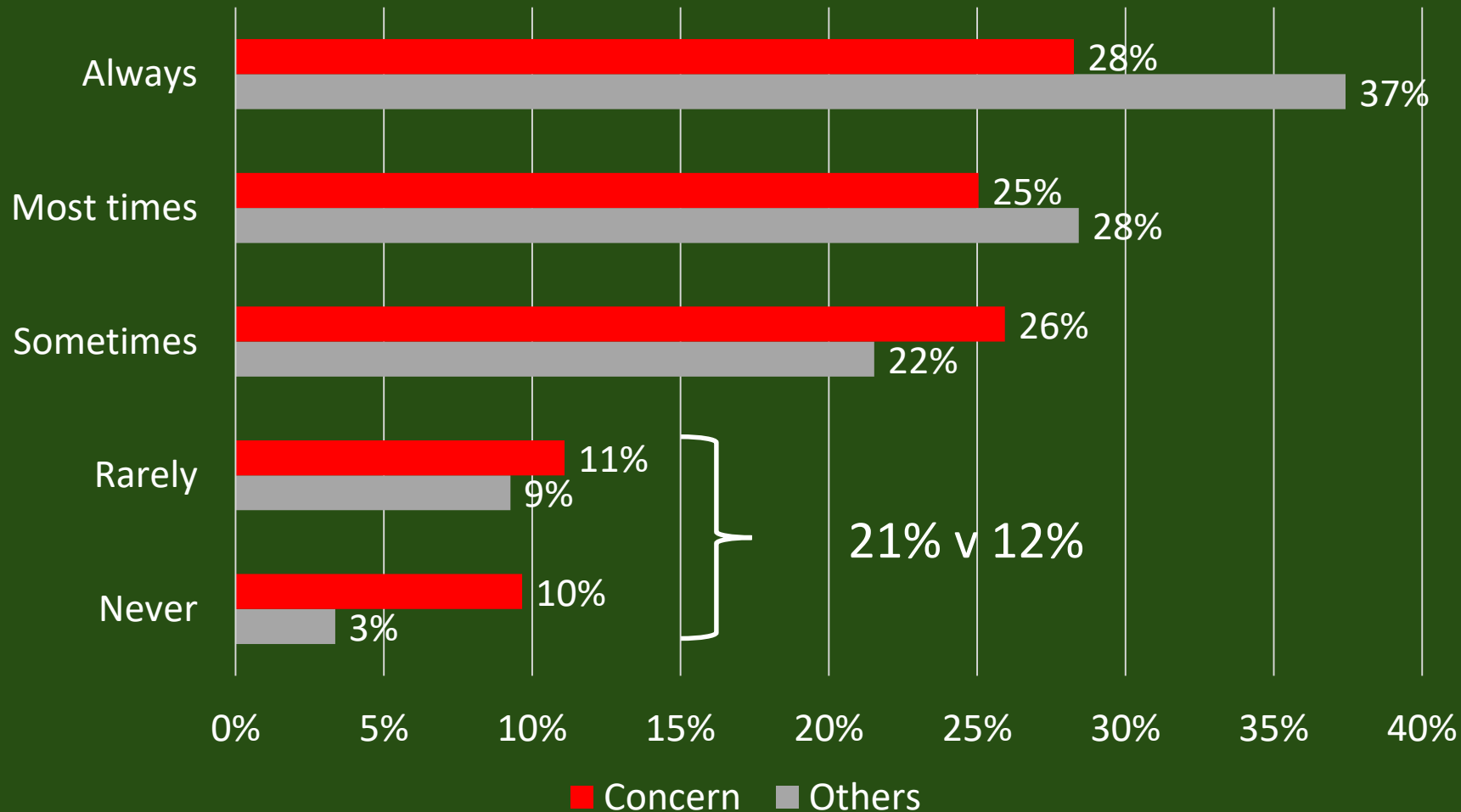
# Social isolation and support

# Supportive co-workers

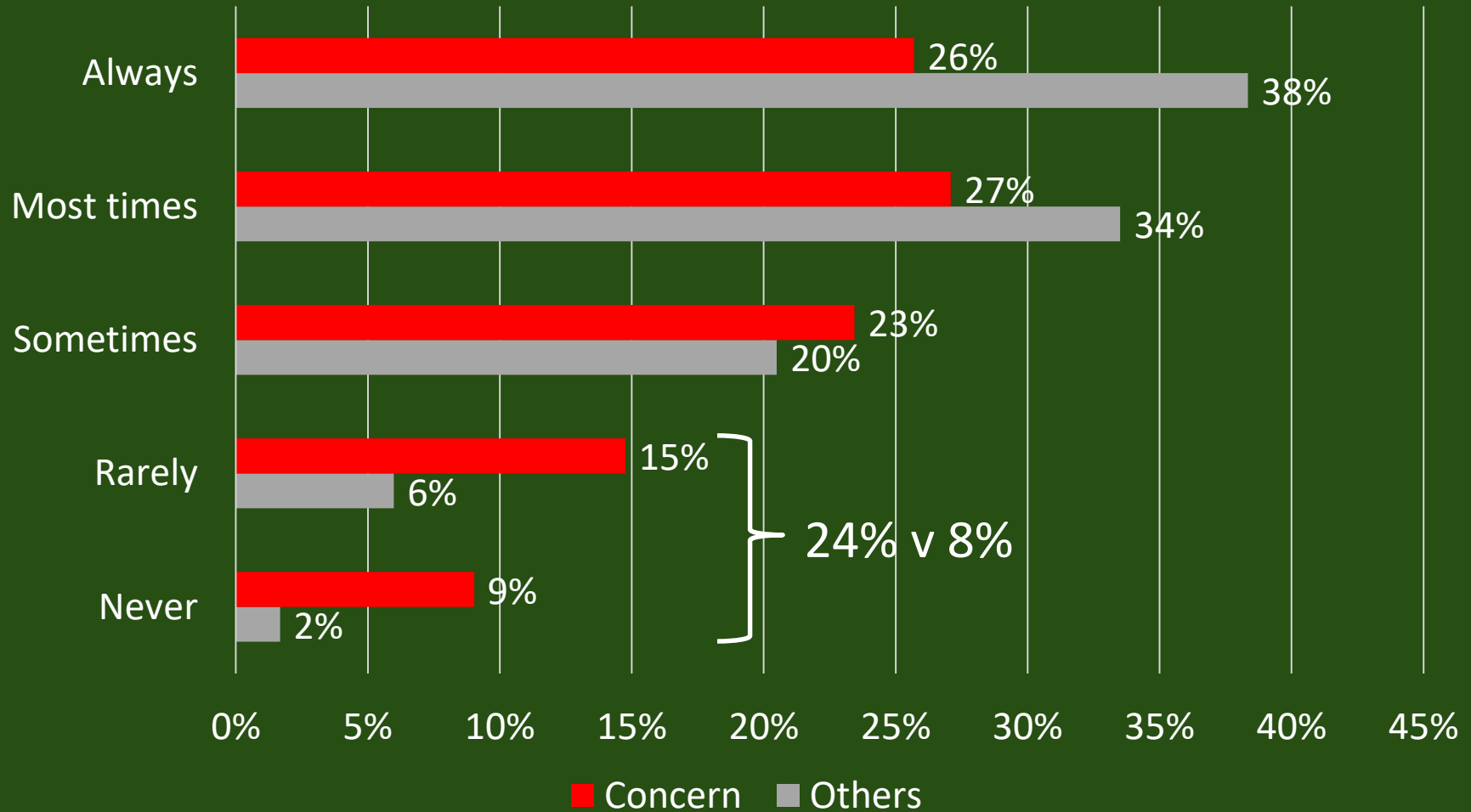




# A good friend at work



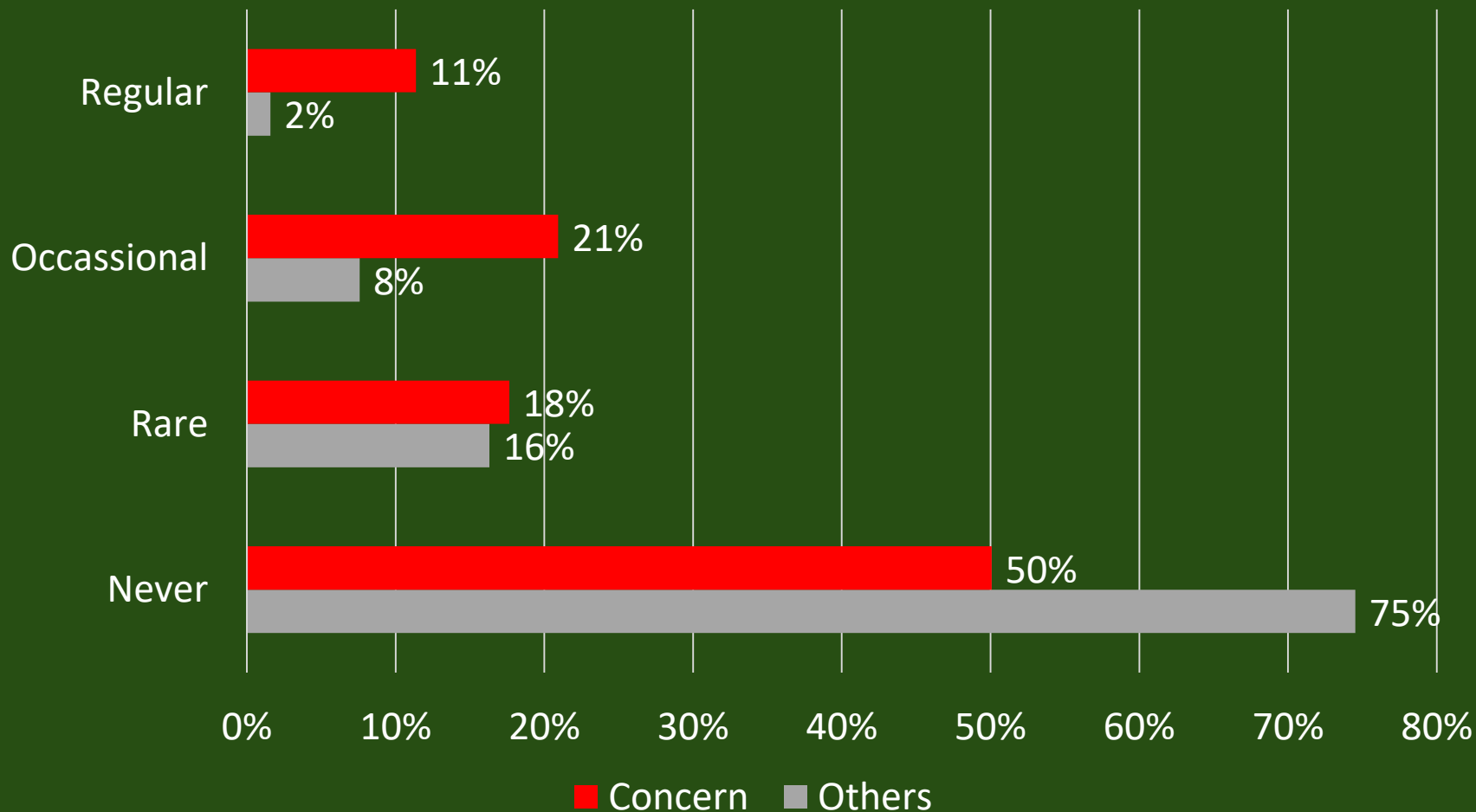
# A supportive manager





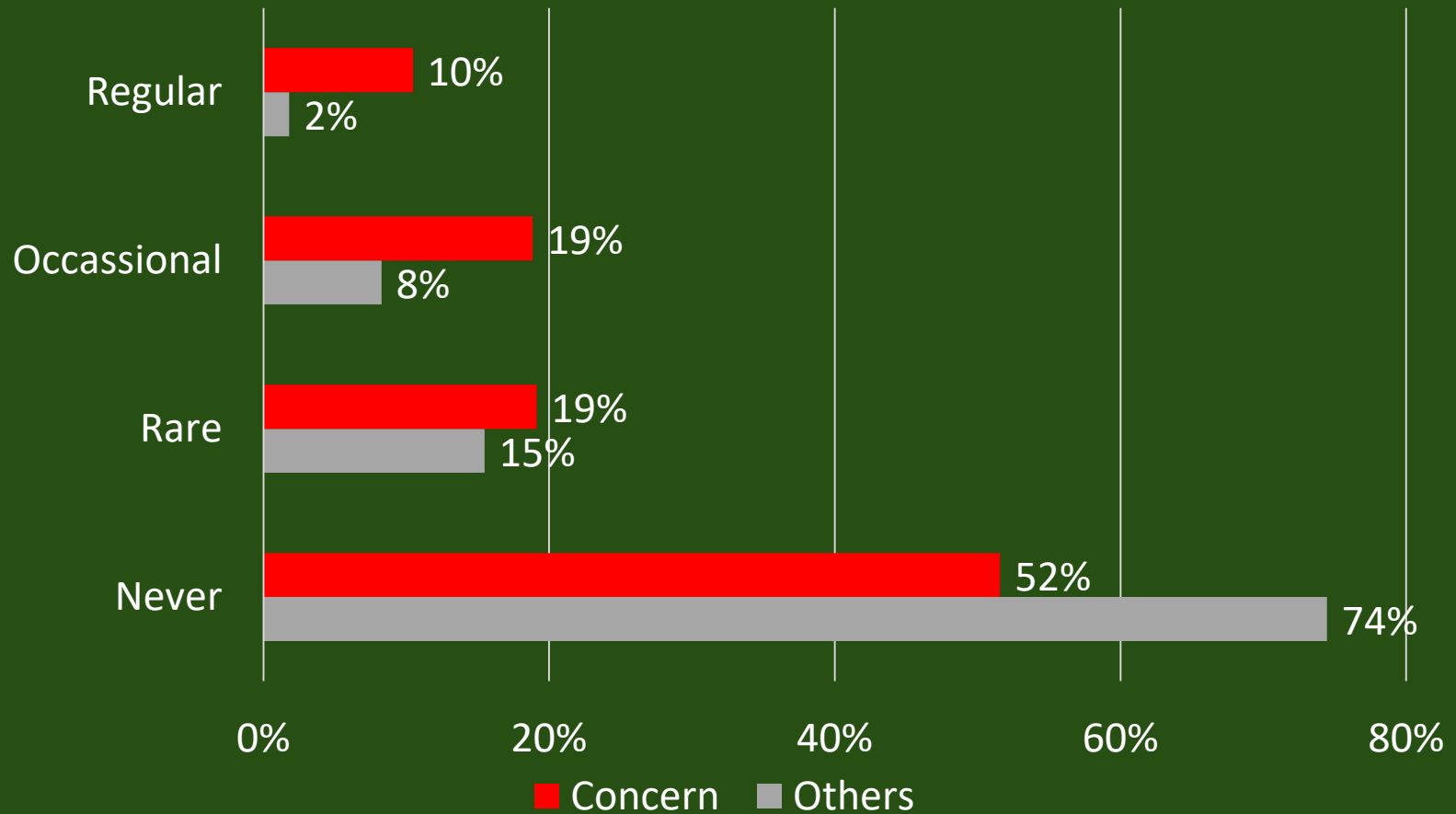


# Manager's public criticism



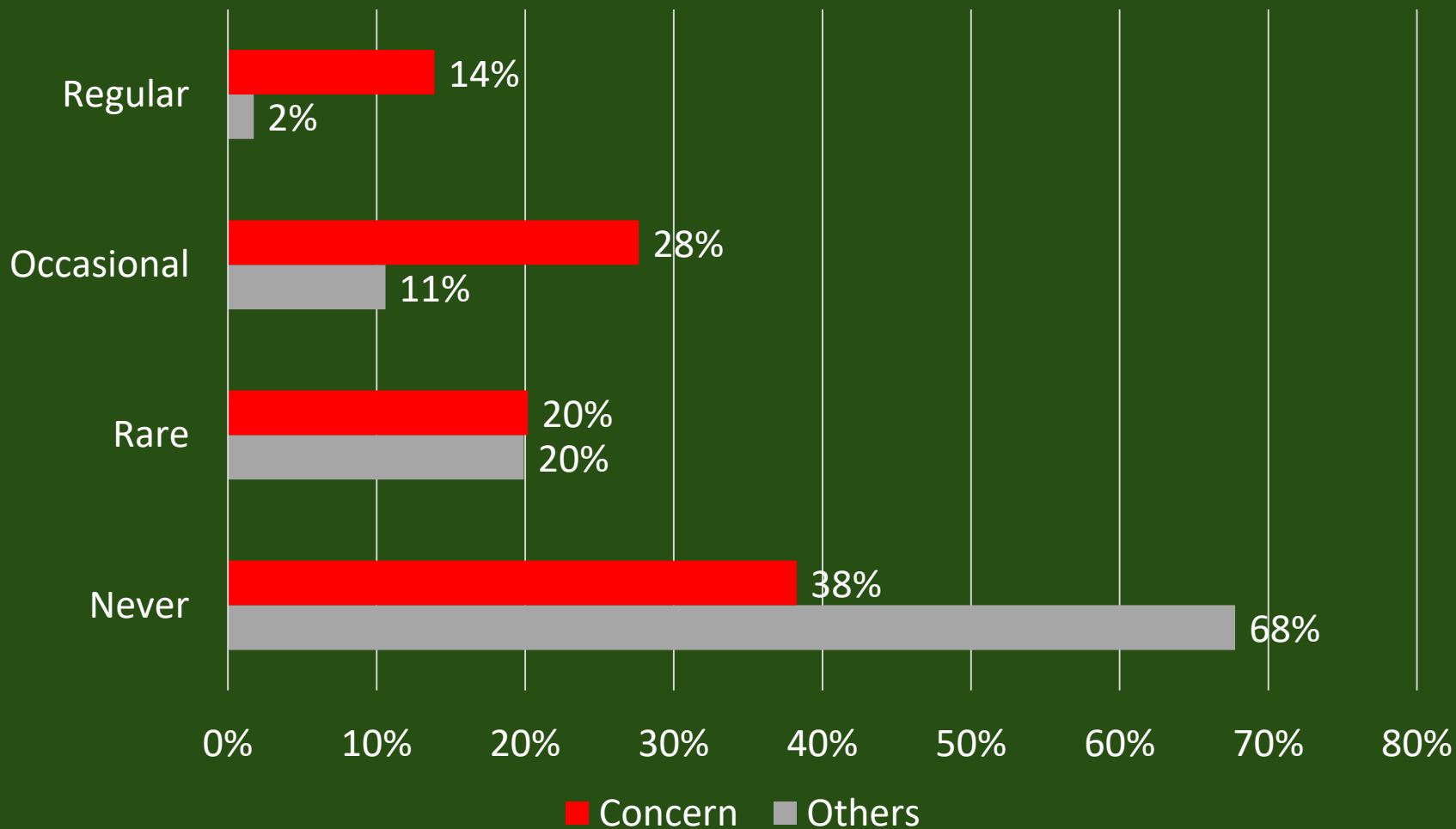


# Excluded from group work

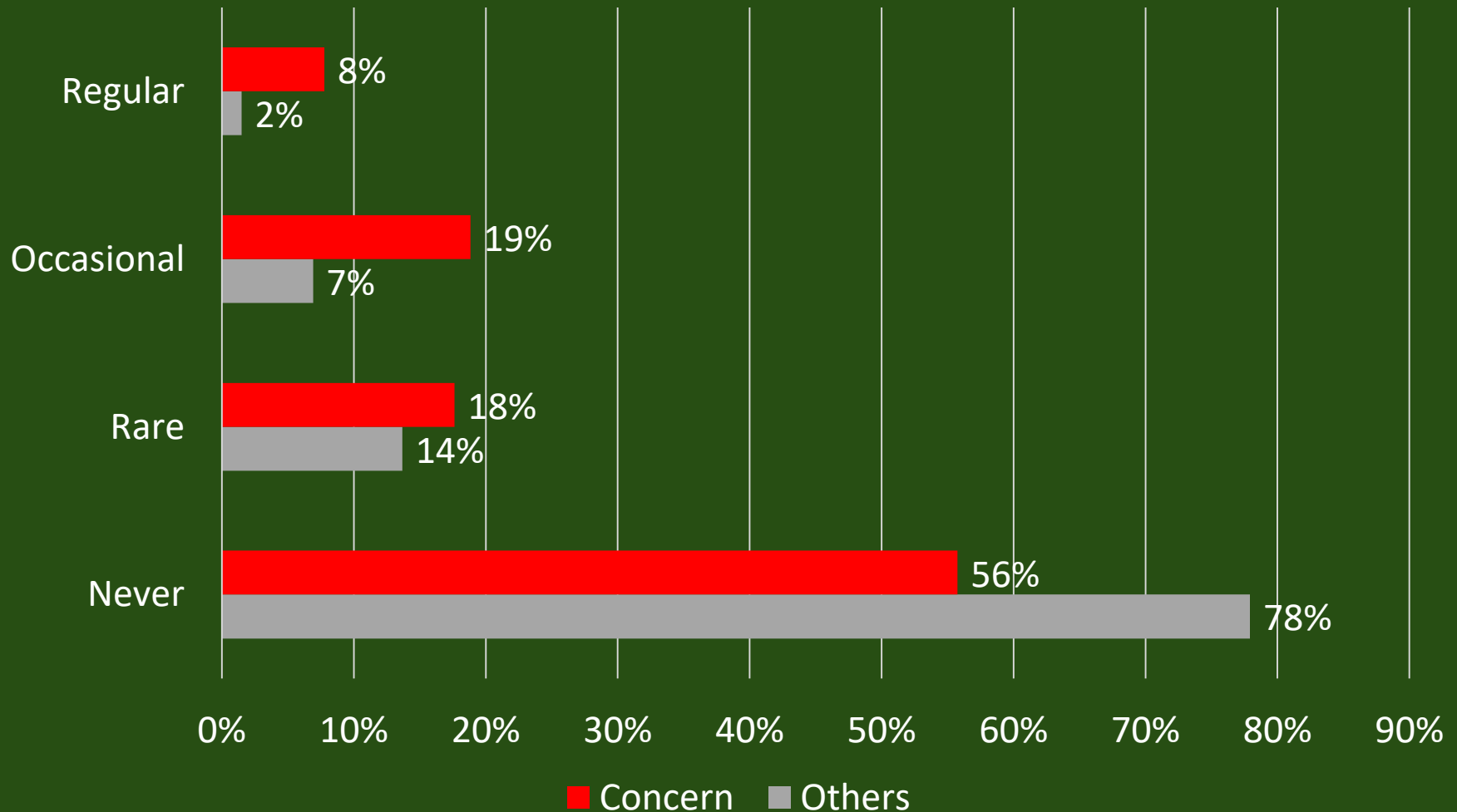




# Feel silenced at work

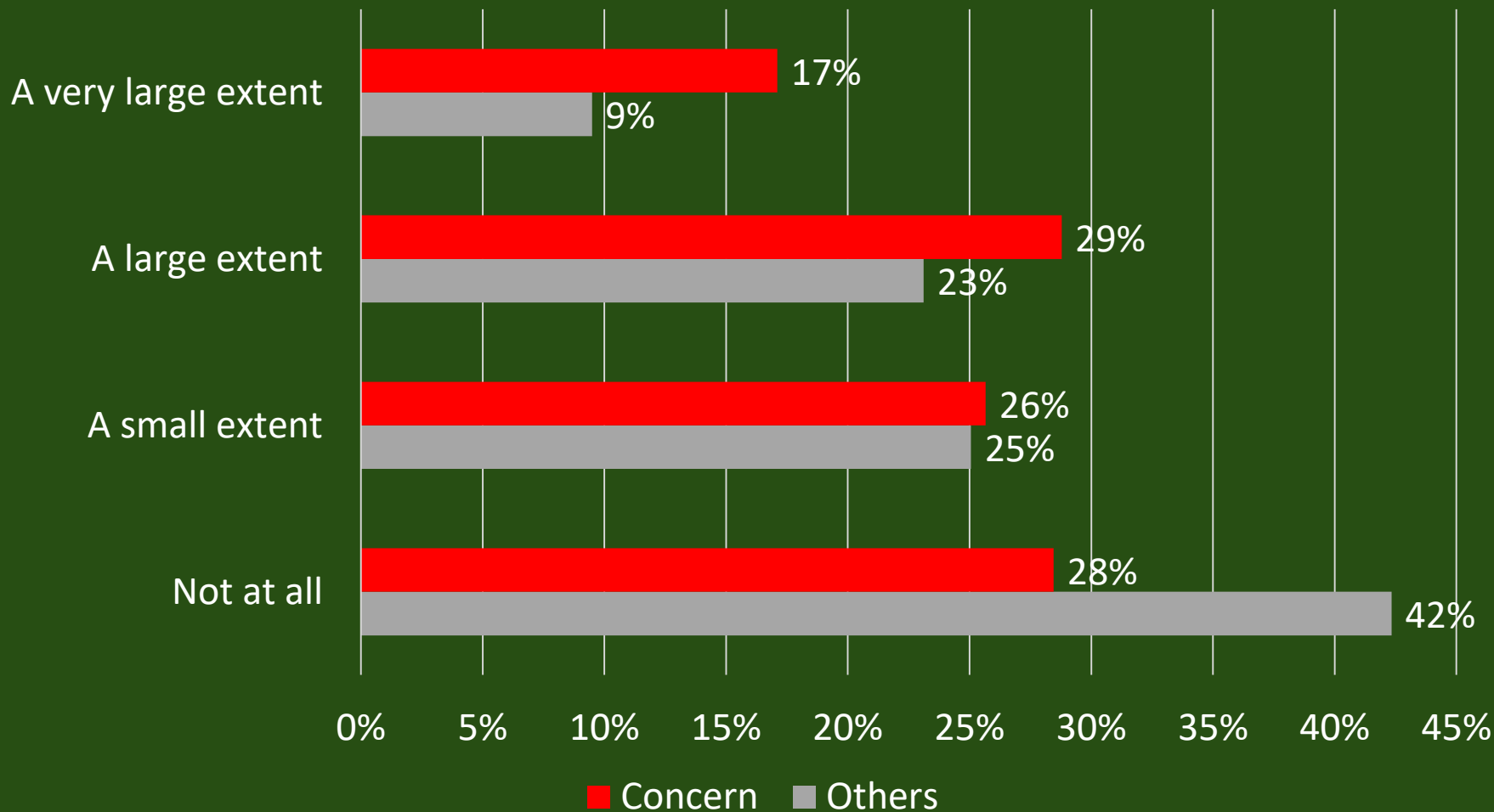


# Ridiculed for values, religion



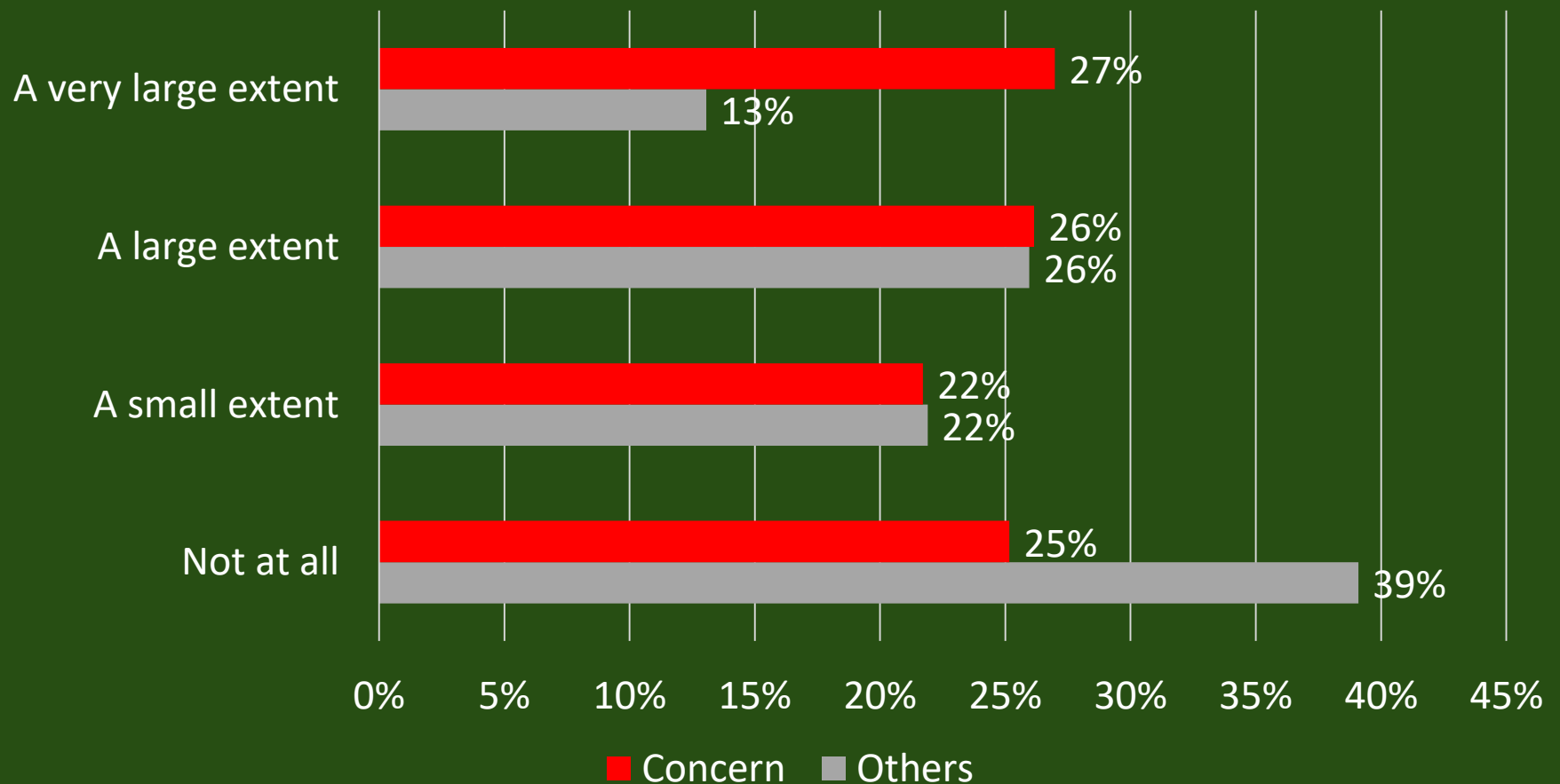


# Not diverse backgrounds



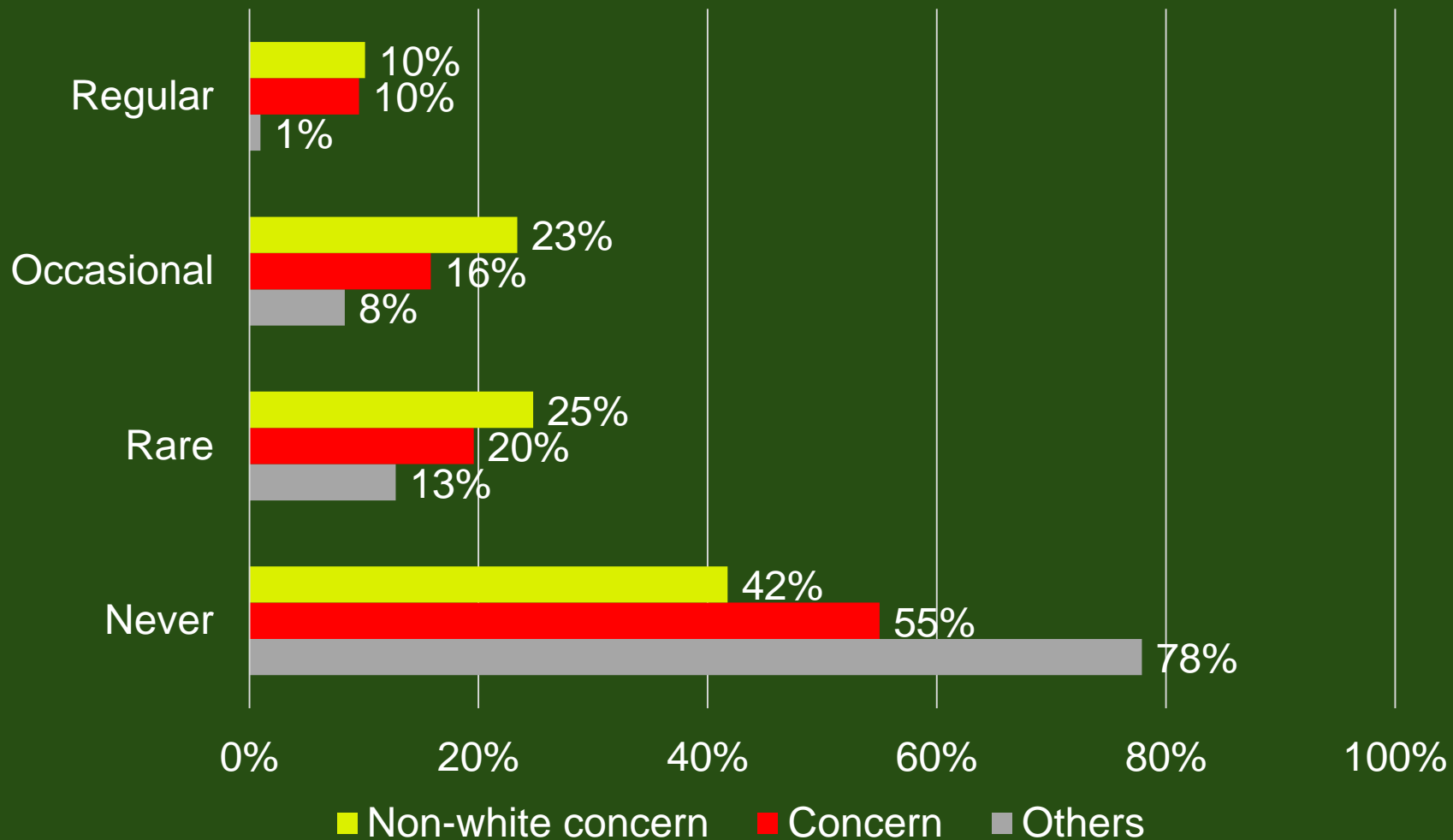


# Gender unbalanced



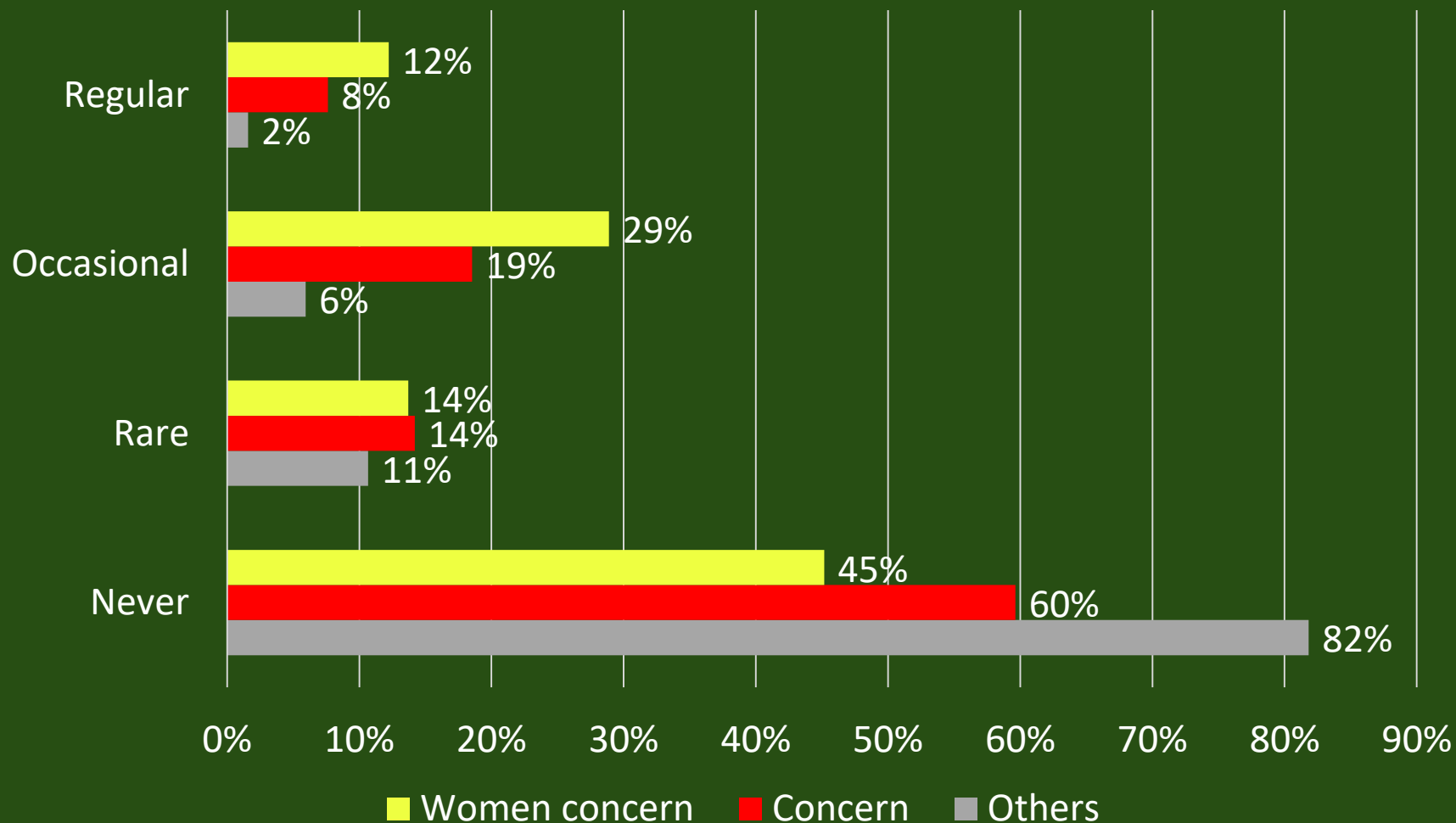


# Ethnic, racist, sexist insults





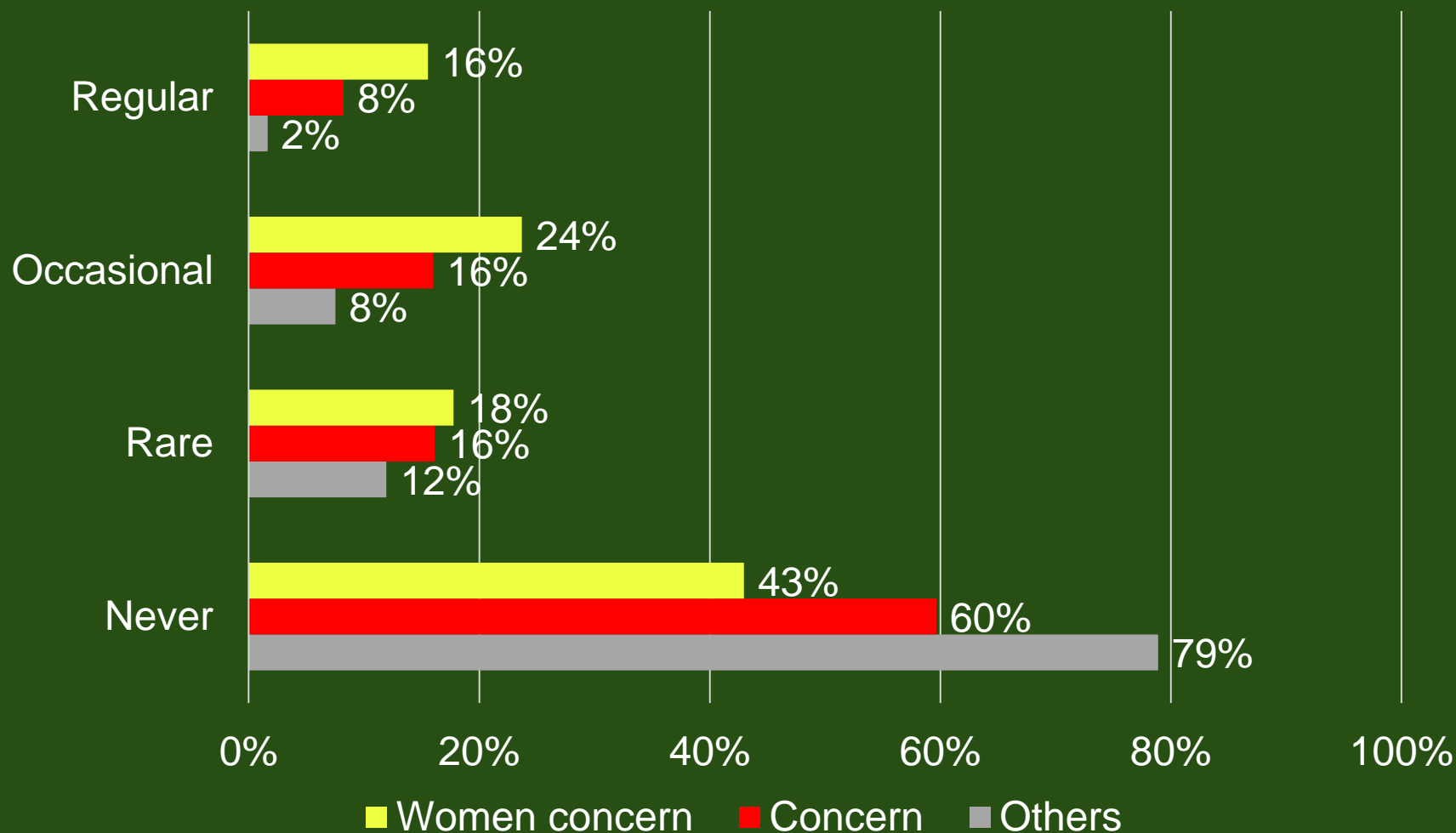
# Unwanted sexual advances







# Touching or pinching





# Isolation and inclusion

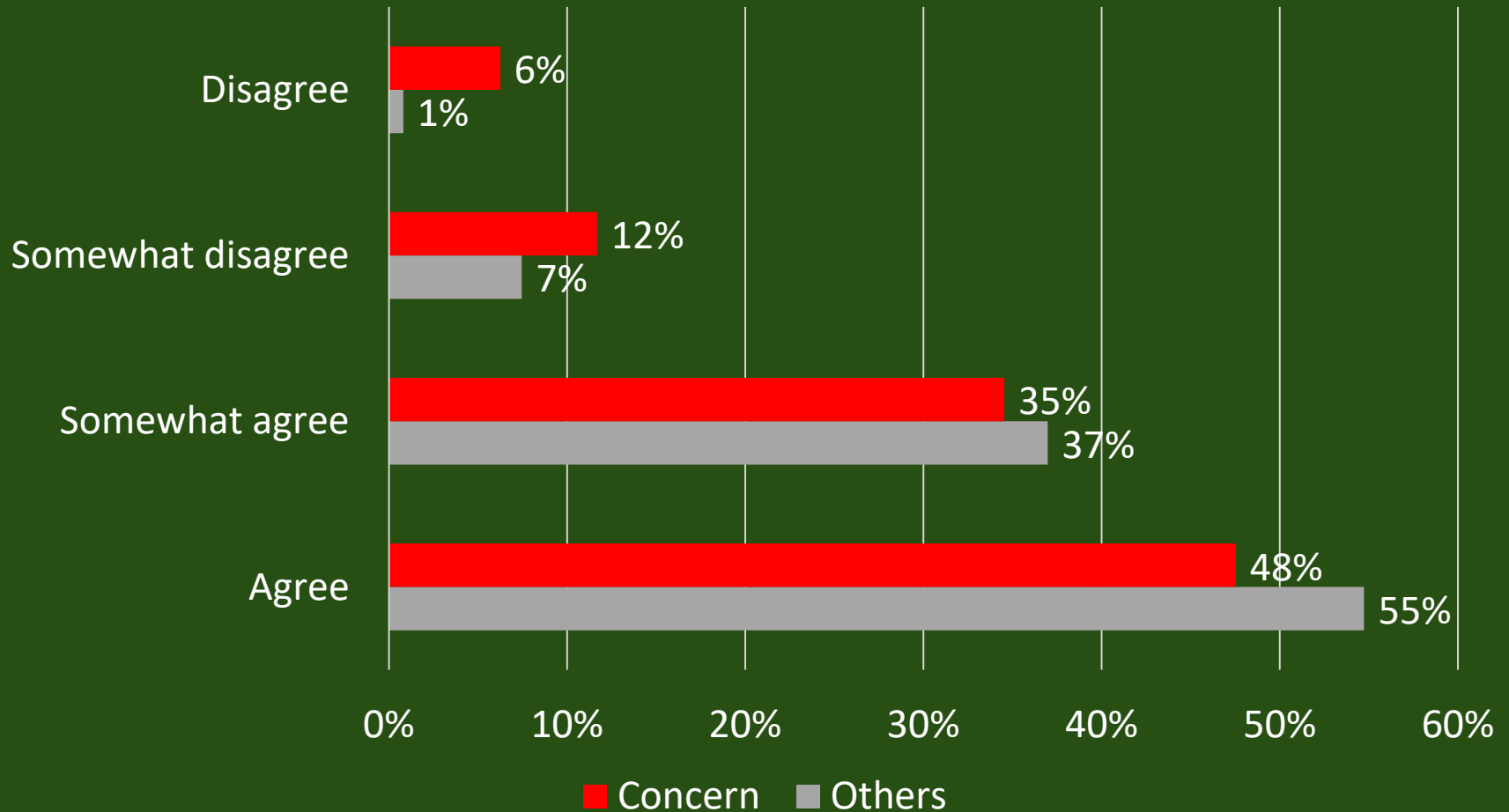
Workplace condition	Effect	Intensity	Spread
No friend	46%	1.4	15%
Riduculed	48%	1.5	12%
Not diverse	48%	1.5	12%
Gendered	51%	1.5	18%
No manager support	60%	1.8	13%
Exclusion	59%	1.8	16%
Silenced	61%	1.9	23%
Manager criticism	61%	1.9	17%
No co-worker support	61%	1.9	9%
Racist, sexist insults	64%	2.0	17%
Touching, pinching	66%	2.0	20%
Sexual advances	72%	2.2	19%



# Affirmation through work

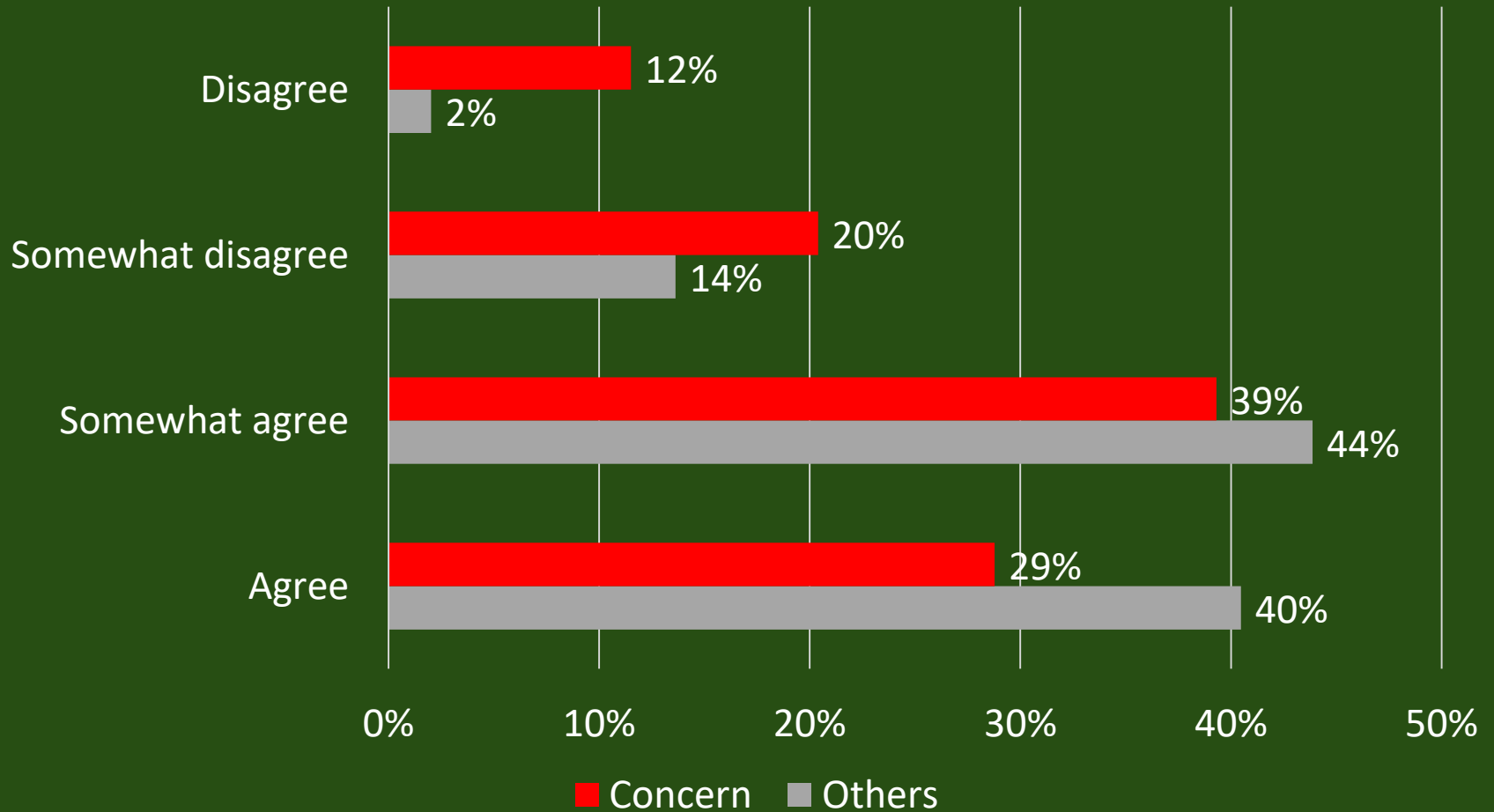


# My job is important

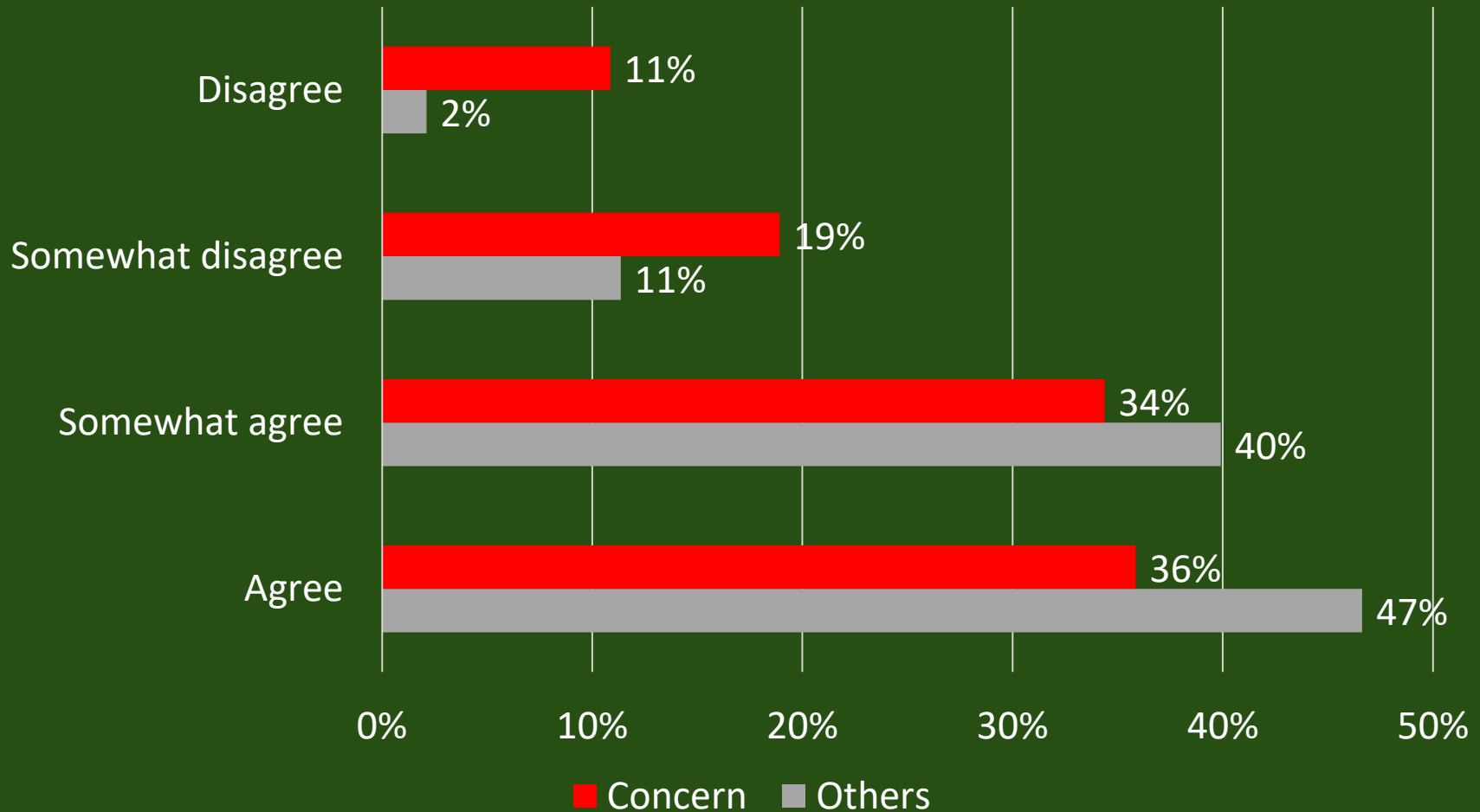




# My job gives me meaning

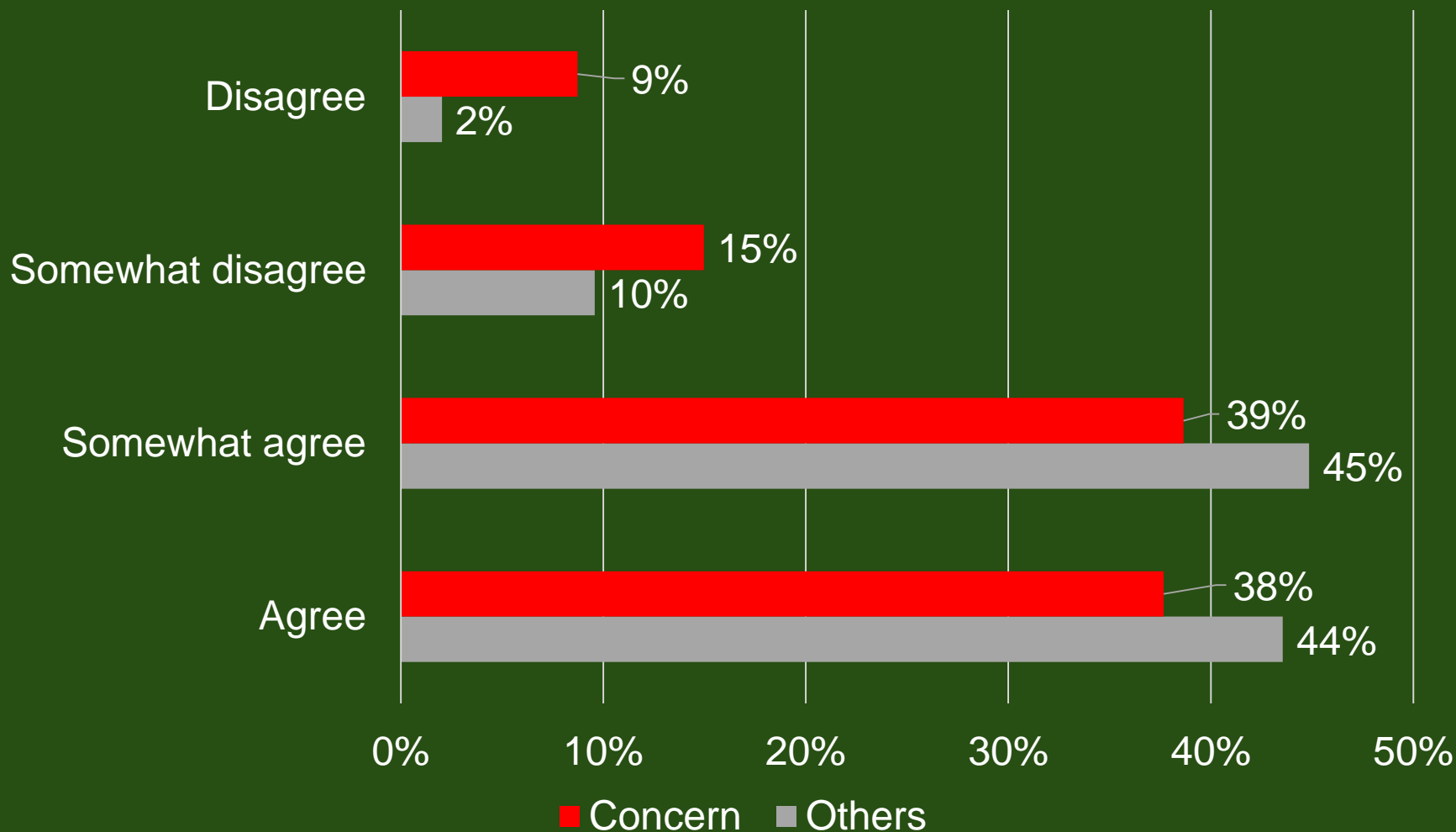


# Job uses my skill, creativity





# I learn through my work





# Job and Affirmation

Workplace condition	Effect	Intensity	Spread
Job doesn't give meaning	50%	1.5	21%
Job includes learning	50%	1.5	16%
Job not important	53%	1.6	11%
Doesn't use skills	53%	1.6	19%

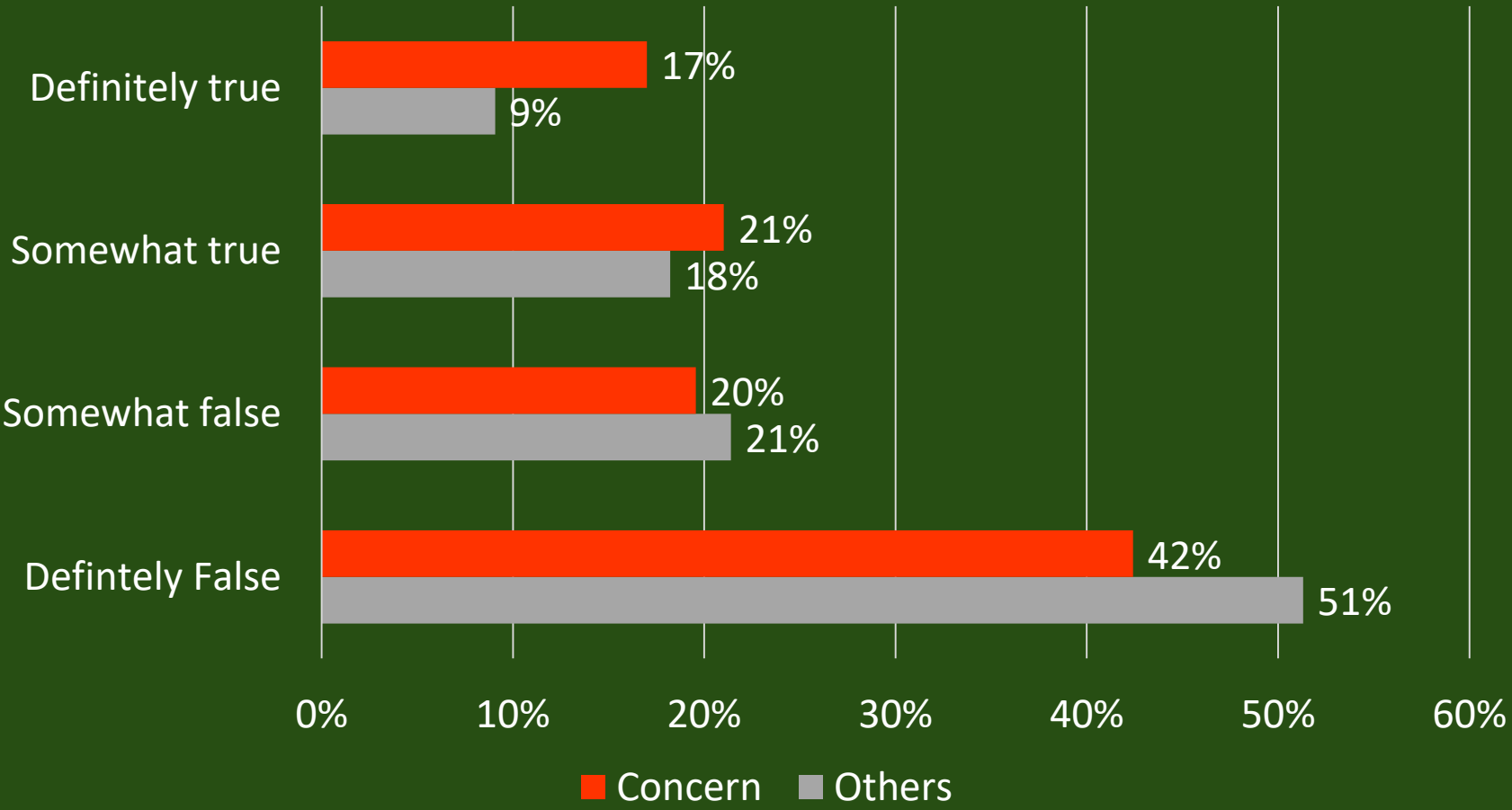




# Worker autonomy and dependence

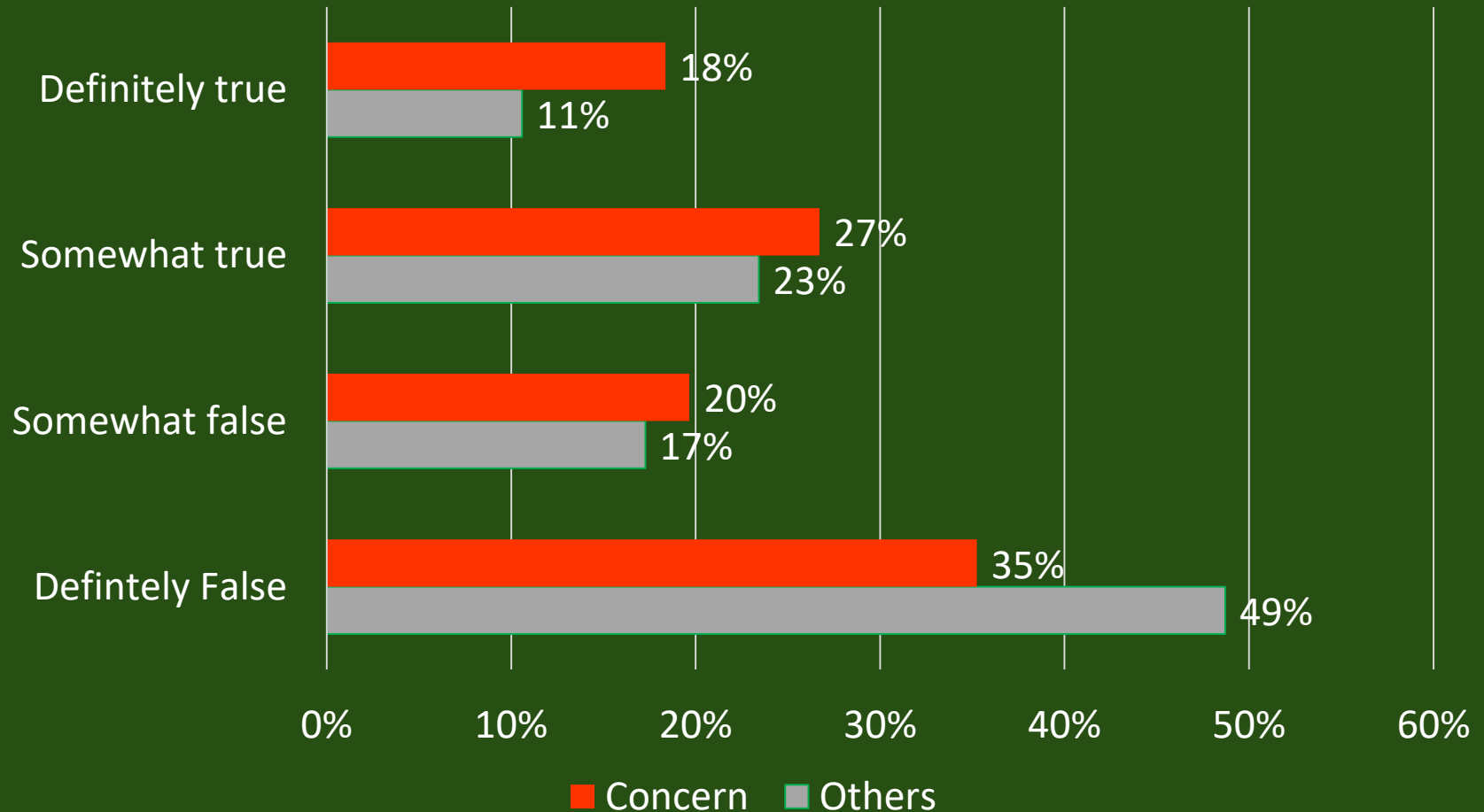


# Employment depends on boss



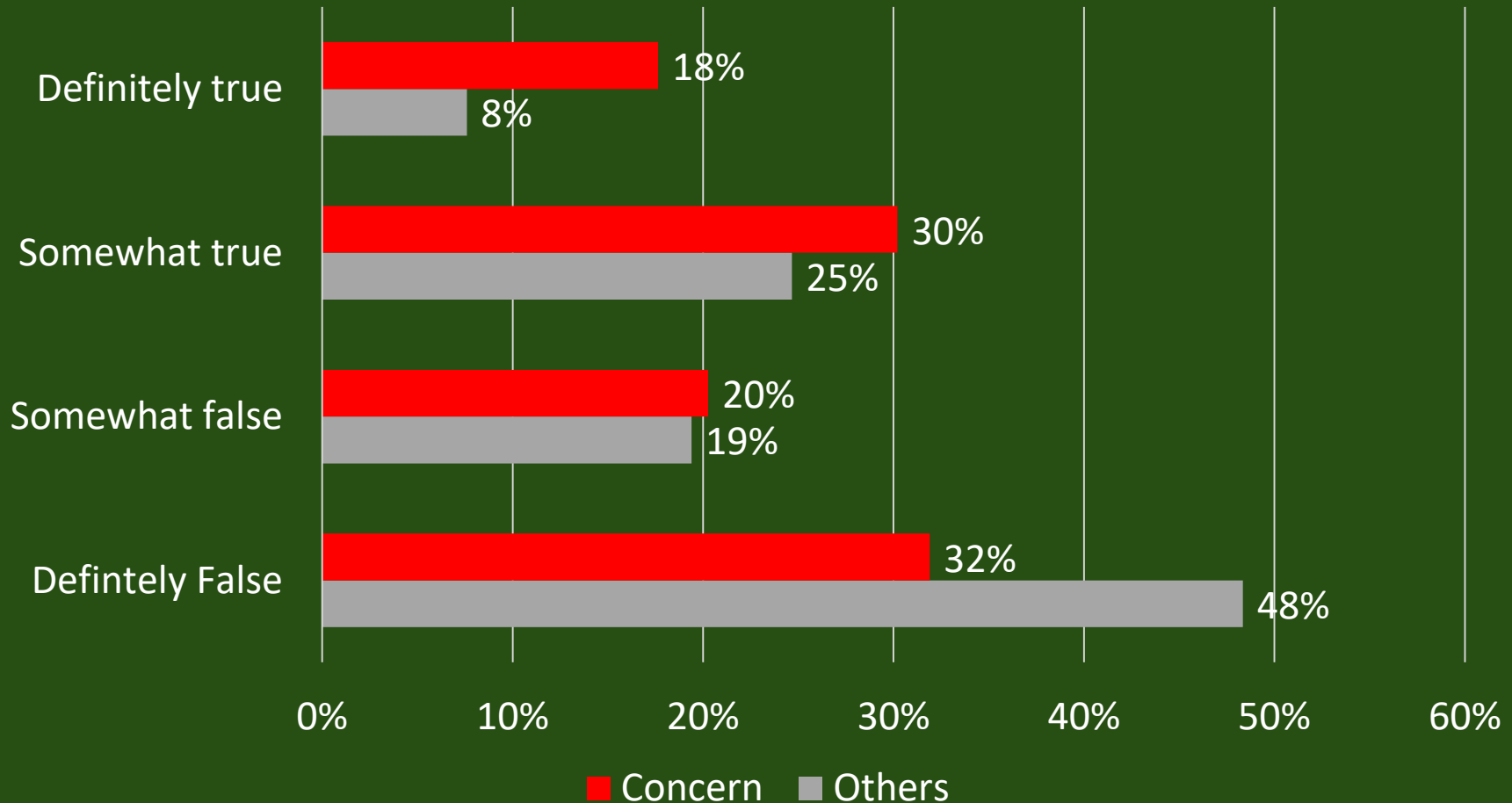


# Job depends on one contract



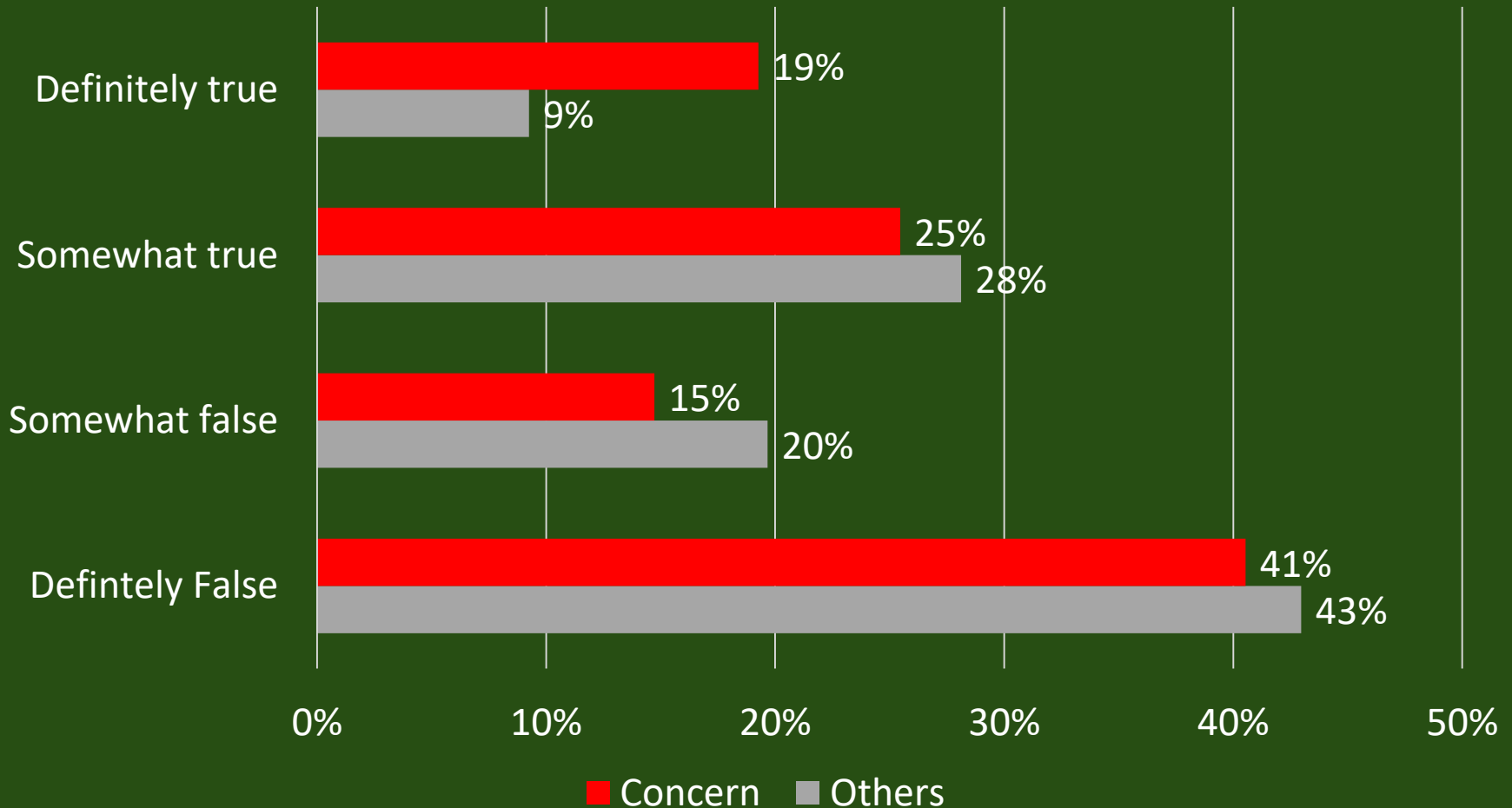


# Relationships, not merit



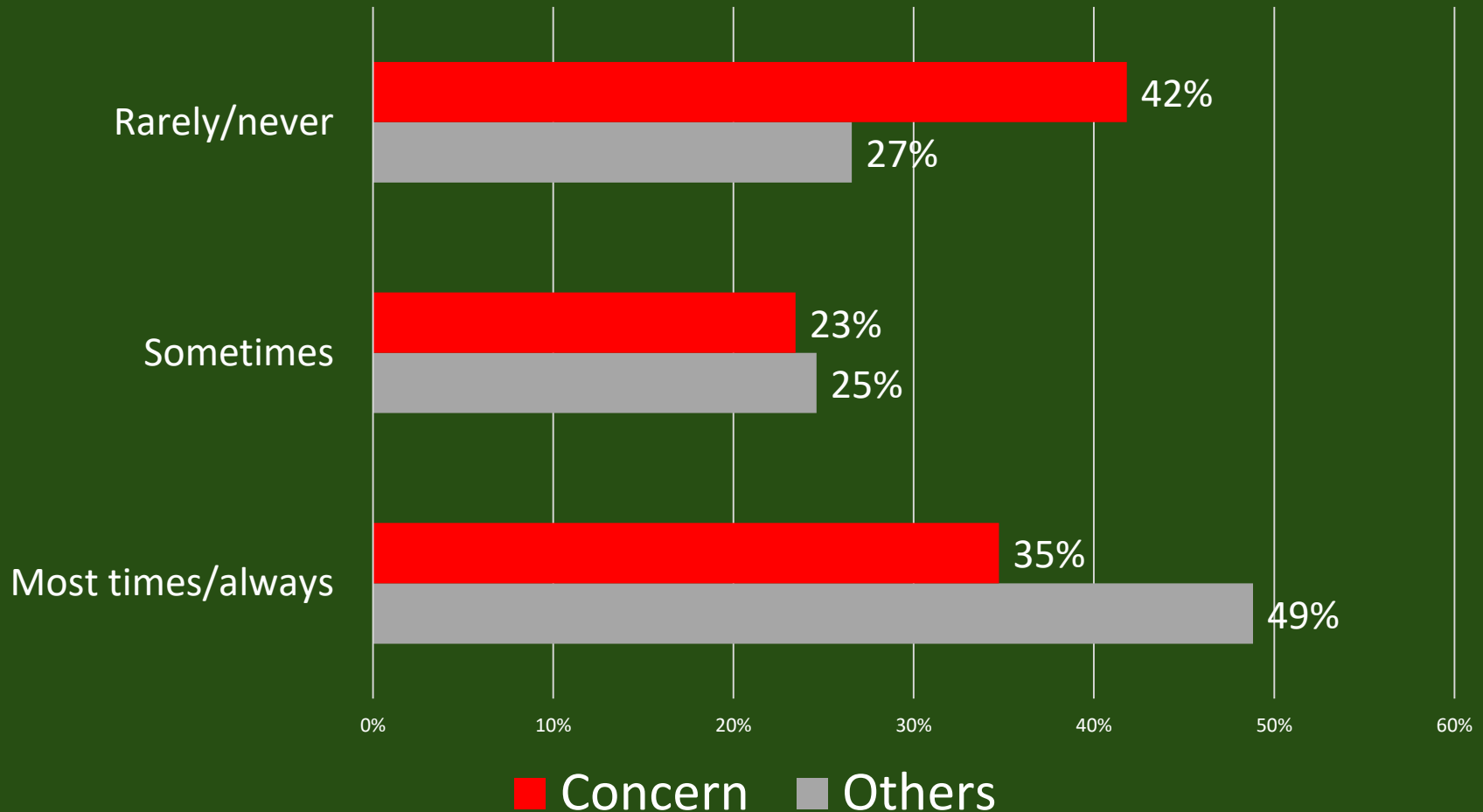


# Pay based on mgr opinion



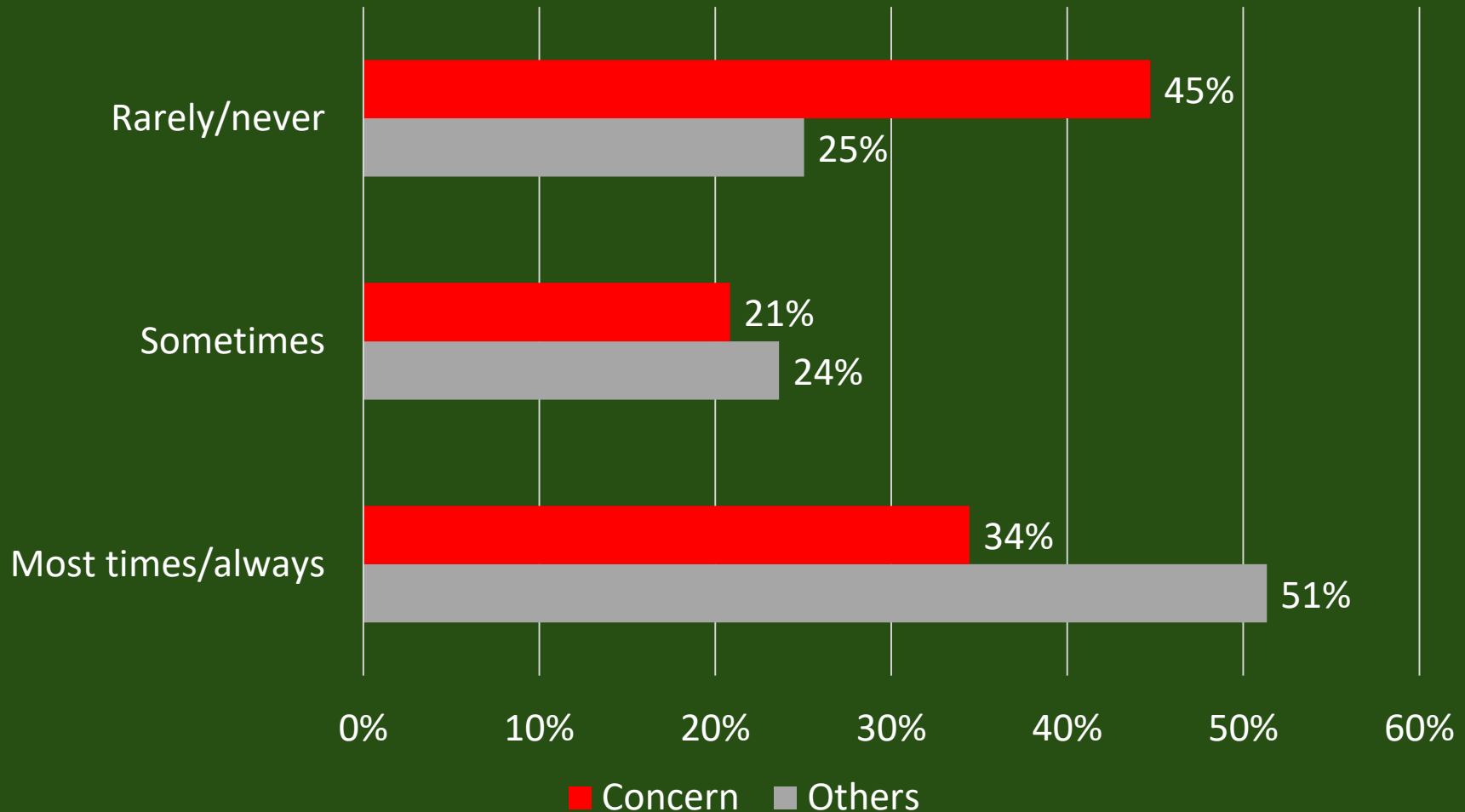


# Can influence my work



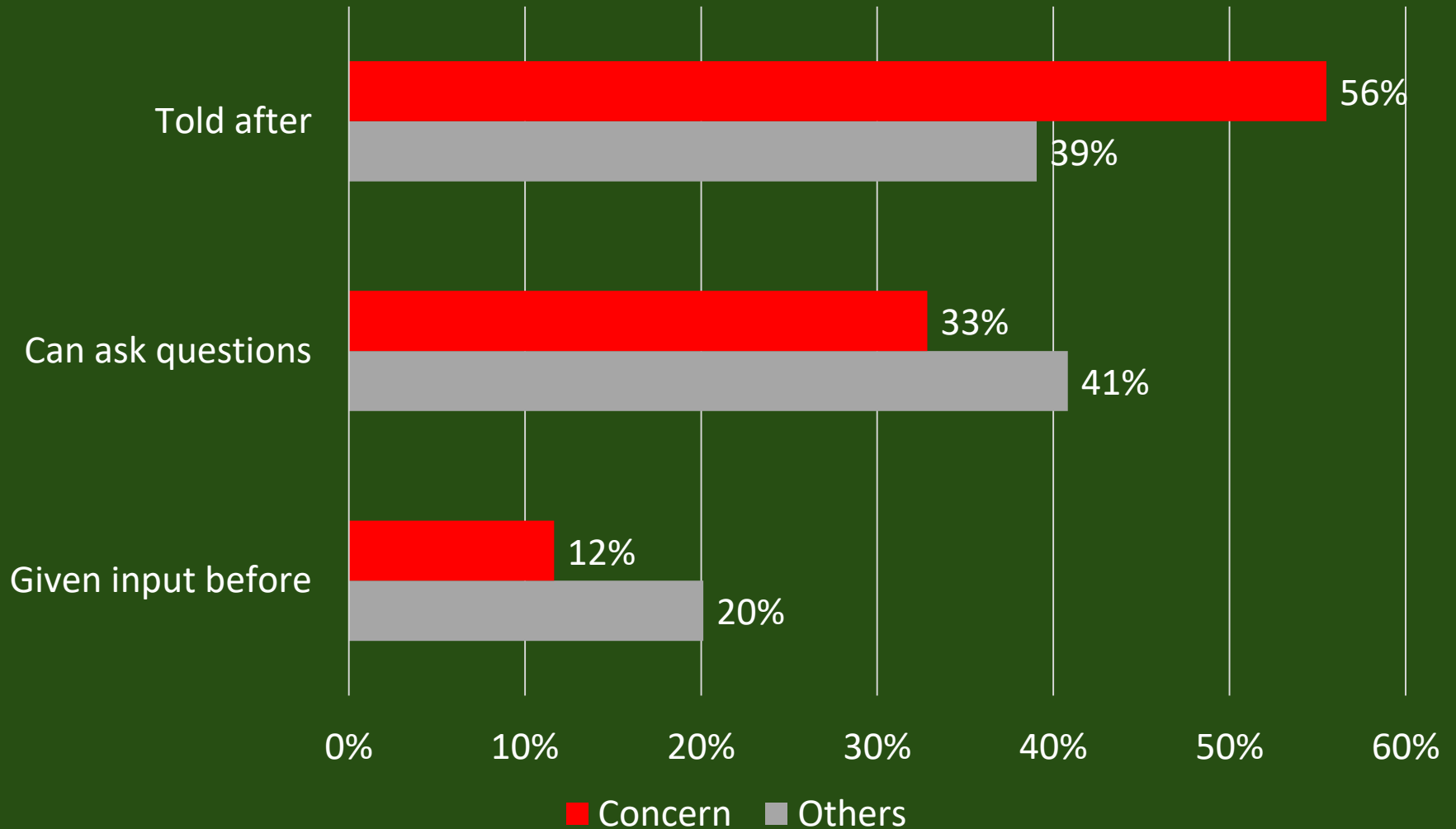


# Consulted on objectives





# Role in work decisions





# Autonomy and dependence

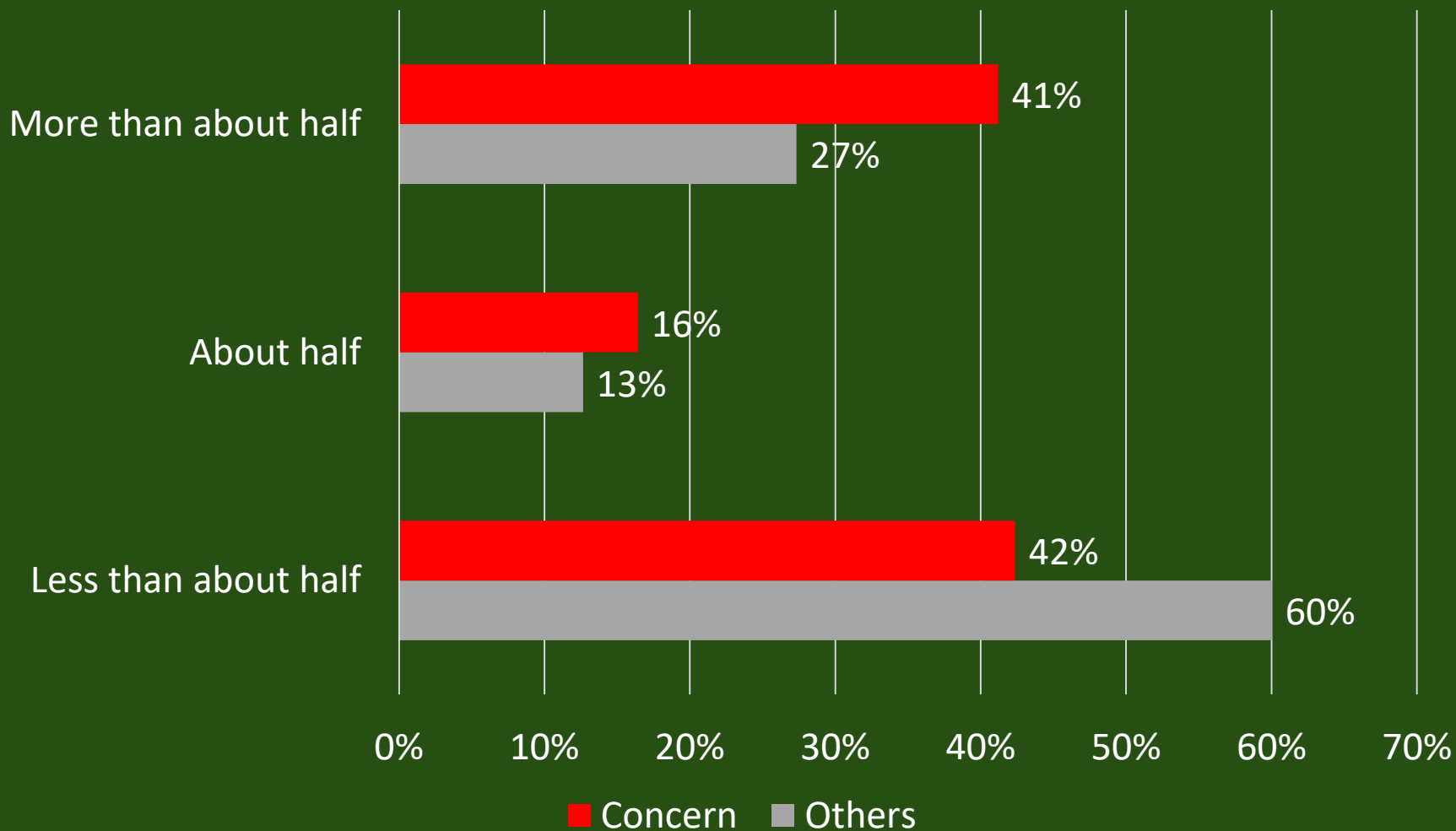
Workplace condition	Effect	Intensity	Spread
No role in decisions	41%	1.3	45%
Can influence work	43%	1.3	32%
Depends one contract	45%	1.4	13%
Consulted on objectives	47%	1.4	32%
Job depends on boss	48%	1.5	12%
Pay on opinion	51%	1.5	12%
Relationships, not merit	53%	1.6	11%



# Workload and management

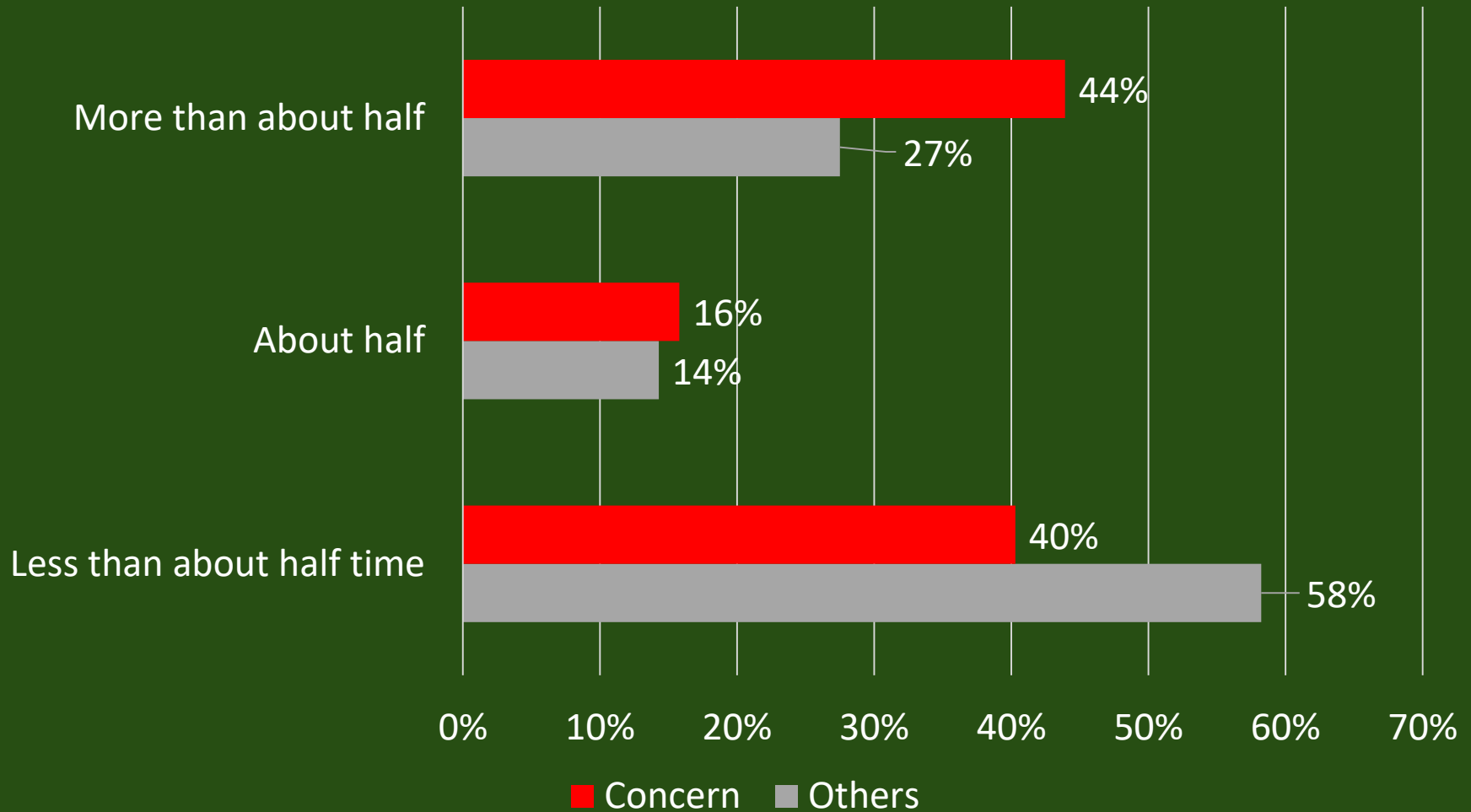


# Workload too much for time

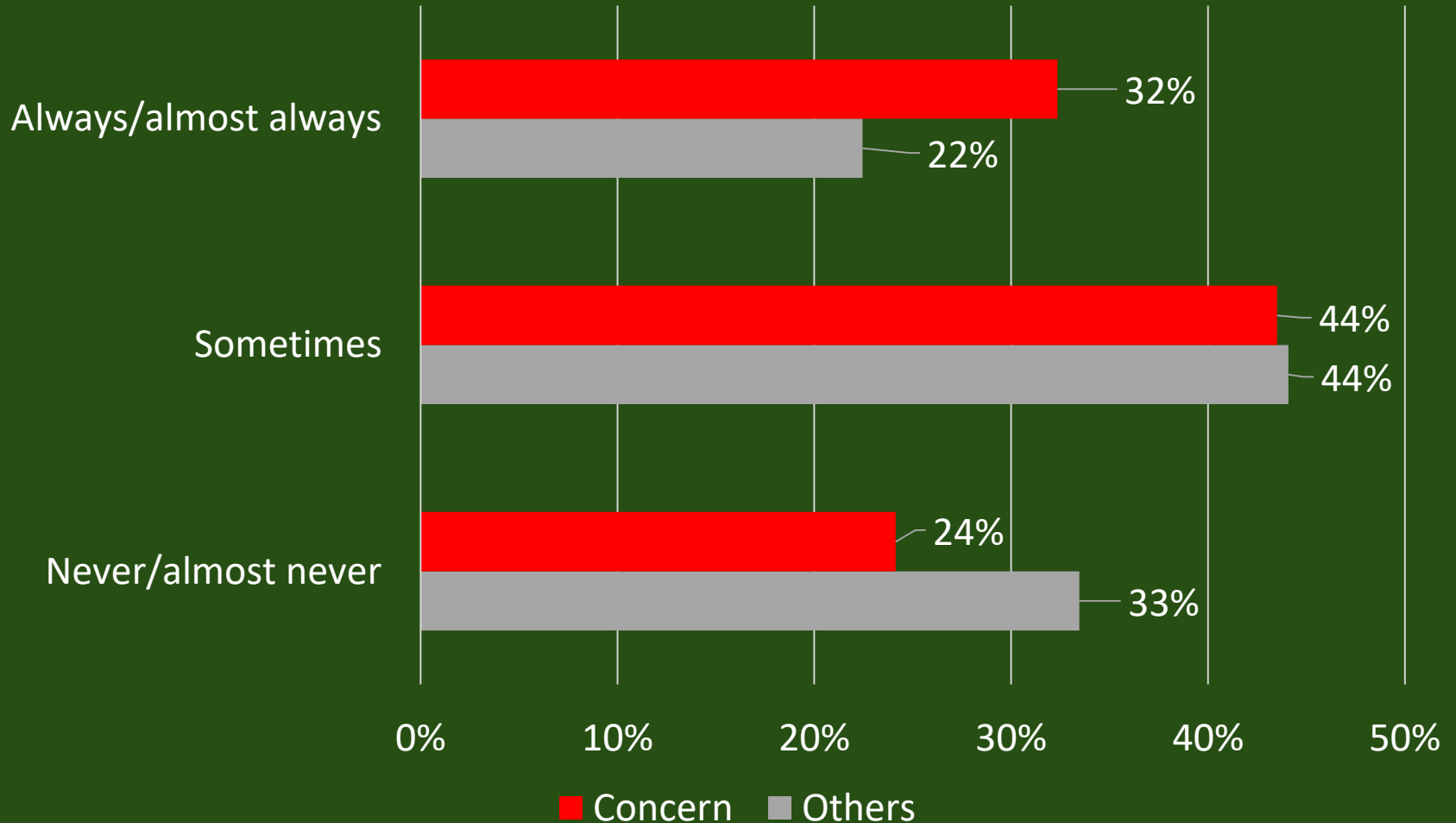




# Emotionally demanding

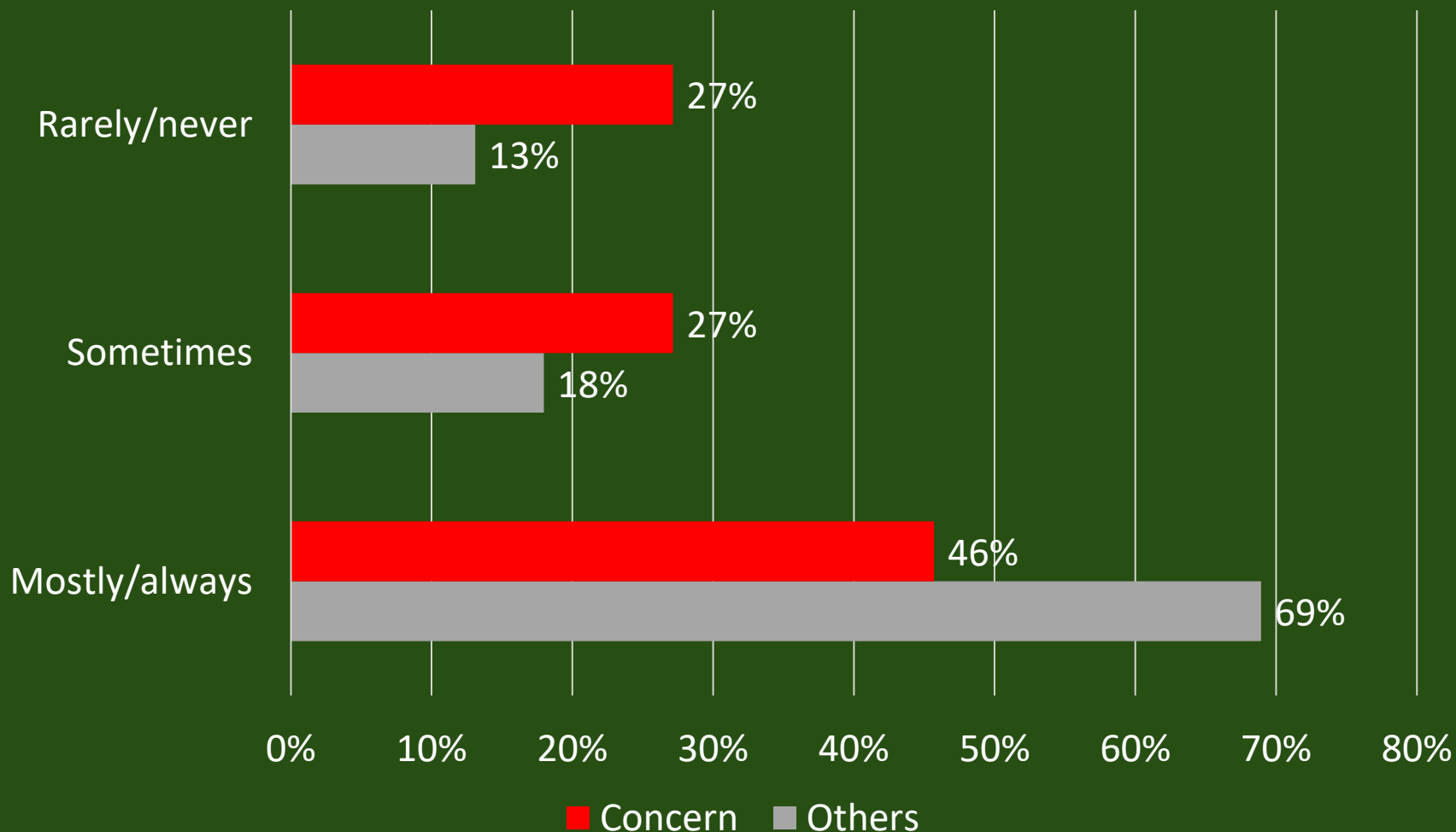


# Firm deadlines



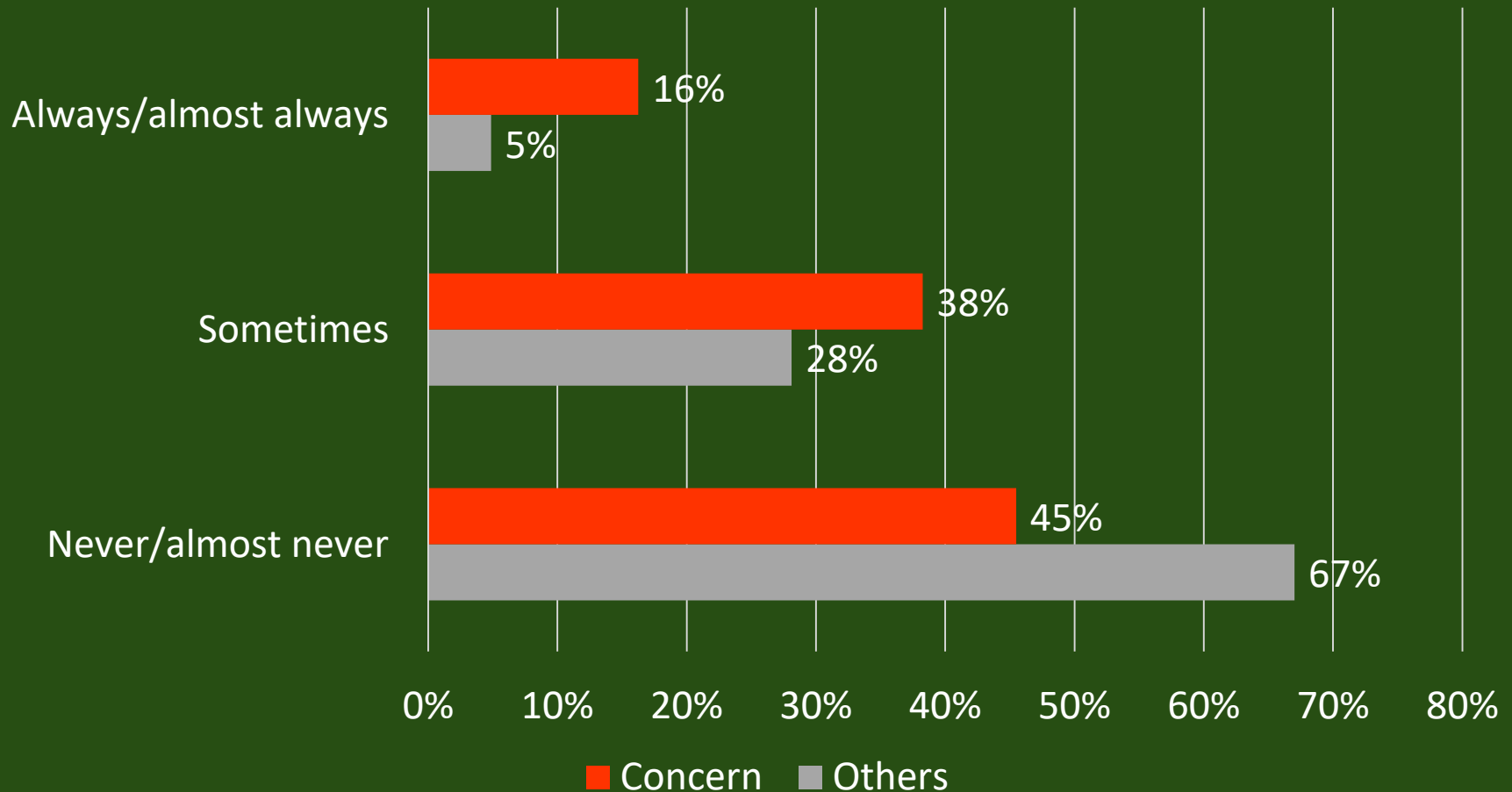


# Reasonable timelines

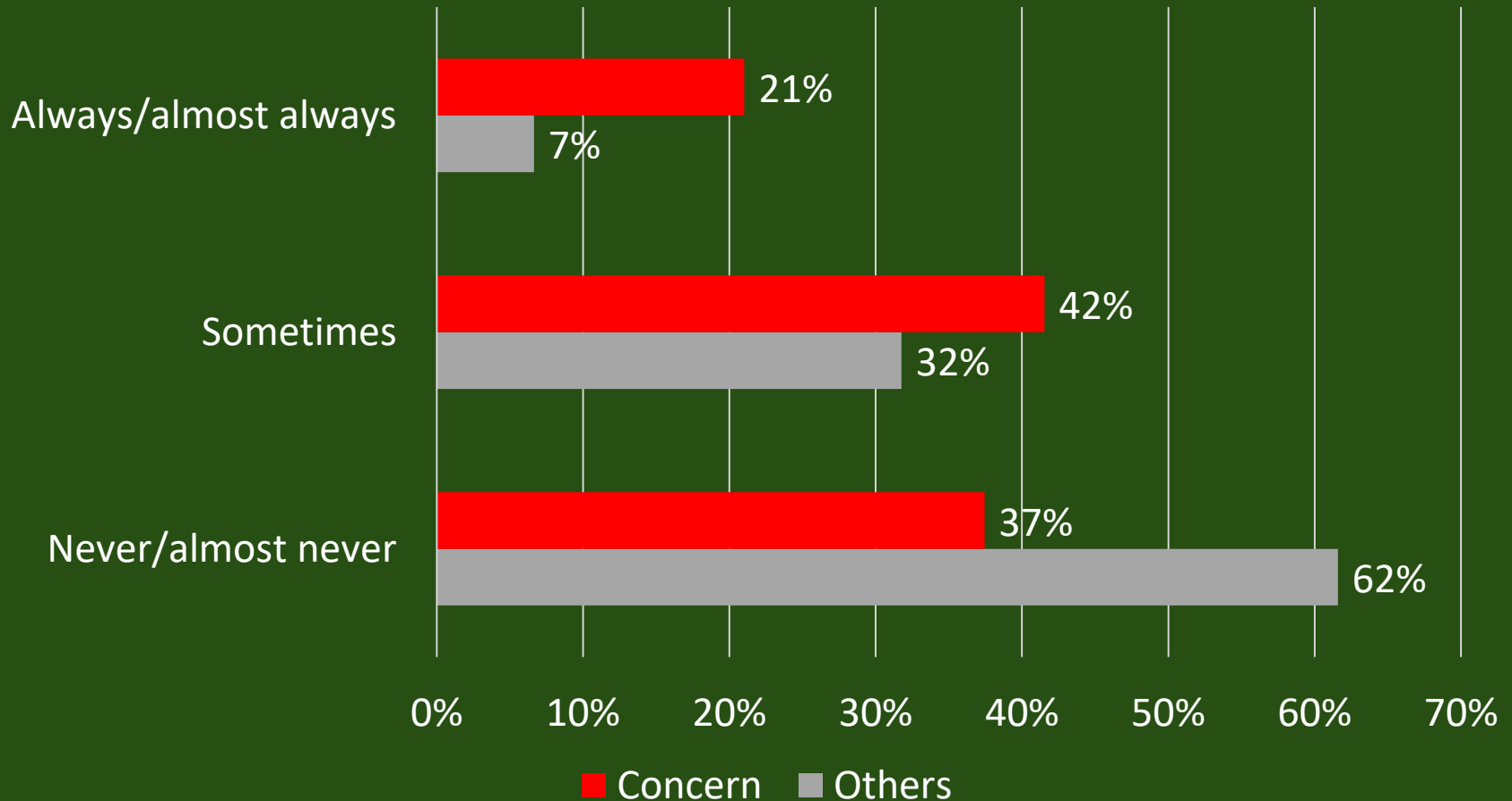




# Unmanageable calls, email



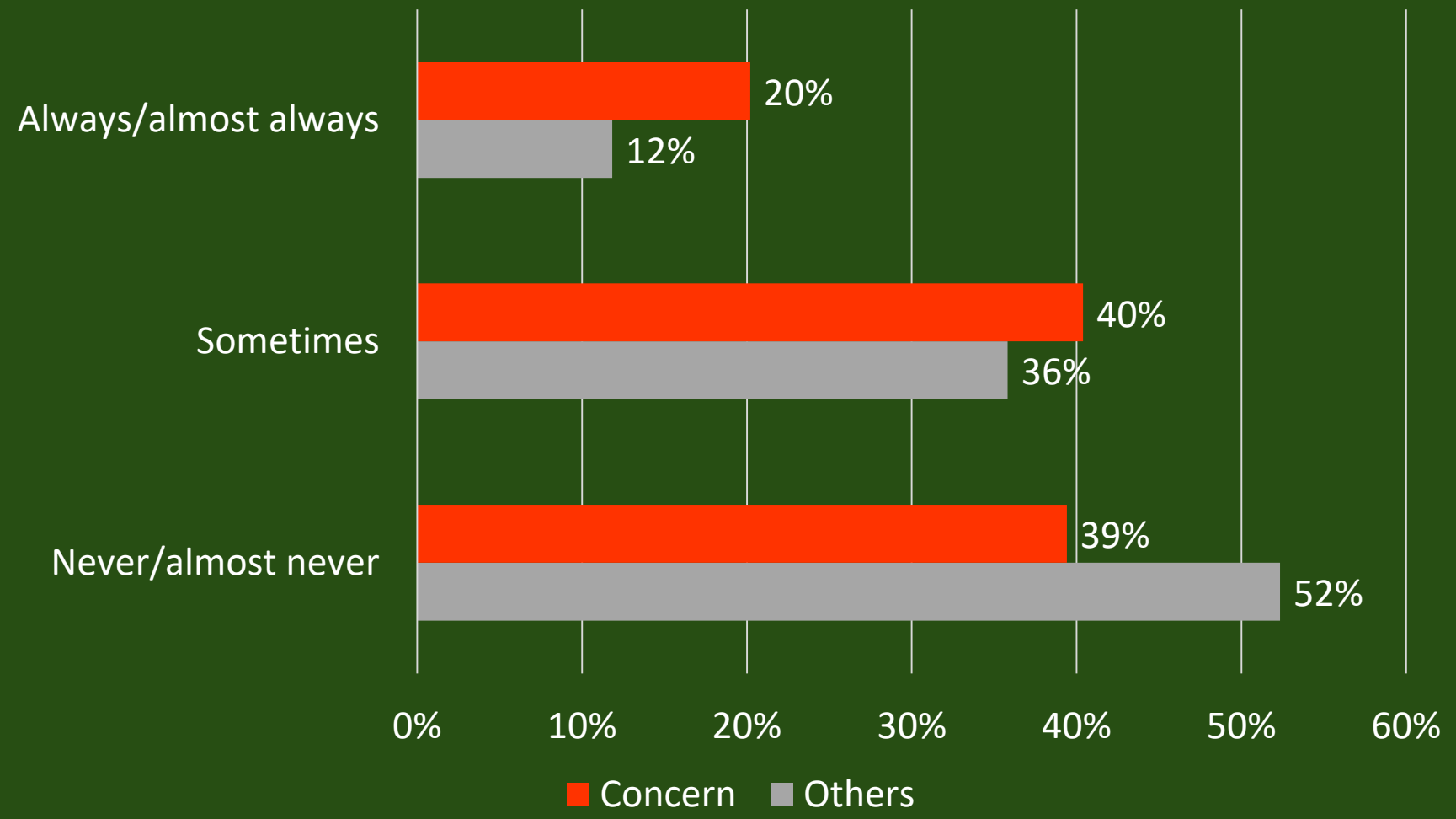
# Monitored, pressed for more





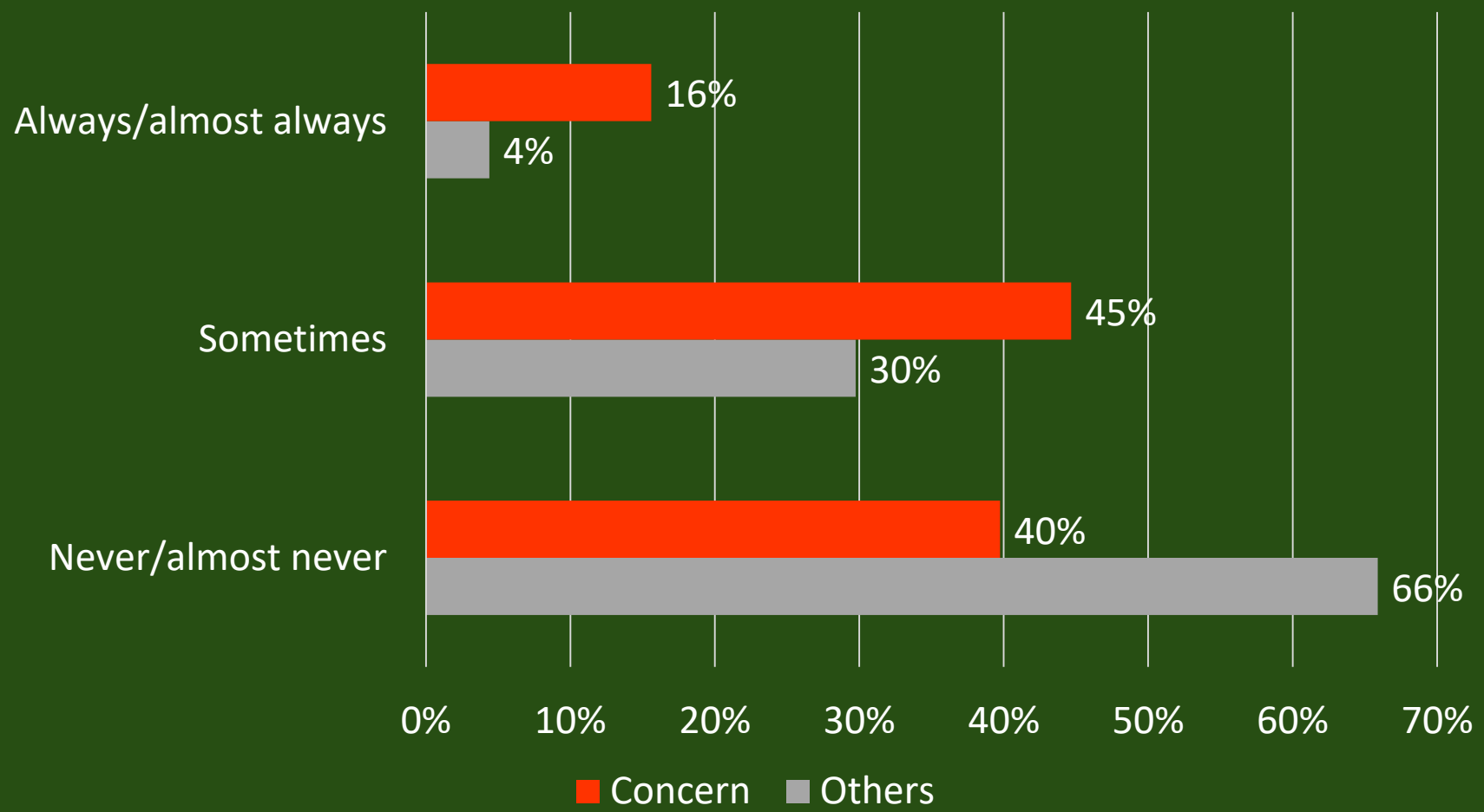


# Responses outside work time



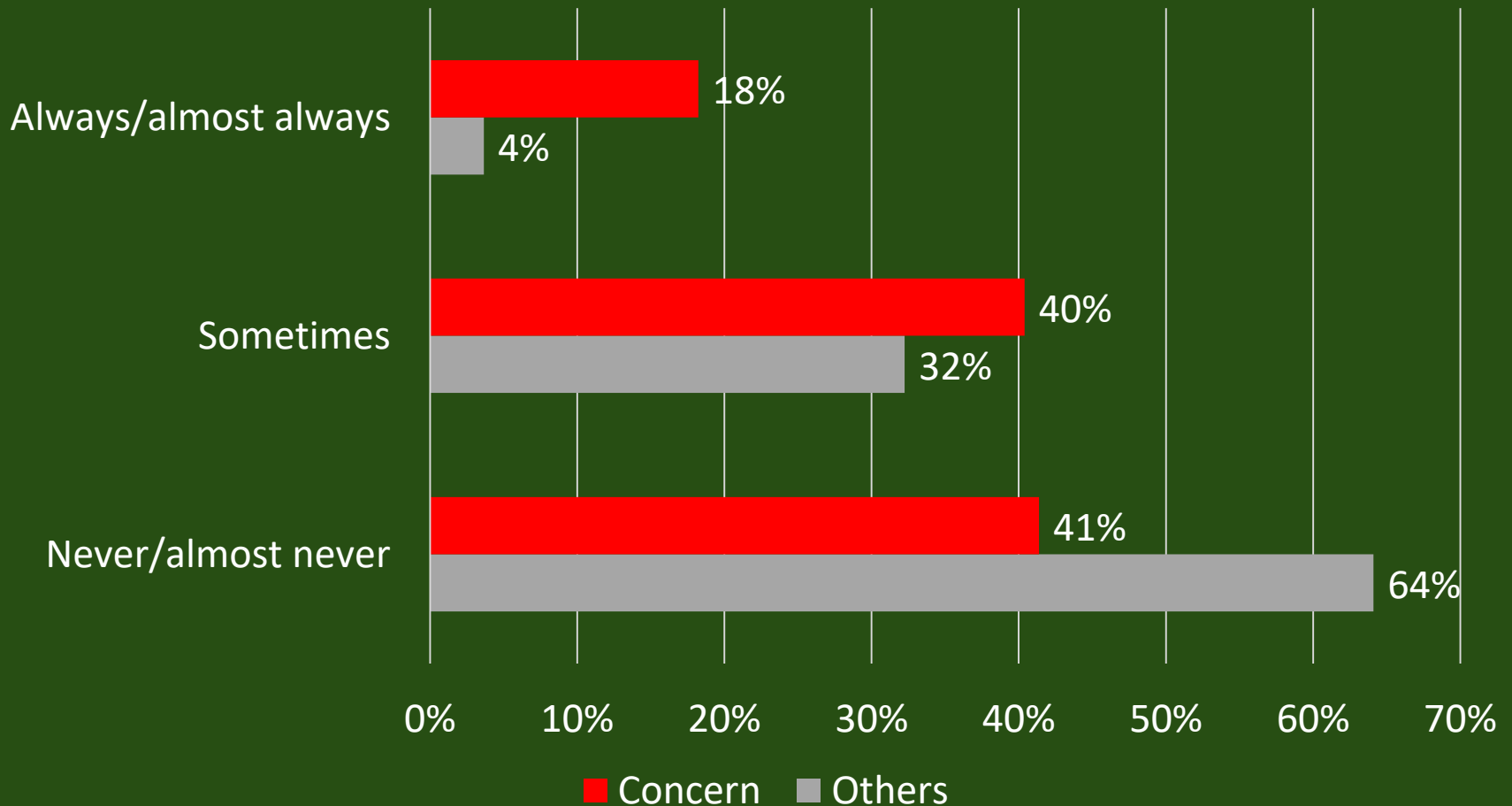


# Contradictory mgmt directions



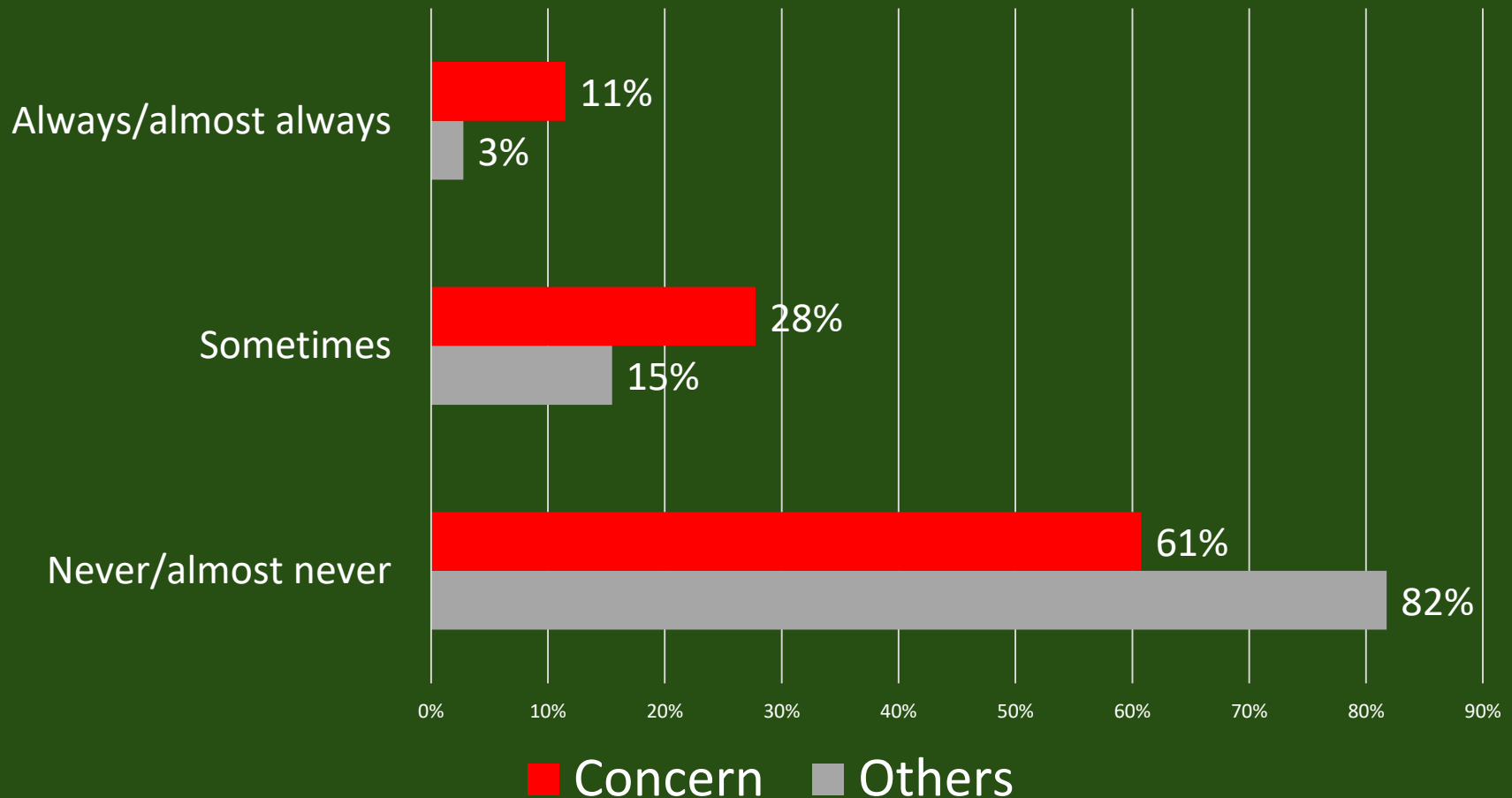


# Lack tools and authority





# Told to do unethical things





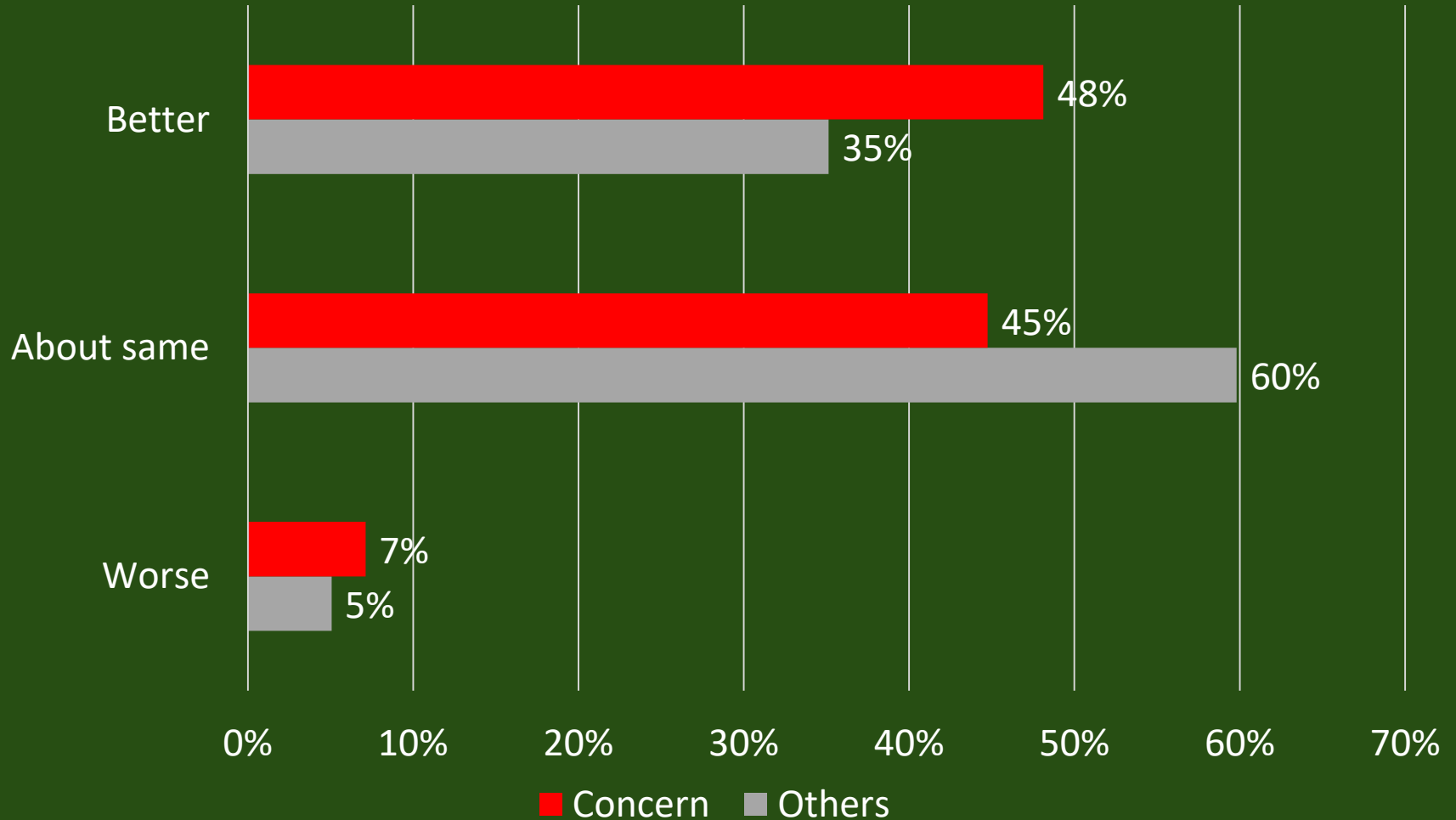
# Workload and management

Workplace condition	Effect	Intensity	Spread
Workload overload	43%	1.3	32%
Emotional demands	45%	1.3	33%
Firm deadlines	42%	1.3	25%
Unreasonable timelines	51%	1.5	18%
Unmanagable call/email volume	61%	1.9	9%
Work monitoring	60%	1.8	12%
Contradictory management	66%	2.0	8%
Unethical direction	64%	2.0	6%
Lack tools/authority	69%	2.1	9%



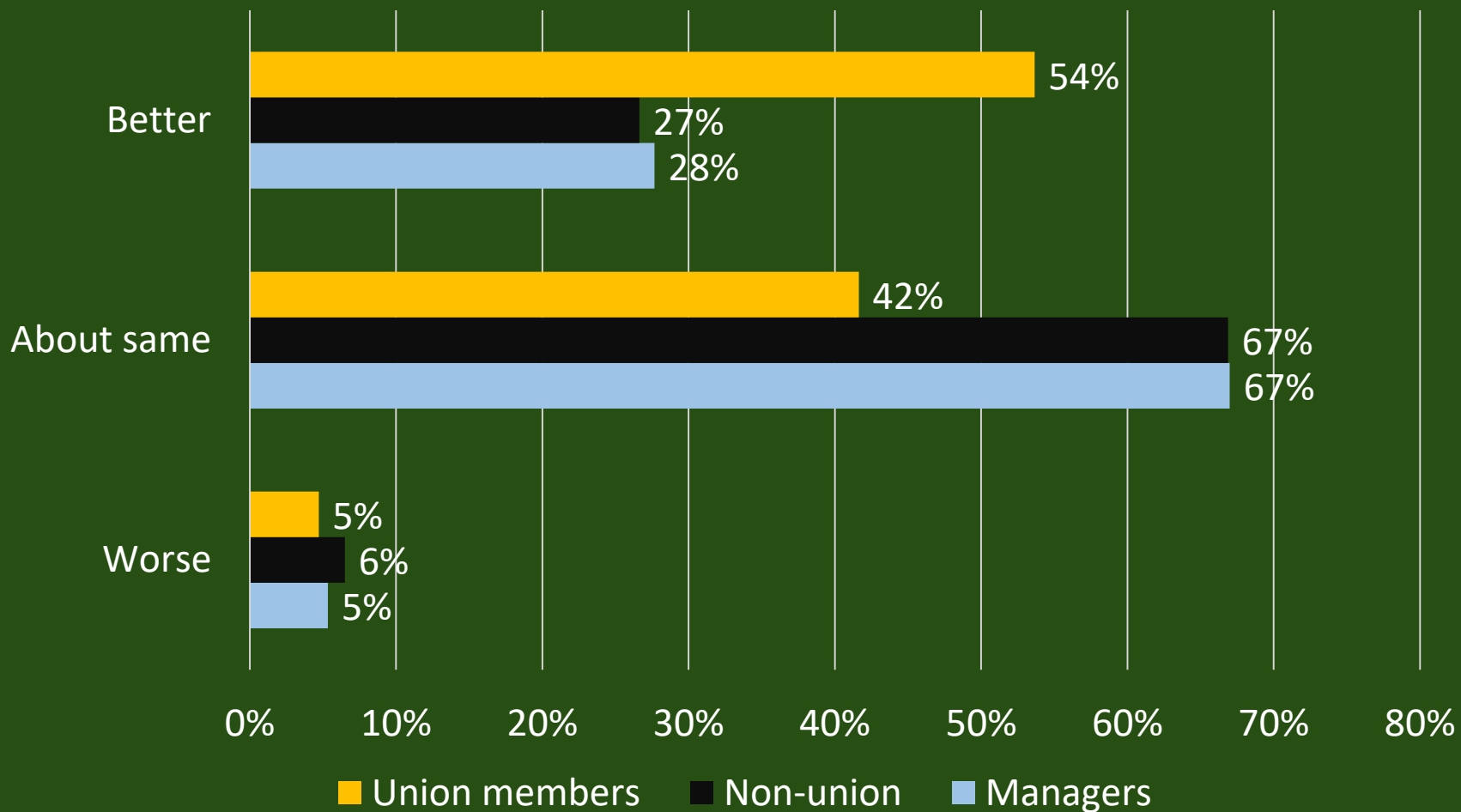
# Role of unions

# Unions make mental health...





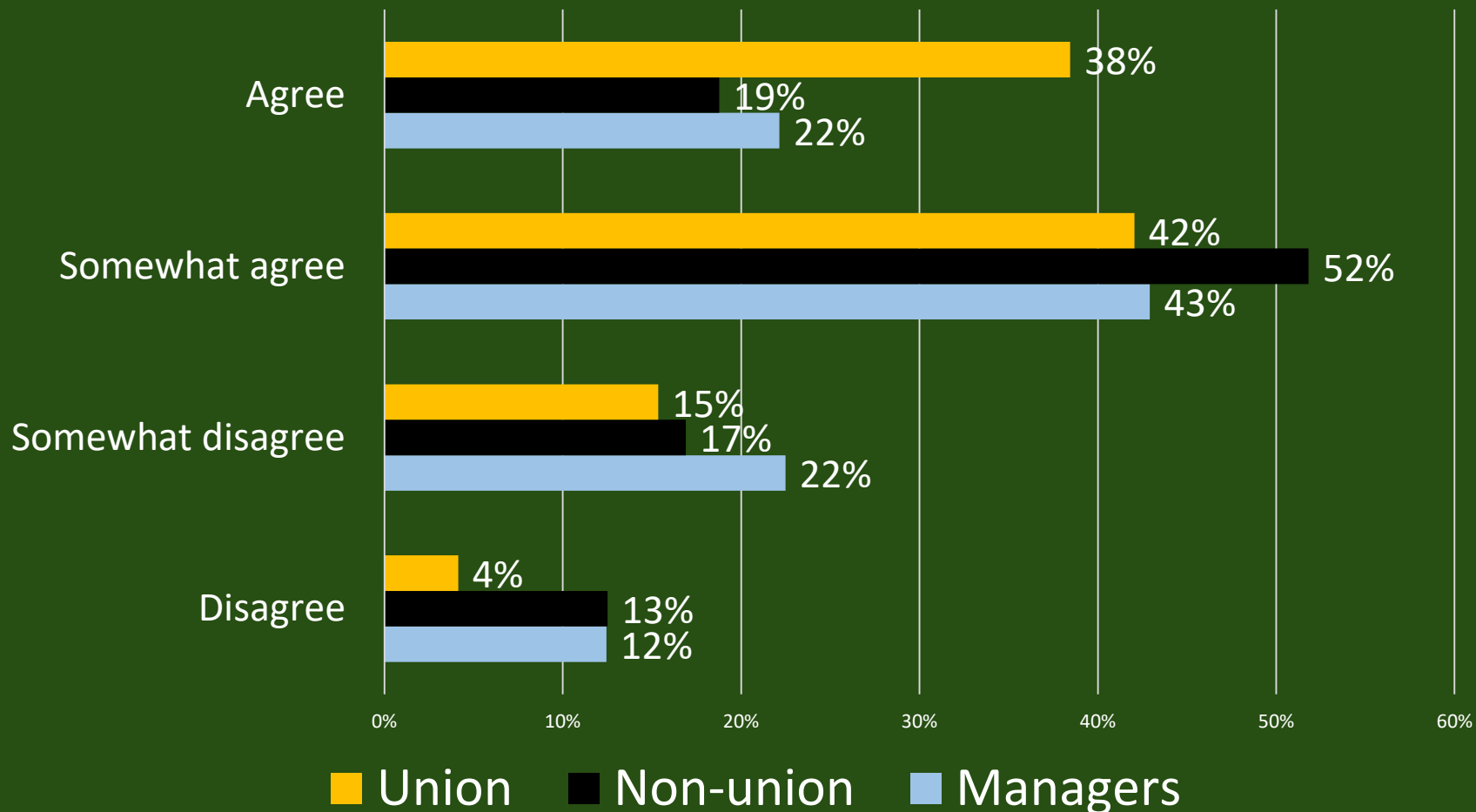
# Unions make mental health...





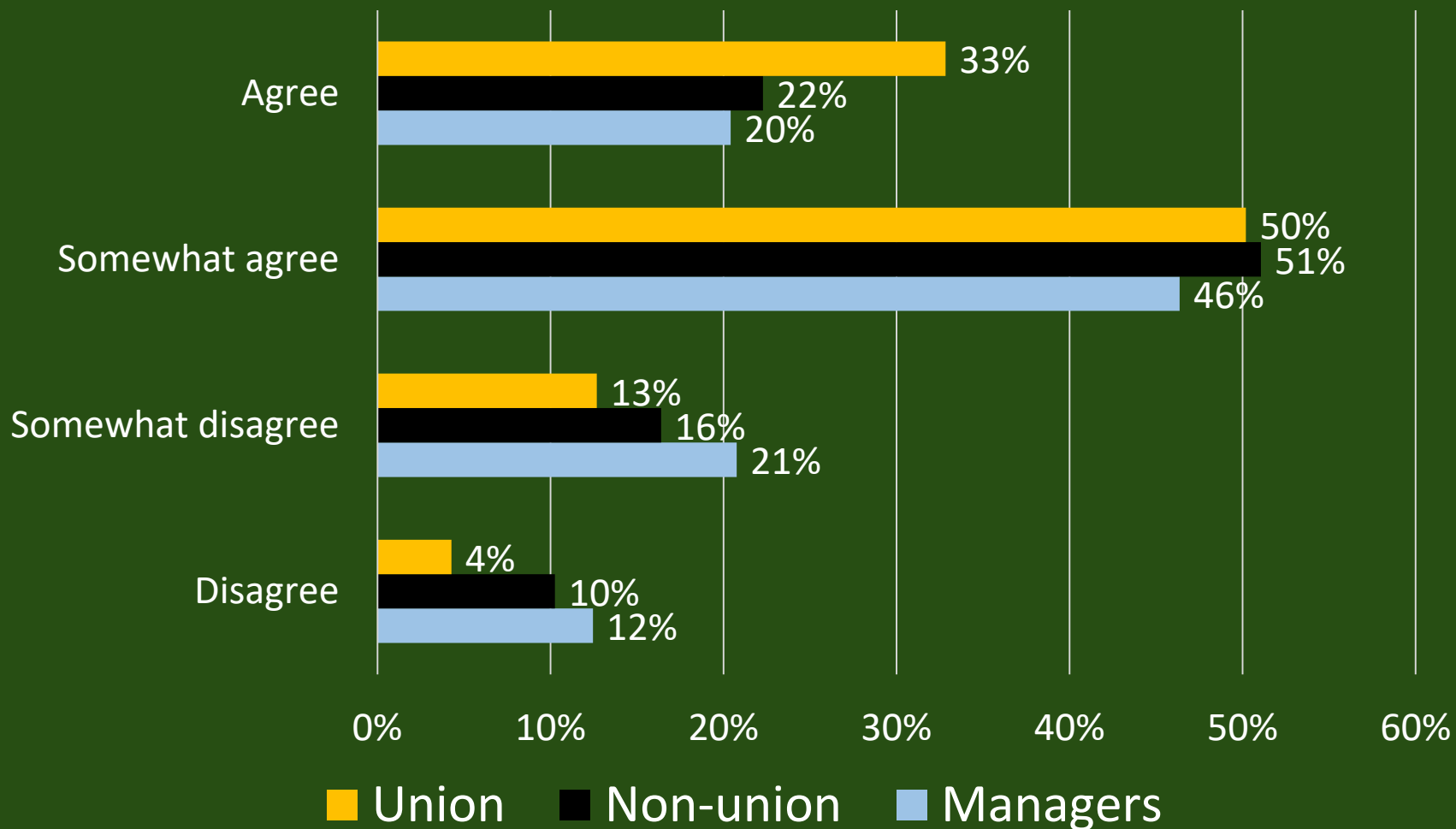


# Unions improve conditions affecting mental health





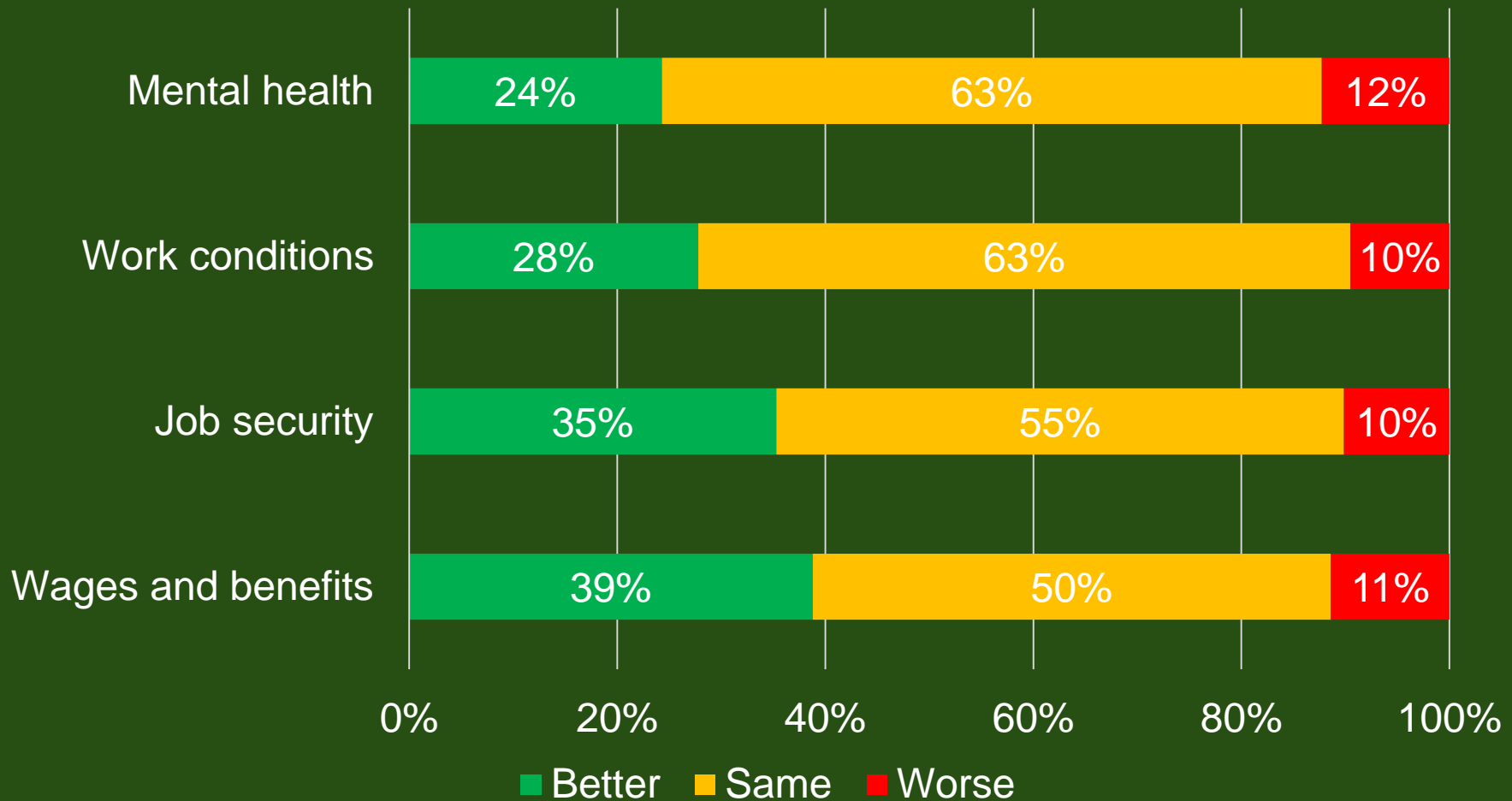
# Unions limit harassment





# If I had a union...

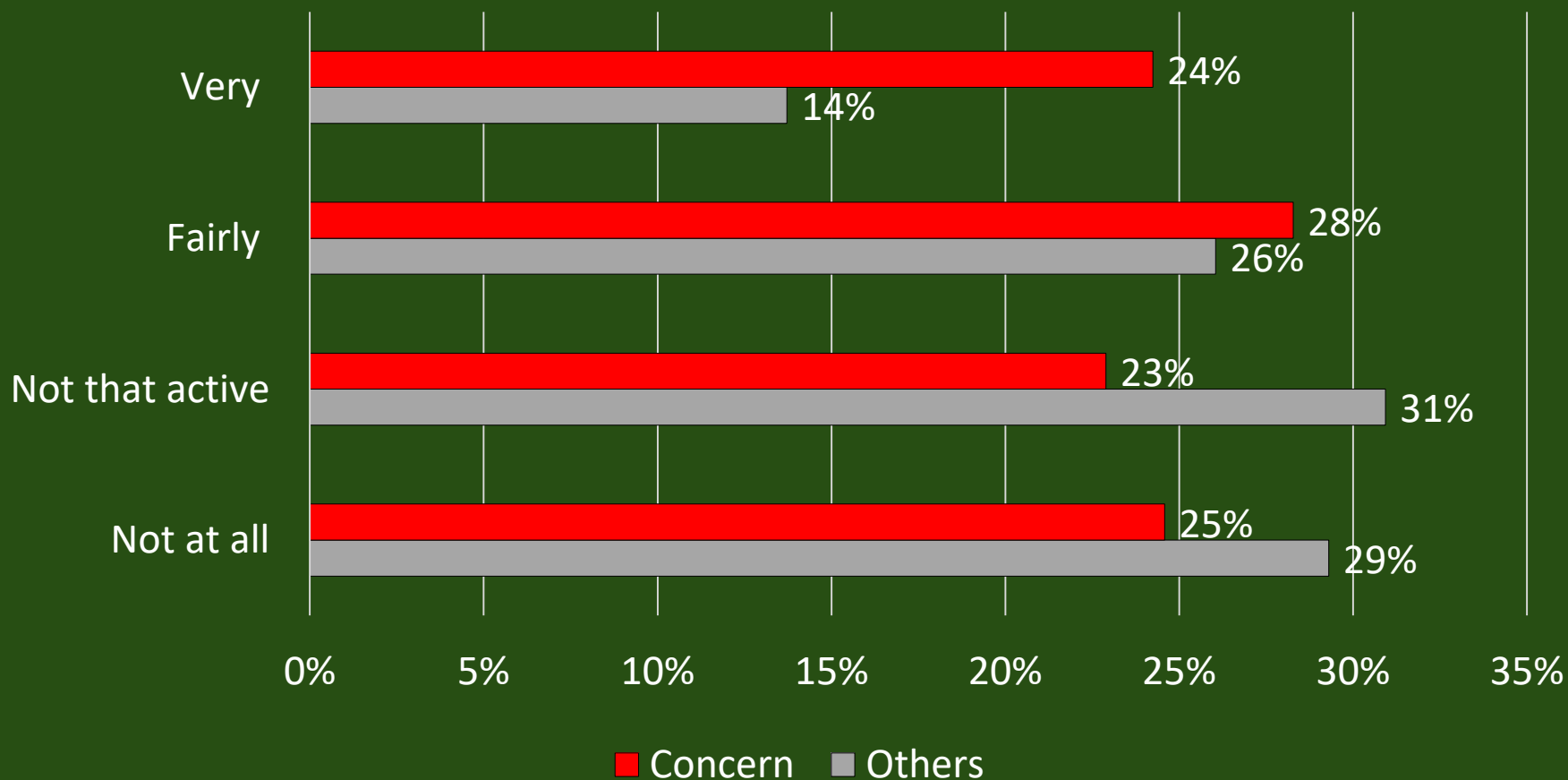
non-union workers only





# How active in your union

Union members only

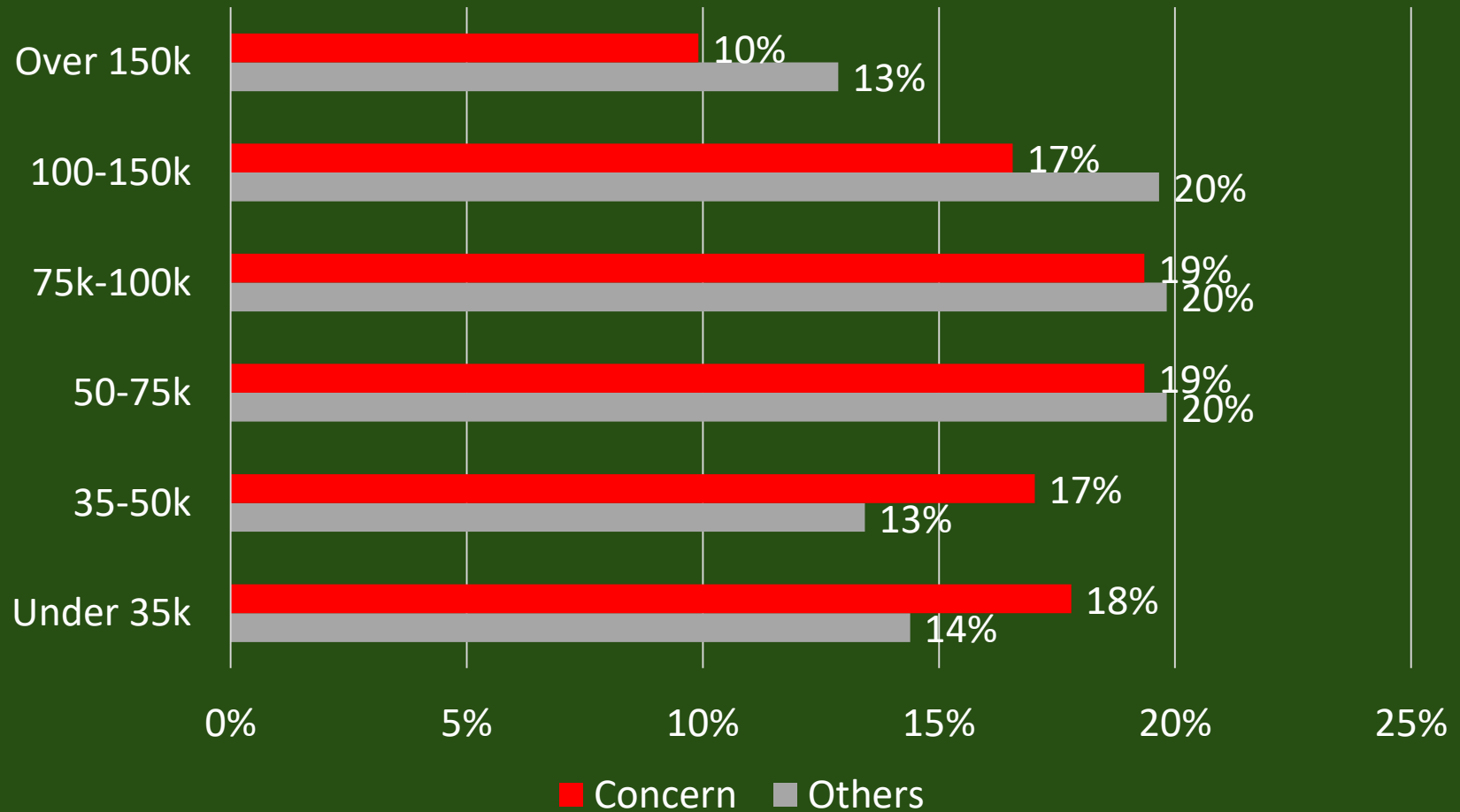




# Workplaces and incomes

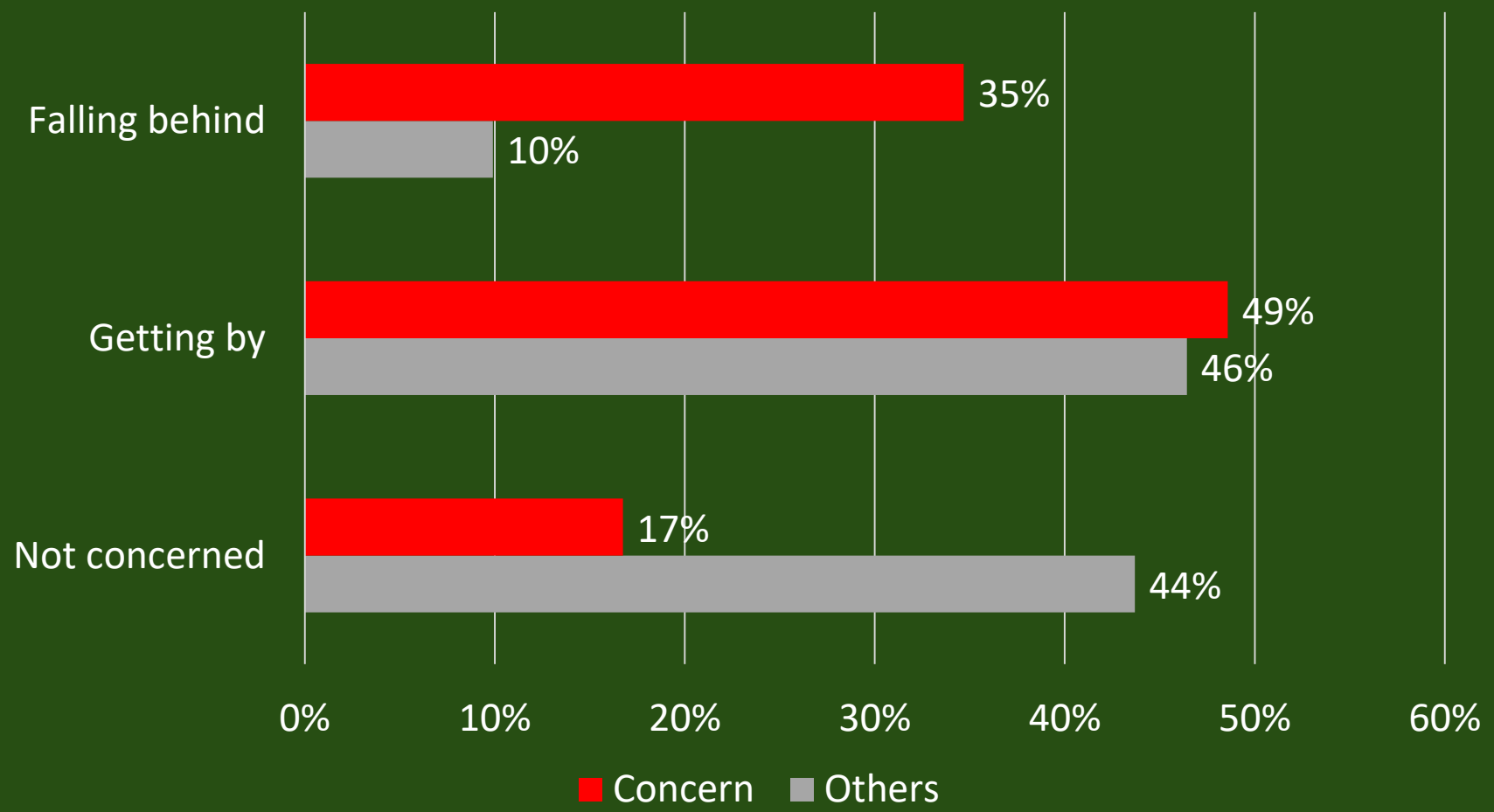


# Annual income



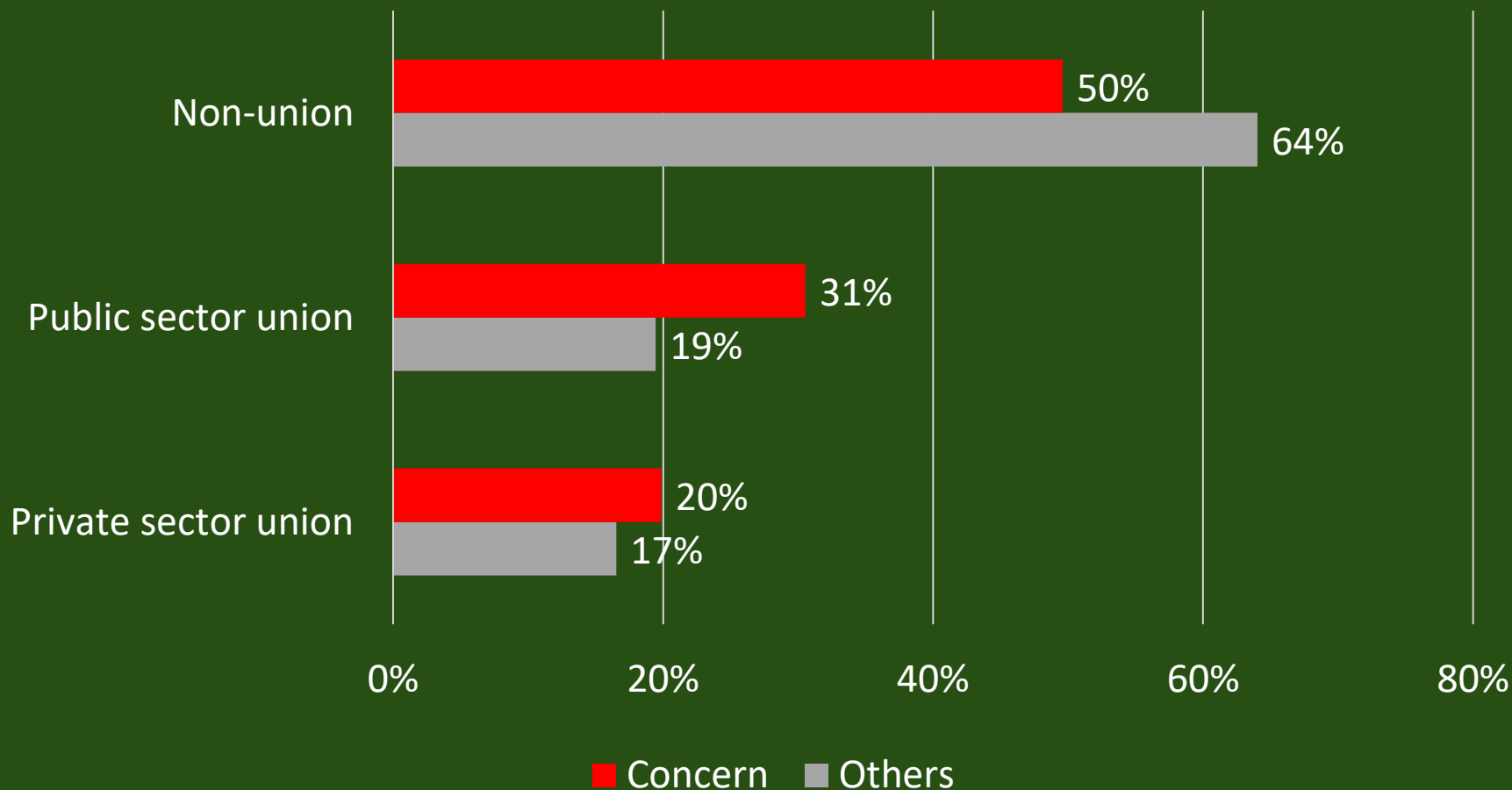


# Personal financial experience



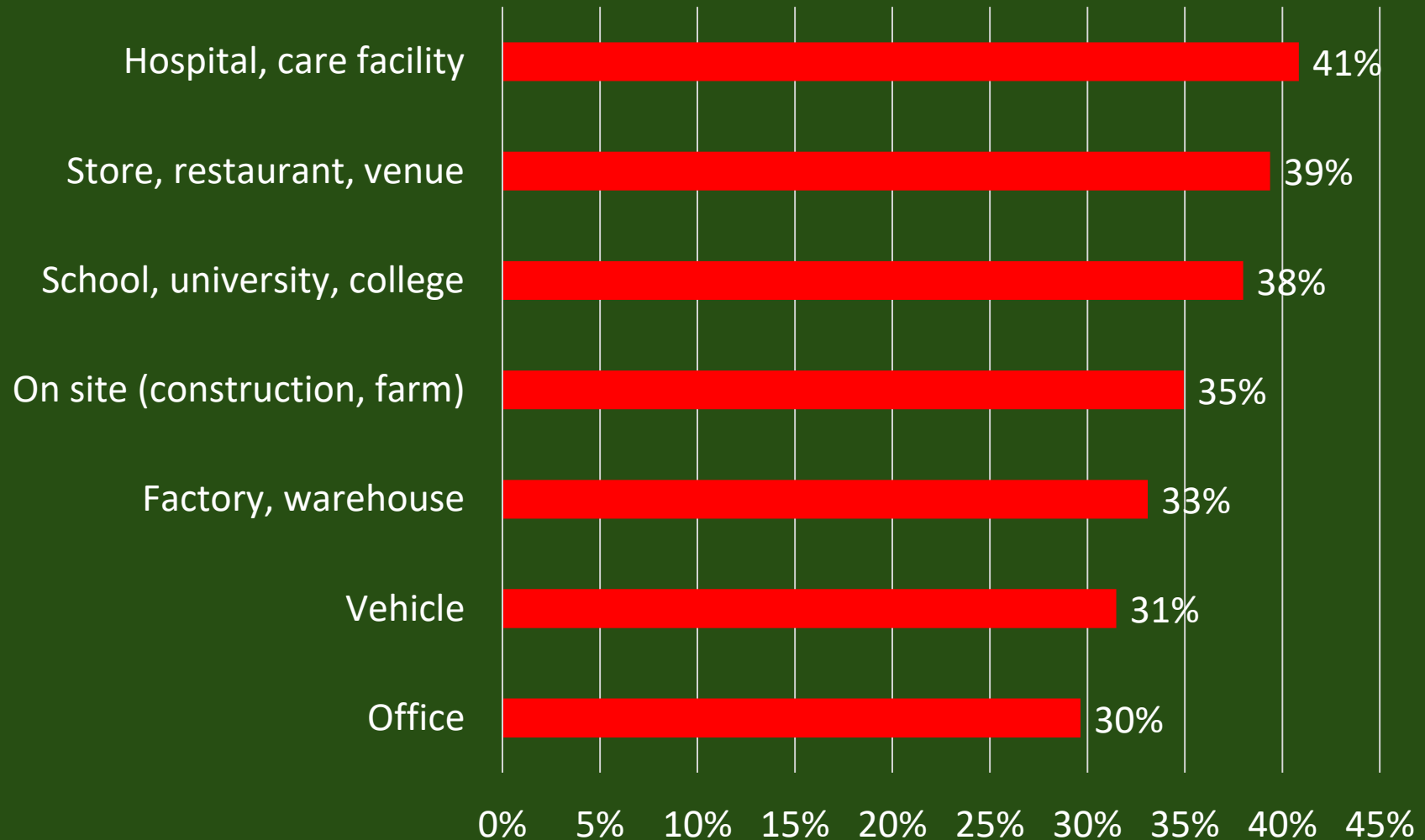


# Union sector and non-union





# Workplace of concern group





# Observations

- inflexible hours of work
- isolation and corrosive behaviors
- low job affirmation
- time management and low work control
- workloads/understaffing
- no union



*Dream no little dreams*