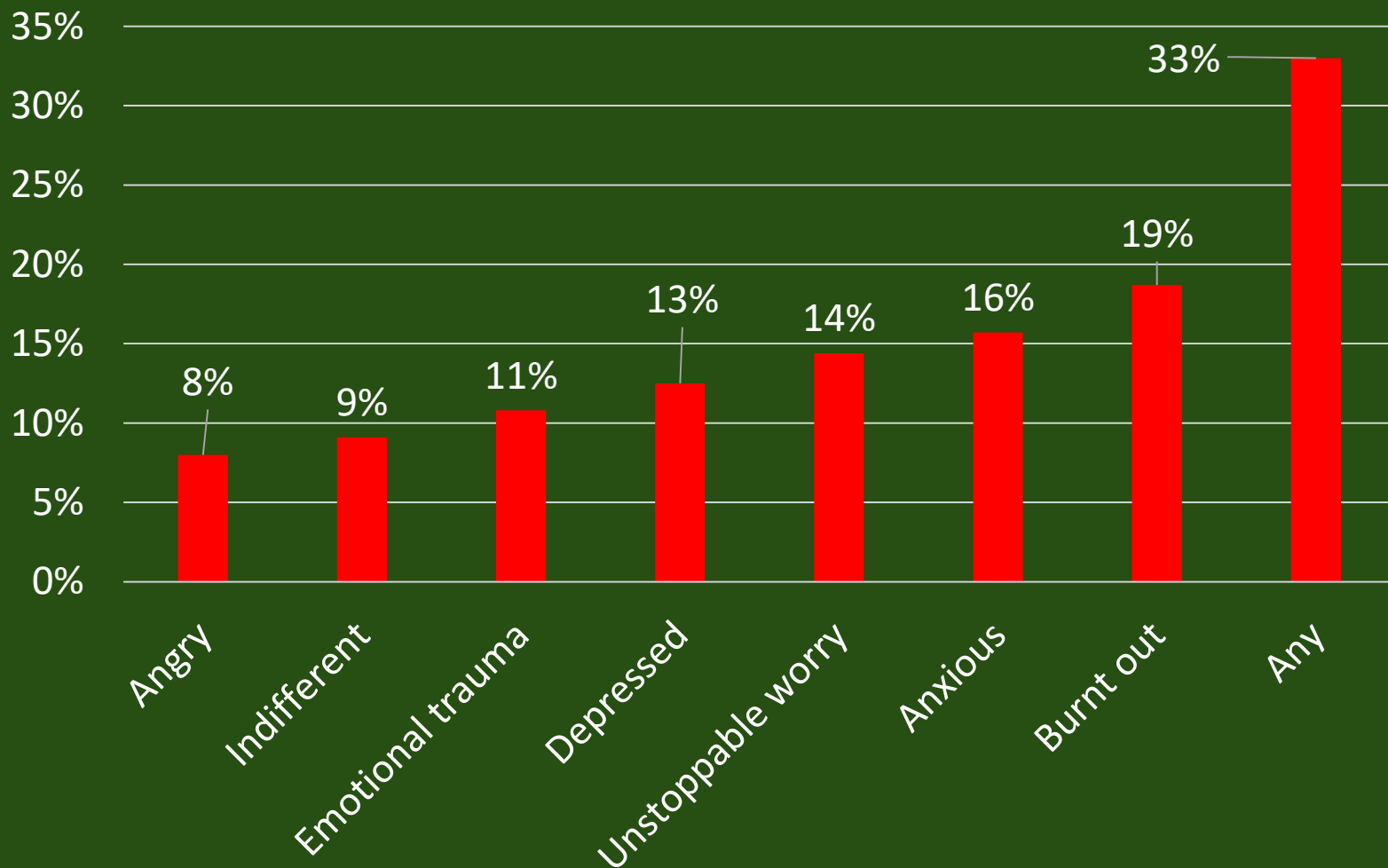




————— FONDATION —————
DOUGLAS • COLDWELL • LAYTON
————— FOUNDATION —————



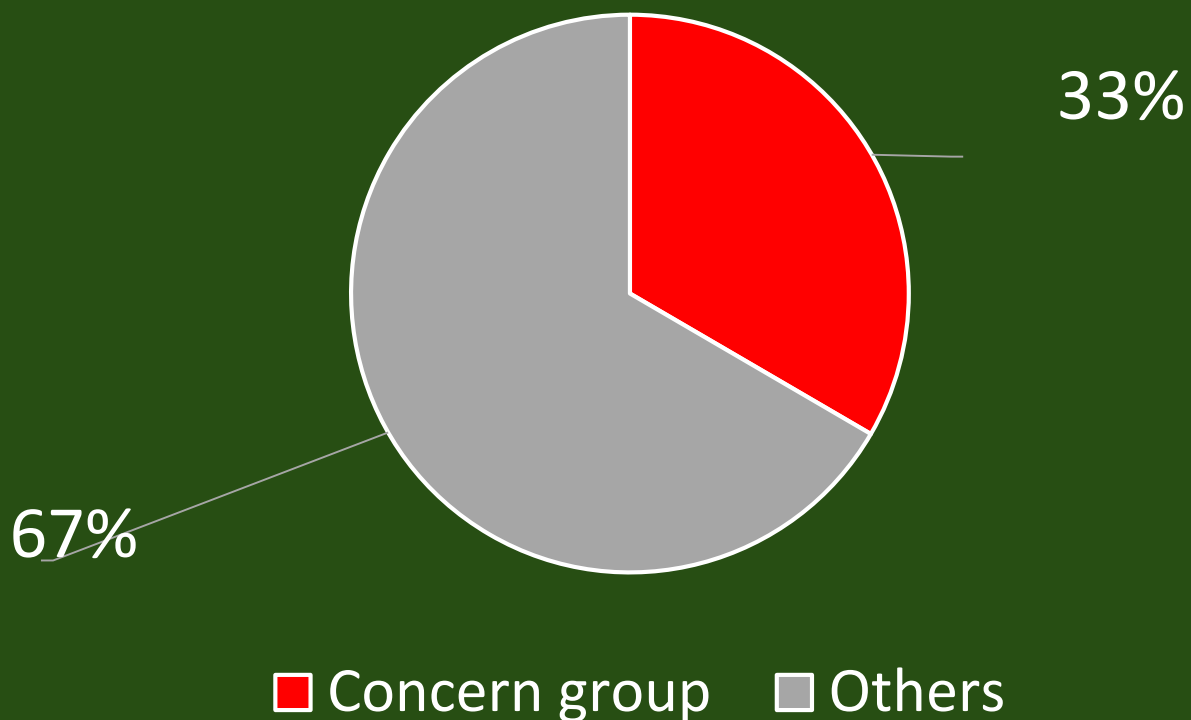
Regularly experience





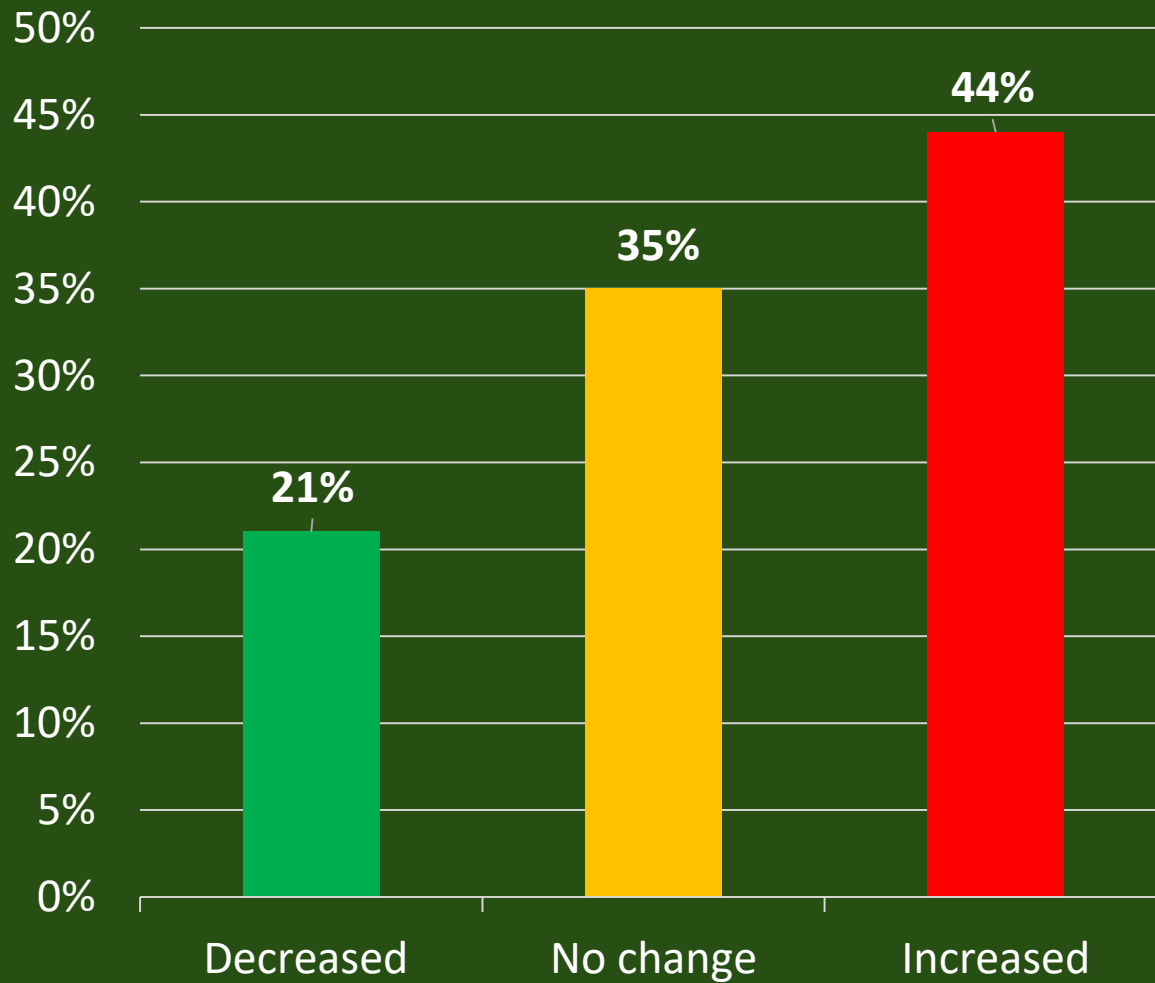
Our “concern group”

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





Negative feelings about work

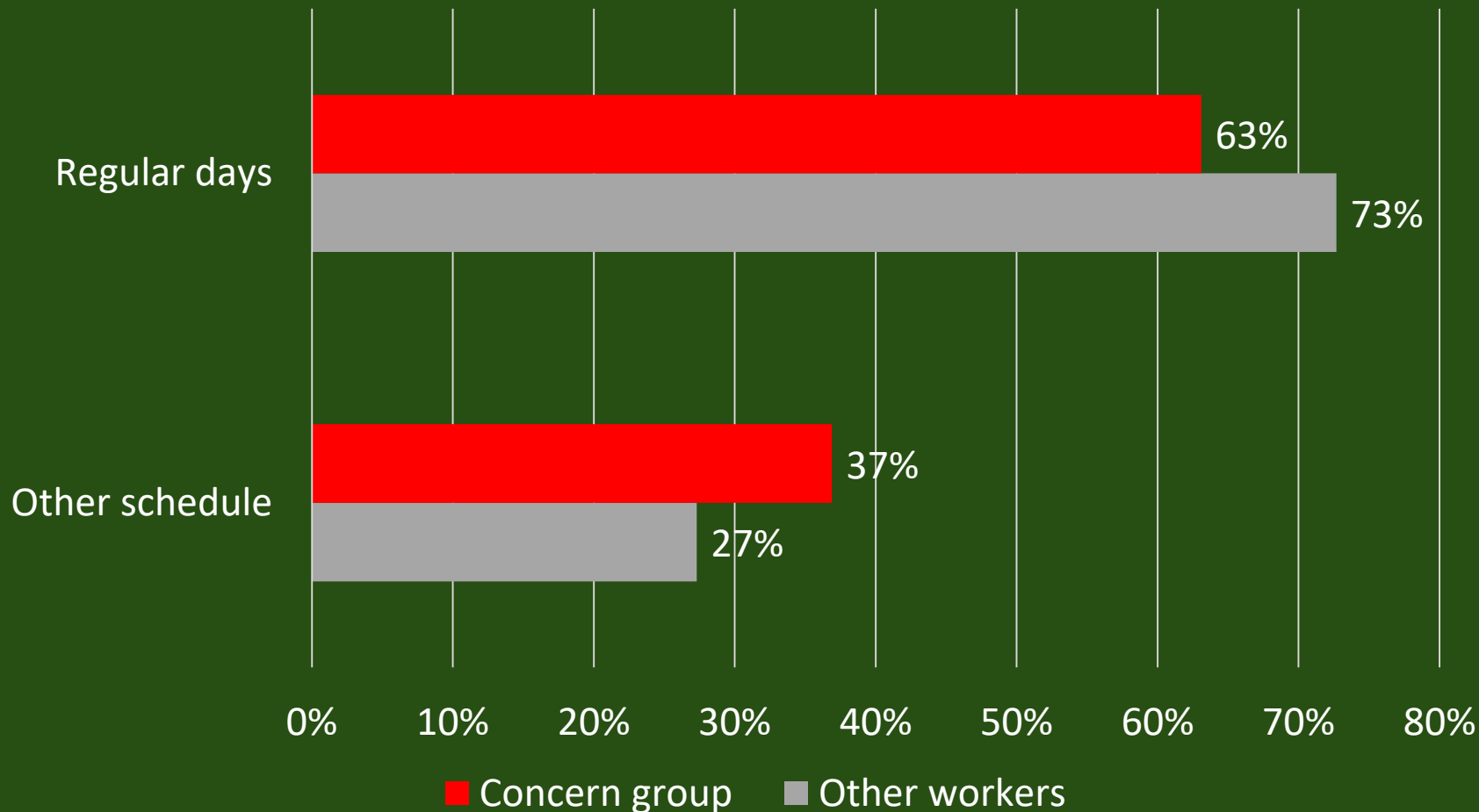




Hours of work

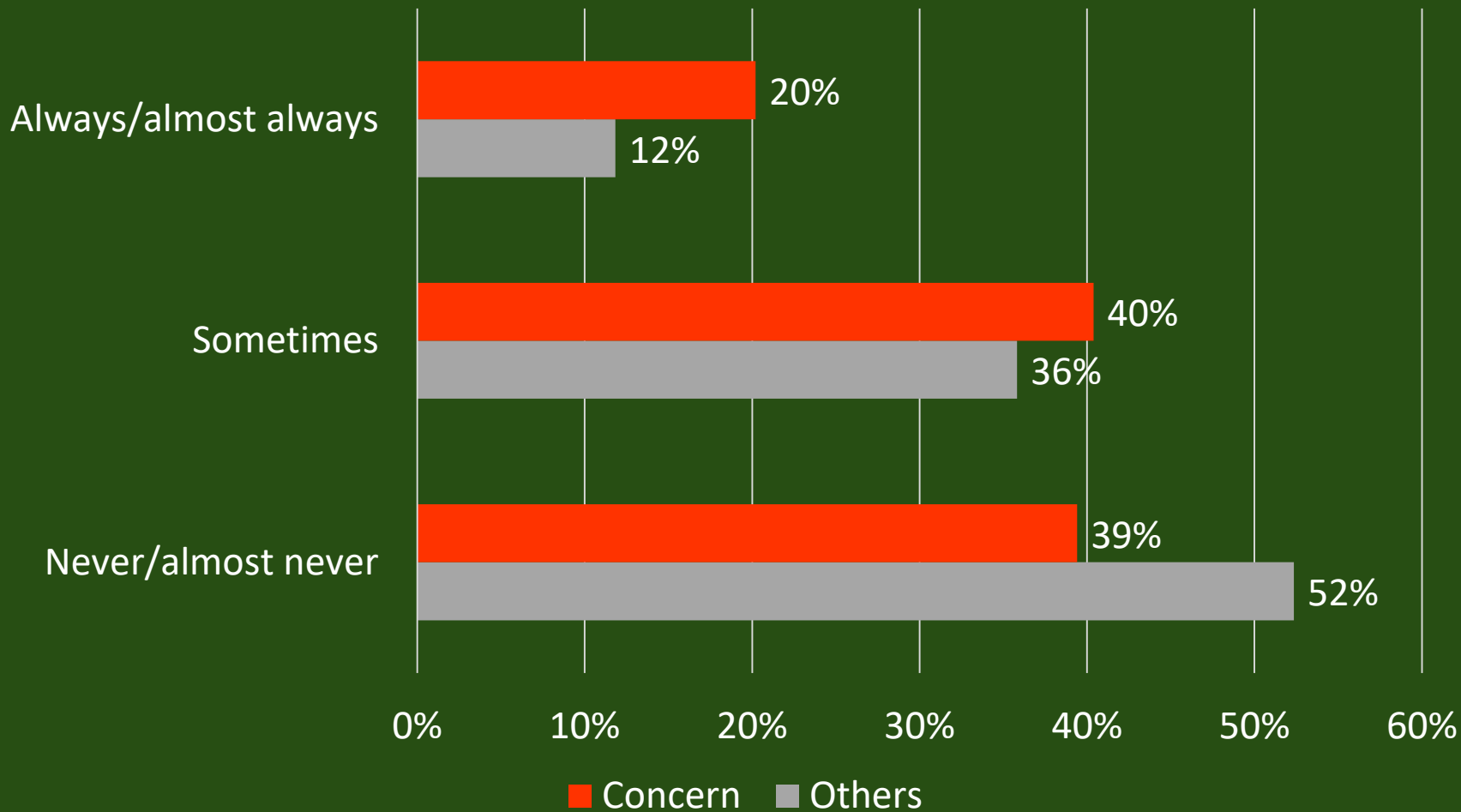


Work schedule



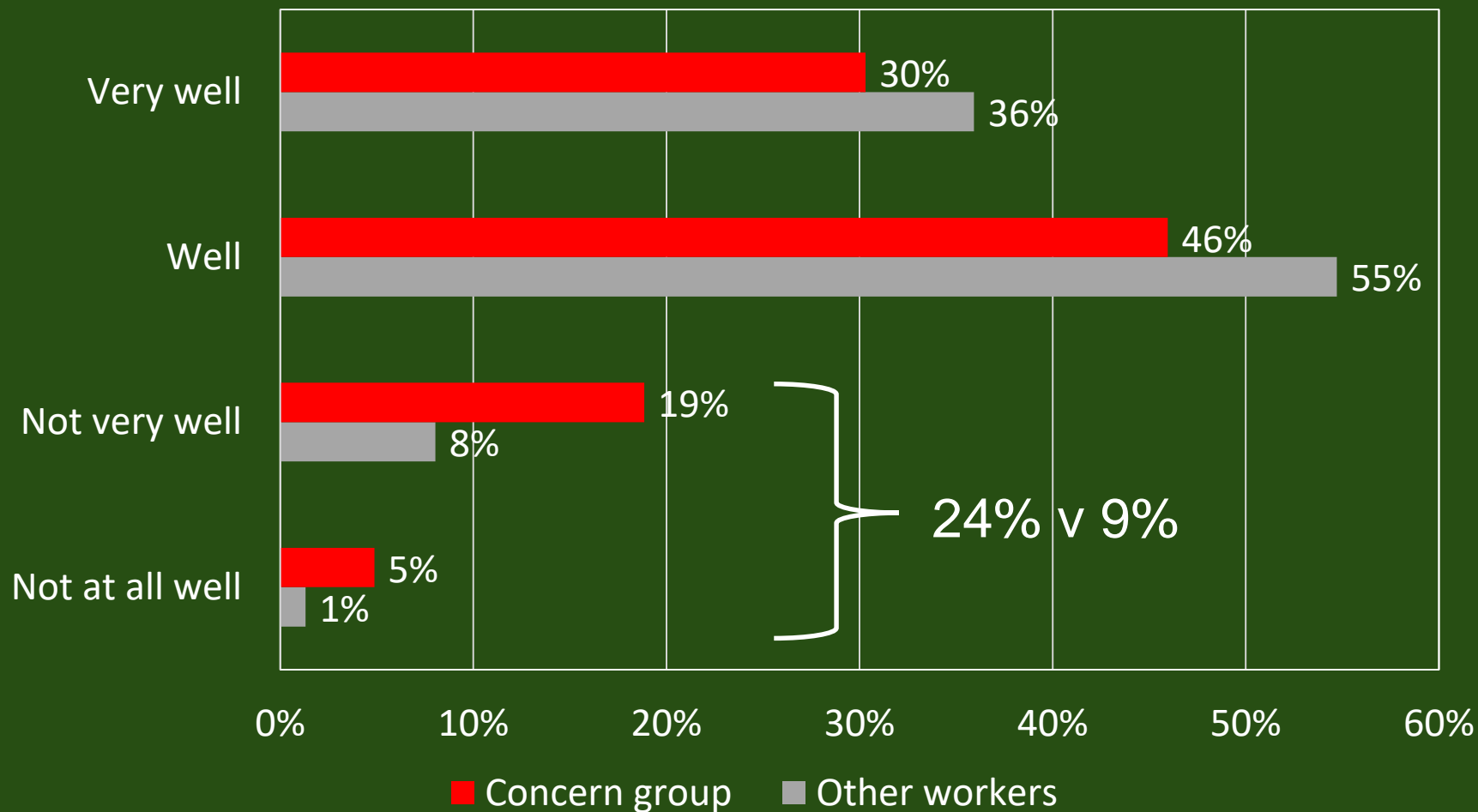


Respond outside work time



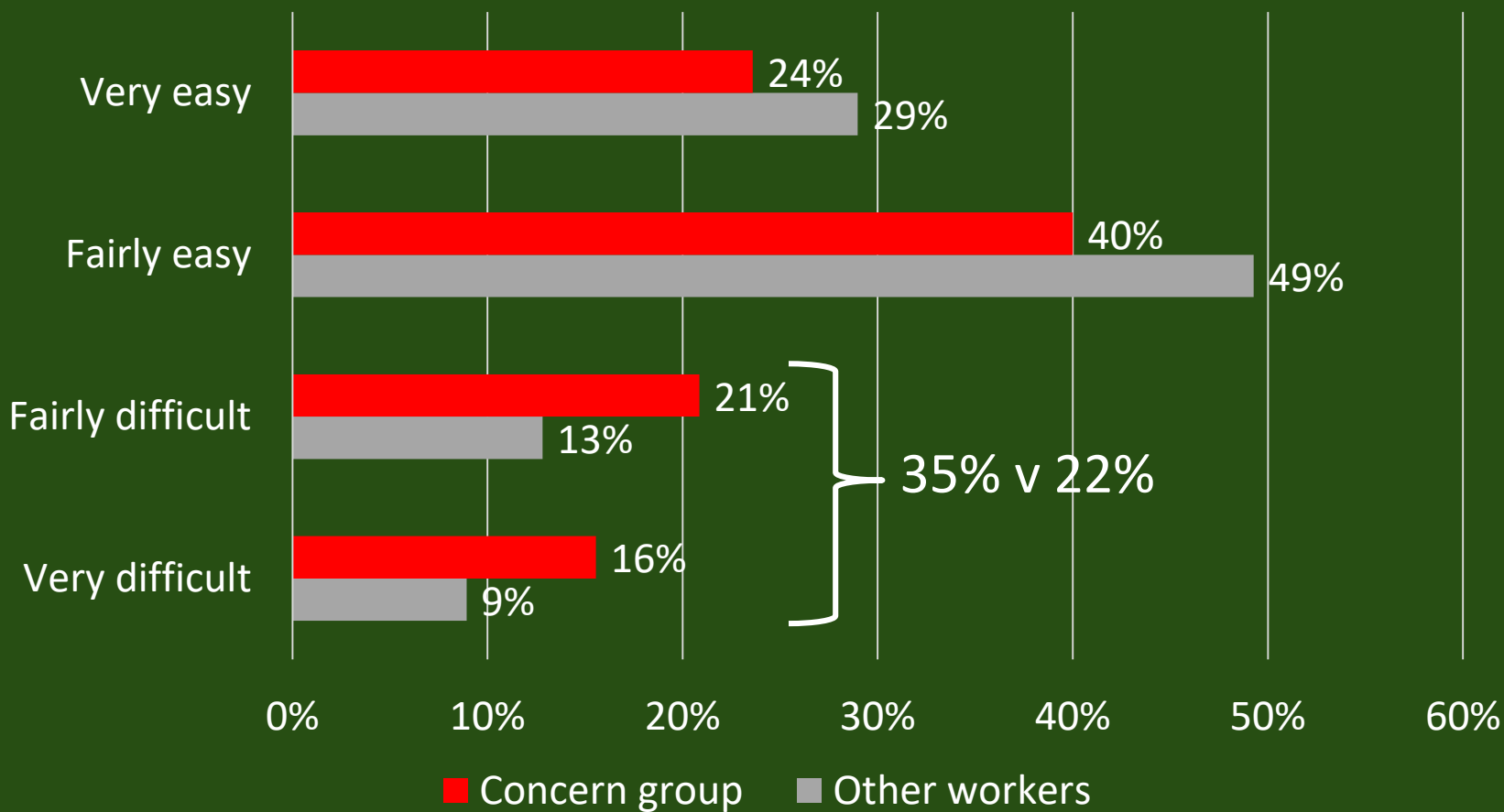


Work time fits obligations



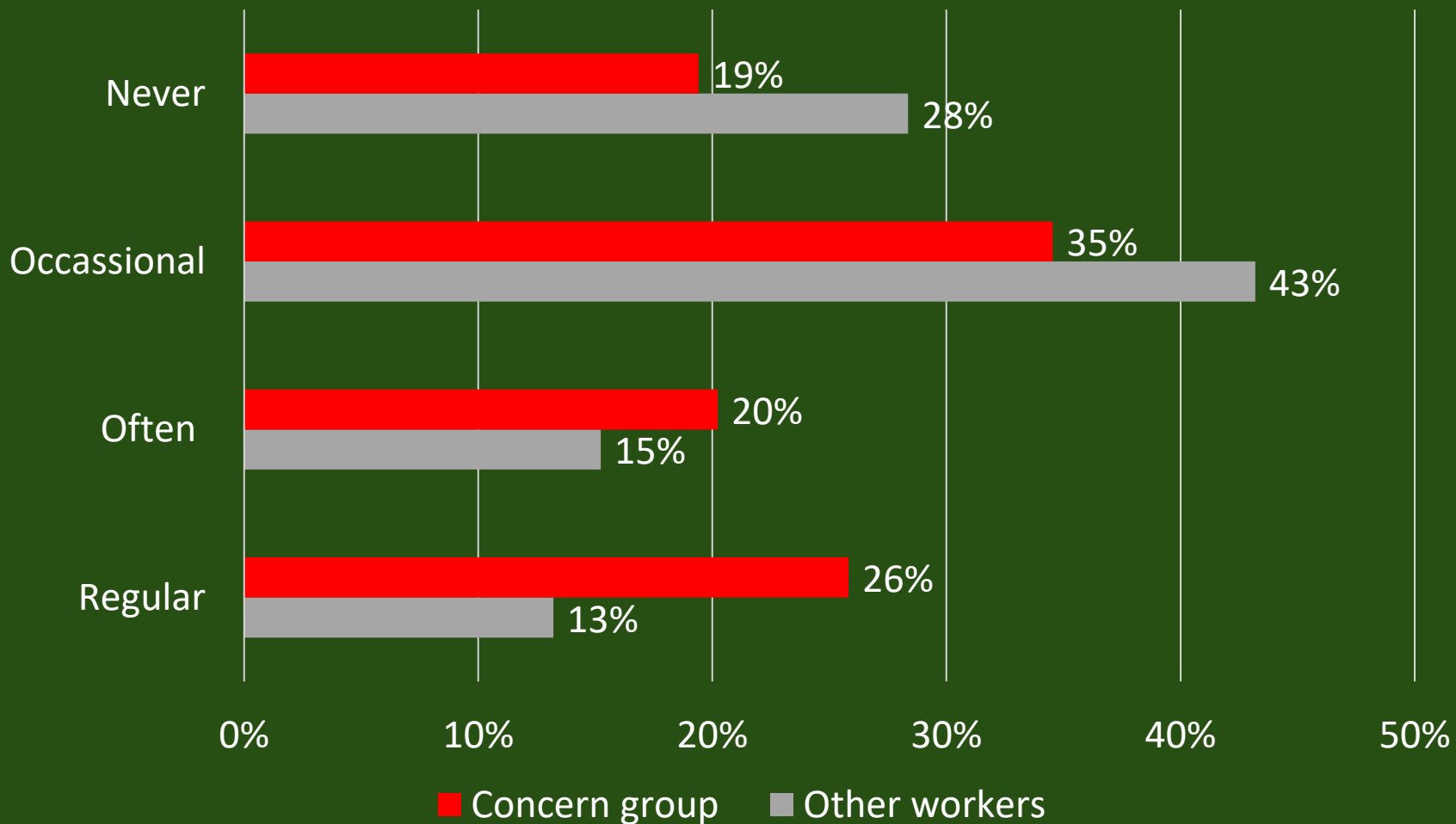


Hour or two off during shift



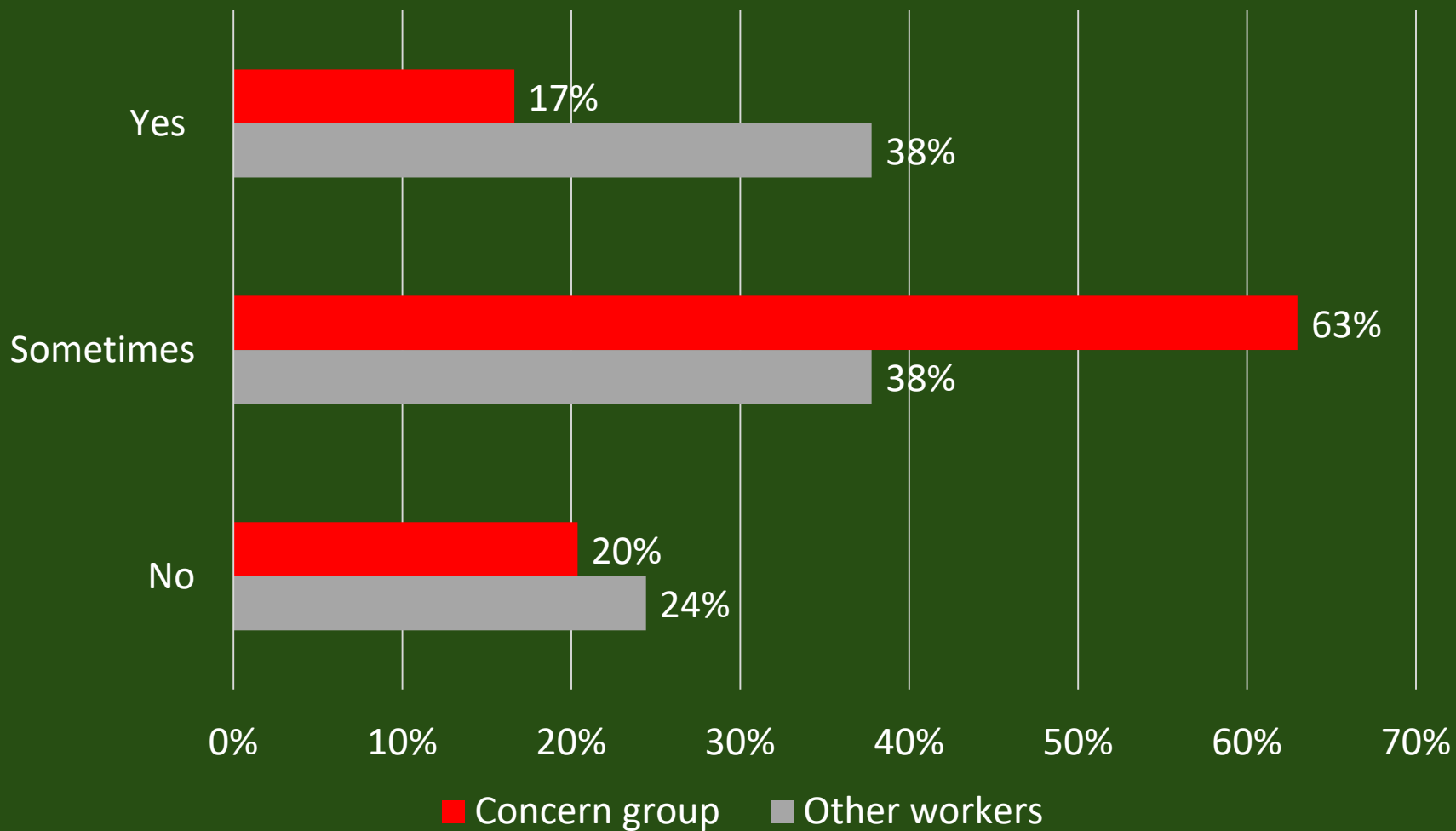


Overtime frequency





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

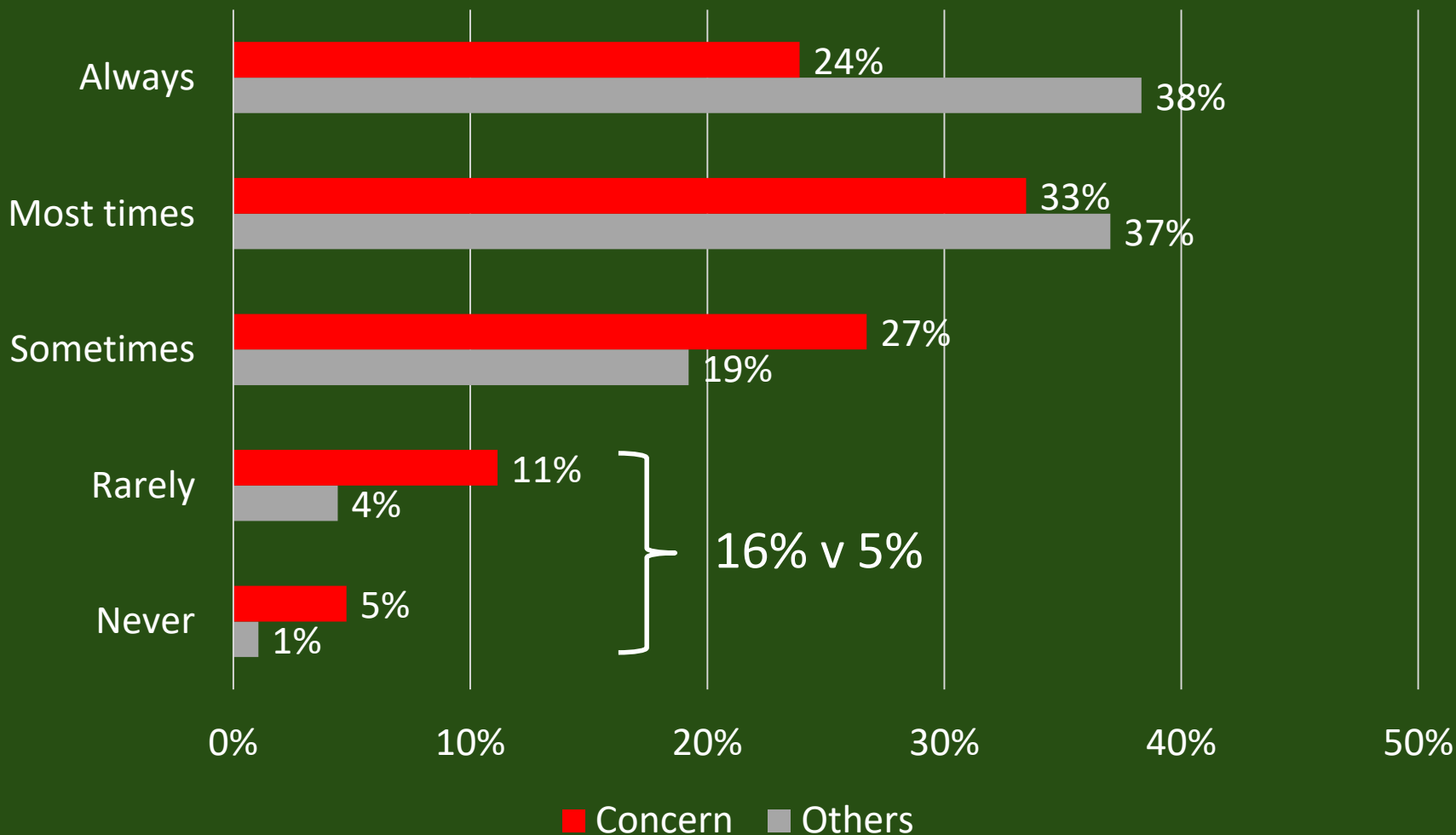
Intensity = likelihood of condition among concern group vs others



Social isolation and support

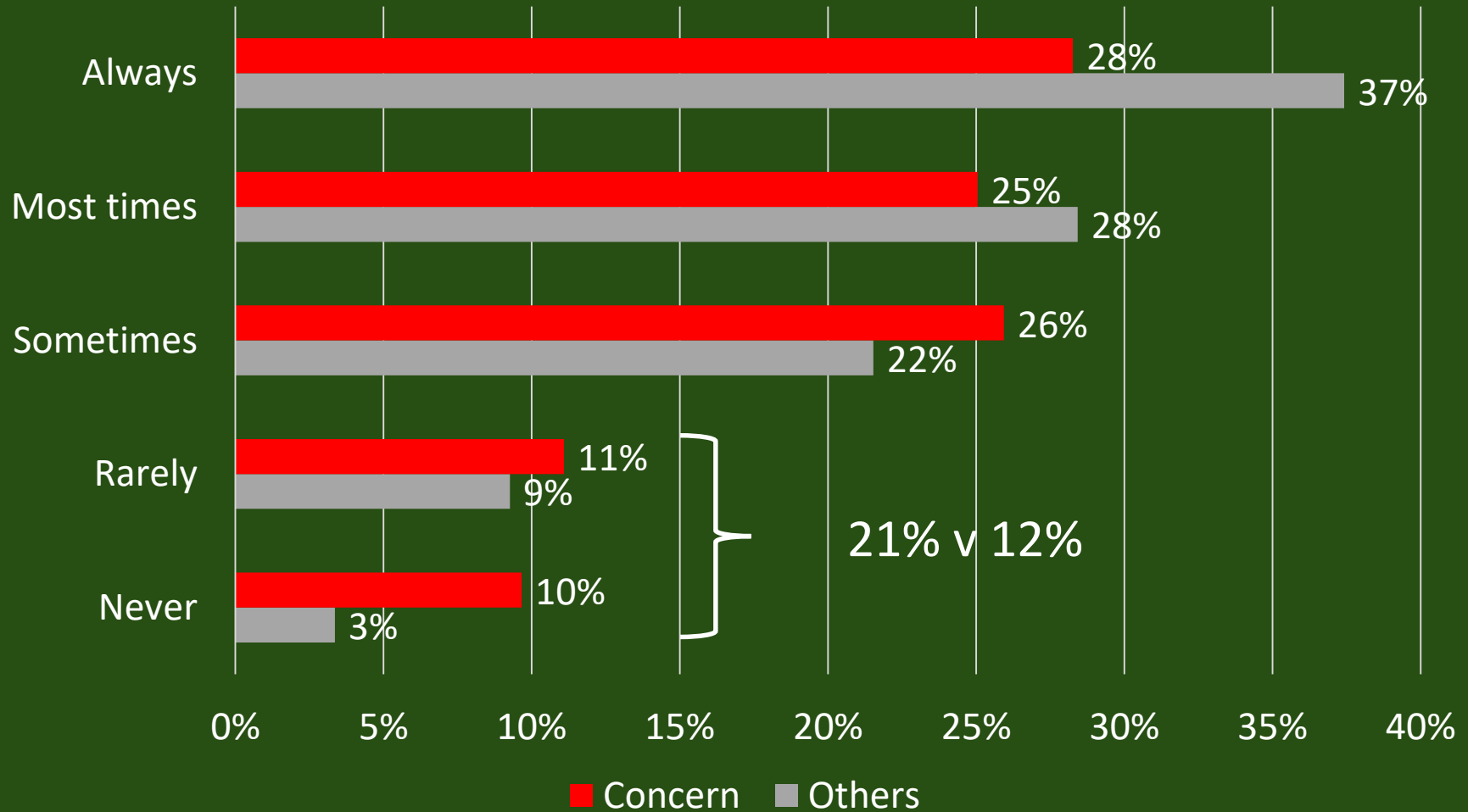


Supportive co-workers



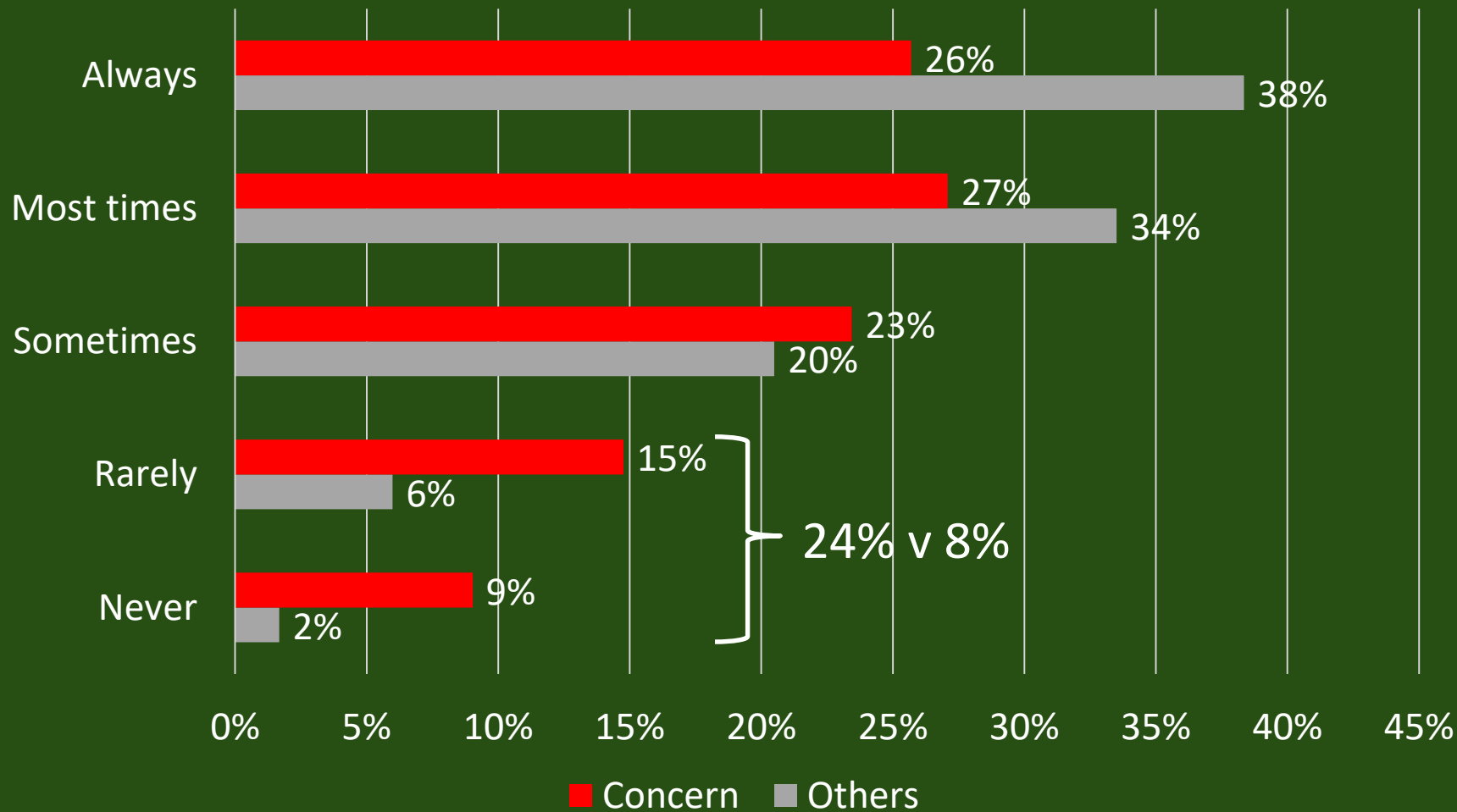


A good friend at work



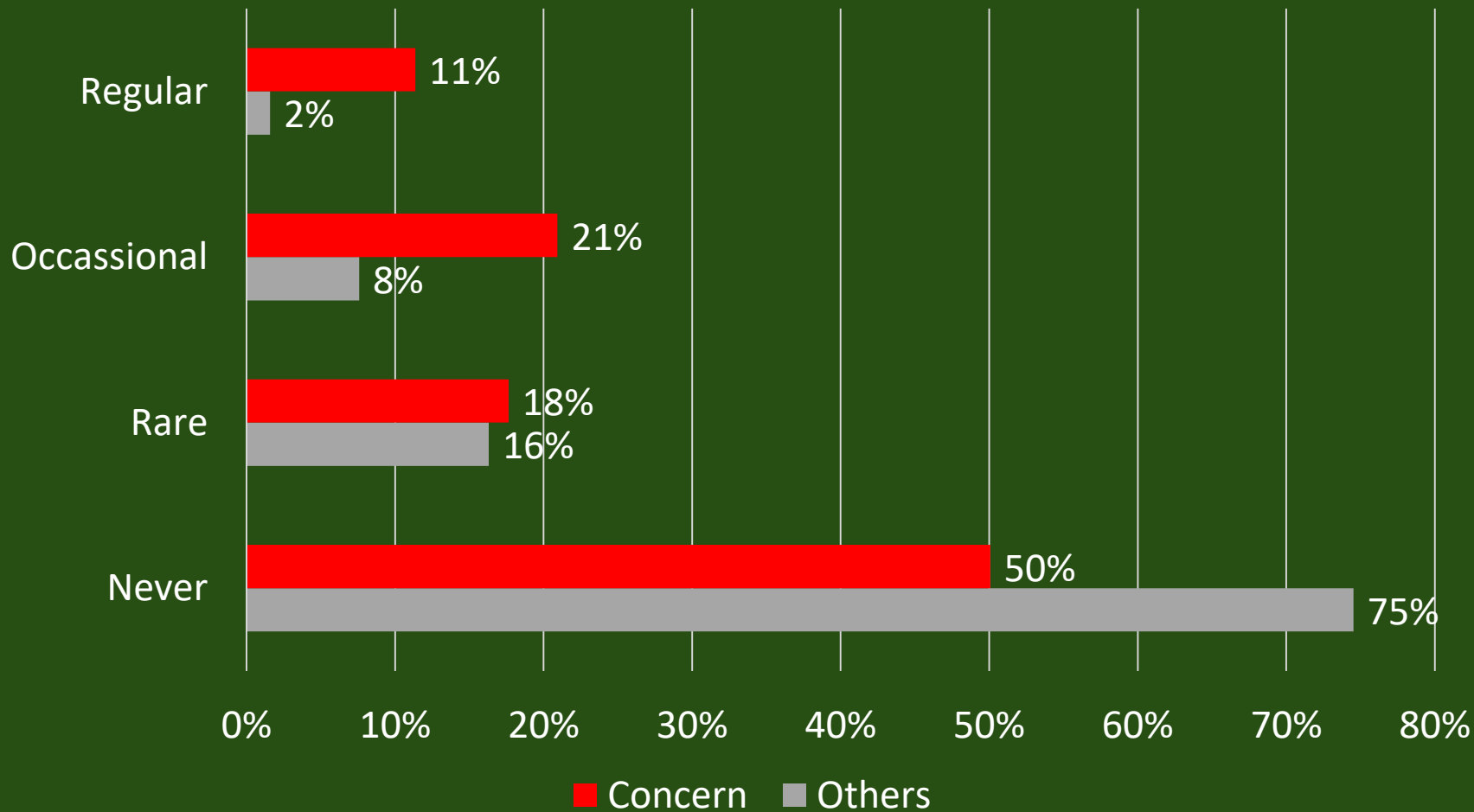


A supportive manager



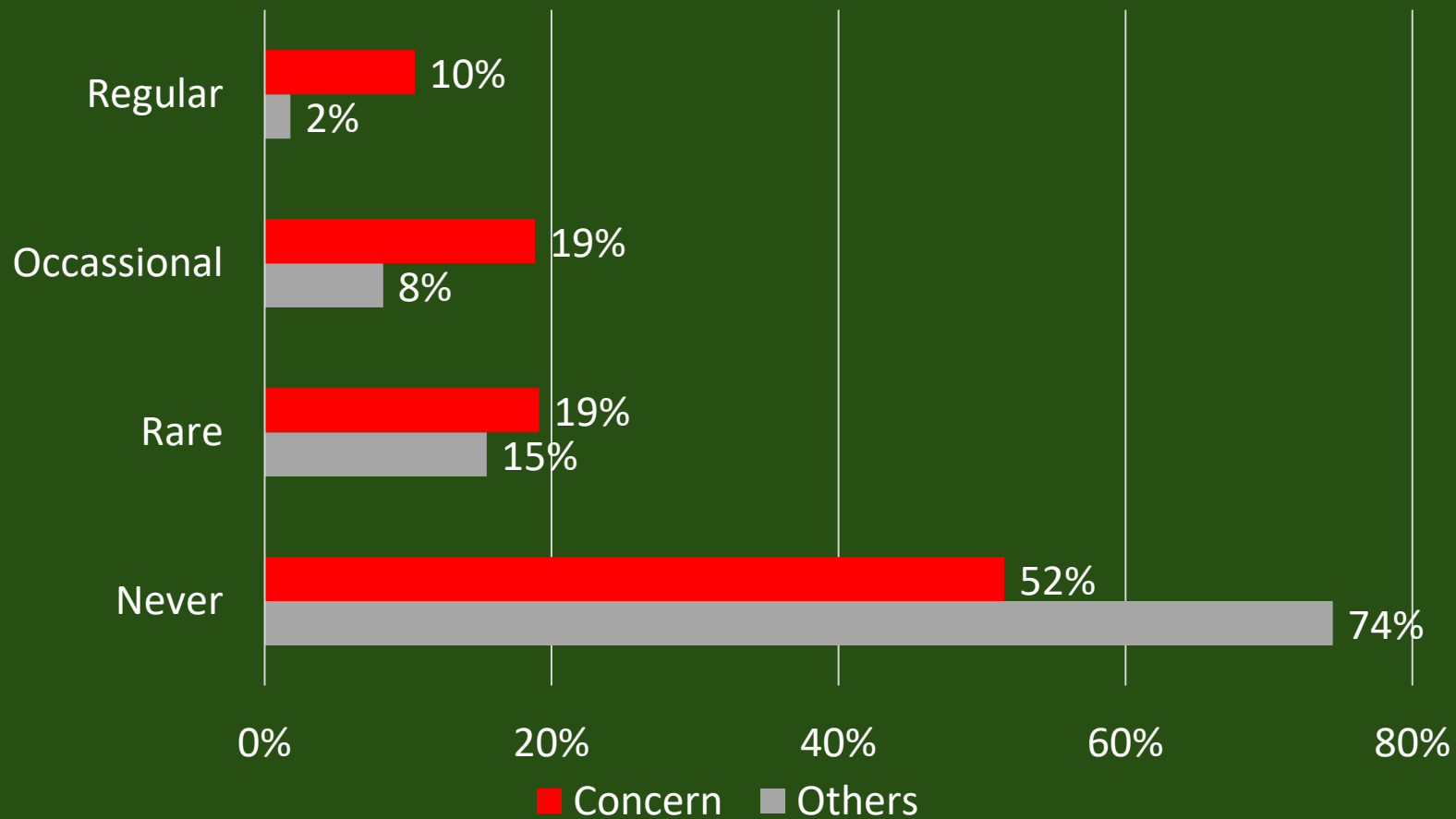


Manager's public criticism



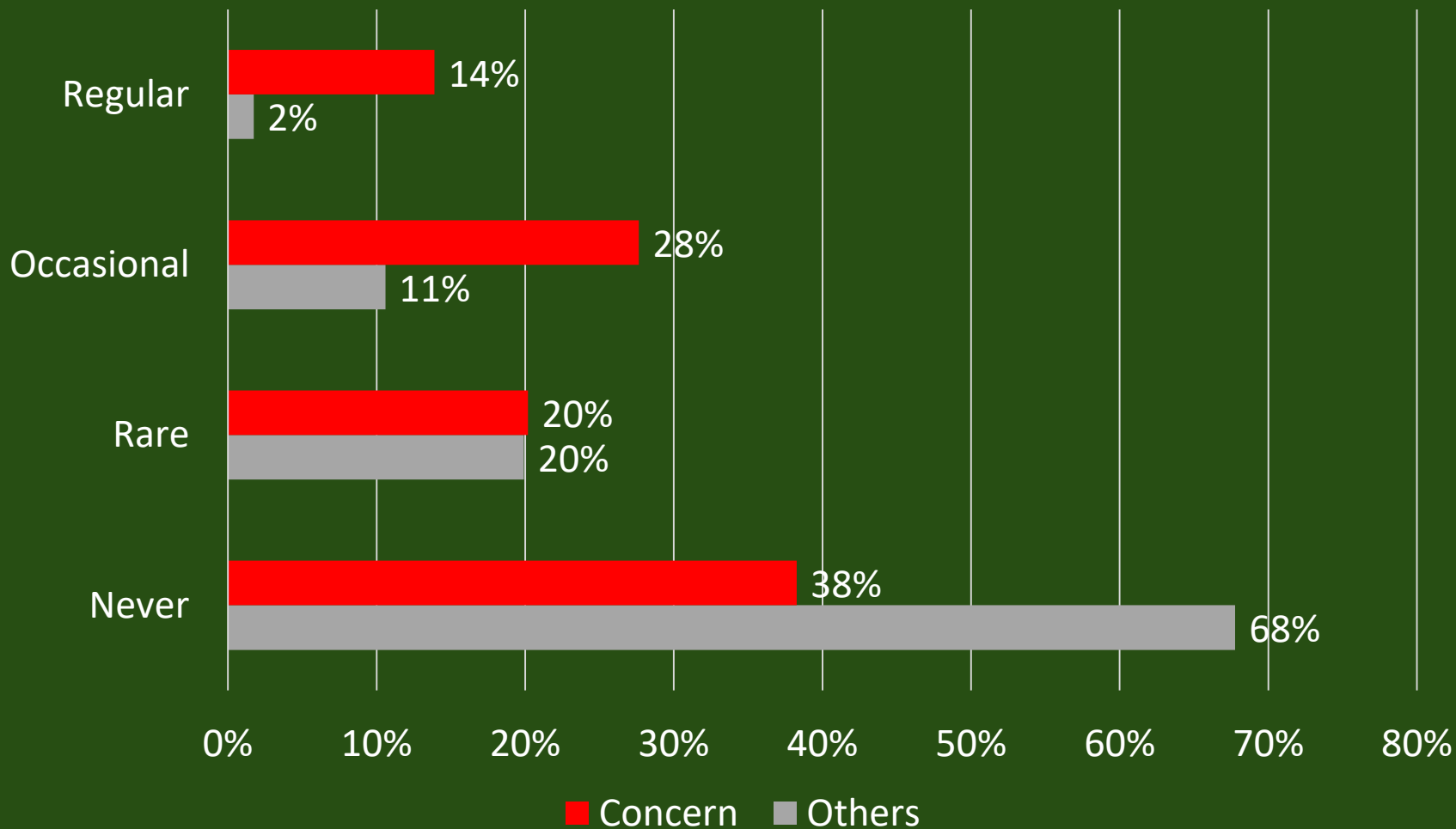


Excluded from group work



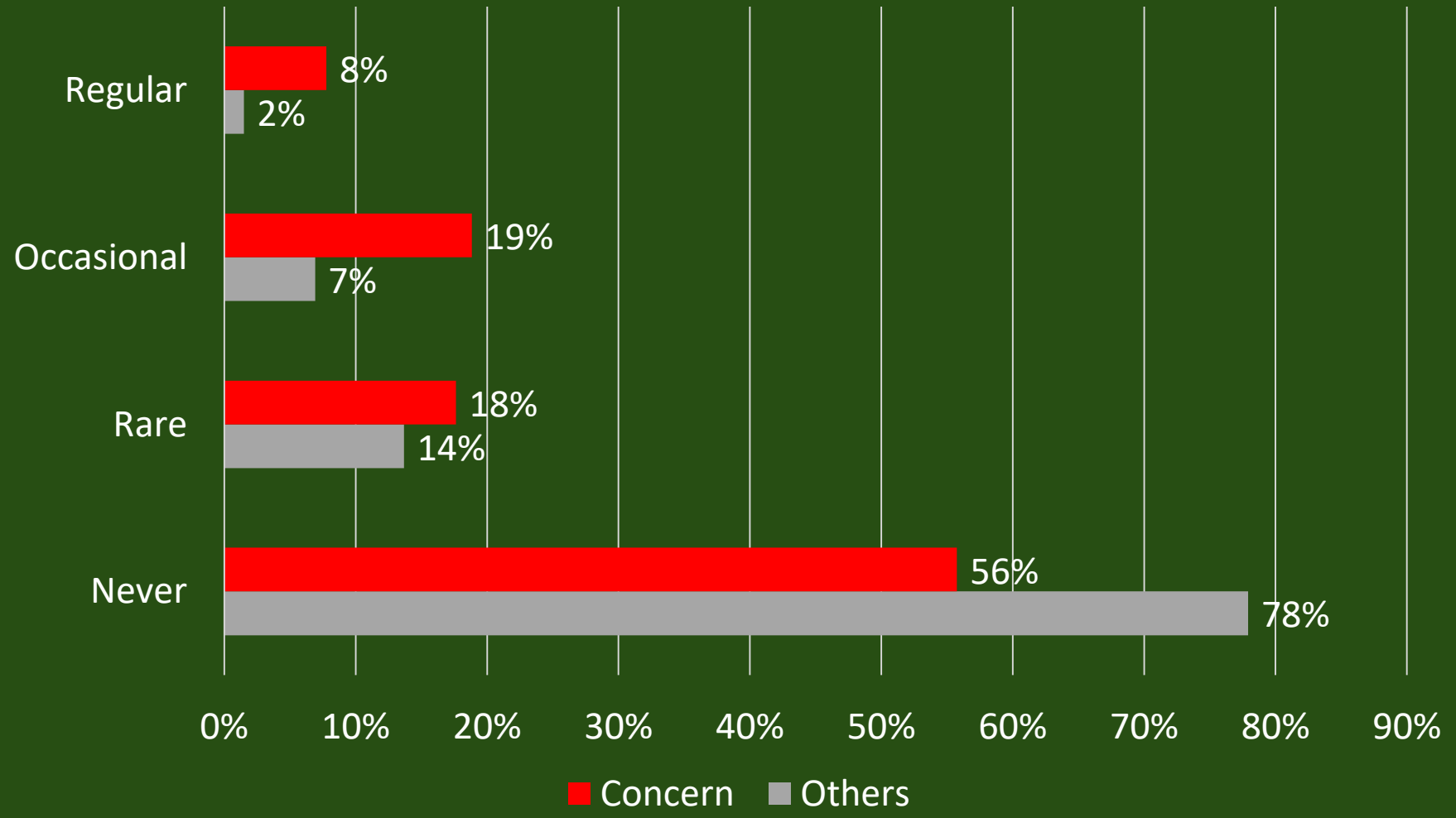


Feel silenced at work



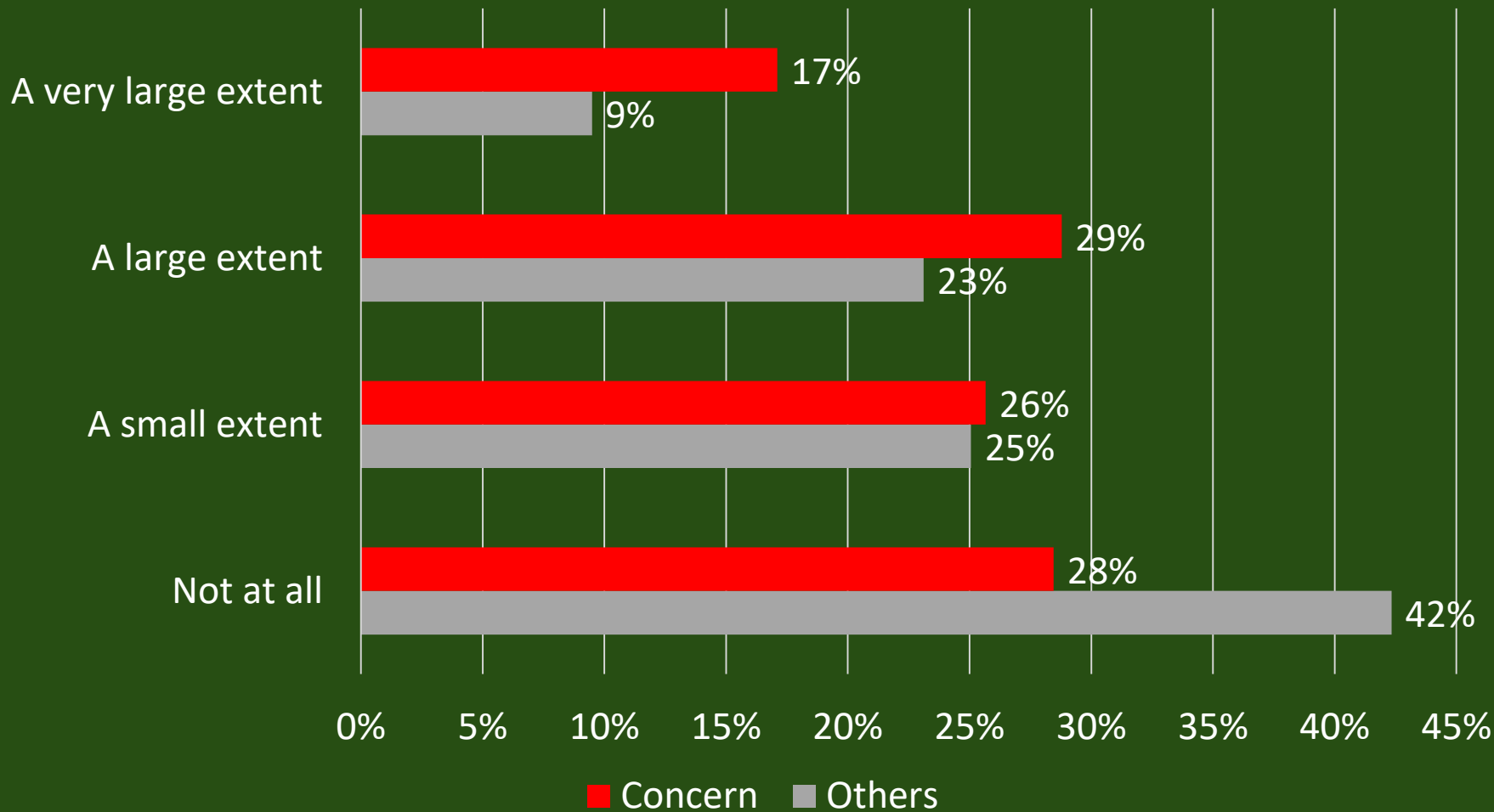


Ridiculed for values, religion



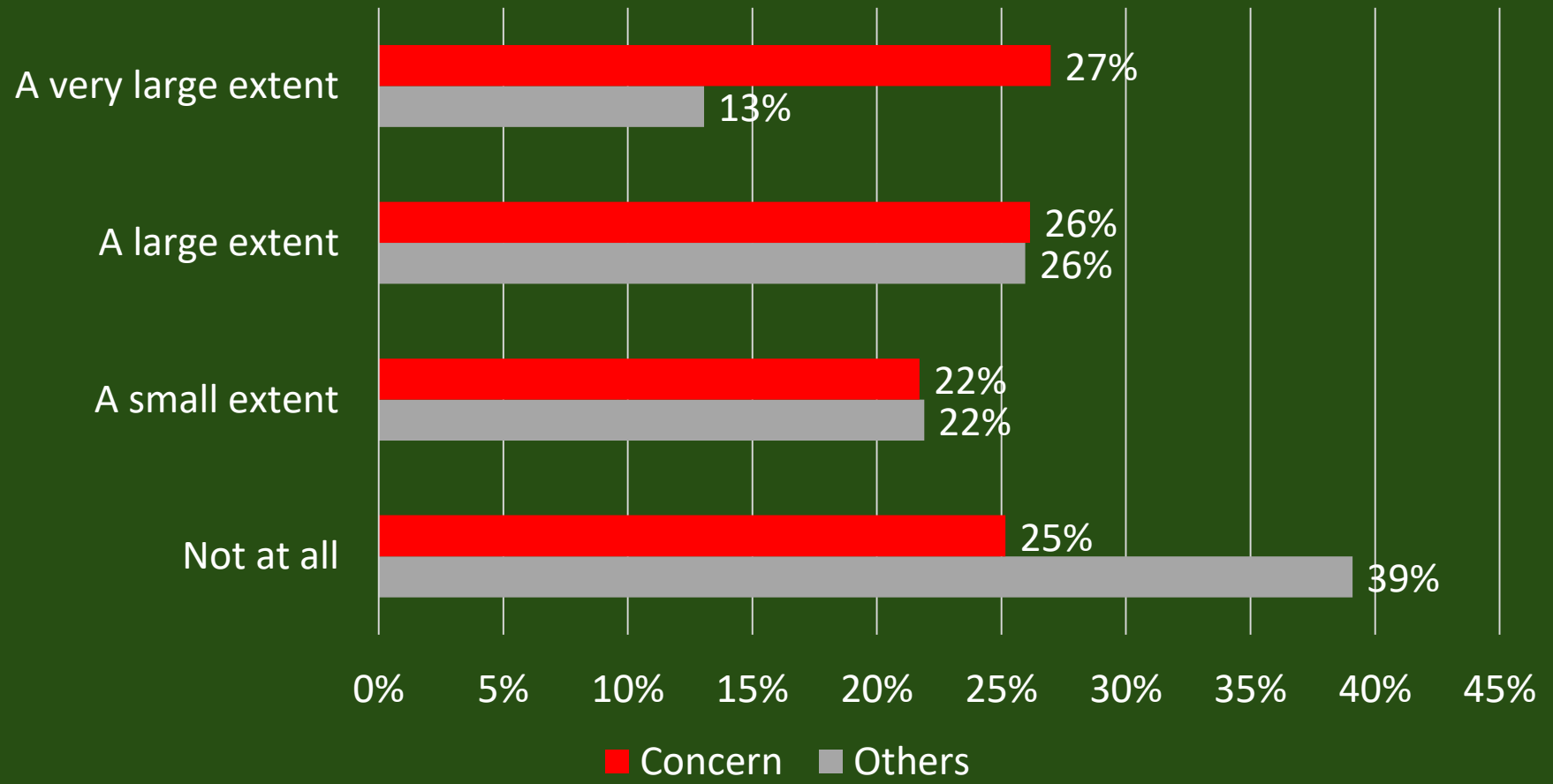


Not diverse backgrounds



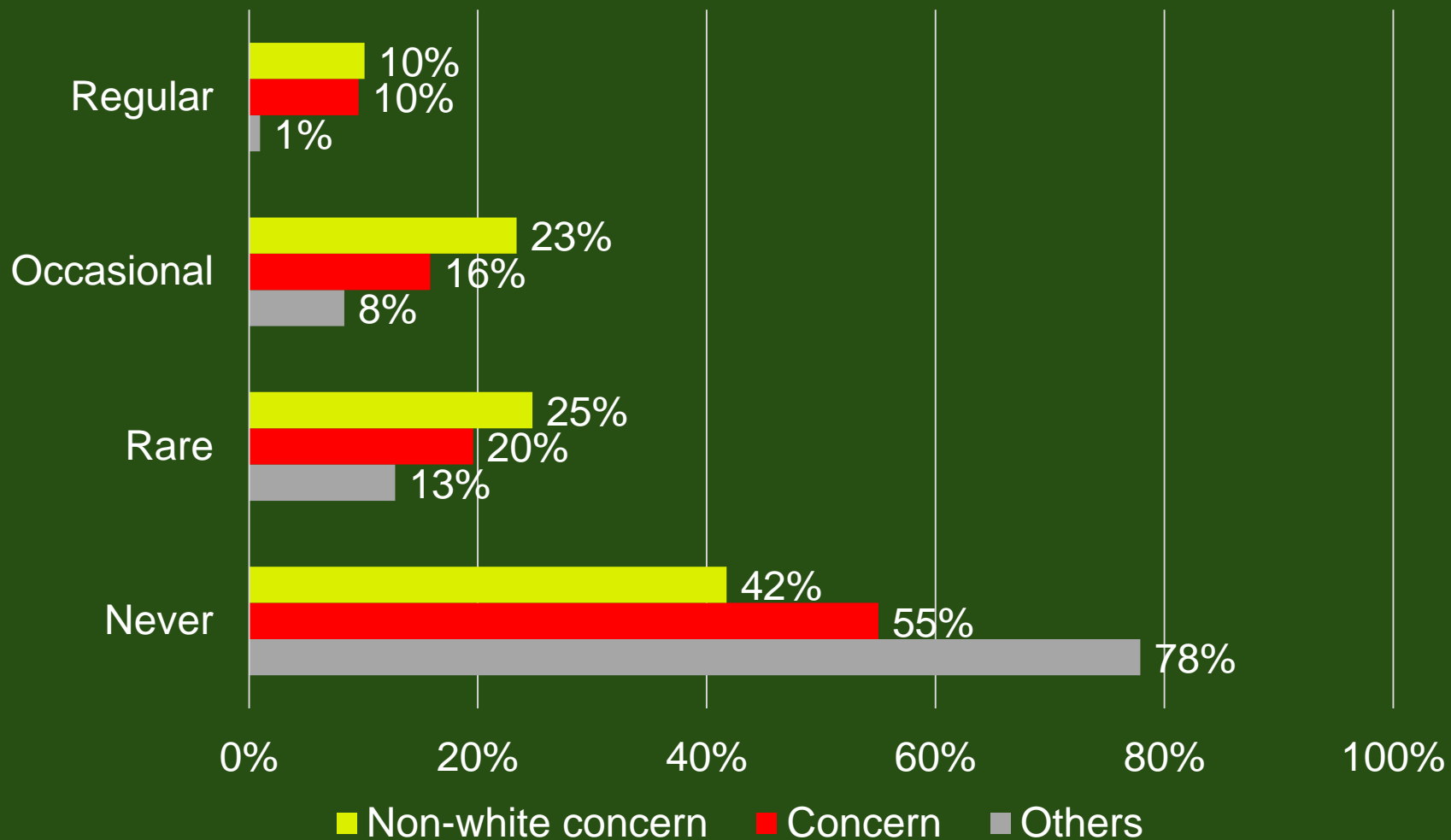


Gender unbalanced



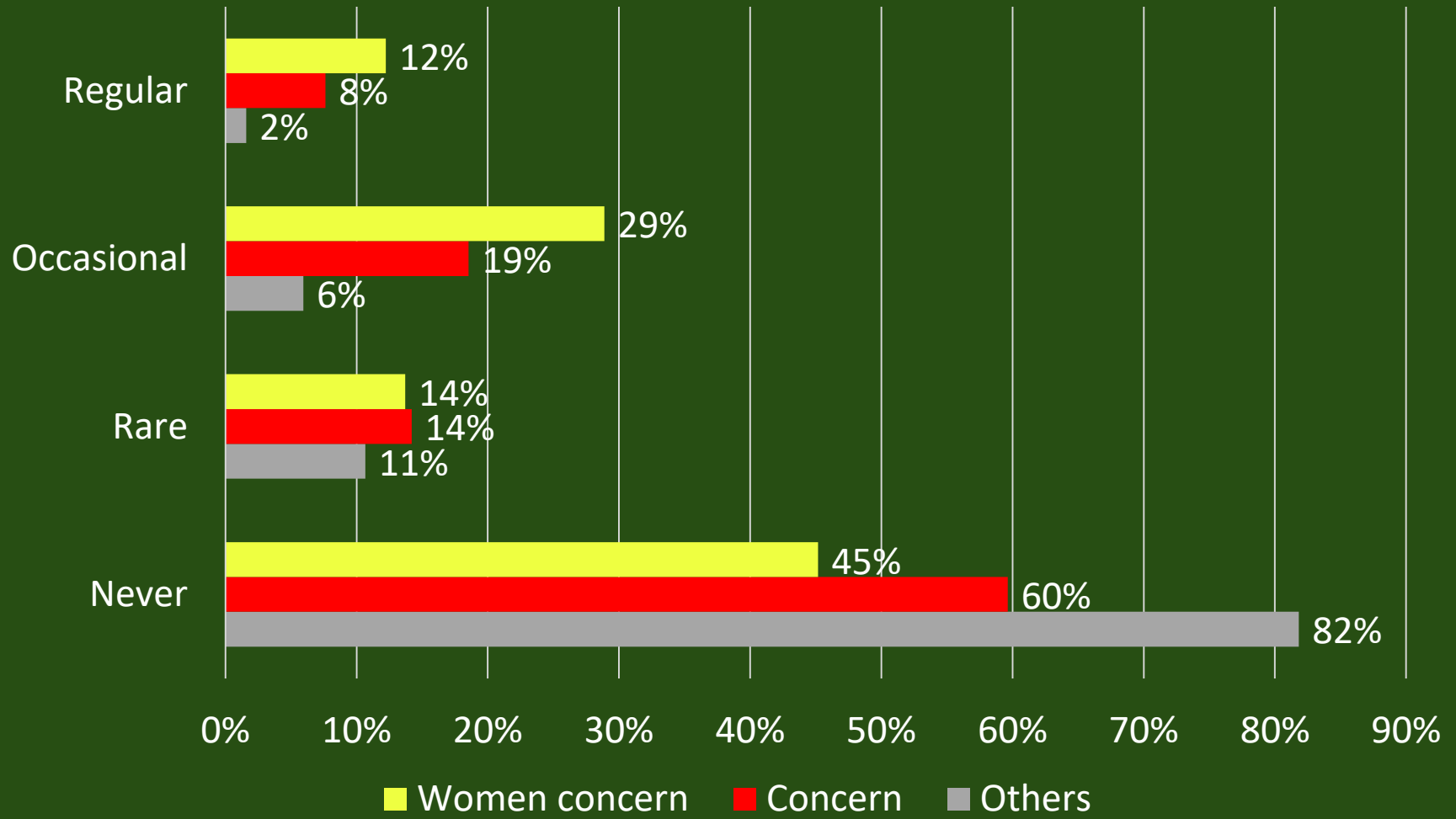


Ethnic, racist, sexist insults



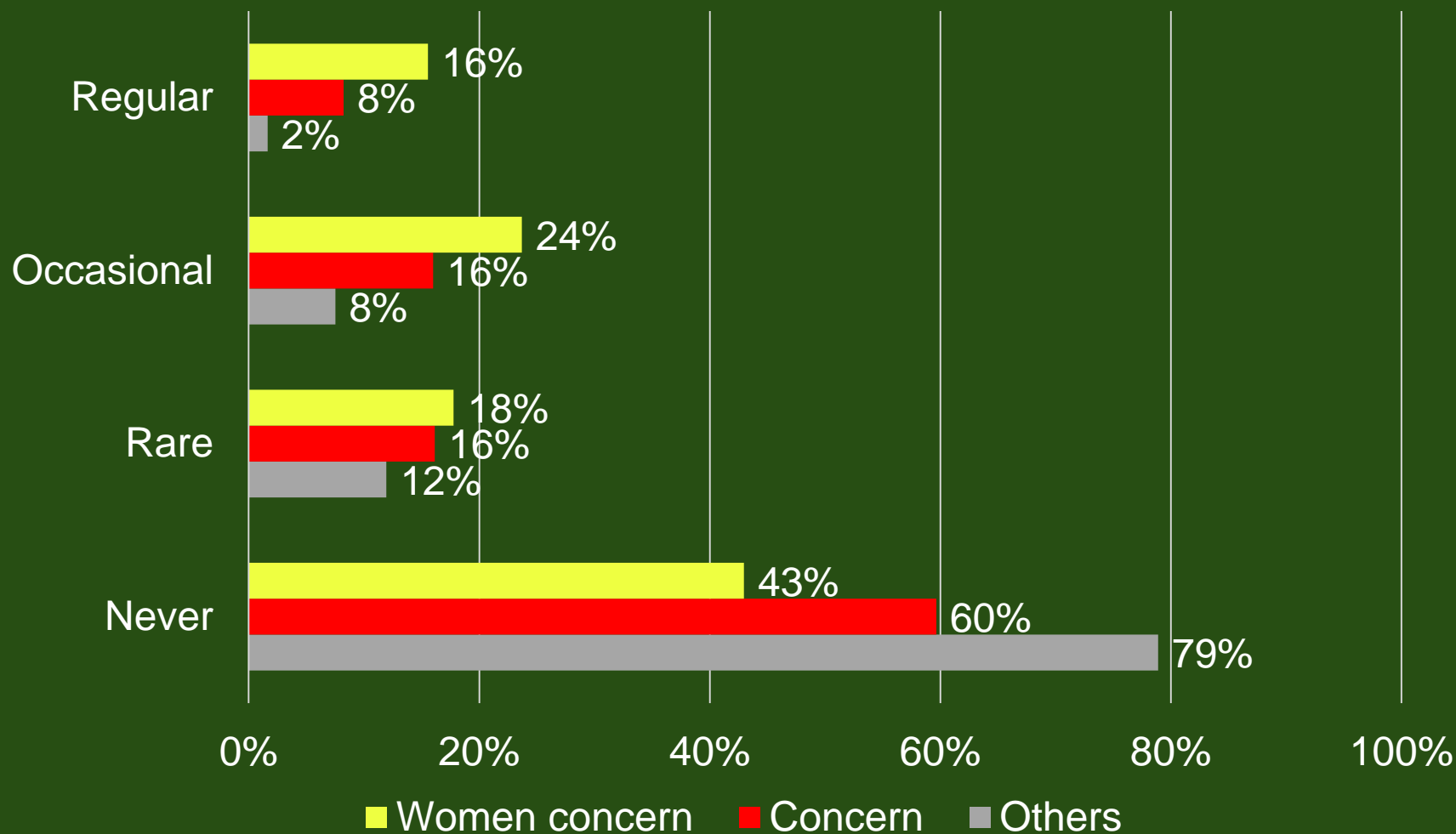


Unwanted sexual advances





Touching or pinching





Isolation and inclusion

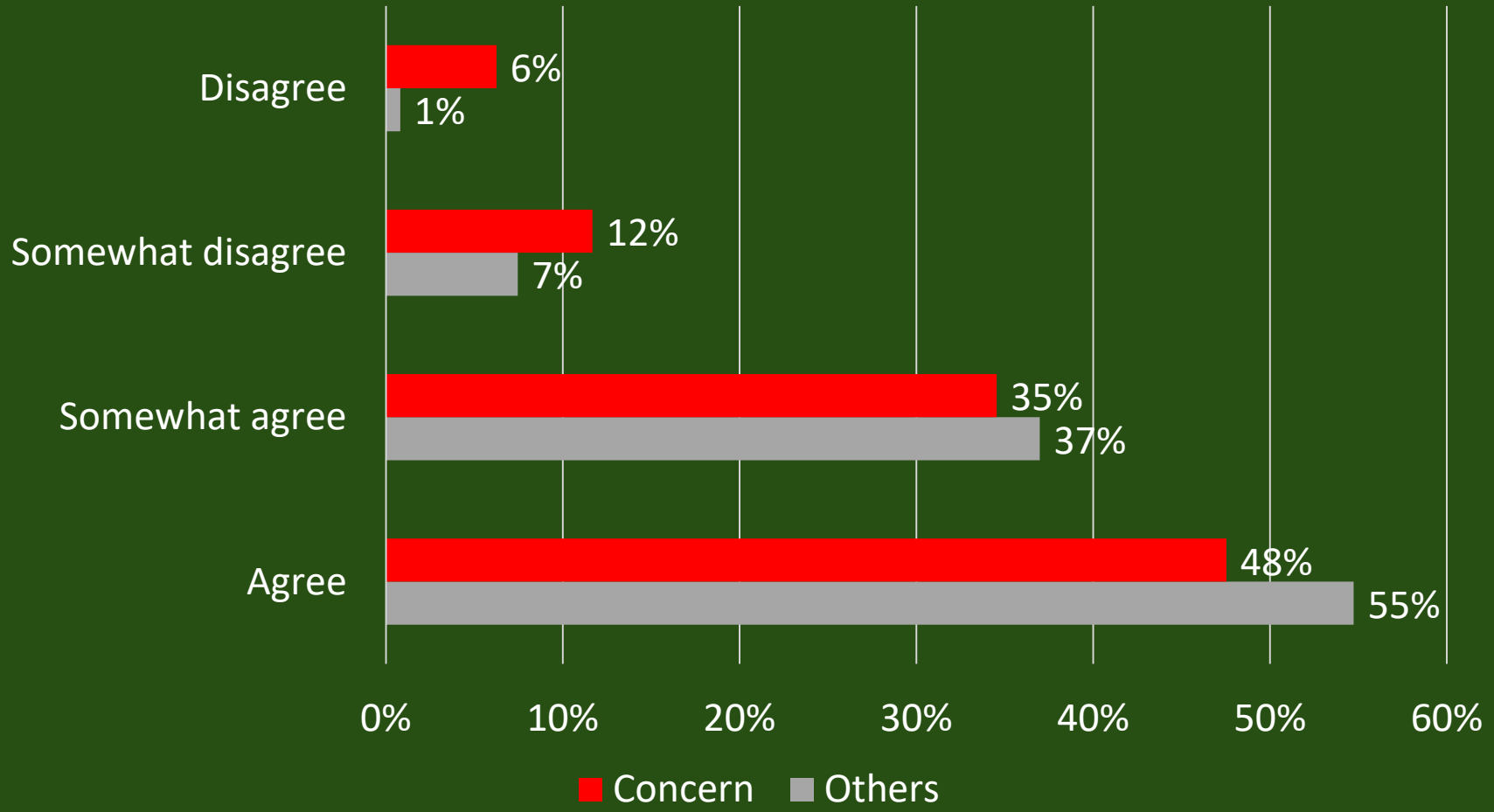
Workplace condition	Effect	Intensity	Spread
No friend	46%	1.4	15%
Riduculed	48%	1.5	12%
Not diverse	48%	1.5	12%
Gendered	51%	1.5	18%
No manager support	60%	1.8	13%
Exclusion	59%	1.8	16%
Silenced	61%	1.9	23%
Manager criticism	61%	1.9	17%
No co-worker support	61%	1.9	9%
Racist, sexist insults	64%	2.0	17%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



Affirmation through work

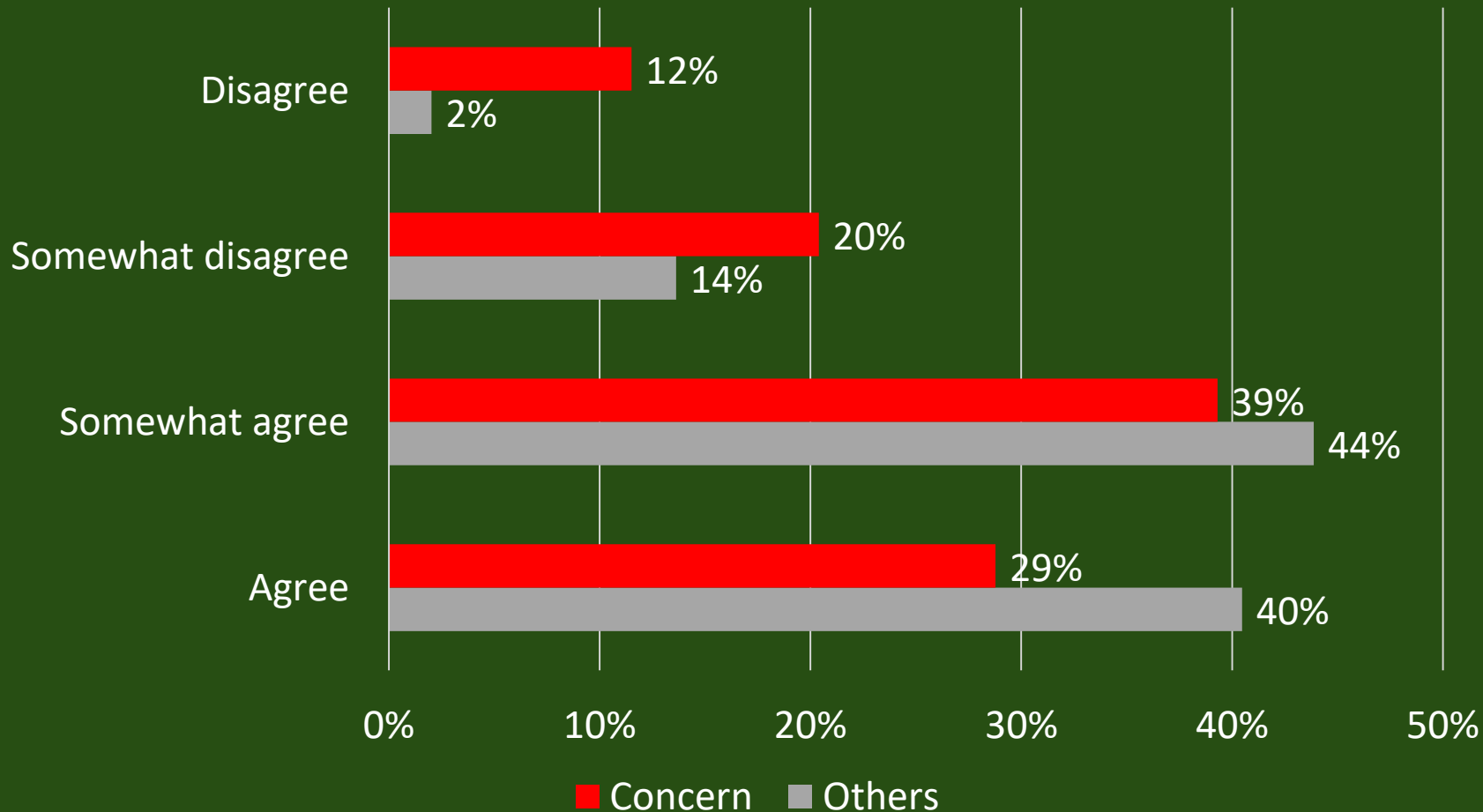


My job is important

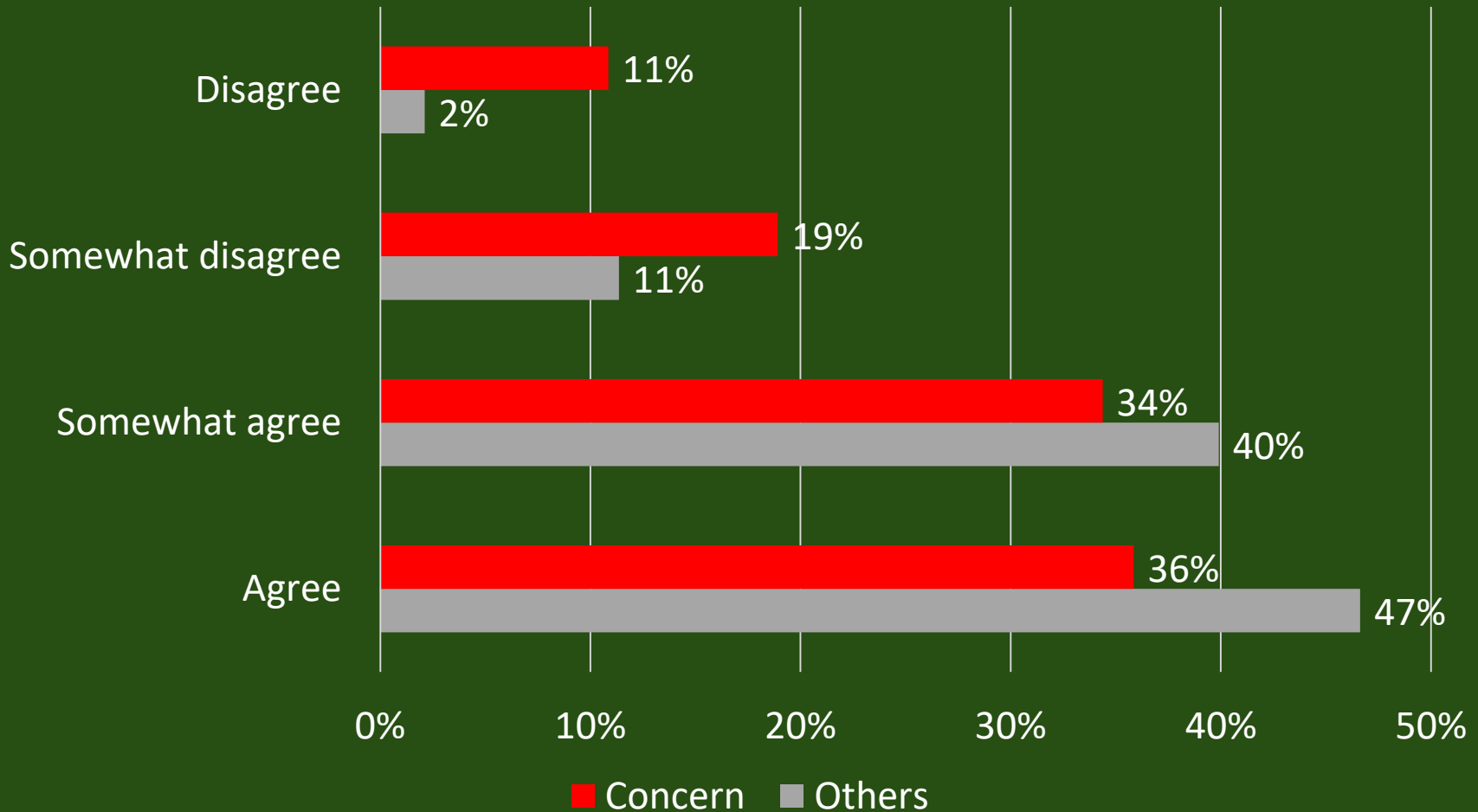




My job gives me meaning

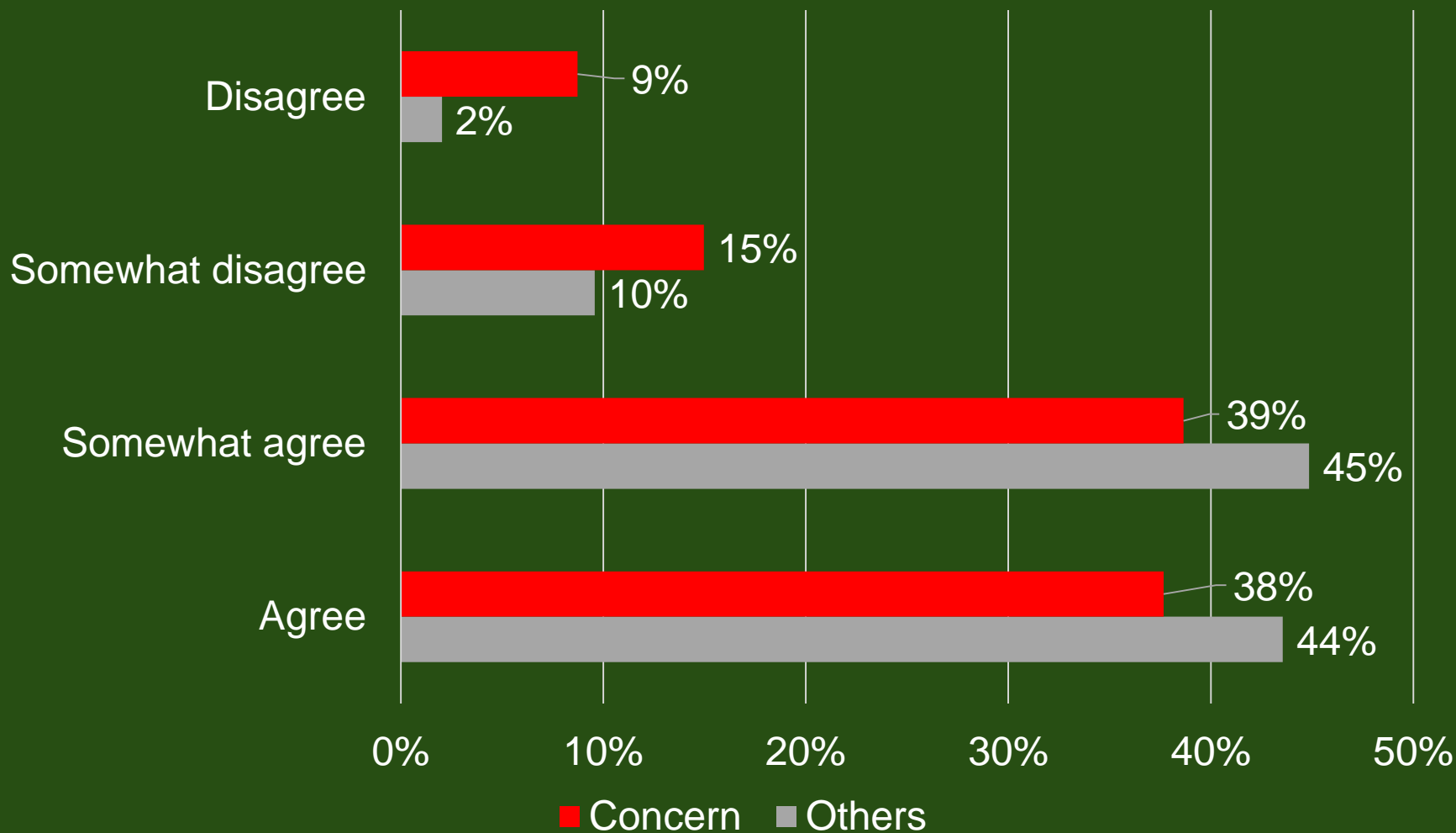


Job uses my skill, creativity





I learn through my work





Job and Affirmation

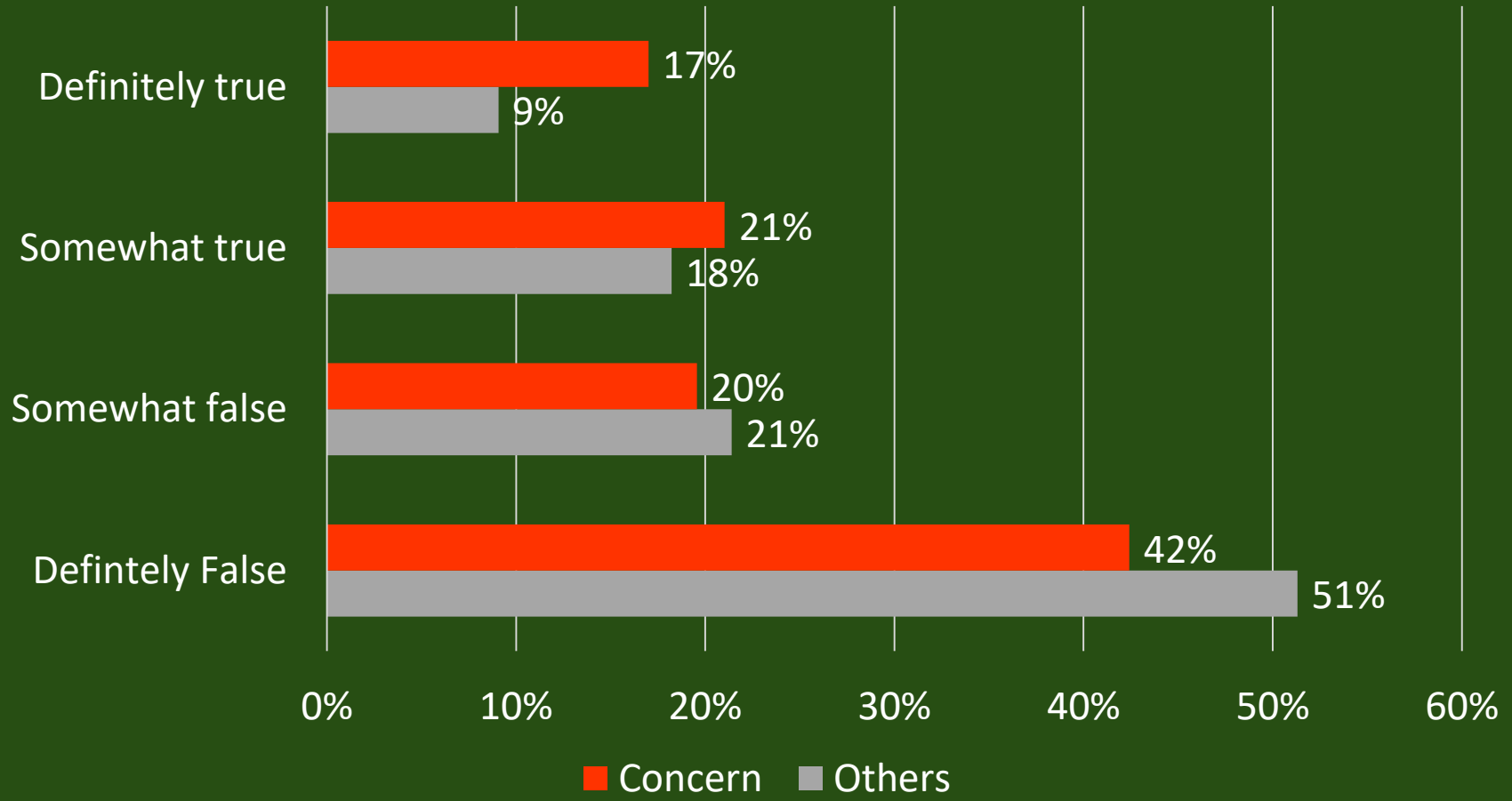
Workplace condition	Effect	Intensity	Spread
Job doesn't give meaning	50%	1.5	21%
Job includes learning	50%	1.5	16%
Job not important	53%	1.6	11%
Doesn't use skills	53%	1.6	19%



Worker autonomy and dependence

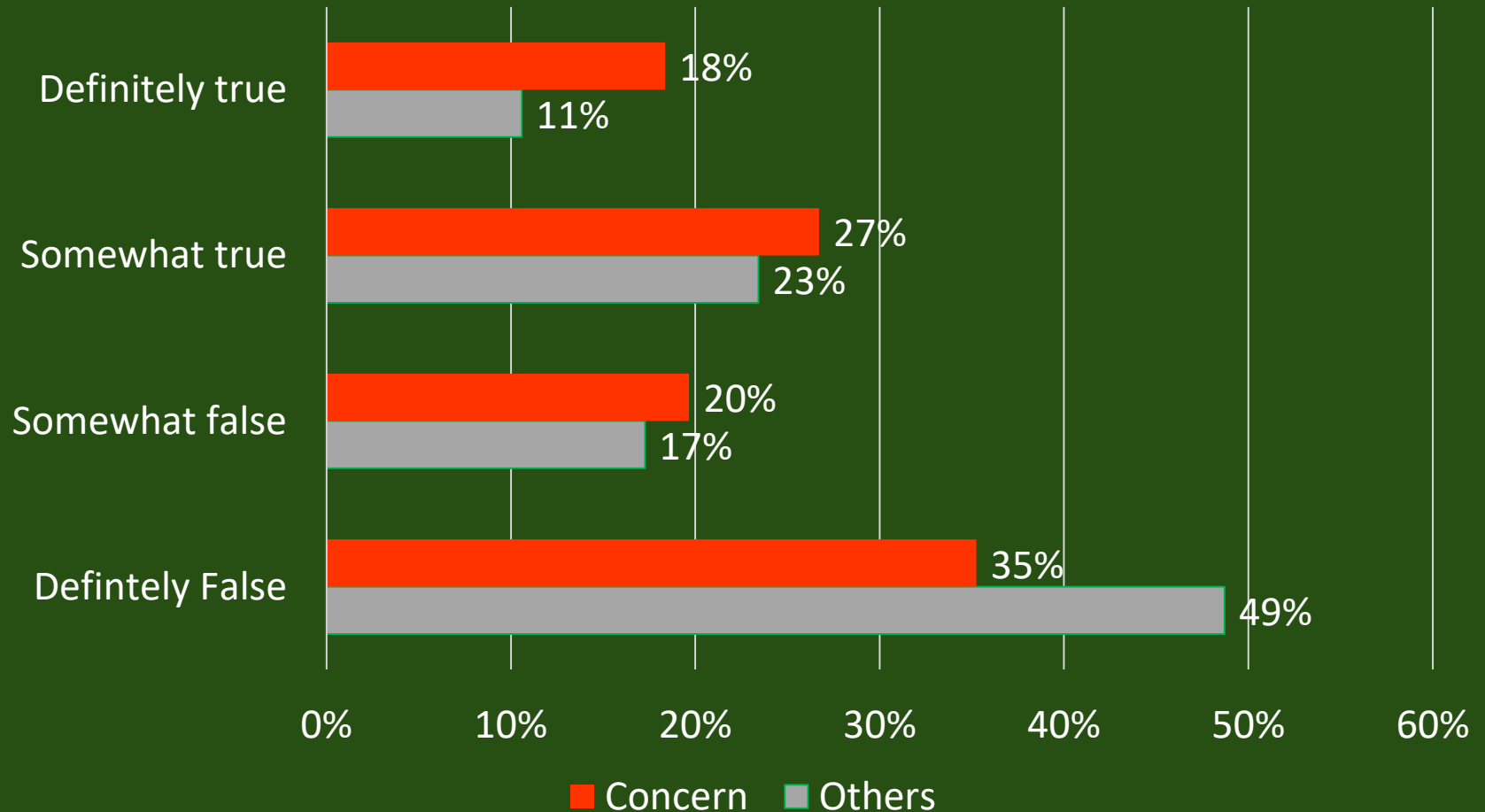


Employment depends on boss



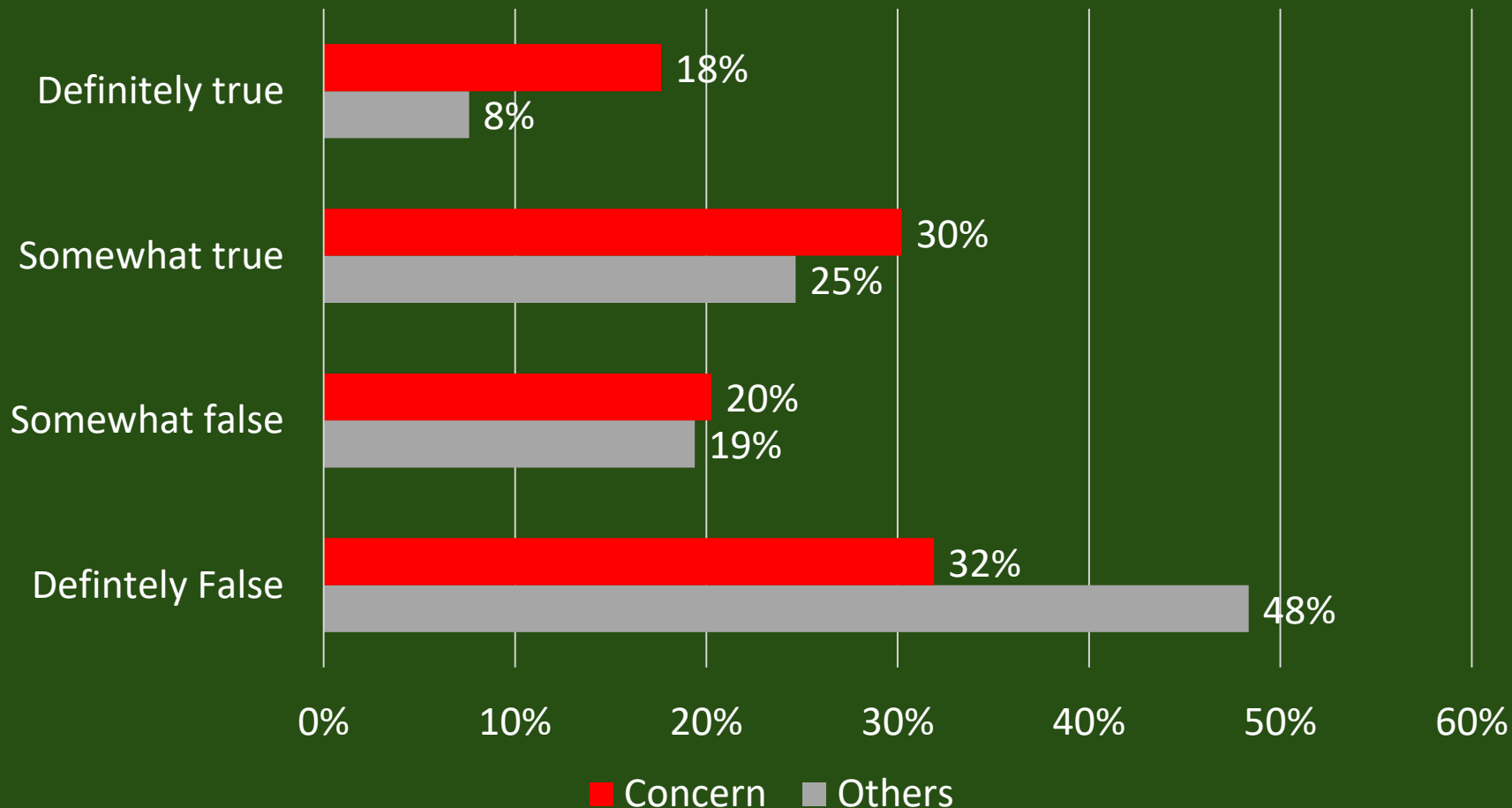


Job depends on one contract



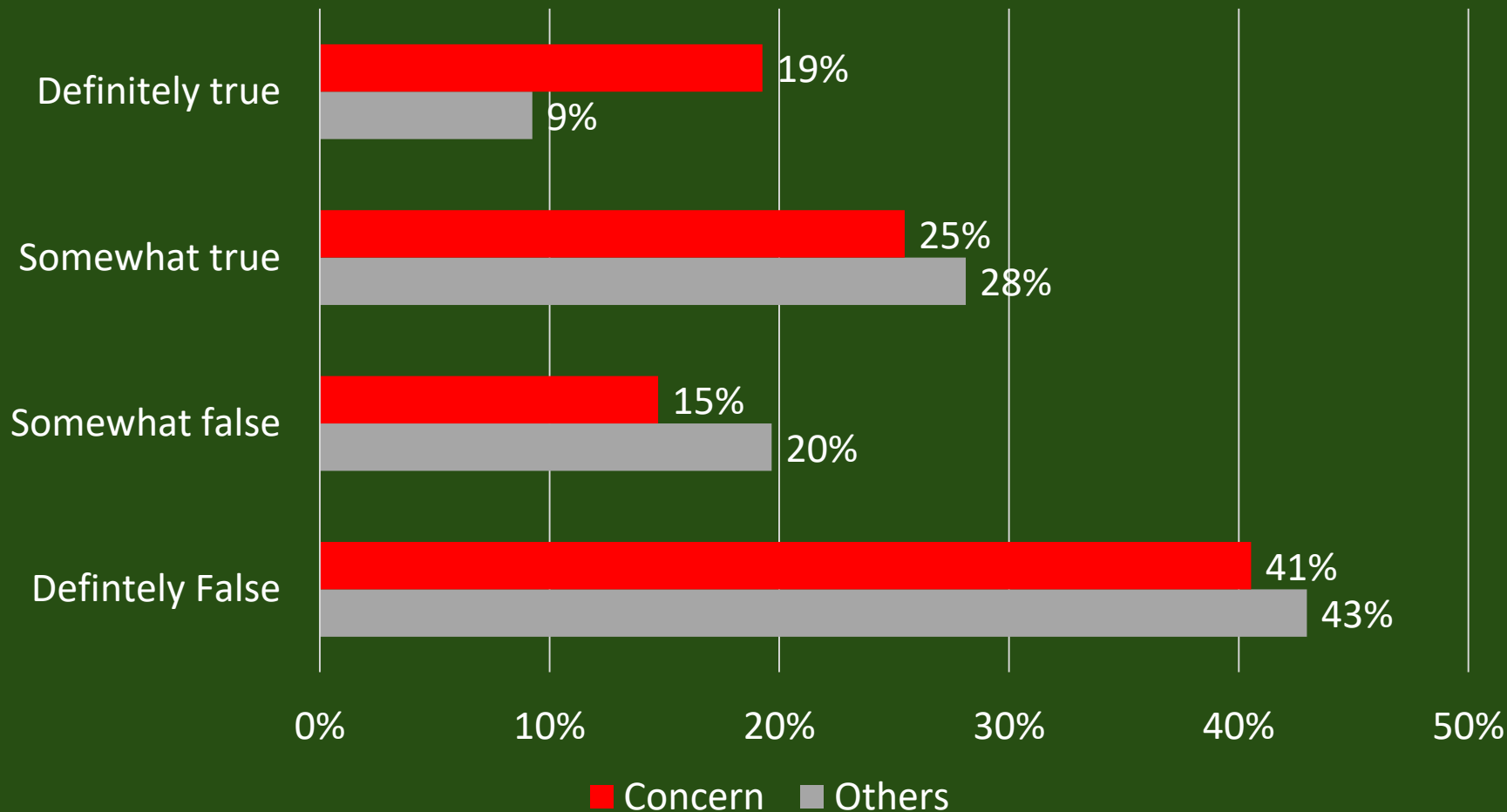


Relationships, not merit



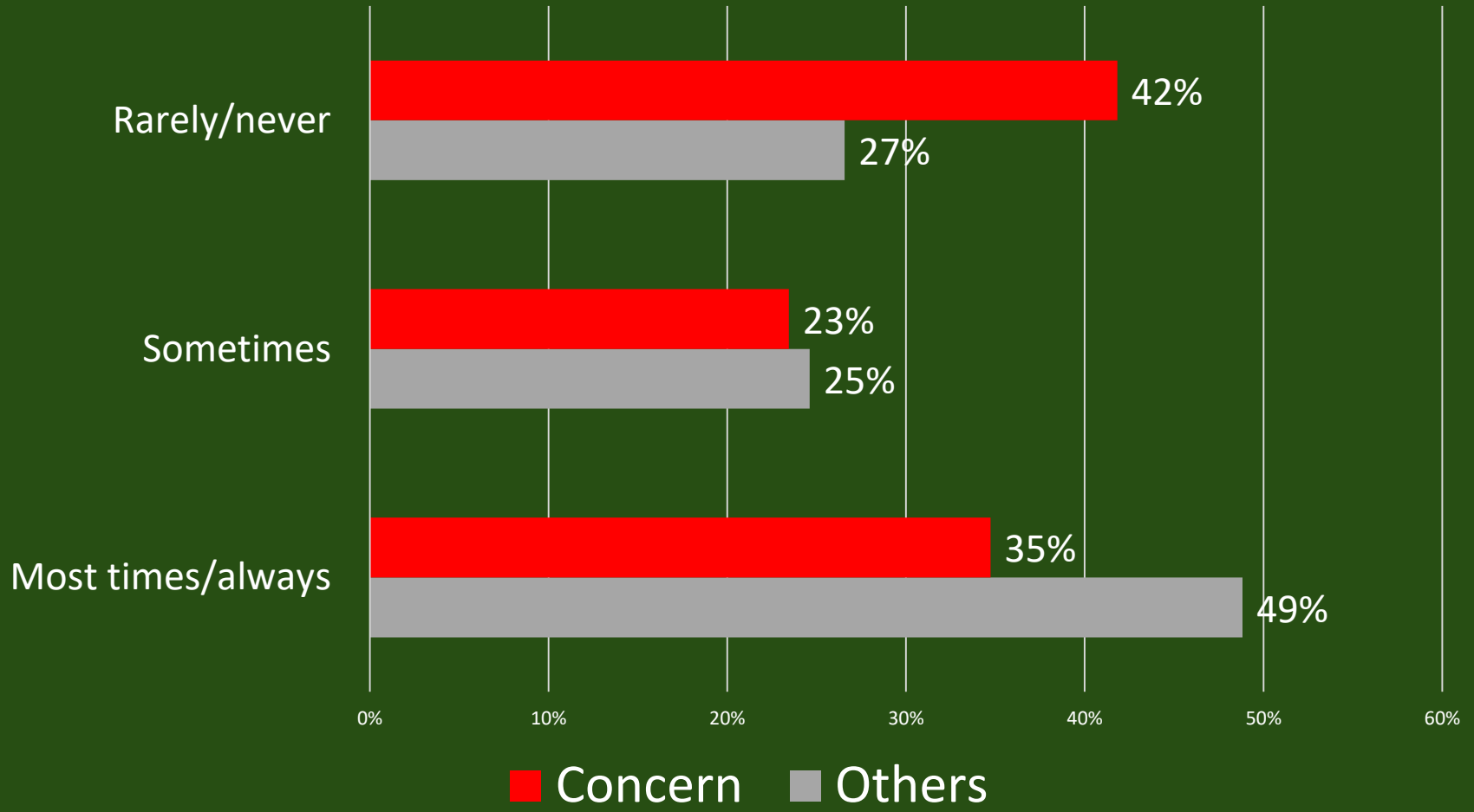


Pay based on mgr opinion



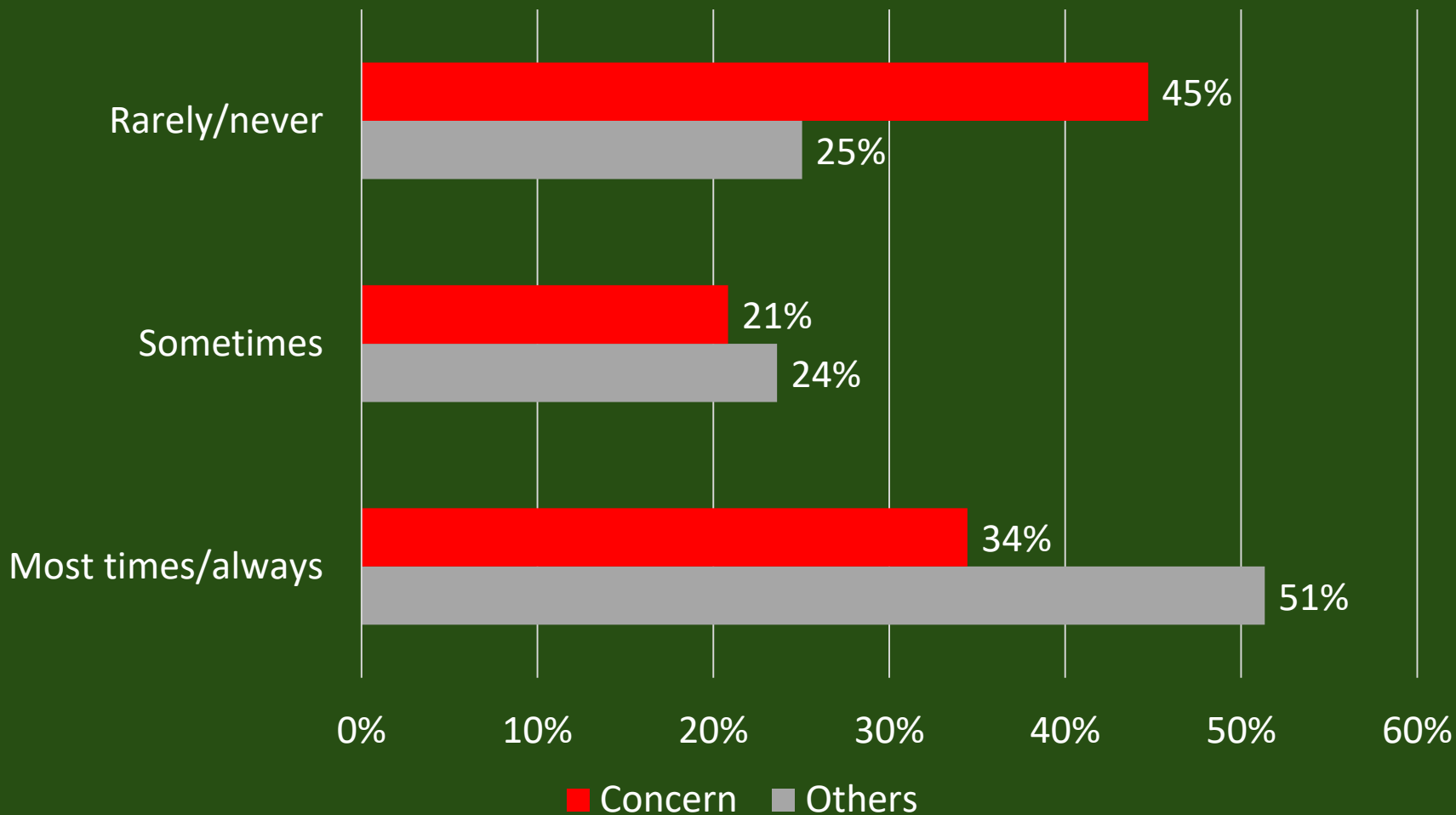


Can influence my work



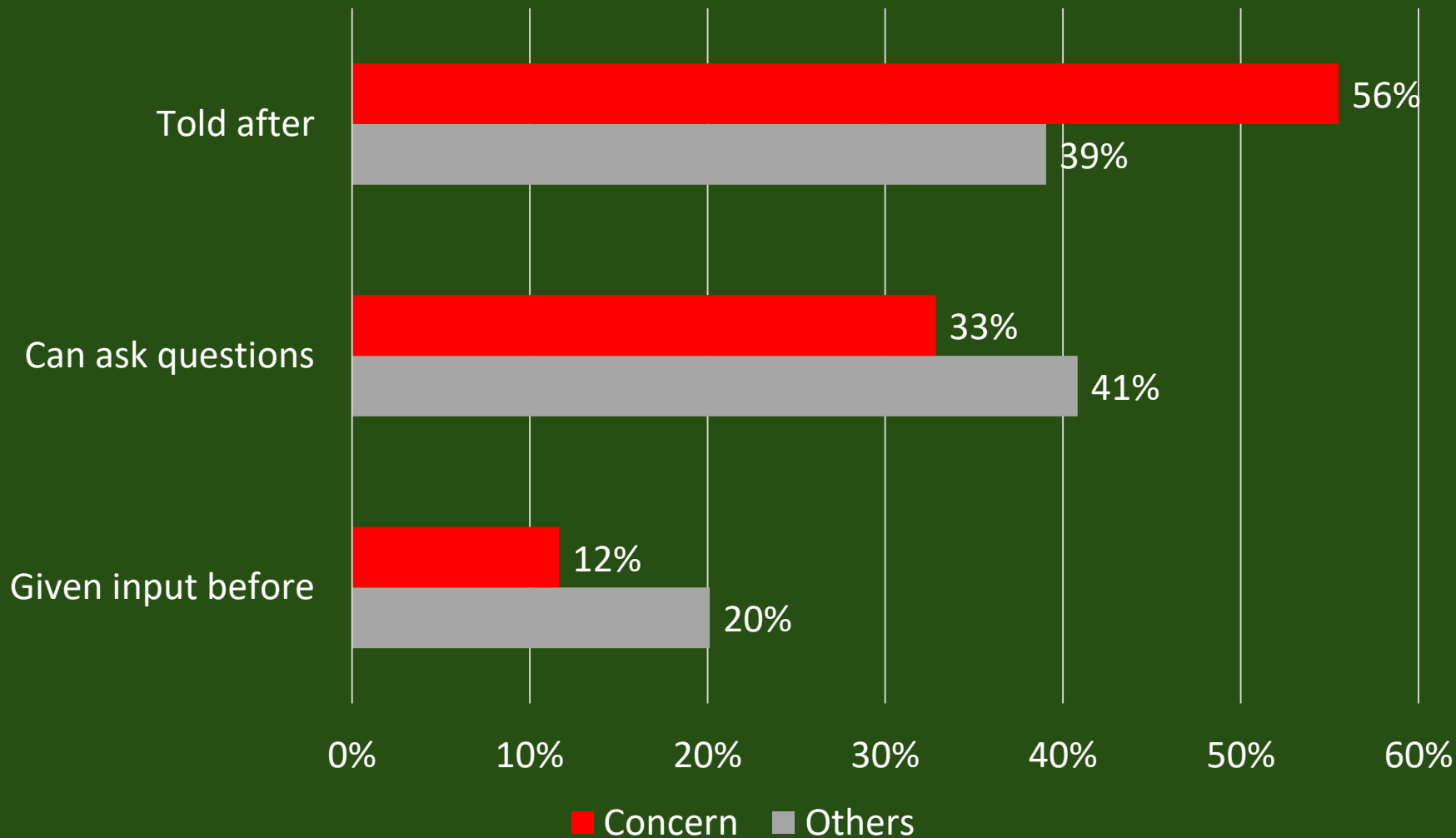


Consulted on objectives





Role in work decisions





Autonomy and dependence

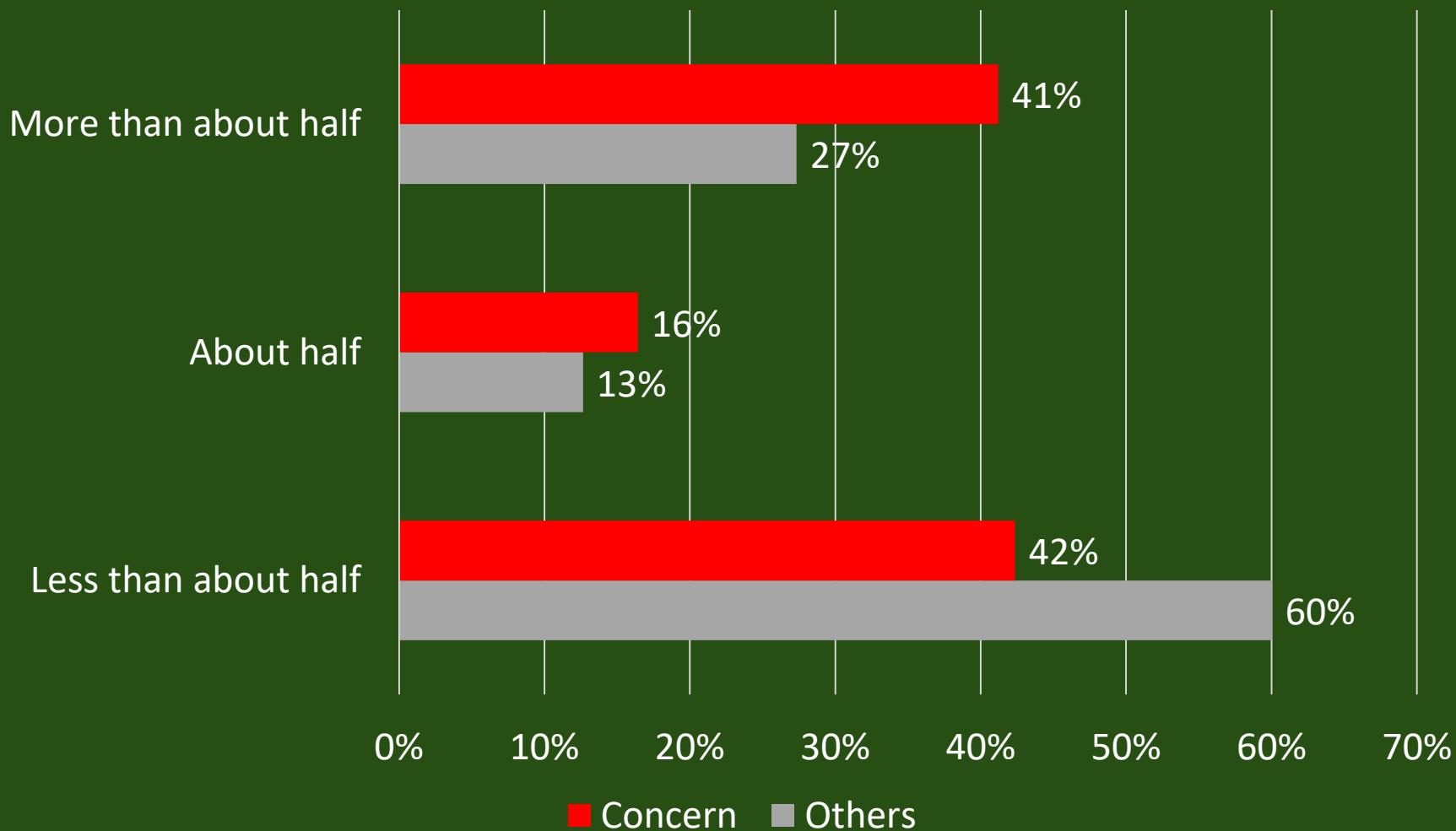
Workplace condition	Effect	Intensity	Spread
No role in decisions	41%	1.3	45%
Can influence work	43%	1.3	32%
Depends one contract	45%	1.4	13%
Consulted on objectives	47%	1.4	32%
Job depends on boss	48%	1.5	12%
Pay on opinion	51%	1.5	12%
Relationships, not merit	53%	1.6	11%



Workload and management

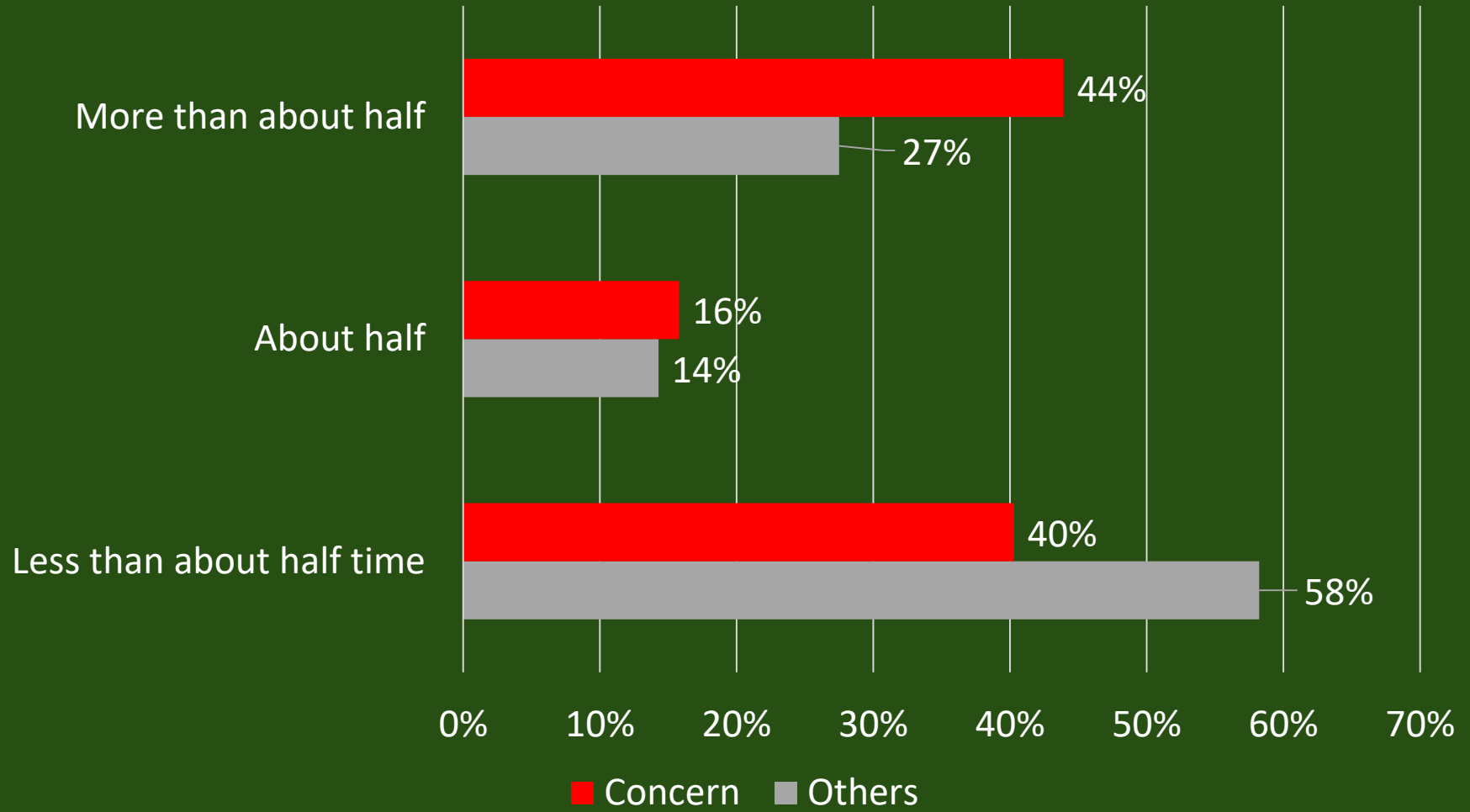


Workload too much for time



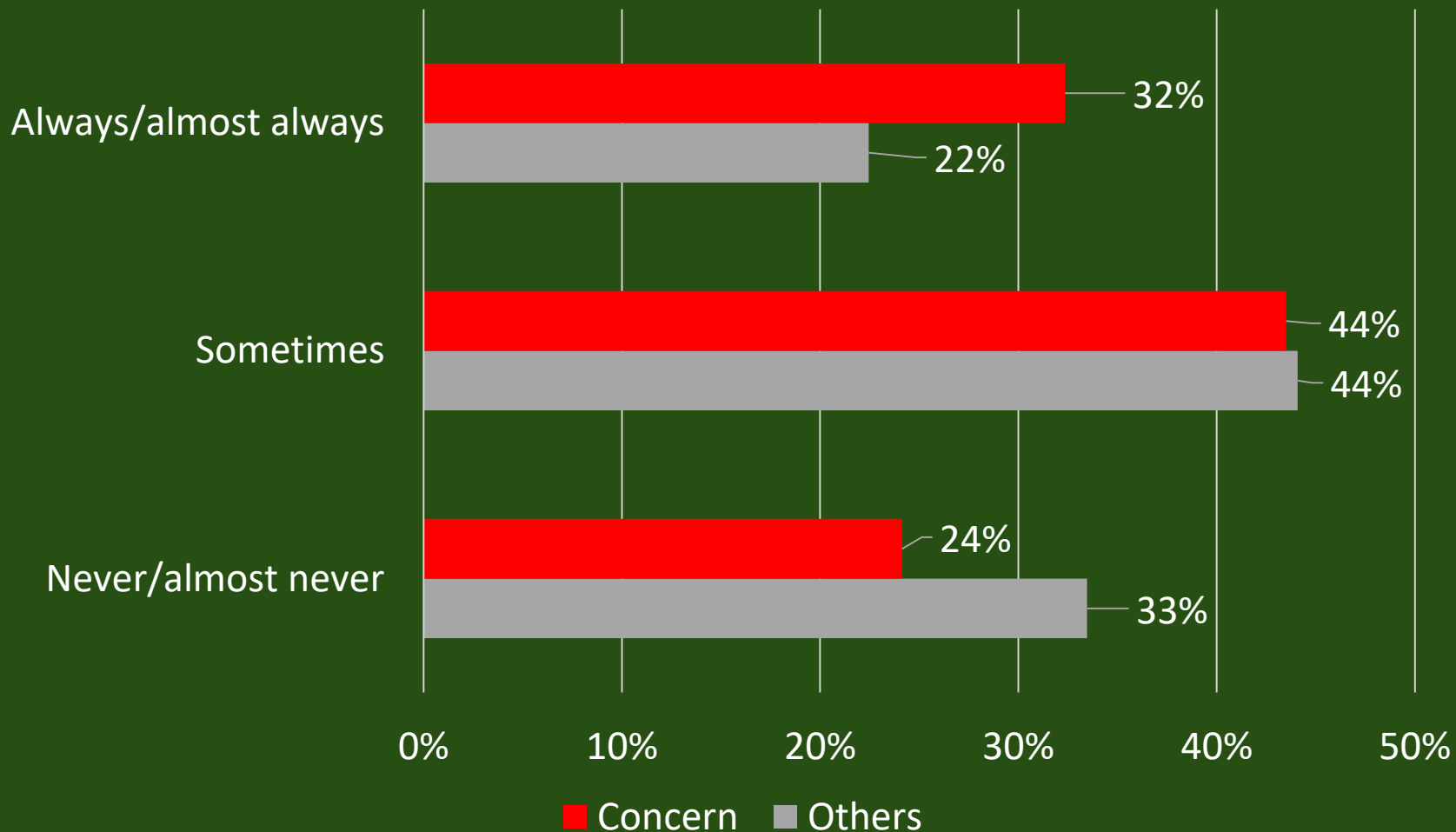


Emotionally demanding



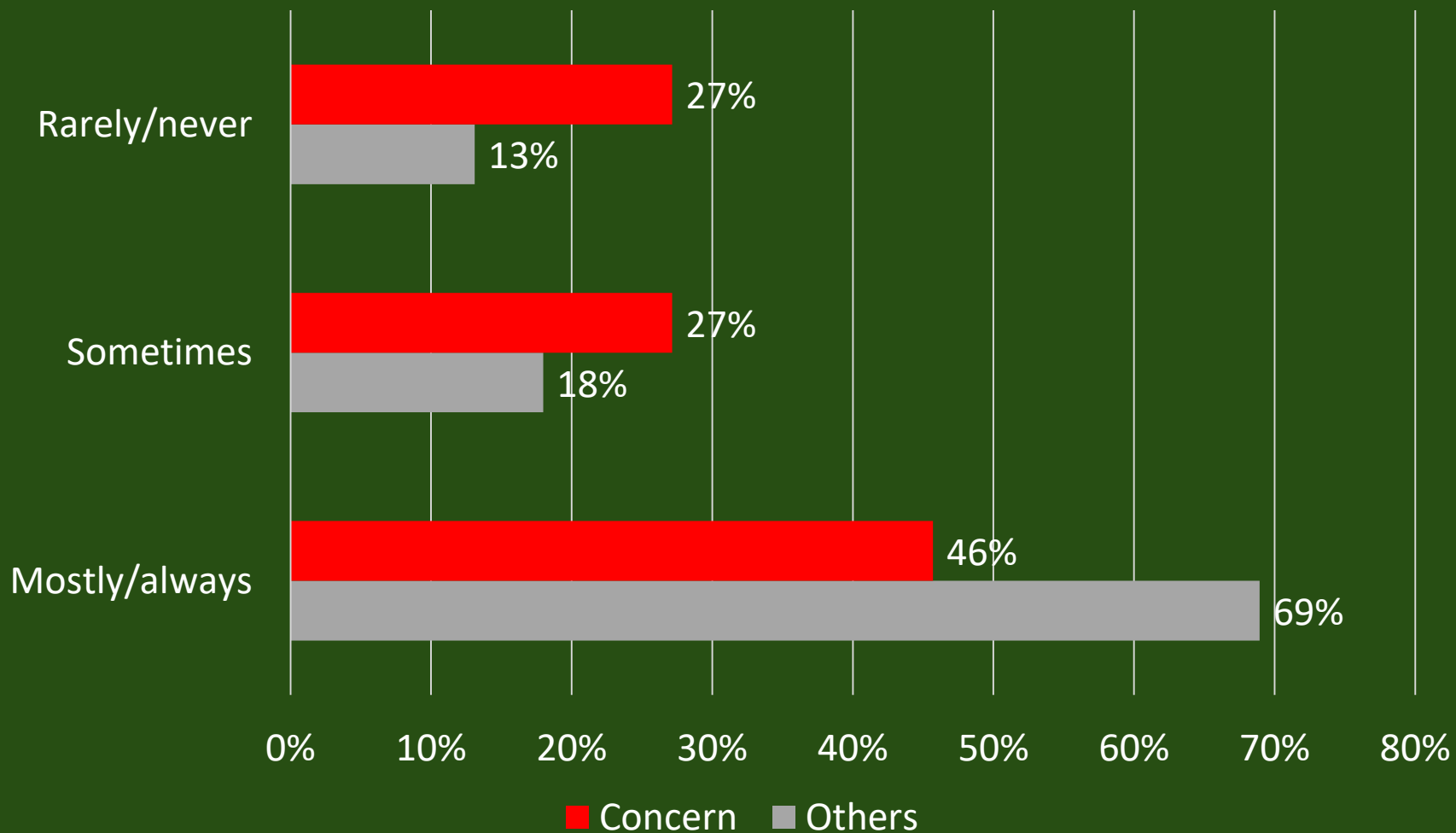


Firm deadlines



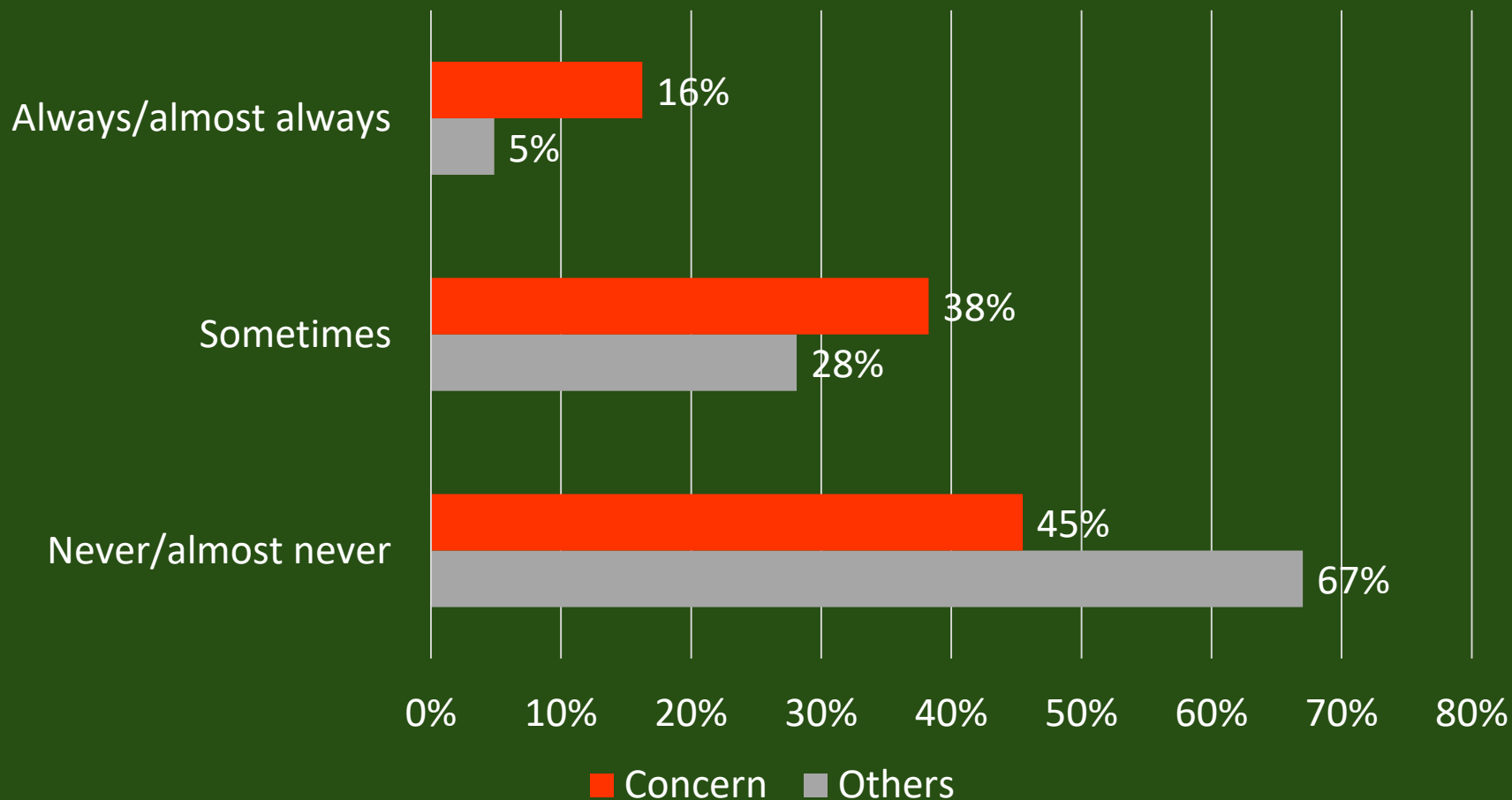


Reasonable timelines

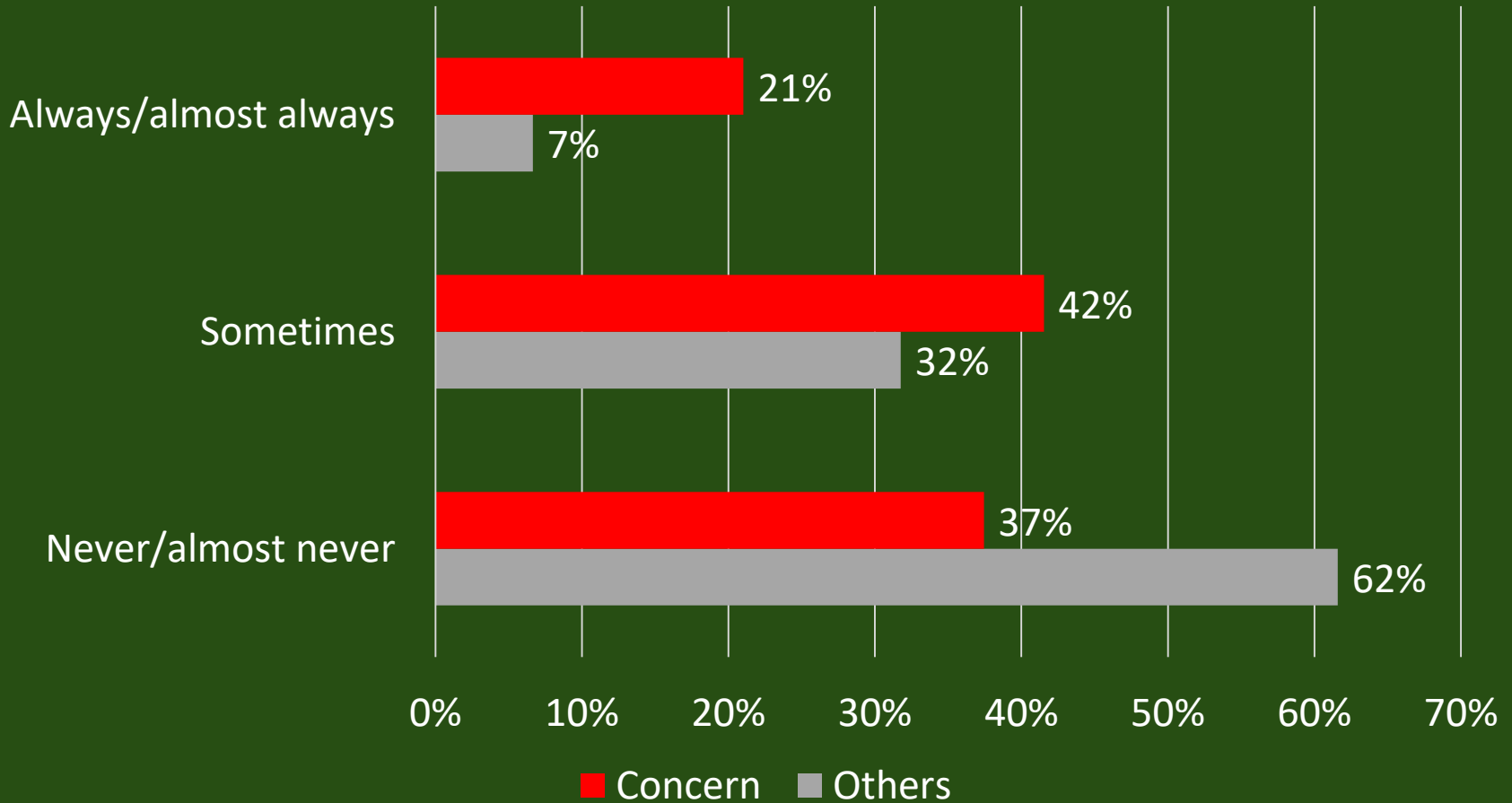




Unmanageable calls, email

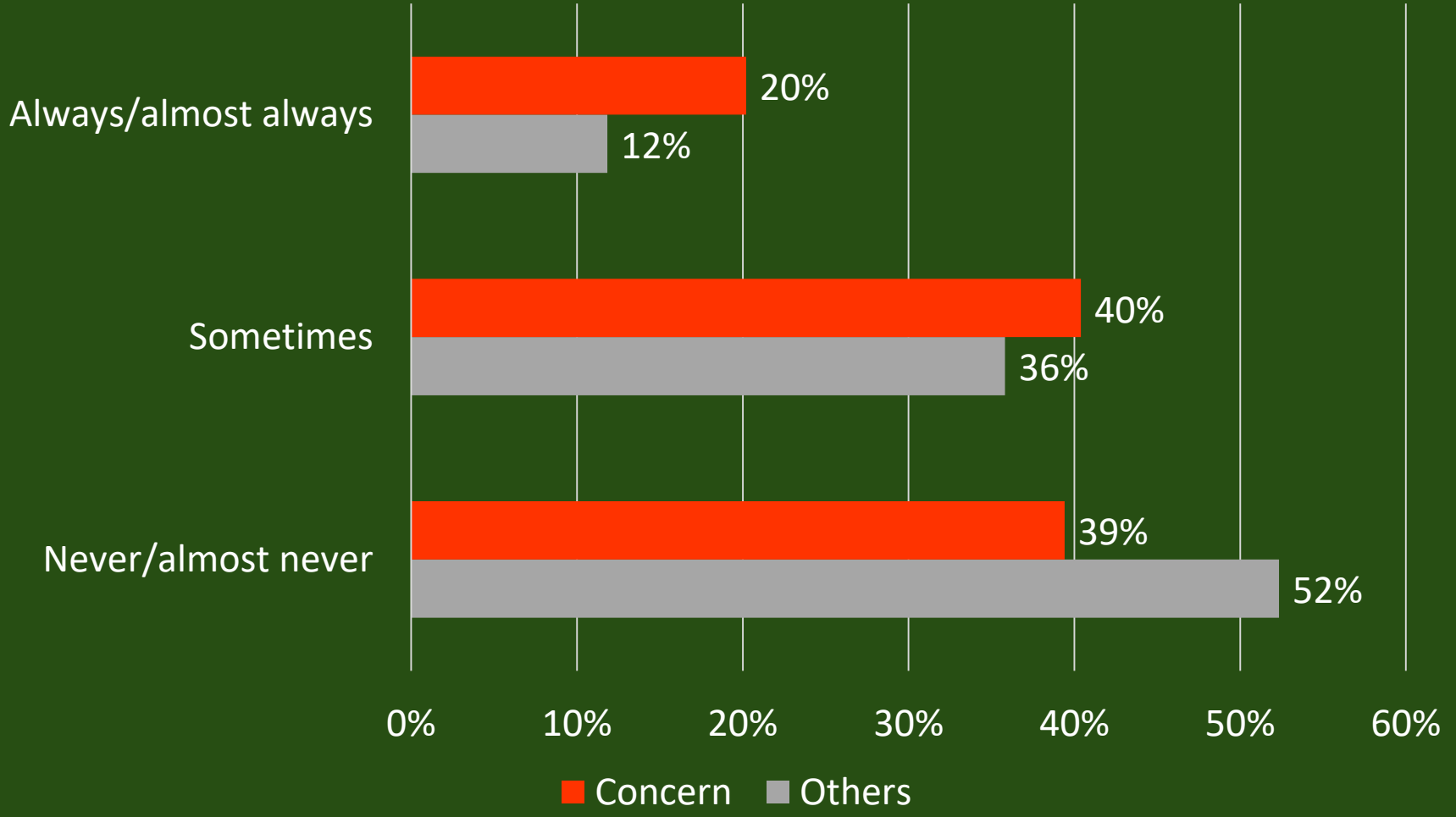


Monitored, pressed for more



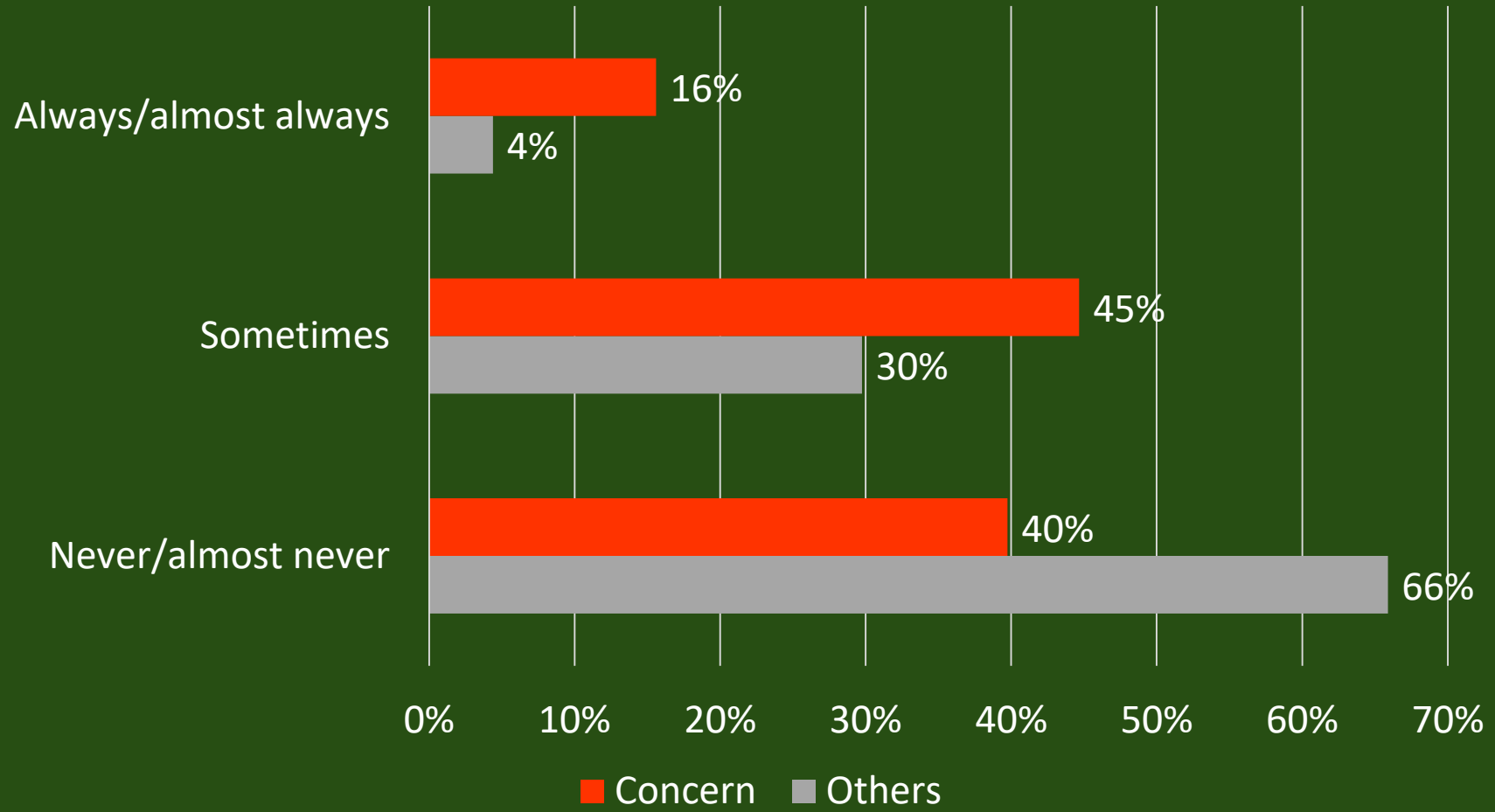


Responses outside work time



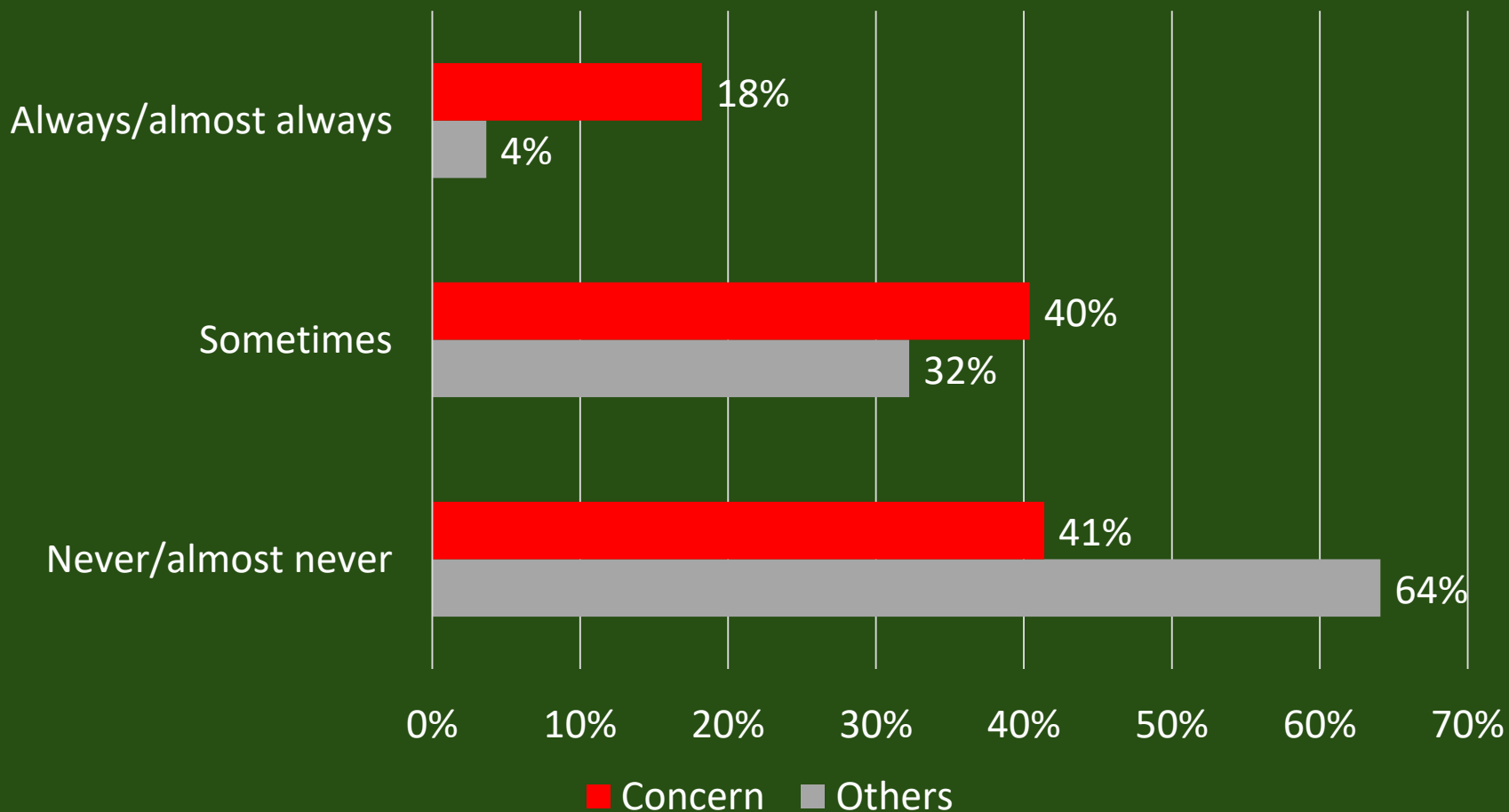


Contradictory mgmt directions



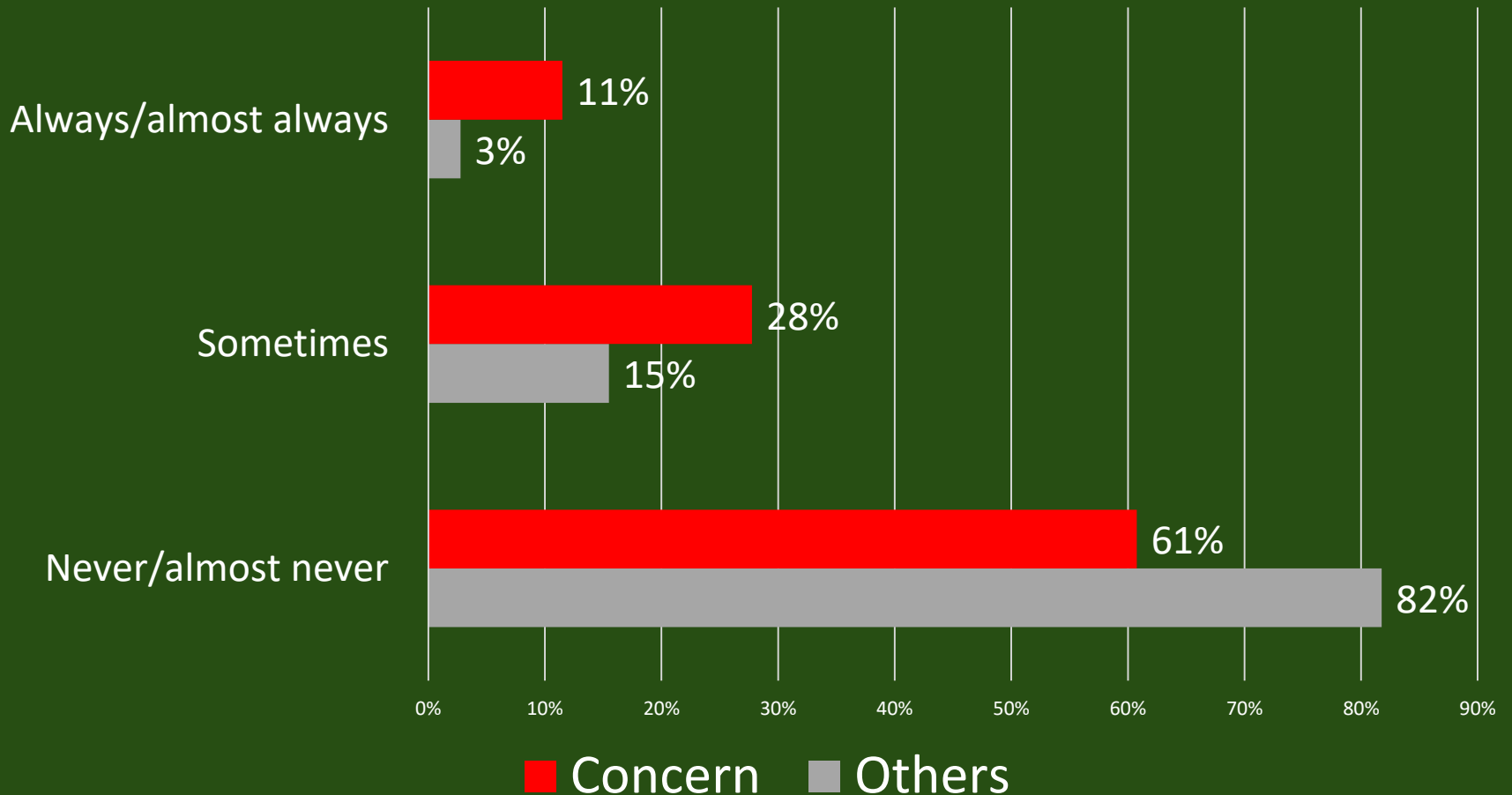


Lack tools and authority





Told to do unethical things





Workload and management

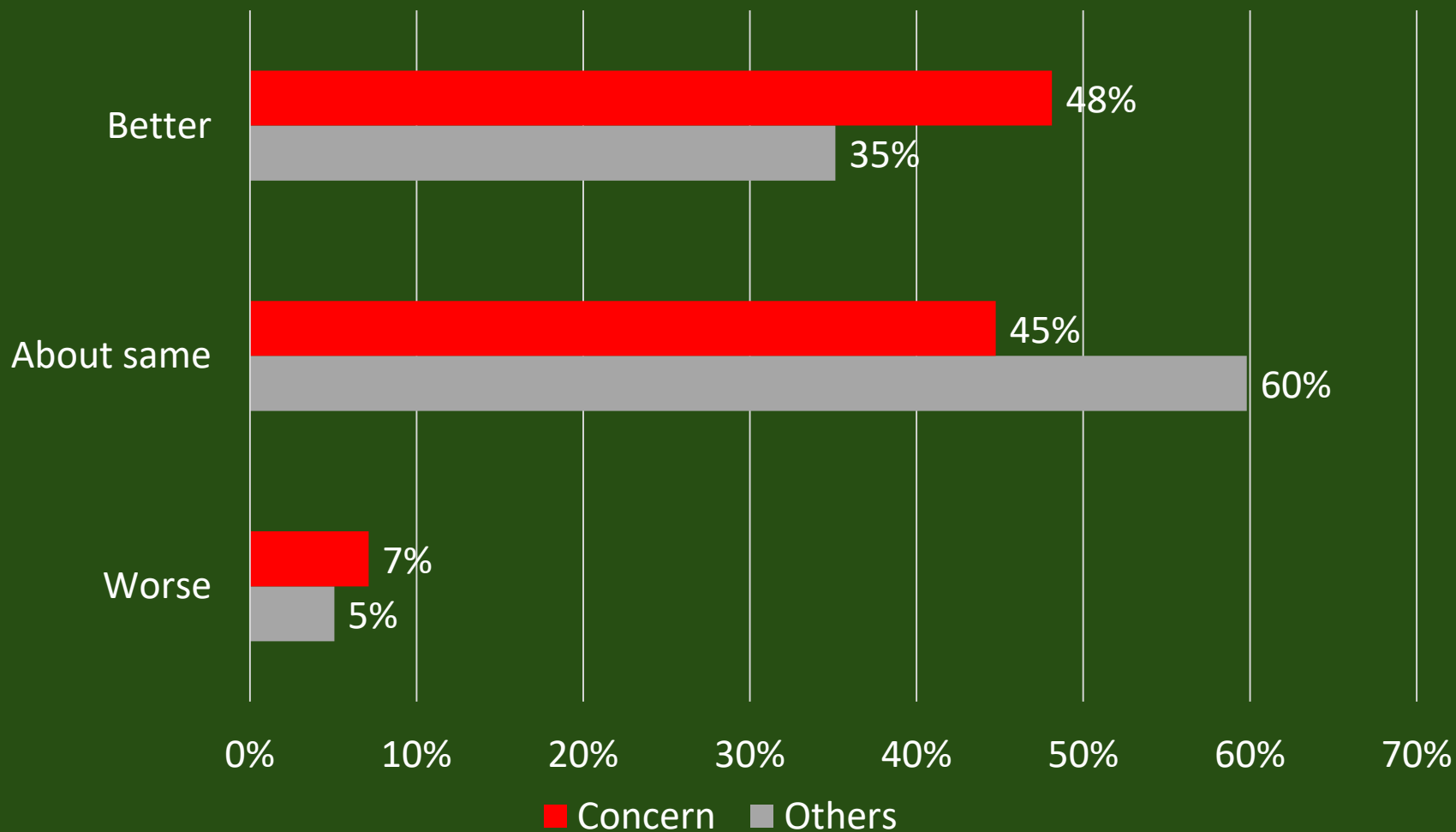
Workplace condition	Effect	Intensity	Spread
Workload overload	43%	1.3	32%
Emotional demands	45%	1.3	33%
Firm deadlines	42%	1.3	25%
Unreasonable timelines	51%	1.5	18%
Unmanagable call/email volume	61%	1.9	9%
Work monitoring	60%	1.8	12%
Contradictory management	66%	2.0	8%
Unethical direction	64%	2.0	6%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



Role of unions

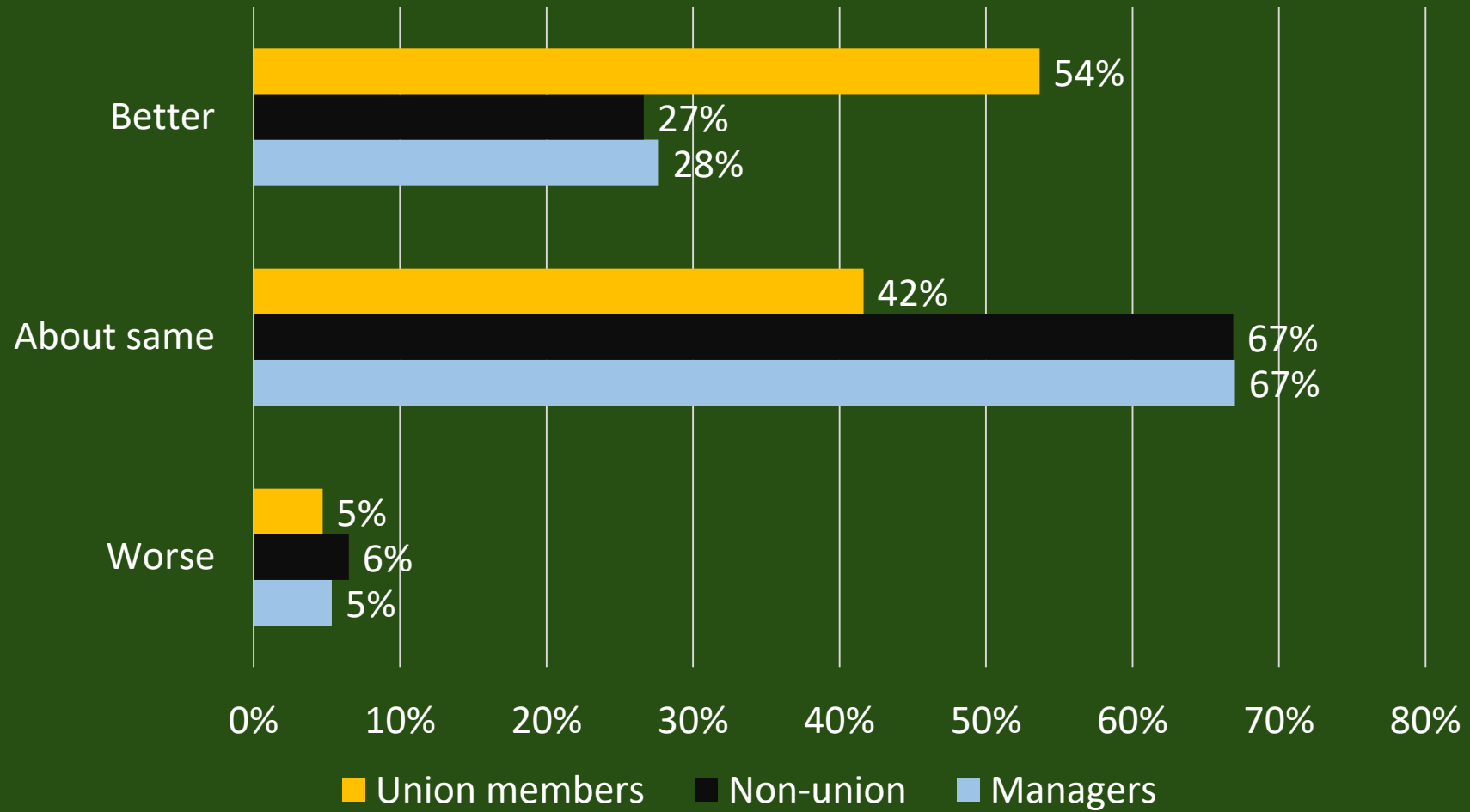


Unions make mental health...



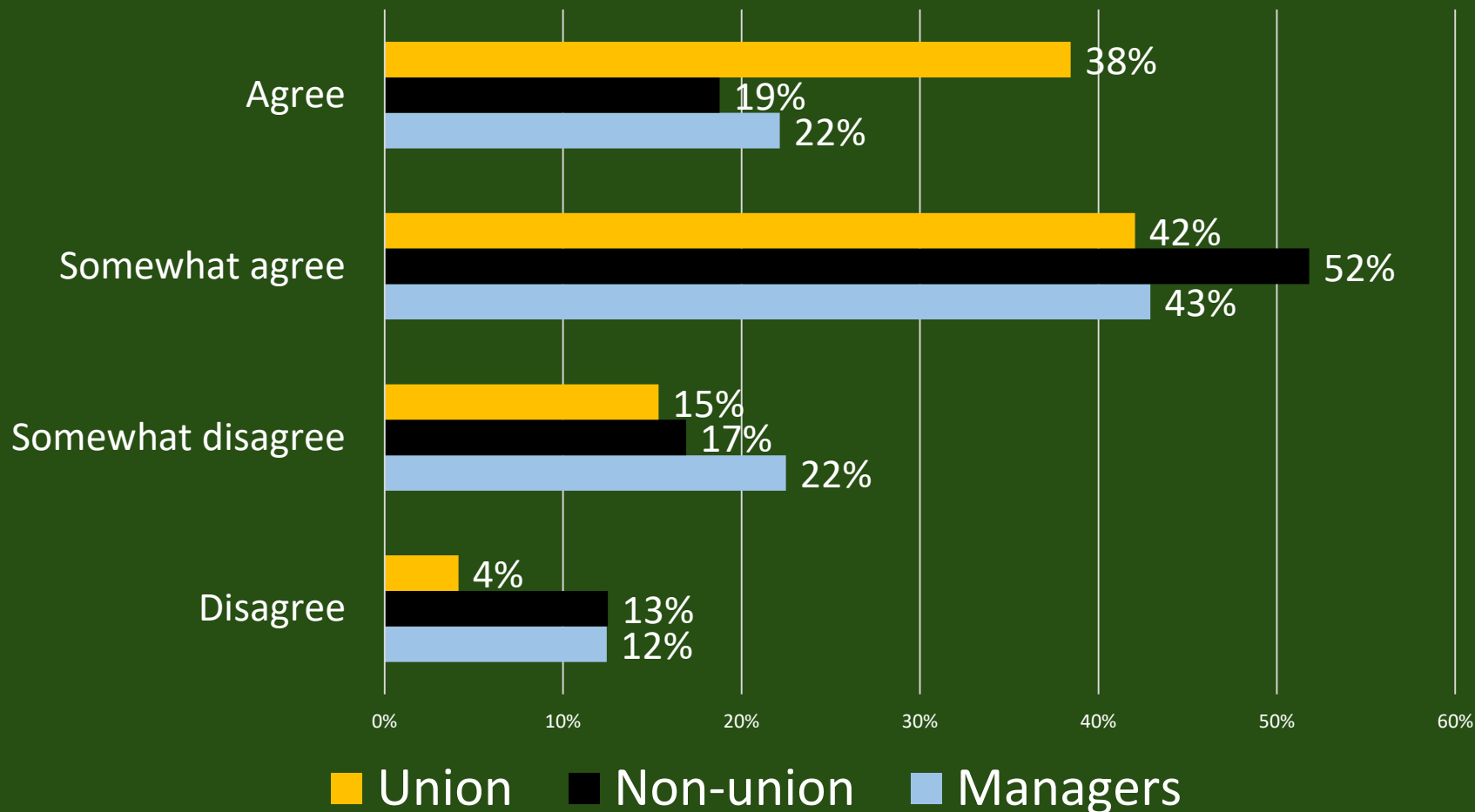


Unions make mental health...



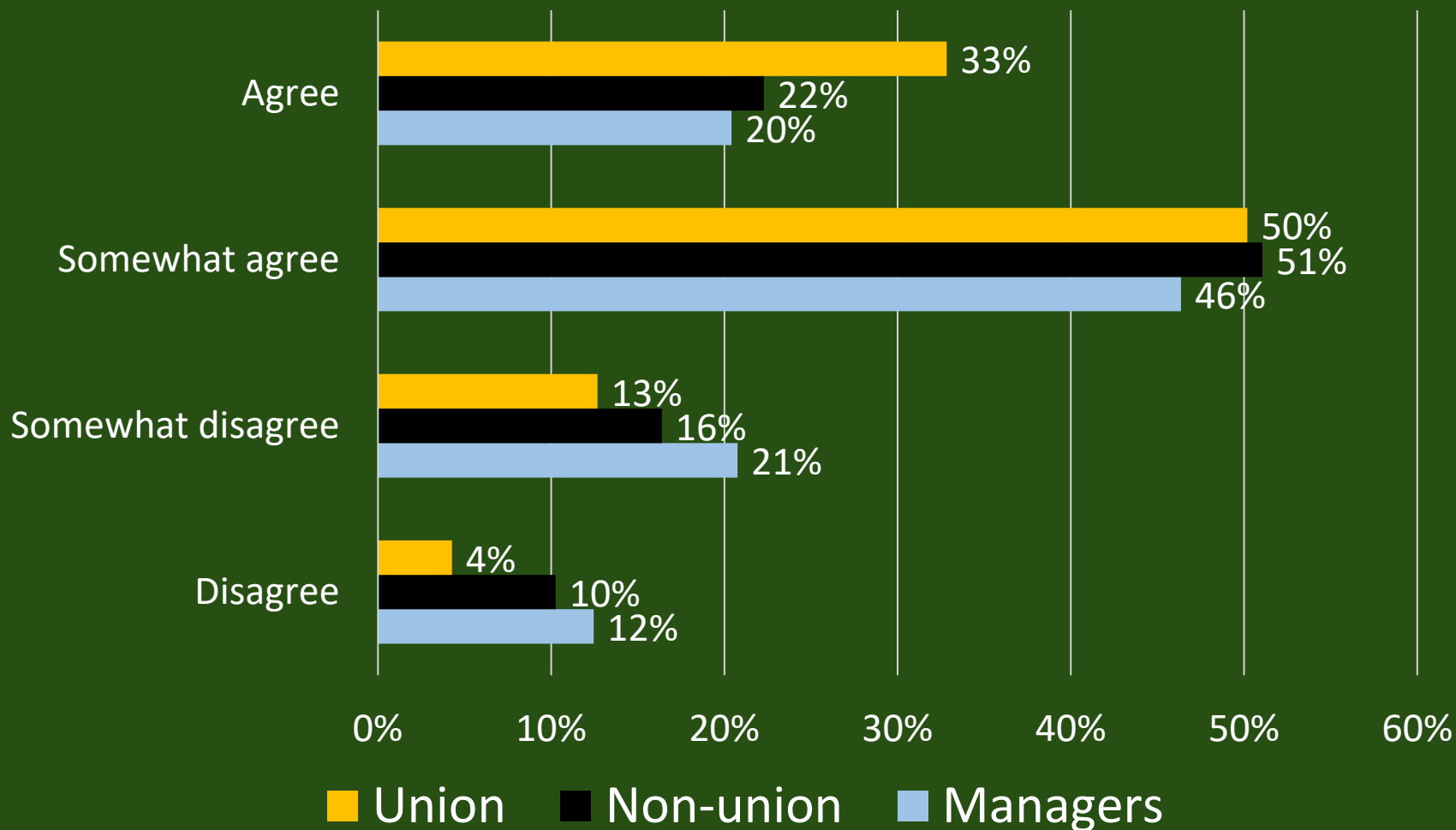


Unions improve conditions affecting mental health





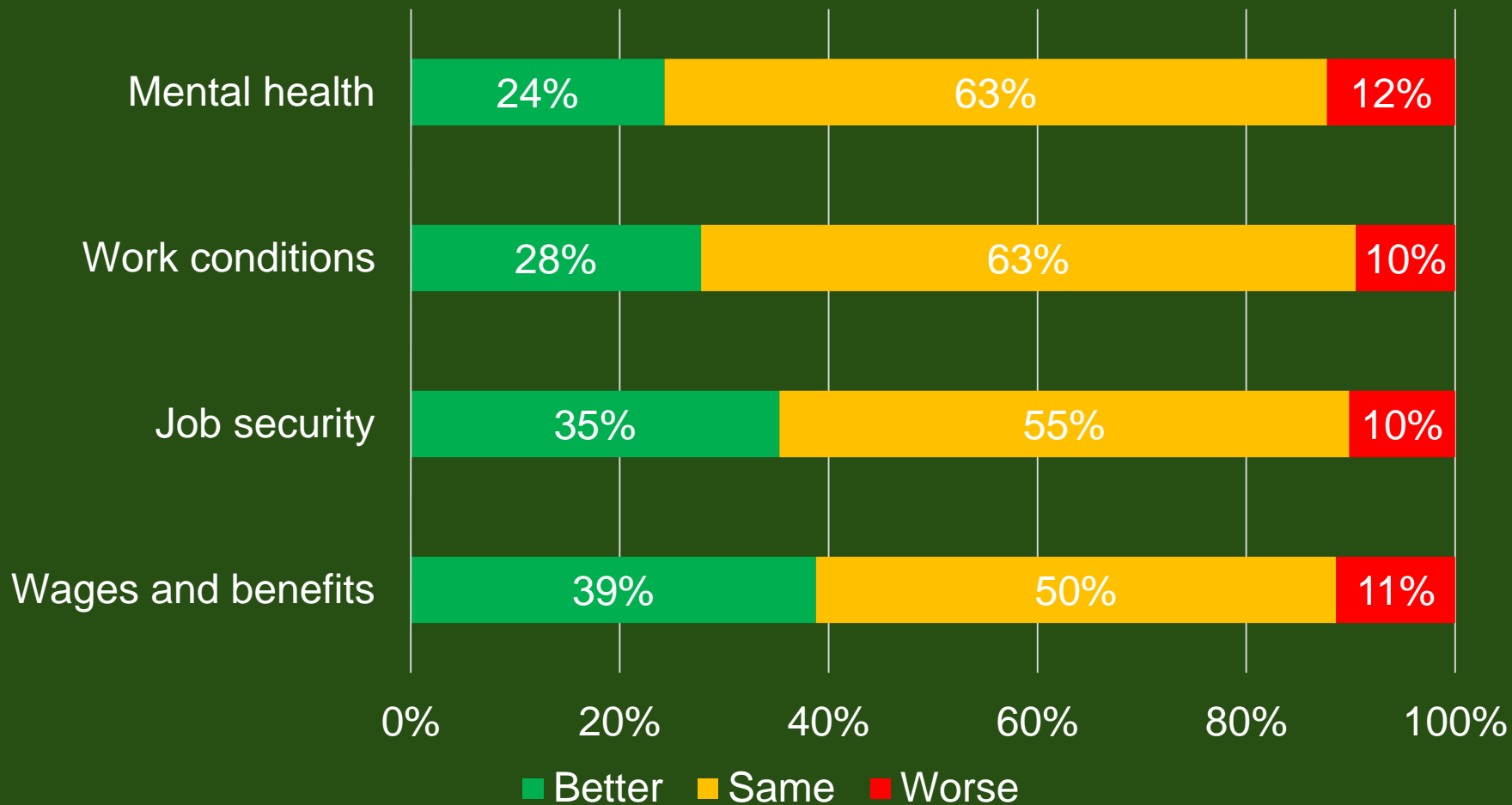
Unions limit harassment





If I had a union...

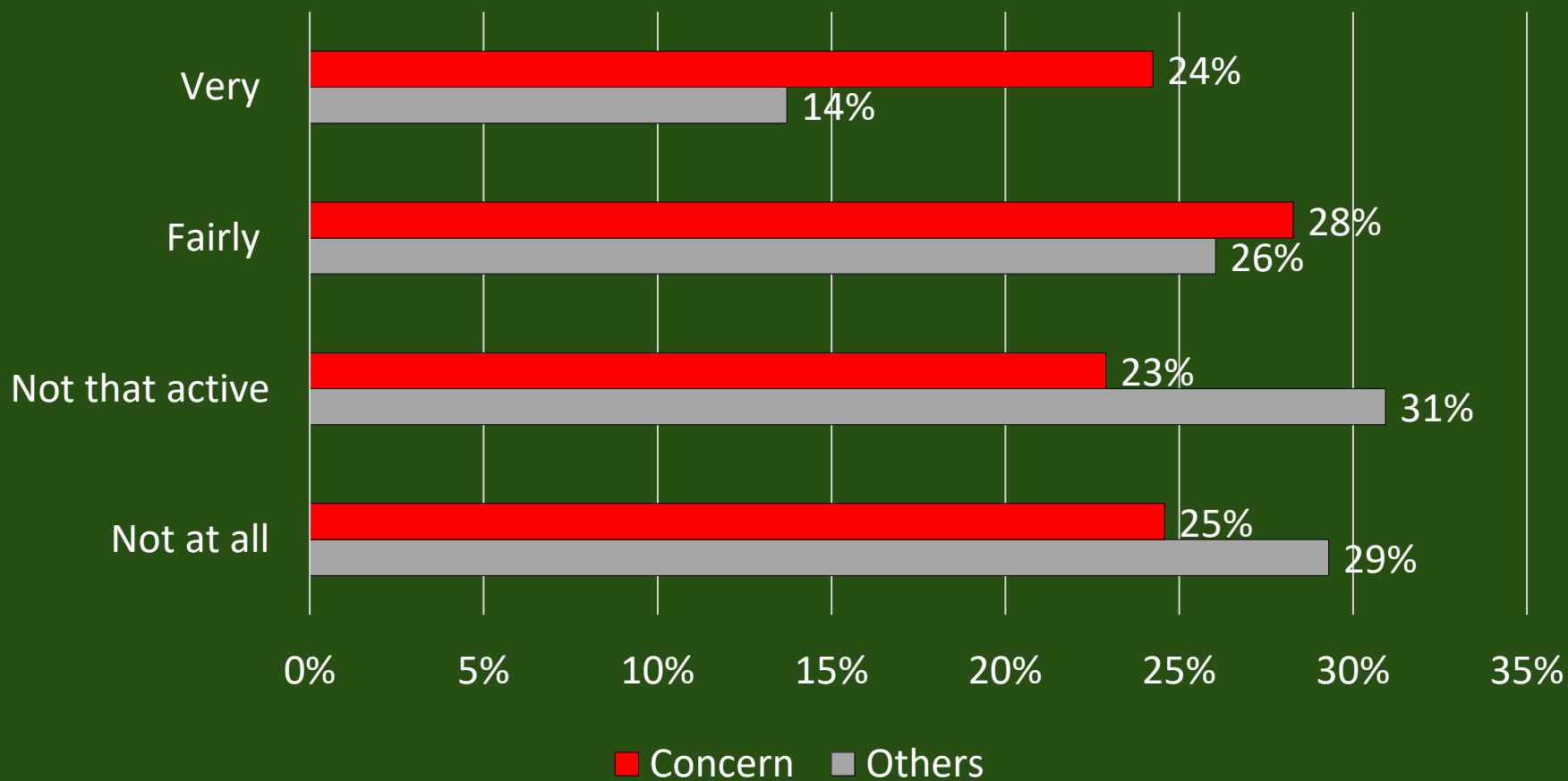
non-union workers only





How active in your union

Union members only

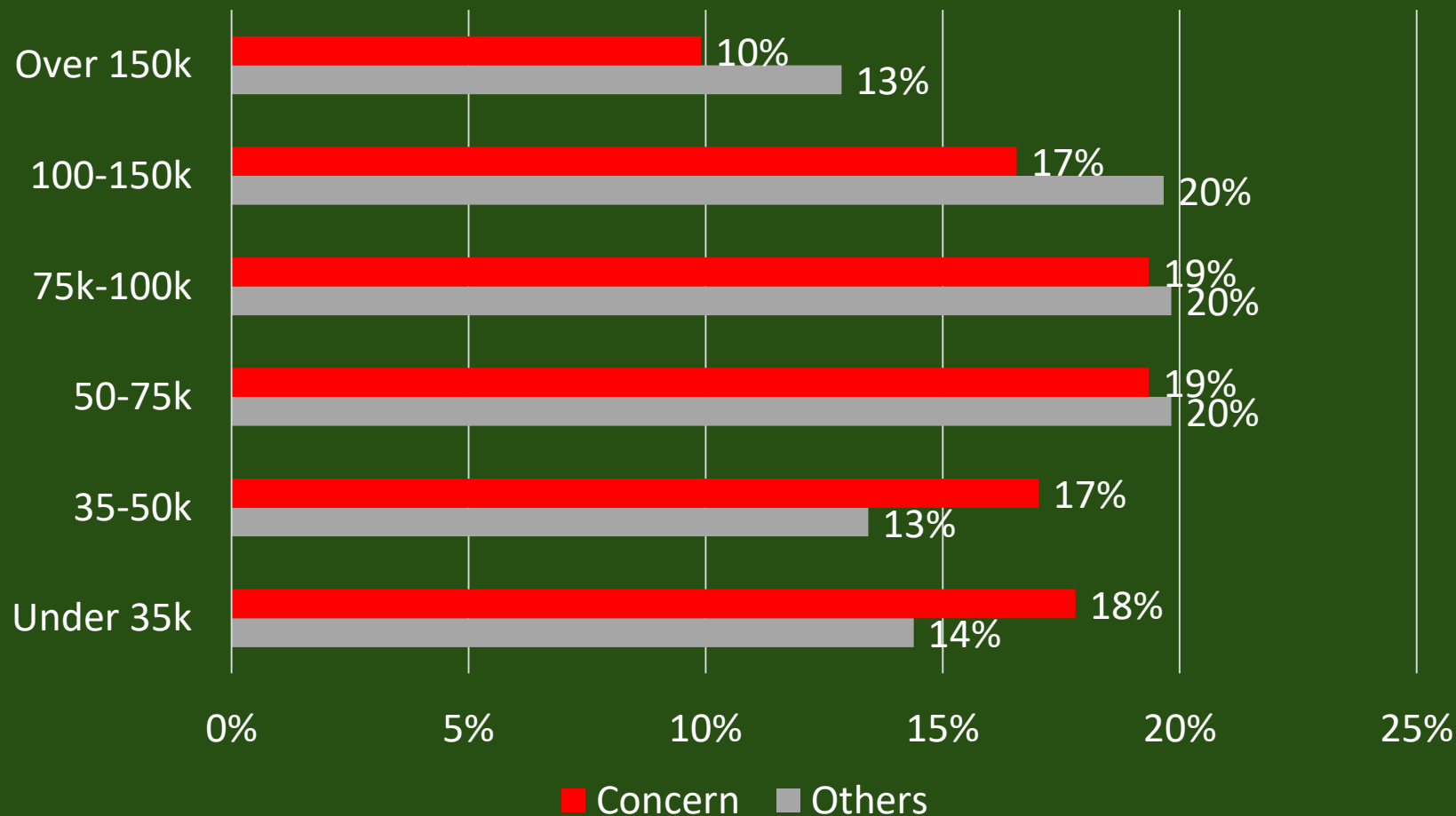




Workplaces and incomes

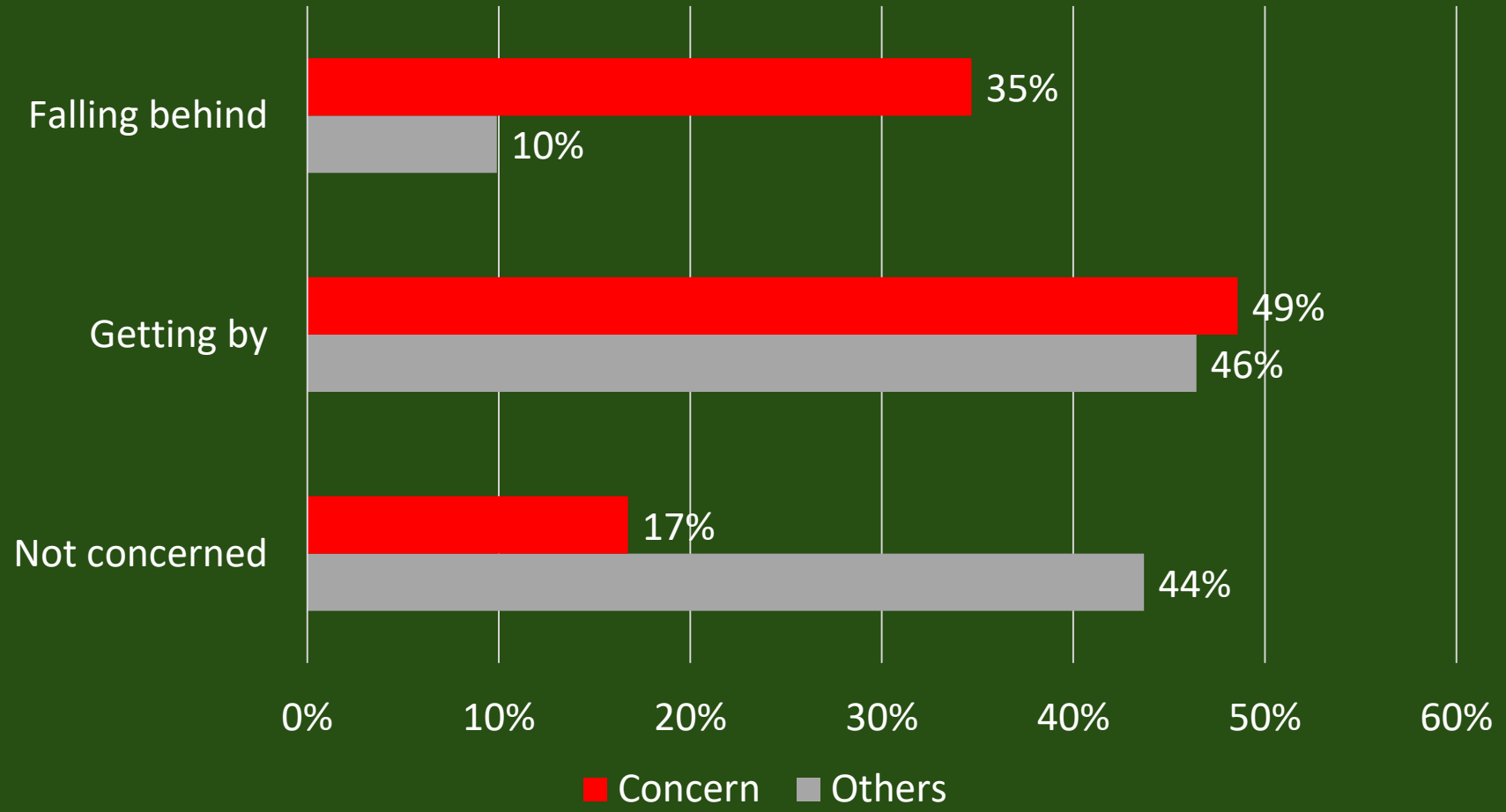


Annual income



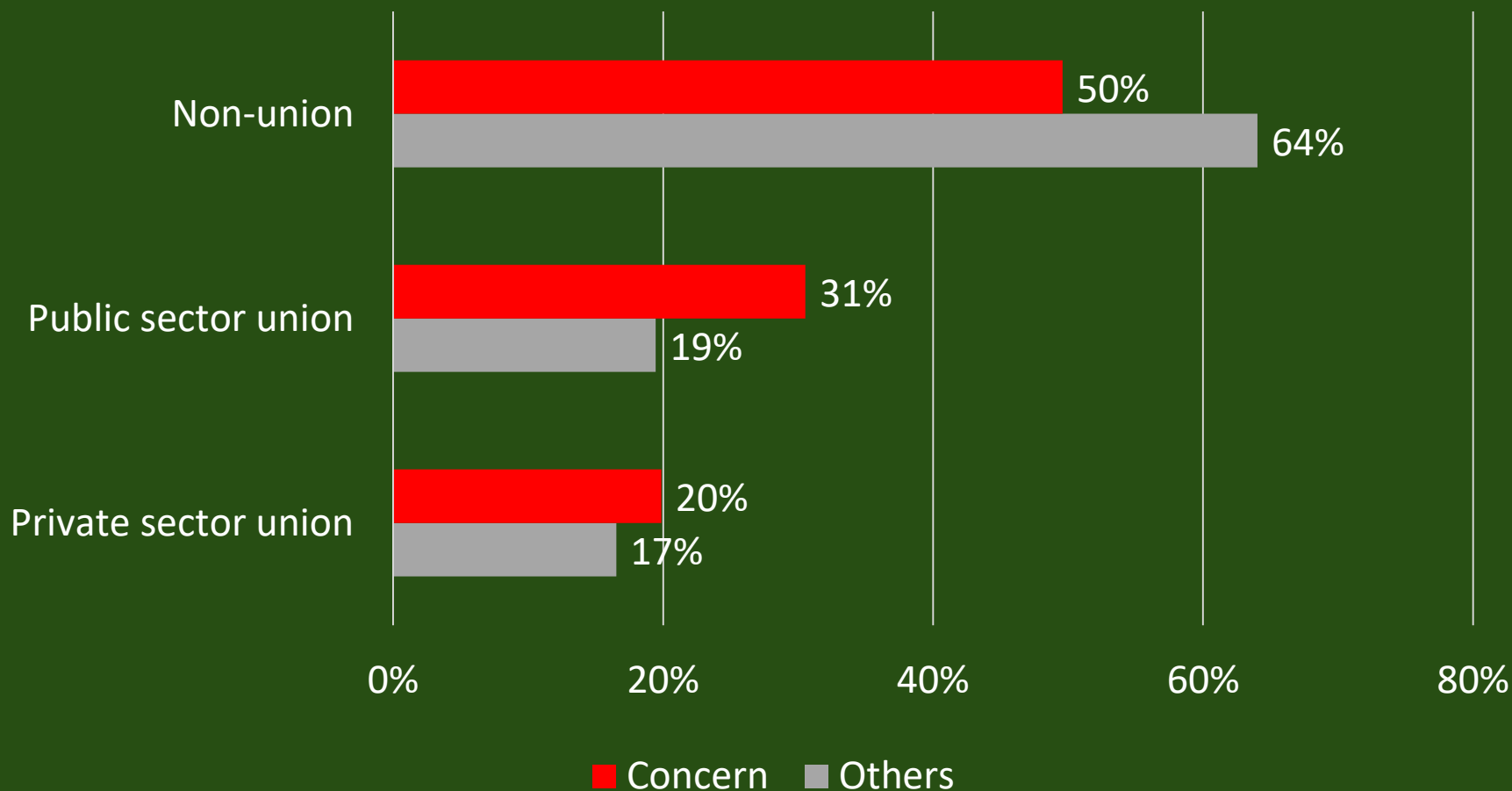


Personal financial experience

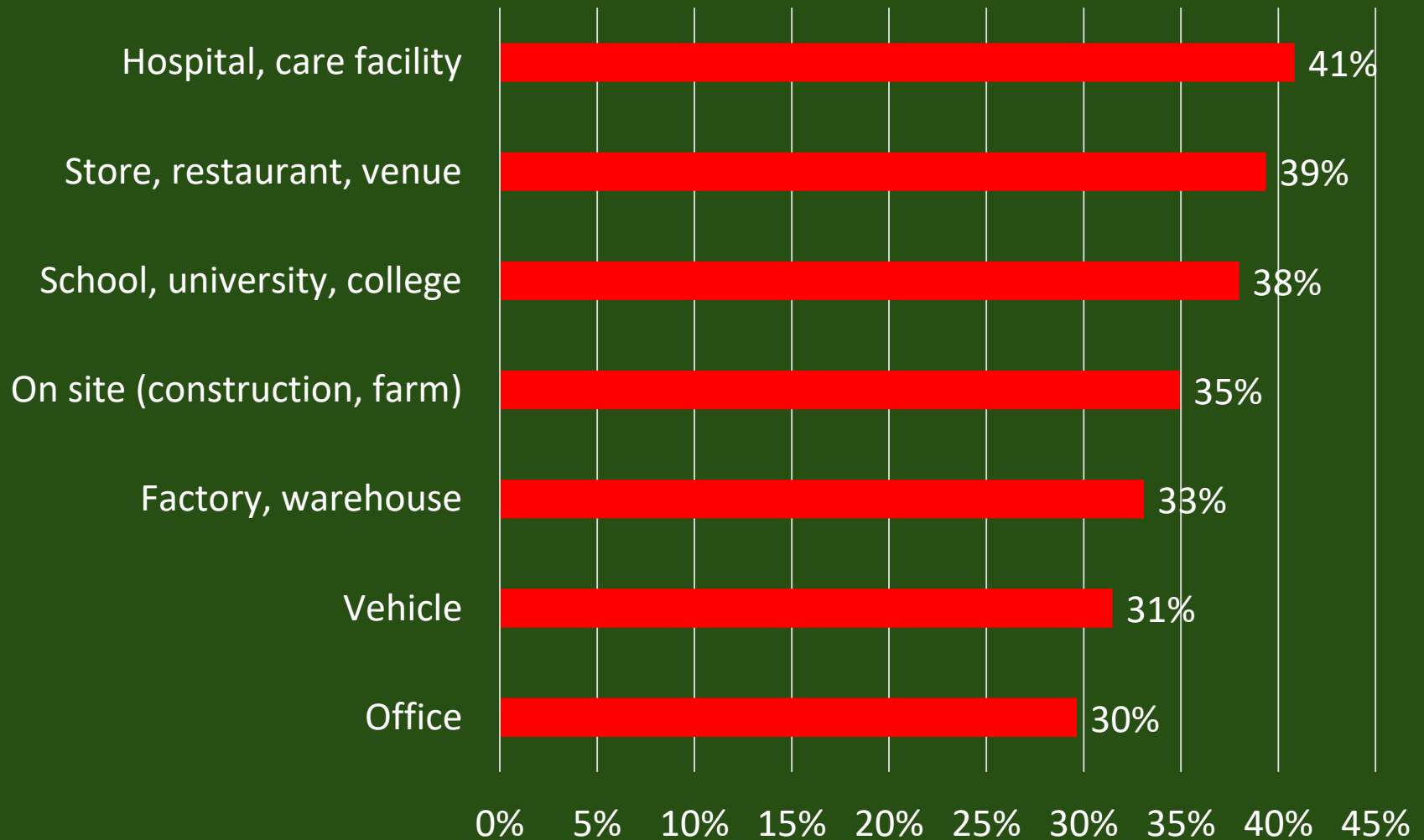




Union sector and non-union



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