



# Quebec's Social and Health Survey Information: Baseline Data Report 2008 (Section 5)

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### 4.3 Psychosocial Environment at Work

- When 1992-1993 and 1998 are compared, the percentage of employed respondents who report weak decision-making autonomy at work increased. The lowest levels of weak decision-making autonomy, and the greatest increase in low levels between 1992-1993 and 1998, were in the 45 years and over group.
- When compared with men, a greater percentage of women report weak decision-making autonomy at work.
- For the greatest percentage of employed male respondents, low and very low scolarity coincides with low psychological demand and low decision-making autonomy while high and very high scolarity coincides with high psychological demand at work and high decision-making autonomy. A greater percentage of female respondents face low decision-making autonomy at work regardless of level of scolarity.
- The greatest percentage of men and women with high levels of psychological distress was located in paid employment with high psychological demand and low decisional autonomy. A greater percentage of women compared to men are subject to these psychosocial constraints at work.
- Anglophone respondents were more likely than Francophones to report elevated autonomy as well as elevated psychological demands at their workplace. They were also more likely to report high psychological demand and low decisional autonomy.
- Single parent families, unemployment and low income levels are associated with a low likelihood of private health care coverage. Respondents 65 years and over were much less likely than other age groups to have private coverage.
- Anglophone respondents were somewhat less likely than Francophones to have their health care costs covered by a private insurance plan.

**Table 4.3.1 – Weak decision-making autonomy at work according to sex and age, population 15 years and older with paid employment, Quebec, 1992-1993 and 1998**

	1992-1993	1998
	%	
<b>Men</b>	40.3	51.3
<b>Women</b>	49.6	61.5
<b>Both sexes</b>		
15-24 years	63.2	70.2
25-44 years	44.6	55.0
45 years and over	36.5	51.9
<b>Total</b>	44.1	55.5

Sources: *Enquête sociale et de santé* 1992-1993.  
Institut de la statistique du Québec, *Enquête social et de santé* 1998.

- When 1992-1993 and 1998 are compared, the percentage of employed respondents who report weak decision-making autonomy at work increased.
- The lowest levels of weak decision-making autonomy, and the greatest increase in low levels between 1992-1993 and 1998, were in the 45 years and over age group.
- When compared to men, a greater percentage of women report weak decision-making autonomy.

**Table 4.3.2 – Psychosocial constraints at work according to relative scolarity, population 15 years and older with paid employment, Quebec, 1998**

	PD- DA+	PD+ DA+	PD- DA-	PD+ DA- %
<b>Relative scolarity</b>				
<b>Men</b>				
Very low	12.0	22.9	32.3	32.8
Low	18.5	17.5	41.1	23.0
Average	21.5	23.6	34.3	20.5
High	22.9	27.9	30.0	19.2
Very High	30.0	43.3	16.6	10.1
<b>Women</b>				
Very low	10.0*	10.6*	45.6	33.8
Low	13.1	11.8	46.7	28.5
Average	16.6	16.6	39.6	27.1
High	22.7	19.5	36.7	21.1
Very High	25.7	34.9	20.1	19.4

Source: Institut de la statistique du Québec, *Enquête sociale et de santé 1998*.

PD = Psychological demand  
DA = Decisional autonomy  
+ = high; - = low

\* Interpret with caution

- The greatest percentage of employed men with low and very low scolarity was located in work with low psychological demand and low decision-making autonomy.
- The greatest percentage of men with high and very high scolarity was located in work with high psychological demand and high decision-making autonomy.
- The greatest percentage of women with low and very low scolarity was located in work with low psychological demand and low decision-making autonomy.
- The greatest percentage of women with high and very high scolarity faced the same psychosocial constraints as those with low scolarity. A greater portion of women than men are located in work with low decision-making autonomy.

**Table 4.3.3 – High level of the indicator of psychological distress according to psychosocial constraints at work and sex, population 15 years and older with paid employment, Quebec, 1998**

	PD- DA+	PD+ DA+	PD- DA-	PD+ DA- %
<b>Men</b>	11.3	16.9	14.7	23.1
<b>Women</b>	15.0	23.7	20.9	29.5

Source: Institut de la statistique du Québec, *Enquête sociale et de santé 1998*.

PD = Psychological demand  
DA = Decisional autonomy  
+ = high; - = low

- The greatest percentage of men and women with high levels of psychological distress was located in paid employment with high psychological demand and low decisional autonomy. A greater percentage of women compared to men are subject to these psychosocial constraints at work.

**Table 4.3.4 – Autonomy at work by mother tongue, Quebec, 1998**

	N=	8510	432	425	154
		French	English	Other	n/a
<b>Elevated</b>		42.23%	47.22%	31.76%	35.06%
<b>Low</b>		55.55%	51.16%	64.47%	51.95%
<b>Unknown</b>		2.22%	1.62%	3.76%	12.99%
		100.00%	100.00%	100.00%	100.00%

Source: Institut de la statistique du Québec, *Enquête sociale et de santé 1998*.

- Anglophone survey respondents were more likely than Francophones to report elevated autonomy at work.

**Table 4.3.5 – Psychological demands at work by mother tongue, Quebec, 1998**

	N=	8510	432	425	154
		French	English	Other	n/a
<b>Elevated</b>		44.28%	56.02%	44.94%	43.51%
<b>Low</b>		53.31%	42.59%	49.65%	41.56%
<b>Unknown</b>		2.41%	1.39%	5.41%	14.94%
		100.00%	100.00%	100.00%	100.00%

Source: Institut de la statistique du Québec, *Enquête sociale et de santé 1998*.

- In relative terms, Anglophone survey respondents were 27% more likely than Francophones to report elevated psychological demands at work.

**Table 4.3.6 – Psychological constraints at work by mother tongue, Quebec, 1998**

	<b>N=</b>	<b>8510</b>	<b>432</b>	<b>425</b>	<b>154</b>
		<b>French</b>	<b>English</b>	<b>Other</b>	<b>n/a</b>
<b>PD-/DA+</b>		20.13%	16.90%	12.94%	10.39%
<b>PD-/DA-</b>		33.03%	25.69%	36.47%	28.57%
<b>PD+/DA+</b>		21.99%	30.32%	17.88%	24.03%
<b>PD+/DA-</b>		22.14%	25.46%	26.82%	19.48%
<b>Unknown</b>		2.71%	1.62%	5.88%	17.53%
		100.00%	100.00%	100.00%	100.00%

Source: Institut de la statistique du Québec, *Enquête social et de santé 1998*.

PD = Psychological demand  
 DA = Decisional autonomy  
 + = high; - = low

- In relative terms, Anglophone survey respondents were 38% more likely than Francophones to report high psychological demand and high decisional autonomy at work. They were 15% more likely than Francophone respondents to report high psychological demand and low decisional autonomy.