



2018-19 Occupational health and safety survey

Methodology

Alberta 

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Overview of methodology

This report is an overview of the 2018-19 Occupational Health and Safety (OHS) Survey methodology. The survey was launched on August 16, 2018, by Jobs, Economy and Trade (formerly the Ministry of Labour).

Objectives

The 2018-19 OHS Survey was the first known occupational health and safety population survey conducted in Alberta. The survey was designed to provide baseline data for future comparisons.

The objectives of the survey were to:

- Provide data on a variety of factors affecting worker health and safety.
- Understand the relationships between factors affecting worker health and safety.
- Gain insight on worker vulnerability.
- Over time, understand industry and occupation specific factors.

The survey data can be used for variety of analyses, including:

- Within an industry or occupation.
 - Refers to looking at the characteristics of groups of workers within the same industry. An industry sector can be diverse, with employers of varying sizes and workers with unique characteristics. Analyzing occupations data within an industry sector can identify trends and patterns that might be obscured if looking at an entire industry. This analysis-type can inform the development of industry sector and occupation-specific workplace health and safety programs and policies.
- Between industries or occupations.
 - This analysis-type involves comparing characteristics across different industry sectors or occupations. This may provide insight on similarities or differences among various industry sectors. Understanding the characteristics and needs of workers in different industry sectors or occupations can guide the development of targeted workplace health and safety interventions.
- Between workers with non-workers.
 - The survey was designed to allow statistical comparisons between workers and non-workers. This analysis-type can reveal trends in labour force participation, demographics, worker behaviours, vulnerable populations and barriers to employment. Comparison to non-workers also provides insight on behaviours, and self-perceived health and social status. These findings can inform workplace health and safety policies aimed at disparities and needs of workers.

Survey design

Survey question development

The survey questions were developed based on topics expected to impact workers' health. Validated questions and measures were selected from among published and peer-reviewed academic literature, or pre-existing surveys. When needed, questions were modified for ease of interpretation.

The survey questions were based on the following themes (alphabetical order):

- Appraisal and coping – workers' resilience and ability to cope with potential workplace stressors.
- Core demographics – gender, age, language skills, occupation and workplace characteristics.
- Health – mental and physical health and wellbeing.
- Job strain – job-related stress levels.
- Potential work stressors – aspects of work that may cause stress, like a mismatch between job demands and control, interpersonal relations and workload.
- Social and material circumstances – worker's self-perceived place within social hierarchies through factors like socio-economic status, immigration status and material wellbeing.

- Worker attributes – skills, knowledge and attitudes of workers.
- Worker behaviours – behaviours of workers at work, including use of personal protective equipment.
- Work environment – workplace factors, including health and safety programs, job demands, job control and decision latitude.
- Work exposures – focused on the workplace exposures that may be hazardous to the worker.
- Work social support – described social supports found in the workplace.
- Other factors – non-work factors that affect health, like health behaviours, socio-economic factors and overall stress (not limited to work stress).

[Appendix A](#)-Table A1 provides the original sources of the questions by theme.

In total, there were 257 variables. The OHS Survey tool can be found in [Appendix B](#).

Modules

The survey was divided into two parts to improve data collection and accommodate respondents' time.

The first part covered core demographics and three randomly assigned modules. Upon completion of the first part, respondents could choose whether to complete the second part of the survey that contained the remaining modules. In total, there were eight modules in the survey. On average, the survey took 44 minutes to complete (approximately 20 minutes per part).

Survey implementation

The survey was administered by R.A. Malatest & Associates Ltd. using a combination of random digit telephone dialing and online panels. R.A. Malatest & Associates Ltd. worked with Jobs, Economy and Trade to identify, engage, and recruit appropriate types of workplaces and employers to survey workers (see [Survey representativeness](#)).

Most respondents (84 per cent) completed the online panels, the remaining respondents were surveyed via telephone calls. The survey was completed from August 2018 to March 2019. A total of 8,484 respondents participated (Albertans aged 18 years and older). A total of 8,464 records were validated and included in the analyses. Sixty-two per cent of respondents were current workers, the remaining 38 per cent were non-workers (Table 1). Fifty-three per cent of respondents were new workers with less than one year of work experience at their current employer (Table 2).

TABLE 1. CURRENT WORKER STATUS BY RECRUITMENT METHOD

Employment Status	Online		Telephone		Total	
	Number	Per cent	Number	Per cent	Number	Per cent
Current worker	4,395	62	800	59	5,195	62
Not currently working	2,652	38	546	41	3,198	38
Total	7,047	84	1,346	16	8,393	100

Chi-Square $p < 0.05$

Source: OHS Survey, prepared by Jobs, Economy and Trade

TABLE 2. NEW WORKER STATUS BY RECRUITMENT METHOD

Employment Status	Online		Telephone		Total	
	Number	Per cent	Number	Per cent	Number	Per cent
New worker	2,381	59	120	16	2,501	53
Not new worker	1,626	41	619	84	2,245	47
Total	4,007	84	739	16	4,746	100

Chi-Square $p < 0.0001$

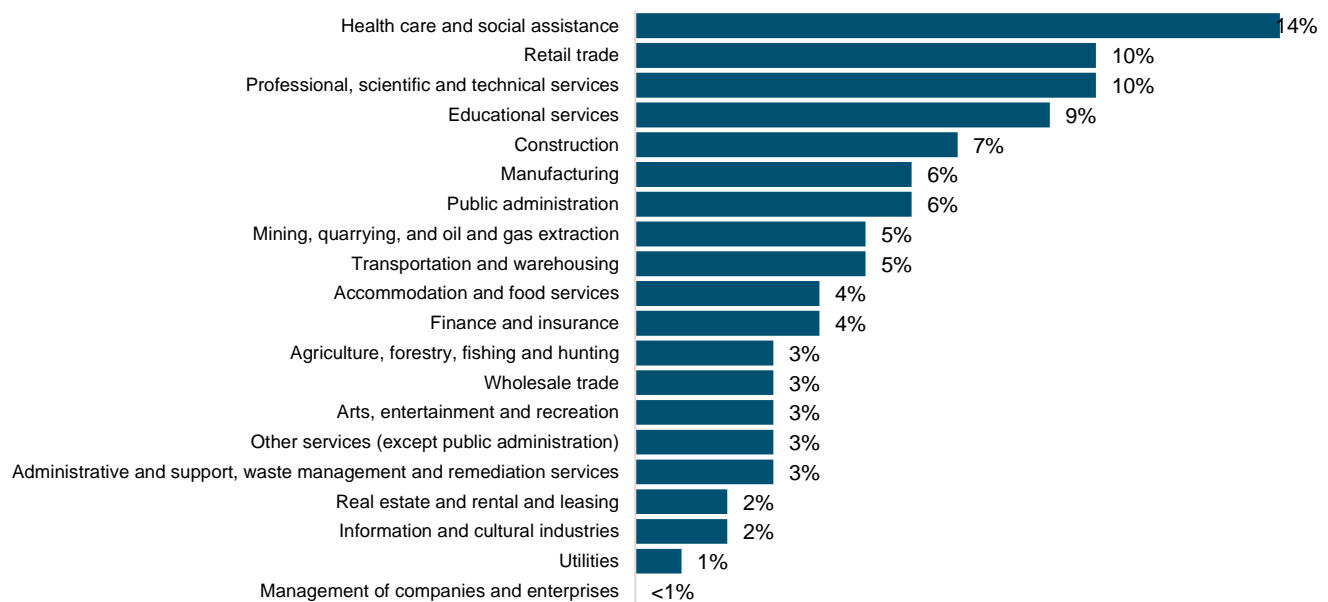
Source: OHS Survey, prepared by Jobs, Economy and Trade

Survey representativeness

Efforts were made throughout the survey planning and implementation phases to ensure the final data set would contain a representative sample of Alberta's workforce. Throughout the surveying process, the distribution of respondents were compared to the 2016 Census population data for Alberta, based on industry sectors (two-digit North American Industry Classification System (NAICS) codes) and occupational groups (one-digit National Occupation Classification (NOC) codes).

An industry sector or occupation group was considered over-represented in the sample if it exceeded 10 per cent of its expected representation in the sample; under-represented industry sectors or occupation groups were more than 10 per cent below their expected levels. Over-sampling was conducted in under-represented industry sectors and occupation groups, in an effort to improve the representation of Alberta's workforce within the sample population.

Survey respondents were most commonly working in the health care and social assistance (14 per cent) industry sector, followed by retail trade and professional, scientific and technical services (10 per cent each) (Figure 1). By occupation, survey respondents were most commonly administrative and financial supervisors (nine per cent), followed by specialized middle management occupations (seven per cent).



*Missing industry = 3,428

Figure 1: Distribution of industry sectors by proportion of respondents

Source: OHS Survey, prepared by Jobs, Economy and Trade

The age distribution of survey respondents is provided in [Appendix C](#) -Table A1. Respondents under the age of 50 were under-represented compared to Alberta's 2019 workforce population ([Appendix C](#) -Table A1).¹ Respondents ages 50 and older were over-represented, compared to Alberta's 2019 workforce population.

Examining the survey completion mode (telephone or online) by different age groups, demonstrated that older respondents (ages 60 and older) were two times more likely to complete the telephone surveys than younger respondents ([Appendix C](#) -Table A2). Younger respondents (ages 18 to 29) were nearly six times more likely to complete the online survey than the telephone survey.

Survey completion

Overall, 57 per cent of participants completed the entire survey ([Appendix C](#) -Table A3). Online panel respondents were more likely (61 per cent) than telephone respondents (35 per cent) to complete the entire survey.¹ Respondents that completed the survey were also more likely to be female than male (57 per cent versus 43 per cent, respectively).¹

The telephone survey had an average response rate of four per cent. This is comparatively lower than other similar surveys.² The online survey had an average response rate of 14 per cent in part one and 66 per cent in part two.

Limitations

The OHS Survey was not designed to be a census of the overall Alberta worker population. The analyses are based on finding connections between variables (correlation) and should not be mistaken for causation.

The OHS Survey used mixed-method sampling, including random digit dial telephone and online surveys, to reach various age and gender groups. However, the telephone survey only included listed landline numbers, which might not represent all demographics, especially with mobile phone use. This affects the representativeness of those surveyed, compared to the rest of the Albertan population.

The low response rate may introduce sampling bias, as the responses received may not accurately represent the Alberta worker population. This may undermine the reliability and generalizability of the findings.

¹ p<0.0001

²Geldart, S., Smith, C. A., Shannon, H. S., & Lohfeld, L. (2010). Organizational practices and workplace health and safety: A cross-sectional study in manufacturing companies. *Safety Science*, 48(5), 562-569.

²Eng, A., 'T Mannetje, A., Cheng, S., Douwes, J., Ellison-Loschmann, L., McLean, D., & Pearce, N. (2010). The New Zealand workforce survey I: self-reported occupational exposures. *Annals of occupational hygiene*, 54(2), 144-153.

Appendix A

TABLE A1. OHS SURVEY THEMES AND QUESTION SOURCES

Themes	Sources
Appraisal and coping	Brief Resilience Scale
Health	Canadian Community Health Survey Centers for Disease Control and Prevention “Healthy Days Measure” EuroQol Research Foundation EQ-5D-5L European Foundation for the Improvement of Living and Working Conditions, European Working Conditions Survey Personal wellbeing Index-Adult, The International Wellbeing Group Statistics Finland, Quality of Work Life Survey Work Associated Population Profiles within Emergency Departments (WAPPED)
Non-work factors that affect health	Canadian Community Health Survey Health Related Behaviours: Alberta Community Health Survey Single-item measure of stress symptoms
Job strain	Canadian Community Health Survey European Foundation for the Improvement of Living and Working Conditions, European Working Conditions Survey
Potential work stressors	Everyday Discrimination Scale Effort-Reward Imbalance Questionnaire European Foundation for the Improvement of Living and Working Conditions, European Working Conditions Survey Institute for Work and Health, OHS Vulnerability Measure Statistics Finland, Quality of Work Life Survey
Social location & material circumstances	Alberta Community Health Survey MacArthur Scale of Subjective Social Status Statistics Finland, Quality of Work Life Survey
Work environment	Canadian Community Health Survey European Foundation for the Improvement of Living and Working Conditions, European Working Conditions Survey Institute for Work and Health, OHS Vulnerability Measure Psychosocial Safety Climate-12 Survey The Swedish Demand-Control-Support Questionnaire
Work exposures	Institute for Work and Health, OHS Vulnerability Measure European Foundation for the Improvement of Living and Working Conditions, European Working Conditions Survey
Work social support	Canadian Community Health Survey The Swedish Demand-Control-Support Questionnaire
Worker attributes	Canadian Community Health Survey Institute for Work and Health, OHS Vulnerability Measure
Worker behaviours	European Foundation for the Improvement of Living and Working Conditions, European Working Conditions Survey Neal and Griffin Safety Behaviour measure Work Associated Population Profiles within Emergency Departments

Source: OHS Survey, prepared by Jobs, Economy and Trade

Appendix B

OHS Survey

Survey Instrument

Telephone introduction

Hello, my names is _____ and I am calling from R.A. Malatest & Associates on behalf of Alberta Labour. Alberta Labour is conducting a representative survey with Albertans concerning occupational health and safety. The purpose of this survey is to develop a clearer understanding of worker vulnerability factors including factors such as workplace health and safety hazards, employee health and employee coping skills. The information collected through this survey will provide valuable feedback relating to occupational health and safety.

All information collected through this survey will be used for research purposes and will be kept confidential. The information you provide is protected under the provisions of the Alberta *Freedom of Information and Protection of Privacy Act*. All information collected will be anonymized and your identity will not be linked with any of the information you provide.

1. The survey will take approximately 20 minutes to complete. Can we start the survey with you at this time?

1. Yes [GO TO SCREENER]
2. No

2. [ASK IF INTRO1=2] Is there a better time to complete this survey with you?

1. Yes [RECORD APPOINTMENT]
2. No

3. [ASK IF INTRO3=2] The survey can be completed online. If you would like, I can send an email with a link to the online survey. Would you like to complete the survey online?

1. Yes [SEND EMAIL WITH SURVEY LINK]
2. No [THANK AND TERMINATE]

SCREENER:

4. Are you over the age of 18?

1. Yes
2. No [TERMINATE: "Thank you for your interest, but this survey is only available to individuals over the age of 18 years."]

5. Are you currently living in Alberta?

1. Yes
2. No [TERMINATE: "Thank you for your interest, but this survey is only available to residents of Alberta].

6. Which of the following industries are you currently working in?

1. Agriculture, forestry, fishing and hunting
2. Mining, quarrying, and oil and gas extraction
3. Utilities
4. Construction
5. Manufacturing
6. Wholesale trade
7. Retail trade
8. Transportation and warehousing
9. Information and cultural industries
10. Finance and Insurance
11. Real estate and rental and leasing

12. Professional, scientific and technical services
13. Management of companies and enterprises
14. Administrative and support, waste management and remediation services
15. Educational services
16. Health care and social assistance
17. Arts, Entertainment and recreation
18. Accommodation and food services
19. Other services (except public administration)
20. Public administration
21. I am not currently working

[PROGRAMMING NOTE: This question is to remain hidden until quotas for specific industries begin to get filled. As certain industries are oversampled they will be terminated from the survey]

TERMINATION SCRIPT: "Thank you for your interest, but our quota for individuals working in that industry has already been met."

7. This research project is also collecting longitudinal data from participants. Would you be willing to complete this survey again in the future? Your results from both surveys would be linked for analysis.

1. Yes
2. No

DISCLAIMER: "This call may be recorded for quality control and training purposes." [START SURVEY]

TERMINATION SCRIPT: "Thank you for your time. Have a good day."

ONLINE INTRODUCTION

Alberta Labour is conducting a representative survey with Albertans. The purpose of this survey is to develop a clearer understanding of worker vulnerability factors including factors such as workplace health and safety hazards, employee health and employee coping skills. The information collected through this survey will provide valuable feedback to occupational health and safety.

All information collected through this survey will be kept confidential and is protected under the provisions of the Alberta *Freedom of Information and Protection of Privacy Act*. All information collected will be anonymized and none of the information you provide will be linked to you.

1. The survey will take approximately 20 minutes to complete. Are you ready to start the survey at this time?

1. Yes [Go to 3]
2. No

2. Would you like to complete the survey at another time?

1. Yes [EXIT SURVEY]
2. No [EXIT SURVEY AND CODE RESPONDENT AS A REFUSAL]

3. Are you over the age of 18?

1. Yes
2. No [TERMINATE: "Thank you for your interest, but this survey is only available to individuals over the age of 18 years."]

4. Are you currently living in Alberta?

1. Yes
2. No [TERMINATE: "Thank you for your interest, but this survey is only available to residents of Alberta].

5. Which of the following industries are you currently working in?

3. Agriculture, forestry, fishing and hunting
4. Mining, quarrying, and oil and gas extraction
5. Utilities
6. Construction
7. Manufacturing
8. Wholesale trade
9. Retail trade
10. Transportation and warehousing
11. Information and cultural industries
12. Finance and Insurance
13. Real estate and rental and leasing
14. Professional, scientific and technical services
15. Management of companies and enterprises
16. Administrative and support, waste management and remediation services
17. Educational services
18. Health care and social assistance
19. Arts, Entertainment and recreation
20. Accommodation and food services
21. Other services (except public administration)
22. Public administration
23. I am not currently working

[PROGRAMMING NOTE: This question is to remain hidden until quotas for specific industries begin to get filled. As certain industries are oversampled they will be terminated from the survey]

TERMINATION SCRIPT: "Thank you for your interest, but our quota for individuals working in that industry has already been met."

[PROGRAMMING INSTRUCTIONS]

All respondents completing the survey for the first time complete the CORE MODULE (Section A) and three (3) other modules that are selected at RANDOM.

Panel respondents who are completing the survey for the second time will complete the four modules that they did not complete the first time.

CORE MODULE

To begin with, we would like to ask you about your general health, life satisfaction, and coping skills.

A1. (B1). In general, would you say your health is...?

1. Excellent
2. Very Good
3. Good
4. Fair
5. Poor
99. Don't know
88. Prefer not to answer

A2. (B28). Thinking about you own life and personal circumstances, please rate how satisfied you feel on a scale from 0 to 10, where 0 mean you feel no satisfaction at all and 10 means that you are completely satisfied.

How satisfied are you with...	Feel no satisfaction											Completely satisfied	Don't know	Prefer not to answer
a. Your life as a whole?	0	1	2	3	4	5	6	7	8	9		10	99	88
i. Your job?	0	1	2	3	4	5	6	7	8	9		10	99	88

A3. (E1). Thinking about the amount of stress in your life for the past 12 months, would you say that most of your days are...

- 1. Not at all stressful
- 2. Not very stressful
- 3. A bit stressful
- 4. Quite a bit stressful
- 5. Extremely stressful
- 99. Don't know
- 88. Prefer not to answer

A4. (E2). Thinking about your main job for the past 12 months, would you say that most of your days at work were...

- 1. Not at all stressful
- 2. Not very stressful
- 3. A bit stressful
- 4. Quite a bit stressful
- 5. Extremely stressful
- 99. Don't know
- 88. Prefer not to answer

A5. (F1). Please indicate the degree to which you agree or disagree that the following statement accurately describes you.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
c. It does not take me long to recover from a stressful event.	1	2	3	4	5	99	88

A6. (B12). Assume that your work ability at its best has a value of 10 points. How many points would you give your current work ability? (0 means that you cannot currently work at all).

- 1. [Range: 0 to 10]
- 99. Don't know
- 88. Prefer not to answer

We would now like to talk about your employment situation.

A7. (H1). What best describes your current situation?

1. Employed full-time
2. Employed part-time
3. Self-employed
4. Retired
5. Student
6. Looking after family
7. Looking for employment
8. Other (please specify):
99. Don't know
88. Prefer not to answer

A8. (H2). [ASK IF A7 (H1)=1,2,3,4,5,6,7] How long have you been [RECALL H1 ANSWER]?

- 1.
99. Don't know
88. Prefer not to answer

A9. (H3). [ASK IF A7 (H1)=1, 2 or 3] How many jobs do you currently work? Include self-employment as a job.

1. [Range: 1 to 20]
99. Don't know
88. Prefer not to answer

A10. (B17). [ASK IF A7 (H1)=1, 2 or 3] During the past 12 months, were you injured at work?

1. Yes
2. No
99. Don't know
88. Prefer not to answer

A11. (B18). [ASK IF A10 (B17) =1] Was this injury reported to the Workers' Compensation Board (WCB)?

1. Yes
2. No
99. Don't know
88. Prefer not to answer

For remaining questions in this section, please refer to your main job. Your main job is the place where you spend the most working hours in a typical week.

A13. (D2). [ASK IF A7 (H1) =1, 2 or 3] Does your workplace have a health and safety program? Examples include the Certificate of Recognition (COR) Program and OSHA Standard.

1. Yes
2. No
99. Don't know
88. Prefer not to answer

A14. (H4). [ASK IF A7 (H1) =1, 2 or 3] What is your job title at your main job?

1. _____
99. Don't know
88. Prefer not to answer

A15. (H5). [ASK IF A7 (H1) =1, 2 or 3] In this job, what are your main responsibilities?

1. _____
99. Don't know
88. Prefer not to answer

A16. (H6). [ASK IF A7 (H1) =1, 2 or 3] What industry is your main job in?

1. _____
99. Don't know
88. Prefer not to answer

A17. (H7). [ASK IF A7 (H1) =1, 2 or 3] What kind of products or services does the business you work for provide?

1. _____
99. Don't know
88. Prefer not to answer

A18. (H8). [ASK IF A7 (H1) =1, 2 or 3] How long have you worked in this industry?

1. Less than 1 year
2. _____ months [Range: 1 to 24]
3. _____ years [Range: 1 to 60]
99. Don't know
88. Prefer not to answer

A19. (H9). [ASK IF A7 (H1) =1, 2 or 3] How long have you worked for your current main employer?

1. Less than 1 year
2. _____ months [Range: 1 to 24]
3. _____ years [Range: 1 to 60]
99. Don't know
88. Prefer not to answer

A20.(H10). [ASK IF A7 (H1) =1, 2 or 3] Approximately how long has your main employer been in business? Please refer to the entire organization, not just the office or location where you work.

1. Less than 1 year
2. _____ months [Range: 1 to 24]
3. _____ years [Range: 1 to 1,000]
99. Don't know
88. Prefer not to answer

A21. (H11). [ASK IF A7 (H1) =1, 2 or 3] Approximately how many employees does your main employer have? Please refer to the entire organization, not just the office or location where you work.

1. _____ [Range: 1 to 999,999]
99. Don't know
88. Prefer not to answer

The following demographic questions help us determine who is completing the survey.

A22. (I1). What is your current age?

1. _____ years [Range 18 to 130 years]
99. Don't know
88. Prefer not to answer

A23. (I2). What is your gender?

- 1. Male
- 2. Female
- 3. Other (please specify):
- 99. Don't know
- 88. Prefer not to answer

A24. (I12). What is your postal code?

- 1.
- 99. Don't know
- 88. Prefer not to answer

MODULE 1

In this section we would like to ask you about your work environment. If you are not currently working, please refer to last job that you had.

B1. (D1). For the next set of statements please indicate the degree to which you agree or disagree that the statement accurately describes your work situation.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
a. I am clear about my rights and responsibilities in relation to workplace health and safety.	1	2	3	4	5	99	88
b. I feel free to voice concerns or make suggestions about workplace health and safety at my job.	1	2	3	4	5	99	88
c. I ensure the highest levels of safety when I carry out my job.	1	2	3	4	5	99	88
e. There is regular communication between employees and management about safety issues.	1	2	3	4	5	99	88
f. Senior management considers employee safety to be as important as productivity	1	2	3	4	5	99	88
g. Senior management considers employee psychological health to be as important as productivity.	1	2	3	4	5	99	88
h. In my workplace, senior management acts quickly to correct problems/issues that affect employees' psychological health.	1	2	3	4	5	99	88
i. There is good communication here about psychological safety issues which affect me.	1	2	3	4	5	99	88

i. In my organization, the prevention of stress involves all levels of the organization.	1	2	3	4	5	99	88
--	---	---	---	---	---	----	----

B2. (C1). In your job, how often do you experience...

	Never	Every year	Every month	Every week	Every day	Don't know	Prefer not to answer
a. Being treated with less courtesy or respect than other people?	1	2	3	4	5	99	88
b. Verbal abuse?	1	2	3	4	5	99	88
c. Bullying or harassment?	1	2	3	4	5	99	88
d. Unwanted sexual attention?	1	2	3	4	5	99	88
e. Threats?	1	2	3	4	5	99	88
f. Humiliating behaviours?	1	2	3	4	5	99	88
g. Physical violence?	1	2	3	4	5	99	88
h. Being in situations that are emotionally disturbing to you?	1	2	3	4	5	99	88
i. Dealing directly with people who are not employees at your workplace such as customers, passengers, pupils, patients, etc?	1	2	3	4	5	99	88
j. Handling angry clients, customers, patients, pupils, etc?	1	2	3	4	5	99	88

B3. (C5). Considering the tasks in your work, are your co-workers who are doing roughly similar tasks to yours:

1. All women
2. Mostly women
3. Both men and women
4. Mostly men
5. All men
6. Nobody else does work similar to you
99. Don't know
88. Prefer not to answer

MODULE 2

C1. (B7).[ONLINE][PLACE EACH QUESTION ON ITS OWN PAGE]

The following questions are based on the EuroQol EQ-5D-5L³

Please select the **ONE** box that best describes your health **TODAY**.

a. Mobility

1. I have no problems in walking about
2. I have slight problems in walking about
3. I have moderate problems in walking about
4. I have severe problems in walking about
5. I am unable to walk about

Please select the **ONE** box that best describes your health **TODAY**.

b. Self-Care

1. I have no problems washing or dressing myself
2. I have slight problems washing or dressing myself
3. I have moderate problems washing or dressing myself
4. I have severe problems washing or dressing myself
5. I am unable to wash or dress myself

Please select the **ONE** box that best describes your health **TODAY**.

c. Usual Activities (e.g. work, study, housework, family or leisure activities)

1. I have no problems doing my usual activities
2. I have slight problems doing my usual activities
3. I have moderate problems doing my usual activities
4. I have severe problems doing my usual activities
5. I am unable to do my usual activities

Please select the **ONE** box that best describes your health **TODAY**.

d. Pain/Discomfort

1. I have no pain or discomfort
2. I have slight pain or discomfort
3. I have moderate pain or discomfort
4. I have severe pain or discomfort
5. I have extreme pain or discomfort

³ EQ-5D™ is a trademark of the EuroQol Research Foundation.

Please select the **ONE** box that best describes your health **TODAY**.

e. Anxiety/Depression

1. I am not anxious or depressed
2. I am slightly anxious or depressed
3. I am moderately anxious or depressed
4. I am severely anxious or depressed
5. I am extremely anxious or depressed

C1. (B7). [PHONE]

We are trying to find out what you think about your health. I will first ask you some simple questions about your health TODAY. I will then ask you to rate your health on a measuring scale. I will explain what to do as I go along but please interrupt me if you do not understand something or if things are not clear to you. Please also remember that there are no right or wrong answers. We are interested here only in your personal view.

a. First I'd like to ask you about mobility. Would you say that:

1. You have no problem walking about?
2. You have slight problems walking about?
3. You have moderate problems walking about?
4. You have severe problems walking about?
5. You are unable to walk about?

b. Next I'd like to ask you about self-care. Would you say that:

1. You have no problems washing or dressing yourself?
2. You have slight problems washing or dressing yourself?
3. You have moderate problems washing or dressing yourself?
4. You have severe problems washing or dressing yourself?
5. You are unable to wash or dress yourself?

c. Next I'd like to ask you about your usual activities, for example work, study, housework, family or leisure activities. Would you say that:

1. You have no problems doing your usual activities?
2. You have slight problems doing your usual activities?
3. You have moderate problems doing your usual activities?
4. You have severe problems doing your usual activities?
5. You are unable to do your usual activities?

d. Next I'd like to ask you about pain or discomfort. Would you say that:

1. You have no pain or discomfort?
2. You have slight pain or discomfort?
3. You have moderate pain or discomfort?
4. You have severe pain or discomfort?
5. You have extreme pain or discomfort?

e. Finally I'd like to ask you about anxiety or depression. Would you say that:

1. You are not anxious or depressed?
2. You are slightly anxious or depressed?
3. You are moderately anxious or depressed?
4. You are severely anxious or depressed?
5. You are extremely anxious or depressed?

C2. (B8). [ONLINE] We would like to know how good your health is TODAY.

The scale is numbered 0 to 100.100 means the best health you can imagine.0 means the worst health you can imagine.

Please click on the scale to indicate how your health is **TODAY**.

[PROGRAM A SLIDER WITH PARAMETERS ACCEPTING VALUES FROM 0 TO 100 ONLY]

C2. (B8). [PHONE] Now, I would like to ask you to say how good or bad your health is TODAY.

I'd like you to try to picture in your mind a scale that looks rather like a thermometer. Can you do that? The best health you can imagine is marked 100 (one hundred) at the top of the scale and the worst health you can imagine is marked 0 (zero) at the bottom.

I would now like you to tell me the point on this scale where you would put your health today.

[PROGRAM A SLIDER WITH PARAMETERS ACCEPTING VALUES FROM 0 TO 100 ONLY]

C3. (B13). Over the past 12 months how many days in total were you absent from work due to sick leave or health-related leave?

1. ___ days
2. None
99. Don't know
88. Prefer not to answer

C4. (B14). [ASK IFC3. (B13)=1] How many of these days of absence resulted from the following...

a. Accidents at work? [Validate with C3. (B13)]

1. ___ days
2. None
99. Don't know
88. Prefer not to answer

b. Health problems caused or made worse by your work (excluding accidents)?

1. ___ days [Validate with C3. (B13)]
2. None
99. Don't know
88. Prefer not to answer

C5. (B15). Over the past 12 months did you work when you were sick?

1. Yes
2. No
99. Don't know
88. Prefer not to answer

C6. (B16). [ASK IF C5. (B15)=1] How many days did you work when you were sick?

1. ___ days
2. None
99. Don't know
88. Prefer not to answer

We would like to ask about your experiences with discrimination in the workplace.

C7. (C2). How often have you been subjected to unequal treatment or discrimination at your present job in the following situations:

	Never	Every year	Every month	Every week	Every day	Don't know	Prefer not to answer
a. At the time of hiring or appointment?	1	2	3	4	5	99	88
b. In remuneration?	1	2	3	4	5	99	88
c. In gaining appreciation?	1	2	3	4	5	99	88
d. In career advancement opportunities?	1	2	3	4	5	99	88
e. In distribution of work or shifts?	1	2	3	4	5	99	88
f. In access to training arranged by the employer?	1	2	3	4	5	99	88
g. In receiving information?	1	2	3	4	5	99	88
h. In gaining employment fringe benefits?	1	2	3	4	5	99	88
i. In the attitudes of co-workers or superiors?	1	2	3	4	5	99	88

C8. (C3) [ASK IF C7a.(C2a)=2,3,4,5 OR C7b.(C2b)=2,3,4,5 OR C7c.(C2c)=2,3,4,5 OR C7d.(C2d)=2,3,4,5 OR C7e.(C2e)=2,3,4,5 OR C7f.(C2f)=2,3,4,5 OR C7g.(C2g)=2,3,4,5 OR C7h.(C2h)=2,3,4,5 OR =2,3,4,5 OR C7i.(C2i)=2,3,4,5] What do you think the reasons might be for you to have had these experiences? Was it.... (Select all that apply)

1. Your race
2. Your gender
3. Your age
4. Your weight
5. Your religion
6. Your sexual orientation
7. A physical disability
8. Something else related to your physical appearance
9. Your income
10. A mental health issue
11. Other (please specify):
99. Don't know
88. Prefer not to answer

MODULE 3

For this set of questions, we would like to ask you about exposure to workplace hazards.

D1. (A2). In your job, how often are you exposed to...

	Never	Every year	Every month	Every week	Every day	Don't know	Prefer not to answer
a. Vibrations from hand tools, machinery, etc.?	1	2	3	4	5	99	88
b. High temperatures which make you perspire even when not working?	1	2	3	4	5	99	88
c. Low temperatures whether indoors or outdoors?	1	2	3	4	5	99	88
d. Breathing in smoke, fumes (such as welding or exhaust fumes), powder or dust (such as wood dust or mineral dust)?	1	2	3	4	5	99	88
e. Breathing in vapours such as solvents and thinners?	1	2	3	4	5	99	88
f. Handling or being in skin contact with chemical products or substances?	1	2	3	4	5	99	88
g. Handling or being in direct contact with materials which can be infectious, such as waste, bodily fluids, laboratory materials, etc.?	1	2	3	4	5	99	88
h. Flammable materials?	1	2	3	4	5	99	88
i. Mildew in buildings?	1	2	3	4	5	99	88
j. Direct sunlight?	1	2	3	4	5	99	88
k. Inadequate ventilation?	1	2	3	4	5	99	88
l. Electrical hazards?	1	2	3	4	5	99	88
m. Radiation such as X rays, radioactive radiation, welding light, or laser beams?	1	2	3	4	5	99	88
n. Falling objects?	1	2	3	4	5	99	88
o. Wet work (exposure to water or liquids, where the work process made your hands wet or where your hands are immersed in water)?	1	2	3	4	5	99	88
p. Tobacco smoke from other people?	1	2	3	4	5	99	88
q. Cannabis smoke from other people?	1	2	3	4	5	99	88

We would now like to ask about job stresses you may experience.

D2. (C6). For the next set of statements please indicate the degree to which you agree or disagree that the statement accurately describes your work situation.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
a. You have constant time pressure due to a heavy workload.	1	2	3	4	5	99	88
b. You are free from conflicting demands that others make.	1	2	3	4	5	99	88
c. Your job requires that you do a lot of things over and over.	1	2	3	4	5	99	88
d. Your job allows you freedom to decide how you do your job.	1	2	3	4	5	99	88
e. Your job security is good.	1	2	3	4	5	99	88

MODULE 4

E1. (B2). In general, would you say your mental health is...?

1. Excellent
2. Very Good
3. Good
4. Fair
5. Poor
99. Don't know
88. Prefer not to answer

E2. (B10). We would like to understand your sleeping habits. How long do you usually spend sleeping each night?

1. Under 2 hours
2. 2 hours to less than 3 hours
3. 3 hours to less than 4 hours
4. 4 hours to less than 5 hours
5. 5 hours to less than 6 hours
6. 6 hours to less than 7 hours
7. 7 hours to less than 8 hours
8. 8 hours to less than 9 hours
9. 9 hours to less than 10 hours
10. 10 hours to less than 11 hours\
11. 11 hours to less than 12 hours
12. 12 hours or more
99. Don't know
88. Prefer not to answer

E3. (B11a). Over the last 12 months, how often did you have difficulty falling asleep?

- 1. Daily
- 2. Several times a week
- 3. Several times a month
- 4. Less often than several times a month
- 5. Never
- 99. Don't know
- 88. Prefer not to answer

E4. (C7). For the next set of questions, please indicate the extent to which you agree or disagree that they describe your situation at work.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
a. Considering all my efforts and achievements, I receive the respect and prestige I deserve at work.	1	2	3	4	5	99	88
b. Considering all my efforts and achievements, my salary/ income is adequate.	1	2	3	4	5	99	88
d. Work rarely lets me go, it is still on my mind when I go to bed.	1	2	3	4	5	99	88

E5. (E7). Think of a ladder with 10 steps representing where people stand in Canada. At step 10 are people who are the best off- those who have the most money, the most education and the most respected jobs. At step 1 are the people who are worst off- those who have the least money, least education and the least respected jobs or no job. Where would you place yourself on this ladder?

- 1. _____ [Range: 1 to 10]
- 99. Don't know
- 88. Prefer not to answer

E6. (E8). Now imagine a ladder representing where people stand in your workplace. At step 10 are the people who have the highest standing in your workplace. At step 1 are the people who have the lowest standing in your workplace. Where would you place yourself on this ladder?

- 1. _____ [Range: 1 to 10]
- 99. Don't know
- 88. Prefer not to answer

In this section we would like to ask you about various health related behaviours you may engage in.

E7. (G1). During the past 12 months, how often did you smoke any tobacco products (cigarettes, cigars, pipes)? Do not include electronic cigarettes, herbal cigarettes, bidis, kreteks, or cannabis.

- 1. Daily
- 2. Occasionally
- 3. Never
- 99. Don't know
- 88. Prefer not to answer

E8. (G2). During the past 12 months, how often did you use marijuana or cannabis?

1. Daily
2. Occasionally
3. Never
99. Don't know
88. Prefer not to answer

E9 (G3). During the past 12 months, how often have you had at least one alcoholic drink, such as beer, wine, fermented cider, or any other liquor?

1. Daily
2. Occasionally
3. Never
99. Don't know
88. Prefer not to answer

E10. The Canadian Food Guide recommends that adults consume at least 7 servings of fruits and vegetables a day. During the past 12 months, how often were you able to meet this recommendation? (1 serving is equal to ½ cup or a medium-sized fruit or vegetable).

1. Daily
2. Occasionally
3. Never
99. Don't know
88. Prefer not to answer

E11. It is recommended that adults get at least 30 minutes of moderate exercise five times a week. During the past 12 months, how often were you able to meet this standard? (Moderate physical activity noticeably increases your heart rate and breathing rate. You can still talk, but you are unable to sing.)

1. Weekly
2. Occasionally
3. Never
99. Don't know
88. Prefer not to answer

MODULE 5

F1. (B20). [ASK IF A10 (B17) =1] Earlier you indicated that you were injured at work during the past 12 months, what type of injury did you have? For example, a broken bone or burn. (Select all that apply)

1. Broken or fractured bones
2. Burn, scald, chemical burn
3. Dislocation
4. Sprain or strain (including torn ligaments and muscles)
5. Cut, puncture, animal or human bite (open wound)
6. Scrape(s), bruise(s), blister(s) (including multiple minor injuries)
7. Concussion or other brain injury
8. Poisoning (excluding food poisoning, poison ivy, other contact dermatitis and allergies)
9. Injury to internal organs
10. Other (please specify):
99. Don't know
88. Prefer not to answer

F2. (B21). [ASK IF A10 (B17) =1] What part of the body was injured? (Select all that apply)

11. Eyes (excluding fracture of facial bones around the eye)
12. Head (including facial bones)
13. Neck
14. Shoulder, upper arm
15. Elbow, lower arm
16. Wrist
17. Hand
18. Hip
19. Thigh
20. Knee, lower leg
21. Ankle, foot
22. Upper back or upper spine (excluding neck)
23. Lower back or lower spine
24. Chest (excluding back and spine)
25. Abdomen or pelvis (excluding back and spine)
26. Other (please specify):
99. Don't know
88. Prefer not to answer

F3. (B22). [ASK IF A10 (B17) =1] What caused the injury? For example, wrong movement, accidental contact with an object, transportation accident.

1. Overexertion, bodily reaction, repetitive motion, or other bodily reaction/exertion
2. Struck by object, struck against object, caught in object, rubbed or abraded, or other contact with object/equipment
3. Fall on same level, fall to lower level, or other fall
4. Exposure to harmful substances
5. Transportation accidents
6. Assaults and violent acts
7. Fires and explosions
8. Working in a confined space
9. Other event or exposure
99. Don't know
88. Prefer not to answer

F4. (B23). [ASK IF A10 (B17) =1] Did you receive any medical attention for this injury from a health professional in the 48 hours following the injury?

1. Yes
2. No
99. Don't know
88. Prefer not to answer

F5. (B24). [ASK IF A10 (B17) =1] Did you require any accommodations from your workplace in order to return to work after your injury?

1. Yes
2. No
99. Don't know
88. Prefer not to answer

F6. (B25). [ASK IF F5. (B24) =1] Were you provided with needed accommodations to assist your return to work?

1. Yes, all of the accommodations I needed to return to work were provided
2. Yes, some accommodations were provide to assist my return to work
3. No accommodations were provided
99. Don't know
88. Prefer not to answer

F7. (B26). [ASK IF F4. (B23) =1] Where did you initially go to receive treatment within the first 48 hours following the injury?

1. Doctor's office
2. Hospital emergency room
3. Hospital outpatient clinic (e.g. day surgery)
4. Other clinic (e.g. walk-in, appointment, sports)
5. Physiotherapist or massage therapists office
6. Community health centre (CLSC)
7. Chiropractor's office
8. Where the injury happened/on-site (workplace, school, sports field, hotel)
9. Other (please specify): _____
99. Don't know
88. Prefer not to answer

F8. [ASK IF F4. (B23)=1] Were you admitted to a hospital overnight because of this injury?

1. Yes
2. No
99. Don't know
88. Prefer not to answer

F9. (B28). Thinking about your own life and personal circumstances, please rate how satisfied you feel on a scale from 0 to 10, where 0 means you feel no satisfaction at all and 10 means you are completely satisfied.

How satisfied are you with...	Feel no satisfaction										Completely satisfied	Don't know	Prefer not to answer
	0	1	2	3	4	5	6	7	8	9	10	99	88
b. Your standard of living?	0	1	2	3	4	5	6	7	8	9	10	99	88
c. Your health?	0	1	2	3	4	5	6	7	8	9	10	99	88
d. What you are achieving in life?	0	1	2	3	4	5	6	7	8	9	10	99	88
e. Your personal relationships?	0	1	2	3	4	5	6	7	8	9	10	99	88
f. How safe you feel?	0	1	2	3	4	5	6	7	8	9	10	99	88
g. Feeling are part of your community?	0	1	2	3	4	5	6	7	8	9	10	99	88
h. Your future security?	0	1	2	3	4	5	6	7	8	9	10	99	88

Next are some more demographic questions.

F10. (I3). Are you the individual with the most education in your household?

1. Yes
2. No, someone else in the household has the same education level as I do
3. No, someone else in the household has more education than I do
99. Don't know
88. Prefer not to answer

F11 (I 4). [ASK IF I3=3] What is the highest level of education that this person has completed?

1. Less than a high school diploma or its equivalent.
2. High school diploma or a high school equivalency certificate.
3. Trade certificate or diploma.
4. College or other non-university certificate or diploma.
5. University certificate or diploma below the bachelor's level.
6. Bachelor's degree.
7. University certificate, diploma or degree above the bachelor's level.
99. Don't know
88. Prefer not to answer

F12. (I5). What is the highest level of education you have completed?

1. Less than a high school diploma or its equivalent.
2. High school diploma or a high school equivalency certificate.
3. Trade certificate or diploma.
4. College or other non-university certificate or diploma.
5. University certificate or diploma below the bachelor's level.
6. Bachelor's degree.
7. University certificate, diploma or degree above the bachelor's level.
99. Don't know
88. Prefer not to answer

F13. (H13). Are your language skills good enough for you to communicate readily with your co-workers?

1. Yes
2. No
99. Don't know
88. Prefer not to answer

F14. (I6). Were you born in Canada?

1. Yes
2. No
99. Don't know
88. Prefer not to answer

F15. (I7). [ASK IF F14 (I6)=2] In total, how many years have you lived in Canada?

1. Less than 5 years
2. 5 or more years
99. Don't know
88. Prefer not to answer

F16. (I9). Do you consider yourself to be a person with a disability (that is, someone with a long-term physical or mental condition that limits the kind or amount of paid work that they can do)?

- 1. Yes
- 2. No
- 99. Don't know
- 88. Prefer not to answer

F17. (I10). Is the dwelling in which you currently live...

- 1. Owned by you, or a member of this household, even if it is still being paid for.
- 2. Rented, even if no cash rent is paid.
- 99. Don't know

88. Prefer not to answer

F18. (I11). How often do you and other members of your household worry that food will run out before you get money to buy more?

- 1. Often
- 2. Sometimes
- 3. Never
- 99. Don't know
- 88. Prefer not to answer

MODULE 6

In this section, we would like to better understand your working conditions.

G1. (A1). In your job, how often do you...

	Never	Every year	Every month	Every week	Every day	Don't know	Prefer not to answer
a. Manually lift, carry, or push items heavier than 20 kg (45 lbs) at least 10 times during the day?	1	2	3	4	5	99	88
b. Do repetitive movements with your hands or wrists (packing, sorting, assembling, cleaning, pulling, pushing, typing) for at least 3 hours during the day?	1	2	3	4	5	99	88
c. Perform work tasks or use work methods that you are not familiar with?	1	2	3	4	5	99	88
d. Work in a bent, twisted or awkward work posture?	1	2	3	4	5	99	88
e. Work in a confined space?	1	2	3	4	5	99	88
f. Work at a height that is 2 metres or more above the ground or floor?	1	2	3	4	5	99	88
g. Work in noise levels that are so high that you have to raise your voice when	1	2	3	4	5	99	88

talking to people less than one metre away?							
h. Stand for more than 2 hours in a row?	1	2	3	4	5	99	88
i. Work with computers, laptops, smartphones, etc.?	1	2	3	4	5	99	88

G2. (D3). Does your job ever require that you wear personal protective equipment?

- 1. Yes
- 2. No
- 99. Don't know
- 88. Prefer not to answer

G3. (D4). [ASK IF G2 (D3)=1] What protective equipment are you required to wear at work and how often do you do so?

	Not applicable	Never	Rarely	Sometimes	Often	Always	Don't know	Prefer not to answer
a. Gloves.	98	1	2	3	4	5	99	88
b. Coverall apron.	98	1	2	3	4	5	99	88
c. Safety glasses/shield.	98	1	2	3	4	5	99	88
d. Hearing protection.	98	1	2	3	4	5	99	88
e. Paper/dust mask.	98	1	2	3	4	5	99	88
f. Respiratory protective equipment.	98	1	2	3	4	5	99	88
g. Fire resistant clothing.	98	1	2	3	4	5	99	88
h. Safety boots.	98	1	2	3	4	5	99	88
i. Hard hat/helmet.	98	1	2	3	4	5	99	88
j. Other (please specify) : _____	98	1	2	3	4	5	99	88

G4. (B3). Thinking about your physical health, which includes physical illness and injury, how many days during the past 30 days was your physical health not good?

- 1. _____ days [Range: 0 to 30]
- 2. None
- 99. Don't know
- 88. Prefer not to answer

G5. (B4). Thinking about your mental health, which includes stress, depression, and problems with emotions, how many days during the past 30 days was your mental health not good?

- 1. _____ days [Range: 0 to 30]
- 2. None
- 99. Don't know
- 88. Prefer not to answer

G6. (B5). [ASK IF B3=1 OR B4=1] During the past 30 days, for about how many days did poor physical or mental health keep you from doing your usual activities, such as self-care, work, or recreation?

- 1. _____ days [Range: 0 to 30] [Validate with B3 and B4 – should be less than or equal to B3+B4]
- 2. None
- 99. Don't know
- 88. Prefer not to answer

G7. (B6). [ASK IF B3=1 OR B4=1] During the past 30 days, about how many days of work did you miss due to poor physical or mental health?

- 1. _____ days [Range: 0 to 30] [Validate with B3 and B4 – should be less than or equal to B3+B4]
- 2. None
- 99. Don't know
- 88. Prefer not to answer

MODULE 7

H1. (E4). The following statements are about how you feel about your job. For each statement, please indicate how often you feel this way about your job.

	Always	Often	Sometimes	Rarely	Never	Don't know	Prefer not to answer
a. I feel like somewhat of an outsider at the place where I work.	1	2	3	4	5	99	88
b. At my work I feel full of energy.	1	2	3	4	5	99	88
c. I am enthusiastic about my job.	1	2	3	4	5	99	88
d. Time flies when I am working.	1	2	3	4	5	99	88
e. I feel exhausted at the end of the working day.	1	2	3	4	5	99	88
f. I identify with my team at work.	1	2	3	4	5	99	88
g. I doubt the importance of my work.	1	2	3	4	5	99	88

H2. (E5). The next questions are about your workplace. To what extent do you agree or disagree with the following statements?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
a. Your coworkers support you.	1	2	3	4	5	99	88
c. Your supervisor supports you.	1	2	3	4	5	99	88
b. The management trusts the employees to do their work well.	1	2	3	4	5	99	88
c. Conflicts are resolved in a fair way.	1	2	3	4	5	99	88
f. In general, employees trust management.	1	2	3	4	5	99	88

H3. (B9). Now thinking back over the past 12 months, have you experienced any of the following health problems...

	Yes	No	Don't know	Prefer not to answer
a. Hearing problems?	1	2	99	88
b. Skin problems?	1	2	99	88
c. Backache?	1	2	99	88
d. Muscular pains in shoulders, neck and/or upper limbs (arms, elbows, wrists, hands, etc)?	1	2	99	88
e. Muscular pains in lower limbs (hips, legs, knees, feet, etc)?	1	2	99	88
f. Headaches, eyestrain?	1	2	99	88
g. Anxiety?	1	2	99	88
h. Overall fatigue?	1	2	99	88
i. Other (please specify): _____	1	2	99	88

H4. (B29). Do you believe that, as far as your health is concerned, you will still be able to work in your present occupation in two years' time?

1. Yes, fairly certainly I will still be able to work at my current occupation
2. No, not sure whether I would be able to work at my current occupation
3. Unlikely to be able to work at my current occupation
4. Difficult to say because I will have retired from my current occupation in two years' time
5. Difficult to say because I will not even want to continue in my current occupation in two years' time
99. Don't know
88. Prefer not to answer

MODULE 8

SECTION J: FINAL COMMENTS

Those are all the questions that we have. However, before we conclude we would like to give you the chance to provide additional feedback.

J1. Do you have any additional comments that you would like to share relating to occupational health and safety?

1. _____.

99. Don't know

88. Prefer not to answer

Thank you for taking the time to complete this survey.

Appendix C

Supplemental data

TABLE C1. AGE OF RESPONDENTS COMPARED TO ALBERTA 2019 WORKFORCE POPULATION

Age Group	OHS Survey		Alberta 2019	
	Number	Per cent	Number	Per cent
18-19	157	2	NA	NA
20-29*	1,035	12	600,162	18
30-39*	1,399	17	708,472	21
40-49*	1,259	15	595,819	18
50-59*	1,613	20	553,824	17
60-69*	1,749	21	456,499	14
70+*	1,030	13	381,796	12

Alberta 2019 data retrieved from [Labour Market Review \(2019\)](#).

Chi-square tests comparing survey populations between age groups, except when the Alberta 2019 data isn't available.

* Statistically significant at $p < 0.05$.

NA: not available

Source: OHS Survey, prepared by Jobs, Economy and Trade

TABLE C2. AGE GROUP BY RECRUITMENT METHOD

Age Group	Online		Telephone	
	Number	Per cent	Number	Per cent
20-29*	1,148	17	44	3
30-39*	1,297	19	102	8
40-49 ^{NS}	1,052	15	207	16
50-59*	1,301	19	312	24
60-69*	1,365	20	384	29
70+*	758	11	272	21
Missing age ^{NS}	193	3	29	2
Total	7,114	100	1,350	100

Chi-square tests comparing recruitment method between age groups.

* Statistically significant at $p < 0.05$.

NS: $p \geq 0.05$ and not statistically significant

Source: OHS Survey, prepared by Jobs, Economy and Trade

TABLE C3. MODULES COMPLETED BY RECRUITMENT METHOD

Total modules completed	Online		Telephone		Total	
	Number	Per cent	Number	Per cent	Number	Per cent
3*	2,638	37	838	62	3,476	41
4 ^{NS}	63	<1	16	<1	79	<1
5*	40	<1	16	<1	56	<1
6 ^{NS}	26	<1	5	<1	31	<1
7*	4,347	61	475	35	4,822	57

Total	7,114	100	1,350	100	8,464	100
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Chi-square tests comparing recruitment method by completed modules.

* Statistically significant at $p < 0.05$.

NS: $p \geq 0.05$ and not statistically significant

Source: OHS Survey, prepared by Jobs, Economy and Trade

Appendix D

References for survey themes and questions

Appraisal & Coping

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