

INTRODUCTION

- Workplace factors are important determinants of labour force participation, work productivity, and work disability.
- Indigenous workers may face unique situations given the proximity of the workplace to the community.
- We understand little about workplace factors associated with these important outcomes in the Indigenous context: labour force participation, work productivity and disability.

OBJECTIVES:

- Understand labour force participation
- Determine the association between workplace factors and the outcomes of work productivity and disability in Indigenous communities.

METHODS

- Cross-sectional study of Nokiiwin Tribal Council community members
- Participants completed a web-based survey by following a URL link distributed to the communities or by face-to-face data collection with a researcher

Participants:

- At least 18 years old
- Employed or previously employed
- Survey only available in English language

Determine labour market participation:

- Proportion of population working
- Nature of employment
 - Full-time, part-time, casual
 - Employment location
 - Major employers

Determine productivity in working individuals:

- Work engagement
 - Do people find their work to be a positive, appealing experience that matches their values, goals and attitudes?
- Presenteeism
 - Working through illness
 - Workers have less than full productivity because of illness or other health conditions

Determine absenteeism in working individuals: Missing or not attending work

- Various reasons
 - Illness or health conditions
 - Parenting or care-giver demands
 - Lack of workplace engagement
 - Other factors?

Determine association between workplace factors and outcomes

- Workplace factors: interpersonal conflict at work, family-work conflict, supervisor support, job stress
- Outcomes: work engagement, presenteeism, work absenteeism

Statistical Analysis:

- Univariate and Bivariate analyses were conducted to determine distributions of outcomes and workplace factors and the bivariate association between these

RESULTS

A total of 163 Nokiiwin Tribal Council Community Members completed the survey. Approximately 70% were employed at the time of the survey. The majority worked for an Indigenous employer with about 69% working in a band office.

Age (163)		Biological Sex at Birth (137)		Employed in the past year (43)	
Mean(SD)	38.31 (15.23)	Male % (N)	29.46% (41)	Yes	51.11% (23)
Min/Max	7/75	Female % (N)	70.54% (96)	No	48.89% (22)
Employer		Frequency (90)		%	
First Nation band office	62		68.89		
Development Corporation	2		2.22		
Child Family Service or other health care provider	6		6.67		
Other	20		22.22		
Employed or Self-Employed (152)		Frequency (90)		%	
Yes	70.39% (107)	On reserve	64	71.11	
No	29.61% (45)	Off reserve	15	16.67	
		Both	11	12.22	

OUTCOMES

Social engagement and presenteeism scale scores indicated some difficulty for workers in these areas.

Intellectual, Social, Affective Engagement Scale: This scale has three facets. Scores range from 1-7. Scores of 6-7 indicate high levels of engagement, while scores of 1-2 suggest a lack of engagement. **Intellectual Engagement:** The extent to which an employee is intellectually engaged in their work. **Affect Engagement:** The extent to which one experiences a state of positive affect towards one's work role. **Social Engagement:** The extent to which one feels connected with environment and shares values with colleagues.

Overall, the participants scored lower on social engagement.

	Affect	Intellectual	Social	Overall
N	87	87	85	87
Mean (SD)	6.13 (0.99)	6.28 (1.05)	5.45 (1.34)	5.95 (0.91)

Stanford Presenteeism Scale: Higher scores indicate a greater ability to concentrate and accomplish work despite health problems. Scores range from 6-42. A score 30 or under is considered problematic. **Overall, the participant's mean score was above 30, however 47% of participants scored 30 or under.**

Stanford Presenteeism Scale		Absent in the last month (65)	
N	70	Yes	21.13% (15)
Mean (SD)	31.01 (6.41)	No	78.87% (56)

FACTORS

Some workers experience various levels of interpersonal conflict, family-work conflict, supervisor support and job stress in the workplace.

Interpersonal Conflict at Work: Higher scores indicate more frequent conflict with others. Scores range from 4 – 20.

Interpersonal Conflict at Work	
N	85
Mean (SD)	7.21 (2.60)
Tertile 1 Min/Max	4/5
Tertile 2 Min/Max	6/8
Tertile 3 Min/Max	9/14

Family-Work Conflict: Higher scores indicate more conflict between work and family. Scores range from 1 – 7.

Family-Work Conflict	
N	85
Mean (SD)	2.89 (1.00)
Tertile 1 Min/Max	1/2.2
Tertile 2 Min/Max	2.4/3.4
Tertile 3 Min/Max	3.6/5.2

Supervisor Support: Approximately 72% indicate supervisor support was well or very well. Participants were asked to rate how well their supervisor supported them with the health problems.

	%(N=67)
Very Well	43.28% (29)
Well	28.36% (19)
Somewhat	7.46% (5)
Not at all	8.96% (6)
Don't Know	4.48% (3)
Self-Employed (no supervisor)	4.48% (3)
Prefer not to answer	2.99% (2)

Job Stress: The JCQ measures job stress in two dimensions; psychological demands and decision authority. Most worked in lower stress jobs; 23% worked in high stress jobs.

Job Content Questionnaire (JCQ)		
Job Type	N (87)	%
Low Psych/Low Decision	16	18.39
Low Psych/High Decision	51	58.62
High Psych/Low Decision	7	8.05
High Psych/ High Decision	13	14.94

ASSOCIATIONS

Interpersonal Conflict at Work: More interpersonal conflict at work lowers social engagement and the ability to work despite any health problems (presenteeism).

Outcome	N	Beta	95% Confidence Intervals
Social Engagement	84	-0.15	-0.26 -0.05
SPS	63	-0.81	-1.42 -0.19

Family-Work Conflict: The more family-work conflict the participants experienced, the less engaged they were in their work, less likely to be able to work despite health problems and they were absent from work more often.

Outcome	N	Beta	95% Confidence Intervals
Overall Engagement	85	-0.15	-0.27 -0.03
SPS-Put off things at work because of home demands	62	-1.64	-2.72 -0.57
SPS-Home interferes with work responsibilities	62	-1.68	-2.86 -0.49
Odds Ratio			
Absent in past month	63	1.63	1.09 2.43

ASSOCIATIONS CONTINUED

Supervisor support: More supervisor support was associated with higher levels of engagement and less absenteeism.

Intellectual Engagement Scale				
Supervisor Support (Very Well)	N (61)	Beta	95% Confidence Intervals	
Somewhat	5	-1.01	-2.00 -0.01	
Social Engagement Scale				
No Employer	2	-2.15	-4.20 -0.11	
Absent in the past month				
Supervisor Support (Very Well)	N (67)	Odds Ratio	95% Confidence Intervals	
Somewhat	5	13	1.51 111.78	
No Supervisor	3	16	1.09 234.25	

Job stress: More decision-making ability in a job increases job satisfaction and social engagement.

Job Satisfaction				
Job Type (Low Psychological Demands, Low Decision Authority)	N(84)	Beta	95% Confidence Intervals	
Low Psych/High Decision	50	0.47	0.01 0.92	
High Psych/High Decision	12	0.71	0.002 1.21	
Social Engagement Scale N (85)				
Low Psych/High Decision	51	0.89	0.13 1.63	
High Psych/Low Decision	7	1.22	0.04 2.40	

CONCLUSIONS

The key messages from the survey data acknowledge these important factors for a healthy Indigenous workplace:

- lower interpersonal conflict at work;
- lower family-work conflict;
- higher supervisor and co-worker support (data not shown); and
- higher job control.

The identified workplace factors are common workplace factors in many working populations.

The next steps for this research are to identify existing interventions addressing these factors, through a scoping review, and present the findings to community leaders. Relevant interventions may be modified and tested within the communities of the Nokiiwin Tribal Council.

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