


**Gender differences in injuries
attributed to workplace violence in
Ontario 2002 – 2015**

Peter Smith

ETFO Workplace Violence Symposium
December 3rd 2019

 Institute for Work & Health | Research Excellence
Advocacy Employee Health

Who we are

The Institute for Work & Health is a not-for-profit research organization based in Toronto, Canada

We conduct and share research to protect and improve the health of working people. Our research is carried out in two broad domains:

1. preventing work-related injury and illness through studies of workplace programs and practices, prevention policies and the health of workers at a population level, and
2. improving the health and recovery of injured workers through research on treatment, return to work, disability prevention and management, and compensation policies

Our research is valued by policy-makers, workers and workplaces, clinicians, and occupational health, safety and disability management professionals



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For today

- Male/female differences in time trends for incidence of injuries attributed to workplace violence in Ontario, including differences by sector.
- Current capacity to monitor workplace violence events and evaluate prevention activities in education.

Workplace violence under the Ontario Occupational Health and Safety Act

- The exercise of physical force by a person against a worker, in a workplace, that causes or could cause physical injury to the worker,
- An attempt to exercise physical force against a worker, in a workplace, that could cause physical injury to the worker,
- A statement or behaviour that it is reasonable for a worker to interpret as a threat to exercise physical force against the worker, in a workplace, that could cause physical injury to the worker.

Source: Ontario Occupational Health and Safety Act

Workplace violence in Ontario

Bill 168 (June 15, 2010)

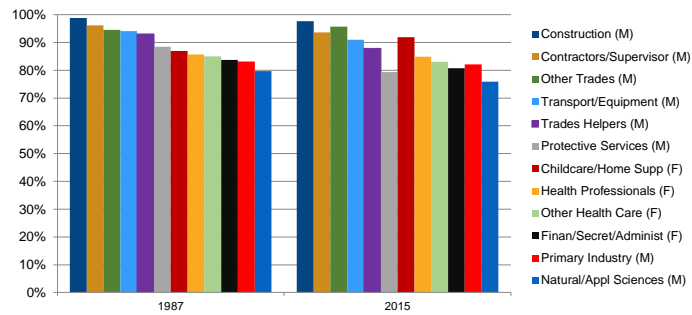
Requires all employers to have policies and programs in place to deal with workplace violence, workplace harassment and domestic violence that may occur in the workplace.

Employers are required to:

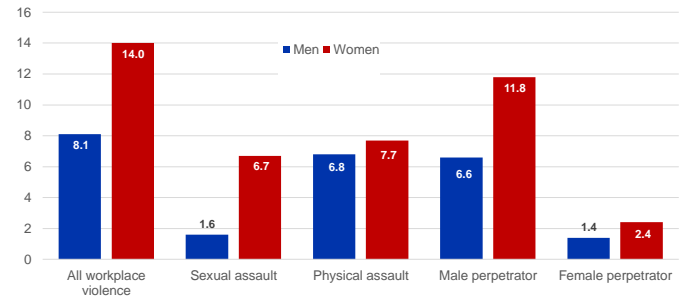
- Have procedures in place for workers to report incidents
- Investigate incidents of workplace violence, harassment or threats of violence
- Give workers information about the policies and programs

Why take a gender/sex sensitive approach to workplace violence?

The 12 most sex/gender segregated occupations in Canada in 1987 and 2015



Rates of workplace violence per 1,000 persons. Overall and by sub-groups of violence (N = 27,643). GSS 2009 and 2014.



Workers' compensation claims in Ontario

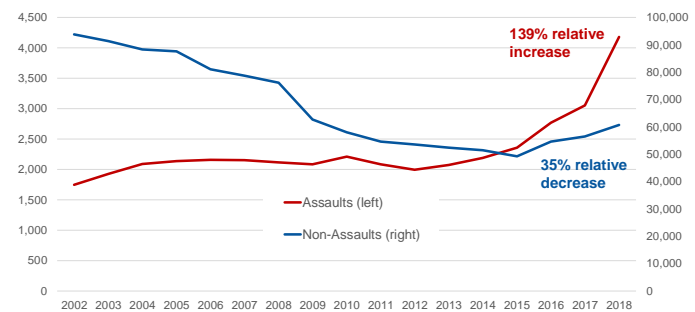
A "lost time" claim is created when a worker suffers a work-related injury/disease which results in

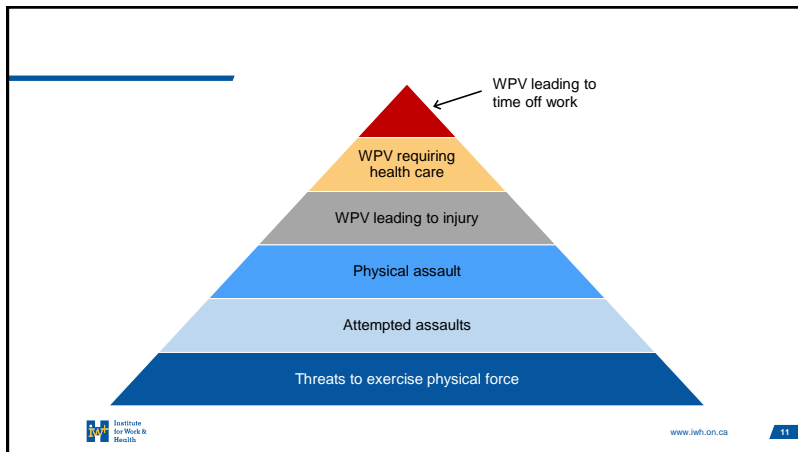
- being off work past the day of accident
- loss of wages/earnings, or
- a permanent disability/impairment.

A "no lost time" claim results from a work-related injury where no time is lost from work, other than on the day of accident, but where health care is required. The health care costs resulting from the injury are paid by the WSIB

Source: <https://www.wsib.ca/en/operational-policy-manual/decision-making/types-claims>

Number of lost-time claims accepted in Ontario. Assaults versus non-assaults. 2002 to 2018





Gender differences in injuries attributed to workplace violence in Ontario: 2002 – 2015

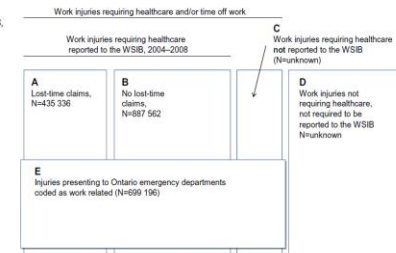
Objectives

- To estimate trends in injuries attributed to workplace violence at the population level over the period 2002 to 2015, for men and women in Ontario
- Examine male/female differences in workplace violence within industry sectors

Sources of WPV surveillance at the population level in Ontario

	Workers' Compensation Data (WSIB)	Emergency Visit Data (NACRS)
Eligibility	One or more days of wage replacement (other than DOI). Assessed for work-relatedness. Workplace covered by WSIB (approx. 65% of labour market)	Responsibility for payment (filled in by treating HCP) is WSIB
Time period	2002 to 2015	2004 to 2014
Definition of Workplace violence	Based on event (CSA-Z795): Assaults and violent acts (6.4)	Assault: Based on ICD-10 codes (X92-Y09)
Denominator	Estimated from the Labour Force Survey*	Estimated from the Labour Force Survey
Other relevant information recorded	Age, sex, occupation, industry, tenure	Age, sex
Number	21,228 (1,516 per year)	13,245 (1,204 per year)

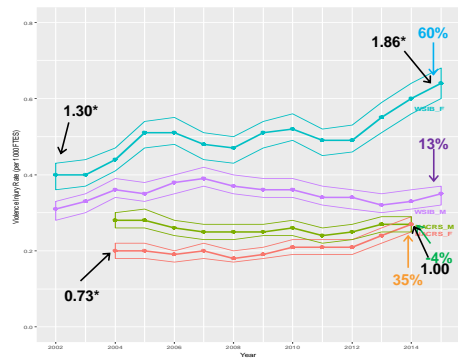
Figure 1 Work injuries requiring healthcare and/or time off work, WSIB, Workplace Safety & Insurance Board Ontario.



Lost time injury incidence rates (per 1000 FTEs) due to violence or aggression, stratified by sex.

Ontario 2002 to 2015

- Blue = Female claims
- Purple = Male claims
- Green = Male ED visits
- Orange = Female ED visits

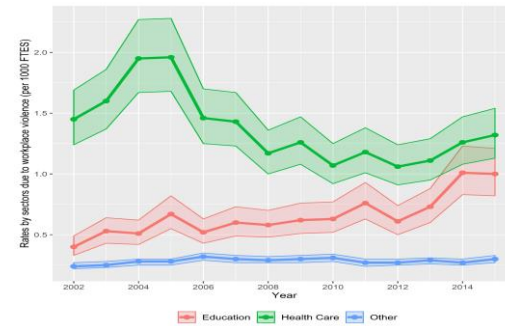


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Lost-time injury incidence rates (per 1,000 FTEs) due to violence or aggression by sector. Ontario 2002 to 2015

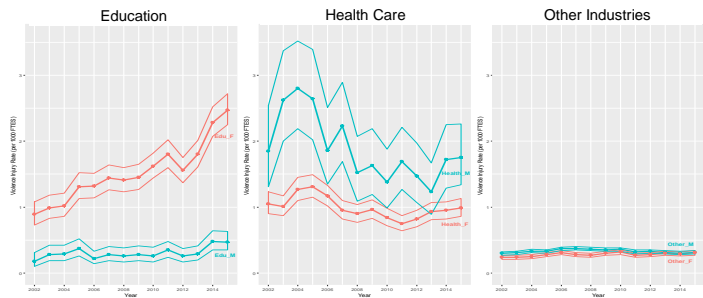


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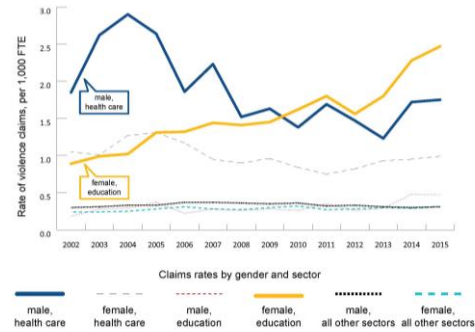
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Lost-time injury incidence rates (per 1,000 FTEs) due to violence or aggression, by sector and sex. Ontario 2002 to 2015



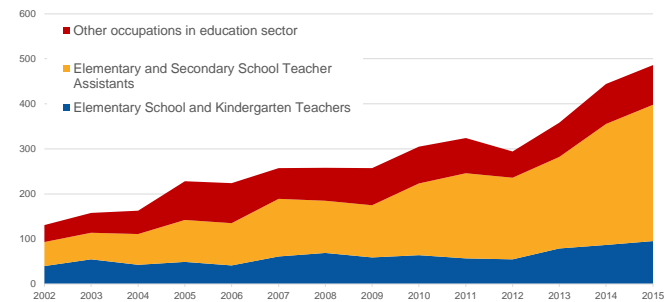
Lost-time injury incidence rates (per 1,000 FTEs) due to violence or aggression, by sector and sex. Ontario 2002 to 2015

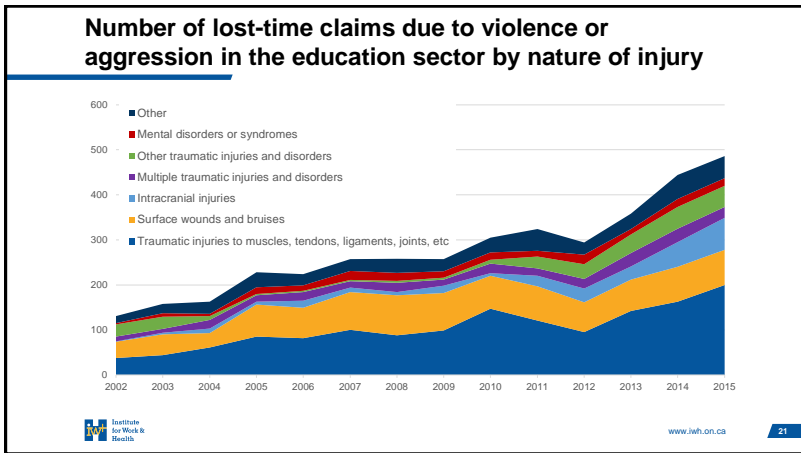


Are the differences in trends only due to differences in reporting?

Metric	Avg Ann Perc Change
Women	
Lost-time claims due to workplace violence	2.79
Lost-time claims not due to workplace violence	-5.88
ED visits due to violence – work-related	2.69
ED visits due to violence – not work-related	-0.37
Men	
Lost-time claims due to workplace violence	0.15
Lost-time claims not due to workplace violence	-6.67
ED visits due to violence – work-related	-0.48
ED visits due to violence – not work-related	-2.16

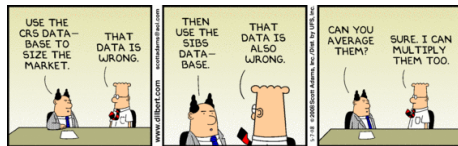
Number of lost-time claims due to violence or aggression in the education sector by occupation





Current capacity to monitor workplace violence events and evaluate prevention activities in education

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The first step to reducing workplace violence is to understand how often it occurs.

Unless we know how much it occurs, how can we tell if primary prevention is effective?

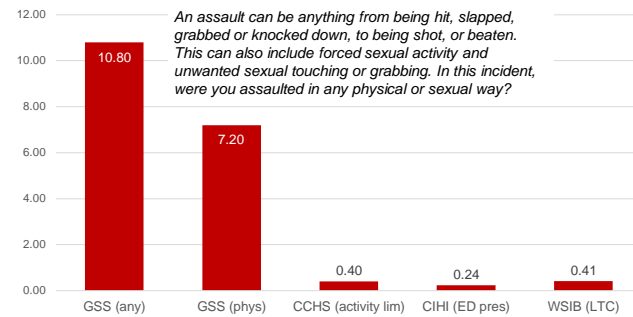


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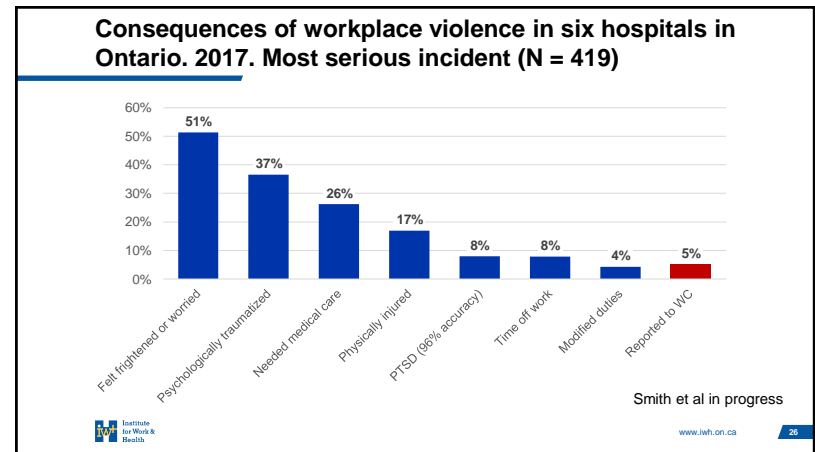
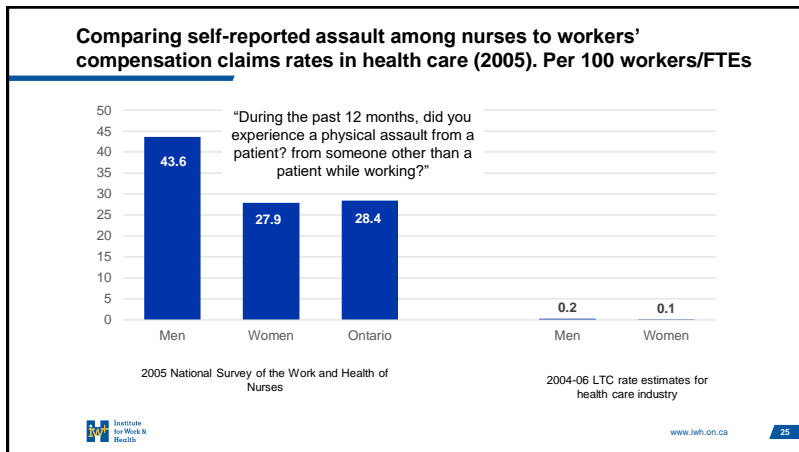
Comparison of estimates of workplace violence by data source. Rate per 1,000 FTEs (workers). Circa 2009 to 2014



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Workplace violence in Ontario

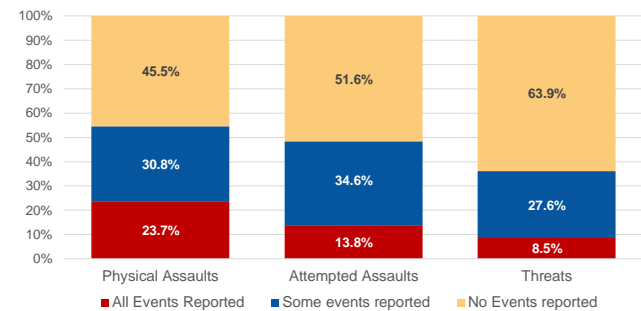
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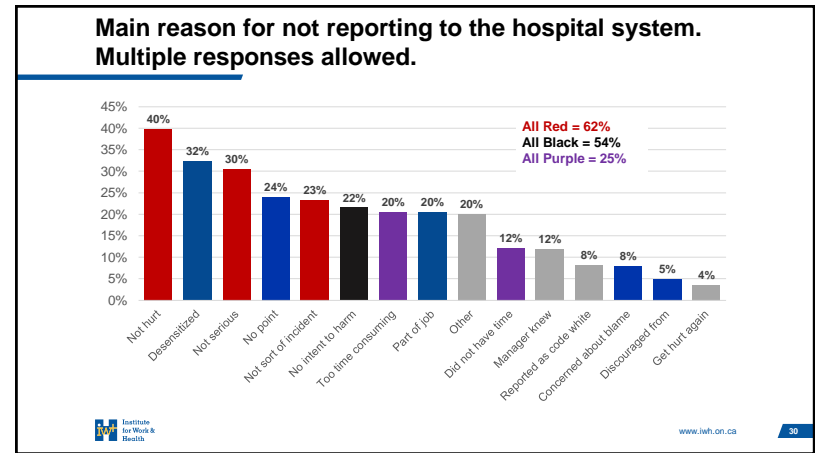
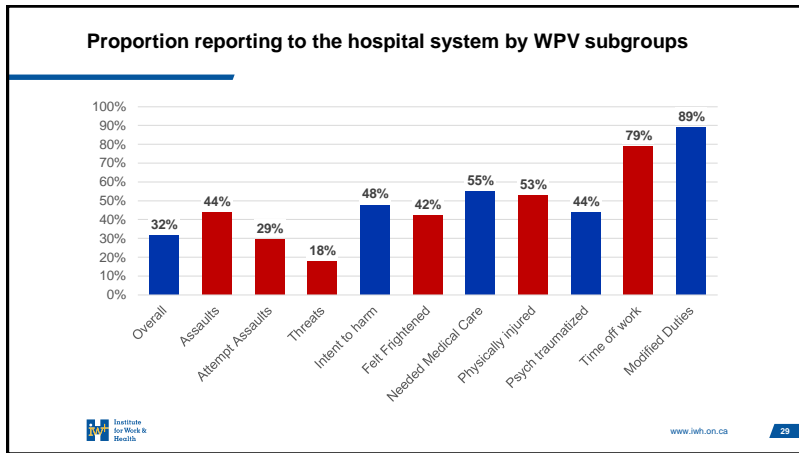
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Reporting of different types of WPV to the hospital reporting system (six Ontario Hospitals, N = 1,323)





Key messages (1)

- Rates of workplace violence (that results in ED visits or lost-time claims) are increasing in Ontario.
- The largest increase in lost-time claims for violence or aggression is among women in education sector

Key messages (2)

- To understand the burden of workplace violence and to assess prevention efforts we need to develop better systems for the surveillance of workplace violence.
- All workplaces are required to collect information on WPV events that occur
- However, these systems are unevenly implemented
 - In six Ontario hospitals only 33% of WPV events were reported to the hospital system

The screenshot shows the Ontario Newsroom website. At the top, there is a search bar with the text "Search News" and a magnifying glass icon. Below the search bar is a "Newsroom" header. The main content area features a news release titled "Ontario Takes New Actions to Combat Bullying in Schools" with a sub-headline "New Initiatives Aimed at Bullying Prevention and Reporting". The release is dated "November 27, 2019 9:06 AM" and is categorized under "MINISTRY OF EDUCATION". The text of the release states: "TORONTO – Today, Stephen Lecce, Minister of Education, announced five new measures to prevent and combat bullying in Ontario schools to improve student safety and well-being. These latest steps include:" followed by a bulleted list of five initiatives. A "Download" button with a download icon and the text "Download Text" is located to the right of the main text. The footer of the page includes the Institute for Work & Health logo, the website URL "www.iwh.on.ca", and the page number "33".

Ontario Newsroom

Search News

Newsroom

News Release

Ontario Takes New Actions to Combat Bullying in Schools

New Initiatives Aimed at Bullying Prevention and Reporting

November 27, 2019 9:06 AM | MINISTRY OF EDUCATION

TORONTO – Today, Stephen Lecce, Minister of Education, announced five new measures to prevent and combat bullying in Ontario schools to improve student safety and well-being. These latest steps include:

- The assignment of Christina Mitai, MPP for Scarborough Centre and former teacher, to advise the Minister on education matters with a focus on bullying prevention;
- A province-wide survey to better understand students' experiences with bullying;
- Training for educators in anti-bullying and de-escalation techniques;
- A review of school reporting practices on bullying; and
- A review of the definition of bullying in ministry policies to ensure it reflects the realities of today.

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Acknowledgements

- The Institute for Work & Health operates with the support of the Province of Ontario.
- The views expressed in this document are those of the authors and do not necessarily reflect those of the Province of Ontario.

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