



---

## **Physical Activity Among Canadian Workers : Trends 2001 - 2006**

---

Physical Activity and  
Sport Monitoring  
Program



Programme de  
surveillance sur l'activité  
physique et sport

—a CFLRI project initiated in partnership with—

Physical Activity Unit, Public Health Agency of Canada, and  
the Interprovincial Sport and Recreation Council

Cragg, S., Wolfe, R., Griffiths, J.M., and Cameron, C.





## *Our mission*

A national research agency concerned with advising, educating and informing Canadians and professionals about the importance of leading healthy, active lifestyles, the Canadian Fitness and Lifestyle Research Institute is directed by a Board of Directors comprised of eminent scholars and professionals in the areas of public health, physical education, sport sciences, recreation and medicine, as well as universities and federal and provincial levels of governments.

By creating and communicating knowledge about physical activity, its determinants and its outcomes, the Institute provides the evidence required so that individuals, professionals and policy makers can take action in improving the lifestyles of Canadians. By doing so, the Institute improves the well-being and the quality of life of Canadians and contributes to resolving health, societal and economic issues facing Canada.

Established in September 1980, in recognition of the need identified by national organizations, federal and provincial governments, and Canadian universities, the Institute is the leader in bridging the gap between knowledge on physical activity and its use. As a primary source of knowledge and through its network of national and international scholars, the Institute provides a comprehensive range of services required for evidence-base decision making to governments at all levels as well as national and private-sector organizations.

A registered not-for-profit applied research institution, the Institute operates on funds received on an annual basis from the Public Health Agency of Canada, from contracts and grants and from publication sales. Its charitable number is 0740621-21-10.

201-185 Somerset Street West  
Ottawa, Ontario  
K2P 0J2

Tel.: (613) 233-5528

Fax: (613) 233-5536

[info@cflri.ca](mailto:info@cflri.ca)

[www.cflri.ca](http://www.cflri.ca)

ISBN 1-895724-49-X

Suggested citation: Cragg, S., Wolfe, R., Griffiths, J.M., and Cameron, C. (2007). *Physical Activity Among Canadian Workers : Trends 2001 - 2006*. Ottawa, ON: Canadian Fitness and Lifestyle Research Institute

(The French edition—ISSN 1-895724-50-3—*Activité physique parmi les travailleurs canadiens : les tendances de 2001 à 2006*.)

© 2008 Canadian Fitness and Lifestyle Research Institute

## *Table of contents*

<b>Introduction .....</b>	<b>1</b>
<b>Health profile of Canadian workers.....</b>	<b>5</b>
Introduction .....	6
Body Mass Index .....	7
Body Mass Index (cont'd).....	8
Overall health status and chronic conditions.....	9
Overall health status and chronic conditions (cont'd) .....	10
Life satisfaction and self reported mental health.....	11
Life satisfaction and self reported mental health (cont'd).....	12
General stress.....	13
Work related stress.....	14
Summary .....	15
<b>Perceived barriers and benefits.....</b>	<b>21</b>
Introduction .....	22
Barriers to being active .....	23
Barriers to being active (cont'd) .....	24
Potential influence on recruitment and turnover .....	25
Potential influence on recruitment and turnover (cont'd).....	26
Beliefs about work-related benefits of physical activity.....	27
Beliefs about work-related benefits of physical activity (cont'd) .....	28
Absenteeism.....	29
Absenteeism (cont'd) .....	30
Workplace injury, illness, and stress.....	31
Workplace injury, illness, and stress (cont'd) .....	32
Summary .....	33
<b>Encouragement for physical activity.....</b>	<b>39</b>
Introduction .....	40
Employer attitude and support for physical activity .....	41
Employer attitude and support for physical activity (cont'd).....	42
Support for physical activity at work.....	43
Support for physical activity at work (cont'd).....	44
Fitness information at work.....	45
Fitness information at work (cont'd) .....	46
Soft supports for activity .....	47
Soft supports for activity (cont'd).....	48
Summary .....	49
<b>Fitness opportunities.....</b>	<b>55</b>
Introduction .....	56
Stair climbing at work.....	57
Stair climbing at work (cont'd).....	58
Occasional opportunities at work .....	59
Occasional opportunities at work (cont'd).....	60
Opportunities for physical activity near work.....	61
Opportunities for physical activity near work (cont'd).....	62
Fitness facilities at work.....	63

Fitness facilities at work (cont'd).....	64
Amenities at work to support activity.....	65
Amenities at work to support activity (cont'd) .....	66
Fitness programs at work.....	67
Fitness programs at work (cont'd).....	68
Fitness instruction or counselling at work .....	69
Fitness instruction or counselling at work (cont'd).....	70
Management of facilities and programs .....	71
Who can access facilities? .....	72
Who can access facilities? (cont'd) .....	73
When fitness facilities can be used.....	74
Summary of section.....	75
<b>Appendices.....</b>	<b>81</b>
Appendix A. Detailed tables .....	82
Appendix B. Methodology.....	161
<b>References.....</b>	<b>163</b>

# INTRODUCTION

## *Background*

In the past, occupations demanded relatively high levels of physical activity; however, these requirements have diminished over time. Not only have advances in manufacturing processes, robotics, and heavy equipment reduced the occupational physical activity of industries, farming, utilities, construction jobs and the like, but technological advances including elevators and escalators, computers, printers, fax machines, voice mail, e-mail, and cell phones have reduced the physical work required in even the most sedentary jobs.<sup>1</sup> While the change in occupational physical activity demands does not appear to explain the weight gain that is pervasive across all segments of the population, including those who are not employed,<sup>2</sup> the reduction in workplace physical activity may well be a contributor. More importantly, interventions to promote active living through workplaces are of potential benefit to the population as a whole because of the large numbers of adults that can be reached through workplace initiatives.

Almost two thirds of Canadians aged 18 and over are employed either full or part time.<sup>3</sup> On average, full time employees work an average of 39.5 hours per week, while part time workers average 17.1 hours.<sup>3</sup> This makes the workplace an ideal setting to reach the majority of adult Canadians for health promotion efforts. Not only do most Canadians spend most of their waking hours at the workplace, the workplace itself provides established channels of communication, existing support networks, and the opportunity to develop norms of behaviour<sup>4</sup> which make it an ideal setting for promoting physical activity.

The Public Health Agency of Canada cites numerous benefits of active living at work,<sup>5</sup> both for employees and employers. For employees, these include greater awareness, skills, and understanding about their own health and their role in its management, improved satisfaction and productivity, reduced stress levels, and improved health. Employer benefits include worker and union perception of employer commitment and cooperation, potential improvement to the bottom line, reduced absenteeism and disability days, improved productivity, reduced turnover, and reduction in the incidence of stress related illness and injury.

To date, the most common approaches to workplace physical activity promotion have involved either health checks, education programs, motivational prompts to be more active, workplace 'exercise programs', or incentive based programs. Some programs have offered individualised professional counselling, while others have prompted self-directed behaviour change.<sup>6</sup> While some workplaces offer more formal facilities and programs, others promote active living. Active living, with which individuals incorporate physical activity into daily life, can be promoted at work and poses an attractive alternative to those who would not be attracted to traditional fitness centre-based exercise. In addition to being active at lunch, choosing active living at the workplace can include taking the stairs instead of the elevator, biking or walking to work, and taking active breaks instead of coffee breaks.<sup>7</sup>

The vision of the Coalition for Active Living's Canadian Physical Activity Strategy<sup>8</sup> is one where "the environments where all Canadians live, learn, commute, work, and play support the choice to be physically active." This vision clearly identifies the workplace as a key setting where the physical activity of Canadians should be supported. The Federal Government's Integrated Pan-Canadian Healthy Living Strategy<sup>9</sup> also includes the workplace as one of its key settings.

Federal, provincial, and territorial governments have recognized the potential savings to the public health system by reducing and preventing chronic conditions through increasing physical activity. In 2003, the federal, provincial, and territorial governments established a goal to increase physical activity levels nationally and in each jurisdiction by 10 percentage points before the year 2010 and renewed the Canadian Fitness and Lifestyle Research Institute mandate to monitor progression towards this goal.

Given the identification of the workplace as a key setting for the promotion of physical activity, the 2006 Physical Activity Monitor, which is a population based study, was undertaken to examine Canadians' perceptions of the availability of supportive amenities, policies, and facilities for physical activity and sport at their workplace. More specifically, the report examines the physical activity levels of Canadian workers, their overall health and stress, and workplace barriers and supports to physical activity. While this report examines factors related to the physical activity patterns of Canadians in their workplace, a separate capacity study on the workplace is also being conducted by the Institute in 2007-2008. This forthcoming report will examine similar factors from the point of view of employers.

### *Scope of the report*

This report provides an overview of survey data from the 2006 Physical Activity Monitor. The analyses are descriptive: they describe associations between factors that should not be construed as causal relationships. Any statements implying causality or attribution of effects to physical activity level are based on the cited scholarly literature. In addition to highlighting differences among physical activity levels, the current analysis focuses on regional differences, workplace characteristics such as the type of industry and the company size, as well as employee characteristics including age, sex, education, income, profession, and physical activity level, within topics, and detailed tables are provided in Appendix A.

Any analyses in this report that refer to the Canadian Community Health Survey are based on Statistics Canada's Canadian Community Health Survey, Cycle 3.1 Public Use Microdata files, which contain anonymized data. All computations on these microdata were prepared by the Canadian Fitness and Lifestyle Research Institute and the responsibility for the use and interpretation of these data is entirely that of the author(s).

### *Survey sample and methods*

The Physical Activity Monitor is an annual telephone-interview survey of a random sample of Canadians. Findings in this report are based on a sample of 4,027 Canadian adults (2,471 employed adults). Employed Canadians aged 18 and over were asked the

work related questions, whereas all respondents 18 and over were asked about their physical activity patterns and participation rates in various types of physical activities. A minimum sample of roughly 250 adults was selected within each of the provinces and territories, with the exception of Nunavut. Data were collected via computer-assisted telephone interviews with a randomly selected individual aged 18 or older within the household. Further details about the sampling and interview procedures are included in Appendix B.

## *Structure of the report*

The report provides a synopsis of the current situation in Canada that is relevant to policy and decision-makers in designing initiatives to reduce physical inactivity among Canadians in the workplace.

The findings are presented and discussed in four sections:

***Health profile of Canadian workers***—body mass index, overall health status and chronic conditions, life satisfaction and self reported mental health, and general stress and work related stress by region, province, age, sex, education, household income, marital status, community size, and activity level.

***Perceived barriers and benefits***—reported barriers to being active and beliefs about the work-related benefits of physical activity such as recruitment and turnover, absenteeism, and workplace injury, by workplace characteristics such as the size and type of workplace, and by employee characteristics, including province, age and sex, household income, education, marital status, community size, activity level, profession, industry, and company size.

***Encouragement for physical activity***—employer attitude and support for physical activity, fitness instruction or counselling at work and soft supports by workplace characteristics such as the size and type of workplace, and by employee characteristics, including province, age and sex, household income, education, marital status, community size, activity level, profession, industry, and company size.

***Fitness opportunities***—sports teams and physical activity clubs, offering on site facilities and nearby places, programming, and fitness testing along with amenities such as the provision of showers, change rooms, bicycle racks, and stairs, and the management of and access to fitness opportunities by age and sex, region, education and household income levels, marital status, community size, physical activity levels, and by employment characteristics such as the type of work, employment sector, and company size.





## HEALTH PROFILE OF CANADIAN WORKERS



## *Introduction*

The level of overall health and well being of Canadians can be linked to health behaviours and socio-demographic factors. Understanding these factors may assist workplace health programs in establishing and targeting wellness interventions. This section examines self-reported body mass index, health, chronic conditions, life satisfaction levels, mental health and both general and workplace stress levels. The data are analyzed by age and sex, education and household income levels, marital status, physical activity levels and body mass index. The section concludes with an overview of the findings and policy and program recommendations.

## ***Body Mass Index***

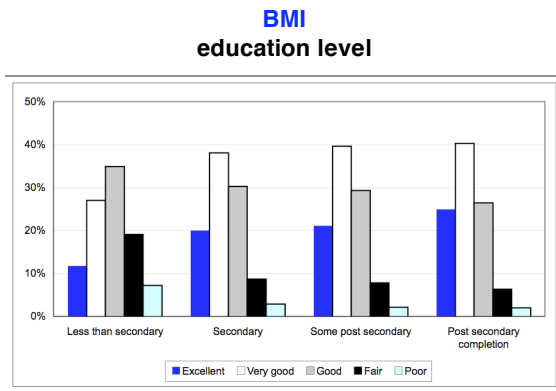
Body Mass Index (BMI) is used to determine whether or not individuals are at a 'healthy' weight or face increased risk of poor health. Canadians were asked, via the CCHS, to report their height and weight. BMI was calculated from these data and individuals were classified as being underweight, of a healthy weight, overweight or obese. Using this classification system, 3% of Canadians are considered underweight, 47% are considered to have a body mass within the healthy range, 35% are considered overweight and 16% are considered obese. Residents in all of the Atlantic provinces, the North and Saskatchewan are more likely to be obese. Residents of the Atlantic provinces, Manitoba and Saskatchewan are less likely to have a healthy weight, whereas those in Quebec and British Columbia are more likely than Canadians overall to be classified as having a healthy weight.

**Age and sex** Men are more likely to be overweight or obese, whereas women are more likely to be at a healthy weight or underweight. Young adults are more likely to be underweight or at a healthy weight compared to other age groups. Adults aged 45–64 are most likely to be obese and adults 45 years and older are more likely to be overweight compared to others. In every age group, men are more likely than women to be overweight. Among 25–64 year olds, men are also more likely than women to be obese. In every age group, women are more likely than men to be at a healthy weight.

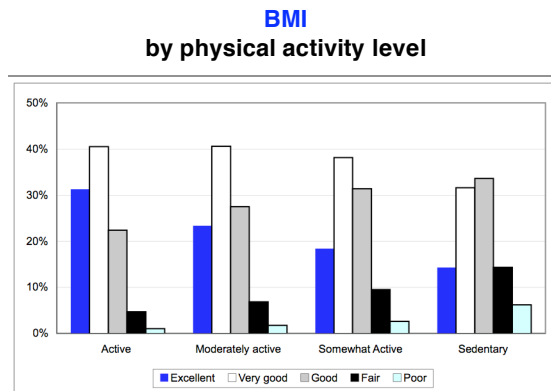
**Socio-demographic factors** Adults with less than a secondary school education are more likely to be overweight or obese than those with higher levels of education. Adults with at least some post-secondary education are more likely than those with lower attained levels of education to be at a healthy weight. Obesity rates decrease as income increases, in that those with lower household incomes are more likely to be obese than those with higher reported income levels. However, those with higher reported levels of annual income are more likely to be overweight compared to those with lower incomes. Canadians who have never been married – who are generally younger than those who are married, widowed, divorced or separated – are less likely to be overweight or obese and more likely to have a healthy weight. Married individuals are most likely to be overweight. Adults who are not students are more likely to be obese and overweight, while students are more likely to have a healthy weight, which may be due in part to the fact that students tend to be younger than the general working population. Among adults, those who are working are more likely to have a healthy weight than those who are not working. Canadians who are not working or studying are most likely to be obese.

## Body Mass Index (cont'd)

**Physical activity** There is an increasing proportion of adults who are obese with diminishing levels of physical activity. Those who are least active are the most likely to be obese while active individuals are the most likely to have a healthy weight.



Statistics Canada, Canadian Community Health Survey, 2005



Statistics Canada, Canadian Community Health Survey, 2005

## ***Overall health status and chronic conditions***

Canadians were asked, via the CCHS, about their general health. Approximately one in five (22%) Canadian adults rate their health as excellent, 37% state it is very good, 29% say it is good, while only 9% say it is fair and 3% rate it as poor. Twenty-eight percent of Canadians report that they do not have any chronic conditions. Chronic conditions are defined as “long-term conditions which are expected to last or have already lasted 6 months or more and that have been diagnosed by a health professional” and include a wide range of conditions such as allergies, asthma, diabetes, arthritis, high blood pressure, cancer, heart disease, anxiety, mental disorders and many others. Residents of Nova Scotia, New Brunswick and Saskatchewan are less likely to report excellent health than the average Canadian. Nova Scotia adults are more likely than the average adult, whereas those in Quebec and the North are less likely, to indicate that they have at least one chronic condition.

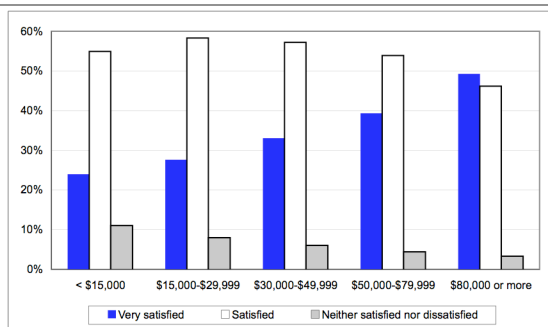
**Age and sex** There are no differences between men and women in how they rate their overall health with one exception: 20–24 year old men are more likely to report being in excellent health than women of the same age. Women are more likely than men to report having at least one chronic condition and this is true in every age group. In successively older age groups, there is generally a decrease in the proportion of adults indicating excellent or very good health and an increase in the percentage who have at least one chronic condition (from 56% of 20–24 year olds who report this, to 91% of older adults).

**Socio-demographic factors** Adults are more likely to state that they are in very good or excellent health with increasing level of attained education. The same pattern holds true for income. Indeed, 38% of those in the lowest annual income category report very good or excellent health, while twice as many of those with the highest level of annual income report the same. Similarly, adults with less than a secondary school education are most likely to report having a chronic condition and the proportion of those who report a chronic condition generally decreases with higher reported income levels. Individuals who are widowed, divorced or separated are less likely to report very good or excellent health and more likely to report a chronic condition than those who are married, who in turn are less likely to report good health and more likely to report a chronic condition than those who have never been married. Students are most likely to report being in very good or excellent health, whereas those who are not working or studying are least likely to report this level of health and most likely to report a chronic condition. Non-working adults are more likely than working adults (non-students) who are, in turn, more likely than students to report having at least one chronic condition. The relationships with marital status and employment status are consistent with those by age group; students and those never married or married tend to be younger than those who work or are widowed, divorced or separated.

## Overall health status and chronic conditions (cont'd)

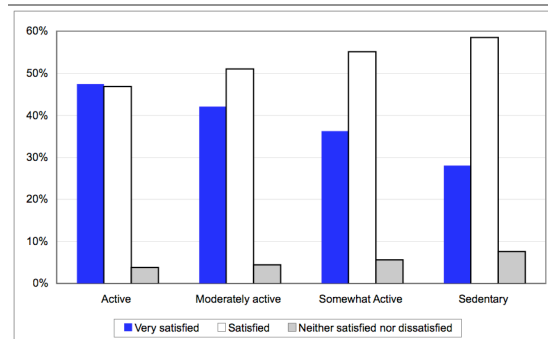
**Physical activity and BMI** There is a higher proportion of adults reporting excellent health with higher levels of reported physical activity. Adults who are active are also least likely to report a chronic condition compared to those who are less active. Healthy weight individuals are most likely to be in very good or excellent health while obese individuals are least likely to be in very good or excellent health. Obese individuals are most likely to report having at least one chronic condition.

**OVERALL HEALTH**  
income level



Statistics Canada, Canadian Community Health Survey, 2005

**OVERALL HEALTH**  
by physical activity level



Statistics Canada, Canadian Community Health Survey, 2005

## *Life satisfaction and self reported mental health*

Canadians were asked, via the CCHS, about the extent of their satisfaction with their life in general and about their overall mental health. Approximately two in five (39%) Canadian adults state that they are very satisfied with their lives, while over half (53%) say they are quite satisfied. Five percent say they are neither satisfied nor dissatisfied, while 3% are dissatisfied and less than one percent are very dissatisfied. The majority of the Canadian population reports that they are in good mental health: 38% say that it is excellent, 37% state that it is very good and 21% state that it is good. Only 4% state that they are in fair mental health while 1% state that they are in poor mental health. Although there are no regional differences in life satisfaction, residents of British Columbia, Saskatchewan, Manitoba, Nova Scotia and New Brunswick are less likely, whereas those in Quebec are more likely, to report being in excellent mental health compared to the national average.

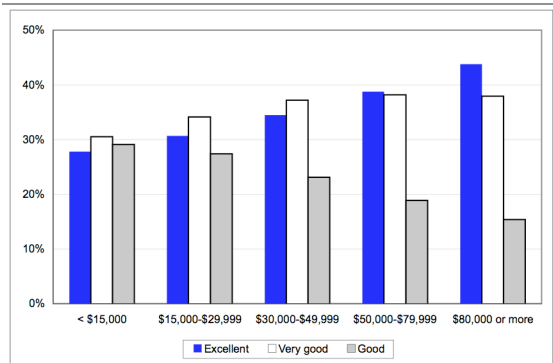
**Age and sex** Women are slightly more likely than men to be very satisfied, whereas men are more likely to be quite satisfied, with their lives. However, upon further examination, these relationships appear among 25–64 year olds only. Young adults (20 to 24) are more likely to be quite satisfied; however, they are less likely than others to be very satisfied. Men are more likely than women overall to report that their mental health is excellent, though this is only true in age groups younger than 65. For older adults there are no gender differences.

**Socio-demographic factors** There is a general increase in the proportion of adults who are very satisfied with their lives and who report excellent mental health with successively higher attained education and annual household income levels. For example, 24% of Canadians who report the lowest levels of annual income are very satisfied with their lives compared to twice that amount (49%) among those who report the highest level of annual income. Married individuals are more likely to be very satisfied and to report that they are in excellent mental health than those who have never married, who in turn are more likely to do so than those who are widowed, divorced or separated. Individuals who are neither working nor studying are less likely to be very satisfied or to report being in excellent mental health compared to those who are working. These same individuals are more likely than others to report that their mental health is simply good.

## *Life satisfaction and self reported mental health (cont'd)*

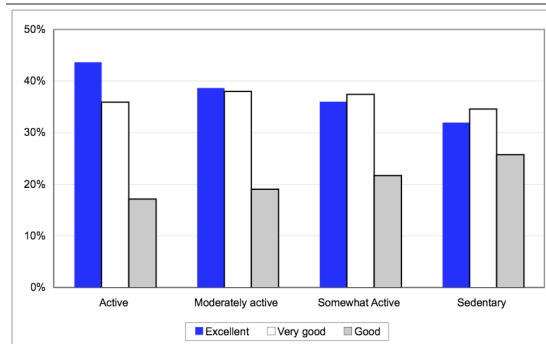
**Physical activity and BMI** There are higher proportions of adults who are very satisfied with their lives and who state that they are in excellent mental health with higher reported levels of physical activity. Adults who are underweight or obese are less likely than those who are of a healthy weight or overweight to be very satisfied or to report excellent mental health.

**LIFE SATISFACTION  
by income level**



Statistics Canada, Canadian Community Health Survey, 2005

**LIFE SATISFACTION  
by physical activity level**



Statistics Canada, Canadian Community Health Survey, 2005

## General stress

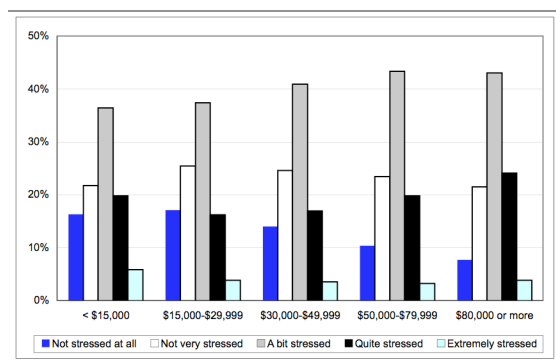
The CCHS investigated the level of stress that Canadians feel they are under in their lives. Overall, 12% of Canadians report that most days are not stressful. About one quarter (23%) report that they are not very stressful, 41% state that they are a bit stressful, 20% state that they are quite stressful and 4% report that their lives are extremely stressful on most days. Residents of Newfoundland are less likely, whereas those in Quebec are more likely, to report that most days are quite or extremely stressful.

**Age and sex** Men are more likely than women to report not being stressed at all on most days. Generally, there is an increase in the percentage of adults who report their lives are not stressed at all in successively older age groups. Adults who are 25–44 are most likely to report being quite or extremely stressed on most days, followed by 45–64 year olds. Older adults (65+) are least likely to be quite or extremely stressed. Women aged 20–24 and 45–64 years are more likely than men of the same age to state that they are quite or extremely stressed. Men, however, in every age group are more likely than women to state that their lives are not stressful at all.

**Socio-demographic factors** Adults with at least a post-secondary education are more likely to report being quite or extremely stressed on most days compared to those with lower levels of education. Those in the highest income category are most likely to be quite or extremely stressed, followed by those in the lowest income category. Those who are widowed, divorced or separated are more likely not to be stressed at all compared to those who are married or who have never been married. Canadians who are not working or studying are less likely to be quite or extremely stressed.

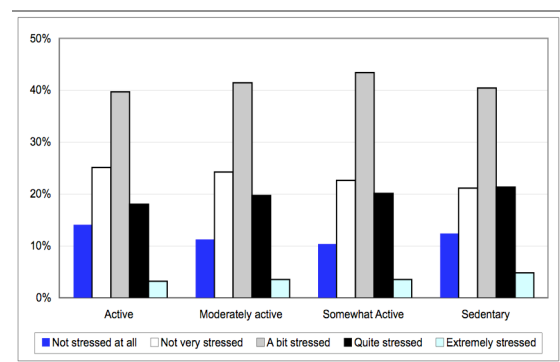
**Physical activity and BMI** In general, the lower the physical activity level, the more likely adults are to be stressed. The least active adults are more likely to be quite or extremely stressed compared to those who are more active. Adults who are active are generally more likely to report the lowest level of stress. Underweight and obese individuals are more likely to be quite or extremely stressed compared to those who are at a healthy weight or overweight.

**OVERALL STRESS**  
by income



Statistics Canada, Canadian Community Health Survey, 2005

**OVERALL STRESS**  
by physical activity level



Statistics Canada, Canadian Community Health Survey, 2005

## Work related stress

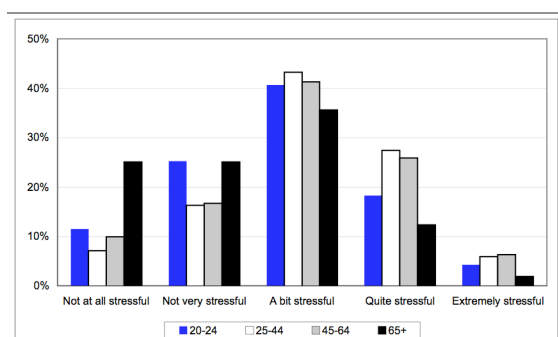
In addition to general stress (see previous topic entitled *General Stress*), the CCHS investigated the level of stress that Canadians feel at work. Of Canadians who worked during the 12 months previous to the survey, 9% reported that most days at work are not stressful at all, 17% report that they are not very stressful, 42% report they are a bit stressful, 25% report they are quite stressful and 6% report they are extremely stressful. Similar to reported life stress, adults in Newfoundland are more likely to report that they are not stressed at all at work compared to the national average. Adults in all of the Atlantic provinces and Saskatchewan are less likely, whereas those in Quebec are more likely, to be report being quite or extremely stressed at work.

**Age and sex** Women are slightly more likely than men to be quite or extremely stressed at work. Adults aged 25–64 are most likely to report that they are quite or extremely stressed at work while working older adults (65+) are least likely to do so. Women who are between 45–64 are more likely than men of the same age to be quite or extremely stressed at work. Men aged 20–24 are more likely than women of the same age to report not being stressed at all at work.

**Socio-demographic factors** As the education level of Canadians increases, so does the proportion who report that they are quite or extremely stressed at work. Canadians with the highest level of education are most likely to report that they are quite or extremely stressed at work. Conversely, those with less than secondary education are most likely to say that they are not stressed at all at work. A similar pattern holds for income, in that higher income earners are most likely to report that they are quite or extremely stressed at work, and those with lower income levels are more likely to report that they are not stressed at all. Those who have never been married are the least likely to report that they are quite or extremely stressed at work. Those who are not currently working are more likely to report that they were not stressed at the job in the past year.

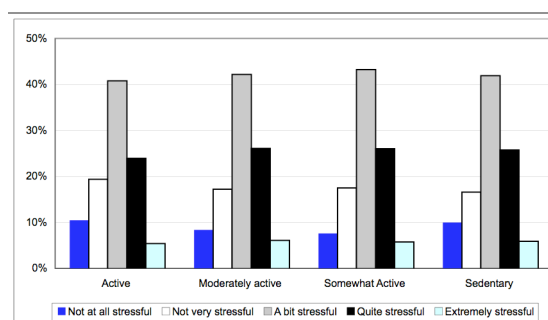
**Physical activity and BMI** The most active individuals are least likely to report that they are quite or extremely stressed at work and the most likely to indicate that they are not at all or not very stressed at work. Obese individuals are slightly more likely than healthy weight adults to say that they are quite or extremely stressed at work.

**WORK STRESS**  
by age



Statistics Canada, Canadian Community Health Survey, 2005

**REPORTED HEALTH**  
by physical activity level



Statistics Canada, Canadian Community Health Survey, 2005

## Summary

Data collected via the CCHS and reported in this section reveal the following:

- 47% of Canadians are considered to have a body mass within the healthy range, while 3% are underweight, 35% are overweight and 16% are obese.
- The majority of Canadians report that they are in at least good health: 22% of Canadian adults rate their health as excellent, 37% state it is very good, and 29% say it is good.
- 28% of Canadians report that they do not have any chronic conditions.
- The majority of Canadians are satisfied with their lives: 39% state that they are very satisfied, while an additional 53% say they are quite satisfied.
- The majority of the Canadian population reports good mental health: 38% say that it is excellent, 37% state that it is very good, and 21% state that it is good.
- The majority of Canadians experience some degree of stress in their daily lives: 41% state that most days are a bit stressful, 20% state that they are quite a bit stressful while 4% report that they are extremely stressful.
- Of Canadians who worked during the 12 months previous to the survey, 42% report that most days at work are a bit stressful, 25% report they are quite stressful and 6% report they are extremely stressful.

The table below summarizes the demographic, socio-economic, physical activity and body mass index characteristics of Canadians according to their weight, physical and mental health, life satisfaction and stress levels.

**Socio-economic and Demographic Groups and Activity Levels by Health Factors**

	Age and sex	Geographic	Education and Income	Marital status	Occupation	Physical Activity and BMI
<b>Healthy Weight</b>	Women Young adults	Residents of Quebec and British Columbia	At least some post-secondary education	Never married	Working adults Students	Most active adults
<b>Overweight</b>	Men Adults aged 45 years and older		Less than secondary education Higher income earners	Married	Not students	
<b>Obese</b>	Men Adults aged 45-64	Residents of Atlantic provinces, the North and Saskatchewan	Less than secondary education Lower annual income		Not working or studying	Least active adults
<b>Less than very good health</b>	Older adults		Lower levels of education Lower annual incomes	Widowed, divorced or separated	Not working or studying	Obese Lower levels of physical activity
<b>Chronic conditions</b>	Women Older adults	Nova Scotia	Less than secondary education Lower levels of income	Widowed, divorced or separated	Not working or studying	Obese Lower levels of physical activity
<b>Excellent mental health</b>	Men if younger than 65	Residents of Quebec	Higher income and education levels	Married		Physically active Healthy weight or overweight

<b>Very satisfied with their lives</b>	Women		Higher levels of education Higher income	Married		Physically active Healthy weight or overweight
<b>High levels of life stress</b>	Women aged 20-24, 45-64 Adults aged 25-64	Residents of Quebec.	Post secondary educated Highest and lowest income levels			Less active Underweight and obese
<b>High levels of work stress</b>	Women Adults aged 25-64	Residents of Quebec	Higher levels of education Higher income levels			Obese

The table also shows that women, younger adults and those who are active in leisure time physical activity are more likely to have a health weight. Canadians with the lowest reported levels of physical activity are the most likely to be obese. Those with higher annual household incomes are more likely than the general population to be overweight, while those with the lowest annual household incomes are more likely to be obese. Most Canadians report good mental and physical health and absence of chronic conditions, and they are generally satisfied with their lives.

## *Discussion, Implications, and Recommendations*

Obesity rates among children and adults have reportedly increased substantially over the past 25 years;<sup>10</sup> however, there are early indications that the rate of increase may be slowing down.<sup>11</sup> Overweight and obesity contribute to type 2 diabetes, high blood pressure and some cancers and are a risk factor for heart disease and stroke.<sup>12</sup> The economic cost of obesity in Canada has been estimated to be over \$1.8 billion.<sup>13</sup> Since physical activity plays a key role in weight maintenance and reduction,<sup>14,15,16</sup> healthy living initiatives, such as those available from Health Canada and provincial websites, incorporate physical activity in their approach to overweight and obesity. Particular focus may be needed to target men, middle-aged and older adults and people who have the lowest levels of income and education. As illustrated in the table above, members of these groups are more likely to be overweight and obese.

A review by Goldberg and King<sup>14</sup> of key findings and recommendations related to the role of physical activity in weight gain prevention, weight loss and weight-loss maintenance across the lifespan suggest that regular physical activity is critical to prevent weight gain and that, while 30 minutes of daily physical activity is recommended for health benefits, accumulating 45 to 60 minutes is potentially desirable to prevent weight gain. Their findings indicate that weight loss interventions generally need to combine physical activity and dietary interventions and that 40 to 90 minutes of daily physical activity may be necessary to maintain weight loss. These are consistent with the physical activity recommendations in the current clinical guidelines for the management and prevention of obesity in adults and children.<sup>12</sup> The clinical guidelines recommend that the combined approach of reducing energy intake and regular physical activity be viewed as the first treatment option for overweight and obese adults. For counselling and treating individuals, it is recommended that:

- Long-term regular physical activity, which is associated with maintenance of body weight or a modest reduction in body weight, should be recommended for all overweight and obese people.

- Physical activity and exercise should be sustainable and tailored to the individual. The total duration should be increased gradually to maximize weight loss benefits.
- Physical activity (30 minutes a day of moderate intensity, increasing, when appropriate, to 60 minutes a day) should be part of an overall weight-loss program<sup>12</sup>.

Finally, Goldberg and King<sup>14</sup> note that at a population level, small improvements in physical activity (for example increasing activity by an additional 100 kcal a day) could have a large impact on obesity rates. Given that most adult Canadians spend the majority of their waking day at their place of employment and that daily physical activity can be accumulated in as little as ten minutes at a time, even small opportunities at work, such as encouraging walking to meetings, taking stairs or encouraging physically active lunch breaks, will assist in the achievement of daily physical activity goals.

The relationship between physical activity and physical and mental health and life satisfaction can be clearly seen in the above table. The contribution of physical activity to the achievement and maintenance of healthy weight, to the primary and secondary prevention of many health conditions and to psychological well-being is well documented.<sup>17,18,19,20,17</sup> Studies have shown that regular exercise can reduce the risk of health decline even among individuals who cannot achieve ideal weight,<sup>21</sup> and can decrease stress and life dissatisfaction levels.<sup>22</sup> This suggests that strategies to promote physical activity should be included as part of obesity reduction, mental health and overall health promotion strategies.

Stress can result from many sources. Top sources of stress cited by adult Canadians include trying to do too much at once, feeling that others expect too much, feelings of pressure to be like others, a lack of perceived appreciation of work or at home and feelings that other people are too critical.<sup>23</sup> Women are more likely than men to cite that stress comes from more than one of these sources at once. Stress can have an impact on the immune system and health behaviours, and is predictive of chronic disease and mental health problems.<sup>23</sup> The Canadian Heart and Stroke Foundation and the Canadian Mental Health Association recommend physical activity among their recommendations for dealing with stress, along with healthy eating, leaning on social support, taking time for oneself, sufficient sleep and others.<sup>24,25</sup> It is therefore no surprise that those who are the most active are also less likely to cite high levels of stress.

As seen in this section, working Canadians are generally more likely to be in good physical health and at a healthy weight than those who are not working. They also experience higher levels of satisfaction with their lives. However, those who do not work report lower levels of life stress in general.

Work-based stressors can include heavy workloads, too many demands or hours, new technologies, fear of accident or injury, poor interpersonal relationships with co-workers or supervisors and the threat of layoff or job loss.<sup>26</sup> These sources may compound one another: while about 26% of Canadian employees cite only one source of stress, 16% report two and 10% report three or more.<sup>11</sup> Recent research reports that half of Canadian employees experience high levels of perceived stress, and one quarter of Canadian employees feel ‘burned out’ from their jobs.<sup>27</sup>

Among those who work, those who are physically active experience lower levels of work stress, while those who are less active, and those who are obese, experience high levels of stress at work for more days of the week. In addition, women typically report higher levels of work stress. Indeed, research confirms that women report substantially more work-life conflict than men, regardless of job type or dependant care status.<sup>27</sup> Other research has shown that while the prevalence of some work-related stressors does not differ in men and women, women between 45 and 64 are significantly more likely than men the same age to feel stressed due to too many demands or hours, regardless of their family structure, while men in all age groups are more likely to be stressed as a result of fear of accident or injury.

Certainly work-life conflict is one source of stress both generally and at work.<sup>26</sup> In addition, those with the highest levels of education and income report the highest levels of work-related stress. These people are likely employed in jobs with higher levels of responsibility. Occupations with the highest average hourly wages include management, natural and applied sciences and related occupations, health occupations and occupations in social science, education, government service and religion.<sup>28</sup> Research<sup>26,27</sup> reports that men and women who perform managerial or professional work, particularly those in health-related occupations, report substantially more conflict between work and non-work than their counterparts in non-professional positions.

High work-life conflict is associated with decreased wellness in terms of greater perceived stress, depressed mood and burnout, reduced job satisfaction and organizational commitment, greater use of the Canadian medical system (i.e., increased number of physician visits and increased illness) and increased absence from work.<sup>27</sup> Employers have much to gain in addressing sources of work-life conflict and in promoting healthier lifestyles in their workforce. Health promotion programs in the workplace provide both employees and employers with a host of benefits, including improved corporate image, improved job satisfaction, improved employee morale, reduced staff turnover, increased ability to handle job stress and decreased conflicts at work.<sup>29</sup> Aldana and colleagues<sup>30</sup> undertook a clinical trial of a worksite chronic disease prevention program and found that it significantly increased health knowledge, improved nutrition and physical activity, and improved many employee health risks, such as body fat, blood pressure and cholesterol, in the short term. Similarly, a study of the association of lifestyle-related modifiable health risks (physical activity, cardiorespiratory fitness and obesity) and work performance found that higher levels of physical activity were related to reduced decrements in quality of work performed and overall job performance; higher cardiorespiratory fitness was related to reduced decrements in quantity of work performed and a reduction in extra effort exerted to perform the work; obesity was related to more difficulty in getting along with coworkers; and, severe obesity was related to higher number of work loss days.<sup>31</sup>

Workplace health promotion programs can offer educational, organizational or behavioural interventions that support healthy lifestyle choices in employees. Such programs may include fitness activities, stress management, information or assistance with healthy lifestyle choices and provision of supervised day care. A study<sup>32</sup> documenting the prevalence of workplace health programs in companies with 100 or

more employees found that Canadian worksites favour a health promotion and treatment approach over a deterrence approach for addressing health and substance use issues in the workplace but that delivery is uneven.

The Public Health Agency's Internet resource, *The Business Case for Active Living at Work*, is discussed in greater detail elsewhere in this report. It states that workers report that physical activity is a means by which employers can reduce stress among their workforce, and that one of the ways workers believe that employers can help them improve their health is to provide recreational or exercise facilities at or near the workplace. The US Centers for Disease Control's National Institute for Occupational Safety and Health reports that policies benefiting worker health can also benefit the bottom line with lower rates of illness, injury and disability among workers.<sup>33</sup> It identifies organizational characteristics associated with both healthy low-stress work and high levels of productivity. These include:

- Recognition of employees for good work performance
- Opportunities for career development
- An organizational culture that values the individual worker
- Management actions that are consistent with organizational values

In addition, the CDC notes that organizational change has been more effective than employee stress management training. Organizational policies such as the following could be considered by employers to engender lower levels of employee stress:

- Ensure that the workload is in line with workers' capabilities and resources.
- Design jobs to provide meaning, stimulation and opportunities for workers to use their skills.
- Clearly define workers' roles and responsibilities.
- Give workers opportunities to participate in decisions and actions affecting their jobs.
- Improve communications - reduce uncertainty about career development and future employment prospects.
- Provide opportunities for social interaction among workers.
- Establish work schedules that are compatible with demands and responsibilities outside the job.<sup>33</sup>

In summary, workplace interventions which include lifestyle components of healthy eating, physical activity, stress management and organizational environmental policies will all lead to reduced stress levels, improved workforce health and will likely lead to improved productivity and profitability. While all workers will benefit, particular attention focused on the life balance needs of women, stress management strategies for workers who are entering the workforce, and physical activity programs for those who are inactive should be considered as valuable components of a program.





**PERCEIVED BARRIERS AND BENEFITS**



## *Introduction*

The workplace can present barriers to being physically active; however, employers and employees can both also benefit from physical activity opportunities. Understanding barriers and beliefs may assist in physical activity promotion at the workplace, both through the removal of barriers and in reinforcing or addressing beliefs. This section examines workplace barriers to being active, the relationship between workplace physical activity programs and recruitment and turnover, and employee beliefs about the benefits of physical activity to their working life. Finally, an examination of absenteeism is presented. The data are analyzed by respondent age and sex, region, education and household income levels, marital status, community size, and physical activity levels. Data are also analyzed by the employment characteristics of hours of work, type of work, employment sector, and company size. The section concludes with an overview of the findings and policy and program recommendations.

## Barriers to being active

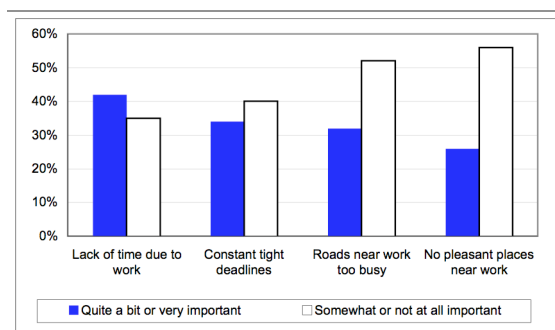
Although there are a number of tools that workplaces can use to motivate their employees to be physically active, the stress, various obligations, and inherent attributes of work often serve as overwhelming obstacles to activity. Indeed, more than one-third (34%) of working Canadians report that constant tight deadlines at work are an important barrier impeding their physical activity, and 42% report that lack of time due to work is an important barrier. Just over one quarter (26%) of working Canadians indicate that the lack of pleasant places to walk, bicycle, or be active near their workplace is an important barrier, while nearly one-third (32%) indicate that the roads near their workplace being too busy to walk or bicycle safely poses an important barrier.

**Age and sex** Barriers to being active appear to be uniformly reported regardless of age or sex, as there are no significant differences between genders and age groups.

**Region** Employees in Quebec are less likely than the average Canadian worker to report that a lack of time due to work is an important barrier, yet are more likely to indicate that a lack of pleasant places to walk, cycle, or be active near work prevents them from being more active. Northern Canadians are less likely than the average Canadian to report busy roads as a deterrent to physical activity.

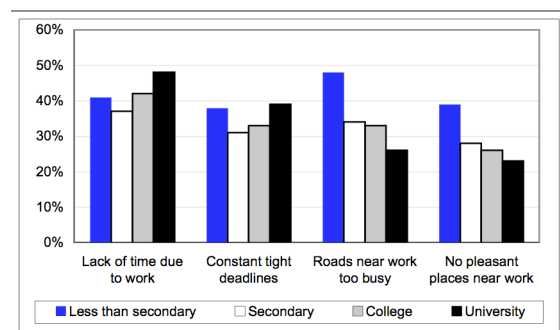
**Socio-demographic and -economic characteristics** University graduates are less likely than those with less than a secondary level of education to indicate that both a lack of places to walk, bicycle, or be active and excessively busy streets are barriers to more physical activity. There are differences among various levels of reported earned income in the likelihood of reporting that busy roads near work prevent them from being more active, that is employees with household incomes of \$30,000 to \$59,999 are more likely than those with higher incomes to report this (\$100,000 or more). Employees living in the smallest communities (fewer than 1,000 residents) and mid-sized communities (10,000 to 74,999 residents) are less likely than those in the largest communities (with 300,000 residents or more) to report that constant tight deadlines prevent them from being more active.

**BARRIERS TO BEING ACTIVE**  
working Canadians



2006 Physical Activity Monitor, CFLRI

**BARRIERS TO BEING ACTIVE**  
by education



2006 Physical Activity Monitor, CFLRI

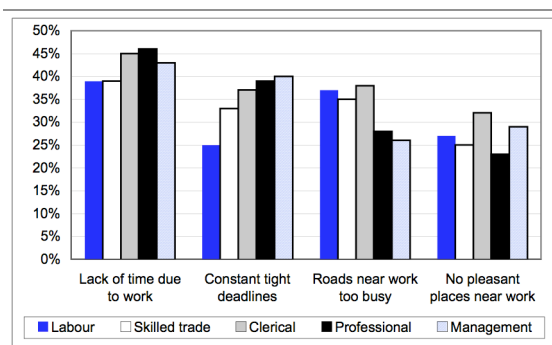
## Barriers to being active (cont'd)

**Activity level** There are no significant differences in terms of activity level and the likelihood of reporting barriers to physical activity.

**Employment characteristics** Part-time employees are significantly less likely than full-time workers to report that constant tight deadlines at work are an important barrier to being active. Those working in professional or management positions are more likely than those in labour positions to report that constant tight deadlines are an important barrier to their physical activity. However, those in clerical and labour positions are more likely than those in management positions to report that busy roads near their workplace pose a barrier. Employees in clerical positions are more likely than those in professional positions to cite busy roads as barrier. Not-for-profit employees are more likely than workers in other sectors to report that a lack of pleasant places for walking, cycling, or exercise is a significant barrier to physical activity.

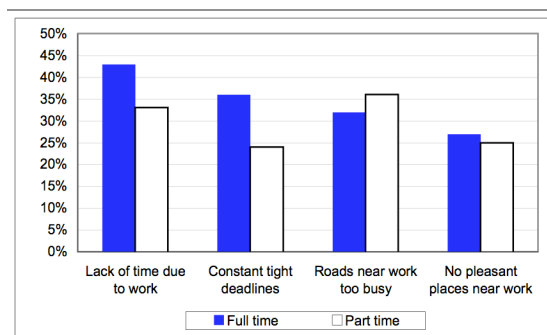
**Trends** Overall, the prevalence of barriers has not changed significantly among Canadian workers over the past five years, with one exception – employees are now slightly less likely to indicate that work deadlines are an important barrier.<sup>34</sup> The age-related and sex-related differences that appeared in 2001 are no longer evident. The occupation of the employee was associated with certain barriers in 2001 and this relationship generally persists in 2006. While employment sector was formerly associated with a lack of time (that is, those in the government and public sector were more likely to report this as a barrier), this relationship does not appear in 2006.

**BARRIERS TO BEING ACTIVE  
by profession**



2006 Physical Activity Monitor, CFLRI

**BARRIERS TO BEING ACTIVE  
by employment status**



2006 Physical Activity Monitor, CFLRI

## Potential influence on recruitment and turnover

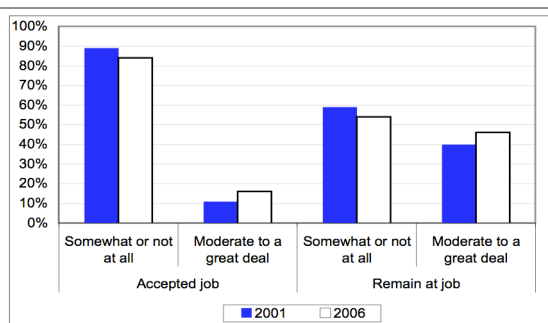
When asked the extent to which the physical activity opportunities, programs, and facilities offered by their workplace actually influenced their decision to *accept* a position with their current employer, the majority (84%) of Canadians indicate that they were only somewhat influenced or not influenced at all. Significantly fewer indicate that they were moderately influenced (7%), or influenced quite a bit or a great deal (9%). A greater influence is seen on a person's decision to *remain* with a company: 54% report that the physical activity opportunities, programs, and facilities offered by their workplace have only somewhat influenced or did not influence their decision at all, while 21% report that they have been moderately influenced and 25% report that they have been influenced quite a bit or a great deal.

**Age and sex** The age and sex of Canadian workers generally does not appear to influence the importance of physical activity opportunities in the decision to accept or maintain employment at a company, with two exceptions: male employees are more likely than females to state that the opportunities, programs, and facilities moderately influenced their decision to remain with the company; employees aged 45 to 64 are less likely than younger employees (25 to 44 years) to have been moderately influenced to accept a position in the company.

**Region** There are no significant regional differences associated with the influence of physical activity options at work for choosing to accept or maintain a position, with one exception. Employees in the Northwest Territories are slightly less likely than the average Canadian employee to say that the physical activity opportunities at work only somewhat influenced or did not influence at all their decision to accept a position in the company.

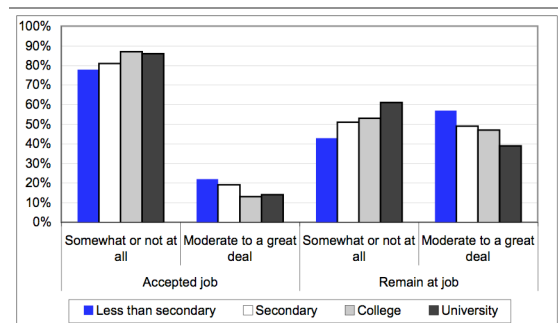
**Socio-economic and demographic characteristics** Canadians with a university education are more likely those with less than a secondary level of education to report that their workplace's physical activity options did not influence or only somewhat influenced their choice to *maintain* a position. There is a relationship between income and the influence of physical activity opportunities on the decision to remain with a current employer; those with household incomes of \$20,000 to \$29,999 are more likely than the highest income earners to be influenced quite a bit or a great deal to remain with the company. Additionally, those in the highest (\$100,000 or more) and lowest (\$20,000 or less) annual income categories are more likely than those who earn \$20,000 to \$29,999 to state that they are influenced by physical activity opportunities a little or not at all in maintaining current employment. Employees who are widowed, divorced, or separated are more likely than those who are married to be influenced quite a bit or a great deal to remain with their company.

**RECRUITMENT AND TURNOVER**  
by overall trends, 2001-2006



2001 and 2006 Physical Activity Monitors, CFLRI

**RECRUITMENT AND TURNOVER**  
by education level



2006 Physical Activity Monitor, CFLRI

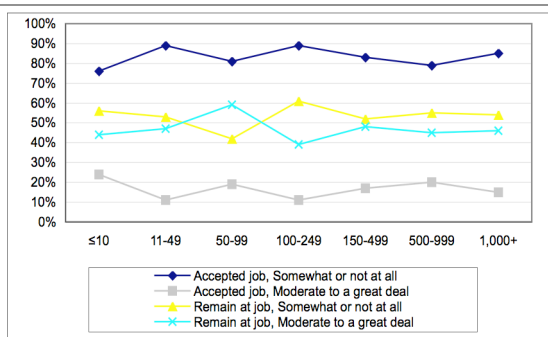
## Potential influence on recruitment and turnover (cont'd)

**Activity level** Reported activity levels do not appear to affect the likelihood that physical activity opportunities and programs will influence a decision to accept or maintain an employment position.

**Employment characteristics** There are some differences among employees of workplaces of various sizes in the likelihood of reporting the influence of their employer's physical activity options on their decision to *accept* a position; employees of very small companies (10 or fewer employees) are less likely than employees of some larger companies (11 – 49 employees or 100 – 249 employees) to report that physical activity opportunities played little to no role in accepting their current position. Employees of these very small companies are more likely than those working for companies with 11 to 49 employees to say that it greatly influenced (quite a bit or a great deal) their decision to accept a position. Employees of companies with 50 to 99 workers are more likely than employees of companies with 100 to 249 workers to report that opportunities to be active influenced the decision to maintain their current employment quite a bit or a great deal. Finance and service employees are less likely than those in industry or manufacturing to have been moderately influenced to remain at their company.

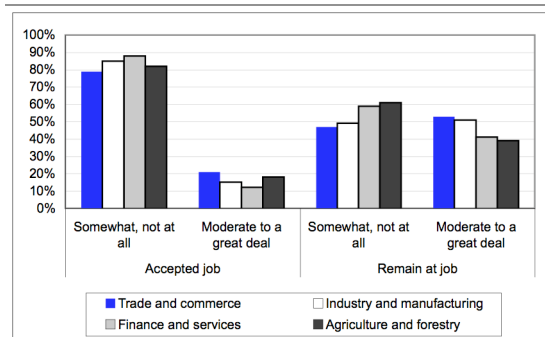
**Trends** Since 2001,<sup>34</sup> there have been slight decreases in the proportions of Canadians who report that the physical activity opportunities, programs, and facilities offered by their workplace only somewhat influenced or did not at all influence their decision to accept or maintain a position with their current employer; likewise, there have been slight increases in the proportions who report that physical activity opportunities have considerably influenced (quite a bit or a great deal) their decisions to *accept* or *maintain* a position with their current employer. University-educated adults continue to be more likely to state that the physical activity opportunities only somewhat influenced or did not at all influence their decision to *remain* with an employer. The relationships that appeared with activity level in 2001, however, no longer exist in 2006. In 2001, workplace characteristics were not associated with the decision to accept or maintain a position in the company, while, relationships now appear regarding company size and industry in 2006.

**RECRUITMENT AND TURNOVER  
by company size**



2006 Physical Activity Monitor, CFLRI

**RECRUITMENT AND TURNOVER  
by industry type**



2006 Physical Activity Monitor, CFLRI

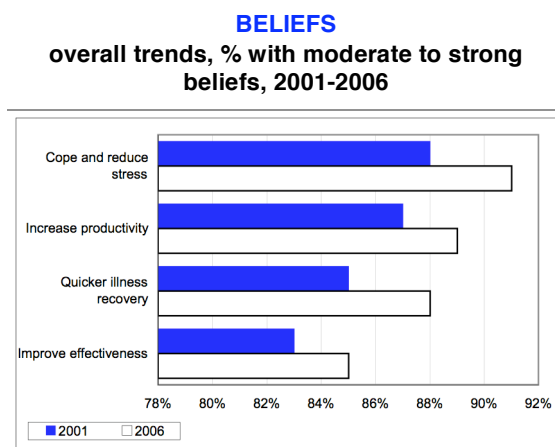
## *Beliefs about work-related benefits of physical activity*

Most Canadians (91%) agree quite a bit or a great deal that regular physical activity helps people to cope with and reduce their workplace stress, and 89% agree that regular physical activity helps employees to be more productive. A similar percentage (88%) reportedly agree to the same extent that regular physical activity helps in recovering from minor illnesses more quickly, while 85% agree to this extent that regular physical activity helps people do their work more effectively.

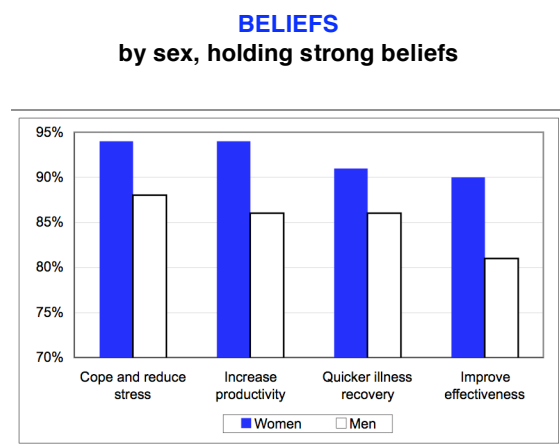
**Age and sex** Overall, women are more likely than men to indicate that they strongly agree (quite a bit or a great deal) that regular physical activity helps in improving productivity and recovering from minor illnesses more quickly, and helping people do their work more effectively. Women aged 25 to 44 are more likely than men of any age to strongly agree that physical activity helps productivity.

**Region** There are no significant regional differences for reporting beliefs about the work benefits of physical activity.

**Socio-economic and demographic characteristics** Adults with less than a secondary level of education are least likely to strongly agree (quite a bit or a great deal) that regular physical activity helps in coping with and reducing workplace stress. Furthermore, those with less than a secondary education are also less likely than those with a college or university education to state that being regularly physically active helps a great deal or quite a bit in recovering from minor illnesses. Similarly, university-educated employees are more likely than those with less than a secondary education to strongly agree that regular physical activity helps in working more effectively. Strong positive beliefs about regular physical activity are also associated with income: people who earn less than \$20,000 per year are significantly less likely than those with some higher incomes to strongly agree that activity aids in minor illness recovery and in coping with job stress. Those living in communities with 10,000 to 74,999 residents are more likely than those in the smallest communities (less than 1,000 residents) to strongly agree that physical activity helps people to work more effectively.



2006 Physical Activity Monitor, CFLRI



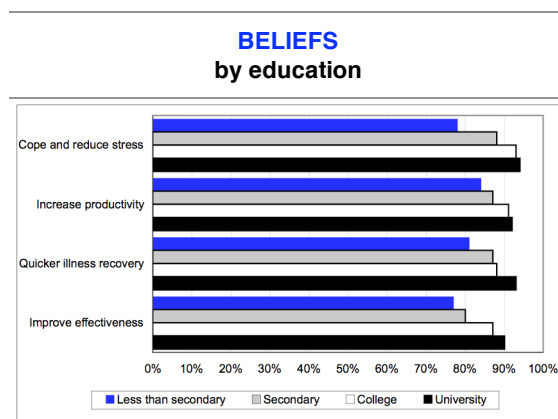
2006 Physical Activity Monitor, CFLRI

## ***Beliefs about work-related benefits of physical activity (cont'd)***

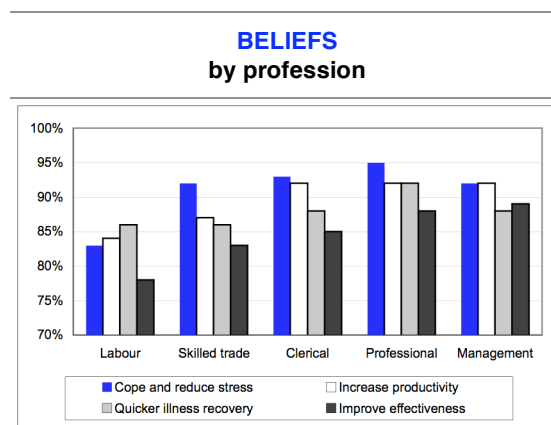
**Activity level** Active Canadians employees are more likely than those who are less active employees to strongly agree that regular physical activity aids in recovering from minor illnesses. Active workers are also more likely than those who are sedentary to indicate that they strongly agree (quite a bit or a great deal) that regular physical activity helps in coping with and reducing workplace stress and improving productivity.

**Employment characteristics** Employees working in the non-profit sector and those in education, health, and social services are more likely than the average Canadian to strongly agree that regular physical activity helps in speedily recovering from minor ailments. Fewer labourers than professionals strongly agree that regular physical activity helps with stress levels; labour workers are also less likely than managerial employees to strongly agree that work effectiveness increases with regular physical activity. Those working for companies with 50 to 99 employees are more likely than those working for the smallest companies (10 or fewer employees) to strongly agree that physical activity helps productivity. Those working for the largest companies (with 1,000 or more employees) are more likely than those working for the smallest companies to strongly agree that physical activity helps in coping with and reducing stress.

**Trends** The overall proportion of Canadians expressing strong beliefs about the potential work-related benefits of regular physical activity has remained high over time.<sup>34</sup> Several other relationships persist over time. Women continue to be more likely than men to hold strong positive beliefs. Those who have higher incomes continue to be more likely to say that physical activity helps in coping with and reducing stress; these individuals are also more likely to say that it helps in recovering from minor illnesses more quickly. Those in education, health, and social services remain optimistic in 2006 about the benefits of regular physical activity in reducing recovery time during minor illness, while employees of not-for-profit workplaces have newly emerged in 2006 as strongly agreeing with this benefit.



2006 Physical Activity Monitor, CFLRI



2006 Physical Activity Monitor, CFLRI

## Absenteeism

When asked how many days of work they have missed in the past year due to sickness, injury, or disability, 47% of Canadian employees report having missed no days of work, while 37% report having missed one to five days, and 16% report having missed six or more days.

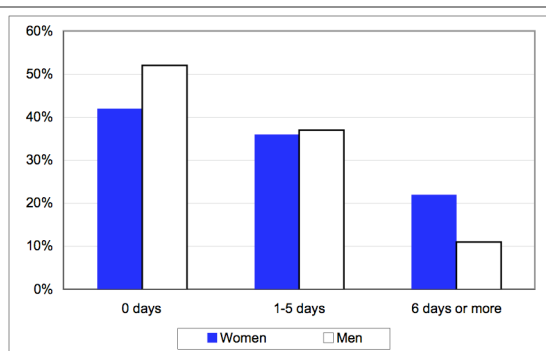
**Age and sex** Overall, men are more likely than women to report missing no days of work. Women are more likely than men to say that they have missed six or more days; however, only those women aged 25 to 44 are significantly more likely than men of the same age to report having missed six or more days. Compared to workers aged 45 to 64, employees aged 25 to 44 are more likely report one to five days absent and less likely to report no days.

**Region** Workers in Northern Canada are significantly less likely than the average Canadian employee to report zero days of sick absence, whereas those in British Columbia are less likely to report missing one to five days of work. Manitoba and Saskatchewan employees are more likely than the Canadian average to report being away from work due to illness for six or more days.

**Socio-economic and demographic characteristics** Adults earning less than \$20,000 per year are more likely to say that they have missed no days of work, compared to those earning higher incomes (\$40,000 to \$99,999). However, those with annual incomes of \$100,000 or greater are less likely to report having missed six or more days compared to those with less income (\$40,000 to \$99,999). Education, community size, and marital status do not appear to be associated with absenteeism due to illness, injury, or disability.

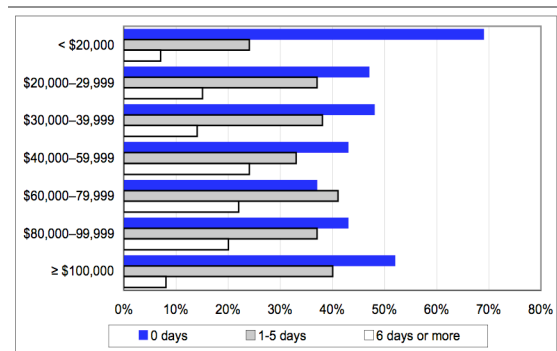
**Activity level** Employees who indicate that they are somewhat active are more likely than those who are active to be absent from work for six or more days due to illness or injury.

**ABSENTEEISM  
by sex**



2006 Physical Activity Monitor, CFLRI

**ABSENTEEISM  
by income**



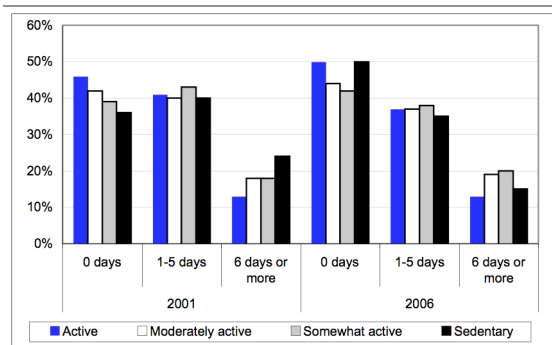
2006 Physical Activity Monitor, CFLRI

## Absenteeism (cont'd)

**Employment characteristics** Canadians working for the private sector are more likely than those in the public sector to say that they have not missed any days of work. Conversely, those working for the government or public sector are more likely to report having missed one or more days than those in private businesses. Adults working in the finance and service industry are less likely to report missing no days of work compared to industry, manufacturing, agricultural, and forestry workers, and are generally more likely to report missing six or more days than industrial workers. Compared to the national average, those working in construction are more likely to say that they have not missed any days of work and those in government services are more likely to have missed six or more days. Employees working for very small companies (with 10 or fewer employees) are generally the most likely to say that they have missed no work days, and are less likely than those working for some larger-sized companies to report missing one to five days (1,000 or more employees) and six or more days (250 to 499 employees).

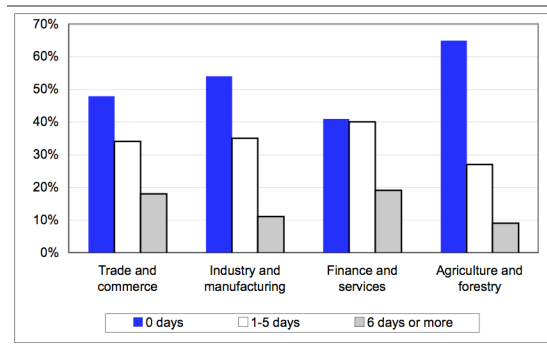
**Trends** The overall rates of absenteeism have changed slightly since 2001; employees in 2006 are more likely to state that they have missed no days of work, and are slightly less likely to say that they have missed 1 to 5 days.<sup>34</sup> The same gender differences that previously appeared—with men being more likely than women to say that they have missed no days of work, and women being more likely to report six or more days of absence—persist in 2006. Construction workers continue to be more likely than the national average to say that they have not missed any days. Those working in government or public sectors continue to be less likely to report missing no days of work.

**ABSENTEEISM**  
trends by activity level, 2001-2006



2006 Physical Activity Monitor, CFLRI

**ABSENTEEISM**  
by industry



2006 Physical Activity Monitor, CFLRI

## *Workplace injury, illness, and stress*

Difficult circumstances and adverse conditions at work can contribute to any number of problems for employees; 12% of Canadians report having been injured while at work, and 11% report having become physically ill because of work. Nearly twice as many (20%) report suffering from stress or some other mental or emotional condition because of work.

**Age and sex** While there are few differences in terms of age and sex in encountering workplace incidents, it can be noted that 45 to 64 year olds are more likely than 18 to 24 year olds to report never being injured or becoming ill due to work conditions. When examining by gender, this age relationship persists only among men.

**Region** Workers in Newfoundland and Prince Edward Island are more likely to not report stress and other mental conditions due to work than the average Canadian worker.

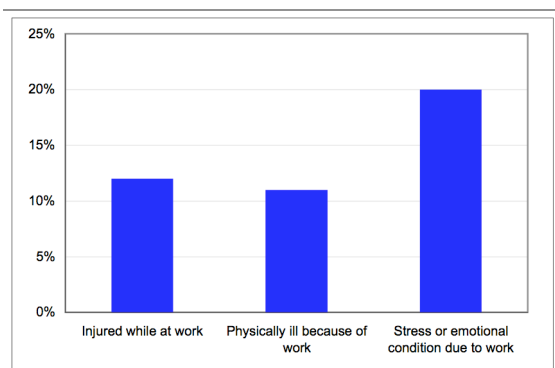
**Socio-economic and demographic characteristics** University-educated employees are less likely than others to report being injured at work. Those who are married or in a common-law relationship are less likely than those who have never been married to report a physical illness due to working conditions. Employees from communities with 5,000 to 9,999 residents are less likely to report that they have never fallen ill due to work conditions than are those from other communities (with fewer than 5,000 or greater than 74,999 people), and are more likely to report workplace injuries than are residents of communities with 300,000 people or more. There are no significant socio-economic or demographic differences for reporting workplace stress.

**Activity level** There are no relationships between activity level and reported workplace injuries, illnesses, or stress.

## Workplace injury, illness, and stress (cont'd)

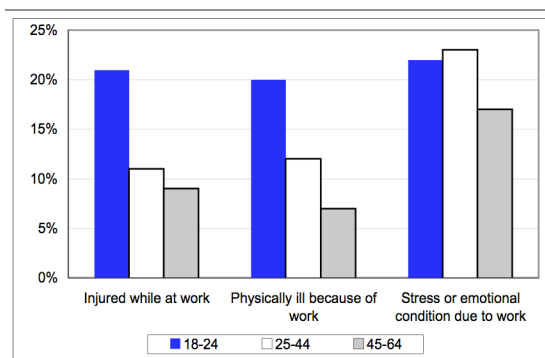
**Employment characteristics** In comparison to the national average, adults working in construction are more likely to indicate that they have not fallen ill due to work conditions. Employees in financial and business services or in hi-tech industries report a greater avoidance of workplace injuries than others. Clerical, professional, and managerial employees are more likely than labourers to report no injuries in the workplace, and managers are more likely than most other professions (except those in clerical positions) to report never falling ill at work due to conditions. Those working for companies with 1,000 or more employees more frequently avoid injuries on the job than employees of companies with 50 to 499 employees, while workers at very small companies (with 10 or fewer employees) are more likely than the Canadian average to report that they have not fallen ill due to work conditions. Workers in the agriculture and forestry industry are less likely than those in finance and services to report stress or mental or emotional conditions due to work.

**WORKPLACE ILLNESS, INJURY, AND STRESS  
overall, 2006**



2006 Physical Activity Monitor, CFLRI

**WORKPLACE ILLNESS, INJURY, AND STRESS  
by age**



2006 Physical Activity Monitor, CFLRI

## Summary

Data collected in the 2006 Physical Activity Monitor reveal the following barriers to physical activity at work:

- 42% of working Canadians report a lack of time due to work,
- 34% report constant tight deadlines at work,
- 32% say the roads near their workplace are too busy to walk or bicycle safely, and
- 26% of working Canadians indicate that there are no pleasant places to walk, bicycle, or be active near their workplace.

Beliefs about benefits also include an increased ability to cope with workplace stress and recover from illness, in addition to increased productivity and effectiveness. As such, the majority of Canadian workers strongly agree (quite a bit or a great deal) with the listed beliefs about the benefits of physical activity, as follows:

- 91% of working Canadians strongly agree that regular physical activity helps people to cope with and reduce their workplace stress,
- 89% strongly agree it helps employees to be more productive,
- 88% strongly agree it helps in recovering from minor illnesses more quickly, and
- 85% strongly agree it helps people do their work more effectively.

The table below summarizes the socio-economic, demographic, and workplace characteristics associated with a greater likelihood of citing various barriers and beliefs about the benefits of physical activity, as they pertain to the workplace.

**Likelihood of reported barriers and beliefs about benefits by socio-economic, demographic and workforce characteristics**

	Socio-economic and demographic characteristics			Workforce characteristics	
	Age and sex	Activity level	Education and Income	Profession and status	Industry and Sector
<b>Barriers</b>					
Constant tight deadlines at work				Professionals & management Full-time workers	
Lack of time due to work					
Lack pleasant places to be active			Less than high school		Not-for-profit
Too busy roads near work			Less than high school  Lower incomes (\$30,000-\$59,999)	Labourers and clerical positions	
<b>Beliefs—"Regular physical activity helps people to..."</b>					
Cope with & reduce workplace		Active	Higher educated	Professionals	Larger companies

stress					
Be more productive	Women	Active			
Recover from minor illness more quickly	Women	Active	Higher educated Higher income		Not-for-profit Education, health and social services
Do work more effectively	Women		University educated	Managers	

The perceptions of barriers have generally remained stable over the past five years, as have the overall proportion of Canadian workers expressing strong agreement with some of the potential work-related benefits of regular physical activity during this time period. Key relationships have persisted over time: women and higher income adults continue to hold strong positive beliefs about the benefits of physical activity as they pertain to work.

Employee physical activity can benefit both employers and employees. There is some indication that workplace physical activity opportunities, programs, and facilities assist in employee recruitment and retention:

- 16% of working Canadians indicate that such opportunities influenced their decision to *accept* a position with their current employer moderately, quite a bit, or a great deal.
- 20% report that they have been moderately influenced by these opportunities to *remain* with a company and 25% report that they have been influenced quite a bit or a great deal.

When asked how many days of work they have missed in the past year due to sickness, injury, or disability, just under half of Canadian employees (47%) say that they have not missed any days, while 37% report having missed one to five days, and 16% say they have missed six or more days. Compared to 2001, these rates represent a 4% decrease in the number of employees who have taken one to five days, and a 5% increase in the number of workers reporting no sick days.<sup>34</sup> About one in ten Canadians report having been injured while at work, and the same number report having become physically ill because of work, whereas almost twice this proportion report suffering from stress or some other mental or emotional condition because of work.

Results from this section indicate those who work in construction, in the private sector, and those who work for employers with 10 or fewer employees are the least likely to take a day of absence from work. Possibly, these qualities represent employees who are less likely to be paid if they take a day off. Smaller companies also may include the self-employed or those where there are no unions and perhaps lower levels of benefits, and therefore may also be workplaces without paid days of absence. On the other hand, government service employees are more likely to report six or more days of absence due to sickness, injury, or disability in the past year.

## ***Discussion, Implications, and Recommendations***

Results from this section reveal that relatively few Canadians (16%) indicate that the workplace opportunities for physical activity influenced their decision to *accept* a position in their company, whereas significantly more Canadians (45%) say that these

opportunities have influenced their decision to *remain* with their company. This is consistent with other Canadian studies that have demonstrated reduced employee turnover among participants involved in physical activity or fitness programs. The Public Health Agency of Canada's Business Case for Active Living at Work<sup>35</sup> cites numerous case studies with lower turnover rates among company fitness program participants as compared to non-participants. Though our findings may not indicate that more active people are more likely to be influenced by the existence of physical activity programming, the Business Case for Active Living at Work suggests that the promotion of fitness programs may be an important consideration. The promotion of corporate active living programs to prospective employees by tailoring the physical activity information and activities towards those who are less active may be useful. For example, providing programming that focuses on activities generally preferred by less active people may be more attractive than activities that are unusual, or require high developed skill sets or expensive equipment. For the same reasons, the existence of facilities such as bicycle racks, showers, or nearby trails may also be attractive to prospective employees. Family-oriented physical activity events or programs may be attractive to those who desire to increase their activity levels but are struggling to fit work, family life, and physical activity into their lives.

The potential impact on both recruitment and turnover of physical activity and broader wellness programs merits further consideration by employers as a way to attract and retain their workforce. The Conference Board of Canada<sup>36</sup> suggests that wellness programming can be a component of a larger corporate initiative to attract and retain top talent. It states that some businesses view workplace health programs as a key component of their business strategy for identification as an 'employer of choice'. It further comments that today's organizations are being asked to prove their worth as contributors to social well-being. In response to this, many organizations use 'triple bottom-line reporting', where they focus on three elements of organizational sustainability: economic, environmental, and social. Workplace health programs play an integral role in achieving success on the social bottom line.

Statistics Canada estimates that work time lost for personal reasons (employee illness or disability and other personal and family demands) was about 9.6 days per worker in 2005.<sup>37</sup> An analysis of 1997 data, where an average of 7.4 days per employee were missed, estimated the cost of this absenteeism in a 1,000 workforce company to be \$1.4 million per year,<sup>35</sup> and these costs would certainly be estimated as higher today. Factors contributing to increases in absenteeism over time include the aging of the workforce, the growing share of women in the workplace, especially mothers with young children, high stress among workers, and the increasing prevalence of generous sick and family-related leave at the workplace.<sup>37</sup> The finding that women are less likely to report that they had not missed any work days is consistent with findings from the Labour Force Survey (LFS) which reports that men who work full time lost fewer days than women.<sup>37</sup> In addition, it reports that families with at least one preschool-aged child lost a greater number of days, which may account for the greater likelihood of younger women missing days found in the data collected in this survey. However, the LFS suggests that the gap between the sexes with respect to work absences for personal or family responsibilities has narrowed considerably in recent years.

Findings from analysis of LFS data include the fact that full time employees in the public sector lost more work time for personal reasons than their private sector counterparts<sup>37</sup>; this is consistent with findings from this survey. As seen in the current survey, the LFS also reports that the number of days missed is associated with workplace size. It suggests this may be related to the likelihood of higher union rates in larger workplaces.

Data collected in this survey give support to other research that has demonstrated a relationship between physical fitness, absenteeism, and job satisfaction.<sup>38,39</sup> The Public Health Agency of Canada's Business Case for Active Living at Work cites numerous examples of corporate economic benefit from the investment in workplace wellness programs.<sup>35</sup> These benefits include reduced absenteeism in terms of sick days and short term disability days, as well as reduced employee turnover, both leading to improved employee health, productivity, and employee satisfaction. Other research has indicated that higher cardio-respiratory fitness is related to work quality<sup>40</sup> and productivity.<sup>38</sup> Employer initiatives that may help workers deal with stress are presented in an earlier section of this report.

Health promotion programs in the workplace provide both employees and employers with a host of benefits, including improved corporate image, improved job satisfaction, improved employee morale, reduced staff turnover, increased ability to handle job stress, and decreased conflicts at work,<sup>29</sup> all of which have the potential to improve corporate cultural health and the bottom line. Research into employee participation in overall physical activity has found a relationship with perceived general health benefits of physical activity.<sup>41</sup> Indeed, data from this section reveal that most working Canadians say that physical activity regularly helps one to cope better and reduce stress, to be more effective and productive, and to recover more quickly from minor illnesses. The likelihood of holding these beliefs is high among women and those with higher levels of education – the same groups who have also been identified as more likely to cite higher levels of life and workplace stress (see earlier section in this report). Reduced stress, recovery from illness, and increased on-the-job effectiveness and productivity may each lead to stronger bottom lines for employers. Those working Canadians who are active are more likely to hold these beliefs, suggesting that they may well be already reaping these benefits from their activity. Reinforcing the benefits of physical activity may also assist in motivating employees to address their own barriers.

Workplace barriers that prevent physical activity, such as tight deadlines and demanding work, can have health consequences in addition to those related to physical inactivity. Analysis of data from Statistics Canada's National Population Health<sup>42</sup> survey indicates that employees who increased their hours of work from a standard work week over time (between 1994-95 and 1996-97) increased the risk of negative health behaviours. These behaviours included an increase in cigarette consumption, unhealthy weight gain in men, higher alcohol consumption in women, and higher incidence of depression in women.

Tight deadlines and work demands are more frequently cited as barriers to physical activity by professionals, managers, and residents of larger communities. Professionals and managers may be more likely to work in occupations where deadlines are present as compared to those who work in labour, service, or clerical occupations. On the other hand, those who work as general labourers are faced with different barriers preventing

them from being more active, as they are more likely to say that busy roads near their workplace pose a barrier. This may be related to a higher likelihood of working on construction sites, and to moving from job site to job site, workplaces that have far different characteristics than office buildings.

To address barriers, reinforce beliefs, promote a healthier workforce, and potentially reduce rates of illness, stress, absenteeism, and injury, workplaces can take an active role in promoting health and well-being among their employees. The Alberta Centre for Active Living offers practical solutions for physical activity promotion at work.<sup>43</sup> It provides tools, information on benefits, step-by-step guides, and practical ideas for employers, employees, workplace wellness coordinators, and human resources advisors to encourage physical activity at work. For example, it suggests workplace policies such as flexible hours to help employees manage work demands and hours and fit physical activity into their daily routine. Employers can also adopt policies that allow employees to telecommute and job share to assist them to overcome the barrier of lack of time. Other suggestions provided by the Centre to address lack of time as a barrier to being active include: avoiding scheduling meetings over the lunch hour, encouraging active breaks instead of coffee breaks, holding walking meetings, and providing child care and other family-friendly amenities during after-hours physical activity.

In addressing barriers, employers can determine those perceived by their own workforce through an employee survey. The findings will assist in identifying areas for action, and in tailoring those actions to the particular needs of the workforce and subpopulations. For example, the barriers cited by women may be different than those cited by men, and those cited by young or unmarried workers may be different than those cited by older workers or those with families. For those workplaces with programs in place, such an investigation can determine what appeals to members of the workforce and even perhaps why some workers do not believe that the program meets their particular needs. Adjustments can be made to strengthen popular facets and refocus others. The Alberta Centre's website offers sample surveys in the needs assessment section of their step-by-step guide (see <http://www.centre4activeliving.ca/workplace/steps/index.html>).

Employers can address the perceived lack of safe places to walk near the workplace through a number of means, including advocating with city planners and public works departments for pleasant places to walk or bicycle near work, and ensuring adequate lighting and maintenance of facilities such as sidewalks, lanes, and trails. One study suggests that a trail with favourable environmental factors (i.e., pleasant, convenient, and safe), provides employees in a nearby industrial park with a good opportunity to walk or exercise during the work day. It also found that this trail was used most frequently during the weekdays, early in the morning, and during the late afternoon.<sup>44</sup> In addition, arranging for walking buddies or a walking club may help address the concerns about safety, while also providing social support for walking. Finally, walking "trails" can be designated throughout the building where employees feel safe.





## ENCOURAGEMENT FOR PHYSICAL ACTIVITY



## *Introduction*

The workplace can offer encouragement to its employees to be physically active in a number of ways. Encouragement covers a broad range including an employer's positive attitude and support for physical activity, actual incentives and rewards, providing fitness information, and soft supports such as casual dress codes, flexible working hours, and group discounts. This section examines the prevalence of these types of supports by respondent age and sex, region, education and household income levels, marital status, community size and physical activity levels. Data are also analyzed by employment characteristics including type of work, employment sector, profession, and company size. The section concludes with an overview of the findings and policy and program recommendations.

## *Employer attitude and support for physical activity*

The majority of working Canadians (55%) report that their employers are *not very* or *not at all* supportive of physical activity. A further 20% report that their employers are *moderately* supportive of physical activity, while one quarter (25%) report that their employers are *very* or *extremely* supportive. About two fifths (44%) of Canadian employees who say that they have *no* support from their employers believe that having such support would help them become more active. Seven in ten employees (70%) who already receive support from their employers say that such support does encourage them to be more active.

**Age and sex** There are no differences by age or sex in the likelihood of reporting varying levels of employer supportiveness or the extent to which such support would encourage physical activity. When looking specifically at those who do receive support, it can be noted that women aged 25 to 44 are more likely than those aged 45 to 64 to say that the support they receive helps them to be more active.

**Region** Employees in the Yukon and Saskatchewan are less likely than other working Canadians to state that their employers are *not at all* or *not very* supportive. Employees in British Columbia are more likely to report that their employers are *very* or *extremely* supportive. Of employees who say that they do not receive support from their employers, those in Alberta are more likely than others to say that such support would encourage them to be more active. Among those employees who already receive support from their employers, those in Newfoundland are more likely whereas those in British Columbia are less likely to say that the support helps them be more active.

**Socio-economic and demographic characteristics** Employees with the highest annual household incomes (\$100,000 or greater) are more likely than those with incomes between \$40,000 and \$59,999 to report that their employers are *very* or *extremely* supportive of physical activity. Employees with incomes between \$20,000 and \$29,999 are more likely than those with incomes between \$80,000 and \$99,999 to state that the support they receive encourages them to become more active. Employees with a secondary level of education are more likely than those with a university education to say the same.

**Activity level** Active employees are more likely to state that their workplaces are *very* or *extremely* supportive compared to those with low levels of activity. In addition, less active employees are more likely than those who are active to indicate that their employers are *not at all* or *not very* supportive.

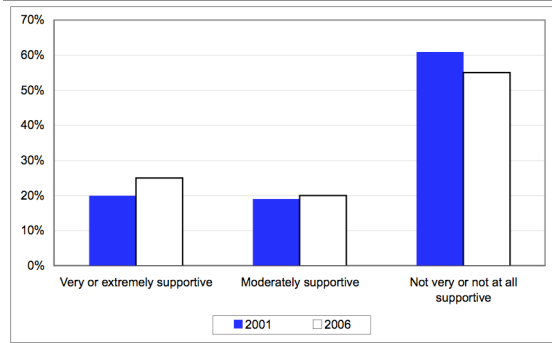
**Workplace characteristics** Canadians working in finance and service industries are more likely than those working in trade or commerce to state that their employers are *very* or *extremely* supportive of physical activity. Further, those working in government service industries or finance and business are more likely than those working in retail and wholesale to report this level of support. In terms of company size, those working for companies with 100 to 249 employees are more likely than those working for the largest companies (with 1,000 or more employees) to state that their employers are *not at all* or *not very* supportive. Professional workers are more likely than those in clerical positions

## *Employer attitude and support for physical activity (cont'd)*

to indicate that their employers are *very* or *extremely* supportive. Construction workers are more likely than those working in education, health, and social services to indicate that the support they currently receive from their employers does encourage them to be more active.

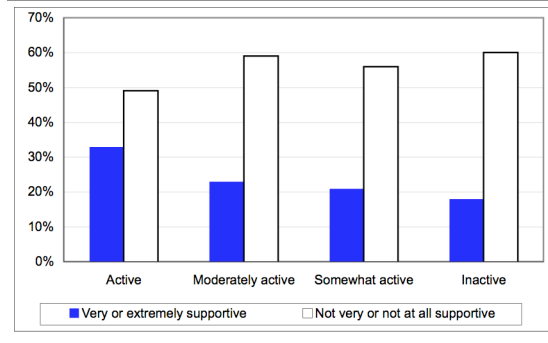
**Trends** The proportion of employees who state that their employers are *very* or *extremely* supportive of their physical activity has increased very slightly in the past five years, while the proportion who say that their employers are *not very* or *not at all* supportive has decreased slightly during this time. The finding that active employees are more likely to state that their workplaces are *very* or *extremely* supportive has persisted over time. The relationship between employer support and employee education level that appeared in 2001 still exists in 2006.

**EMPLOYER SUPPORT**  
overall trends, 2001-2006



2001 & 2006 Physical Activity Monitor, CFLRI

**EMPLOYER ATTITUDE**  
by activity level



2006 Physical Activity Monitor, CFLRI

## *Support for physical activity at work*

Approximately one third (30%) of Canadian employees say that they are permitted to participate in community physical activity events during work hours (without loss of pay), while considerably fewer (10%) report that their employers offer rewards or other recognition for their physical activity achievements.

**Age and sex** There are no significant differences in the proportions of employees who allow participation in community events or who offer rewards or other recognition by age and sex.

**Region** Employees in Newfoundland, Nova Scotia, the Yukon, and the Northwest Territories are more likely than the average Canadian employee to report that their workplaces allow participation in community physical activity events during work hours without penalty. Employees in the North are more likely to say that their employers offer rewards or other recognition for their physical activity achievements.

**Socio-economic and demographic characteristics** With increasing level of education, there is a general increase in the proportion of employees stating that they are permitted to participate in community physical activity events during work hours. In addition, there is a general increase with increasing income in the proportion of employees indicating that they are allowed to participate in community physical activity events during work hours.

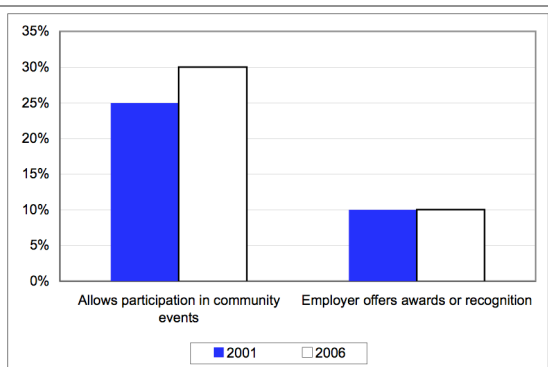
**Activity level** The proportion of employees whose employers allow participation in community events or who offer rewards or other recognition for physical activity does not appear to differ significantly by activity level.

**Workplace characteristics** Adults working the government and public sector are more likely than those in the private sector to say that their company offers rewards or other recognition for physical activity. Finance and business employees and those employed in government service industries are more likely than the national average to say that their employers allow them to participate in community physical activity events during work hours. In addition, those in management positions are most likely to say that their workplace permits participation in community physical activity events. Those working in skilled trades are less likely than professionals and managers to indicate this. Employees working for the largest companies (with 1,000 or more employees) are more likely than those working for companies with 11 to 49 employees to indicate that their employers offer rewards recognizing employee physical activity.

## Support for physical activity at work (cont'd)

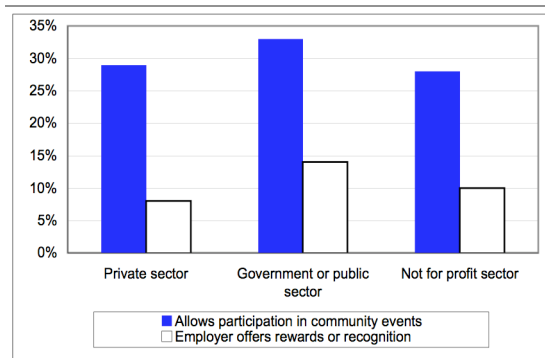
**Trends** Although the proportion of employees who are permitted to organize or participate in community physical activity events during work hours has increased slightly since 2001, the proportion who say that their employers provide rewards, recognition, or other types of motivation to be active has remained constant over time. In 2001, less active employees were less likely to say that they were allowed to participate in community physical activity events during work; however, this difference does not appear in 2006. The relationship regarding the increased likelihood of participating in community events during work hours with increased level of education persists over time. The finding in 2001 showing that employees in managerial and professional occupations were more likely to participate in community physical activity events during work hours also appears in 2006. Moreover, employees from the government and public sector were previously more likely to indicate that their workplaces offer rewards and recognition for physical activity, and this finding is still true in 2006.

**SUPPORT FOR PHYSICAL ACTIVITY**  
overall trends, 2001-2006



2001 & 2006 Physical Activity Monitor, CFLRI

**SUPPORT FOR PHYSICAL ACTIVITY**  
by sector



2006 Physical Activity Monitor, CFLRI

## ***Fitness information at work***

About one third (32%) of working Canadians report that their employers use bulletin boards or newsletters to make fitness and health information available, while one quarter (25%) report that their employers provide specific information on where to be active locally. Similar proportions report that their employers offer information on how to become more active (28%) or offer physical activity seminars or workshops (26%).

**Age and sex** There are no significant differences related to fitness information at work by age or sex.

**Region** Manitoba employees are more likely than the national average to indicate that their workplaces provide information on how to become more active.

**Socio-economic and –demographic characteristics** Those with annual household incomes between \$80,000 and \$99,999 are more likely than those with slightly lower incomes (between \$60,000 and \$79,999) to indicate that their employers provide specific information on where to be active locally. Those with the highest annual household incomes (\$100,000 or greater) are more likely than those with incomes between \$40,000 and \$59,999 to indicate that their workplaces provide information on how to become more active, and are more likely than those with incomes between \$30,000 and \$59,999 to report the availability of physical activity seminars or workshops. University-educated employees are more likely than those with a secondary level of education to indicate their workplaces offer information on how to become more active. University-educated employees are also more likely than those with a college education to state that their employers offer physical activity seminars or workshops.

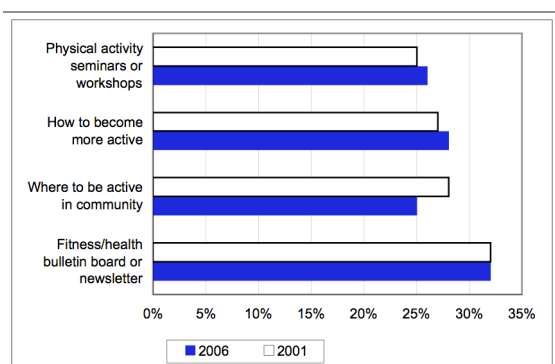
**Activity level** There are no significant differences in the proportions of employees who indicate the availability of information at work by activity level.

**Workplace characteristics** Government or public sector employees are more likely than those in private businesses to indicate that their employers provide fitness and health bulletin boards or newsletters, specific information on where to be active or how to become more active, and physical activity seminars or workshops. Those working in education, health, and social services are more likely than the national average to report having bulletin boards or newsletters at work, information on how to become more active or where to be active, and to offer physical activity seminars. Those in government service industries are also more likely than the national average to report having information how to become more active and physical activity seminars or workshops. Those working in finance and service industries are more likely than those in industry and manufacturing or trade and commerce to report having specific information on where and how to be active as well as physical activity seminars or workshops. There is an increasing likelihood of reporting the existence of bulletin boards or newsletters, information on where and how to be active, and the provision of physical activity seminars and workshops with increasing company size. Professionals are more likely than those in skilled trades to indicate that their workplaces provide information on where to be active locally and how to become more active.

## *Fitness information at work (cont'd)*

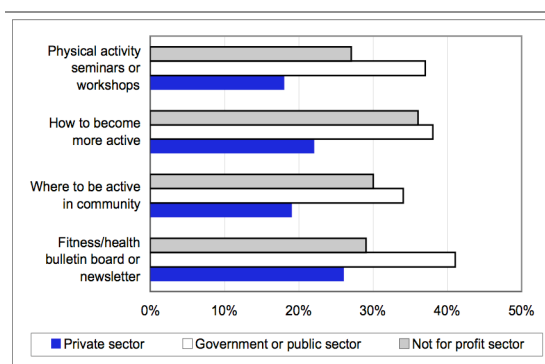
**Trends** Generally, there have been no significant changes in the availability of fitness information at work since 2001. Interestingly, while active employees were more likely to say that their workplace provided information on where and how to be active, and to provide seminars, workshops, and training programs in 2001, these differences with activity level do not appear in 2006. The relationships with the provision of fitness information within industry that were seen in 2001 also, for the most part, appear in 2006. Government or public sector workers and those in larger companies are more likely to report the availability of certain information at the workplace, and these are findings that have persisted over time.

**FITNESS INFORMATION AT WORK**  
overall trends by activity level, 2001-2006



2001 and 2006 Physical Activity Monitor, CFLRI

**FITNESS INFORMATION AT WORK**  
by sector



2006 Physical Activity Monitor, CFLRI

## *Soft supports for activity*

Workplaces can offer a number of supportive features to their employees that can indirectly encourage their physical activity. For instance, over two fifths (42%) of working Canadians report having dress-down days or casual dress codes at the workplace and 38% report having flexible working hours. While about one quarter (26%) of working Canadians state that their workplaces provide group discounts for local physical activity facilities, only 32% of these individuals indicate that they actually use the discounts (which amounts to roughly 8% of the working population).

**Age and sex** Younger employees (aged 18 to 24) are more likely than their older counterparts (aged 45 to 64) to state that flexible working hours are allowed at work. Women aged 25 to 44 are more likely than men of the same age to state that flexible work hours are permitted at their workplace.

**Region** Yukon employees are more likely than the average working Canadian to report that their employers allow dress-down or casual dress days and flexible work hours. Those in Saskatchewan are more likely than others to report that they do *not* have group discounts available through their workplaces.

**Activity level** Active employees are more likely than those who are less active to cite the availability of group discounts at work. Similarly, active employees are also more likely than others to report that they actually use the group discounts for physical activity available at work, while the least active employees are more likely to report that they do *not* use these discounts.

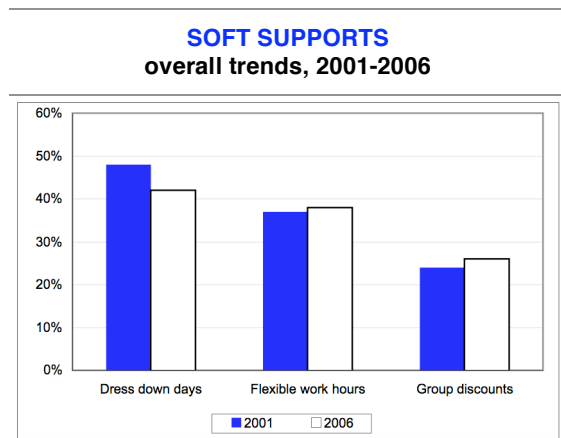
**Socio-economic and demographic characteristics** With increasing level of education, there is a general increase in the proportion of employees indicating that their workplaces permit casual dress. There is also a relationship between income and casual dress at work; those with annual household incomes between \$60,000 and \$79,999 are more likely than those with incomes between \$30,000 and \$39,999 to say that they have this option. Employees who have never been married are more likely than those who are widowed, divorced, or separated, or married to report the existence of flexible working hours. Those who are widowed, divorced, or separated are more likely than those who have never married to say that they do *not* use the group physical activity discounts available through their workplaces.

**Workplace characteristics** Not surprisingly, part-time employees are more likely than full-time employees to report that flexible working hours are allowed at work. Hi-tech and government service employees are also more likely to report having flexible work hours available. Employees within the governmental or public sector are more likely than those in the private sector to report that their workplaces provide group discounts for physical activity facilities. Those in the finance and service industry are generally most likely to report that their workplaces provide group discounts for physical activity facilities, as are those in the government service industries. For the most part, the larger the company, the more likely that employees report that group discounts are available. However, employees companies with 11 to 49 employees are more likely than those in the largest companies to actually use the group discounts available. Hi-tech and finance

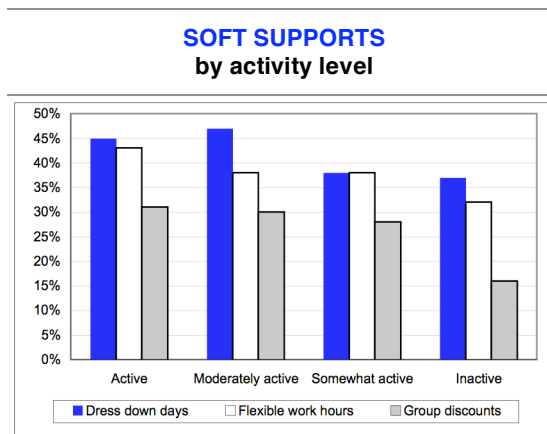
## Soft supports for activity (cont'd)

or business employees are more likely than others while those in construction or hospitality services are less likely than the national average to say that dress-down days or casual dress is permitted at work. In addition, those in professional or management positions are more likely than labourers to say that their workplace permits casual dress. Professionals are also more likely than those in skilled trades to cite the availability of flexible work hours at work.

**Trends** There have generally been no significant differences over time in employee perceptions about the availability of soft supports for physical activity in the workplace, with the exception of a slight decrease in the proportion of workplaces allowing casual dress. The age related differences associated with perceptions of the availability of these supports that appear in 2006 were not significant in 2001. The relationship between education level and the availability of dress down days has remained stable over time. Generally speaking, those in the public sector are most likely to have group discounts available, and this is a finding that has persisted over time.



2001 & 2006 Physical Activity Monitor, CFLRI



2006 Physical Activity Monitor, CFLRI

## Summary

One quarter of working Canadians report that their employers are *very* or *extremely* supportive of physical activity and a further 20% report that their employers are *moderately* supportive of physical activity. However, more than half (55%) of employed Canadians report that their employers are *not very* or *not at all* supportive. Just over two in five employees who indicate that they have *no* support say that workplace support would encourage them to be more active, while 70% who do currently receive support indicate that this support helps them to be more active. The proportion of employees who state that their employers are *very* or *extremely* supportive of their physical activity has increased very slightly in the past 5 years, whereas the proportion who say that their employers are *not very* or *not at all* supportive has decreased slightly during this time.

Data collected in the 2006 Physical Activity Monitor investigated the types of encouragement for physical activity at work. Generally speaking, less than half of Canadian employees report the availability of the following supports at work:

- 42% report having dress-down days or casual dress codes at work,
- 38% report having flexible working hours,
- 32% indicate that bulletin boards or newsletters to post fitness and health information are available,
- 30% say that they are permitted to participate in community physical activity events during work hours without a loss of pay,
- 28% report that information on how to become more active is available,
- 26% indicate that physical activity seminars or workshops are offered,
- 26% say their workplaces provide group discounts for local physical activity facilities; however, only 32% of these individuals indicate that they actually use these discounts (equivalent to roughly 8% of the working population),
- 25% say that their employers provide information on where to be active locally, and
- 10% report that rewards or other recognition for their physical activity achievements are offered.

The table below summarizes the socio-economic, demographic, and workplace characteristics associated with a greater likelihood of citing various employer encouragements as they pertain to the workplace.

**Table 1. Factors associated with an increased likelihood of reported encouraging workplace features by socio-economic, demographic, and workforce characteristics**

	Socio-economic and demographic characteristics			Workforce characteristics	
	Age, sex, activity level	Region and Community size	Education and Income	Profession and status	Industry, Sector and company size
Can participate in community physical activity events during work hours		North, Nova Scotia and Newfoundland	Higher education Higher income	Management	Government service industry Finance and business
Rewards or recognition		North			Government & public sector Larger companies
Bulletin boards, newsletters					Government & public sector Education, health, social services Larger companies
Info on <i>where</i> to be active locally				Professionals	Government & public sector Education, health, social services Finance and service industry Larger companies
Info on <i>how</i> to be more active		Manitoba	University educated Higher income	Professionals	Government & public sector Education, health, social services Government service industry Finance and service industry Larger companies
Physical activity seminars or workshops			University educated Higher income		Government & public sector Education, health, social services Government service industry Finance and service industry Larger companies
Dress down days or casual dress codes		Yukon	Higher education	Professionals and management	Hi-tech industries Finance and business
Flexible working hours	Youngest employees (18-24)  Women aged 25-44	Yukon	Never married	Part-time  Professionals	Hi-tech industries Government service industry
Group discounts for physical activity facilities					Government & public sector Finance and service industry Government service industry Larger companies

## *Discussion, Implications, and Recommendations*

One of the first steps in encouraging physical activity among employees is the provision of information regarding health promotion opportunities. In fact, the WHO<sup>45</sup> states that information provision is the first level of programming that should be offered. However, only 25% to 32% of Canadians report that their employers post information, provide information on how or where to become more active, or offer physical activity seminars and workshops. While the public sector appears to be a leader in these types of supports, the supports are still only offered in less than half of their workplaces. Programming can include talks on a variety of topics related to health and well-being,<sup>46</sup> supplemented by classes, workshops, or lectures with discussion groups, videos, internet resources, books, physical activity information brochures in payroll packets, or other types of media. Promotional materials that incorporate contemporary theories of behaviour and organizational change, emphasize linkages between the workplace and external settings, expand the profile of programs to address workplace culture, and encourage management support for behavioural adjustments to the organization have been demonstrated as successful components of a strategy.<sup>47</sup> Information that facilitates active living in the workplace should include brief and practical resources and program materials that are easily deliverable.<sup>7</sup> Topics such as *Active Living and Stress Management* would catch the interest of employees. Another section of this report has demonstrated that stress is of concern to many Canadian employees. Employers could offer information such as *Canada's Guide for Physical Activity*<sup>48</sup> and information available from the Canadian Council for Health and Active Living at Work (<http://www.cchalw-ccsvat.ca/english/>), which provides an abundance of resources. Signs should be simple, use humour, involve storytelling, change frequently, and feature large pictures and words.<sup>49</sup> Cafeterias and break rooms have been suggested as the most effective places to post signs.<sup>49</sup>

Organizational culture, one that supports physical activity opportunities at work, may be an important means of facilitating active living. A study of Alberta workplaces noted that support from top level management was viewed as essential to funding initiatives and creating an organizational culture that would value and encourage active living.<sup>7</sup> However, the Conference Board of Canada<sup>36</sup> reports that work place health issues often do not appear on the list of top priorities for senior executives, and cites one survey in which 25% of senior human resources professionals rated wellness and disability management as unimportant in the development of their organizations' business strategies, and an additional 33% rated it as only somewhat important. Analysis of findings in this section reveals that while employer support for physical activity is felt to be relatively low by working Canadians, the majority generally feel that a supportive environment would help them to be more active. Indeed, just over two in five employees with no support believe that such support would encourage them to be more active, and this proportion increases to seven in ten of those who have some support and indicate that this type of support does help them be more active. This may well indicate that even having some support may encourage employees to seek further ways of fitting physical activity into daily life.

Active Canadian employees are more likely to state that their employers are supportive; however, this raises the question as to whether employer support assists more employees to be active, whether active people seek out supportive employers, or whether other factors are involved. A previous topic in this report shows that physical activity

opportunities in the workplace do not play much of a role in motivating an individual to *accept* a position in the company, but such opportunities do play a role in *retaining* employees. This is certainly an area that merits further research.

Buffet and Taylor<sup>50</sup> indicate that 64% of Canadian companies are offering some type of wellness initiative. Main reasons for doing so include the fact that they consider healthy employees a valuable asset, and the desire to promote a healthy lifestyle, reduce absenteeism, and contain the costs of benefit programs.<sup>50</sup> Perceived barriers to an existing comprehensive wellness program include a lack of resources, staffing, concern about implementation costs, lack of knowledge about employee wellness programs, and being unconvinced of cost savings. Programming that addresses these concerns by demonstrating the benefits and addressing the barriers will assist employers in becoming more supportive of physical activity. The Public Health Agency's Business Case for Active Living at Work (<http://www.phac-aspc.gc.ca/pau-uap/fitness/work/index.html>), the Alberta Centre for Active Living's Physical Activity at Work (<http://www.centre4activeliving.ca/workplace/>), and the Canadian Council for Health and Active Living at Work (<http://www.cchalw-ccsvat.ca/english/>) each present useful tools and supports.

Program evaluation is an additional useful tool to assist managers in justifying sustained support. Currently, only about one quarter of wellness programs are evaluated.<sup>50</sup> Without data to support their success, senior managers may have difficult backing such initiatives. Tools such as the Workplace Physical Activity Assessment Tool (WPAAT)<sup>51</sup> and the Checklist of Health Promotion Environments at Worksites (CHEW)<sup>52</sup> can be used to plan, implement, and evaluate workplace physical activity programs by identifying needs for the development of action plans, establishing baselines, and measurement of progress in meeting identified needs over time. Once the needs are identified, the above-mentioned websites provide tools to develop programs to fill these needs.

At the workplace, larger companies can support lunch time walking or running clubs or company sports teams, offer health risk appraisals to all employees and follow-up with sedentary employees, provide facilities for workers to keep bikes secure and provide worksite showers and lockers, offer discounted health insurance premiums, and reduce co-payments and deductibles in return for employees' participation in specified health promotion or disease prevention programs. This may be a challenge in smaller workplaces. Research is required to understand how such opportunities could be made available to groups of businesses, such as those in the same buildings, or those in similar industries. Regardless of the size of the workplace, senior management could demonstrate their support of physical activity behaviours by taking part themselves and modeling such behaviours.

Beyond the workplace, support can come from encouraging employee participation in events such as Winter- or Summer-Active, Corporate Challenges, Terry Fox Runs, other community events, and company sponsorship of community physical activity programming. Only 30% of employees state that they are permitted to participate in community physical activity events during work hours without loss of pay, and this is a small proportion of Canadians overall. It also appears that those who have 'office jobs', and who work in finance and business or the government service industries, are more likely to report this type of support and that labourers and trades people are the least

likely. Employers have an opportunity to promote teamwork and cohesiveness by encouraging participation in such events.

Involving employees from all levels of the company to participate in planning physical activity programs, clubs, or events further fosters a supportive environment. Once a committee has had an experience of planning an event or club activities, a logical expansion would be to then examine the role of physical activity in the workplace on a broader level, ensuring that the needs of employees across the company are considered and addressed. Responsibilities can include the development, promotion, and execution of a physical activity program and communication with management. Input from workers in the development, organization, and administration of wellness programs and activities would further encourage their interest and participation in physical activity. Involving employees in the planning process increases their participation levels.<sup>53</sup> Allowing employees who volunteer to participate in the organization of physical activity activities, or who participate on physical activity committees, to do so during work hours may also be an option.<sup>54</sup>

Interestingly, over two thirds of employers feel that incentives are needed to encourage employees to participate fully in wellness programs<sup>50</sup> and focus group work<sup>49</sup> has indicated that incentives, pedometers, and competitions would increase use of such amenities as walking paths. However, data from the 2006 Physical Activity Monitor indicate that there is a low level of perceived support from employers and that one in ten of those with supportive employers cite that their employers offer rewards or other recognition for physical activity achievements. There are opportunities to provide incentives and rewards such as public recognition of employees who participate in physical activities, creating “active employee of the month” awards, ensuring that managers and senior staff verbally encourage and praise employees who participate in physical activity, and using the internal communication vehicles in the workplace (e.g., e-mail, bulletin boards) to recognize participants in physical activities or successful teams.

Finally, one approach that could be used by large and small businesses in most industries is the negotiation of group discounts. Roughly one quarter of employees report that their employers offer group discounts at local physical activity facilities, yet only one third of these employees actually use them. Employers can encourage greater participation through many of the modes of encouragement discussed in this section, such as role modeling, flexible schedules, incentives and rewards, employee involvement in planning use, and the evaluation of programs.





## FITNESS OPPORTUNITIES



## *Introduction*

Workplace opportunities to assist employees to be physically active can be offered in a variety of ways. Such opportunities can take the form of sports teams and physical activity clubs, on-site facilities and nearby places to be active, programming such as individual or group counselling, and fitness testing. In addition, amenities such as the provision of showers, change rooms, and bicycle racks, as well as the accessibility of stairs, also represent opportunities that can help support physical activity behaviours among employees. The management of and access to fitness opportunities are also important considerations. This section examines the prevalence of these types of opportunities by respondent age and sex, region, education and household income levels, marital status, community size, and physical activity levels. Data are also analyzed by the employment characteristics of the type of work, employment sector, and company size. The section concludes with an overview of the findings and policy and program recommendations.

## *Stair climbing at work*

The majority (76%) of employed Canadians report that there are easily accessible stairs at their workplaces. Somewhat fewer (49%) say that there are signs indicating the location of the stairs at work, while a much smaller proportion (15%) say that there are signs encouraging people to use the stairs. Those in Nova Scotia are more likely than the national average to report having stairs at work, and along with those in the Northwest Territories are also more likely to have signs indicating the location of stairs.

**Age and sex** Employees aged 25 to 64 are more likely than those aged 18 to 24 to report having signage indicating the location of stairs at their workplaces.

**Socio-economic and demographic characteristics** University-educated employees are generally the most likely to report the availability of easily accessible stairs as well as signage indicating the location of stairs at work. Those with the lowest annual incomes are less likely than those with the highest levels of income to report the availability of easily accessible stairs at work. Residents of larger communities (with more than 5,000 residents) are more likely than those living in small communities (with 1,000 to 4,999 residents) to report easily accessible stairs and signage indicating the location of stairs at their workplaces.

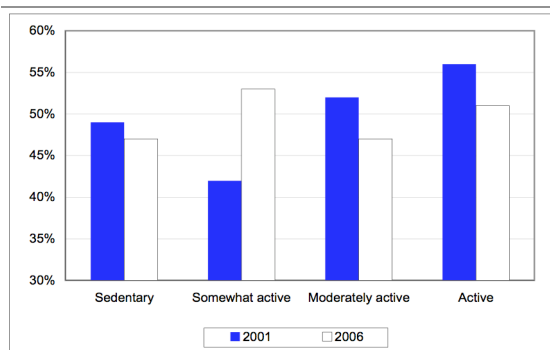
**Activity level** There are no significant differences by activity level in the proportions of employees who indicate the availability of stairs and appropriate signage at work.

**Workplace characteristics** Government and other public sector employees are more likely than those in the private sector to indicate that there is signage showing the location of stairs. In addition, those in finance and services are more likely than those working in trade or commerce industries to report the availability of stairs. Furthermore, finance and service employees more likely report signage to indicate the location of stairs than those in industry and manufacturing or trade and commerce. Those in professional occupations are generally most likely to report that easily accessible stairs are available at work. Those in professional occupations are also more likely than those in labour, skilled trades, and management positions to indicate that there is signage showing the location of stairs. Generally speaking, the larger the company, the more likely employees will report that they have easily accessible stairs and signage indicating the location of stairs. Similarly, employees working for the largest companies are more likely than those working for the smallest ones to indicate having signage encouraging people to take the stairs.

## *Stair climbing at work (cont'd)*

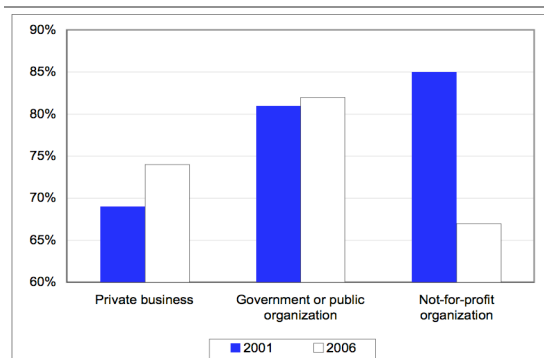
**Trends** The proportions of Canadians indicating that they have easily accessible stairs at work, signs indicating the location of stairs, and signs encouraging the use of stairs have generally not changed since 2001. Although age-related differences have remained constant over time, the relationship between signage and employee activity level that appeared in 2001 no longer appears in 2006. The findings showing employees from the governmental or public sector and those from larger companies being more likely to indicate the availability of stairs as well as signage indicating the location of the stairs have persisted over time.

**SIGNAGE INDICATING STAIRS**  
trends by activity level, 2001-2006



2001 & 2006 Physical Activity Monitor, CFLRI

**ACCESSIBLE STAIRS AND SIGNAGE**  
trends by sector (2001-2006)



2001 & 2006 Physical Activity Monitor, CFLRI

## *Occasional opportunities at work*

Nearly half (48%) of all working Canadians indicate the availability of recreational events such as golf tournaments or ski trips through work, while about one third (30%) report that team sports are available at work. Slightly fewer (20%) indicate the availability of physical activity events at work (like Sneaker Day or the Corporate Challenge for physical activity), while 15% indicate that there are physical activity clubs (e.g., ski or walking clubs) available, and only 11% indicate that short exercise breaks are available. Of those who have sport clubs and related events offered at work, 39% actually participate in them. Employees in the Northwest Territories and the Yukon are more likely to report having physical activity events at work; however, employees in the Northwest Territories are less likely than the national average to have recreational events at work.

**Age and sex** Men are more likely than women to report the availability of recreational events at work, though this gender difference appears primarily among 25 to 44 year olds. Men are also more likely than women to report actually participating in the sport clubs and related events offered at work, and this difference is again more apparent among 25 to 44 year olds.

**Socio-economic characteristics** Employees with university levels of education are more likely than those with less than secondary education to report the availability of recreational events. University-educated employees are also more likely than others to report having physical activity events at work. Generally, adults with higher levels of income are more likely than those with lower incomes to report that recreational events, team sports, and physical activity events are available at work, though this finding may be due in part to the associated types of occupation.

**Other demographic characteristics** In communities with 75,000 to 299,999 residents, employees are more likely to actually participate in work physical activity events and clubs than employees in the smallest communities (with fewer than 1,000 residents).

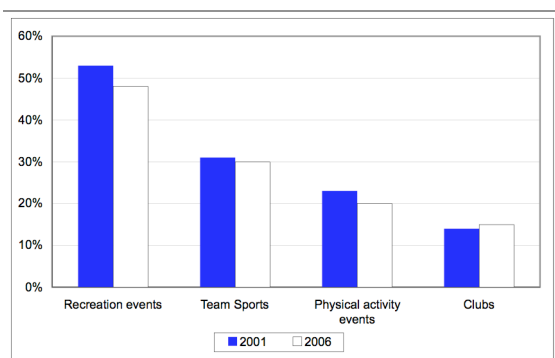
**Activity level** Active employees are generally more likely than those who are less active to report that there are physical activity clubs at work. Indeed, active employees are also more likely than those who are sedentary or only somewhat active to actually participate in the sport and physical activity clubs and events offered at work.

## Occasional opportunities at work (cont'd)

**Workplace characteristics** Employees working in the government and public sector are more likely than those working for the private sector to say that team sports, physical activity events, and clubs are available at work. Individuals working in industry or manufacturing, along with those in finance and services, are more likely to say that recreational events and team sports are available at work compared to those who work in the trade and commerce sector. Similarly, those working in finance and service industries are more likely to report that physical activity events and clubs are available at work compared to those in industry and manufacturing. There is a general increase in the proportion indicating that recreational events, team sports, and physical activity events and clubs are available at work with increasing company size. Labourers are less likely than skilled trade workers to report the availability of recreational events at work. Professionals are more likely than those working in skilled trades to report the availability of physical activity events and clubs.

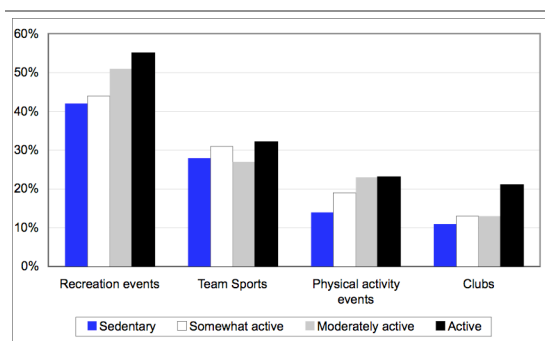
**Trends** Since 2001, there has been a slight decrease in the reported availability of recreational events and a very slight increase in the availability of short exercise breaks at work. Certain relationships regarding the availability of occasional opportunities at work have remained constant over time, namely that men are more likely to report the availability of recreation events and that active Canadians are more likely to indicate the availability of physical activity clubs. Further, employees from the government sector and from larger companies continue to be more likely to report available opportunities at their workplace.

**OCCASIONAL OPPORTUNITIES**  
trends overall, 2001-2006



2001 & 2006 Physical Activity Monitor, CFLRI

**OCCASIONAL OPPORTUNITIES**  
activity level



2006 Physical Activity Monitor, CFLRI

## *Opportunities for physical activity near work*

Opportunities at or near the workplace can assist employees in fitting physical activity into their busy days. The opportunity to take a walk at lunch time, or to use fitness facilities upon arriving at or prior to leaving the workplace, offers convenience and eliminates the need for additional travel time to a physical activity venue. Overall, 55% of employed Canadians report having pleasant places to walk or jog near work. A similar proportion (49%) indicate that they have community fitness or sport facilities (e.g., YW/YMCAs) near work, while fewer (20%) report having access to other community facilities like school gyms near their workplaces. Just over one-third of working Canadians (36%) indicate that there are playing fields or open spaces at or near their workplaces. Prince Edward Island and Yukon employees are more likely to report the availability of playing fields or open spaces near work. Pleasant places to work or jog are more likely to be reported by workers in Nova Scotia, New Brunswick, and the Yukon. Those in Nova Scotia and the Northwest Territories are more likely to report that there are community fitness and sport facilities near work, while those in Quebec are less likely to report this. Additionally, employees in New Brunswick, Saskatchewan, the Yukon, and the Northwest Territories are more likely to have access to other community facilities (e.g., school gyms).

**Age and sex** Employees aged 25 to 44 are more likely than those aged 18 to 24 to report having pleasant places to walk or jog near work, as well as playing fields or open spaces at or near work. Otherwise, no other age or sex differences with respect to physical activity opportunities near workplaces were reported by employees.

**Socio-economic and demographic characteristics** The proportion of employees indicating that there are places to walk and jog near work generally increases with increasing education level. Employees with a post-secondary education are the most likely to report that community fitness and sport facilities are available at work. University-educated employees are also more likely than those with lower levels of education (with the exception of those with less than secondary education) to indicate that there are open spaces and playing fields nearby, and are more likely than all others to report having access to other types of community facilities through work. In addition, employees with higher annual household incomes (\$100,000 or more) are more likely than those with lower incomes to cite access to community physical activity facilities like YW/YMCAs or other community facilities (e.g., school gyms). Residents of smaller communities (with fewer than 1,000 residents) are less likely than those in large communities (with 75,000 residents or more) to report that there are community fitness and sport facilities near work. However, residents of small communities (with 1,000 to 4,999 residents) are more likely than those in the largest communities to report access to playing fields and open spaces near work. Employees living in communities with 300,000 or more residents are also less likely than those in small communities (with fewer than 10,000 residents) to report the availability of other types of community facilities near work.

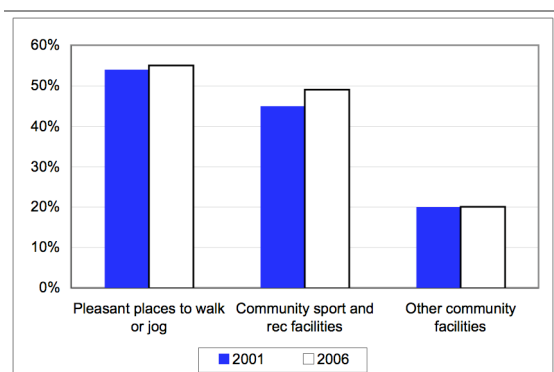
## Opportunities for physical activity near work (cont'd)

**Activity level** The least active employees are less likely than those who are somewhat more active to indicate that they have access to other community facilities.

**Workplace characteristics** Government and public sector employees are more likely than those working in the private sector to say that there are places to walk and jog, open spaces or playing fields, community fitness and sport facilities, and other types of community facilities available near work. Employees of the largest companies (with 1,000 or more employees) are also more likely than those working for smaller companies (with 11 to 49 employees) to indicate the availability of community fitness and sport facilities near work. Labour and skilled trade workers are less likely than those in professional positions to indicate the availability of places to walk and jog near work, while those in professional occupations are more likely than labour workers to indicate the availability of open spaces and playing fields. Those in management positions are also more likely than those in labour positions to say that there are places to walk or jog near work. Professionals are more likely than those in clerical and labour positions to cite the availability of community fitness and sport facilities near work, and they are more likely than clerical and skilled trade workers to report the availability of other types of community facilities near work. Finance and service workers are more likely than those in other industries (specifically industries pertaining to trade and commerce or to industry and manufacturing) to indicate the availability of places to walk or jog near work, community fitness and sport facilities near work, other community facilities near work, and the availability of open spaces and playing fields at or near work.

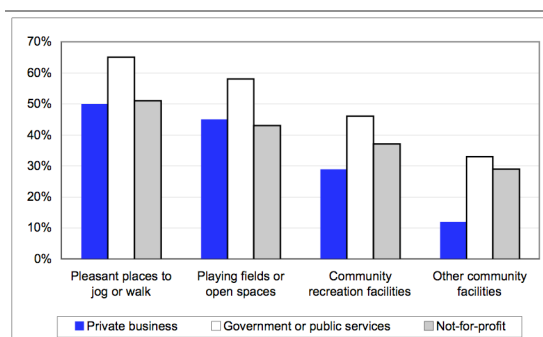
**Trends** Since 2001, there has been an increase in the proportion of employees who state that there are sport and recreation facilities near work. Several associations between key demographic indicators and the reported availability of opportunities near work have persisted over time, namely that opportunities generally increase with education level and that professionals and governmental sector employees are also generally more likely to indicate the availability of these opportunities at work. Employees living in the Yukon continue to be more likely to have pleasant places to walk and jog and those in the Northwest Territories and Nova Scotia continue to be more likely to report having access to facilities near work, while those in Quebec continue to be less likely to report this.

**OPPORTUNITIES NEAR WORK**  
trends overall, 2001-2006



2001 & 2006 Physical Activity Monitor, CFLRI

**OPPORTUNITIES NEAR WORK**  
by sector



2006 Physical Activity Monitor, CFLRI

## ***Fitness facilities at work***

There are a number of fitness facilities that can be made available to employees at work. Roughly one fifth of employed Canadians report having direct access to fitness facilities at work (18%) or exercise equipment like weights or stationary bicycles at work (18%), and slightly fewer (14%) report having use of other rooms suitable for physical activity at work. For those employees who have physical activity facilities and programs available at their workplaces, 25% use them regularly, 21% occasionally, and 54% not at all.

**Age and sex** There are no significant differences by employee age and sex in the likelihood of reporting the availability of fitness facilities, other rooms suitable for physical activity, or exercise equipment at work. In terms of actual participation, women are more likely than men to report never actually using the available facilities and programs; however, this gender gap is significant only among 25 to 44 year olds.

**Socio-economic characteristics** University-educated employees are more likely than those with lower levels of education to report having access to fitness facilities and exercise equipment at work. Similarly, those with a university education are more likely to cite access to other rooms to be active compared to those with a secondary school level of education. Those with annual incomes of \$100,000 or greater are more likely than those with some lower levels of income to report having fitness facilities and exercise equipment available at work. Employees in the largest communities are more likely than those in communities with 1,000 to 4,999 or 75,000 to 299,999 residents to report having fitness facilities at work. They are also more likely than those in communities with 1,000 to 4,999 residents to report having exercise equipment at work.

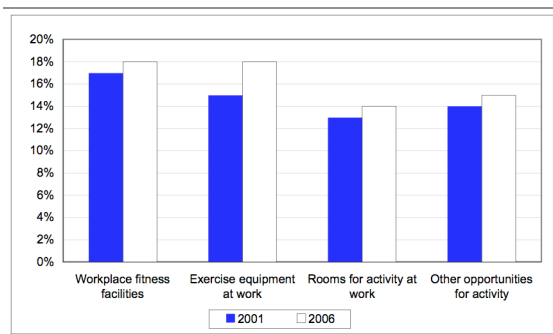
**Activity level** Those with the highest level of activity are more likely than those with the lowest level of activity to report having other rooms suitable for physical activity.

**Workplace characteristics** Government and other public sector employees are more likely than those in the private sector to report having fitness facilities, other rooms suitable for physical activity, and exercise equipment at work. Those working in finance and services are more likely than most others to indicate access to fitness facilities, other rooms suitable for physical activity, and exercise equipment at work. There is a general increase with increasing company size in the proportion of employees reporting the availability of fitness facilities and exercise equipment at work. Those working for companies with 1,000 or more employees are more likely than those who work for smaller companies (with 11 to 49 employees) to report having other rooms suitable for physical activity. Professionals are more likely than others to report having fitness facilities and exercise equipment at work. Similarly, professionals are more likely than those in management or clerical positions to have access to other rooms suitable for physical activity. Clerical workers are more likely than skilled trade workers or those in professional positions to never use the available facilities and programs.

## ***Fitness facilities at work (cont'd)***

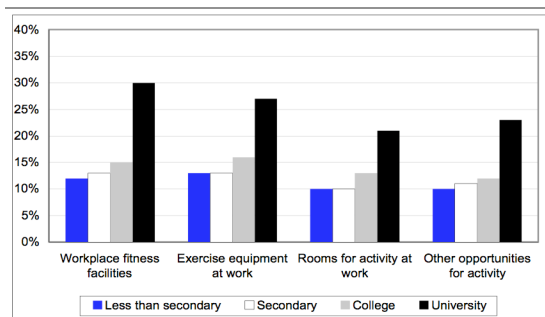
**Trends** Since 2001, there has been a very slight increase in the proportion of Canadian employees who report access to exercise equipment at work. University-educated employees continue to be more likely to report the availability of fitness rooms and are now more likely than those with less education to cite access to other rooms suitable for physical activity and exercise equipment at work. Active employees continue to be more likely to report having other rooms available for physical activity; however, there are no longer any other significant relationships between activity level and the availability of other types of facilities. Government and other public sector employees are still more likely while those working in the private sector are less likely to report having facilities available. In general, professionals also continue to be more likely to report this.

**FITNESS FACILITIES**  
trends overall, 2001-2006



2001 & 2006 Physical Activity Monitor, CFLRI

**FITNESS FACILITIES**  
by education level



2006 Physical Activity Monitor, CFLRI

## *Amenities at work to support activity*

Employees may also find support for physical activity through their workplaces with the availability of certain amenities. Approximately one third (32%) of employed Canadians report having access to showers at work, while 40% report having access to change areas or locker rooms, and 37% report having access to bicycle racks. Those living in the Yukon are more likely than others to report having access to showers and bicycle racks.

**Age and sex** There are no significant differences in terms of age or sex in reporting access to showers, bicycle racks, and change areas or locker rooms at work.

**Socio-economic and demographic characteristics** University-educated employees are more likely than those with less than a secondary level of education to report having showers and change areas or locker rooms available at work. Further, university-educated employees are more likely than all others to indicate the availability of bicycle racks. The availability of bicycle racks is generally more frequently reported by employees with higher household incomes. Residents living in the largest communities are generally more likely than those living in small communities (with less than 10,000 residents) to report that they have access to bicycle racks at their place of work.

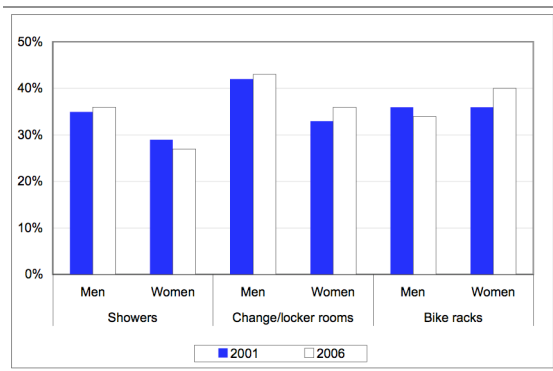
**Activity level** Employees with the highest levels of physical activity are more likely than those with the lowest levels of activity to report having access to change areas or locker rooms and bicycle racks.

**Workplace characteristics** Government and other public sector employees are more likely than those working for private businesses to report having access to showers, change areas or locker rooms, and bicycle racks. Employees in finance and services or in the agriculture and forestry industries are more likely than those in trade and commerce industries to indicate the availability of change or locker rooms at work. Similarly, employees in finance and services are more likely than those in trade and commerce or industry and manufacturing to cite the availability of bicycle racks at work. Reported access to showers, change areas or locker rooms, and bicycle racks generally increases with increasing company size. Managers and clerical workers are less likely than those in professional occupations to report having access to showers and change areas or locker rooms at work. Professionals are also most likely to report having bicycle racks available.

## Amenities at work to support activity (cont'd)

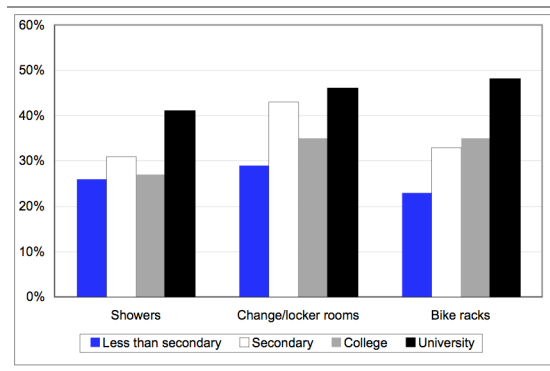
**Trends** For the most part, findings related to supportive amenities have remained unchanged since 2001, with some important exceptions. Unlike previously, women are now just as likely as men to have access to showers and change areas or locker rooms at work. With the exception of the availability of bicycle racks, differences related to education that were not apparent in 2001 have now emerged. Active employees continue to be more likely than those who are less active, and government and other public sector employees continue to be more likely than those working for private businesses, to report having any supportive amenities. Some of the industry and profession differences have changed since 2001; however, the pattern related to company size persists, with those working for smaller companies being less likely and those working for larger companies being more likely to have supportive amenities.

**SUPPORTIVE AMENITIES**  
trends by sex, 2001-2006



2001 & 2006 Physical Activity Monitor, CFLRI

**SUPPORTIVE AMENITIES**  
by education level



2006 Physical Activity Monitor, CFLRI

## ***Fitness programs at work***

The physical activity of Canadian employees can be encouraged through fitness programs made available at work, much like the previously mentioned offering of fitness facilities at work. Just over one-quarter (28%) of working Canadians report having programs to improve health, physical fitness, or nutrition at work; however, only 7% report having access to individualized fitness programs at work, and 11% report having access to group exercise programs. Among employees that indicate the availability of programs, only 35% actually participate in these programs. Those living in Nova Scotia are more likely than others to report the availability of programs to improve health, fitness, or nutrition.

**Age and sex** There are no significant differences in terms of age and sex regarding programming.

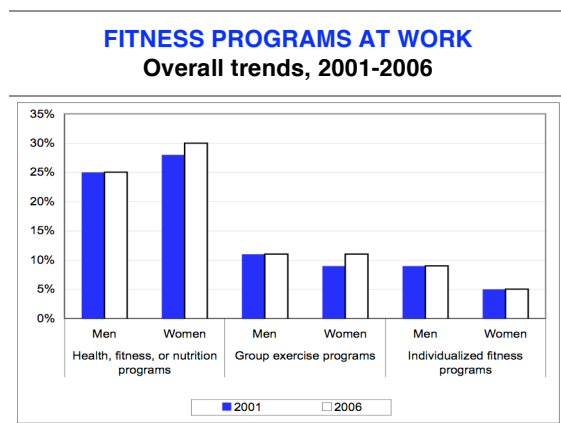
**Socio-economic and demographic characteristics** University-educated employees are more likely than those with a secondary level of education to report the availability of workplace programs to improve health, fitness, or nutrition programs at work. Adults with the highest household incomes are more likely than those with middle-to-high incomes (\$40,000 to \$79,999) to report having programs to improve health, fitness or nutrition at work. Employees residing in the largest communities are more likely than those in slightly smaller communities (with 75,000 to 299,999 residents) to have group exercise programs.

**Activity level** There are no differences in the availability of programming with employee activity level.

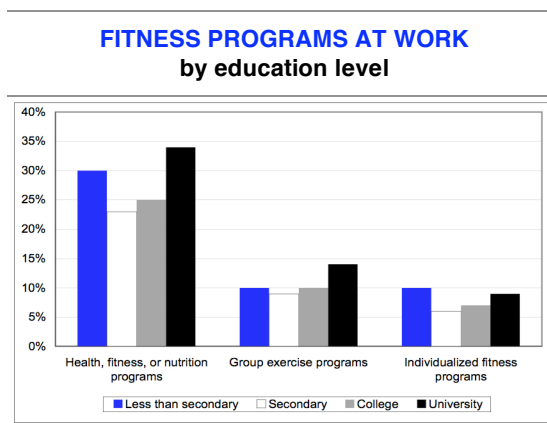
**Workplace characteristics** Government and other public sector employees are more likely than those working for private businesses to report the availability of any kind of fitness program at work. Those working in finance and services are generally the most likely to report having programs to improve health, fitness, or nutrition and group exercise programs at work. Those working for large companies are more likely to report having programs to improve health, fitness, or nutrition compared to those working for small companies (with 50 employees or fewer). Those working in professional occupations are more likely than those in skilled trade positions to report the availability of programs to improve health, fitness, or nutrition.

## *Fitness programs at work (cont'd)*

**Trends** Since 2001, there has been no change in the proportion of Canadian employees who report that there are programs to improve health, fitness, and nutrition at work. The socio-economic and demographic differences for reporting the availability of fitness programs at work have changed in the past five years. Where the only such difference noted in 2001 was in employee age (which is no longer significant), there is now clear variation by education and income. Employees in the government and public sector continue to be more likely to report the availability of fitness programs.



2001 & 2006 Physical Activity Monitor, CFLRI



2006 Physical Activity Monitor, CFLRI

## ***Fitness instruction or counselling at work***

As a means of fostering employees' healthy behaviours, workplaces may opt to provide such fitness opportunities as specified instruction, counselling, or evaluations, though the provision of such opportunities appears to be a relatively infrequent practice. Currently, only 14% of working Canadians indicate that their employers offer fitness testing or physical activity counselling. A similar proportion (12%) report that their employers offer instruction in developing personal fitness or physical activity programs, and 11% also report having instruction available in specific activities like swimming, tennis, and others. There are no significant provincial differences in reporting the availability of these workplace fitness opportunities.

**Age and sex** There are no significant differences in terms of age or sex in reporting the availability of all these types of fitness instruction.

**Socio-economic and demographic characteristics** Employees with high household incomes are more likely than those with lower incomes to report that their workplaces offer fitness testing or counselling.

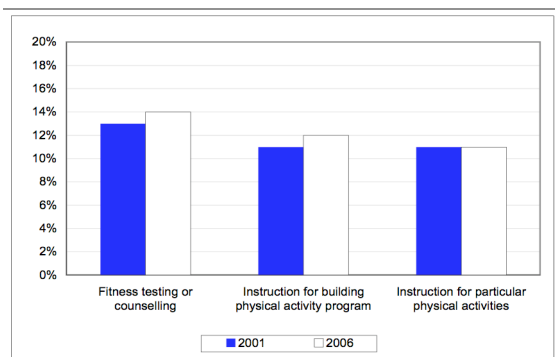
**Activity level** Employees with the highest levels of activity are more likely than those who are inactive to report the availability of fitness testing and instruction in particular activities.

**Workplace characteristics** Government and other public sector employees are more likely than those working for private businesses to report having instruction in specific activities and fitness testing available. Those working in finance and services are more likely than those in industry or manufacturing to report the availability of instruction for developing personal fitness programs and the availability of instruction in specific activities. Employees working for the largest companies (with 1,000 or more employees) are more likely than others to report having fitness testing or counselling available. The same is true (employees of the largest companies being more likely than some smaller companies) for those reporting the availability of instruction for developing personal fitness programs and instruction in specific activities.

## ***Fitness instruction or counselling at work (cont'd)***

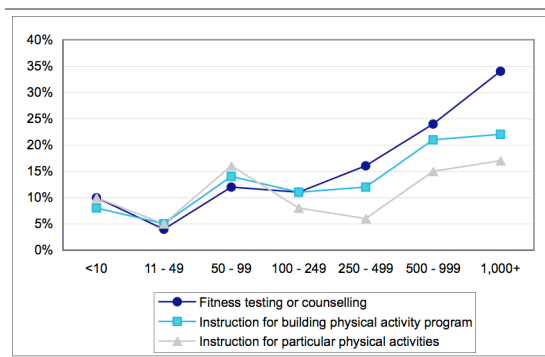
**Trends** Although the overall proportions of those reporting the availability of various fitness opportunities at work have not changed significantly since 2001, it can be noted that there are now some differences which did not appear five years ago. These include differences by income and activity level. While government and other public sector employees continue to be more likely than those working for private businesses to report the availability of workplace fitness opportunities (as was noted in 2001), there are also several other workplace characteristics showing variation in 2006 that were not previously apparent; industry and company size are examples of these.

**FITNESS INSTRUCTION OR COUNSELLING**  
Overall trends, 2001-2006



2001 & 2006 Physical Activity Monitor, CFLRI

**FITNESS INSTRUCTION OR COUNSELLING**  
by company size



2006 Physical Activity Monitor, CFLRI

## Management of facilities and programs

The fitness opportunities offered by any workplace inevitably require some means of administration and organization. Roughly two in five (44%) working Canadians report that this is an employer or management responsibility at their workplace, while considerably fewer (20%) indicate that it is the responsibility of an employee group or association, 32% indicate that it is the responsibility of designated staff, and 16% report that it is the responsibility of some other person. There are no significant provincial differences in the likelihood of reporting this.

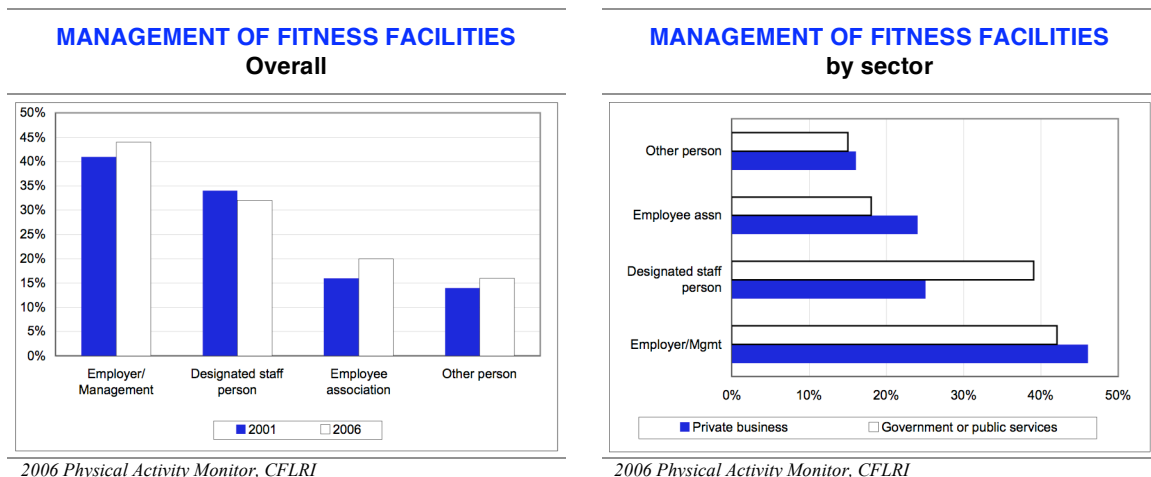
**Age and sex** Age and sex are not related to the likelihood of reporting that employers or management, an employee group or association, or designated staff members oversee one's workplace fitness opportunities.

**Socio-economic and demographic characteristics** There are generally no significant differences in terms of socio-economic or demographic factors for those employees reporting the management responsibility of their workplace fitness opportunities.

**Activity level** Activity level does not appear to be associated with employees reporting who oversees their workplace fitness opportunities.

**Workplace characteristics** Employees working for the government or public sector are more likely than those in the private sector to report that it is the responsibility of designated staff to manage their workplace fitness opportunities.

**Trends** The overall proportions of those reporting management responsibility of their workplace facilities and programs have changed only slightly since 2001; employees are now somewhat more likely than they were five years ago to report that an employee group or association or employer has this responsibility. The difference between men and women that appeared in 2001 is no longer significant, and there is now one workplace industry difference related to the government or public sector that was not previously noted. Otherwise, there continue to be no statistically significant socio-economic, demographic, activity level, or workplace differences, as was the case in 2001.



## *Who can access facilities?*

Those workplaces that provide fitness opportunities may choose to limit or extend access to them. The vast majority (91%) of working Canadians indicate that their workplaces allow full-time employees to access these opportunities, while a similar proportion (86%) indicate that part-time employees are allowed as well. Considerably fewer (48%) report that contract workers are permitted access, and fewer still (40%) report that such access is granted to retirees. A further 35% report that employee family members may make use of the workplace fitness opportunities, 28% report that this is extended to other members of the local community, and 24% report that others outside of these categories are permitted access. Employees in Alberta are more likely to indicate that full-time employees may access facilities, while those in Nova Scotia indicate greater access to facilities by part-time staff.

When asked who pays for the available workplace fitness opportunities, 51% of Canadian employees report that only their employers pay, 31% report that these costs are shared by the employers and employees, 13% report that they are paid for solely by employees, and 5% indicate that they are paid by unions.

**Age and sex** There are no significant differences in terms of age and sex for those reporting who may access their workplace fitness opportunities and who funds these opportunities.

**Socio-economic and demographic characteristics** University-educated employees are more likely than those with secondary levels of education to report that contract workers or members in the community are allowed access to their workplace fitness opportunities. Employees with less than a secondary level of education are more likely than those with secondary or college education to state that full-time employees have access to their opportunities. Employees with higher incomes (\$80,000 to \$99,999) are less likely than those with incomes between \$40,000 and \$59,999 to state that other members of the community can access the opportunities at work. Further, employees living in larger communities (with 300,000 or more residents) are less likely than those living in small communities (with 1,000 to 4,999 residents) to report that other members of the local community have access. Employees who are currently living with a partner than those who are widowed, divorced, or separated are less likely to state that contract workers are able to access workplace fitness facilities. There are no significant socio-economic or demographic differences for those reporting who pays for their workplace fitness opportunities.

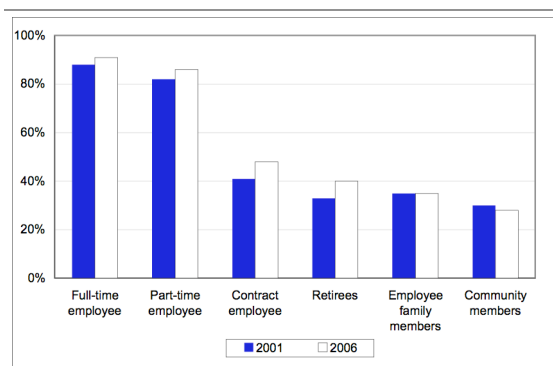
**Activity level** Those who are moderately active or active are less likely than those who are somewhat active to indicate that contract workers have access to opportunities.

## Who can access facilities? (cont'd)

**Workplace characteristics** Government and other public sector employees are more likely than those working for private businesses to report that full-time and part-time employees, members of the local community, and others not included in the mentioned categories are allowed access to their workplace fitness opportunities. Employees working for companies with 10 or fewer workers are more likely than employees of the largest companies to indicate that family access is allowed. The proportion of employees stating that full-time workers have access to opportunities varies with company size, and generally speaking those in the smallest companies are least likely to state that full-time employees are able to access facilities. Employees of the smallest companies are also less likely than those working for the largest companies to indicate that part-time employees are permitted to access fitness opportunities. Professionals are more likely than clerical and skilled trade workers to report that full-time employees are allowed access to their workplace fitness opportunities. Professionals and labourers are also more likely than skilled trade workers to indicate that part-time employees are permitted to access fitness opportunities. Moreover, professionals are more likely than those in skilled trades to indicate that contract workers can access these opportunities.

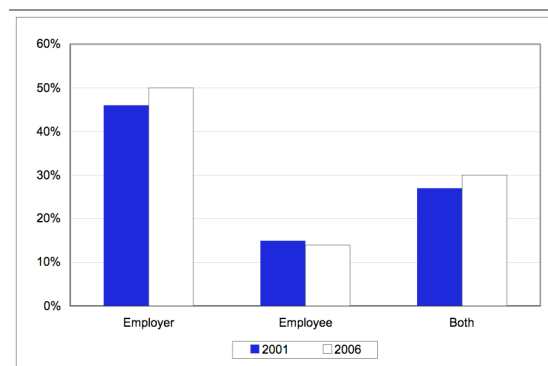
**Trends** Compared to 2001, employees with access to fitness facilities and programs at work are now slightly more likely to report that full-time employees, part-time employees, retirees, and contract workers have access to these opportunities. While there were differences between men and women and in terms of activity level five years ago, none persist in 2006. There are now, however, several differences in terms of education and community size which were not previously noted. In addition, workplace characteristics are now associated with the access of facilities by various groups, but these were not significant in 2001. Interestingly, the relationship that appeared in 2001 between the activity level of the employee and perceptions of financial contributions for a program — that is, where less active employees were more likely to say the employer pays, whereas active employees were more likely to say that a combination of employer and employees pay — no longer exists in 2006.

**WHO CAN USE FACILITIES**  
trends overall, 2001-2006



2001 & 2006 Physical Activity Monitor, CFLRI

**WHO PAYS FOR FACILITIES**  
overall



2006 Physical Activity Monitor, CFLRI

## *When fitness facilities can be used*

Workplaces offering fitness opportunities to their employees may choose to limit or extend their access by setting a schedule of when they may be used. The majority (82%) of Canadian employees with such opportunities report having access after work or in the evenings, while similar proportions report being allowed access during lunch (82%) or before work (75%). Somewhat fewer (61%) report having weekend access and fewer still (57%) report having access during work hours. Employees in the Northwest Territories and Saskatchewan are more likely to have access to fitness facilities on weekends. Access to fitness facilities during work hours is more likely to be reported by Alberta workers.

**Age and sex** Regardless of gender, employees aged 18 to 24 are more likely to indicate access to fitness facilities during work hours than are those aged 25 to 64.

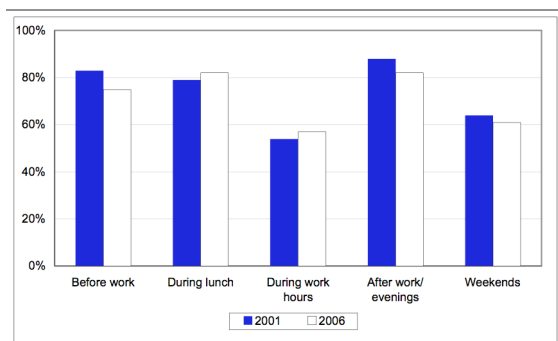
**Socio-economic and demographic characteristics** Employees with a university education are more likely than those with a college education to say that facilities can be used before work. Employees living in the smallest communities (with fewer than 1,000 residents) are more likely than those in larger communities (with 75,000 residents or more) to indicate access to fitness facilities on the weekends.

**Activity level** Generally, there are no significant relationships between access of workplace fitness opportunities and activity level.

**Workplace characteristics** Skilled trade workers are less likely than those in clerical, professional, and management positions to report that their workplace fitness opportunities may be used at lunch. Those in management positions are more likely than professionals to indicate access to facilities on weekends.

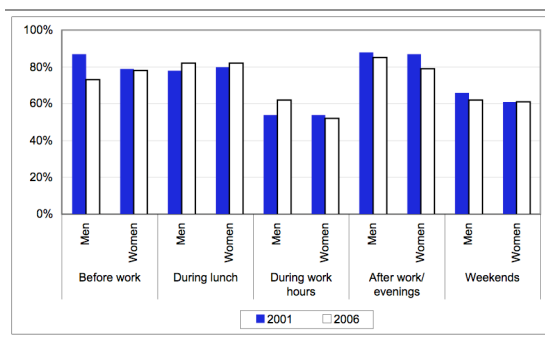
**Trends** Employees are now less likely than they were in 2001 to report that their workplace fitness facilities can be used after or before work. The provincial differences noted 2001 are still apparent, and in fact more provincial and territorial differences exist in 2006. As was the case five years ago, there continue to be very few differences by employee and workplace characteristics; the few exceptions include newly-noted variations by age, community size, and persisting differences in profession.

**WHEN FACILITIES CAN BE USED**  
trends overall, 2001-2006



2001 & 2006 Physical Activity Monitor, CFLRI

**WHEN FACILITIES CAN BE USED**  
trends by sex, 2001-2006



2001 & 2006 Physical Activity Monitor, CFLRI

## Summary of section

Findings in this section reveal that more than half of employed Canadians report that places to walk or jog and fitness or sport facilities are available at or near their workplaces. About half indicate the availability of recreational events like golf tournaments or ski trips, while over one third report the availability of playing fields or open spaces, change areas or locker rooms, showers, bicycle racks, and team sports. Where these workplace physical activity opportunities exist, responsibility for the management and financial support for them varies, as does the category of individual that can access them. While the majority of full-time and part-time employees are allowed to use these, between one quarter and one half of contract workers, employees' family members, retirees, and local community members have access.

While there is a higher likelihood of reporting workplace access and support of physical activity and sport across topics among those who are more active, more highly educated, professionals, and government workers, there are some differences in age, sex, income, marital status, community size, and employment status, along with industry, profession, and company size within individual topics. Details of these differences are summarized in the table below.

**Likelihood of reported workplace physical activity facilities and amenities by other socio-economic, -demographic and workforce characteristics**

	Individual characteristics			Workforce characteristics	
	Age, sex, activity level, marital status	Geographic	Education, and income	Profession, and status	Industry, sector, and company size
<b>Overall access to opportunities and supports</b>	Active		University education	Professional	Government and public sector
Access to community sport and recreation facilities, YW/YMCAs		NS, NWT Large communities	High income Higher education	Professionals	Finance and service Largest companies Gov't/public sector
Access to other community facilities (e.g., school gyms) near work		NB, Sask, Yukon, NWT Smaller communities	High income University	Professionals	Finance and service Gov't/public sector
Places to walk or jog nearby	25-44 yr olds	NS, NB, Yukon	Higher education	Management, Professionals	Finance and service Largest companies Gov't/public sector
Playing fields at work or nearby		PEI, Yukon Small communities	Higher education	Professionals	Finance and service Gov't/public sector
Fitness rooms at work		Larger communities	Highest income University	Professionals	Finance and service Larger companies Gov't/public sector
Other rooms suitable for physical activity	Active		University	Professionals	Finance and service Larger companies Gov't/public sector
Exercise equipment		Larger communities	Highest income University	Professionals	Finance and service Larger companies Gov't/public sector

	Individual characteristics			Workforce characteristics	
	Age, sex, activity level, marital status	Geographic	Education, and income	Profession, and status	Industry, sector, and company size
Recreational events or team sports at work	25-44 yr men (events) Active	NWT (events)	Higher income Higher education (events)	Skilled trade (events)	Finance, industry or manufacturing Larger companies Gov't/public sector (team)
Special physical activity events, physical activity clubs	Active (clubs)	NWT, Yukon (events)	Higher income Higher education (events)	Professionals	Finance and service Larger companies Gov't/public sector
Showers		Yukon residents	Higher income Higher education	Professionals	Larger companies Gov't/public sector
Change areas or locker rooms	Active		Higher education	Professionals	Finance and service Agriculture and forestry Larger companies Gov't/public sector
Bicycle racks	Active	Yukon residents Larger communities	Higher education Higher income	Full time Professional	Finance and service Larger companies Gov't/public sector
Group exercise programs/		Larger communities			Finance and service Gov't/public sector
Instruction in specific activities	Active				Finance and service Larger companies Gov't/public sector
Fitness testing or physical activity counselling	Active		Higher incomes		Larger companies Gov't/public sector
Health, physical fitness or nutrition programs		Nova Scotia	Higher income Higher education	Professional	Finance and service Larger companies Gov't/public sector

In addition to the overarching trends noted above, residents of larger communities and employees of larger companies are more likely to report that their workplaces offer some of these opportunities and facilities, perhaps indicating that there is a critical mass of people needed to form teams, to achieve sufficient participation rates, or to merit offering these types of opportunities. It may also indicate a greater capacity to pay for or provide the space for such facilities and programs. Since governments are large-scale employers and are reported as highly likely to provide such encouragement, further research to tease out government employers from large employers is merited to examine whether large private sector employers also offer these types of supports.

Smaller companies, and companies in smaller communities, are reportedly more likely to open their programs and facilities to a broader range of people overall than are larger ones. This could perhaps suggest any one of a number of factors at work: that smaller companies who offer programs open their facilities to achieve a critical mass of participants, that smaller companies are more likely to embrace the families and communities of their employees, or perhaps that smaller companies who have facilities are those that are also more inclined to be employee health-oriented and community-minded.

## *Discussion, Implications, and Recommendations*

Companies can increase the appeal of workplace physical activity facilities and supports to those who do not currently participate through a number of initiatives. They could consider promoting a broad range of opportunities that appeal to both those who prefer team activities and those who prefer individual activities. Currently, less than half of companies are reported as offering such opportunities. Offerings could include team sports such as basketball, soccer, and volleyball, as well as physical activity clubs for such activities as yoga, tai chi, bicycling, skiing, and walking.

While nearby fitness and sport facilities are reported by about half of Canadian workers and less than one fifth indicate access to fitness rooms, areas for physical activity do not have to be designated fitness facilities. A meeting room or cafeteria could serve multiple purposes and be used for stretch breaks or for physical activity that requires little or no equipment. About 14% of workers indicate that there are other rooms at their workplace that are used for physical activity. In addition, the provision of accessible and subsidized transportation to physical activity events that occur away from the work site may help to ensure that no one who wants to participate is left out due to lack of transportation.

Group discounts may encourage employees to frequent off site physical activity facilities such as health clubs, golf courses, swimming pools, ski hills, arenas, or bowling alleys. These facilities could also be rented for employee social or team-building events and to broaden social support for physical activity. To address the oft-cited barrier of time constraints, family members could be invited. Smaller workplaces could jointly negotiate discounts either through informal arrangements or through industry associations. While larger workplaces may have enough employees for several teams, smaller workplaces could form 'leagues' and challenge each other. Similarly, for individual physical activities, smaller workplaces could consider jointly bringing a fitness leader, such as a yoga instructor, to a central location.

Workplace promotion of existing nearby facilities can also increase their use. For example, a program which developed promotional materials to promote use of a local walking path at a worksite<sup>55</sup> and which presented the benefits of walking suggested the times of day the path could be used, addressed barriers, made recommendations for activity levels, and provided tips for safe walking was distributed via global email messages, posting of flyers, information booths in the cafeteria, and posting of information on the work site Intranet. The program demonstrated promise in increasing knowledge of physical activity and promoting walking. Along with promotion of walking trails themselves, marking them for distance and ensuring their safety<sup>49</sup> may also help make them more attractive for use.

Workplace physical activity programming can be effective in increasing physical activity in workers for both the short and long term.<sup>56,57,57</sup> A workplace physical activity counselling program based on the Patient-centered Assessment and Counselling for Exercise and Nutrition (PACE) program<sup>58</sup> demonstrated a positive influence on physical activity levels among municipal service employees. Similarly, a workplace-based intervention<sup>56</sup> which provided tailored counselling resulted in significantly improved physical activity, including an increase in the amount of weekend physical activity, as

well as minutes walked for exercise on errands, total walking, and total daily blocks walked.

Workplace interventions are likely to be more successful if they are focused on those who are inactive and who would not typically join an ‘organized’ program.<sup>47</sup> Promoting incidental activity, incorporation of social support for activity, and increasing active transport to and from work appear to be promising strategies.<sup>47</sup> Workplaces could focus on decreasing prolonged periods of sitting at work, encouraging alternatives to ‘passive’ workplace electronic communication, and promoting stair use.<sup>47</sup> Along with promoting health and physical activity information in general, signs are also effective in increasing stair climbing; indeed, this is one of the more effective environmental interventions.<sup>59,60</sup> A study of employees in a Center for Disease Control and Prevention (CDC)<sup>61</sup> building examined the impact of a number of changes to stairwells on their use. Stairwells were modified with paint, carpeting, motivational signs, artwork, and music. Over the course of the intervention, stairwell use increased by almost 9%. Ensuring that stairs are safe, clean, and attractive is a relatively easy and inexpensive way to provide a simple opportunity to incorporate physical activity into daily workplace routines. While three quarters of working Canadians report that there are accessible stairs at their workplaces, only half say there are signs indicating their location and less than one fifth of employees report that there are signs posted at work to encourage stair use. There is, therefore, ample opportunity in all segments of the able-bodied workplace population to increase stair use through signage and encouragement. Posters encouraging stair use can be downloaded from: <http://www.phac-aspc.gc.ca/sth-evs/english/downloads/index.htm>. Posting of these signs beside or near elevators provides an alternate route at the point of decision. Some studies of other worksite health promotion programs with environmental changes have been inconclusive,<sup>62,63</sup> indicating that while stair use has been proven effective, the effectiveness of some types of environmental changes has yet to be proven.

Formal fitness programs offer a more structured, as opposed to incidental, physical activity opportunity. Currently, while the most common type of workplace health program is a fitness program, only 29% of surveyed worksites with 100 or more employees offer them.<sup>32</sup> There is, however, evidence to support their effectiveness in increasing physical activity,<sup>64,65</sup> and also in increasing worker productivity and reducing short term disability workdays.<sup>66</sup>

Access and availability of physical activity opportunities and supports vary by individual and workplace characteristics. Generally speaking, those who are university-educated, those who work in professional occupations, and those with higher levels of activity typically vary from the average. This would perhaps indicate that the occupations available to those with higher levels of education are associated with more supportive workplaces that provide a range of physical activity benefits, and also that those with higher levels of activity may be attracted to workplaces with such pro-active living mandates. As a general rule, however, Canadians do not indicate that these types of benefits factor in their decisions to accept positions (see earlier section in report). Perhaps most noteworthy is the fact that government and other public sector employees consistently differ from the average for nearly every topic with generally greater access to opportunities, a trend that has persisted since the last data collection period in 2001. The higher likelihood of government and public sector workplaces to offer physical activity programs and opportunities may signify that these types of organizations are

making the physical activity and overall good health of their employees a priority. With all levels of government currently promoting physical activity, it is appropriate that they are “walking the talk”, adopting these types of measures within their own workplaces and providing exemplary workplace opportunities and programs.

Whether encouragement is formal or informal and at the worksite or nearby, including employees in the planning and management of these opportunities ensures their input, a greater level of participation,<sup>53</sup> and that the offerings meet the needs of employees. An employee committee can undertake the development, promotion, and execution of a physical activity program and communicate with management. Workplaces should allow employees who volunteer to organize physical activity activities to do so during work hours.<sup>54</sup> Survey research has indicated that over two-thirds of employers feel that incentives are needed to encourage employees to participate fully in wellness programs.<sup>50</sup> In addition, focus group work reveals that incentives such as pedometers and competitions would increase the use of walking paths, as an example.<sup>49</sup> However, an earlier section of this report indicates that only 10% of employers offer rewards or other recognition for employee physical activity achievements; therefore, there is ample opportunity for workplaces to provide incentives and rewards for participation, including walking maps of local areas, incentives for participation in commuter challenges, prizes for pedometer steps, and so on.

Workplaces are in a unique position to promote the benefits of active living to a relatively captive audience and to provide a large proportion of adult Canadians with opportunities for physical activity. As can be seen by the data reported above, there remains a great deal of untapped potential in offering these opportunities to employed Canadians. Although opportunities range from access to facilities, clubs, events, and amenities like showers and change rooms to individualized and group programming, the proportion of employees that use these opportunities regularly is relatively low. Understanding the reasons for the discrepancy between perceptions of availability of opportunities and actual use is warranted. For example, employers could conduct small employee surveys to understand the potential barriers impeding the use of the workplace-based opportunities. Although, generally speaking, employees in larger workplaces and those working in finance and governmental sectors currently have access to a broader range of opportunities, nonetheless the results show that opportunities exist in other sectors and in smaller workplaces. Low-cost (e.g., posting signage to take the stairs) and low-overhead options (e.g., promoting local events like the Commuter Challenge) may be the first entry points in promoting physical activity opportunities to small workplaces or to those without programs.





## APPENDICES



## ***Appendix A. Detailed tables***

### **Screening tables**

Difference between two estimates required for statistical significance .....	83
Difference between two estimates required for statistical significance for Canadian Workers.....	85

### **Health profile of Canadian workers:**

Self reported Body Mass Index.....	88
Overall health status and chronic conditions .....	90
Life satisfaction.....	92
Self reported mental health.....	94
General stress .....	96
Work related stress .....	98

### **Perceived barriers and benefits:**

Barriers to being active.....	100
Potential influence on recruitment and turnover.....	106
Beliefs about work-related benefits of physical activity .....	109
Absenteeism.....	112
Workplace injury, illness and stress.....	115

### **Encouragement for physical activity:**

Employer attitude and support for physical activity .....	118
Support for physical activity at work .....	121
Fitness information at work .....	124
Soft supports for activity .....	127

### **Fitness opportunities:**

Stair climbing at work .....	130
Occasional opportunities at work.....	133
Opportunities for physical activity near work .....	136
Fitness instruction or counselling at work.....	139
Amenities at work to support activity .....	142
Fitness facilities at work .....	145
Fitness programs at work.....	148
Management of facilities and programs .....	151
Who can access facilities? .....	154
When fitness facilities can be used .....	157

## *Difference between two estimates required for statistical significance*

2006 Physical Activity Monitor, excluding CCHS data

	Sample	Percentage tested <sup>1</sup>								
		10%	20%	30%	40%	50%	60%	70%	80%	90%
<b>TOTAL, ADULTS (18+)</b>	4,027	2.0	2.6	3.0	3.2	3.3	3.2	3.0	2.6	2.0
women	2,354	2.6	3.4	3.9	4.2	4.3	4.2	3.9	3.4	2.6
men	1,673	3.0	4.1	4.7	5.0	5.1	5.0	4.7	4.1	3.0
<b>18–24</b>	339	5.9	7.8	9.0	9.6	9.8	9.6	9.0	7.8	5.9
women	178	8.1	10.8	12.4	13.2	13.5	13.2	12.4	10.8	8.1
men	161	8.5	11.4	13.0	13.9	14.2	13.9	13.0	11.4	8.5
<b>25–44</b>	1,493	2.8	3.7	4.3	4.6	4.7	4.6	4.3	3.7	2.8
women	914	3.6	4.8	5.5	5.8	6.0	5.8	5.5	4.8	3.6
men	579	4.5	6.0	6.9	7.3	7.5	7.3	6.9	6.0	4.5
<b>45–64</b>	1,488	2.8	3.7	4.3	4.6	4.7	4.6	4.3	3.7	2.8
women	823	3.8	5.0	5.8	6.2	6.3	6.2	5.8	5.0	3.8
men	665	4.2	5.6	6.4	6.8	7.0	6.8	6.4	5.6	4.2
<b>REGION</b>										
<b>East</b>	1,014	3.9	5.2	6.0	6.4	6.5	6.4	6.0	5.2	3.9
Newfoundland	252	5.2	7.0	8.0	8.6	8.7	8.6	8.0	7.0	5.2
Prince Edward Island	255	5.2	6.9	8.0	8.5	8.7	8.5	8.0	6.9	5.2
Nova Scotia	255	5.2	6.9	8.0	8.5	8.7	8.5	8.0	6.9	5.2
New Brunswick	252	5.2	7.0	8.0	8.6	8.7	8.6	8.0	7.0	5.2
Quebec	486	3.8	5.0	5.8	6.2	6.3	6.2	5.8	5.0	3.8
Ontario	969	2.7	3.6	4.1	4.4	4.5	4.4	4.1	3.6	2.7
<b>West</b>	1023	2.6	3.5	4.0	4.2	4.3	4.2	4.0	3.5	2.6
Manitoba	251	5.2	7.0	8.0	8.6	8.7	8.6	8.0	7.0	5.2
Saskatchewan	252	5.2	7.0	8.0	8.6	8.7	8.6	8.0	7.0	5.2
Alberta	264	5.1	6.8	7.8	8.4	8.5	8.4	7.8	6.8	5.1
British Columbia	256	5.2	6.9	7.9	8.5	8.7	8.5	7.9	6.9	5.2
<b>North</b>	535	6.5	8.6	9.9	10.6	10.8	10.6	9.9	8.6	6.5
Yukon	252	5.2	7.0	8.0	8.6	8.7	8.6	8.0	7.0	5.2
Northwest Territories	253	5.2	7.0	8.0	8.5	8.7	8.5	8.0	7.0	5.2
Nunavut	30	–	–	–	–	–	–	–	–	–
<b>ENERGY EXPENDITURE</b>										
Active (≥3 KKD)	1,144	3.7	4.9	5.6	6.0	6.1	6.0	5.6	4.9	3.7
Moderately active (1.5–2.9)	744	4.6	6.1	7.0	7.5	7.6	7.5	7.0	6.1	4.6
Somewhat active (0.5–1.4 KKD)	838	4.3	5.7	6.6	7.0	7.2	7.0	6.6	5.7	4.3
Sedentary (<0.5 KKD)	1,301	3.5	4.6	5.3	5.6	5.8	5.6	5.3	4.6	3.5

<sup>1</sup> The difference between two numbers is statistically significant when it is greater than or equal to the value listed in the table beside the appropriate group. For example, let's say 46% of men and 33% of women be considered active. Is the difference (13) significant? To find out, take the lower percentage (33%) and find out the difference required to achieve significance for the corresponding group (women). The value indicated at the intersection of the nearest percentage column and the group row (2.6) is the difference required to achieve significance. Since the difference between 46% and 33% is larger than 2.6, it is possible to state that men are significantly more active than women.

## *Difference between two estimates required for statistical significance*

2006 Physical Activity Monitor, excluding CCHS data

		Percentage tested								
	Sample	10%	20%	30%	40%	50%	60%	70%	80%	90%
EDUCATION LEVEL										
Less than secondary	666	4.8	6.4	7.4	7.9	8.1	7.9	7.4	6.4	4.8
Secondary	962	4.0	5.4	6.1	6.6	6.7	6.6	6.1	5.4	4.0
College	1,285	3.5	4.6	5.3	5.7	5.8	5.7	5.3	4.6	3.5
University	1,047	3.9	5.1	5.9	6.3	6.4	6.3	5.9	5.1	3.9
HOUSEHOLD INCOME										
< \$20,000	447	5.1	6.8	7.8	8.3	8.5	8.3	7.8	6.8	5.1
\$20,000–29,999	368	5.6	7.5	8.6	9.2	9.4	9.2	8.6	7.5	5.6
\$30,000–39,999	415	5.3	7.1	8.1	8.7	8.8	8.7	8.1	7.1	5.3
\$40,000–59,999	671	4.2	5.6	6.4	6.8	7.0	6.8	6.4	5.6	4.2
\$60,000–79,999	498	4.8	6.5	7.4	7.9	8.1	7.9	7.4	6.5	4.8
\$80,000–99,999	371	5.6	7.5	8.6	9.2	9.4	9.2	8.6	7.5	5.6
≥ \$100,000	638	4.3	5.7	6.5	7.0	7.1	7.0	6.5	5.7	4.3
EMPLOYMENT STATUS										
Full-time worker	2,146	2.7	3.6	4.1	4.4	4.5	4.4	4.1	3.6	2.7
Part-time worker	331	6.9	9.1	10.5	11.2	11.4	11.2	10.5	9.1	6.9
Unemployed	284	7.4	9.9	11.3	12.1	12.3	12.1	11.3	9.9	7.4
Homemaker	231	8.2	10.9	12.5	13.4	13.7	13.4	12.5	10.9	8.2
Student	139	10.6	14.1	16.2	17.3	17.6	17.3	16.2	14.1	10.6
Retired	818	4.4	5.8	6.7	7.1	7.3	7.1	6.7	5.8	4.4
COMMUNITY SIZE										
< 1,000	454	5.1	6.8	7.7	8.3	8.5	8.3	7.7	6.8	5.1
1,000–4,999	590	4.5	5.9	6.8	7.3	7.4	7.3	6.8	5.9	4.5
5,000–9,999	359	5.7	7.6	8.7	9.3	9.5	9.3	8.7	7.6	5.7
10,000–74,999	1,046	3.3	4.5	5.1	5.5	5.6	5.5	5.1	4.5	3.3
75,000–299,999	577	4.5	6.0	6.9	7.3	7.5	7.3	6.9	6.0	4.5
≥ 300,000	706	4.1	5.4	6.2	6.6	6.8	6.6	6.2	5.4	4.1
FAMILY COMPOSITION										
Living with a partner	2,421	2.2	2.9	3.4	3.6	3.7	3.6	3.4	2.9	2.2
Widowed, divorced, separated	821	3.8	5.0	5.8	6.2	6.3	6.2	5.8	5.0	3.8
Never married	751	3.9	5.3	6.0	6.4	6.6	6.4	6.0	5.3	3.9

# Difference between two estimates required for statistical significance for Canadian workers

2006 Physical Activity Monitor, excluding CCHS data

	Sample	Percentage tested <sup>1</sup>								
		10%	20%	30%	40%	50%	60%	70%	80%	90%
<b>TOTAL, ADULTS (18+)</b>	2,471	2.5	3.3	3.8	4.1	4.2	4.1	3.8	3.3	2.5
women	1,358	3.4	4.5	5.2	5.5	5.6	5.5	5.2	4.5	3.4
men	1,113	3.7	5.0	5.7	6.1	6.2	6.1	5.7	5.0	3.7
<b>18–24</b>	200	7.6	10.2	11.7	12.5	12.7	12.5	11.7	10.2	7.6
women	94	12.0	16.0	18.3	19.6	20.0	19.6	18.3	16.0	12.0
men	106	11.3	15.1	17.3	18.5	18.8	18.5	17.3	15.1	11.3
<b>25–44</b>	1,217	3.1	4.1	4.7	5.1	5.2	5.1	4.7	4.1	3.1
women	711	4.4	5.8	6.7	7.1	7.3	7.1	6.7	5.8	4.4
men	506	5.2	6.9	7.9	8.5	8.6	8.5	7.9	6.9	5.2
<b>45–64</b>	994	3.4	4.6	5.2	5.6	5.7	5.6	5.2	4.6	3.4
women	527	5.1	6.8	7.7	8.3	8.5	8.3	7.7	6.8	5.1
men	467	5.4	7.2	8.2	8.8	9.0	8.8	8.2	7.2	5.4
<b>REGION</b>										
<b>East</b>	583	5.2	6.9	7.9	8.4	8.6	8.4	7.9	6.9	5.2
Newfoundland	140	7.7	10.3	11.8	12.6	12.9	12.6	11.8	10.3	7.7
Prince Edward Island	147	7.5	10.1	11.5	12.3	12.6	12.3	11.5	10.1	7.5
Nova Scotia	153	7.4	9.9	11.3	12.1	12.3	12.1	11.3	9.9	7.4
New Brunswick	143	7.6	10.2	11.7	12.5	12.7	12.5	11.7	10.2	7.6
<b>Quebec</b>	278	5.5	7.3	8.4	9.0	9.1	9.0	8.4	7.3	5.5
<b>Ontario</b>	592	3.8	5.0	5.7	6.1	6.3	6.1	5.7	5.0	3.8
<b>West</b>	595	3.7	5.0	5.7	6.1	6.2	6.1	5.7	5.0	3.7
Manitoba	144	7.6	10.2	11.6	12.4	12.7	12.4	11.6	10.2	7.6
Saskatchewan	142	7.7	10.2	11.7	12.5	12.8	12.5	11.7	10.2	7.7
Alberta	177	6.9	9.2	10.5	11.2	11.5	11.2	10.5	9.2	6.9
British Columbia	132	8.0	10.6	12.2	13.0	13.3	13.0	12.2	10.6	8.0
<b>North</b>	423	6.1	8.1	9.3	9.9	10.1	9.9	9.3	8.1	6.1
Yukon	185	6.7	9.0	10.3	11.0	11.2	11.0	10.3	9.0	6.7
Northwest Territories	211	6.3	8.4	9.6	10.3	10.5	10.3	9.6	8.4	6.3
Nunavut	27	–	–	–	–	–	–	–	–	–
<b>ENERGY EXPENDITURE</b>										
Active (≥3 KKD)	783	3.6	4.8	5.4	5.8	5.9	5.8	5.4	4.8	3.6
Moderately active (1.5–2.9)	477	4.6	6.1	7.0	7.5	7.6	7.5	7.0	6.1	4.6
Somewhat active (0.5–1.4 KKD)	560	4.2	5.6	6.4	6.9	7.0	6.9	6.4	5.6	4.2
Sedentary (<0.5 KKD)	651	3.9	5.2	6.0	6.4	6.5	6.4	6.0	5.2	3.9

<sup>1</sup> The difference between two numbers is statistically significant when it is greater than or equal to the value listed in the table beside the appropriate group. For example, let's say 46% of male workers and 33% of female workers be considered active. Is the difference (13) significant? To find out, take the lower percentage (33%) and find out the difference required to achieve significance for the corresponding group (female workers). The value indicated at the intersection of the nearest percentage column and the group row (3.4) is the difference required to achieve significance. Since the difference between 46% and 33% is larger than 3.4, it is possible to state that male workers are significantly more active than female workers.

## *Difference between two estimates required for statistical significance for Canadian workers*

2006 Physical Activity Monitor, excluding CCHS data

		Percentage tested								
	Sample	10%	20%	30%	40%	50%	60%	70%	80%	90%
EDUCATION LEVEL										
Less than secondary	225	7.8	10.3	11.9	12.7	12.9	12.7	11.9	10.3	7.8
Secondary	577	4.8	6.5	7.4	7.9	8.1	7.9	7.4	6.5	4.8
College	876	3.9	5.2	6.0	6.4	6.6	6.4	6.0	5.2	3.9
University	767	4.2	5.6	6.4	6.9	7.0	6.9	6.4	5.6	4.2
HOUSEHOLD INCOME										
< \$20,000	102	11.5	15.4	17.6	18.8	19.2	18.8	17.6	15.4	11.5
\$20,000–29,999	164	9.1	12.1	13.9	14.8	15.2	14.8	13.9	12.1	9.1
\$30,000–39,999	255	7.3	9.7	11.1	11.9	12.2	11.9	11.1	9.7	7.3
\$40,000–59,999	437	5.6	7.4	8.5	9.1	9.3	9.1	8.5	7.4	5.6
\$60,000–79,999	390	5.9	7.9	9.0	9.6	9.8	9.6	9.0	7.9	5.9
\$80,000–99,999	312	6.6	8.8	10.1	10.8	11.0	10.8	10.1	8.8	6.6
≥ \$100,000	533	5.0	6.7	7.7	8.2	8.4	8.2	7.7	6.7	5.0
EMPLOYMENT STATUS										
Full-time worker	2,066	2.6	3.4	3.9	4.2	4.3	4.2	3.9	3.4	2.6
Part-time worker	331	6.4	8.5	9.8	10.4	10.7	10.4	9.8	8.5	6.4
COMMUNITY SIZE										
< 1,000	228	7.7	10.3	11.8	12.6	12.8	12.6	11.8	10.3	7.7
1,000–4,999	357	6.2	8.2	9.4	10.1	10.3	10.1	9.4	8.2	6.2
5,000–9,999	208	8.1	10.8	12.3	13.2	13.5	13.2	12.3	10.8	8.1
10,000–74,999	715	4.4	5.8	6.7	7.1	7.3	7.1	6.7	5.8	4.4
75,000–299,999	377	6.0	8.0	9.2	9.8	10.0	9.8	9.2	8.0	6.0
≥ 300,000	468	5.4	7.2	8.2	8.8	9.0	8.8	8.2	7.2	5.4
FAMILY COMPOSITION										
Living with a partner	1,597	2.9	3.9	4.4	4.8	4.9	4.8	4.4	3.9	2.9
Widowed, divorced, separated	350	6.2	8.3	9.5	10.2	10.4	10.2	9.5	8.3	6.2
Never married	507	5.2	6.9	7.9	8.4	8.6	8.4	7.9	6.9	5.2

## ***Difference between two estimates required for statistical significance for Canadian workers***

*2006 Physical Activity Monitor, excluding CCHS data*

		Percentage tested <sup>1</sup>								
	Sample	10%	20%	30%	40%	50%	60%	70%	80%	90%
SECTOR										
Private business	1,172	3.6	4.9	5.6	5.9	6.1	5.9	5.6	4.9	3.6
Government or public organization	918	4.1	5.5	6.3	6.7	6.9	6.7	6.3	5.5	4.1
Not for profit organization	126	11.1	14.8	17.0	18.1	18.5	18.1	17.0	14.8	11.1
INDUSTRY										
Trade and commerce	269	6.6	8.8	10.1	10.8	11.0	10.8	10.1	8.8	6.6
Retail and wholesale industries	269	7.6	10.1	11.6	12.4	12.7	12.4	11.6	10.1	7.6
Industry and manufacturing	505	4.8	6.4	7.3	7.9	8.0	7.9	7.3	6.4	4.8
Construction industries	171	9.5	12.7	14.6	15.6	15.9	15.6	14.6	12.7	9.5
Hi-tech industries	51	17.5	23.3	26.7	28.5	29.1	28.5	26.7	23.3	17.5
Transportation/communication	271	7.6	10.1	11.6	12.4	12.6	12.4	11.6	10.1	7.6
Manufacturing industries	138	10.6	14.2	16.2	17.3	17.7	17.3	16.2	14.2	10.6
Finance and services	1,108	3.2	4.3	5.0	5.3	5.4	5.3	5.0	4.3	3.2
Hospitality services	114	11.7	15.6	17.8	19.1	19.5	19.1	17.8	15.6	11.7
Finance and business services	131	10.9	14.5	16.6	17.8	18.2	17.8	16.6	14.5	10.9
Government service industries	216	8.5	11.3	13.0	13.9	14.1	13.9	13.0	11.3	8.5
Education, health and social services	510	5.5	7.4	8.4	9.0	9.2	9.0	8.4	7.4	5.5
Other service industries	137	10.7	14.2	16.3	17.4	17.8	17.4	16.3	14.2	10.7
Agriculture and Forestry	126	9.6	12.8	14.7	15.7	16.1	15.7	14.7	12.8	9.6
NUMBER OF EMPLOYEES										
< 10	441	5.9	7.9	9.1	9.7	9.9	9.7	9.1	7.9	5.9
11–49	572	5.2	7.0	8.0	8.5	8.7	8.5	8.0	7.0	5.2
50–99	204	8.7	11.6	13.3	14.3	14.6	14.3	13.3	11.6	8.7
100–249	280	7.5	9.9	11.4	12.2	12.4	12.2	11.4	9.9	7.5
250–499	161	9.8	13.1	15.0	16.1	16.4	16.1	15.0	13.1	9.8
500–999	144	10.4	13.9	15.9	17.0	17.3	17.0	15.9	13.9	10.4
> 1000	367	6.5	8.7	9.9	10.6	10.9	10.6	9.9	8.7	6.5
PROFESSION										
Labor	344	5.8	7.8	8.9	9.5	9.7	9.5	8.9	7.8	5.8
Skilled trade	408	5.4	7.1	8.2	8.7	8.9	8.7	8.2	7.1	5.4
Clerical	273	6.5	8.7	10.0	10.7	10.9	10.7	10.0	8.7	6.5
Professional	667	4.2	5.6	6.4	6.8	7.0	6.8	6.4	5.6	4.2
Management	436	5.2	6.9	7.9	8.5	8.6	8.5	7.9	6.9	5.2

## Self Reported Body Mass Index

2005 Canadian Community Health Survey, Statistics Canada

	Underweight	Healthy weight	Overweight	Obese
<b>TOTAL, ADULTS (AGE 20 AND OVER)</b>	3%	47%	35%	16%
men	1	40	42	17
women	4	53	28	15
<b>20–24</b>	6	64	22	8
men	3	60	28	9
women	10	68	16	7
<b>25–44</b>	3	49	33	15
men	1	41	42	17
women	5	59	23	13
<b>45–64</b>	1	41	38	20
men	1	34	45	21
women	2	48	32	18
<b>65 and older</b>	3	43	39	16
men	1	40	44	15
women	4	46	34	16
<b>PROVINCE</b>				
<b>East</b>	2	38	38	23
Newfoundland	–	35	39	25
Prince Edward Island	1	38	38	23
Nova Scotia	2	40	37	22
New Brunswick	2	37	38	23
<b>Quebec</b>	3	49	33	15
<b>Ontario</b>	3	47	35	16
<b>West</b>	3	47	35	16
Manitoba	2	42	37	19
Saskatchewan	2	40	37	22
Alberta	2	45	36	16
British Columbia	3	50	33	14
<b>North</b>	2	42	33	24

– Data unavailable because of insufficient sample size.

## Self Reported Body Mass Index (cont'd)

2005 Canadian Community Health Survey, Statistics Canada

	Underweight	Healthy weight	Overweight	Obese
<b>EDUCATION LEVEL</b>				
Less than secondary	3%	38%	38%	21%
Secondary	2	46	35	16
Some post secondary	3	49	32	16
Post secondary completion	2	49	34	15
<b>HOUSEHOLD INCOME</b>				
< \$15,000	4	47	31	19
\$15,000-\$29,999	3	46	33	18
\$30,000-\$49,999	3	45	34	18
\$50,000-\$79,999	2	46	35	17
\$80,000 or more	2	47	37	15
<b>EMPLOYMENT STATUS</b>				
Working Student	5	60	26	10
Working other	2	45	36	17
Non-working student	7	61	25	7
Not working or studying	3	43	35	19
<b>MARTIAL STATUS</b>				
Living with a partner	2	44	37	17
Widowed, divorced, separated	3	46	34	18
Never married	4	56	27	13
<b>ACTIVITY LEVEL</b>				
Active ( $\geq$ 3KKD) <sup>1</sup>	2	52	35	11
Moderately active (1.5-2.9 KKD)	2	48	35	14
Somewhat Active (0.5-1.4 KKD)	2	45	36	18
Sedentary (<0.5 KKD)	4	41	33	22

<sup>1</sup> Kilocalories/kilogram of body weight/day; an energy expenditure of 3KKD is roughly equivalent to walking one hour every day.

## Overall health status and chronic conditions

2005 Canadian Community Health Survey, Statistics Canada

	Health status					At least one chronic condition
	Excellent	Very good	Good	Fair	Poor	
<b>TOTAL, ADULTS (AGE 20 AND OVER)</b>	22%	37%	29%	9%	3%	72%
men	22	37	29	9	3	67
women	21	38	29	9	3	76
<b>20–24</b>	25	44	26	5	1	56
men	27	43	25	5	1	51
women	23	46	27	4	1	62
<b>25–44</b>	26	42	26	5	1	62
men	26	41	27	5	1	58
women	27	42	25	5	2	67
<b>45–64</b>	21	36	30	10	4	77
men	20	36	31	10	4	73
women	21	36	30	10	4	81
<b>65 and older</b>	12	28	34	19	7	91
men	13	27	34	19	8	88
women	11	28	34	19	7	93
<b>PROVINCE</b>						
<b>East</b>	17	40	28	11	4	75
Newfoundland	19	45	23	9	4	74
Prince Edward Island	18	39	28	11	4	75
Nova Scotia	17	40	28	12	4	77
New Brunswick	16	37	31	12	4	74
<b>Quebec</b>	23	35	30	9	2	70
<b>Ontario</b>	22	38	28	9	3	73
<b>West</b>	21	38	29	9	3	71
Manitoba	20	38	30	9	3	71
Saskatchewan	18	38	30	11	3	72
Alberta	22	40	28	9	3	70
British Columbia	22	37	29	9	3	71
<b>North</b>	21	37	31	8	4	63

## Overall health status and chronic conditions (cont'd)

2005 Canadian Community Health Survey, Statistics Canada

	Health status					At least one chronic condition
	Excellent	Very good	Good	Fair	Poor	
EDUCATION LEVEL						
Less than secondary	12%	27%	35%	19%	7%	82%
Secondary	20	38	30	9	3	70
Some post secondary	21	40	29	8	3	70
Post secondary completion	25	40	26	6	2	70
HOUSEHOLD INCOME						
< \$15,000	13	25	33	19	10	80
\$15,000-\$29,999	15	29	34	16	7	80
\$30,000-\$49,999	19	37	32	10	3	73
\$50,000-\$79,999	22	40	29	7	2	70
\$80,000 or more	28	43	23	5	1	68
EMPLOYMENT STATUS						
Working Student	29	45	23	3	—	62
Working other	24	41	28	6	1	67
Non-working student	28	39	27	5	1	56
Not working or studying	16	30	32	15	7	82
MARTIAL STATUS						
Living with a partner	22	38	29	8	3	72
Widowed, divorced, separated	16	30	32	16	7	83
Never married	24	40	28	7	2	64
ACTIVITY LEVEL						
Active (≥ 3KKD) <sup>1</sup>	31	41	22	5	1	68
Moderately active (1.5-2.9 KKD)	23	41	28	7	2	72
Somewhat Active (0.5-1.4 KKD)	18	38	31	10	3	72
Sedentary (<0.5 KKD)	14	32	34	14	6	74
BODY MASS INDEX						
Underweight	21	33	30	11	6	69
Healthy Weight	27	39	25	7	3	68
Overweight	20	39	30	9	3	73
Obese	11	31	37	16	5	81

— Data unavailable because of insufficient sample size.

<sup>1</sup> Kilocalories/kilogram of body weight/day; an energy expenditure of 3KKD is roughly equivalent to walking one hour every day.

## Life satisfaction

2005 Canadian Community Health Survey, Statistics Canada

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
<b>TOTAL, ADULTS (AGE 20 AND OVER)</b>	39%	53%	5%	3%	1%
men	37	54	5	3	1
women	40	52	5	3	1
<b>20–24</b>	35	56	6	2	–
men	35	56	7	2	<1
women	35	57	6	2	<1
<b>25–44</b>	39	53	6	2	<1
men	37	54	6	3	1
women	41	51	5	2	<1
<b>45–64</b>	39	52	5	3	1
men	38	54	5	3	1
women	40	51	5	3	1
<b>65 and older</b>	39	53	5	3	1
men	39	53	5	3	1
women	39	52	5	4	1
<b>PROVINCE</b>					
<b>East</b>	40	53	4	3	1
Newfoundland	38	55	4	3	–
Prince Edward Island	42	52	4	2	–
Nova Scotia	41	51	5	3	1
New Brunswick	39	54	5	3	–
Quebec	39	54	5	2	1
Ontario	39	52	6	3	1
<b>West</b>	38	53	6	3	1
Manitoba	36	55	5	3	1
Saskatchewan	37	56	5	3	<1
Alberta	40	52	5	3	<1
British Columbia	38	53	6	3	1
<b>North</b>	39	54	5	3	–

– Data unavailable because of insufficient sample size.

## Life satisfaction (cont'd)

2005 Canadian Community Health Survey, Statistics Canada

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
<b>EDUCATION LEVEL</b>					
Less than secondary	31%	58%	6%	4%	1%
Secondary	37	54	5	3	1
Some post secondary	36	54	6	3	<1
Post secondary completion	42	51	5	2	<1
<b>HOUSEHOLD INCOME</b>					
< \$15,000	24	55	11	8	2
\$15,000-\$29,999	28	58	8	5	1
\$30,000-\$49,999	33	57	6	3	1
\$50,000-\$79,999	39	54	4	2	<1
\$80,000 or more	49	46	3	1	–
<b>EMPLOYMENT STATUS</b>					
Working Student	41	53	5	2	–
Working other	40	53	5	2	<1
Non-working student	37	54	7	2	–
Not working or studying	36	51	7	5	1
<b>MARTIAL STATUS</b>					
Living with a partner	43	51	4	2	<1
Widowed, divorced, separated	28	57	8	5	1
Never married	31	57	8	4	1
<b>ACTIVITY LEVEL</b>					
Active ( $\geq$ 3KKD) <sup>1</sup>	48	47	4	2	<1
Moderately active (1.5-2.9 KKD)	42	51	4	2	<1
Somewhat Active (0.5-1.4 KKD)	36	55	6	3	<1
Sedentary (<0.5 KKD)	28	59	8	5	1
<b>BODY MASS INDEX</b>					
Underweight	31	55	9	4	–
Healthy Weight	40	52	5	2	<1
Overweight	40	53	5	3	1
Obese	34	55	6	4	1

– Data unavailable because of insufficient sample size.

1 Kilocalories/kilogram of body weight/day; an energy expenditure of 3KKD is roughly equivalent to walking one hour every day.

## Self reported mental health

2005 Canadian Community Health Survey, Statistics Canada

	Excellent	Very good	Good	Fair	Poor
<b>TOTAL, ADULTS (AGE 20 AND OVER)</b>	<b>38%</b>	<b>37%</b>	<b>21%</b>	<b>4%</b>	<b>1%</b>
men	39	36	21	4	1
women	36	37	21	4	1
<b>20–24</b>	<b>40</b>	<b>37</b>	<b>19</b>	<b>4</b>	<b>1</b>
men	42	35	19	4	1
women	38	39	19	4	1
<b>25–44</b>	<b>38</b>	<b>38</b>	<b>20</b>	<b>4</b>	<b>1</b>
men	40	37	19	4	1
women	37	39	20	4	1
<b>45–64</b>	<b>38</b>	<b>36</b>	<b>21</b>	<b>4</b>	<b>1</b>
men	39	36	20	4	1
women	37	37	21	5	1
<b>65 and older</b>	<b>34</b>	<b>35</b>	<b>26</b>	<b>4</b>	<b>1</b>
men	34	34	27	4	1
women	34	35	26	4	1
<b>PROVINCE</b>					
<b>East</b>	<b>35</b>	<b>38</b>	<b>23</b>	<b>4</b>	<b>1</b>
Newfoundland	40	36	20	3	1
Prince Edward Island	35	42	18	5	–
Nova Scotia	33	39	23	4	1
New Brunswick	32	37	25	5	1
Quebec	41	35	20	3	1
Ontario	38	36	20	4	1
<b>West</b>	<b>35</b>	<b>38</b>	<b>22</b>	<b>5</b>	<b>1</b>
Manitoba	34	37	24	4	1
Saskatchewan	34	38	23	5	1
Alberta	35	39	20	5	1
British Columbia	35	37	22	5	1
<b>North</b>	<b>35</b>	<b>37</b>	<b>22</b>	<b>4</b>	<b>–</b>

– Data unavailable because of insufficient sample size.

## Self reported mental health (cont'd)

2005 Canadian Community Health Survey, Statistics Canada

	Excellent	Very good	Good	Fair	Poor
<b>EDUCATION LEVEL</b>					
Less than secondary	29%	33%	29%	7%	2%
Secondary	37	37	21	4	1
Some post secondary	37	37	20	5	1
Post secondary completion	40	38	18	3	1
<b>HOUSEHOLD INCOME</b>					
< \$15,000	28	31	29	10	3
\$15,000-\$29,999	31	34	27	6	2
\$30,000-\$49,999	35	37	23	4	1
\$50,000-\$79,999	39	38	19	4	1
\$80,000 or more	44	38	15	3	<1
<b>EMPLOYMENT STATUS</b>					
Working Student	40	39	18	3	—
Working other	40	38	19	3	1
Non-working student	40	34	21	4	—
Not working or studying	34	34	24	6	2
<b>MARTIAL STATUS</b>					
Living with a partner	39	37	20	3	1
Widowed, divorced, separated	32	34	27	6	2
Never married	36	36	21	5	1
<b>ACTIVITY LEVEL</b>					
Active ( $\geq$ 3KKD) <sup>1</sup>	44	36	17	3	1
Moderately active (1.5-2.9 KKD)	39	38	19	4	1
Somewhat Active (0.5-1.4 KKD)	36	37	22	4	1
Sedentary (<0.5 KKD)	32	35	26	6	2
<b>BODY MASS INDEX</b>					
Underweight	33	34	25	7	1
Healthy Weight	38	38	20	4	1
Overweight	38	36	21	4	1
Obese	36	35	23	5	1

— Data unavailable because of insufficient sample size.

<sup>1</sup> Kilocalories/kilogram of body weight/day; an energy expenditure of 3KKD is roughly equivalent to walking one hour every day.

## General stress

2005 Canadian Community Health Survey, Statistics Canada

	Not stressed at all	Not very stressed	A bit stressed	Quite stressed	Extremely stressed
<i>TOTAL, ADULTS (AGE 20 AND OVER)</i>	12%	23%	41%	20%	4%
men	14	23	41	19	4
women	11	23	42	20	4
20-24	8	26	45	19	3
men	11	29	43	15	3
women	5	22	46	22	4
25-44	7	20	46	24	4
men	8	19	45	23	4
women	6	20	46	24	4
45-64	12	23	40	21	4
men	13	22	41	20	4
women	10	24	40	21	5
65 and older	28	32	30	8	2
men	31	32	27	8	2
women	26	31	32	9	2
<i>PROVINCE</i>					
East	14	25	42	16	3
Newfoundland	16	27	43	12	3
Prince Edward Island	11	28	43	16	2
Nova Scotia	13	24	42	18	4
New Brunswick	14	25	41	17	3
Quebec	15	22	37	23	4
Ontario	11	23	43	19	4
West	12	24	42	19	4
Manitoba	10	27	43	16	4
Saskatchewan	10	25	43	18	3
Alberta	10	24	44	19	4
British Columbia	13	24	39	19	4
North	15	27	38	17	3

## General stress (cont'd)

2005 Canadian Community Health Survey, Statistics Canada

	Not stressed at all	Not very stressed	A bit stressed	Quite stressed	Extremely stressed
<b>EDUCATION LEVEL</b>					
Less than secondary	20%	25%	37%	15%	4%
Secondary	12	26	42	17	3
Some post secondary	9	23	43	21	4
Post secondary completion	10	22	42	22	4
<b>HOUSEHOLD INCOME</b>					
< \$15,000	16	22	36	20	6
\$15,000-\$29,999	17	25	37	16	4
\$30,000-\$49,999	14	25	41	17	4
\$50,000-\$79,999	10	23	43	20	3
\$80,000 or more	8	22	43	24	4
<b>EMPLOYMENT STATUS</b>					
Working Student	5	19	45	26	5
Working other	8	21	45	23	4
Non-working student	7	22	46	21	4
Not working or studying	20	29	34	13	4
<b>MARTIAL STATUS</b>					
Living with a partner	12	23	42	20	4
Widowed, divorced, separated	18	23	36	18	5
Never married	10	23	43	20	4
<b>ACTIVITY LEVEL</b>					
Active ( $\geq$ 3KKD) <sup>1</sup>	14	25	40	18	3
Moderately active (1.5-2.9 KKD)	11	24	41	20	4
Somewhat Active (0.5-1.4 KKD)	10	23	43	20	4
Sedentary (<0.5 KKD)	12	21	40	21	5
<b>BODY MASS INDEX</b>					
Underweight	11	20	41	23	5
Healthy Weight	12	24	42	19	4
Overweight	13	23	41	20	4
Obese	12	21	41	21	5

<sup>1</sup> Kilocalories/kilogram of body weight/day; an energy expenditure of 3KKD is roughly equivalent to walking one hour every day.

## Work related stress

2005 Canadian Community Health Survey, Statistics Canada

	Not at all stressful	Not very stressful	A bit stressful	Quite stressful	Extremely stressful
<i>TOTAL, ADULTS (AGE 20 AND OVER)</i>	9%	18%	42%	25%	6%
men	10	17	43	25	5
women	8	18	41	26	6
20-24	12	25	41	18	4
men	13	25	40	18	4
women	9	25	42	19	5
25-44	7	16	43	27	6
men	7	15	44	28	6
women	7	18	43	27	6
45-64	10	17	41	26	6
men	11	17	42	25	6
women	9	17	40	28	7
65 and older	25	25	36	12	2
men	24	25	36	12	2
women	27	24	34	13	2
<i>PROVINCE</i>					
East	12	21	43	20	5
Newfoundland	17	21	42	17	4
Prince Edward Island	11	22	46	19	3
Nova Scotia	10	21	43	21	5
New Brunswick	11	20	44	20	6
Quebec	8	15	39	32	6
Ontario	9	18	43	24	6
West	9	19	43	24	6
Manitoba	9	19	43	22	6
Saskatchewan	8	21	44	22	5
Alberta	8	18	44	24	6
British Columbia	10	19	41	24	6
North	13	21	39	22	6

## Work related stress (cont'd)

2005 Canadian Community Health Survey, Statistics Canada

	Not at all stressful	Not very stressful	A bit stressful	Quite stressful	Extremely stressful
<b>EDUCATION LEVEL</b>					
Less than secondary	16%	18%	41%	20%	6%
Secondary	11	20	42	22	5
Some post secondary	10	21	42	23	5
Post secondary completion	8	16	42	28	6
<b>HOUSEHOLD INCOME</b>					
< \$15,000	16	20	36	22	6
\$15,000-\$29,999	14	21	39	21	5
\$30,000-\$49,999	11	20	42	22	6
\$50,000-\$79,999	8	18	43	26	5
\$80,000 or more	7	15	43	29	6
<b>EMPLOYMENT STATUS</b>					
Working Student	9	21	40	25	5
Working other	9	17	43	26	6
Non-working student	16	27	37	15	5
Not working or studying	14	22	35	21	9
<b>MARTIAL STATUS</b>					
Living with a partner	9	17	42	27	6
Widowed, divorced, separated	9	18	40	26	7
Never married	10	21	42	22	5
<b>ACTIVITY LEVEL</b>					
Active ( $\geq$ 3KKD) <sup>1</sup>	11	19	41	24	5
Moderately active (1.5-2.9 KKD)	8	17	42	26	6
Somewhat Active (0.5-1.4 KKD)	8	18	43	26	6
Sedentary (<0.5 KKD)	10	17	42	26	6
<b>BODY MASS INDEX</b>					
Underweight	10	19	40	25	6
Healthy Weight	9	19	42	25	5
Overweight	9	17	42	26	6
Obese	9	16	42	26	7

1 Kilocalories/kilogram of body weight/day; an energy expenditure of 3KKD is roughly equivalent to walking one hour every day.

# Barriers to being active<sup>1</sup>

2006 Physical Activity Monitor

	Deadlines at work <sup>2</sup>		Lack of time due to work <sup>2</sup>	
	Somewhat or not at all	Quite a bit or very important	Somewhat or not at all	Quite a bit or very important
<b>TOTAL, ADULTS (18+)</b>	40%	34%	35%	42%
women	39	35	34	45
men	41	33	36	39
<b>18–24</b>	42	27	31	43
women	33	31	–	59
men	48	–	37	31
<b>25–44</b>	39	35	33	44
women	40	33	31	45
men	39	37	34	43
<b>45–64</b>	41	36	38	39
women	40	40	40	40
men	41	32	37	39
<b>REGION</b>				
<b>East</b>	39	34	32	43
Newfoundland	42	35	32	40
Prince Edward Island	47	37	39	38
Nova Scotia	36	33	27	46
New Brunswick	39	35	37	42
Quebec	43	31	44	31
Ontario	38	36	30	47
<b>West</b>	41	35	34	44
Manitoba	46	32	34	43
Saskatchewan	33	32	32	42
Alberta	41	37	39	44
British Columbia	42	35	30	45
<b>North</b>	35	37	35	33
Yukon	37	34	32	37
Northwest Territories	36	36	36	40
Nunavut	–	–	–	–
<b>ENERGY EXPENDITURE</b>				
Active ( $\geq 3$ KKD <sup>3</sup> )	43	30	38	38
Moderately active (1.5–2.9 KKD)	36	35	30	46
Somewhat active (0.5–1.4 KKD)	38	36	34	42
Sedentary (<0.5 KKD)	42	37	35	45

1 Data include all persons in the workforce.

2 Mid-scale values make up the balance of responses and are not shown.

3 Kilocalories/kilogram of body weight/day; an energy expenditure of 3 KKD is roughly equivalent to walking one hour every day.

– Data unavailable because of insufficient sample size.

## *Barriers to being active<sup>1</sup> (cont'd)*

2006 Physical Activity Monitor

	Deadlines at work <sup>2</sup>		Lack of time due to work <sup>2</sup>	
	Somewhat or not at all	Quite a bit or very important	Somewhat or not at all	Quite a bit or very important
<b>EDUCATION LEVEL</b>				
Less than secondary	40%	38%	33%	41%
Secondary	41	31	40	37
College	43	33	35	42
University	36	39	32	48
<b>EMPLOYMENT STATUS</b>				
Full-time worker	38	36	33	43
Part-time worker	53	24	47	33
<b>HOUSEHOLD INCOME</b>				
< \$20,000	42	-	50	31
\$20,000–29,999	34	43	40	35
\$30,000–39,999	37	37	44	40
\$40,000–59,999	41	34	30	45
\$60,000–79,999	47	29	34	41
\$80,000–99,999	34	38	27	46
≥ \$100,000	38	35	37	43
<b>COMMUNITY SIZE</b>				
< 1,000	39	28	36	31
1,000–4,999	35	34	33	41
5,000–9,999	41	32	31	47
10,000–74,999	44	31	37	39
75,000–299,999	38	34	31	46
≥ 300,000	38	42	34	47
<b>MARITAL STATUS</b>				
Living with a partner	39	35	33	42
Widowed, divorced, separated	36	41	41	44
Never married	44	29	37	41

1 Data include all persons in the workforce.

2 Mid-scale values make up the balance of responses and are not shown.

## Barriers to being active<sup>1</sup> (cont'd)

2006 Physical Activity Monitor

	Deadlines at work <sup>2</sup>		Lack of time due to work <sup>2</sup>	
	Somewhat or not at all	Quite a bit or very important	Somewhat or not at all	Quite a bit or very important
<b>SECTOR</b>				
Private business	39%	34%	35%	42%
Government or public organization	41	35	36	42
Not for profit organization	37	43	27	53
<b>INDUSTRY</b>				
Trade and commerce	51	28	40	34
Retail and wholesale industries	51	28	40	34
Industry and manufacturing	40	35	34	41
Construction industries	39	34	36	39
Hi-tech industries	—	—	—	—
Transportation / communication	45	32	39	43
Manufacturing industries	40	36	33	39
Finance and services	37	36	32	45
Hospitality services	35	33	33	40
Finance and business services	32	45	32	48
Government service industries	41	32	38	40
Education, health and social services	37	36	31	47
Other service industries	40	35	30	45
Agriculture and Forestry	43	29	45	41
<b>NUMBER OF EMPLOYEES</b>				
≤10	43	32	39	37
11–49	35	35	31	47
50–99	44	37	39	43
100–249	38	36	31	41
250–499	43	32	38	45
500–999	37	42	24	49
≥1000	40	35	36	41
<b>PROFESSION</b>				
Labour	51	25	39	39
Skilled trade	43	33	37	39
Clerical	40	37	35	45
Professional	34	39	31	46
Management	33	40	30	43

1 Data include all persons in the workforce.

2 Mid-scale values make up the balance of responses and are not shown.

— Data unavailable because of insufficient sample size.

## Barriers to being active<sup>1</sup> (cont'd)

2006 Physical Activity Monitor

	No place to be active near work <sup>2</sup>		Roads too busy near work <sup>2</sup>	
	Somewhat or not at all	Quite a bit or very important	Somewhat or not at all	Quite a bit or very important
<b>TOTAL, ADULTS (18+)</b>	56%	26%	52%	32%
women	55	27	50	35
men	57	26	54	30
<b>18–24</b>	51	26	46	36
women	56	–	47	43
men	47	–	45	–
<b>25–44</b>	58	25	53	31
women	57	27	50	34
men	59	24	56	28
<b>45–64</b>	54	28	53	33
women	50	30	51	34
men	58	26	56	32
<b>REGION</b>				
<b>East</b>	61	23	57	27
Newfoundland	65	–	53	31
Prince Edward Island	62	26	59	27
Nova Scotia	61	24	55	26
New Brunswick	59	23	61	27
Quebec	55	33	51	35
Ontario	51	27	49	34
<b>West</b>	62	21	57	28
Manitoba	70	–	67	25
Saskatchewan	60	25	51	35
Alberta	58	22	55	30
British Columbia	64	–	57	25
<b>North</b>	56	28	68	23
Yukon	65	22	69	22
Northwest Territories	62	22	66	24
Nunavut	–	–	–	–
<b>ENERGY EXPENDITURE</b>				
Active ( $\geq 3$ KKD <sup>3</sup> )	59	25	52	32
Moderately active (1.5–2.9 KKD)	53	30	57	31
Somewhat active (0.5–1.4 KKD)	60	27	54	29
Sedentary (<0.5 KKD)	51	26	48	35

1 Data include all persons in the workforce.

2 Mid-scale values make up the balance of responses and are not shown.

3 Kilocalories/kilogram of body weight/day; an energy expenditure of 3 KKD is roughly equivalent to walking one hour every day.

– Data unavailable because of insufficient sample size.

## Barriers to being active<sup>1</sup> (cont'd)

2006 Physical Activity Monitor

	No place to be active near work <sup>2</sup>		Roads too busy near work <sup>2</sup>	
	Somewhat or not at all	Quite a bit or very important	Somewhat or not at all	Quite a bit or very important
<b>EDUCATION LEVEL</b>				
Less than secondary	49%	39%	40%	48%
Secondary	53	28	48	34
College	54	26	53	33
University	63	23	59	26
<b>EMPLOYMENT STATUS</b>				
Full-time worker	55	27	53	32
Part-time worker	56	25	49	36
<b>HOUSEHOLD INCOME</b>				
< \$20,000	68	—	59	—
\$20,000–29,999	54	33	48	41
\$30,000–39,999	51	29	43	43
\$40,000–59,999	52	28	44	39
\$60,000–79,999	61	28	56	28
\$80,000–99,999	52	30	54	33
≥ \$100,000	61	20	57	26
<b>COMMUNITY SIZE</b>				
< 1,000	52	25	51	22
1,000–4,999	53	30	52	34
5,000–9,999	59	25	55	34
10,000–74,999	52	29	53	33
75,000–299,999	60	25	59	27
≥ 300,000	61	24	49	35
<b>MARITAL STATUS</b>				
Living with a partner	57	26	53	32
Widowed, divorced, separated	54	28	52	39
Never married	53	27	51	31

1 Data include all persons in the workforce.

2 Mid-scale values make up the balance of responses and are not shown.

— Data unavailable because of insufficient sample size.

## Barriers to being active<sup>1</sup> (cont'd)

2006 Physical Activity Monitor

	No place to be active near work <sup>2</sup>		Roads too busy near work <sup>2</sup>	
	Somewhat or not at all	Quite a bit or very important	Somewhat or not at all	Quite a bit or very important
<b>SECTOR</b>				
Private business	56%	27%	51%	31%
Government or public organization	57	24	57	32
Not for profit organization	43	46	43	45
<b>INDUSTRY</b>				
Trade and commerce	48	33	50	34
Retail and wholesale industries	48	33	50	34
Industry and manufacturing	56	25	53	32
Construction industries	56	24	57	29
Hi-tech industries	62	–	57	–
Transportation / communication	65	21	56	25
Manufacturing industries	53	26	46	38
Finance and services	55	25	52	33
Hospitality services	46	30	31	47
Finance and business services	59	26	53	33
Government service industries	51	29	60	25
Education, health and social services	59	23	54	32
Other service industries	56	–	51	33
Agriculture and Forestry	74	–	60	–
<b>NUMBER OF EMPLOYEES</b>				
≤10	61	23	58	26
11–49	53	29	50	32
50–99	59	26	55	30
100–249	49	27	46	38
250–499	47	38	45	42
500–999	62	–	63	29
≥1000	58	26	56	31
<b>PROFESSION</b>				
Labour	52	27	46	37
Skilled trade	59	25	53	35
Clerical	48	32	43	38
Professional	60	23	59	28
Management	57	29	57	26

1 Data include all persons in the workforce.

2 Mid-scale values make up the balance of responses and are not shown.

– Data unavailable because of insufficient sample size.

# Potential influence on recruitment and turnover

2006 Physical Activity Monitor

	Influenced decision to accept current job <sup>1,2</sup>			Would influence decision to stay <sup>1,2</sup>		
	Somewhat, not at all	Moderate	Quite a bit, a great deal	Somewhat, not at all	Moderate	Quite a bit, a great deal
<b>TOTAL, ADULTS (18+)</b>	84%	7%	9%	54%	21%	25%
women	85	6	9	56	17	28
men	83	8	9	53	24	23
<b>18–24</b>	80	—	—	47	23	30
women	86	—	—	51	—	—
men	75	—	—	44	—	—
<b>25–44</b>	83	9	8	53	20	26
women	83	8	9	55	17	28
men	82	10	8	52	23	25
<b>45–64</b>	89	4	7	59	19	22
women	89	—	—	59	17	24
men	89	—	—	58	21	20
<b>REGION</b>						
<b>East</b>	83	10	7	53	19	28
Newfoundland	89	—	—	59	—	—
Prince Edward Island	80	—	—	51	—	—
Nova Scotia	79	—	—	51	—	30
New Brunswick	84	—	—	52	—	29
<b>Quebec</b>	83	—	—	55	19	26
<b>Ontario</b>	84	8	8	53	21	27
<b>West</b>	86	—	9	56	22	22
Manitoba	89	—	—	56	—	—
Saskatchewan	87	—	—	56	23	—
Alberta	80	—	—	54	20	26
British Columbia	90	—	—	60	—	—
<b>North</b>	76	12	12	51	23	27
Yukon	79	—	—	57	—	30
Northwest Territories	77	—	—	48	23	29
Nunavut	—	—	—	—	—	—
<b>ENERGY EXPENDITURE</b>						
Active ( $\geq 3$ KKD <sup>3</sup> )	79	8	13	49	19	32
Moderately active (1.5–2.9 KKD)	89	—	—	57	20	23
Somewhat active (0.5–1.4 KKD)	87	8	—	58	20	22
Sedentary ( $< 0.5$ KKD)	85	7	8	55	23	21

1 Data include only those persons in the workforce who have opportunities for physical activity at work.

2 “Not applicable” answers make up the balance of responses and are not shown.

3 Kilojoules/kilogram of body weight/day; an energy expenditure of 3 KKD is roughly equivalent to walking one hour every day.

— Data unavailable because of insufficient sample size.

## Potential influence on recruitment and turnover (cont'd)

2006 Physical Activity Monitor

	Influenced decision to accept current job <sup>1,2</sup>			Would influence decision to stay <sup>1,2</sup>		
	Somewhat, not at all	Moderate	Quite a bit, a great deal	Somewhat, not at all	Moderate	Quite a bit, a great deal
<b>EDUCATION LEVEL</b>						
Less than secondary	78%	—	—	43%	30%	27%
Secondary	81	7	12	51	19	30
College	87	8	6	53	22	26
University	86	6	8	61	20	20
<b>EMPLOYMENT STATUS</b>						
Full-time worker	84	8	8	53	22	25
Part-time worker	86	—	—	59	17	25
<b>HOUSEHOLD INCOME</b>						
< \$20,000	84	—	—	72	—	—
\$20,000–29,999	73	—	—	39	—	40
\$30,000–39,999	83	—	—	46	28	26
\$40,000–59,999	82	—	11	58	16	26
\$60,000–79,999	86	—	—	52	21	28
\$80,000–99,999	86	—	—	52	19	29
≥ \$100,000	87	—	9	60	22	18
<b>COMMUNITY SIZE</b>						
< 1,000	81	—	—	60	22	19
1,000–4,999	79	7	—	50	22	29
5,000–9,999	88	—	—	60	17	23
10,000–74,999	82	7	11	55	16	29
75,000–299,999	89	—	—	59	22	20
≥ 300,000	85	—	—	54	23	24
<b>FAMILY COMPOSITION</b>						
Living with a partner	86	6	8	57	21	23
Widowed, divorced, separated	86	—	—	52	15	33
Never married	78	10	12	48	22	30

1 Data include only those persons in the workforce who have opportunities for physical activity at work.

2 “Not applicable” answers make up the balance of responses and are not shown.

— Data unavailable because of insufficient sample size.

## Potential influence on recruitment and turnover (cont'd)

2006 Physical Activity Monitor

	Influenced decision to accept current job <sup>1,2</sup>			Would influence decision to stay <sup>1,2</sup>		
	Somewhat, not at all	Moderate	Quite a bit, a great deal	Somewhat, not at all	Moderate	Quite a bit, a great deal
<b>SECTOR</b>						
Private business	84%	8%	8%	55%	20%	25%
Government or public organization	87	5	8	55	21	25
Not for profit organization	85	—	—	44	—	33
<b>INDUSTRY</b>						
Trade and commerce	79	—	—	47	25	28
Retail and wholesale industries	79	—	—	47	25	28
Industry and manufacturing	85	7	8	49	26	25
Construction industries	83	—	—	50	—	26
Hi-tech industries	87	—	—	63	—	—
Transportation / communication	87	—	—	55	26	19
Manufacturing industries	83	—	—	43	—	28
Finance and services	88	4	8	59	18	23
Hospitality services	87	—	—	48	—	—
Finance and business services	94	—	—	59	—	29
Government service industries	82	—	—	59	22	19
Education, health and social services	88	5	7	60	17	23
Other service industries	92	—	—	69	—	—
Agriculture and Forestry	82	—	—	61	—	—
<b>NUMBER OF EMPLOYEES</b>						
≤10	76	—	17	56	20	24
11–49	89	6	5	53	22	26
50–99	81	—	—	42	22	36
100–249	89	—	—	61	21	19
250–499	83	—	—	52	—	29
500–999	79	—	—	55	—	—
≥1000	85	—	—	54	21	25
<b>PROFESSION</b>						
Labour	78	—	—	51	23	26
Skilled trade	82	8	10	51	20	30
Clerical	88	—	—	53	21	26
Professional	88	5	7	61	18	21
Management	85	—	9	55	22	24

1 Data include only those persons in the workforce who have opportunities for physical activity at work.

2 “Not applicable” answers make up the balance of responses and are not shown.

— Data unavailable because of insufficient sample size.

# Beliefs about work-related benefits of physical activity<sup>1</sup>

2006 Physical Activity Monitor

	Regular physical activity helps people			
	Cope and reduced stress <sup>2</sup>	Increase productivity <sup>2</sup>	Quicker illness recovery <sup>2</sup>	Improve effectiveness <sup>2</sup>
<b>TOTAL, ADULTS (18+)</b>	91%	89%	88%	85%
women	94	94	91	90
men	88	86	86	81
<b>18–24</b>	86	85	85	74
women	93	93	88	85
men	81	80	84	67
<b>25–44</b>	93	91	90	88
women	95	95	92	92
men	91	87	88	85
<b>45–64</b>	90	89	88	85
women	92	91	90	89
men	88	88	86	82
<b>REGION</b>				
<b>East</b>	91	89	89	85
Newfoundland	90	93	92	89
Prince Edward Island	93	89	86	83
Nova Scotia	96	87	89	82
New Brunswick	85	90	88	87
Quebec	88	85	89	83
Ontario	92	91	87	84
<b>West</b>	92	91	89	87
Manitoba	91	91	89	83
Saskatchewan	94	95	91	87
Alberta	90	92	90	91
British Columbia	93	89	89	84
<b>North</b>	89	92	86	85
Yukon	94	95	92	87
Northwest Territories	90	91	90	87
Nunavut	–	–	–	–
<b>ENERGY EXPENDITURE</b>				
Active (≥3 KKD <sup>3</sup> )	96	94	95	88
Moderately active (1.5–2.9 KKD)	93	90	90	84
Somewhat active (0.5–1.4 KKD)	90	90	87	87
Sedentary (<0.5 KKD)	84	83	82	80

1 Data include all persons in the workforce.

2 Percentage of respondents who agree quite a bit or a great deal that this is a benefit of physical activity.

3 Kilocalories/kilogram of body weight/day; an energy expenditure of 3 KKD is roughly equivalent to walking one hour every day.

– Data unavailable because of insufficient sample size

## *Beliefs about work-related benefits of physical activity<sup>1</sup> (cont'd)*

2006 Physical Activity Monitor

	Regular physical activity helps people			
	Cope and reduced stress <sup>2</sup>	Increase productivity <sup>2</sup>	Quicker illness recovery <sup>2</sup>	Improve effectiveness <sup>2</sup>
<b>EDUCATION LEVEL</b>				
Less than secondary	78%	84%	81%	77%
Secondary	88	87	87	80
College	93	91	88	87
University	94	92	93	90
<b>EMPLOYMENT STATUS</b>				
Full-time worker	91	89	89	85
Part-time worker	92	89	86	86
<b>HOUSEHOLD INCOME</b>				
< \$20,000	75	80	71	76
\$20,000–29,999	87	90	91	88
\$30,000–39,999	91	91	96	80
\$40,000–59,999	90	87	87	85
\$60,000–79,999	94	92	86	83
\$80,000–99,999	95	93	94	92
≥ \$100,000	93	90	90	87
<b>COMMUNITY SIZE</b>				
< 1,000	86	85	83	76
1,000–4,999	91	90	91	86
5,000–9,999	90	91	87	82
10,000–74,999	92	93	92	88
75,000–299,999	89	87	85	84
≥ 300,000	93	90	88	87
<b>MARITAL STATUS</b>				
Living with a partner	92	91	90	88
Widowed, divorced, separated	87	85	86	84
Never married	87	87	86	77

1 Data include all persons in the workforce.

2 Percentage of respondents who agree quite a bit or a great deal that this is a benefit of physical activity.

– Data unavailable because of insufficient sample size

## *Beliefs about work-related benefits of physical activity<sup>1</sup> (cont'd)*

2006 Physical Activity Monitor

	Regular physical activity helps people			
	Cope and reduced stress <sup>2</sup>	Increase productivity <sup>2</sup>	Quicker illness recovery <sup>2</sup>	Improve effectiveness <sup>2</sup>
<i>SECTOR</i>				
Private business	90%	89%	88%	85%
Government or public organization	92	91	88	86
Not for profit organization	96	86	96	82
<i>INDUSTRY</i>				
Trade and commerce	83	86	85	82
Retail and wholesale industries	83	86	85	82
Industry and manufacturing	90	90	87	84
Construction industries	86	91	84	84
Hi-tech industries	89	83	91	86
Transportation /communication	92	88	85	81
Manufacturing industries	94	89	91	87
Finance and services	93	90	91	86
Hospitality services	94	91	90	76
Finance and business services	90	91	90	84
Government service industries	93	94	93	91
Education, health and social services	94	90	94	88
Other service industries	92	85	81	85
Agriculture and Forestry	90	84	86	81
<i>NUMBER OF EMPLOYEES</i>				
≤10	88	88	88	85
11–49	93	90	88	82
50–99	94	95	90	92
100–249	86	84	89	83
250–499	89	89	84	87
500–999	90	88	87	83
≥1000	95	91	91	85
<i>PROFESSION</i>				
Labour	83	84	86	78
Skilled trade	92	87	86	83
Clerical	93	92	88	85
Professional	95	92	92	88
Management	92	92	88	89

1 Data includes all persons in the workforce.

2 Percentage of respondents who agree quite a bit or a great deal that this is a benefit of physical activity.

– Data unavailable because of insufficient sample size

# Absenteeism<sup>1</sup>

## 2006 Physical Activity Monitor

	Absent days from work		
	0 days <sup>2</sup>	1–5 days <sup>2</sup>	6 days or more <sup>2</sup>
<b>TOTAL, ADULTS (18+)</b>	47%	37%	16%
women	42	36	22
men	52	37	11
<b>18–24</b>	45	39	15
women	–	38	–
men	55	40	–
<b>25–44</b>	43	40	17
women	39	39	23
men	46	42	12
<b>45–64</b>	53	31	16
women	48	32	20
men	58	31	12
<b>REGION</b>			
<b>East</b>	44	41	15
Newfoundland	44	40	–
Prince Edward Island	47	40	–
Nova Scotia	44	39	–
New Brunswick	44	45	–
Quebec	51	33	16
Ontario	43	42	15
<b>West</b>	51	30	19
Manitoba	39	34	27
Saskatchewan	38	37	25
Alberta	51	30	19
British Columbia	59	27	–
<b>North</b>	37	41	22
Yukon	37	42	21
Northwest Territories	39	39	23
Nunavut	–	–	–
<b>ENERGY EXPENDITURE</b>			
Active ( $\geq 3$ KKD <sup>3</sup> )	50	37	13
Moderately active (1.5–2.9 KKD)	44	37	19
Somewhat active (0.5–1.4 KKD)	42	38	20
Sedentary ( $< 0.5$ KKD)	50	35	15

1 Data include all persons in the workforce.

2 Time absent from work within the last year due to sickness, injury, or disability.

3 Kilocalories/kilogram of body weight/day; an energy expenditure of 3 KKD is roughly equivalent to walking one hour every day.

– Data unavailable because of insufficient sample size.

## Absenteeism<sup>1</sup> (cont'd)

2006 Physical Activity Monitor

	Absent days from work		
	0 days <sup>2</sup>	1–5 days <sup>2</sup>	6 days or more <sup>2</sup>
<b>EDUCATION LEVEL</b>			
Less than secondary	53%	37%	10%
Secondary	51	33	16
College	44	38	18
University	46	39	15
<b>EMPLOYMENT STATUS</b>			
Full-time worker	46	38	16
Part-time worker	56	30	14
<b>HOUSEHOLD INCOME</b>			
< \$20,000	69	–	–
\$20,000–29,999	47	37	–
\$30,000–39,999	48	38	14
\$40,000–59,999	43	33	24
\$60,000–79,999	37	41	22
\$80,000–99,999	43	37	20
≥ \$100,000	52	40	8
<b>COMMUNITY SIZE</b>			
< 1,000	48	36	16
1,000–4,999	49	32	19
5,000–9,999	42	45	13
10,000–74,999	48	34	18
75,000–299,999	46	37	16
≥ 300,000	47	38	15
<b>MARITAL STATUS</b>			
Living with a partner	49	36	16
Widowed, divorced, separated	47	34	19
Never married	43	41	16

1 Data include all persons in the workforce.

2 Time absent from work within the last year due to sickness, injury, or disability.

– Data unavailable because of insufficient sample size.

# Absenteeism<sup>1</sup> (cont'd)

2006 Physical Activity Monitor

	Absent days from work		
	0 days <sup>2</sup>	1–5 days <sup>2</sup>	6 days or more <sup>2</sup>
<b>SECTOR</b>			
Private business	54%	33%	13%
Government or public organization	35	42	22
Not for profit organization	43	42	–
<b>INDUSTRY</b>			
Trade and commerce	48	34	18
Retail and wholesale industries	48	34	18
Industry and manufacturing	54	35	11
Construction industries	64	30	–
Hi-tech industries	–	–	–
Transportation /communication	58	32	9
Manufacturing industries	47	37	–
Finance and services	41	40	19
Hospitality services	39	40	–
Finance and business services	42	47	–
Government service industries	32	41	27
Education, health and social services	39	41	20
Other service industries	57	30	–
Agriculture and Forestry	65	27	–
<b>NUMBER OF EMPLOYEES</b>			
≤10	60	30	10
11–49	45	39	15
50–99	55	25	20
100–249	43	42	16
250–499	42	34	25
500–999	40	43	–
≥1000	41	41	18
<b>PROFESSION</b>			
Labour	48	33	19
Skilled trade	50	34	17
Clerical	40	42	18
Professional	42	42	16
Management	55	35	11

1 Data include all persons in the workforce.

2 Time absent from work within the last year due to sickness, injury, or disability.

– Data unavailable because of insufficient sample size.

# Workplace injury, illness and stress<sup>1</sup>

2006 Physical Activity Monitor

	Injured while at work	Physically ill because of work	Suffer from stress or emotional condition because of work
<b>TOTAL, ADULTS (18+)</b>	12%	11%	20%
women	10	13	24
men	13	10	17
<b>18–24</b>	21	–	22
women	–	–	–
men	–	–	–
<b>25–44</b>	11	12	23
women	10	14	26
men	13	9	20
<b>45–64</b>	9	7	17
women	11	10	22
men	8	–	13
<b>REGION</b>			
<b>East</b>	11	12	18
Newfoundland	–	–	–
Prince Edward Island	–	–	–
Nova Scotia	–	–	–
New Brunswick	–	–	–
Quebec	–	–	24
Ontario	14	11	21
<b>West</b>	11	11	18
Manitoba	–	–	19
Saskatchewan	–	–	–
Alberta	–	–	–
British Columbia	–	–	–
<b>North</b>	12	9	24
Yukon	–	–	25
Northwest Territories	–	–	27
Nunavut	–	–	–
<b>ENERGY EXPENDITURE</b>			
Active ( $\geq 3$ KKD <sup>2</sup> )	11	12	18
Moderately active (1.5–2.9 KKD)	14	13	23
Somewhat active (0.5–1.4 KKD)	9	7	23
Sedentary (<0.5 KKD)	13	11	19

<sup>1</sup> Data include all persons in the workforce.

<sup>2</sup> Kilocalories/kilogram of body weight/day; an energy expenditure of 3 KKD is roughly equivalent to walking one hour every day.

– Data unavailable because of insufficient sample size.

## Workplace injury, illness and stress<sup>1</sup> (cont'd)

2006 Physical Activity Monitor

	Injured while at work	Physically ill because of work	Suffer from stress or emotional condition because of work
<b>EDUCATION LEVEL</b>			
Less than secondary	18%	—	19%
Secondary	16	13	22
College	13	10	19
University	6	10	22
<b>EMPLOYMENT STATUS</b>			
Full-time worker	11	11	21
Part-time worker	16	12	19
<b>HOUSEHOLD INCOME</b>			
< \$20,000	—	—	—
\$20,000–29,999	—	—	—
\$30,000–39,999	—	19	28
\$40,000–59,999	15	13	23
\$60,000–79,999	11	10	19
\$80,000–99,999	14	10	22
≥ \$100,000	8	11	20
<b>COMMUNITY SIZE</b>			
< 1,000	—	—	18
1,000–4,999	12	9	16
5,000–9,999	19	—	22
10,000–74,999	13	15	24
75,000–299,999	10	9	19
≥ 300,000	7	9	20
<b>MARITAL STATUS</b>			
Living with a partner	10	9	19
Widowed, divorced, separated	11	11	25
Never married	18	18	24

<sup>1</sup> Data include all persons in the workforce.

— Data unavailable because of insufficient sample size.

## Workplace injury, illness and stress<sup>1</sup> (cont'd)

2006 Physical Activity Monitor

	Injured while at work	Physically ill because of work	Suffer from stress or emotional condition because of work
<b>SECTOR</b>			
Private business	9%	8%	19%
Government or public organization	15	15	23
Not for profit organization	—	—	29
<b>INDUSTRY</b>			
Trade and commerce	—	—	21
Retail and wholesale industries	—	—	21
Industry and manufacturing	13	8	19
Construction industries	—	—	—
Hi-tech industries	—	—	—
Transportation /communication	12	—	13
Manufacturing industries	—	—	25
Finance and services	12	15	23
Hospitality services	—	—	—
Finance and business services	—	—	25
Government service industries	—	—	33
Education, health and social services	10	16	23
Other service industries	—	—	—
Agriculture and Forestry	—	—	—
<b>NUMBER OF EMPLOYEES</b>			
≤10	9	—	15
11–49	12	15	22
50–99	—	—	22
100–249	17	—	20
250–499	—	—	23
500–999	—	—	25
≥1000	7	13	21
<b>PROFESSION</b>			
Labour	21	16	23
Skilled trade	17	15	17
Clerical	—	—	21
Professional	8	9	22
Management	—	—	19

<sup>1</sup> Data include all persons in the workforce.

— Data unavailable because of insufficient sample size.

# Employer attitude and support for physical activity

2006 Physical Activity Monitor

	Perceived employer supportiveness in physical activity <sup>1,2</sup>		Believe employer support would promote physical activity <sup>3</sup>	Believe employer support promotes physical activity
	Somewhat or not at all	Very or Extremely		
<b>TOTAL, ADULTS (18+)</b>	55%	25%	44%	70%
women	56	23	47	69
men	55	25	41	71
<b>18–24</b>	53	24	–	74
women	47	–	–	76
men	56	24	–	73
<b>25–44</b>	53	27	45	73
women	55	24	46	74
men	51	29	44	73
<b>45–64</b>	59	22	50	63
women	59	23	52	60
men	60	22	48	67
<b>REGION</b>				
<b>East</b>	55	23	57	73
Newfoundland	67	–	–	83
Prince Edward Island	53	–	–	70
Nova Scotia	50	27	–	73
New Brunswick	53	–	–	68
Quebec	59	20	31	66
Ontario	55	24	44	74
<b>West</b>	54	30	55	67
Manitoba	57	–	–	67
Saskatchewan	41	31	–	70
Alberta	53	28	66	74
British Columbia	58	34	–	56
<b>North</b>	47	32	69	79
Yukon	43	34	–	79
Northwest Territories	47	31	–	81
Nunavut <sup>1</sup>	–	–	–	–
<b>ENERGY EXPENDITURE</b>				
Active (≥3 KKD) <sup>4</sup>	49	33	44	69
Moderately active (1.5–2.9 KKD)	59	23	41	71
Somewhat active (0.5–1.4 KKD)	56	21	51	68
Sedentary (<0.5 KKD)	60	18	40	75

1 Data include all persons in the workforce.

2 Mid-scale values make up the balance of responses and are not shown.

3 Data include only those who perceive no support for physical activity from their employer.

4 Kilocalories/kilogram of body weight/day; an energy expenditure of 3 KKD is roughly equivalent to walking one hour every day.

– Data unavailable because of insufficient sample size.

## *Employer attitude and support for physical activity (cont'd)*

2006 Physical Activity Monitor

	Perceived employer supportiveness for physical activity <sup>1,2</sup>		Believe employer support would promote physical activity <sup>3</sup>	Believe employer support promotes physical activity
	Somewhat or not at all	Very or Extremely		
EDUCATION LEVEL				
Less than secondary	57%	22%	47%	69%
Secondary	57	24	45	81
College	55	25	39	70
University	54	26	46	63
EMPLOYMENT STATUS				
Full-time worker	56	25	45	70
Part-time worker	54	23	36	73
HOUSEHOLD INCOME				
< \$20,000	63	—	—	56
\$20,000–29,999	61	20	45	82
\$30,000–39,999	61	20	53	70
\$40,000–59,999	57	18	44	76
\$60,000–79,999	57	24	46	70
\$80,000–99,999	56	22	43	64
≥ \$100,000	50	34	38	67
COMMUNITY SIZE				
< 1,000	48	31	—	77
1,000–4,999	58	20	49	71
5,000–9,999	52	20	49	64
10,000–74,999	54	27	38	75
75,000–299,999	53	26	46	72
≥ 300,000	57	24	49	67
FAMILY COMPOSITION				
Living with a partner	55	25	47	69
Widowed, divorced, separated	59	23	42	76
Never married	55	24	34	72

1 Data include all persons in the workforce.

2 Mid-scale values make up the balance of responses and are not shown.

3 Data include only those who perceive no support for physical activity from their employer.

— Data unavailable because of insufficient sample size.

## *Employer attitude and support for physical activity (cont'd)*

2006 Physical Activity Monitor

	Perceived employer supportiveness for physical activity <sup>1,2</sup>		Believe employer support would promote activity <sup>3</sup>	Believe employer support promotes physical activity
	Somewhat or not at all	Very or extremely		
<b>SECTOR</b>				
Private business	56%	25%	44%	71%
Government or public organization	56	24	43	67
Not for profit organization	51	29	–	80
<b>INDUSTRY</b>				
Trade and commerce	64	13	46	78
Retail and wholesale industries	64	13	46	78
Industry and manufacturing	59	23	44	72
Construction industries	48	29	–	80
Hi-tech industries	–	–	–	67
Transportation /communication	54	26	38	65
Manufacturing industries	70	–	52	65
Finance and services	54	26	43	65
Hospitality services	61	22	–	78
Finance and business services	42	32	–	60
Government service industries	42	36	–	68
Education, health and social services	60	20	48	62
Other service industries	57	26	–	68
Agriculture and Forestry	49	30	–	62
<b>NUMBER OF EMPLOYEES</b>				
≤10	48	31	37	76
11–49	59	21	43	73
50–99	62	23	36	77
100–249	66	18	39	61
250–499	57	18	–	69
500–999	47	26	–	73
≥1000	45	32	49	68
<b>PROFESSION</b>				
Labour	60	21	35	73
Skilled trade	53	25	46	71
Clerical	64	14	53	65
Professional	51	29	38	67
Management	55	26	53	73

1 Data include all persons in the workforce.

2 Mid-scale values make up the balance of responses and are not shown.

3 Data include only those who perceive no support for physical activity from their employer.

– Data unavailable because of insufficient sample size.

# Support for physical activity at work<sup>1</sup>

2006 Physical Activity Monitor

	Employer allows participation in community events <sup>2</sup>	Employer offers awards or recognition
<b>TOTAL, ADULTS (18+)</b>	30%	10%
women	27	9
men	32	12
<b>18–24</b>	29	–
women	–	–
men	29	–
<b>25–44</b>	31	10
women	29	9
men	33	11
<b>45–64</b>	27	9
women	23	8
men	32	11
<b>REGION</b>		
<b>East</b>	40	12
Newfoundland	39	–
Prince Edward Island	31	–
Nova Scotia	44	–
New Brunswick	37	–
Quebec	25	–
Ontario	28	12
<b>West</b>	34	10
Manitoba	31	–
Saskatchewan	34	–
Alberta	35	–
British Columbia	–	–
<b>North</b>	51	19
Yukon	43	–
Northwest Territories	49	17
Nunavut	–	–
<b>ENERGY EXPENDITURE</b>		
Active ( $\geq 3$ KKD <sup>3</sup> )	35	13
Moderately active (1.5–2.9 KKD)	29	11
Somewhat active (0.5–1.4 KKD)	28	7
Sedentary (<0.5 KKD)	25	8

1 Data include all persons in the workforce unless otherwise indicated.

2 Data include only those whose employer offers some degree of support for physical activity.

3 Kilocalories/kilogram of body weight/day; an energy expenditure of 3 KKD is roughly equivalent to walking one hour every day.

– Data unavailable because of insufficient sample size.

## *Support for physical activity at work<sup>1</sup> (cont'd)*

2006 Physical Activity Monitor

	Employer allows participation in community events <sup>2</sup>	Employer offers awards or recognition
<i>EDUCATION LEVEL</i>		
Less than secondary	8%	—
Secondary	24	11
College	27	9
University	43	11
<i>EMPLOYMENT STATUS</i>		
Full-time worker	31	10
Part-time worker	22	11
<i>HOUSEHOLD INCOME</i>		
< \$20,000	—	—
\$20,000–29,999	22	—
\$30,000–39,999	13	—
\$40,000–59,999	25	10
\$60,000–79,999	31	9
\$80,000–99,999	36	8
≥ \$100,000	41	14
<i>COMMUNITY SIZE</i>		
< 1,000	34	—
1,000–4,999	28	10
5,000–9,999	26	—
10,000–74,999	31	13
75,000–299,999	30	9
≥ 300,000	34	10
<i>FAMILY COMPOSITION</i>		
Living with a partner	31	10
Widowed, divorced, separated	33	12
Never married	25	10

<sup>1</sup> Data include all persons in the workforce unless otherwise indicated.

<sup>2</sup> Data include only those whose employer offers some degree of support for physical activity.

— Data unavailable because of insufficient sample size.

## Support for physical activity at work<sup>1</sup> (cont'd)

2006 Physical Activity Monitor

	Employer allows participation in community events <sup>2</sup>	Employer offers awards or recognition
<b>SECTOR</b>		
Private business	29%	8%
Government or public organization	33	14
Not for profit organization	28	—
<b>INDUSTRY</b>		
Trade and commerce	25	—
Retail and wholesale industries	25	—
Industry and manufacturing	29	10
Construction industries	24	—
Hi-tech industries	—	—
Transportation /communication	33	—
Manufacturing industries	—	—
Finance and services	33	13
Hospitality services	—	—
Finance and business services	53	—
Government service industries	46	23
Education, health and social services	27	10
Other service industries	25	—
Agriculture and Forestry	31	—
<b>NUMBER OF EMPLOYEES</b>		
≤10	31	—
11–49	28	5
50–99	35	—
100–249	21	—
250–499	29	—
500–999	38	25
≥1000	36	14
<b>PROFESSION</b>		
Labour	18	—
Skilled trade	20	8
Clerical	23	—
Professional	35	12
Management	51	13

1 Data include all persons in the workforce unless otherwise indicated.

2 Data include only those whose employer offers some degree of support for physical activity.

— Data unavailable because of insufficient sample size.

# ***Fitness information at work<sup>1</sup>***

2006 Physical Activity Monitor

	<b>Fitness/health bulletin board or newsletter</b>	<b>Where to be active in the community</b>	<b>How to become more active</b>	<b>Physical activity seminars or workshops</b>
<i><b>TOTAL, ADULTS (18+)</b></i>	32%	25%	28%	26%
women	31	27	30	29
men	33	23	26	23
<b>18–24</b>	27	21	25	21
women	–	–	–	–
men	–	–	–	–
<b>25–44</b>	33	25	29	27
women	33	27	32	31
men	33	24	26	23
<b>45–64</b>	33	26	29	26
women	31	28	30	28
men	35	24	27	24
<i><b>REGION</b></i>				
<b>East</b>	37	27	33	30
Newfoundland	31	30	35	31
Prince Edward Island	28	35	33	23
Nova Scotia	46	27	34	31
New Brunswick	29	24	30	31
Quebec	25	19	23	20
Ontario	37	27	29	27
West	30	27	30	27
Manitoba	30	30	40	23
Saskatchewan	32	30	30	29
Alberta	34	27	32	30
British Columbia	–	–	–	–
<b>North</b>	32	34	36	24
Yukon	31	32	35	26
Northwest Territories	31	35	36	27
Nunavut	–	–	–	–
<i><b>ENERGY EXPENDITURE</b></i>				
Active ( $\geq 3$ KKD <sup>2</sup> )	33	26	31	29
Moderately active (1.5–2.9 KKD)	32	24	30	25
Somewhat active (0.5–1.4 KKD)	32	24	31	24
Sedentary (<0.5 KKD)	31	25	22	24

<sup>1</sup> Data include all persons in the workforce.

<sup>2</sup> Kilocalories/kilogram of body weight/day; an energy expenditure of 3 KKD is roughly equivalent to walking one hour every day.

– Data unavailable because of insufficient sample size.

## ***Fitness information at work<sup>1</sup> (cont'd)***

2006 Physical Activity Monitor

	Fitness/health bulletin board or newsletter	Where to be active in the community	How to become more active	Physical activity seminars or workshops
<b>EDUCATION LEVEL</b>				
Less than secondary	32%	30%	29%	22%
Secondary	30	21	22	23
College	34	24	28	23
University	32	28	34	32
<b>EMPLOYMENT STATUS</b>				
Full-time worker	33	25	28	25
Part-time worker	25	23	28	26
<b>HOUSEHOLD INCOME</b>				
< \$20,000	—	—	—	—
\$20,000–29,999	27	22	26	27
\$30,000–39,999	27	24	22	19
\$40,000–59,999	30	25	23	21
\$60,000–79,999	31	19	28	21
\$80,000–99,999	35	31	32	30
≥ \$100,000	32	27	34	33
<b>COMMUNITY SIZE</b>				
< 1,000	25	24	23	19
1,000–4,999	34	25	28	24
5,000–9,999	26	25	28	23
10,000–74,999	36	25	33	28
75,000–299,999	29	24	23	24
≥ 300,000	31	25	29	27
<b>MARITAL STATUS</b>				
Living with a partner	33	25	29	26
Widowed, divorced, separated	37	32	34	26
Never married	28	21	23	23

<sup>1</sup> Data include all persons in the workforce.

— Data unavailable because of insufficient sample size.

## ***Fitness information at work<sup>1</sup> (cont'd)***

2006 Physical Activity Monitor

	Fitness/health bulletin board or newsletter	Where to be active in the community	How to become more active	Physical activity seminars or workshops
<b>SECTOR</b>				
Private Business	26%	19%	22%	18%
Government or public organization	41	34	38	37
Not for profit organization	29	30	36	27
<b>INDUSTRY</b>				
Trade and commerce	26	16	19	13
Retail and wholesale industries	26	16	19	13
Industry and manufacturing	30	22	22	20
Construction industries	—	—	—	—
Hi-tech industries	—	—	—	—
Transportation /communication	33	25	26	26
Manufacturing industries	36	22	23	21
Finance and services	36	30	36	34
Hospitality services	30	28	23	—
Finance and business services	31	30	27	—
Government service industries	44	31	46	44
Education, health and social services	42	35	43	41
Other service industries	17	—	22	—
Agriculture and Forestry	29	17	—	—
<b>NUMBER OF EMPLOYEES</b>				
≤10	11	15	20	14
11–49	18	17	13	14
50–99	30	22	35	24
100–249	39	24	23	22
250–499	42	28	28	36
500–999	58	36	46	41
≥1000	52	43	50	46
<b>PROFESSION</b>				
Labour	31	22	25	23
Skilled trade	33	22	25	22
Clerical	31	29	26	27
Professional	37	30	37	32
Management	27	22	26	22

<sup>1</sup> Data include all persons in the workforce.

— Data unavailable because of insufficient sample size.

## Soft supports for activity<sup>1</sup>

2006 Physical Activity Monitor

	Dress-down days	Flexible working hours	Group discounts
<b>TOTAL, ADULTS (18+)</b>	42%	38%	26%
women	45	40	26
men	39	36	26
<b>18–24</b>	34	50	27
women	36	56	–
men	33	46	–
<b>25–44</b>	46	40	28
women	50	45	30
men	43	35	26
<b>45–64</b>	38	31	24
women	41	28	24
men	36	34	24
<b>REGION</b>			
<b>East</b>	48	41	27
Newfoundland	43	35	–
Prince Edward Island	41	41	27
Nova Scotia	50	42	34
New Brunswick	49	43	–
Quebec	37	34	30
Ontario	41	37	24
<b>West</b>	45	43	26
Manitoba	54	49	28
Saskatchewan	44	40	–
Alberta	43	44	35
British Columbia	44	40	–
<b>North</b>	50	44	21
Yukon	54	59	30
Northwest Territories	51	48	22
Nunavut	–	–	–
<b>ENERGY EXPENDITURE</b>			
Active ( $\geq 3$ KKD <sup>2</sup> )	45	43	31
Moderately active (1.5–2.9 KKD)	47	38	30
Somewhat active (0.5–1.4 KKD)	38	38	28
Sedentary ( $< 0.5$ KKD)	37	32	16

<sup>1</sup> Data include all persons in the workforce.

<sup>2</sup> Kilocalories/kilogram of body weight/day; an energy expenditure of 3 KKD is roughly equivalent to walking one hour every day.

– Data unavailable because of insufficient sample size.

## Soft supports for activity<sup>1</sup> (cont'd)

2006 Physical Activity Monitor

	Dress-down days	Flexible working hours	Group discounts
<i>EDUCATION LEVEL</i>			
Less than secondary	22%	34%	20%
Secondary	37	37	23
College	41	38	24
University	52	41	35
<i>EMPLOYMENT STATUS</i>			
Full-time worker	42	35	27
Part-time worker	38	52	18
<i>HOUSEHOLD INCOME</i>			
< \$20,000	34	38	—
\$20,000–29,999	43	31	—
\$30,000–39,999	30	29	18
\$40,000–59,999	36	37	22
\$60,000–79,999	48	38	28
\$80,000–99,999	42	35	28
≥ \$100,000	45	43	34
<i>COMMUNITY SIZE</i>			
< 1,000	50	44	—
1,000–4,999	37	34	21
5,000–9,999	38	33	23
10,000–74,999	40	36	27
75,000–299,999	39	45	24
≥ 300,000	49	41	30
<i>MARITAL STATUS</i>			
Living with a partner	43	37	27
Widowed, divorced, separated	43	29	23
Never married	38	47	24

1 Data include all persons in the workforce.

— Data unavailable because of insufficient sample size.

## Soft supports for activity<sup>1</sup> (cont'd)

2006 Physical Activity Monitor

	Dress-down days	Flexible working hours	Group discounts
<i>SECTOR</i>			
Private Business	40%	37%	19%
Government or public organization	44	38	38
Not for profit organization	55	40	–
<i>INDUSTRY</i>			
Trade and commerce	35	35	14
Retail and wholesale industries	35	35	14
Industry and manufacturing	41	35	21
Construction industries	28	35	–
Hi-tech industries	71	55	–
Transportation /communication	39	40	29
Manufacturing industries	45	–	24
Finance and services	46	37	34
Hospitality services	17	32	–
Finance and business services	64	42	32
Government service industries	50	49	48
Education, health and social services	50	33	35
Other service industries	40	37	–
Agriculture and Forestry	38	36	–
<i>NUMBER OF EMPLOYEES</i>			
≤10	45	47	–
11–49	37	33	12
50–99	38	40	29
100–249	38	32	28
250–499	42	30	31
500–999	50	47	38
≥1000	47	41	56
<i>PROFESSION</i>			
Labour	29	37	19
Skilled trade	36	31	21
Clerical	44	30	28
Professional	49	43	33
Management	52	41	28

<sup>1</sup> Data include all persons in the workforce.

– Data unavailable because of insufficient sample size.

# Stair climbing at work<sup>1</sup>

2006 Physical Activity Monitor

	Easily accessible	Signs indicating location <sup>2</sup>	Signs encouraging use <sup>2</sup>
<b>TOTAL, ADULTS (18+)</b>	76%	49%	15%
women	76	52	16
men	76	47	14
<b>18–24</b>	70	35	–
women	67	–	–
men	72	41	–
<b>25–44</b>	76	50	16
women	75	53	17
men	77	48	15
<b>45–64</b>	78	55	14
women	81	61	17
men	76	48	11
<b>REGION</b>			
<b>East</b>	79	56	20
Newfoundland	79	56	–
Prince Edward Island	66	50	–
Nova Scotia	85	59	–
New Brunswick	73	53	–
Quebec	76	47	12
Ontario	75	48	18
<b>West</b>	76	51	11
Manitoba	71	49	–
Saskatchewan	72	43	–
Alberta	74	50	–
British Columbia	80	54	–
<b>North</b>	77	54	17
Yukon	81	53	–
Northwest Territories	79	59	20
Nunavut	–	–	–
<b>ENERGY EXPENDITURE</b>			
Active (≥3 KKD <sup>3</sup> )	79	51	15
Moderately active (1.5–2.9 KKD)	76	47	10
Somewhat active (0.5–1.4 KKD)	76	53	16
Sedentary (<0.5 KKD)	71	47	18

1 Data include all persons in the workforce unless otherwise stated.

2 Data do not include those who work at home.

3 Kilocalories/kilogram of body weight/day; an energy expenditure of 3 KKD is roughly equivalent to walking one hour every day.

– Data unavailable because of insufficient sample size.

## Stair climbing at work<sup>1</sup> (cont'd)

2006 Physical Activity Monitor

	Easily accessible	Signs indicating location <sup>2</sup>	Signs encouraging use <sup>2</sup>
<b>EDUCATION LEVEL</b>			
Less than secondary	74%	33%	17%
Secondary	71	41	15
College	72	50	16
University	86	60	13
<b>EMPLOYMENT STATUS</b>			
Full-time worker	77	51	15
Part-time worker	72	39	15
<b>HOUSEHOLD INCOME</b>			
< \$20,000	61	41	—
\$20,000–29,999	75	40	—
\$30,000–39,999	73	41	17
\$40,000–59,999	75	48	15
\$60,000–79,999	77	53	17
\$80,000–99,999	74	49	10
≥ \$100,000	80	55	13
<b>COMMUNITY SIZE</b>			
< 1,000	68	42	—
1,000–4,999	63	34	18
5,000–9,999	81	47	19
10,000–74,999	76	47	14
75,000–299,999	80	51	15
≥ 300,000	80	61	14
<b>MARITAL STATUS</b>			
Living with a partner	77	51	15
Widowed, divorced, separated	75	56	17
Never married	73	41	13

<sup>1</sup> Data include all persons in the workforce unless otherwise stated.

<sup>2</sup> Data do not include those who work at home.

— Data unavailable because of insufficient sample size.

## Stair climbing at work<sup>1</sup> (cont'd)

2006 Physical Activity Monitor

	Easily accessible	Signs indicating location <sup>2</sup>	Signs encouraging use <sup>2</sup>
<b>SECTOR</b>			
Private Business	74%	43%	14%
Government or public organization	82	61	15
Not for profit organization	67	46	—
<b>INDUSTRY</b>			
Trade and commerce	63	35	—
Retail and wholesale industries	63	35	—
Industry and manufacturing	75	45	17
Construction industries	68	37	—
Hi-tech industries	87	—	—
Transportation /communication	74	44	13
Manufacturing industries	79	47	—
Finance and services	80	60	14
Hospitality services	71	45	—
Finance and business services	69	58	—
Government service industries	77	56	—
Education, health and social services	87	68	18
Other service industries	79	50	—
Agriculture and Forestry	74	38	—
<b>NUMBER OF EMPLOYEES</b>			
≤ 10	61	25	10
11–49	71	36	13
50–99	75	39	—
100–249	78	46	—
250–499	81	66	22
500–999	78	67	18
≥ 1000	89	75	21
<b>PROFESSION</b>			
Labour	64	37	11
Skilled trade	73	44	18
Clerical	73	53	13
Professional	90	62	14
Management	72	50	18

1 Data include all persons in the workforce unless otherwise stated.

2 Data do not include those who work at home.

— Data unavailable because of insufficient sample size.

## Occasional opportunities at work<sup>1</sup>

2006 Physical Activity Monitor

	Recreational events	Team sports	Physical activity events	Physical activity clubs	Short exercise breaks
<b>TOTAL, ADULTS (18+)</b>	48%	30%	20%	15%	11%
women	42	26	19	15	10
men	54	33	20	16	12
<b>18–24</b>	43	32	–	–	–
women	–	–	–	–	–
men	52	38	–	–	–
<b>25–44</b>	52	32	22	16	12
women	46	28	22	17	10
men	58	37	21	14	14
<b>45–64</b>	46	25	20	14	9
women	41	24	20	11	11
men	52	27	20	17	8
<b>REGION</b>					
<b>East</b>	43	30	20	16	10
Newfoundland	37	25	–	–	–
Prince Edward Island	37	–	–	–	–
Nova Scotia	47	34	21	–	–
New Brunswick	43	32	–	–	–
Quebec	48	30	16	–	–
Ontario	47	29	20	14	13
<b>West</b>	51	30	22	19	9
Manitoba	53	29	–	–	–
Saskatchewan	57	37	–	–	–
Alberta	53	31	30	19	–
British Columbia	47	–	–	–	–
<b>North</b>	34	32	32	13	14
Yukon	43	34	31	20	–
Northwest Territories	39	31	39	13	–
Nunavut	–	–	–	–	–
<b>ENERGY EXPENDITURE</b>					
Active ( $\geq 3$ KKD <sup>2</sup> )	55	32	23	21	14
Moderately active (1.5–2.9 KKD)	51	27	23	13	11
Somewhat active (0.5–1.4 KKD)	44	31	19	13	8
Sedentary ( $< 0.5$ KKD)	42	28	14	11	12

<sup>1</sup> Data include all persons in the workforce.

<sup>2</sup> Kilocalories/kilogram of body weight/day; an energy expenditure of 3 KKD is roughly equivalent to walking one hour every day.

– Data unavailable because of insufficient sample size.

## *Occasional opportunities at work<sup>1</sup> (cont'd)*

2006 Physical Activity Monitor

	Recreational events	Team sports	Physical activity events	Physical activity clubs	Short exercise breaks
<i>EDUCATION LEVEL</i>					
Less than secondary	38%	22%	12%	—	—
Secondary	47	31	15	14	11
College	47	27	16	14	10
University	54	35	30	20	12
<i>EMPLOYMENT STATUS</i>					
Full-time worker	50	31	20	15	11
Part-time worker	39	19	15	14	13
<i>HOUSEHOLD INCOME</i>					
< \$20,000	—	—	—	—	—
\$20,000–29,999	32	—	—	—	—
\$30,000–39,999	36	21	—	—	—
\$40,000–59,999	47	23	19	14	10
\$60,000–79,999	53	33	22	15	9
\$80,000–99,999	48	31	24	18	8
≥ \$100,000	57	41	27	20	15
<i>COMMUNITY SIZE</i>					
< 1,000	50	28	—	—	—
1,000–4,999	50	28	17	16	12
5,000–9,999	50	32	22	—	—
10,000–74,999	48	25	19	16	13
75,000–299,999	48	30	21	15	—
≥ 300,000	51	35	21	17	11
<i>MARITAL STATUS</i>					
Living with a partner	51	31	21	16	11
Widowed, divorced, separated	43	26	21	16	—
Never married	43	28	15	14	13

<sup>1</sup> Data include all persons in the workforce.

— Data unavailable because of insufficient sample size.

## *Occasional opportunities at work<sup>1</sup> (cont'd)*

2006 Physical Activity Monitor

	Recreational events	Team sports	Physical activity events	Physical activity clubs	Short exercise breaks
<i>SECTOR</i>					
Private Business	46%	23%	14%	11%	11%
Government or public organization	55	40	30	21	11
Not for profit organization	49	36	—	—	—
<i>INDUSTRY</i>					
Trade and commerce	31	16	—	—	—
Retail and wholesale industries	31	16	—	—	—
Industry and manufacturing	52	31	16	13	12
Construction industries	52	26	—	—	—
Hi-tech industries	—	—	—	—	—
Transportation /communication	50	33	20	18	—
Manufacturing industries	53	29	—	—	—
Finance and services	51	32	27	21	11
Hospitality services	45	—	—	—	—
Finance and business services	68	31	39	—	—
Government service industries	56	42	43	29	—
Education, health and social services	48	33	27	22	12
Other service industries	40	—	—	—	—
Agriculture and Forestry	50	27	—	—	—
<i>NUMBER OF EMPLOYEES</i>					
≤ 10	28	10	8	7	12
11–49	38	18	12	8	8
50–99	51	22	20	14	—
100–249	47	34	17	13	—
250–499	64	42	28	19	—
500–999	73	57	37	29	—
≥ 1000	66	51	34	28	17
<i>PROFESSION</i>					
Labour	37	24	13	13	12
Skilled trade	56	29	14	12	10
Clerical	43	22	22	16	—
Professional	52	38	27	19	12
Management	53	27	21	14	13

<sup>1</sup> Data include all persons in the workforce.

— Data unavailable because of insufficient sample size.

# Opportunities for physical activity near work<sup>1</sup>

2006 Physical Activity Monitor

	Places to walk or jog	Fitness or sport facilities	Playing fields or open spaces at/near work
<b>TOTAL, ADULTS (18+)</b>	55%	49%	36%
women	61	50	39
men	50	49	34
<b>18–24</b>	43	40	23
women	48	41	—
men	39	39	23
<b>25–44</b>	58	51	39
women	64	52	43
men	52	50	35
<b>45–64</b>	57	51	39
women	61	50	40
men	53	52	38
<b>REGION</b>			
<b>East</b>	66	58	42
Newfoundland	55	50	34
Prince Edward Island	63	58	49
Nova Scotia	73	63	41
New Brunswick	66	59	48
Quebec	44	41	29
Ontario	56	47	36
<b>West</b>	62	56	41
Manitoba	58	57	43
Saskatchewan	59	54	43
Alberta	57	56	38
British Columbia	69	56	44
<b>North</b>	63	59	52
Yukon	74	54	55
Northwest Territories	68	68	51
Nunavut	—	—	—
<b>ENERGY EXPENDITURE</b>			
Active ( $\geq 3$ KKD <sup>2</sup> )	58	54	39
Moderately active (1.5–2.9 KKD)	59	50	37
Somewhat active (0.5–1.4 KKD)	58	47	34
Sedentary ( $< 0.5$ KKD)	49	45	34

1 Data include all persons in the workforce.

2 Kilocalories/kilogram of body weight/day; an energy expenditure of 3 KKD is roughly equivalent to walking one hour every day.

— Data unavailable because of insufficient sample size.

## Opportunities for physical activity near work<sup>1</sup> (cont'd)

2006 Physical Activity Monitor

	Places to walk or jog	Fitness or sport facilities	Playing fields or open spaces at/near work
<b>EDUCATION LEVEL</b>			
Less than secondary	36%	37	32%
Secondary	45	38	28
College	59	53	33
University	66	58	48
<b>EMPLOYMENT STATUS</b>			
Full-time worker	56	50	36
Part-time worker	55	49	39
<b>HOUSEHOLD INCOME</b>			
< \$20,000	46	39	29
\$20,000–29,999	46	32	33
\$30,000–39,999	47	40	30
\$40,000–59,999	51	48	33
\$60,000–79,999	58	52	42
\$80,000–99,999	55	48	34
≥ \$100,000	62	55	39
<b>COMMUNITY SIZE</b>			
< 1,000	60	32	46
1,000–4,999	56	46	50
5,000–9,999	46	43	33
10,000–74,999	52	46	32
75,000–299,999	59	58	36
≥ 300,000	59	54	36
<b>MARITAL STATUS</b>			
Living with a partner	58	51	39
Widowed, divorced, separated	59	50	39
Never married	48	46	29

1 Data include all persons in the workforce.

– Data unavailable because of insufficient sample size.

# Opportunities for physical activity near work<sup>1</sup> (cont'd)

2006 Physical Activity Monitor

	Places to walk or jog	Fitness or sport facilities	Playing fields or open spaces at/near work
<i>SECTOR</i>			
Private Business	50%	45%	29%
Government or public organization	65	58	46
Not for profit organization	51	43	37
<i>INDUSTRY</i>			
Trade and commerce	42	40	27
Retail and wholesale industries	42	40	27
Industry and manufacturing	47	41	27
Construction industries	46	29	30
Hi-tech industries	66	66	–
Transportation /communication	47	44	26
Manufacturing industries	47	40	27
Finance and services	66	56	44
Hospitality services	57	49	27
Finance and business services	74	67	28
Government service industries	72	61	42
Education, health and social services	66	55	55
Other service industries	59	48	41
Agriculture and Forestry	55	38	32
<i>NUMBER OF EMPLOYEES</i>			
≤ 10	62	46	42
11–49	50	41	37
50–99	50	65	36
100–249	48	44	27
250–499	49	49	28
500–999	64	50	39
≥ 1000	63	59	36
<i>PROFESSION</i>			
Labour	41	38	24
Skilled trade	46	46	33
Clerical	58	42	30
Professional	64	59	44
Management	64	49	36

1 Data include all persons in the workforce.

– Data unavailable because of insufficient sample size.

# ***Fitness instruction or counselling at work<sup>1</sup>***

2006 Physical Activity Monitor

	Fitness testing or activity counselling	Instruction for building a physical activity program	Instruction in physical activities
<b>TOTAL, ADULTS (18+)</b>	14%	12%	11%
women	12	12	10
men	16	11	11
<b>18–24</b>	—	11	—
women	—	—	—
men	—	—	—
<b>25–44</b>	17	12	10
women	13	14	12
men	19	10	9
<b>45–64</b>	13	11	10
women	11	10	8
men	14	13	12
<b>REGION</b>			
<b>East</b>	16	13	12
Newfoundland	—	—	—
Prince Edward Island	—	—	—
Nova Scotia	—	—	—
New Brunswick	—	—	—
Quebec	—	—	—
Ontario	15	12	10
<b>West</b>	16	12	13
Manitoba	—	—	—
Saskatchewan	—	—	—
Alberta	—	—	—
British Columbia	—	—	—
<b>North</b>	10	13	15
Yukon	—	—	—
Northwest Territories	—	—	16
Nunavut	—	—	—
<b>ENERGY EXPENDITURE</b>			
Active ( $\geq 3$ KKD <sup>2</sup> )	18	15	16
Moderately active (1.5–2.9 KKD)	16	10	10
Somewhat active (0.5–1.4 KKD)	14	12	9
Sedentary (<0.5 KKD)	8	9	6

<sup>1</sup> Data include all persons in the workforce.

<sup>2</sup> Kilocalories/kilogram of body weight/day; an energy expenditure of 3 KKD is roughly equivalent to walking one hour every day.

— Data unavailable because of insufficient sample size.

## ***Fitness instruction or counselling at work<sup>1</sup> (cont'd)***

2006 Physical Activity Monitor

	Fitness testing or activity counselling	Instruction for building a physical activity program	Instruction in physical activities
<b>EDUCATION LEVEL</b>			
Less than secondary	—	—	—
Secondary	12	11	11
College	14	10	9
University	18	15	12
<b>EMPLOYMENT STATUS</b>			
Full-time worker	15	11	10
Part-time worker	12	11	11
<b>HOUSEHOLD INCOME</b>			
< \$20,000	—	—	—
\$20,000–29,999	—	—	—
\$30,000–39,999	—	—	—
\$40,000–59,999	11	9	8
\$60,000–79,999	10	10	9
\$80,000–99,999	19	10	11
≥ \$100,000	22	19	15
<b>COMMUNITY SIZE</b>			
< 1,000	—	—	—
1,000–4,999	9	13	13
5,000–9,999	—	—	—
10,000–74,999	17	12	11
75,000–299,999	17	9	10
≥ 300,000	16	14	12
<b>FAMILY COMPOSITION</b>			
Living with a partner	15	12	10
Widowed, divorced, separated	15	10	12
Never married	10	11	13

<sup>1</sup> Data include all persons in the workforce.

— Data unavailable because of insufficient sample size.

## ***Fitness instruction or counselling at work<sup>1</sup> (cont'd)***

2006 Physical Activity Monitor

	Fitness testing or activity counselling	Instruction to build a physical activity program	Instruction in physical activities
<b>SECTOR</b>			
Private business	11%	8%	7%
Government or public organization	19	16	15
Not for profit organization	—	—	—
<b>INDUSTRY</b>			
Trade and commerce	—	—	—
Retail and wholesale industries	—	—	—
Industry and manufacturing	14	7	7
Construction industries	—	—	—
Hi-tech industries	—	—	—
Transportation /communication	15	—	—
Manufacturing industries	—	—	—
Finance and services	17	17	13
Hospitality services	—	—	—
Finance and business services	—	—	—
Government service industries	25	20	19
Education, health and social services	19	20	15
Other service industries	—	—	—
Agriculture and Forestry	—	—	—
<b>NUMBER OF EMPLOYEES</b>			
≤ 10	10	8	10
11–49	4	5	5
50–99	—	—	—
100–249	11	—	—
250–499	16	—	—
500–999	—	—	—
≥ 1000	34	22	17
<b>PROFESSION</b>			
Labour	—	—	—
Skilled trade	15	9	11
Clerical	—	—	—
Professional	19	15	12
Management	15	13	9

<sup>1</sup> Data include all persons in the workforce.

— Data unavailable because of insufficient sample size.

# Amenities at work to support activity<sup>1</sup>

2006 Physical Activity Monitor

	Showers	Change areas	Bicycle racks
<b>TOTAL, ADULTS (18+)</b>	32%	40%	37%
women	27	36	40
men	36	43	34
<b>18–24</b>	25	37	32
women	–	–	–
men	31	42	31
<b>25–44</b>	35	42	40
women	29	39	44
men	40	45	37
<b>45–64</b>	32	38	36
women	29	34	39
men	34	41	34
<b>REGION</b>			
<b>East</b>	32	38	32
Newfoundland	24	29	–
Prince Edward Island	29	36	26
Nova Scotia	37	41	36
New Brunswick	32	41	34
Quebec	30	34	39
Ontario	29	40	34
<b>West</b>	38	45	41
Manitoba	35	42	46
Saskatchewan	39	51	34
Alberta	34	42	41
British Columbia	42	47	42
<b>North</b>	31	31	33
Yukon	45	41	49
Northwest Territories	30	31	38
Nunavut	–	–	–
<b>ENERGY EXPENDITURE</b>			
Active ( $\geq 3$ KKD <sup>2</sup> )	36	47	42
Moderately active (1.5–2.9 KKD)	33	41	37
Somewhat active (0.5–1.4 KKD)	33	40	39
Sedentary ( $< 0.5$ KKD)	26	31	30

1 Data include all persons in the workforce.

2 Kilocalories/kilogram of body weight/day; an energy expenditure of 3 KKD is roughly equivalent to walking one hour every day.

– Data unavailable because of insufficient sample size.

## *Amenities at work to support activity<sup>1</sup> (cont'd)*

2006 Physical Activity Monitor

	Showers	Change areas	Bicycle racks
<b>EDUCATION LEVEL</b>			
Less than secondary	26%	29%	23%
Secondary	31	43	33
College	27	35	35
University	41	46	48
<b>EMPLOYMENT STATUS</b>			
Full-time worker	34	41	39
Part-time worker	22	32	29
<b>HOUSEHOLD INCOME</b>			
< \$20,000	—	—	—
\$20,000–29,999	20	29	26
\$30,000–39,999	28	38	29
\$40,000–59,999	26	41	30
\$60,000–79,999	34	42	43
\$80,000–99,999	37	40	41
≥ \$100,000	39	45	44
<b>COMMUNITY SIZE</b>			
< 1,000	31	43	25
1,000–4,999	29	36	29
5,000–9,999	36	41	30
10,000–74,999	30	39	37
75,000–299,999	28	36	40
≥ 300,000	37	44	46
<b>MARITAL STATUS</b>			
Living with a partner	33	40	38
Widowed, divorced, separated	36	40	39
Never married	27	38	32

<sup>1</sup> Data include all persons in the workforce.

— Data unavailable because of insufficient sample size.

## *Amenities at work to support activity<sup>1</sup> (cont'd)*

2006 Physical Activity Monitor

	Showers	Change areas	Bicycle racks
<b>SECTOR</b>			
Private Business	25%	33%	27%
Government or public organization	45	52	55
Not for profit organization	36	41	39
<b>INDUSTRY</b>			
Trade and commerce	—	23	24
Retail and wholesale industries	—	23	24
Industry and manufacturing	32	38	30
Construction industries	20	22	—
Hi-tech industries	—	—	—
Transportation /communication	41	44	29
Manufacturing industries	40	51	41
Finance and services	36	44	47
Hospitality services	26	55	37
Finance and business services	—	—	35
Government service industries	45	51	49
Education, health and social services	46	51	60
Other service industries	—	32	28
Agriculture and Forestry	46	52	—
<b>NUMBER OF EMPLOYEES</b>			
≤ 10	22	26	22
11–49	14	29	19
50–99	33	41	32
100–249	33	40	38
250–499	45	48	57
500–999	49	46	59
≥ 1000	52	62	62
<b>PROFESSION</b>			
Labour	26	36	33
Skilled trade	34	41	31
Clerical	26	29	35
Professional	42	49	49
Management	28	36	33

<sup>1</sup> Data include all persons in the workforce.

— Data unavailable because of insufficient sample size.

# ***Fitness facilities at work<sup>1</sup>***

2006 Physical Activity Monitor

	Community fitness facilities	Workplace fitness facilities	Exercise equipment at work	Rooms for activity at work	Other opportunities for activity
<i><b>TOTAL, ADULTS (18+)</b></i>	20%	18%	18%	14%	15%
women	20	19	19	14	13
men	20	18	18	14	16
<b>18–24</b>	21	—	—	—	—
women	—	—	—	—	—
men	—	—	—	—	—
<b>25–44</b>	19	20	20	16	17
women	21	22	21	17	16
men	17	18	18	15	18
<b>45–64</b>	22	21	19	15	14
women	20	19	17	12	11
men	23	22	22	17	16
<i><b>REGION</b></i>					
<b>East</b>	27	19	17	16	18
Newfoundland	—	—	—	—	—
Prince Edward Island	30	—	—	—	—
Nova Scotia	24	—	—	—	23
New Brunswick	34	—	—	—	—
Quebec	18	19	18	—	—
Ontario	17	16	16	14	15
<b>West</b>	24	21	20	17	17
Manitoba	27	21	—	—	—
Saskatchewan	34	23	25	—	25
Alberta	24	22	23	—	18
British Columbia	—	—	—	—	—
<b>North</b>	44	16	15	14	21
Yukon	40	16	17	25	22
Northwest Territories	48	18	17	—	20
Nunavut <sup>1</sup>	—	—	—	—	—
<i><b>ENERGY EXPENDITURE</b></i>					
Active ( $\geq 3$ KKD <sup>2</sup> )	22	21	22	19	18
Moderately active (1.5–2.9 KKD)	24	18	19	15	15
Somewhat active (0.5–1.4 KKD)	24	21	19	16	13
Sedentary ( $< 0.5$ KKD)	13	14	12	7	13

<sup>1</sup> Data include all persons in the workforce.

<sup>2</sup> Kilocalories/kilogram of body weight/day; an energy expenditure of 3 KKD is roughly equivalent to walking one hour every day.

— Data unavailable because of insufficient sample size.

## ***Fitness facilities at work<sup>1</sup> (cont'd)***

2006 Physical Activity Monitor

	<b>Community fitness facilities</b>	<b>Workplace fitness facilities</b>	<b>Exercise equipment at work</b>	<b>Rooms for activity at work</b>	<b>Other opportunities for activity</b>
<i><b>EDUCATION LEVEL</b></i>					
Less than secondary	14%	12%	—	—	—
Secondary	15	13	13	10	11
College	16	15	16	13	12
University	32	30	27	21	23
<i><b>EMPLOYMENT STATUS</b></i>					
Full-time worker	20	19	18	15	15
Part-time worker	20	13	16	12	12
<i><b>HOUSEHOLD INCOME</b></i>					
< \$20,000	—	—	—	—	—
\$20,000–29,999	17	—	—	—	—
\$30,000–39,999	19	—	11	—	—
\$40,000–59,999	15	14	16	11	15
\$60,000–79,999	21	20	17	19	18
\$80,000–99,999	20	18	17	13	13
≥ \$100,000	29	27	27	21	19
<i><b>COMMUNITY SIZE</b></i>					
< 1,000	28	15	23	—	21
1,000–4,999	26	12	11	14	15
5,000–9,999	30	19	19	—	—
10,000–74,999	22	19	19	15	15
75,000–299,999	17	15	14	12	15
≥ 300,000	16	24	22	17	16
<i><b>FAMILY COMPOSITION</b></i>					
Living with a partner	22	20	19	16	17
Widowed, divorced, separated	20	17	16	9	11
Never married	16	13	15	11	11

<sup>1</sup> Data include all persons in the workforce.

— Data unavailable because of insufficient sample size.

## ***Fitness facilities at work<sup>1</sup> (cont'd)***

2006 Physical Activity Monitor

	Community fitness facilities	Workplace fitness facilities	Exercise equipment at work	Rooms for activity at work	Other opportunities for activity
<i><b>SECTOR</b></i>					
Private business	12%	9%	11%	8%	10%
Government or public organization	33	35	31	25	23
Not for profit organization	29	—	—	—	—
<i><b>INDUSTRY</b></i>					
Trade and commerce	12	—	—	—	—
Retail and wholesale industries	12	—	—	—	—
Industry and manufacturing	10	12	13	9	12
Construction industries	11	—	—	—	—
Hi-tech industries	—	—	—	—	—
Transportation /communication	12	13	16	—	14
Manufacturing industries	—	—	—	—	—
Finance and services	31	28	25	21	19
Hospitality services	—	—	—	—	—
Finance and business services	—	—	—	—	—
Government service industries	30	32	28	30	22
Education, health and social services	45	40	34	29	24
Other service industries	—	—	—	—	—
Agriculture and Forestry	—	—	—	—	—
<i><b>NUMBER OF EMPLOYEES</b></i>					
≤ 10	18	8	12	12	12
11–49	17	9	9	8	8
50–99	26	21	20	23	21
100–249	20	18	18	12	10
250–499	20	18	17	—	21
500–999	22	31	29	—	24
≥ 1000	21	38	34	23	24
<i><b>PROFESSION</b></i>					
Labour	16	—	—	—	10
Skilled trade	15	16	17	14	14
Clerical	14	16	16	10	12
Professional	29	31	29	24	21
Management	20	13	13	12	11

1 Data include all persons in the workforce.

— Data unavailable because of insufficient sample size.

# ***Fitness programs at work<sup>1</sup>***

2006 Physical Activity Monitor

	Health, fitness, or nutrition programs	Group exercise program	Individualized fitness program
<b>TOTAL, ADULTS (18+)</b>	28%	11%	7%
women	30	11	5
men	25	11	9
<b>18–24</b>	23	—	—
women	—	—	—
men	—	—	—
<b>25–44</b>	28	11	8
women	31	11	7
men	25	11	9
<b>45–64</b>	29	12	8
women	31	12	—
men	28	11	10
<b>REGION</b>			
<b>East</b>	36	14	6
Newfoundland	31	—	—
Prince Edward Island	31	—	—
Nova Scotia	41	—	—
New Brunswick	34	—	—
Quebec	24	—	—
Ontario	29	10	7
<b>West</b>	27	8	7
Manitoba	30	—	—
Saskatchewan	33	—	—
Alberta	29	—	—
British Columbia	—	—	—
<b>North</b>	38	10	—
Yukon	38	—	—
Northwest Territories	37	—	—
Nunavut	—	—	—
<b>ENERGY EXPENDITURE</b>			
Active ( $\geq 3$ KKD <sup>2</sup> )	33	14	10
Moderately active (1.5–2.9 KKD)	30	7	—
Somewhat active (0.5–1.4 KKD)	27	11	6
Sedentary ( $< 0.5$ KKD)	20	9	—

1 Data include all persons in the workforce.

2 Kilocalories/kilogram of body weight/day; an energy expenditure of 3 KKD is roughly equivalent to walking one hour every day.

— Data unavailable because of insufficient sample size.

## ***Fitness programs at work<sup>1</sup> (cont'd)***

2006 Physical Activity Monitor

	Health, fitness, or nutrition programs	Group exercise program	Individualized fitness program
<i><b>EDUCATION LEVEL</b></i>			
Less than secondary	30%	—	—
Secondary	23	9	—
College	25	10	7
University	34	14	9
<i><b>EMPLOYMENT STATUS</b></i>			
Full-time worker	27	11	8
Part-time worker	28	9	—
<i><b>HOUSEHOLD INCOME</b></i>			
< \$20,000	—	—	—
\$20,000–29,999	21	—	—
\$30,000–39,999	26	—	—
\$40,000–59,999	22	8	—
\$60,000–79,999	23	9	—
\$80,000–99,999	33	11	—
≥ \$100,000	34	16	12
<i><b>COMMUNITY SIZE</b></i>			
< 1,000	21	—	—
1,000–4,999	30	10	—
5,000–9,999	26	—	—
10,000–74,999	30	11	6
75,000–299,999	25	8	—
≥ 300,000	28	15	10
<i><b>FAMILY COMPOSITION</b></i>			
Living with a partner	29	11	7
Widowed, divorced, separated	32	11	—
Never married	23	9	8

<sup>1</sup> Data include all persons in the workforce.

— Data unavailable because of insufficient sample size.

## ***Fitness programs at work<sup>1</sup> (cont'd)***

2006 Physical Activity Monitor

	Health, fitness, or nutrition programs	Group exercise program	Individualized fitness program
<i><b>SECTOR</b></i>			
Private business	21%	6%	4%
Government or public organization	38	18	11
Not for profit organization	37	—	—
<i><b>INDUSTRY</b></i>			
Trade and commerce	13	—	—
Retail and wholesale industries	13	—	—
Industry and manufacturing	21	8	7
Construction industries	—	—	—
Hi-tech industries	—	—	—
Transportation /communication	28	—	—
Manufacturing industries	24	—	—
Finance and services	36	15	9
Hospitality services	—	—	—
Finance and business services	26	—	—
Government service industries	44	24	—
Education, health and social services	44	17	9
Other service industries	19	—	—
Agriculture and Forestry	—	—	—
<i><b>NUMBER OF EMPLOYEES</b></i>			
≤ 10	18	—	—
11–49	15	—	—
50–99	31	—	—
100–249	22	—	—
250–499	27	—	—
500–999	50	31	—
≥ 1000	48	25	17
<i><b>PROFESSION</b></i>			
Labour	24	—	—
Skilled trade	23	9	7
Clerical	28	—	—
Professional	35	15	10
Management	25	9	—

<sup>1</sup> Data include all persons in the workforce.

— Data unavailable because of insufficient sample size.

# Management of facilities and programs<sup>1,2</sup>

2006 Physical Activity Monitor

	Employer or management	Designated staff person	Employee group or association	Other person
<b>TOTAL, ADULTS (18+)</b>	44%	32%	20%	16%
women	42	28	18	21
men	46	36	23	12
<b>18–24</b>	–	–	11	–
women	–	–	–	–
men	–	–	–	–
<b>25–44</b>	41	31	21	16
women	40	25	15	22
men	42	36	27	–
<b>45–64</b>	49	33	22	18
women	42	33	–	18
men	55	32	–	–
<b>REGION</b>				
<b>East</b>	37	33	25	20
Newfoundland	–	–	–	–
Prince Edward Island	–	–	–	–
Nova Scotia	–	–	–	–
New Brunswick	–	–	–	–
Quebec	–	–	–	–
Ontario	46	38	–	–
<b>West</b>	47	26	26	18
Manitoba	–	–	–	–
Saskatchewan	–	–	–	–
Alberta	–	–	–	–
British Columbia	–	–	–	–
<b>North</b>	44	30	34	17
Yukon	–	–	–	–
Northwest Territories	–	–	–	–
Nunavut	–	–	–	–
<b>ENERGY EXPENDITURE</b>				
Active ( $\geq 3$ KKD <sup>3</sup> )	44	40	22	14
Moderately active (1.5–2.9 KKD)	49	22	22	17
Somewhat active (0.5–1.4 KKD)	45	34	–	–
Sedentary (<0.5 KKD)	39	26	–	21

1 Data include only those who have access to fitness facilities, rooms for physical activity, exercise equipment, or other fitness opportunities at work.

2 Almost 6 percent of respondents do not know who is responsible for managing fitness facilities and programs, and are excluded from the questions.

3 Kilocalories/kilogram of body weight/day; an energy expenditure of 3 KKD is roughly equivalent to walking one hour every day.

– Data unavailable because of insufficient sample size.

## Management of facilities and programs<sup>1,2</sup> (cont'd)

2006 Physical Activity Monitor

	Employer or management	Designated staff person	Employee group or association	Other person
<b>EDUCATION LEVEL</b>				
Less than secondary	—	—	—	—
Secondary	38	40	—	—
College	45	27	21	21
University	46	34	18	15
<b>EMPLOYMENT STATUS</b>				
Full-time worker	44	33	22	17
Part-time worker	49	—	—	—
<b>HOUSEHOLD INCOME</b>				
< \$20,000	—	—	—	—
\$20,000–29,999	—	—	—	—
\$30,000–39,999	—	—	—	—
\$40,000–59,999	42	28	—	—
\$60,000–79,999	50	27	—	—
\$80,000–99,999	36	28	—	—
≥ \$100,000	41	42	22	16
<b>COMMUNITY SIZE</b>				
< 1,000	59	—	—	—
1,000–4,999	50	34	—	—
5,000–9,999	—	—	—	—
10,000–74,999	40	35	21	15
75,000–299,999	38	28	—	—
≥ 300,000	43	36	—	—
<b>FAMILY COMPOSITION</b>				
Living with a partner	43	33	23	17
Widowed, divorced, separated	58	—	—	—
Never married	42	30	—	—

1 Data include only those who have access to fitness facilities, rooms for physical activity, exercise equipment, or other fitness opportunities at work.

2 Almost 6 percent of respondents do not know who is responsible for managing fitness facilities and programs, and are excluded from the questions.

— Data unavailable because of insufficient sample size.

## Management of facilities and programs<sup>1,2</sup> (cont'd)

2006 Physical Activity Monitor

	Employer or management	Designated staff person	Employee group or association	Other person
<b>SECTOR</b>				
Private business	46%	25%	24%	16%
Government or public organization	42	39	18	15
Not for profit organization	—	—	—	—
<b>INDUSTRY</b>				
Trade and commerce	—	—	—	—
Retail and wholesale industries	—	—	—	—
Industry and manufacturing	50	—	—	—
Construction industries	—	—	—	—
Hi-tech industries	—	—	—	—
Transportation /communication	—	—	—	—
Manufacturing industries	—	—	—	—
Finance and services	40	40	18	17
Hospitality services	—	—	—	—
Finance and business services	—	—	—	—
Government service industries	—	—	—	—
Education, health and social services	44	43	18	13
Other service industries	—	—	—	—
Agriculture and Forestry	—	—	—	—
<b>NUMBER OF EMPLOYEES</b>				
≤ 10	56	—	—	—
11–49	46	23	19	—
50–99	—	—	—	—
100–249	—	—	—	—
250–499	—	—	—	—
500–999	—	—	—	—
≥ 1000	46	35	24	—
<b>PROFESSION</b>				
Labour	—	—	—	—
Skilled trade	47	25	—	—
Clerical	—	—	—	—
Professional	48	36	25	12
Management	32	—	—	—

1 Data includes only those who have access to fitness facilities, rooms for physical activity, exercise equipment, or other fitness opportunities at work.

2 Almost 6 percent of respondents do not know who is responsible for managing fitness facilities and programs, and are excluded from the questions.

— Data unavailable because of insufficient sample size.

## Who can access facilities? <sup>1,2</sup>

2006 Physical Activity Monitor

	Full-time employees	Part-time employees	Contract workers	Retired employees	Employee family members	Members of the community
<b>TOTAL, ADULTS (18+)</b>	91%	86%	48%	40%	35%	28%
women	89	87	47	35	31	30
men	93	86	49	43	38	26
<b>18–24</b>	94	90	—	—	—	—
women	—	—	—	—	—	—
men	—	—	—	—	—	—
<b>25–44</b>	92	87	50	43	38	28
women	90	87	50	37	34	31
men	93	87	51	49	42	25
<b>45–64</b>	91	84	41	38	31	26
women	89	87	45	32	24	22
men	92	81	39	42	36	30
<b>REGION</b>						
<b>East</b>	92	90	40	51	51	40
Newfoundland	—	—	—	—	—	—
Prince Edward Island	94	90	—	—	—	—
Nova Scotia	96	97	—	—	—	—
New Brunswick	93	90	—	—	—	—
Quebec	85	78	—	—	—	—
Ontario	91	86	48	38	33	25
<b>West</b>	96	91	49	39	43	27
Manitoba	97	95	—	—	—	—
Saskatchewan	95	84	—	—	—	—
Alberta	99	94	—	—	—	—
British Columbia	—	—	—	—	—	—
<b>North</b>	85	82	44	40	49	41
Yukon	84	83	—	—	48	—
Northwest Territories	90	84	—	—	—	—
Nunavut	—	—	—	—	—	—
<b>ENERGY EXPENDITURE</b>						
Active ( $\geq 3$ KKD <sup>3</sup> )	93	86	45	39	35	24
Moderately active (1.5–2.9 KKD)	90	85	39	36	32	31
Somewhat active (0.5–1.4 KKD)	93	90	63	35	35	36
Sedentary (<0.5 KKD)	88	84	48	49	38	23

1 Data include only those who have access to fitness facilities, rooms for physical activity, exercise equipment, or other fitness opportunities at work.

2 “No” and “Don’t know” make up the balance of responses and are not listed. In total, “Don’t know” accounts for 5 to 23 percent of answers for each question.

3 Kilocalories/kilogram of body weight/day; an energy expenditure of 3 KKD is roughly equivalent to walking one hour every day.

— Data unavailable because of insufficient sample size.

## Who can access facilities? <sup>1,2</sup> (cont'd)

2006 Physical Activity Monitor

	Full-time employees	Part-time employees	Contract workers	Retired employees	Employee family members	Members of the community
<b>EDUCATION LEVEL</b>						
Less than secondary	99	92%	—	—	—	—
Secondary	85	82	35	42	37	17
College	88	82	37	36	35	24
University	96	91	63	41	33	36
<b>EMPLOYMENT STATUS</b>						
Full-time worker	93	86	47	40	35	27
Part-time worker	89	92	62	42	37	36
<b>HOUSEHOLD INCOME</b>						
< \$20,000	—	—	—	—	—	—
\$20,000–29,999	—	—	—	—	—	—
\$30,000–39,999	95	83	—	—	—	—
\$40,000–59,999	89	90	53	50	38	41
\$60,000–79,999	88	83	42	33	35	31
\$80,000–99,999	92	86	48	39	36	22
≥ \$100,000	93	86	55	41	31	21
<b>COMMUNITY SIZE</b>						
< 1,000	92	81	—	51	59	—
1,000–4,999	78	75	—	41	38	47
5,000–9,999	93	96	—	—	—	—
10,000–74,999	93	88	43	31	33	26
75,000–299,999	92	84	48	44	37	35
≥ 300,000	93	90	67	43	32	18
<b>FAMILY COMPOSITION</b>						
Living with a partner	91	85	44	42	35	26
Widowed, divorced, separated	91	89	63	50	41	42
Never married	95	91	59	28	34	32

1 Data include only those who have access to fitness facilities, rooms for physical activity, exercise equipment, or other fitness opportunities at work.

2 “No” and “Don’t know” make up the balance of responses and are not listed. In total, “Don’t know” accounts for 5 to 23 percent of answers for each question.

— Data unavailable because of insufficient sample size.

## Who can access facilities? <sup>1,2</sup> (cont'd)

2006 Physical Activity Monitor

	Full-time employees	Part-time employees	Contract workers	Retired employees	Employee family members	Members of the community
<b>SECTOR</b>						
Private business	85%	80%	45%	35%	40%	18%
Government or public organization	96	91	52	45	29	35
Not for profit organization	87	81	—	—	—	—
<b>INDUSTRY</b>						
Trade and commerce	—	—	—	—	—	—
Retail and wholesale industries	—	—	—	—	—	—
Industry and Manufacturing	89	82	44	40	39	—
Construction industries	—	—	—	—	—	—
Hi-tech industries	—	—	—	—	—	—
Transportation /communication	90	81	—	—	—	—
Manufacturing industries	—	—	—	—	—	—
Finance and services	93	90	55	41	32	34
Hospitality services	—	—	—	—	—	—
Finance and business services	—	—	—	—	—	—
Government service industries	96	90	—	39	—	—
Education, health and social services	97	95	58	47	32	44
Other service industries	—	—	—	—	—	—
Agriculture and Forestry	90	79	—	—	—	—
<b>NUMBER OF EMPLOYEES</b>						
≤ 10	77	75	39	42	57	33
11–49	90	81	35	40	44	57
50–99	95	93	—	—	—	—
100–249	100	88	—	—	—	—
250–499	91	82	—	—	—	—
500–999	90	85	—	—	—	—
≥ 1000	94	91	51	40	26	20
<b>PROFESSION</b>						
Labour	97	97	—	—	—	—
Skilled trade	85	77	34	39	29	29
Clerical	81	85	—	—	—	—
Professional	96	91	53	39	36	34
Management	90	81	43	39	38	—

1 Data include only those who have access to fitness facilities, rooms for physical activity, exercise equipment, or other fitness opportunities at work.

2 "No" and "Don't know" make up the balance of responses and are not listed. In total, "Don't know" accounts for 5 to 23 percent of answers for each question.

— Data unavailable because of insufficient sample size.

## When fitness facilities can be used<sup>1,2</sup>

2006 Physical Activity Monitor

	Before work	During lunch	During work hours	After work/evenings	On weekends
<b>TOTAL, ADULTS (18+)</b>	75%	82%	57%	82%	61%
women	78	82	52	79	61
men	73	82	62	85	62
<b>18–24</b>	71	84	82	81	49
women	—	—	—	—	—
men	—	—	—	—	—
<b>25–44</b>	75	81	57	82	63
women	81	82	55	82	65
men	69	81	60	83	62
<b>45–64</b>	77	83	51	82	61
women	80	84	41	75	55
men	74	83	59	87	67
<b>REGION</b>					
<b>East</b>	74	82	52	86	72
Newfoundland	—	—	—	—	—
Prince Edward Island	—	—	—	—	—
Nova Scotia	75	85	—	86	76
New Brunswick	—	—	—	87	—
<b>Quebec</b>	75	74	—	75	—
<b>Ontario</b>	73	83	58	80	60
<b>West</b>	80	86	64	87	72
Manitoba	74	83	—	84	—
Saskatchewan	79	82	—	92	81
Alberta	86	88	71	86	75
British Columbia	—	—	—	—	—
<b>North</b>	72	79	56	79	81
Yukon	80	86	58	82	73
Northwest Territories	71	76	—	79	82
Nunavut	—	—	—	—	—
<b>ENERGY EXPENDITURE</b>					
Active ( $\geq 3$ KKD <sup>3</sup> )	80	84	59	84	57
Moderately active (1.5–2.9 KKD)	71	75	48	82	58
Somewhat active (0.5–1.4 KKD)	81	84	56	79	58
Sedentary ( $< 0.5$ KKD)	67	84	65	81	76

1 Data include only those who have access to fitness facilities, rooms for physical activity, exercise equipment, or other fitness opportunities at work.

2 For each question, between 9 and 12 percent of respondents were not able to answer; “don’t know” and “refused” are excluded from the denominator.

3 Kilocalories/kilogram of body weight/day; an energy expenditure of 3 KKD is roughly equivalent to walking one hour every day.

— Data unavailable because of insufficient sample size.

## When fitness facilities can be used<sup>1,2</sup> (cont'd)

2006 Physical Activity Monitor

	Before work	During lunch	During work hours	After work/ evenings	On weekends
<b>EDUCATION LEVEL</b>					
Less than secondary	75%	—	—	81%	76%
Secondary	77	83	58	87	55
College	67	77	53	78	68
University	81	88	61	82	57
<b>EMPLOYMENT STATUS</b>					
Full-time worker	76	83	57	83	63
Part-time worker	76	84	65	81	53
<b>HOUSEHOLD INCOME</b>					
< \$20,000	—	—	—	—	—
\$20,000–29,999	—	—	—	—	—
\$30,000–39,999	65	75	—	92	78
\$40,000–59,999	67	75	60	73	51
\$60,000–79,999	74	79	56	83	59
\$80,000–99,999	77	82	55	85	66
≥ \$100,000	81	87	63	83	58
<b>COMMUNITY SIZE</b>					
< 1,000	75	82	68	78	79
1,000–4,999	67	73	64	80	64
5,000–9,999	77	83	—	94	60
10,000–74,999	74	81	54	80	58
75,000–299,999	71	77	49	77	58
≥ 300,000	81	88	69	83	60
<b>FAMILY COMPOSITION</b>					
Living with a partner	77	82	55	81	62
Widowed, divorced, separated	77	86	51	84	68
Never married	67	79	65	84	56

1 Data include only those who have access to fitness facilities, rooms for physical activity, exercise equipment, or other fitness opportunities at work.

2 For each question, between 9 and 12 percent of respondents were not able to answer; “don’t know” and “refused” are excluded from the denominator.

— Data unavailable because of insufficient sample size.

## *When fitness facilities can be used<sup>1,2</sup> (cont'd)*

2006 Physical Activity Monitor

	Before work	During lunch	During work hours	After work/ evenings	On weekends
<b>SECTOR</b>					
Private business	68%	80%	57%	82%	63%
Government or public organization	81	84	55	82	57
Not for profit organization	82	79	68	80	—
<b>INDUSTRY</b>					
Trade and commerce	—	—	—	—	—
Retail and wholesale industries	—	—	—	—	—
Industry and Manufacturing	65	78	57	78	64
Construction industries	—	—	—	—	—
Hi-tech industries	—	—	—	—	—
Transportation /communication	59	77	56	64	59
Manufacturing industries	—	—	—	—	—
Finance and services	82	85	56	85	57
Hospitality services	—	—	—	—	—
Finance and business services	—	—	—	—	—
Government service industries	85	95	74	91	57
Education, health and social services	82	81	52	82	53
Other service industries	—	—	—	—	—
Agriculture and Forestry	—	—	—	—	—
<b>NUMBER OF EMPLOYEES</b>					
≤ 10	63	73	66	82	68
11–49	70	74	44	83	58
50–99	84	86	—	86	49
100–249	84	85	55	81	57
250–499	74	86	—	81	67
500–999	72	80	69	82	69
≥ 1000	77	87	61	82	63
<b>PROFESSION</b>					
Labour	76	83	—	85	54
Skilled trade	64	66	45	70	57
Clerical	85	88	60	88	71
Professional	78	86	56	82	57
Management	84	94	68	90	82

1 Data include only those who have access to fitness facilities, rooms 76r physical activity, exercise equipment, or other fitness opportunities at work.

2 For each question, between 9 and 12 percent of respondents were not able to answer; "don't know" and "refused" are excluded from the denominator.

— Data unavailable because of insufficient sample size.

## ***Appendix B. Methodology***

The 2006 Physical Activity Monitor is a nationwide survey on physical activity conducted by the Canadian Fitness and Lifestyle Research Institute. The 2006 survey provides a synopsis of policy and decision-making relative to the design of initiatives to increase active living among Canadian workers.

### ***Questionnaire content***

The content of the 2006 Physical Activity Monitor was determined by the Institute in consultation with partners: the Physical Activity Unit of Health Canada and the provincial and territorial government departments concerned with fitness, active living, leisure, sport, and recreation through the auspices of the Interprovincial Sport and Recreation Council.

This report was designed to

- describe physical activity patterns within the workplace. These factors include: the policies and programs encouraging healthy behaviors and physical activity (such as who has access to opportunities at work, when employees access physical activity opportunities at work), social supports for physical activity at work (including employer attitude toward physical activity, management of facilities and programs, fitness instruction or counseling at work), opportunities for physical activity near and at work, physical activity facilities and programs at work, fitness information at work, barriers to being active, and the assessment of facilities and programs.
- provide trend data related to the physical activity opportunities within the workplace.

### ***Data collection***

Data from the Physical Activity Monitor were collected throughout the calendar year of 2006 (January to December 2006) by the Institute for Social Research at York University in Ontario. This Institute captured data directly during the interviews using the CATI (computer-assisted telephone interviews) system. Employed Canadians, 18 and over were asked the work related questions.

### ***Survey design***

The 2006 sample for the Physical Activity Monitor was selected using random-digit dialing from household-based telephone exchanges. Findings in this report are based on a final country-wide sample of 4,027 Canadian adults (2,471 employed adults). A sample of roughly 250 adults was selected within each of the provinces and territories (except for Nunavut), with an additional sample in many jurisdictions. For each selected household, one individual over the age of 18 was selected at random, thus providing a random sample of individuals in Canada.

The overall response rate obtained in the 2006 Physical Activity Monitor was 50%. In telephone surveys of this type, a response rate of approximately 50-65% has been typical. The sample take is shown in Table 1.

Table 1

<b>SAMPLE TAKE BY REGION AND PROVINCE</b>		
	Adults 18+	Working adults, 18+
Canada	4,027	2,471
Atlantic	1,014	583
Newfoundland	252	140
Prince Edward Island	255	147
Nova Scotia	255	153
New Brunswick	252	143
Quebec	486	278
Ontario	969	592
West	1,023	595
Manitoba	251	144
Saskatchewan	252	142
Alberta	264	177
British Columbia	256	132
North	535	423
Yukon	252	185
Northwest Territories	253	211
Nunavut	30	27

When there is non response, there is the potential for bias if the responses of participants do not represent those of non participants. Potential bias was identified by comparing the demographic variables to the latest Census data. Respondents are more likely to be female and to have a university degree, a common occurrence in telephone surveys.<sup>67</sup>

### **Data analysis**

Sample weights were adjusted to reflect the non-response rates. All numbers have a statistical error associated with them by virtue of the random selection of the sample. The first table in the table section (Appendix A) permits statistical tests of significance between percentages, taking into account sample design, design effect, and sample size. It specifies the difference required between two estimates for statistical significance. Caution should be used in interpreting data based on small cell sizes, particularly for provincial comparisons. According to standard practice, data released in the tables have been screened to ensure that each statistic is based on a minimum of 30 individuals. Insufficient sample size is denoted by “–”. Don’t know and refused generally amounts to less than 3-4 % and are excluded in the tables.



REFERENCES



## References

- <sup>1</sup> Pratt, M., Macera, CA., Sallis, JF., O'Donnell, M., & Frank, L. (2004). Economic interventions to promote physical activity: Application of the SLOTH Model. *American Journal of Preventive Medicine*; 27 (3s) 136-145.
- <sup>2</sup> Strum, R. (2004). The Economics of Physical Activity: Societal Trends and Rationales for Interventions. *American Journal of Preventive Medicine*.; 27 (3S): 126-135
- <sup>3</sup> Statistics Canada. Labour Force Information – June 10 – 16, 2007. Publication 71-001. <http://www.statcan.ca/english/freepub/71-001-XIE/2007006/tablesectionlist.htm>
- <sup>4</sup> Shephard, R.J. (1996). Worksite fitness and exercise programs: a review of methodology and health impact. *American Journal of Health Promotion*. 10(6), 436-452.
- <sup>5</sup> Public Health Agency of Canada. The Business Case for Active Living at Work, available at [http://www.phac-aspc.gc.ca/pau-uap/fitness/work/whats\\_new\\_e.html](http://www.phac-aspc.gc.ca/pau-uap/fitness/work/whats_new_e.html). [on-line]. Accessed: April 2008.
- <sup>6</sup> Marshall, Alison L. (2004). Review of Physical Activity Programs Conducted in the Worksite. In Bull FC, Bauman AE, Bellew B, Brown W. *Getting Australia Active II: An update of evidence on physical activity for health*. Melbourne, Australia. National Public Health Partnership (NPHP).
- <sup>7</sup> Plotnikoff, RC., Poon, PPL, Prodiniuk, TR, & McGannon, KR. (2004). Can Workplace Active Living Work? Perspectives from the Workplace. *Avante*, 10( 2), 57-70.
- <sup>8</sup> Coalition for Active Living (2004). Framework for a Pan-Canadian Active Living Strategy, [on-line] [www.activeliving.ca](http://www.activeliving.ca)
- <sup>9</sup> The Secretariat for the Intersectoral Healthy Living Network in partnership with the F/P/T Healthy Living Task Group and the F/P/T Advisory Committee on Population Health and Health Security (ACPHHS) (2005), *The Integrated Pan-Canadian Healthy Living Strategy* [On-line] [http://www.phac-aspc.gc.ca/hl-vs-strat/pdf/hls\\_e.pdf](http://www.phac-aspc.gc.ca/hl-vs-strat/pdf/hls_e.pdf) Accessed April 2007:-
- <sup>10</sup> Statistics Canada, The Daily, Wednesday, July 6, 2005, catalogue number 11-001XIE. <http://www.statcan.ca/Daily/English/050706/d050706a.htm>
- <sup>11</sup> Statistics Canada, The Daily, Monday, November 6, 2006, catalogue number 11-001XIE <http://www.statcan.ca/Daily/English/061106/d061106b.htm>
- <sup>12</sup> Lau DCW, Douketis JD, Morrison KM, Hramiak IM, Sharma AM, Ur E. 2006 Canadian clinical practice guidelines on the management and prevention of obesity in adults and children [summary]. *CMAJ* 2007;176(8):S1-S13.
- <sup>13</sup> Birmingham CL, Muller JL, Palepu A, Spinelli JJ, Anis AA. The cost of obesity in Canada. *CMAJ*, Feb 23, 1999; 160 (4).
- <sup>14</sup> Goldberg, JH, King, AC. Physical activity and weight management across the lifespan. *Annual Review of Public Health*, 2007. available online at <http://pubhealth.annualreviews.org>
- <sup>15</sup> Henningsson, E. Ekelund, U. Is the association between physical activity and body mass index obesity dependent? *International Journal of Obesity*. (2007) 31, 663-668.
- <sup>16</sup> Chen, Y. Yang, M. Obesity and leisure time physical activity among Canadians. *Preventive Medicine* 42 (2006) 261-265.
- <sup>17</sup> Warbruton DER, Nicol CW, Bredin SSD. Health benefits of physical activity: the evidence. *CMAJ*, 2006:174 (6).
- <sup>18</sup> Galper, DL. Trivedi, MH, Barlow, CE, Dunn, AL, Kampert, JB. Inverse association between physical inactivity and mental health in men and women. *MSSE* (2006) 173-178
- <sup>19</sup> Saxena, S, Van Ommeren, M, Tang, KC, Armstrong TP. Mental health benefits of physical activity. *Journal of Mental Health*, October 2005; 14(5): 445-451.
- <sup>20</sup> Rohrer JE, Pierce JR, Blackburn C. Lifestyle and mental health. *Preventive Medicine* 40 (2005) 438-443.

- 
- <sup>21</sup> Xiaoxing, Z, Baker, D. Body mass index, physical activity and the risk of decline in overall health and physical functioning in late middle age. *American Journal of Public Health*, September 2004, Vol 94, No 9.
- <sup>22</sup> Schnohr, P, Kristensen, TS, Prescott, E, Scharling H. Stress and life dissatisfaction are inversely associated with hogging and other types of physical activity in leisure time – the Copenhagen City Heart Study. *Scandinavian Journal of Medicine and Science in Sports* 2005;15: 107-112
- <sup>23</sup> Statistics Canada. Stress and well-being, health reports. Volume 12, Number 3. catalogue number 82-003.
- <sup>24</sup> Heart and Stroke Foundation of Canada. Reduce your stress.  
<http://ww2.heartandstroke.ca/Page.asp?PageID=1965&ArticleID=4995&Src=stroke&From=SubCategory>
- <sup>25</sup> Canadian Mental Health Association. Coping with stress: 18 tips for dealing with stress and tension.  
[http://www.cmha.ca/english/coping\\_with\\_stress/18\\_tips.htm](http://www.cmha.ca/english/coping_with_stress/18_tips.htm)
- <sup>26</sup> Williams, Cara. Sources of workplace stress. Statistics Canada: Perspectives on labour and income, The Online edition, June 2003, Vol 4, no 6.
- <sup>27</sup> Druxbury, Linda, Higgins, Chris, Johnson, Karen. An examination of the implications and costs of work-life conflict in Canada. Health Canada, 1999. Available at [www.phac-aspc.gc.ca/dea-dea/publications/druxbury\\_e.html](http://www.phac-aspc.gc.ca/dea-dea/publications/druxbury_e.html)
- <sup>28</sup> Statistics Canada. Average hourly wages of employees by selected characteristics and profession, unadjusted data, by province (March 2007). <http://www40.statcan.ca/l01/cst01/labr69a.htm>
- <sup>29</sup> U.S. Department of Health and Human Services, Public Health Service, Centers for Disease Control and Prevention, National Center for Chronic Disease Prevention and Health Promotion, Division of Nutrition and Physical Activity. (1999). Promoting physical activity: A guide for community action. Champaign, IL: Human Kinetics.
- <sup>30</sup> Aldana, Steven G, Greenlaw, Roger L, Diehl, Hans A, Salberg, Audrey, Merrill, Ray M, Ohmine, Seiga. The effects of a worksite chronic disease prevention program. *JOEM*, Volume 47, Number 6, June 2005.
- <sup>31</sup> Pronk, Nicolaas P, Martinson, Brian, Kessler, Ronsald C, Beck, Arne L, Simon, Gregory E, Wand, Philip. The association between work performance and physical activity, cardiorespiratory fitness and obesity. *JOEM*, Volume 46, Number 1, January 2004, 19-25
- <sup>32</sup> Macdonald, Scott, Csiernik, Richard, Durand, Pierre, Rylett, Margaret, Wild, T, Cameron. Prevalence and factors related to Canadian workplace health programs. *Canadian Journal of Public Health*. March/Apr 2006; 97, 121- 125.
- <sup>33</sup> National Institute of Occupational Safety and Health. Publication No. 99-101 available at  
<http://www.cdc.gov/niosh/stresswk.html>
- <sup>34</sup> Cameron, C., Craig, CL., Stephens, T., Ready, TA. (2002). Increasing physical activity: Supporting an active workforce. Ottawa, ON: Canadian Fitness and Lifestyle Research Institute.
- <sup>35</sup> Public Health Agency of Canada and the Canadian Council for Health and Active Living at Work. (Accessed August 2007). Business Case Template. *The Business Case for Active Living at Work* [On-line]. Available: [http://www.phac-aspc.gc.ca/pau-uap/fitness/work/case\\_template\\_e.html](http://www.phac-aspc.gc.ca/pau-uap/fitness/work/case_template_e.html)
- <sup>36</sup> Bachman, K. (2002). Health Promotion Programs at Work: A Frivolous Cost or a Sound Investment. The Conference Board of Canada
- <sup>37</sup> Statistics Canada. (2006, May). Perspectives on Labour and Income, Catalogue number 75-001-XIE.
- <sup>38</sup> Wattles, M., & Harris, C. (2003) The Relationship between fitness levels and employee's perceived productivity, job satisfaction and absenteeism. *Journal of Exercise Physiology-Online*, 6(1).
- <sup>39</sup> Proper, KI, Staal, BJ, Hildebrandt, VH, van der Beek, AJ, & Van Mechelen, W. (2002). Effectiveness of physical activity programs at worksites with respect to work-related outcomes. *Scand J Work Environ Health*, 28(2): 75-84
- <sup>40</sup> Pronk, NP, Martinson, B, Kessler, RC, Beck, AL, Simon, GE, & Wand, P. (2004). The association between work performance and physical activity, cardiorespiratory fitness and obesity. *JOEM*, 46(1), 19-25.

- 
- <sup>41</sup> Kaewthummanukul, T & Brown, KC. (2006) Determinants of Employee Participation in Physical Activity: Critical Review of the Literature. *American Association of Occupational Health Nurses Journal*, 54 (6), 249-261.
- <sup>42</sup> Shields, M. (2000, Spring). Long Working hours and health. Perspectives on Labour and income. Statistics Canada, Catalogue number 75-001-XPE.
- <sup>43</sup> Alberta Centre for Active Living. (accessed August 2007). Physical activity @ work [on-line]. Available: <http://www.centre4activeliving.ca/workplace>
- <sup>44</sup> Neff, L.J., Ainsworth, BE., Wheeler, FC., Krumwiede, SE. & Trepal, AK. (2000). Assessment of trail use in a community park. *Family Community Health*, 23 (3), 76-84.
- <sup>45</sup> Kelly, F. (1999). WHO European Centre for Environment and Health. Guidelines on Improving the Physical Fitness of Employees. Copenhagen, Denmark. [On-line] Available: <http://www.who.nl/download/doc37/physical%20fitness.doc>
- <sup>46</sup> Health Canada. (1999). *HealthWorks: A "how-to" for health and business success*. Minister of Public Works and Government Services Canada. (Cat. no. H39-474/1999E).
- <sup>47</sup> Marshall, AL. Challenges and opportunities for promoting physical activity in the workplace. (2004). *Journal of Science and Medicine in Sport* 7(1): S:60-66.
- <sup>48</sup> Health Canada and Canadian Society for Exercise Physiology. (1998). *Canada's Physical Activity Guide to Healthy Active Living* (Cat. No. H39-429/1998-1E). See also [www.paguide.com](http://www.paguide.com).
- <sup>49</sup> Gates, D. Brehm, B. Hutton, S. Singler, M and Poeppelman, A. (2006). Changing the work environment to promote wellness: A focus group study. *American Association of Occupational Health Nurses Journal*.. 54(12): 515-520.
- <sup>50</sup> Buffet Taylor. (2000). *Second Tri-Annual Buffet Taylor National Wellness Survey 2000*
- <sup>51</sup> Plotnikoff, RC. Prodaniuk, TR, Rein, AJ, Milton, L. Development of an Ecological Assessment tool for a Workplace Physical Activity Program Standard. (1005) *Health Promotion Practice*. 6(4): 453-463.
- <sup>52</sup> Oldenburg, B. Sallis, JF, Harris, D. Owen, N. Checklist of Health Promotion Environments at Worksites (CHEW): Development and Measurement Characteristics, *American Journal of Health Promotion*. [Volume 16, Issue 5 \(May 2002\)](#): 288-299.
- <sup>53</sup> Hunt, M.K., Lederman, R., Potter, S., Stoddard, A. & Sorensen, G. (2000). Results of employee involvement in planning and implementing the Treatwell 5-a-Day work-site study. *Health Education & Behavior*, 27(2): 223-31.
- <sup>54</sup> Emmons, K.M., Linnan, L.A., Shadel, W.G., Marcus, B., & Abrams, D.B. (1999). The Working Healthy Project: A worksite health-promotion trial targeting physical activity, diet, and smoking. *Journal of Occupational and Environmental Medicine*, 41(7), 545-555.
- <sup>55</sup> Napolitano, MA., Lerch H., Papandonatos, G., & Marcus, BH. (2006). Worksite and Communications-based promotion of a local walking path. *Journal of Community health*, (31)4: 326-342.
- <sup>56</sup> Purath, J., Michaels Miller, A., McCabe, G., Wilber, J. (2004). A brief intervention to increase physical activity in sedentary working women. *Canadian Journal of Nursing Research*, 36(1); 76-91.
- <sup>57</sup> Hallam, JS., Petosa, R. (2004). The Long-Term impact of a four-Session Work-Site Intervention of Selected Social Cognitive Theory Variables Linked to Adult Exercise Adherence. *Health Education and Behavior*. 31(1): 88-100.
- <sup>58</sup> Proper, KI., Heldebrandt, VH., Van der Beek, AJ., Twisk, JWR., & Van Mechelen, W. (2003). Effect of Individual Counselling on Physical Activity Fitness and Health. *American Journal of Preventive Medicine*. 24(3): 218-226
- <sup>59</sup> Sallis, JF., Bauman, A., & Pratt, M. (1998). Environmental and policy interventions to promote physical activity. *American Journal of Preventive Medicine*, 15 (4), 379-395.
- <sup>60</sup> Vanden Auweele, Y., Boen, F., Schapendonk, W., Dornez, K. (2005). Promoting stair use among female employees: The effects of a health sign followed by an e-mail. *Journal of Sport and Exercise Psychology*, 27: 188-196.

- 
- <sup>61</sup> Kerr, NA. Youre, MM. Ham, SA. Dietz, WH. (2004). Increasing stair use in a worksite through environmental changes. *American Journal of Health Promotion*, (18)4: 312-315.
- <sup>62</sup> Engbers, LH. Van Poppel, MNM., Chin A Paw, MJM, van Mechelen, W. (2005). Worksite Health Promotion Programs with Environmental Changes: A systematic review. *American Journal of Preventive Medicine*. 29(1): 61-70.
- <sup>63</sup> Dishman, RK., Olednberg, B., O'Neal, H., & Shephard, RJ. (1998). Worksite Physical Activity Interventions. *American Journal of Preventive Medicine*. 15(4): 344-361.
- <sup>64</sup> Proper, KI., Koning, M., Van der Beek, AJ. Hildebrandt, VH. Rosscher RJ. van Mechelen W. The Effectiveness of Worksite Physical Activity programs on Physical Activity, Physical Fitness and Health. *Clinical Journal of Sport Medicine*. 2002 13: 106-117.
- <sup>65</sup> Lucove, JC. Huston, SL. Evernson KR. Workers' Perceptions about Worksite Policies and Environments and their Association with Leisure-Time Physical Activity. *American journal of Health promotion* 21(3):196-200.
- <sup>66</sup> Burton, WN. McCalister, KT. Chen C. Edington EW. The association of health status, worksite fitness centre participation, and two measures of productivity. *JOEM*, April 2005. 47(4): 343-347
- <sup>67</sup> Canadian Fitness and Lifestyle Research Institute. (1996). 1995 Survey methodology. *Progress in Prevention*.