Extension of occupational community: The impact of working conditions on the rule of law

Preliminary results
• Occupational community among prosecutors
• Intersection Unique aspects of work and workplace and profession
• Independence, autonomy
Literature

• Lawyers
• Rule of law
  – national
• Occupations, stress
  – Esta. measures, links to organization effectiveness
• Interest in workload, New Public Management
  – Largest legal services firm - DOJ
• Prosecutors, solicitors and civil-side counsel
• Are prosecutors unique?
• Do the issues and concerns hold true for other types of government legal work?
• Emerging group of unionized professionals, greater sophistication
• Measures of workload, rule of law
• National study of government lawyers
  — CACC
• English data
• 68% provincial (N1145) (63.8 in popn)
  – 42% prosecutors
  – 20.6% gen solicitor
  – 13.8% civil litigation
• 82% no superv responsibility
• Representative, normal distributions
  – Hrs/week, key scales
• Posn in org hierarch – 7 levels, 4-7 17.6% 25.2% 22.8% 17.3% 2.7% lower 7% 3 or above
• Wk hrs – 15% < 40Hrs 26% 40 hrs 7.6% 45 19.3% 50hrs 15% > 50 hrs
• Meeting participation (we know an indication of commitment) 88% 0,1,2,3 4.7% 4 or 5 very few at 35, 50, 80,100 mtgs per year
• Familiarity with CA – 10.8% not aware
Scales

• Rule of law $\alpha.87$ N1066
• Self evaluation of effectiveness $\alpha.81$
• General well being $\alpha.86$
• Complexity,
  – individual items
• Working conditions
  – Frequency and impact
• D-C-S model
• Meeting job demands - single item

• Type of work, gender, province, level of government
• Qualitative data analysis
• Collective agreement clauses in effect