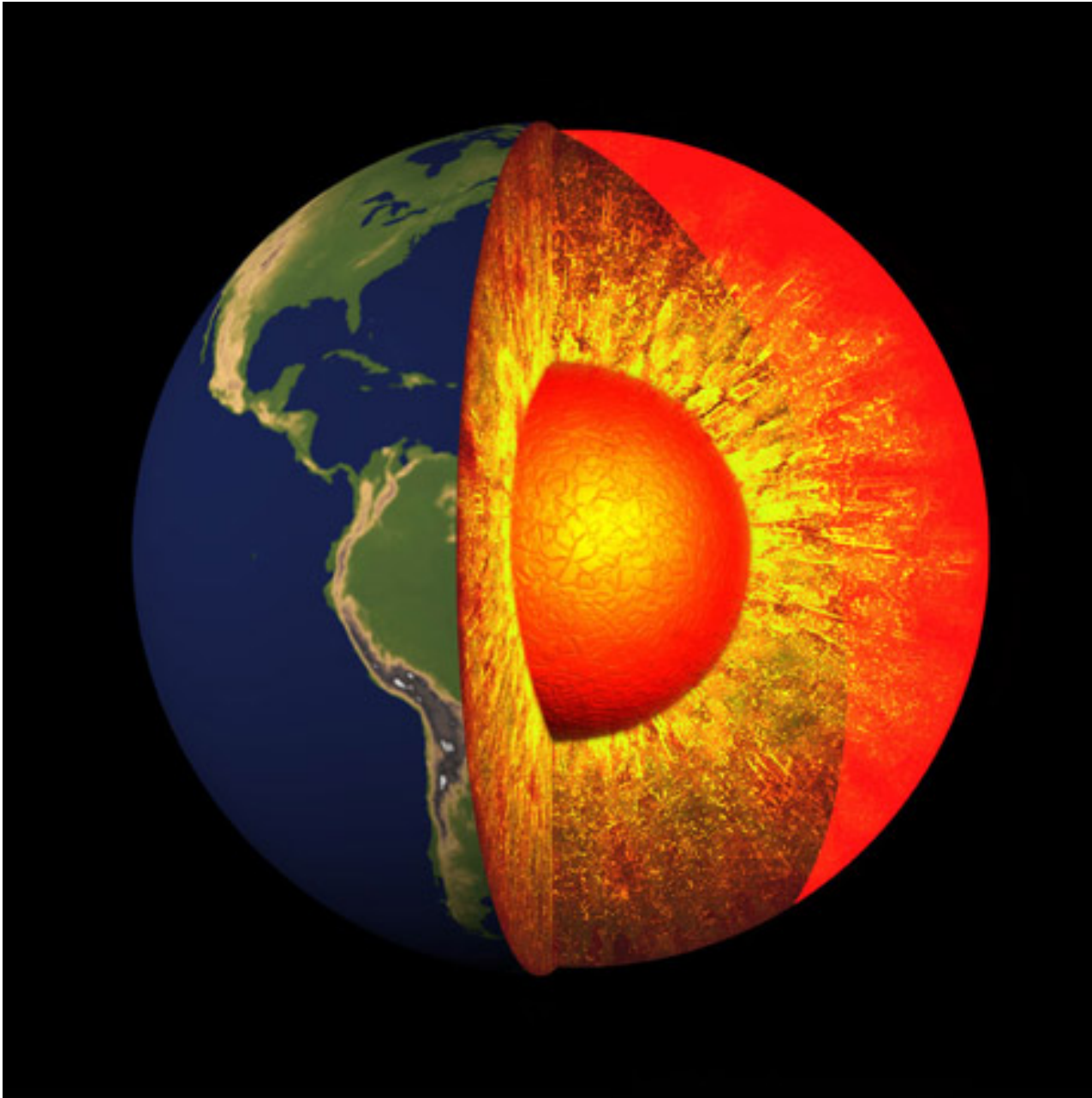


Extension of occupational  
community:  
The impact of working conditions on  
the rule of law

Preliminary results

- Occupational community among prosecutors
- Intersection Unique aspects of work and workplace and profession
- Independence, autonomy



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# 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



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- English data
- 68% provincial (N1145) (63.8 in popn)
  - 42% prosecutors
  - 20.6% gen solicitor
  - 13.8% civil litigation
- 82% no supv 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

