Worsening of workplace psychosocial exposures in Spain between 2005 - 2010.

Joint ETUC / ETUI conference
Europe at a crossroads. Which way to quality jobs and prosperity?
Brussels, September 24-26, 2014.

The psychosocial working conditions and health in an era of precarity

Salvador Moncada, ISTAS CCOO.
Workplace Psychosocial factors
Upstream / downstream

Origin of risk

Risk exposure

Health effects

Psychosocial factors
- Stress
- ill-health

Health surveillance

Prevention

MACRO LEVEL
- International division of labour
- Legislation

MICRO LEVEL
- Labour Management Practices
Psychosocial exposures, occupational class and gender. Spain 2005-2010

Worsen of psychosocial exposures at Spanish workplaces 2005 - 2010

• Changing pattern Passive Work / High Strain
  • Higher Work Pace & Lower Influence
  • No improvements in Cognitive Demands & Possibilities for Development

• Isolation & competitiveness
  • Lower social Support & Quality of Leadership

• Insecurity, different components & meanings
  • Threat of job loss (lower among stable employment ‘survivors’)
  • Uncertainty regarding future employment (higher among temporary workers)
  • Worry about worsening of working conditions (lower among those at higher insecurity over employment)

• Increasing inequalities
  • Those who worsened are those who already were worse
### Changing patterns High strain & Passive work

<table>
<thead>
<tr>
<th></th>
<th>2010</th>
<th>2010 - 2005</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Prevalence</td>
<td>95% CI</td>
</tr>
<tr>
<td>High strain</td>
<td>28.8 (27.4 ; 30.2)</td>
<td>5.0 (3.3 ; 6.6)</td>
</tr>
<tr>
<td>Passive</td>
<td>24.1 (22.8 ; 25.4)</td>
<td>-4.1 (-5.7 ; -2.4)</td>
</tr>
<tr>
<td>Low strain</td>
<td>23.0 (21.6 ; 24.3)</td>
<td>-1.2 (-2.8 ; 0.3)</td>
</tr>
<tr>
<td>Active</td>
<td>24.2 (22.8 ; 25.5)</td>
<td>0.4 (-1.3 ; 0.2)</td>
</tr>
</tbody>
</table>

Looking upstream: healthier work organization

- Origin of risk
- Risk exposure
- Health effects
- Psychosocial factors
- Stress
- ill-health

Labour Management Practices

Risk assessment

Prevention

Health surveillance
Risk assessment: method does matter!

No problem!
Psychosocial risk assessment: method does matter!

1. Quantitative demands
2. Pace of work
3. Emotional demands
4. Hiding emotions
5. Double presence
6. Influence at work
7. Possibilities for development
8. Meaning of work
9. Vertical trust
10. Horizontal trust
11. Social support from colleagues
12. Social support from supervisors
13. Sense of community
14. Role conflict
15. Social support from supervisors
16. Sense of community
17. Role clarity
18. Predictability
19. Insecurity over employment
20. Insecurity over working conditions
21. Rewards
22. Justice
23. Evidence based
24. Focus on working conditions
25. Sensitivity to inequalities
26. Action oriented
27. Participatory process

High psychological demands: quantitative and qualitative

High double presence

Low influence, possibilities for development, meaning

Poor human interaction at work: social support, sense of community, trust

Low rewards from work: security, esteem

Lack of justice
### Phase

<table>
<thead>
<tr>
<th>Phase</th>
<th>Who is involved?</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>RISK ASSESSMENT</strong></td>
<td></td>
</tr>
<tr>
<td>a) <strong>To agree on the use of the methodology</strong></td>
<td>Occupational Health and Safety Committee</td>
</tr>
<tr>
<td>- Presenting the method CoPsoQ-istas21</td>
<td></td>
</tr>
<tr>
<td>- Signing the agreement</td>
<td></td>
</tr>
<tr>
<td>b) <strong>To prepare and carry out the field work</strong></td>
<td>Working Team</td>
</tr>
<tr>
<td>- Adapting the questionnaire</td>
<td></td>
</tr>
<tr>
<td>- Designing the communication plan, distributing questionnaires and recollection of questionnaires</td>
<td></td>
</tr>
<tr>
<td>- Implementing the field work</td>
<td></td>
</tr>
<tr>
<td>c) <strong>To interpret the results and agree on preventive measures</strong></td>
<td>Working Team</td>
</tr>
<tr>
<td>- Computerize the data and the preliminary report</td>
<td></td>
</tr>
<tr>
<td>- Specify the exposures, their origins and preventive measures</td>
<td></td>
</tr>
<tr>
<td>- Inform the staff</td>
<td></td>
</tr>
<tr>
<td><strong>PLANNIFICATION OF PREVENTIVE ACTIVITIES</strong></td>
<td></td>
</tr>
<tr>
<td>d) <strong>Implement preventive measures</strong></td>
<td>Working Team</td>
</tr>
<tr>
<td>- To order, specify and plan preventive measures</td>
<td></td>
</tr>
<tr>
<td>- Inform the staff</td>
<td></td>
</tr>
<tr>
<td>- Implement and evaluate preventive measures</td>
<td>Occupational Health and Safety Committee ratifies</td>
</tr>
</tbody>
</table>
Participative process; does it work?

<table>
<thead>
<tr>
<th>In the in-company working group</th>
<th>Never or seldom</th>
<th>Sometimes</th>
<th>Always or many times</th>
</tr>
</thead>
<tbody>
<tr>
<td>Managers participate</td>
<td>30.8</td>
<td>30.7</td>
<td>38.5</td>
</tr>
<tr>
<td>OH professionals participate</td>
<td>13.1</td>
<td>13.1</td>
<td>73.9</td>
</tr>
<tr>
<td>Workers' reps participate</td>
<td>13</td>
<td>19.6</td>
<td>67.5</td>
</tr>
<tr>
<td>Exposures' origin is discussed</td>
<td>14.7</td>
<td>24.2</td>
<td>61.1</td>
</tr>
<tr>
<td>Exposures' origin is agreed</td>
<td>25.4</td>
<td>33.2</td>
<td>41.3</td>
</tr>
<tr>
<td>Preventive measures are discussed</td>
<td>13.7</td>
<td>24.9</td>
<td>61.4</td>
</tr>
<tr>
<td>Preventive measures are agreed</td>
<td>24.2</td>
<td>35.4</td>
<td>40.4</td>
</tr>
<tr>
<td>Preventive measures are addressed to exposures' origin</td>
<td>13.7</td>
<td>27.3</td>
<td>58.9</td>
</tr>
<tr>
<td>Preventive measures are implemented</td>
<td>26.9</td>
<td>35.7</td>
<td>37.4</td>
</tr>
</tbody>
</table>

Presence of workers’ representatives; does it make any difference? ISTAS - CCOO. Psychosocial Risk Survey (ERP), 2010. Spanish wage earning population (N=5100)

Percentage of workers who could not exercise any rights in their company as if it was legal representation of workers (WR) and downsizing in the year preceding the interview

Pre-post intervention results: Increase in Influence in a Food & beverage industry after a COPSOQ-Istas21 process

- Weekly meetings for the discussion and agreement on how to do the weekly production (tasks assignment and order of tasks, methods used)
- Participation in decisions on machinery and equipment purchases
The road to a good job: justice and democracy

High influence (job control)
(how to perform the work, breaks, who to work with, etc)

High level of meaning
(purpose of work, usefulness for society)

High predictability
(relevant information about future changes and events, working time schedule)

Good social support
(practical and emotional support from colleagues and supervisors)

Adequate rewards
(recognition and appreciation, career, salary, security)

Suitable demands
(quantitative, emotional, social)
IS NOT A CRISIS... IT'S A FRAUD!