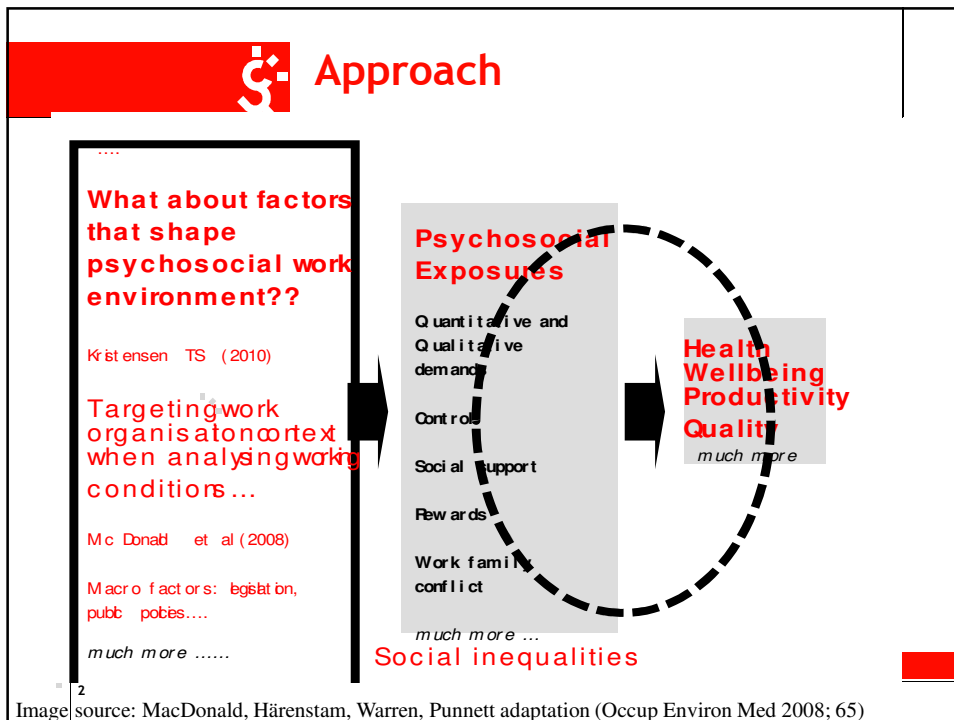


PSYCHOSOCIAL EXPOSURES AND DIRECT PARTICIPATION LABOUR MANAGEMENT PRACTICES

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Focus

Social Segregation (class, gender, age, ethnic)

Labour Management Practices:

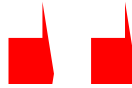
Working methods (taylorism, direct participation, functional mobility ...)

Working time (leisure schedules, availability demands, adaptation possibilities)

Recruitment (contract types, replacement seniority)

Pay (income, pay structure...)

much more



Psychosocial Exposures

whether and how certain LMPs are associated to psychosocial exposures to know more about factors shaping them

Social inequalities

Image source: MacDonald, Härenstam, Warren, Punnett adaptation (Occup Environ Med 2008; 65)

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State of the art

Social Segregation (class, gender, age, ethnic)

Direct Participation Labour Management Practices

Discretionary degrees: delegation/consultation/both/none

Topics: operative/tactical issues

Sisson, 2000; Kalleberg A et al., 2009; Busck et al, 2010; Gallie et al 2013; Felstead et al., 2016

Hakansson et al . 2017; Inanc H et al., 2015; Boxall P, Macky K, 2014; Ulhassan et al., 2014; Hasle P, 2014; Gallie D, 2013; Kalleberg A et al., 2009

Schnall PL et al., 2016; Valdes-Borja, 2016; Linhart D, 2015; Carter et al., 2013; Jensen T et al., 2013



Psychosocial Exposures

Work pace

Influence Possibilities for development

Support from colleagues
Support from supervisors

Recognition

Social inequalities

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Methods

- ❑ Population based cross-sectional study
- ❑ Data source: Spanish Psychosocial Risks Survey (n = 1.807 salaried workers, 2016)
- ❑ Variables:
 - ❑ Independent variable: direct participation (4 questions used to create 2 indicators)
 - ❑ Dependent variables: 6 COPSOQ-istas21 scales (v3)
 - ❑ Control variables: 10 LMP indicators regarding working hours, employment relationship, promotion, salary and staffing; sex and age.
 - ❑ Stratification variable: occupational group
- ❑ Statistical analysis: robust Poisson regression models (24)

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Results/Discussion

- ❑ Relationship was positive or null
- ❑ Significant associations - always positive;) more frequent and stronger:
 - ❑ among workers in manual occupations (23 vs 11)
 - ❑ when jointly using consultation and delegation
 - ❑ covering tactical topic for non-manual and operative topic among manual jobs
- ❑ No associations were observed with work pace

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Results/discussion

Table 2. Prevalence ratios (PR) between psychosocial work factors and direct participation practices. Salaried workers in MANUAL jobs.

	Direct Participation (DP) on OPERATIVE issues						Direct Participation (DP) on TACTICAL issues						
	CONSULTATIVE DP without DDP		DELEGATIVE DP without CDP		DELEGATIVE and CONSULTATIVE DP		CONSULTATIVE DP without DDP		DELEGATIVE DP without CDP		DELEGATIVE and CONSULTATIVE DP		
	PR	IC95%	PR	IC95%	PR	IC95%	PR	IC95%	PR	IC95%	PR	IC95%	
DEMANDS													
Work pace	0.74	0.46 1.19	1.33	0.92 1.90	1.05	0.77 1.42	0.71	0.45 1.10	1.13	0.67 1.92	0.96	0.66 1.38	
CONTROL													
Influence	1.15	1 1.37	1.14	1 1.40	1.32**	1.17 1.48	1.19*	1.05 1.39	1.19	1 1.45	1.21**	1.09 1.31	
Possibilities for development	1.41**	1.16 1.73	1.14	1 1.45	1.51**	1.30 1.74	1.28**	1.18 1.55	1.40*	1.12 1.76	1.35**	1.13 1.46	
SOCIAL SUPPORT													
Colleagues' support	1.33**	1.17 1.59	1.24	0.99 1.55	1.36**	1.13 1.48	1.38*	1.04 1.84	1.09	0.90 1.31	1.26**	1.11 1.43	
Supervisors' support	1.29**	1.18 1.52	0.99	0.80 1.22	1.24*	1.14 1.55	1.23*	1.07 1.42	1.14	0.92 1.44	1.24**	1.11 1.38	
REWARDS													
Recognition	1.11	0.91 1.34	0.93	0.76 1.13	1.22*	1.08 1.39	1.12	1 1.28	1.03	0.84 1.28	1.18*	1.05 1.33	

DDP: Delegative Direct Participation; CDP: Consultative Direct Participation. Reference category for explanatory variables (Direct participation formulas) was absence of participation. Black PRs indicate no association; bold p<0.05; bold* p<0.01; bold** p<0.001. All PRs were adjusted by 10 other labour management practices, sex and age.

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Results/discussion

Table 3. Prevalence ratios (PR) between psychosocial work factors and direct participation practices. Salaried workers in NON-MANUAL jobs.

	Direct Participation (DP) on OPERATIVE issues						Direct Participation (DP) on TACTICAL issues					
	CONSULTATIVE DP without DDP		DELEGATIVE DP without CDP		DELEGATIVE and CONSULTATIVE DP		CONSULTATIVE DP without DDP		DELEGATIVE DP without CDP		DELEGATIVE and CONSULTATIVE DP	
	PR	IC95%	PR	IC95%	PR	IC95%	PR	IC95%	PR	IC95%	PR	IC95%
DEMANDS												
Work pace	1.06	0.60 1.87	0.93	0.61 1.42	1.02	0.67 1.55	1.13	0.75 1.70	1.42	0.58 3.52	1.19	0.76 1.87
CONTROL												
Influence	1.07	0.82 1.39	1.27*	1.09 1.51	1.28*	1.10 1.46	1	0.82 1.22	1.15*	1.05 1.25	1.27**	1.12 1.43
Possibilities for development	0.86	0.66 1.12	1.09	0.96 1.24	1.08*	1.02 1.14	1.09	0.95 1.26	1.16	1.02 1.31	1.16**	1.07 1.27
SOCIAL SUPPORT												
Colleagues' support	0.88	0.64 1.20	0.87	0.64 1.19	1.05	0.85 1.29	1.15	0.92 1.44	0.64	0.30 1.33	0.97	0.64 1.45
Supervisors' support	1	0.75 1.33	0.88	0.67 1.14	0.95	0.81 1.12	0.92	0.73 1.15	1.07	0.79 1.46	1.17	0.96 1.44
REWARDS												
Recognition	1.08	0.88 1.33	1.06	0.87 1.31	1.20	1.03 1.39	1.17	1.03 1.34	1.30	1 1.69	1.25**	1.09 1.42

DDP: Delegative Direct Participation; CDP: Consultative Direct Participation. Reference category for explanatory variables (Direct participation formulas) was absence of participation. Black PRs indicate no association; bold p<0.05; bold* p<0.01; bold** p<0.001. All PRs were adjusted by 10 other labour management practices, sex and age.

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- ✓ Do direct participation labour management practices could be a means of dealing with psychosocial work environment problems, becoming an effective organizational preventive intervention at the company level to reduce exposures among workers in manual jobs and inequalities?