

# **COPSOQ III**

## **Psychosocial Risks Survey 2016 (ERP 2016)**

### **ERP Working Team:**

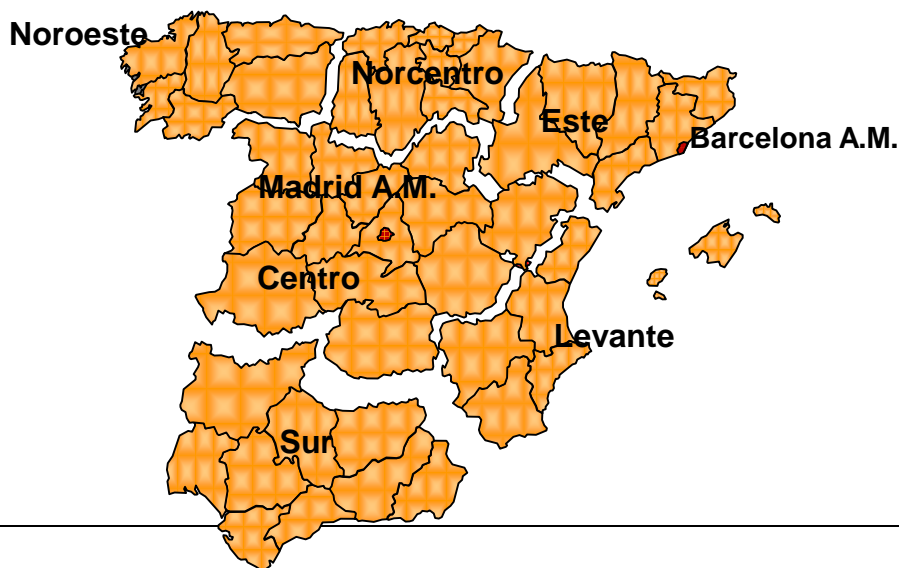
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# ERP 2016

- Representative sample of salaried workers
- Household CAPI interview
- Time period: October-December 2016
- n= 1807
- Response Rate: 70.3 %



	N
SEX	
Women	922
Men	885
Other, no answer	0
AGE	
Below 25	144
25-34	349
35-44	528
45-54	526
55 and more	260
No answer	0
OCCUPATION (ISCO 2008 1 digit)	
Group 1	14
Group 2	195
Group 3	165
Group 4	173
Group 5	512
Group 6	36
Group 7	209
Group 8	149
Group 9	354
No answer	0



# COPSOQ III ES

## Middle scale descriptives

Scale	Items	$\alpha$	Mean	SD	Floor	Ceiling
Quantitative demands	4	0,73	24,7	20,4	20,0	0,2
Work pace	2	0,69	51,8	28,6	7,9	9,5
Emotional demands	3	0,76	37,2	27,5	16,8	2,8
Demands for hiding emotions	4	0,62	56,3	23,1	1,9	3,2
Work - Life Conflict (a)	4	0,89	28,3	27,6	28,8	1,8
Influence	4	0,83	44,9	28,2	9,6	5,3
Possibilities for development	3	0,87	67,3	26,8	3,1	19,7
Control over working time (b)	4	0,74	45,1	26,7	5,9	4,4
Meaning of work	2	0,80	78,3	22,6	0,7	36,5
Predictability	2	0,72	64,4	26,9	3,5	18,0
Recognition	2	0,82	70,0	26,1	2,5	23,9
Role clarity	3	0,86	81,2	21,0	0,3	37,9
Role conflict	3	0,78	31,6	26,6	22,8	1,8
(Illegitimate tasks) (c)	1	-	30,1	31,7	(40,7)	6,7
Quality of leadership	3	0,87	65,6	25,7	2,6	16,5
Social support from colleagues	3	0,84	70,4	23,6	1,3	20,1
Social support from supervisors	3	0,85	67,4	26,8	2,8	21,4
Sense of community at work	3	0,88	76,5	22,1	0,4	29,1
Insecurity over employment	2	0,73	54,2	33,4	14,2	16,9
Insecurity over working conditions	4	0,81	40,0	28,5	13,0	4,3
(Quality of work)	1	-	74,8	25,4	3,0	36,4
Vertical trust	3	0,80	66,8	23,1	0,9	13,8
Horizontal trust	2	0,33	67,5	22,5	1,4	2,7
Organizational justice	4	0,85	62,2	24,2	1,7	9,0
General Health (d)	1	-	-	-	1,10	14,70
Sleeping troubles	4	0,95	23,9	26,3	34,5	1,5
Job satisfaction (JS1+JS4+JS5)	3	0,81	59,8	21,6	1,2	5,7



# COPSOQ III

## CORE scale descriptives

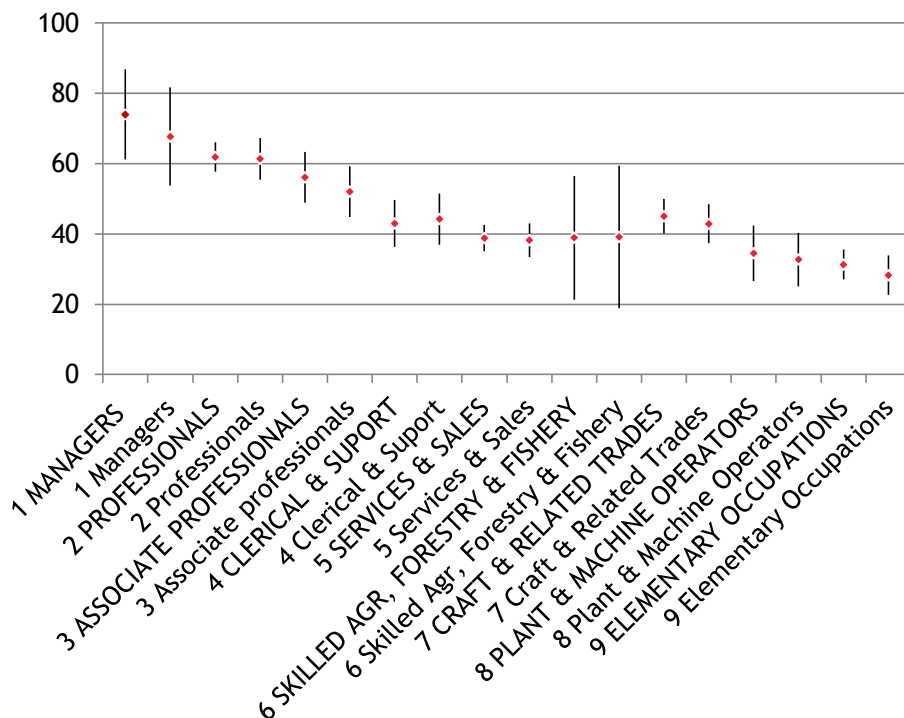
Scale	Items	ICC	Mean	CV	Floor	Ceiling	CORR. TO MIDDLE
Quantitative demands	2	0,63	21,0	107,1	38,8	0,5	0,874
Work pace	2	0,69	51,8	55,3	7,9	9,5	1,000
Emotional demands	2	0,60	35,8	80,7	21,7	4,6	0,956
Demands for hiding emotions	-	-	-	-	-	-	-
Work - Life Conflict (a)	-	-	-	-	-	-	-
Influence	1	-	42,8	76,4	24,7	11,0	0,799
Possibilities for development	2	0,86	67,2	40,8	3,8	22,2	0,973
Control over working time (b)	-	-	-	-	-	-	-
Meaning of work	1	-	79,9	30,1	1,7	47,2	0,909
Predictability	2	0,72	64,4	41,7	3,5	18,0	1,000
Recognition	1	-	68,3	43,4	6,4	31,5	0,929
Role clarity	1	-	79,2	31,4	2,4	46,3	0,878
Role conflict	2	0,66	32,3	85,3	25,1	3,0	0,955
Illegitimate tasks (c)	-	-	-	-	-	-	-
Quality of leadership	2	0,86	68,2	38,1	2,9	22,1	0,958
Social support from colleagues	1	-	73,8	35,7	3,5	35,0	0,878
Social support from supervisors	1	-	66,1	47,7	8,7	31,0	0,904
Sense of community at work	1	-	77,4	30,5	1,5	39,5	0,902
Insecurity over employment	2	0,72	54,2	61,6	14,2	16,9	1,000
Insecurity over working conditions	1	-	36,1	100,9	39,1	13,7	0,811
Quality of work	-	-	-	-	-	-	-
Vertical trust	2	0,79	69,6	34,7	1,7	20,5	0,940
Horizontal trust	-	-	-	-	-	-	-
Organizational justice	2	0,74	63,7	39,4	3,3	12,8	0,934
General Health (d)	-	-	-	-	-	-	-
Sleeping troubles	-	-	-	-	-	-	-
Job satisfaction (JS1+JS4+JS5)	1	-	66,2	35,4	2,1	16,7	

27/11/2017

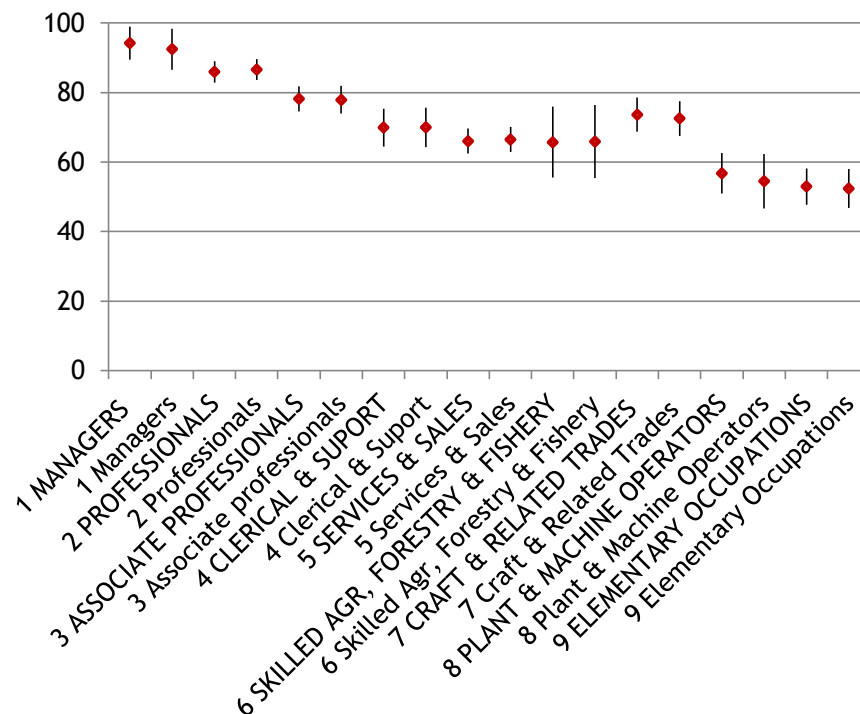


# Middle and Core scales occupational class distribution

Influence, mean and 95% CI by occupation (1-9, ISCO08); MIDDLE & core scales



Possibilities for development, mean and 95% CI by occupation (1-9); MIDDLE & core scales





# Age, sex and occupational class adjusted Prevalence Ratios (aPR) among Psychosocial Dimensions of all the middle ES COPSOQ III scales to Mental Health, Sleeping Troubles, Job Satisfaction and General Health (all outcomes lowest vs other tertiles).

		Mental Health			Sleeping Troubles			Job Satisfaction			General Health		
		aPR	95% CI		aPR	95% CI		aPR	95% CI		aPR	95% CI	
Quantitative demands	Green	1			1			1			1		
	Yellow	2.33	1.72	3.15	1.44	1.11	1.88	1.31	0.97	1.77	1.1	0.66	1.84
	Red	2.86	2.17	3.76	2.06	1.63	2.59	1.64	1.24	2.17	1.03	0.59	1.78
Work pace	Green	1			1			1			1		
	Yellow	1.39	1.11	1.74	1.55	1.23	1.95	1.48	1.08	2.03	1.14	0.7	1.88
	Red	1.85	1.43	2.39	2	1.52	2.62	2.01	1.49	2.71	2.02	1.23	3.31
Emotional demands	Green	1			1			1			1		
	Yellow	1.71	1.18	2.49	1.55	1.21	1.99	1.26	0.88	1.79	1.47	0.88	2.46
	Red	2.92	2.08	4.1	2.1	1.66	2.66	1.49	1.09	2.04	2.08	1.32	3.29
Demands for hiding emotions	Green	1			1			1			1		
	Yellow	1.12	0.84	1.5	0.99	0.77	1.27	0.99	0.73	1.33	1.02	0.62	1.69
	Red	1.58	1.17	2.12	1.33	1.04	1.71	1.5	1.13	2	2.27	1.45	3.56
Work - Life Conflict	Green	1			1			1			1		
	Yellow	1.62	1.13	2.31	1.61	1.22	2.13	1.13	0.82	1.55	1.24	0.72	2.15
	Red	3.76	2.77	5.12	2.62	2.06	3.34	1.77	1.3	2.41	2	1.2	3.34
Influence	Green	1			1			1			1		
	Yellow	1.25	0.92	1.7	1.11	0.88	1.41	1.65	1.15	2.38	0.68	0.4	1.17
	Red	1.31	1	1.71	1.15	0.89	1.49	2.35	1.65	3.36	1.24	0.78	1.97
Possibilities for development	Green	1			1			1			1		
	Yellow	1.26	0.89	1.78	1.1	0.83	1.47	1.59	1.03	2.47	1.29	0.7	2.37
	Red	2.06	1.52	2.77	1.31	1.02	1.69	3.37	2.34	4.86	1.8	1.12	2.9
Control over working time	Green	1			1			1			1		
	Yellow	1.46	1.08	1.97	1.27	0.97	1.67	2.12	1.38	3.26	1.35	0.76	2.42
	Red	1.89	1.46	2.44	1.57	1.19	2.07	2.66	1.87	3.77	1.94	1.18	3.18
Meaning of work	Green	1			1			1			1		
	Yellow	1.02	0.74	1.41	1.15	0.89	1.49	1.39	0.94	2.05	1.97	1.11	3.5
	Red	2.29	1.74	3.01	1.73	1.38	2.17	2.87	2.13	3.85	2.55	1.52	4.29
Predictability	Green	1			1			1			1		
	Yellow	1.33	0.89	1.98	1.19	0.89	1.59	1.92	1.25	2.97	0.73	0.44	1.22
	Red	2.57	1.8	3.69	1.88	1.44	2.45	4.34	2.97	6.34	1.51	0.94	2.44
Recognition	Green	1			1			1			1		
	Yellow	1.76	1.19	2.6	1.42	1.07	1.88	1.76	1.07	2.91	0.9	0.46	1.77
	Red	3.2	2.23	4.58	2.15	1.69	2.74	4.84	3.31	7.07	1.95	1.16	3.29



## Age, sex and occupational class adjusted Prevalence Ratios (aPR) among Psychosocial Dimensions of all the middle ES COPSOQ III scales to Mental Health, Sleeping Troubles, Job Satisfaction and General Health (all outcomes lowest vs other tertiles).

		Mental Health			Sleeping Troubles			Job Satisfaction			General Health		
		aPR	95% CI		aPR	95% CI		aPR	95% CI		aPR	95% CI	
Role clarity	Green	1			1			1			1		
	Yellow	1.27	0.87	1.86	1.19	0.85	1.67	1.79	1.22	2.63	1.52	0.84	2.77
	Red	2.16	1.6	2.92	1.81	1.43	2.29	2.21	1.6	3.05	1.2	0.75	1.9
Role conflict	Green	1			1			1			1		
	Yellow	1.96	1.47	2.61	2.07	1.58	2.72	1.34	0.93	1.92	0.97	0.58	1.62
	Red	2.27	1.74	2.96	2.14	1.69	2.71	2	1.46	2.74	1.23	0.73	2.08
Quality of leadership	Green	1			1			1			1		
	Yellow	1.49	1.11	1.99	1.04	0.76	1.42	1.84	1.15	2.94	0.94	0.49	1.8
	Red	2.78	2.05	3.77	1.71	1.32	2.22	4.15	2.85	6.05	1.83	1.01	3.3
Social support from colleagues	Green	1			1			1			1		
	Yellow	1.28	0.92	1.78	1.2	0.91	1.58	1.87	1.26	2.76	1.01	0.58	1.75
	Red	2.44	1.85	3.23	1.67	1.29	2.16	3.64	2.62	5.05	1.79	1.06	3.02
Social support from supervisors	Green	1			1			1			1		
	Yellow	1.14	0.83	1.59	1.14	0.85	1.54	1.55	1.02	2.37	0.79	0.43	1.42
	Red	2.13	1.6	2.84	1.81	1.39	2.35	3.09	2.16	4.41	1.71	1.01	2.88
Sense of community at work	Green	1			1			1			1		
	Yellow	1.41	0.99	2	1.34	1	1.8	1.53	0.98	2.39	0.75	0.41	1.38
	Red	2.87	2.07	3.97	1.99	1.54	2.58	3.68	2.57	5.26	1.78	1.07	2.95
Insecurity over employment	Green	1			1			1			1		
	Yellow	1.43	1.05	1.93	1.44	1.09	1.91	1.2	0.85	1.71	1.32	0.66	2.61
	Red	1.68	1.32	2.14	1.4	1.12	1.74	2.1	1.59	2.79	1.73	1.06	2.84
Insecurity over working conditions	Green	1			1			1			1		
	Yellow	1.46	1.11	1.91	1.4	1.05	1.88	1.61	1.15	2.27	0.96	0.53	1.74
	Red	2.13	1.6	2.84	1.92	1.45	2.55	2.05	1.47	2.86	1.49	0.86	2.61
Vertical trust	Green	1			1			1			1		
	Yellow	1.95	1.42	2.68	1.26	0.94	1.69	1.65	0.98	2.79	1.52	0.85	2.7
	Red	2.97	2.1	4.18	1.77	1.35	2.32	4.32	2.82	6.63	2.35	1.35	4.1
Organizational justice	Green	1			1			1			1		
	Yellow	1.54	1.12	2.12	1.37	1.03	1.82	2.75	1.81	4.18	0.96	0.51	1.82
	Red	2.61	1.95	3.49	2.1	1.67	2.64	6.2	4.42	8.7	2.35	1.43	3.86



# COPSOQ III ES Validation

In general

- Good consistencies, weak for demands, poor for horizontal trust
- Some high floor (Work Life Conflict) or ceiling effects (Meaning, Role Clarity, Sense of Community), higher for core scales
- Expected correlations to other dimensions
- Expected associations (PR) to outcomes -Job Satisfaction, Sleeping Troubles, Mental Health (SF36), general health.

But:

- Horizontal trust: does not work!
- Work Life Conflict, what items work better?

MIDDLE vs CORE

- Similar scores, in general lower ceiling and floor effects
- Consistent distribution by occupational class and gender, narrow score CI





## Work Life Conflict

(lights and shadows)



# Work Life Conflict

## Middle scales

Items	$\alpha$	Mean	SD	Floor	Ceiling
5	0,92	27,7	27,3	28,3	1,7
4 (No: WF6)	0,90	27,5	27,6	30,4	1,9
3 (No: WF5, WF6)	0,87	28,2	27,6	31,9	2,2

## CORE scales

Items	$\alpha$	Mean	SD	Floor	Ceiling	r (f)
-	-	-	-	-	-	-
-	-	-	-	-	-	-
-	-	-	-	-	-	-
WFX1	-	30,7	33,1	42,6	7,8	0,815
WF2	-	27,8	31,2	45,3	5,8	0,898
WF3	-	26,1	30,9	48,3	5,3	0,915
WF5	-	25,2	30,5	49,9	4,7	0,886
WF6	-	28,6	31,8	44,3	6,3	0,788
WFX1 WF2	0,76	29,3	28,9	33,0	2,9	0,935
WFX1 WF3	0,77	28,5	28,8	35,8	2,8	0,958
WFX1 WF5	0,75	27,9	28,4	36,1	2,5	0,948
WFX1 WF6	0,78	29,6	29,3	34,1	3,3	0,885
WF2 WF3	0,90	27,0	29,6	40,8	3,9	0,952
WF2 WF5	0,85	26,5	28,7	40,1	3,5	0,958
WF2 WF6	0,81	28,2	28,9	35,6	3,0	0,919
WF3 WF5	0,88	25,6	29,0	42,7	3,6	0,953
WF3 WF6	0,83	27,3	29,0	37,9	3,1	0,920
WF5 WF6	0,85	26,9	29,0	40,1	2,9	0,896

WFX1 Are there times when you need to be at work and at home at the same time?

WF2 Do you feel that your work drains so much of your energy that it has a negative effect on your private life?

WF3 Do you feel that your work takes so much of your time that it has a negative effect on your private life?

WF5 The demands of my work interfere with my private and family life?

WF6 Due to work-related duties, I have to make changes to my plans for private and family activities.

(f) Spearman coef. to 4 items scale



## Work Life Conflict

- Core dimension, but not core items
- High consistency middle scale (4 items)
- High Floor effect -gender segregation of reproductive labour
  - **WLC scale floor**
    - Women: 27.9 %
    - men: 33.3 %

Who does domestic and family work?

	Women	Men
Most of the work	58,2	16,5
Half of the work	36,6	41,7
A little or nothing	5,2	41,8
Total	100	100



## Insecurity

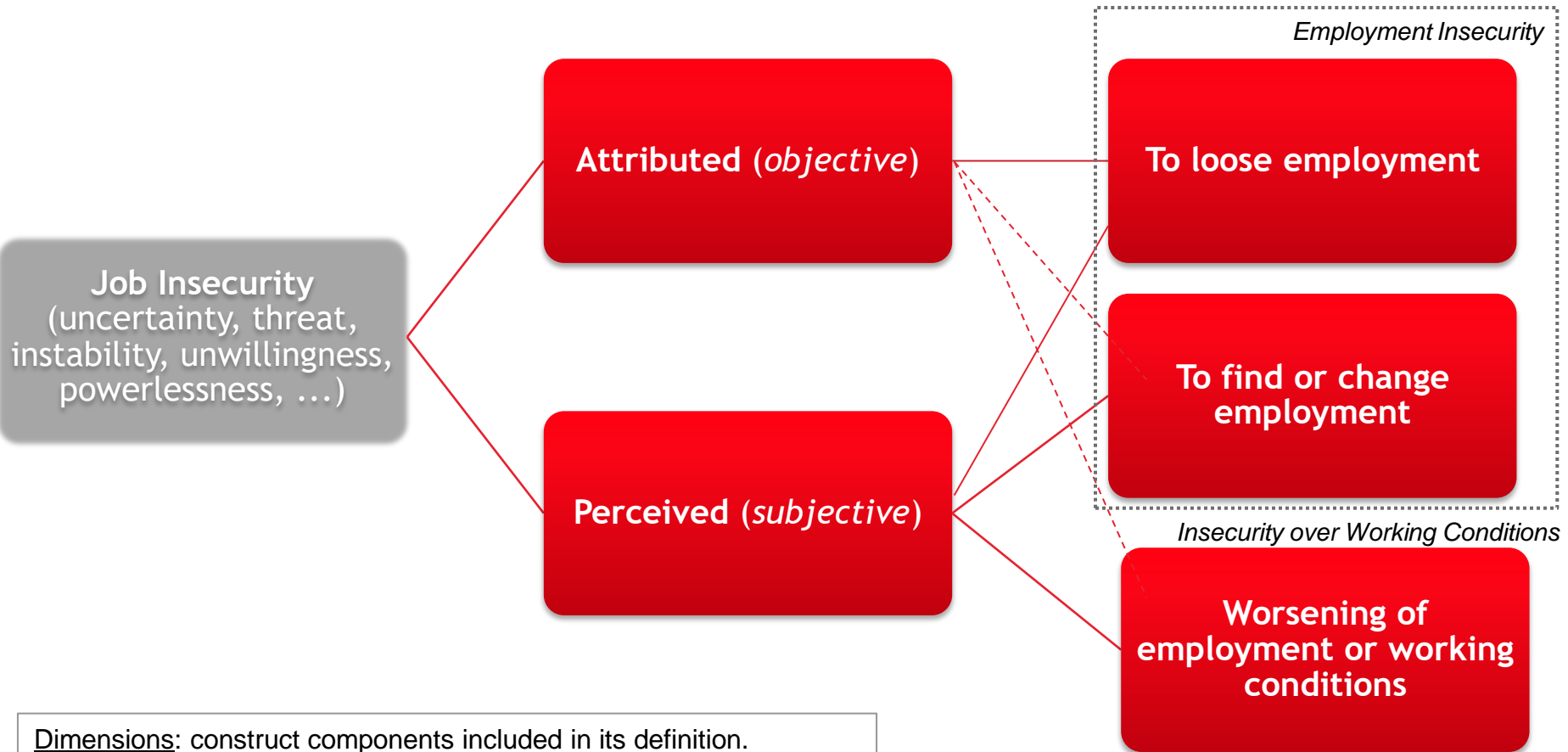


# Measuring insecurity

## Dimensions

## Observation

## Domains



Dimensions: construct components included in its definition.

Domains: aspects of the employment influenced by the construct

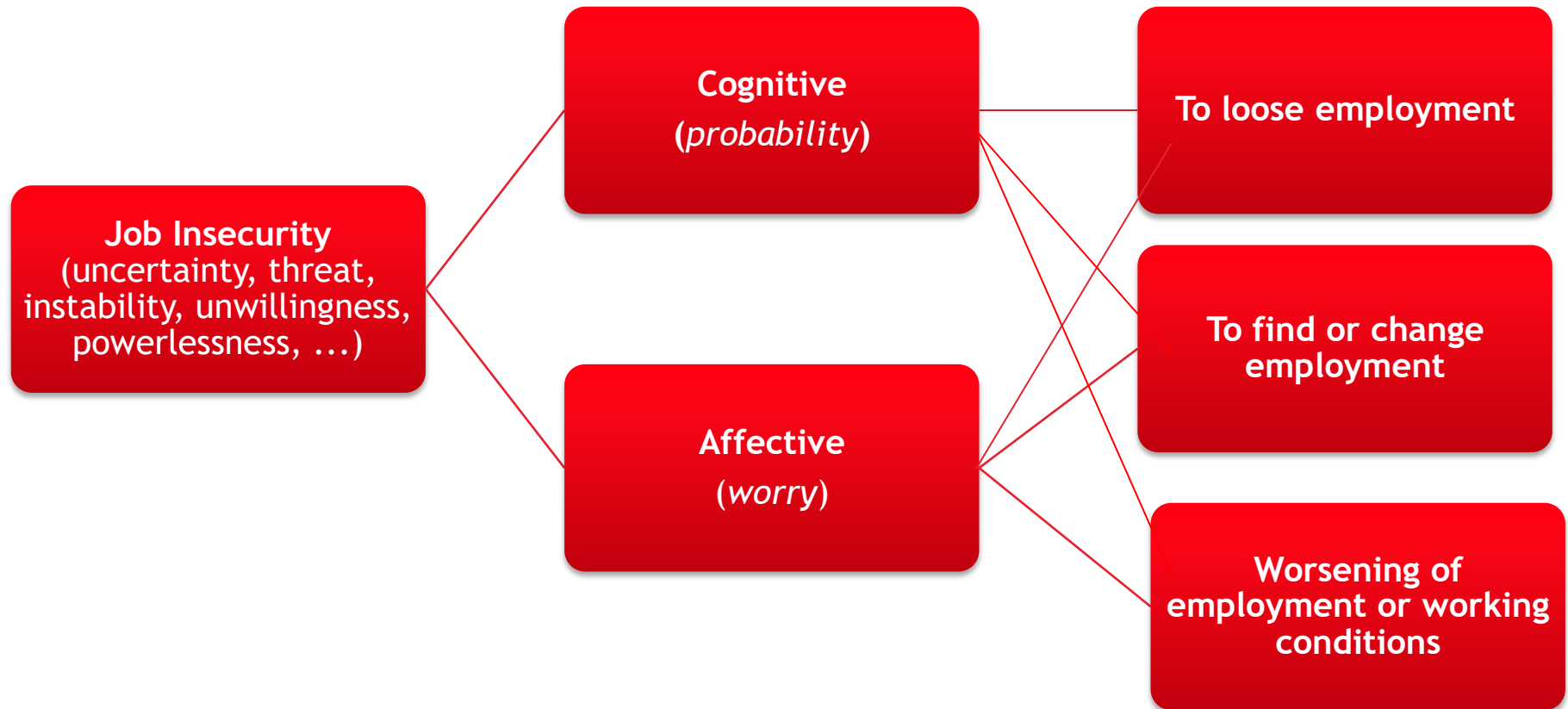


# Measuring perceived insecurity

Dimensions

Measurement

Domains





# Examples of Cognitive & affective questions

## Cognitive Insecurity

- "How much do you agree or disagree that these statements apply to your job?" My job is secure likert scale. Anderson, 2007 (source: International Social Survey Program).
- "How likely it is that during the next 12 months you will be unemployed and looking for work for at least four consecutive weeks?" Paskov and Koster (source: fourth wave of the European Social Survey) at Chung, 2014.
- "I am very sure that I will be able to keep my job"; "I am certain/sure of my job environment"; "I think that I will be able to continue working here"; "There is only a small chance that I will become unemployed". Items are rated on a 5-point scale ranging from 1 (Disagree strongly) to 5 (Agree strongly). De Witte, 2000 at Pienaar, 2013.
- "How certain are you about what your future career picture looks like?" Caplan, 1975 at Sverke 2002.
- "How do you assess the probability of losing your job in the near future?" 1 = highly improbable; 5 = highly probable. Mohr 2000 at Sverke 2002.
- "Do you expect to be in your current position five years from now?" Vuuren 1990 at Sverke 2002.
- "Job insecurity in one's own job" Scale: High to Low. Blue Collar Study at Virtanen 2013
- "How secure is your present job?" Very secure, rather secure, cannot say, rather insecure, very insecure" Virtanen 2013
- "Does your job involve a threat of lay-off?" Very much, rather much, to some degree, rather little, very little. FPS at Virtanen 2013
- "Employment security is poor" Yes/ No. HNR at Virtanen 2013\*
- "¿En qué medida está de acuerdo con las siguientes afirmaciones sobre su trabajo? Puedo perder mi trabajo en los próximos 6 meses". European Working Conditions Survey 6th Edition.

## Affective Insecurity

- "What is your attitude towards the following areas ... Your job security?" Kohlrausch and Rasner at Chung, 2014.
- "Do you worry about the possibilities of losing your job? I don't worry at all, I worry a little, I worry to some extent, I worry a great deal. Anderson 2007.
- "How satisfied are you with... the amount of security you have?" Hackman & Oldham, 1974 (source: Job Diagnostic Survey) at Greenhalgh, 1984.
- "I fear that I might get fired"; "I worry about the continuation of my career"; "I fear that I might lose my job"; "I feel uncertain about the future of my job". Items are rated on a 5-point scale ranging from 1 (Disagree strongly) to 5 (Agree strongly). De Witte (2000) JI Scale: 4 items at Pienaar, 2013.
- "The thought of getting fired really scares me" Johnson et al. 1984 at Sverke 2002.
- "I am concerned about the possibility of being dismissed" Borg & Elizur 1992 at Sverke 2002.
- "I am worried about having to leave my job before I would like to" Hellgren 1999 at Sverke 2002.
- "I am worried about being fired" Kinnunen et al. 1999 at Sverke 2002.
- "Are you worried that you 1) become unemployed? 2) are transferred to other job? 3) become superfluous due to new technology? 4) have difficulties to find a new job if unemployed with the qualifications that you have?" Yes/ No. at Virtanen 2013.
- "Are you worried about becoming laid off?" Yes/ No. Wolf-N and Wolf-S at Virtanen, 2013.
- "How secure do you feel in your present job?" Very secure, secure, insecure, very insecure. Virtanen 2013.
- "Are you worried about becoming unemployed?" Yes/ No. COPSPOQ-I, COPSQ-II and PUMA at Virtanen 2013.
- "If yes: How much does it distress you?" Very much, quite much, to some extent, not at all. HNR at Virtanen 2013.



# Insecurity: different components

- Threat of job loss
- Uncertainty regarding future employment
- Worry about worsening of valuable working conditions

Ferrie JE, Westerlund H, Virtanen M, Vahtera J, Kivimäki M. Flexible labor markets and employee health. *SJWEH Suppl.* 2008;(6):98 -110.

Ferrie J.E. Shipley M.J. Newman K. Stansfeld S.A. Marmot M. Self-reported job insecurity and health in the Whitehall II study: potential explanations of the relationship. *Social Science & Medicine* 2005;60:1593 -1602.

Rugulies R. Aust B. Burr H. Bültmann U. Job insecurity, chances on the labour market and decline in self-rated health in a representative sample of the Danish workforce. *Journal of Epidemiology and Community Health* 2008;62:245 -250.

Virtanen, P., Janlert, U., & Hammarström, A. (2011). Exposure to temporary employment and job insecurity: a longitudinal study of the health effects. *Occupational and Environmental Medicine*, 68(8), 570 -574.

De Cuyper, N., Notelaers, G., & De Witte, H. (2009). Job insecurity and employability in fixed-term contractors, agency workers, and permanent workers: associations with job satisfaction and affective organizational commitment. *Journal of Occupational Health Psychology*, 14(2), 193 -205.

László KD, Pikhart H, Koppa MS, Bobak M, Pajak A, Malyutina S, Salavecza G, Marmot M. Job insecurity and health: A study of 16 European countries. *Soc Sci Med.* 2010 ; 70(6-3): 867 -874.

Netterström B, Kristensen TS, Jensen G, Schnor P. Is the demand-control model still a useful tool to assess work-related psychosocial risk for ischemic heart disease? Results from 14 year follow up in the Copenhagen city heart study. *Int J Occup Med Environ Health.* 2010 Oct 22:1-8.





# Insecurity in COPSOQ III (affective) scales & items

## Insecurity over employment

To loose  
the job

Are you worried about becoming unemployed? (To a very large...)

Are you worried about new technology making you redundant? (To a very large...)

Are you worried about it being difficult for you to find another job if you became unemployed? (To a very large...)

CORE

*Insecurity over employment deals with aspects of security of the employment of the employee, e.g. regarding the risk of being fired or the (un)certainly of being reemployed if fired.*

New scale from the Spanish COPSOQ

CORE

COPSOQ I&II item

LONG

COPSOQ I&II item

CORE

COPSOQ I&II item

## Insecurity over working conditions

To find  
another job

Are you worried about being transferred to another job against your will? (To a very large...)

Are you worried about your working tasks being changed against your will? (To a very large...)

Are you worried about the timetable being changed (shift, weekdays, time to enter and leave, ...) against your will?(To a very large...)

Are you worried about a decrease in your salary (reduction, variable pay being introduced...)(To a very large...)

Are there good prospects in your job? (To a very large...)

CORE

*Insecurity over working conditions deals with aspects of security of valuable working conditions such as the content of work, e.g. if one is reallocated within the company, change of working hours or deterioration of pay.*

New scale from the Spanish COPSOQ

CORE

COPSOQ I&II item

LONG

New item from the Spanish COPSOQ

MIDDLE

New item from the Spanish COPSOQ

MIDDLE

New item from the Spanish COPSOQ

LONG

From the COPSOQ II 'rewards' scale



# Insecurity, Cognitive scales & items in ERP 2016

## **Insecurity over employment**

How likely is it to become unemployed?

How likely it would be to find another job in case you became unemployed

## **Insecurity over working conditions**

How likely is your working tasks being changed against your will?

How likely is it your timetable being changed (shift, weekdays, time to enter and leave, ...) against your will?

How likely is it your salary being lowered?

How likely is it to be transferred to another workplace, unit, department, or section against your will?

*Very likely, Quite likely, Relatively likely, Unlikely, Very little or nothing likely*



# Domain associations

## Affective / Cognitive scales

### Employment Insecurity – AFFECTIVE

		P	M1 Crude			M2 Adjusted			M3 Adjusted		
			PR	(IC95%)	p	PR	(IC95%)	p	PR	(IC95%)	p
<b>Ins. Working Cond. - Affective</b>											
	<b>Non exposed</b>	33,52									
	<b>Exposed</b>	66,78	2,41	( 1.97-2.96)	0	2,4	( 1.96-2.95)	0	2,33	(1.92- 2.84)	0

### Employment Insecurity – COGNITIVE

		P	M1 Crude			M2 Adjusted			M3 Adjusted		
			PR	(IC95%)	p	PR	(IC95%)	p	PR	(IC95%)	p
<b>Ins. Working Cond. - Cognitive</b>											
	<b>Non exposed</b>	46,51									
	<b>Exposed</b>	53,49	1,59	( 1.35-1.88)	0	1,62	(1.37-1.92)	0	1,46	( 1.23-1.74)	0

Prevalence Ratios -cut points: median. Poisson regression.

M2 Adjustments: sex, age & occupational class

M3 Adjustments: downsizing, contract, previous unemployment

M4 Adjustments: all other insecurities



# Mental Health associations

## Affective / Cognitive scales

	P	M1 Crude			M2 Adjusted			M3 Adjusted		
		PR	(IC95%)	p	PR	(IC95%)	p	PR	(IC95%)	p
<b>Employment Insecurity Affective</b>										
Non exposed	47,69									
Exposed	52,31	1,33	(1.11-1.61)	0,003	1,33	(1.11-1.59)	0,003	1,28	(1.07-1.53)	0,009
<b>Employment Insecurity. Cognitive</b>										
Non exposed	44,17									
Exposed	55,83	1,49	(1.29-1.73)	0	1,44	(1.25-1.67)	0	1,44	(1.23-1.69)	0
<b>Insecurity Working Cond. Affective</b>										
Non exposed	46,77									
Exposed	53,23	1,36	(1.12-1.66)	0,003	1,36	(1.11-1.66)	0,004	1,28	(1.06-1.54)	0,012
<b>Insecurity Working Cond. Cognitive</b>										
Non exposed	47,08									
Exposed	52,92	1,55	(1.31-1.83)	0	1,6	(1.36-1.89)	0	1,46	(1.23-1.72)	0
<b>Insecurity typologies. Affective</b>										
Low Affective Insecurity	30,97									
Low Affective JI High Affective WCI	16,72	1,38	(1.04-1.83)	0,025	1,4	(1.05-1.85)	0,023	1,28	(0.96-1.69)	0,086
High Affective JI Low affective WCI	15,8	1,35	(1.03-1.77)	0,032	1,35	(1.02-1.78)	0,037	1,28	(0.96-1.7)	0,089
High Affective Insecurity	36,51	1,55	(1.21-1.99)	0,001	1,54	(1.21-1.95)	0,001	1,44	(1.14-1.82)	0,003
<b>Insecurity typologies. Cognitive</b>										
Low Cognitive insecurity	22,65									
Low Cognitive JI & High Cognitive WCI	21,28	1,38	(1.06-1.78)	0,016	1,43	(1.11-1.85)	0,007	1,33	(1.03-1.72)	0,032
High Cognitive JI & Low Cognitive WCI	16,24	1,30	(1.03-1.64)	0,027	1,24	(0.98-1.56)	0,071	1,28	(1.01-1.62)	0,044
High Cognitive Insecurity	39,83	2,02	(1.69-2.41)	0	1,99	(1.67-2.38)	0	1,91	(1.59-2.29)	0

Prevalence Ratios -cut points: median. Poisson regression.

M2 Adjustments: sex, age & occupational class

M3 Adjustments: downsizing, contract, previous unemployment



## Conclusions

- Employment Insecurity and Insecurity over Working Conditions relate to each other; and to Mental Health in the expected directions.
- Between scales, Affective show slightly higher associations than Cognitive scales; but the opposite was observed regarding Mental Health.
- Affective and Cognitive scales are equivalent, we found no evidence to change affective for cognitive.
- Affective questions, allow comparisons since COPSOQ I.
- So, good to keep affective questions in COPSOQ III despite cognitive could be used for research.