

IS THE DEMANDS-CONTROL-SUPPORT A GOOD PREDICTOR OF SICKNESS PRESENTEEISM IN SPAIN?

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BACKGROUND

- Demands-Control-Support (DCS) model (Karasek, Johnson, Theorell)
- SP: attending working while sick. Two approaches:
 - From business and social science disciplines: basically interested in the economic impact because of the loss of productivity
 - From public health: interested in associated factors and its effects on worker's health



METHODS

- Population-based cross-sectional study
- Spanish Psychosocial Risks Survey (ERP2016 in its Spanish acronym), n=1,807 workers
- For this study:

Workers who had worked for at least nine months during the last year

n=1,615



Excluding “healthy” workers

(those answering “I have not been sick during the past 12 months”)

n=678



- Dependent variable: SP

Two cut-offs:

1. ≥ 2 episodes (common criterion) (Aronsson, 2000)
2. ≥ 5 episodes (highly presenteeist)



- Independent variable: DCS model

DCS model	COPSOQ dimensions
Demands	Quantitative demands Work Pace
Control	Influence Possibilities for development
Support	Social support from colleagues Social support from supervisors



- Adjustement variables:

Sex
Age
Occupational class
Insecurity over employment (COPSOQ)
Emotional demands (COPSOQ) + Hiding emotions (COPSOQ)



METHODS

- Statistical analysis: Robust Poisson regressions to estimate prevalence ratios, crude (PR) and adjusted (aPR)



RESULTS

- SP prevalences:

Cut-off	Prevalence	95%CI
≥ 2	53.0%	(46.8% - 59.0%)
≥ 5	18.0%	(13.7% - 23.3%)



RESULTS

- Association DCS model with SP:

≥ 2

Exposure	PR	95%CI	aPR	95%CI
High demands	1.31	(1.06 - 1.62)	1.18	(0.93 - 1.49)
Low Control	1.16	(0.96 - 1.39)	1.22	(1.01 - 1.49)
Low Support	1.25	(0.99 - 1.59)	1.13	(0.89 - 1.43)

Interaction Demands x Control not significant (crude p=0.762; adjusted p=0.701)

≥ 5

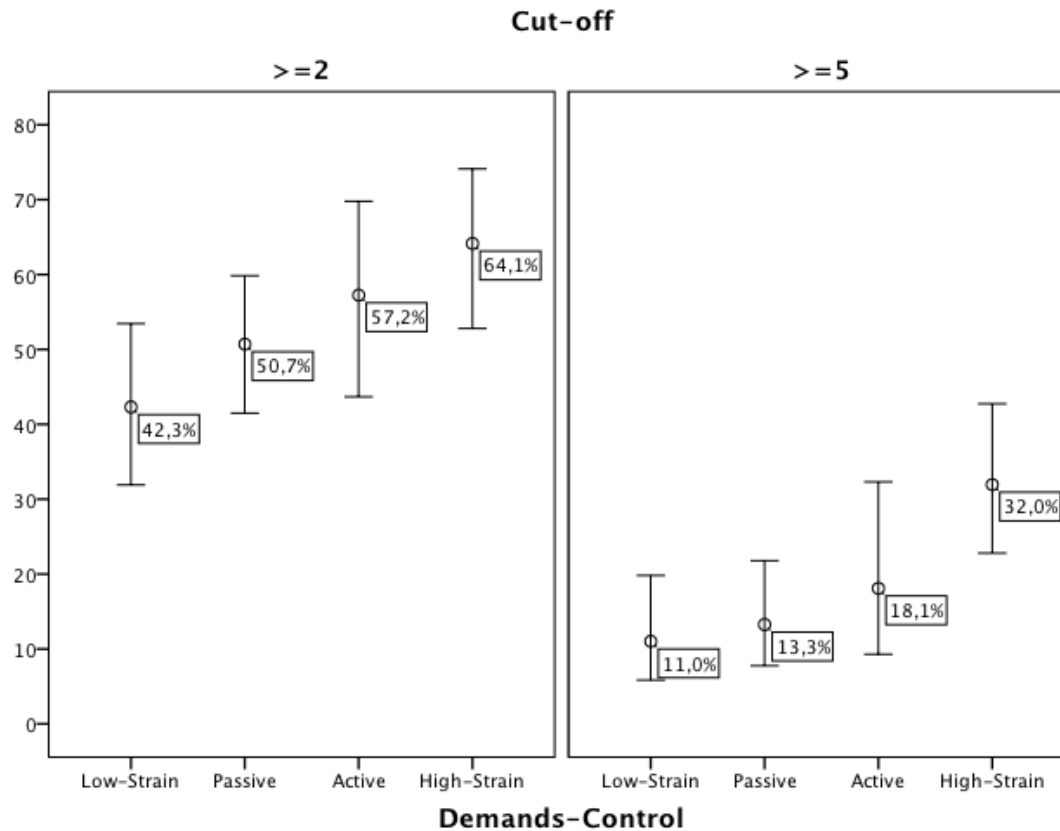
Exposure	PR	95%CI	aPR	95%CI
High demands	2.04	(1.22 - 3.39)	1.83	(0.97 - 3.47)
Low Control	1.54	(0.94 - 2.50)	1.79	(1.10 - 2.94)
Low Support	1.29	(0.73 - 2.29)	0.98	(0.58 - 1.65)

Interaction Demands x Control not significant (crude p=0.479; adjusted p=0.481)



RESULTS

- SP prevalences by DC situations:





CONCLUSIONS

- First approach exploring the possible role of DCS model on SP in Spain
- Social support is not associated with SP meanwhile JD and JC are
- The intensity of the associations is greater when the cut-off used is “five” compared with “two”
- DC model could be a better predictor of “highly presenteeist”