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***The influence of the psychosocial factors on the
Portuguese workers' health and well-being***

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INTRODUCTION

Major transformations in the world of work

- Globalization
- Free Market Economy
- Tertiarization of labour market
- Technological advancements
- Economic crisis and recession



The psychosocial risks, work-related stress and non-communicable diseases are of growing concern for many workers in all parts of the world.

International Labour Organization, 2019

**ONE OF THE MAJOR CONTEMPORARY CHALLENGES FOR OCCUPATIONAL
SAFETY AND HEALTH (OSH)**

European Agency for Safety and Health at Work, 2012

INTRODUCTION

Findings: Health status of EU Citizens

Total cost of mental ill-health: more than **4% of GDP** across the 28 EU countries

- **Health care** (1.3% of GDP)
- **Social security programmes** (1.2% GDP)
- **Indirect costs to the labour market** due to *lower employment and productivity* (1.6% GDP)

Oct 2018 - Mr. António Guterres on the launch of United Nations Workplace Health and Well-being Strategy Mental health is a “neglected issue” but key to achieving Global Goals



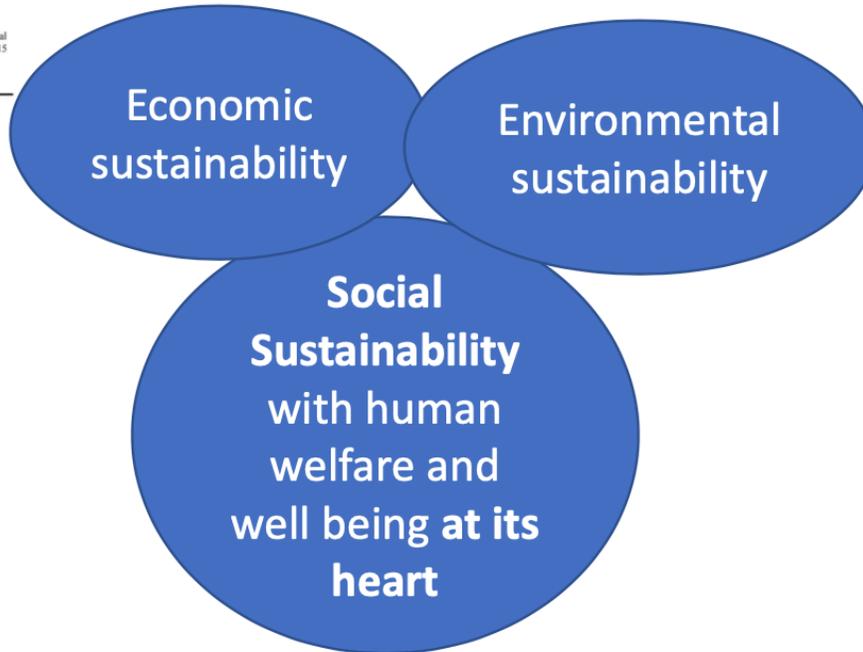
INTRODUCTION

United Nations 2030 Agenda Sustainable Development



United Nations, 2015

https://www.un.org/ga/search/view_doc.asp?symbol=A/RES/70/1&Lang=E



ILO Global Commission on the Future of Work



International Labour Organization, 2019

https://www.ilo.org/global/publications/books/WCMS_662410/lang--en/index.htm

AIMS

To explore:



Portuguese long version of the COPSOQ II results
its impact on health and well-being of the workers



- Comparison of the sociodemographic data results of the Portuguese sample with the results of the Danish sample.
- Identification of the levels of psychosocial risk factors for health in each of the COPSOQ II scales (in tertiles).
- Categorization of the comments on the three open COPSOQ II questions concerning health and work.

Rosário, S. (2019). The Psychosocial risk assessment: validation of the Portuguese long version of the Copenhagen Psychosocial Questionnaire II (COPSOQ II) [Doctoral Dissertation, Faculty of Engineering of the University of Porto]. <https://repositorio-aberto.up.pt/handle/10216/118979>

METHODS

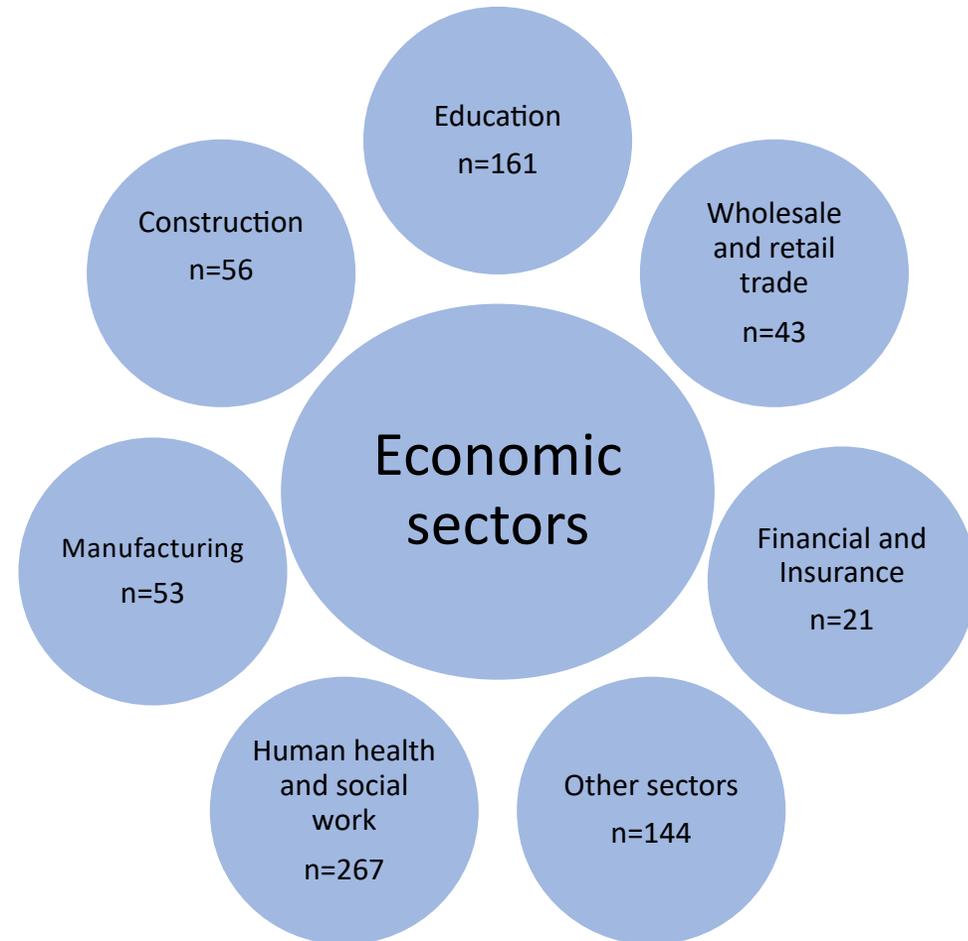
Research Designs and Methods

- Descriptive comparative sociodemographic data results of the Portuguese sample with the results of the Danish sample.
- Levels of psychosocial risk factors for health in COPSOQ II scales (tertiles): CoPsoQ - Ista21 method <https://copsoq.istas21.net> (Moncada *et al.*, 2009)
- Qualitative analysis of the three open-questions: thematic analysis (Berg, 2007).

METHODS

Sample: 745 Portuguese employees

Age range for total participants: 19-65 years
(average=39.4; standard deviation= 9.9)



RESULTS

Comparison of the Portuguese sociodemographic data results with the original Danish study sample

Portuguese sample results (%):

- Higher percentage of **immigrants** [PT=8.2%; DK=2.9%]
- Higher **usage** percentage of **tranquilizers** [PT=6.3%;DK=2.5%]
and **sleeping pills** [PT=7.0%;DK=0.6%]
- Higher percentage of **passive physical active**
[PT=32.3%;DK=10.1%]
- Higher percentage of **skilled-workers** [PT=56.1%;DK=17.8%]
- Higher percentage of **variable work hour without night work**
[PT=36.8%;DK=7.2%]

- Lower consumption of **pain killers** [PT=1.2%;DK= 4.0%]
and **alcohol** [PT mean=0.7; Dk mean=4.0]
- Lower **smoking status** [PT=20.0%; DK=32.3%]
- Lower percentage of **white-collar workers**
[PT=24.0%;DK=51.2%]
- Lower percentage of **bicycle use** [PT=24.0%;DK=51.2%]
- Lower percentage of **fixed day work**
[PT=46.6%;DK=81.0%]
- Lower **periods of absence from work due to illness**
during the last 12 months [PT mean=1.2;DK mean=0.3]
- Lower **numbers of days of absence from work due to**
illness [PT mean=3.9;DK mean=7.0]

RESULTS

Levels of psychosocial risk factors for health in COPSOQ II scales

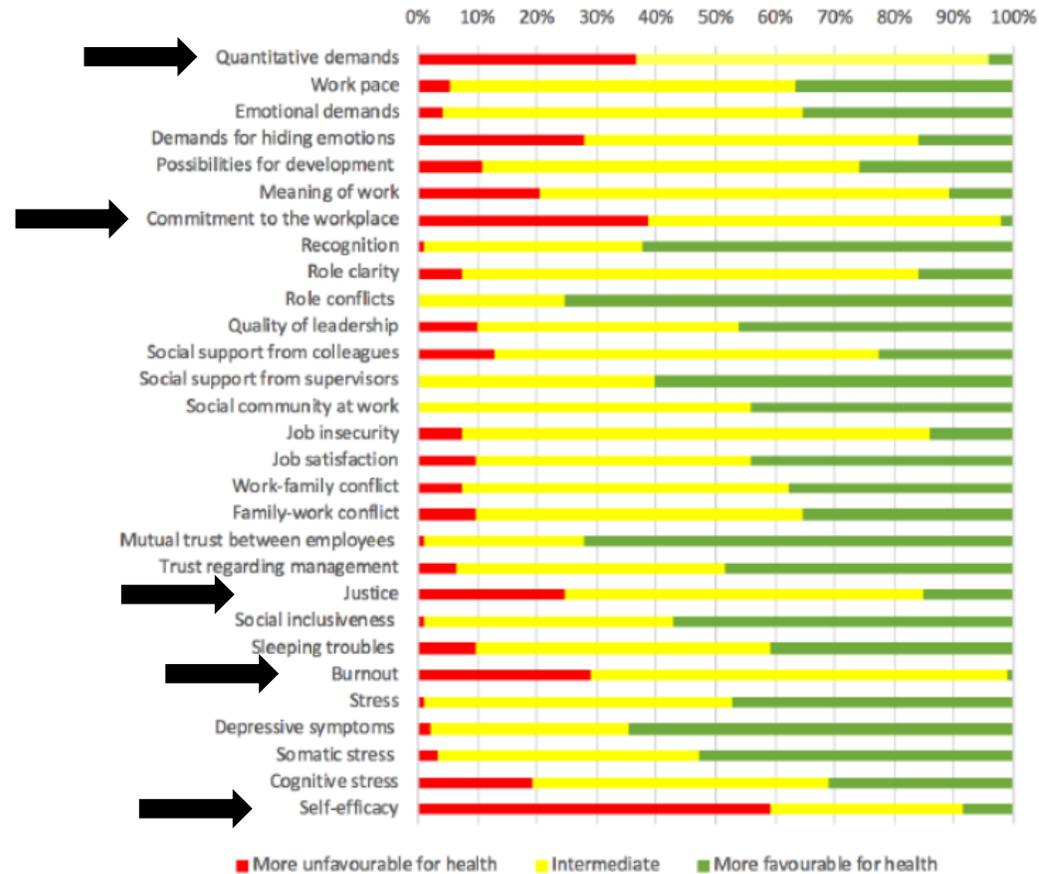


Table 1. Tertiles of the Portuguese long version of COPSOQ II scales

RESULTS

Qualitative data

Sample of the study (n=745), 75 participants (10,1 %) made comments

Content analysis: a total of 10 categories

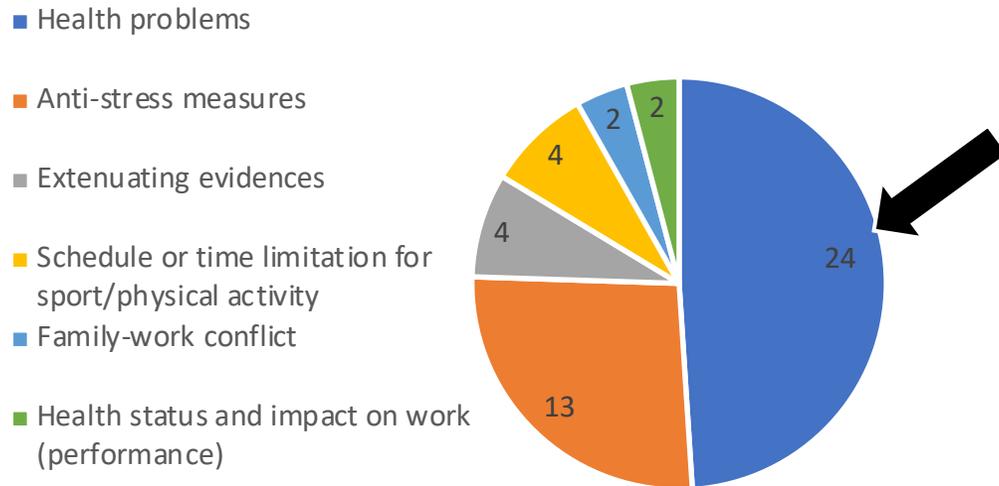


Figure 1. Question concerning health or other matters

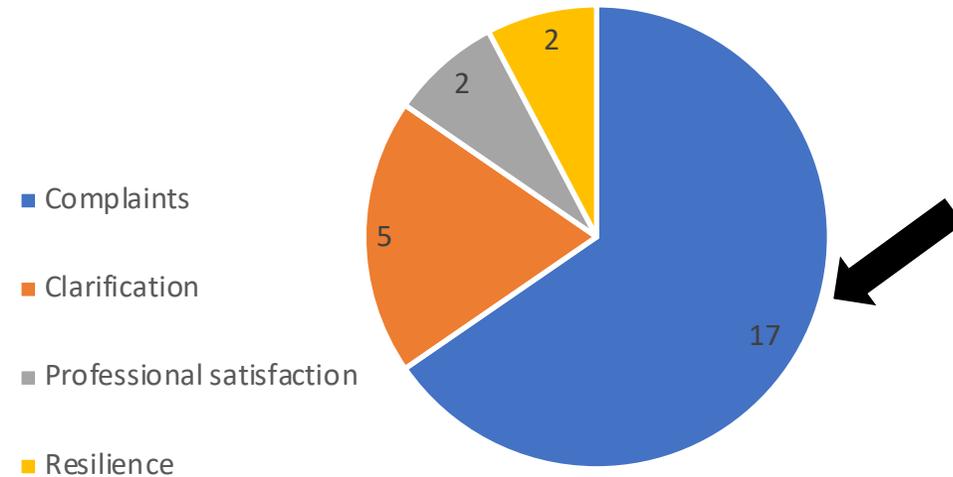


Figure 2. Question concerning work or other matters

DISCUSSION

Comparison of the Portuguese sociodemographic data results with the original Danish study

Overall the results are similar, with only a few showing high discrepancies.

- **Health and well-being** Higher percentage of usage of tranquilizers [PT=6.3%; DK=2.5%] and sleeping pills [PT=7.0%;DK=0.6%]
Recent evidence revealed that Portugal has the highest per capita prescription of anti-depressants in the EU, with 60% of the defined daily dose (DDD) of psychiatric drugs prescribed in the National Health System, at a national level, of 341 604 888. An additional evidence reported was that the depressive disorders increased substantially in Portugal during the recent economic crisis [World Health Organization (WHO), 2018].
- **Physical exercise during leisure time** Higher percentage of passive physical active [PT= 32.3%;DK=10.1%]
Danish population has a culture of sporting and of actively participating in sports. Physical activity levels in Portugal are among the lowest in Europe, in adults and particularly in teenagers (WHO, 2018).
- **Working conditions** Lower percentage of fixed day work [PT=46.6%;DK=81.0%]
The reason for this disparity may lie in the severe economic crisis lived in southern Europe and the resulting increase in temporary work throughout the continent, particularly in Portugal (Portugal, 2015).

DISCUSSION

Levels of psychosocial risk factors for health in COPSOQ II scales

The high percentage observed in the three scale - Quantitative Demands = 36.6%, Commitment to the workplace = 38.7%, Self-efficacy = 59.1% - may have underlying causes:

- Portugal **major** and **adverse economic and social impact crisis** (Portugal, 2015; OECD/Eurostat/WHO, 2017)
- **Risk of poverty** for the for the unemployed population was 40% in 2015 (ILO, 2018)
- **Unemployment** was high by EU standards (ILO, 2018)
- Rates of **precarious employment** were **high** and more than 75% of employment contracts were considered precarious (ILO, 2018).
- EU report on Burnout (Eurofound, 2018), in which Portugal indicated an increase in burnout over time (Cunha *et al.*, 2014; Marcelino *et al.*, 2012; David & Quintão, 2012).



The evidence mentioned seems to corroborate the results of the three scales. Also, the high results in the scales Quantitative demands (36.6%), Commitment to the workplace (38.7%), Justice (24.7%) and Burnout (29.0%) could explain the high rate verified in the scale Self-efficacy (59.1%).

DISCUSSION

Qualitative data

Higher incidence of workers comments was registered concerning in the three categories: health problems (32%), complaints (23%) and anti-stress measures (17%).



In some way related to the scales (Quantitative Demands, Commitment to the Workplace and Self-efficacy) that reported the most unfavorable results. There may be some comments that are related to some of the most unfavorable results of the scales, although it is not possible to establish a direct causality between them.

CONCLUSIONS

- **The sociodemographic results between the Portuguese and Danish sample:** overall results are similar, with only a few showing high discrepancies mainly due to issues related to the culture , tradition and also the socio-economic situation of the country.
- **Results of the levels of psychosocial risk factors for workers' health:** indicates need for prevention to be managed in the workplace on the basis of all work-related risks (including those of a psychosocial nature and those resulting from the interaction of risks) and of all stakeholders in order to favor measures aimed at minimizing or even eliminating risk.
- **Themes addressed in the comments of the open COPSQQ II questions:** may be in some way related to the scales (Quantitative Demands, Commitment to the workplace and Self-efficacy) that reported the most unfavourable results.



The Portuguese long version of COPSQQ II is intended to be a resource for researchers and professionals in Portuguese organizations for the prevention and promotion of health and well-being in the labour context.

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