Validation of the ISTAS 21 / CoPsoQ in Chile

Ministry of Labour and Social Security
Social Security Enforcement Agency
Medical Department (SUSESO)

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Chile
Some figures

Population: 16,598,000
Labour force: 7,282,000
Insured workers: 4,663,000
Unionised/all workers rate: 11.6%
Unionised/wage earners rate: 21.2%
Social Security Enforcement Agency
Duties

• To grant people social security rights
• To improve coverage and quality of social security system (including OSH insurance)
• To disseminate rights and obligations of all the parts of the system (employees, employers, mutual insurance system/OSH)
Psychosocial risk at work in Chile
What for we validated this tool?

- Prevention plans, usually, focuses on stress and illness instead of risk or causes.

- In mental health field, OSH teams follow different theoretical models which makes difficult to compare each other work, to develop common prevention protocols, etc.

- Before the Suseso – ISTAS 21 there was not a validated tool for measuring psychosocial risk in the country.
• Not only getting a tool !!
• Changing minds to risk thinking !!
ISTAS 21/CoPsoQ
not only getting a tool

Supporting development in many related fields

- Research
- Legal
- Prevention
How did we validate ISTAS 21/CoPsoQ in Chile?

- Agency’s initiative
- Other government’s agencies joined as well
- Carried out by the Public Health School of the University of Chile
- International collaboration – istas team leathered by Dr. Salvador Moncada.
How did we validate ISTAS 21/CoPsoQ in Chile?

- The istas 21 questionnaire (long version) was applied to a sample of 1557 workers, 65.6% men, on five different regions of the country, 10 groups of occupations (CIUO-08/ISIC).

- The study was carried on through several stages:
  - Content validity – semantic adaptation – main field work – analysis psychometrical characteristics – validity – reliability – standardization
How did we validate ISTAS 21/CoPsoQ in Chile

• 1th version:  
  Kept all the scales of the original long version of the ISTAS 21  
  Added some questions to the original scales.  
  Questions about violence and sexual harassment where discussed but finally not included.

• 2nd version  
  Kept the scales and number of questions of the first version  
  Adapted the questions to the Chilean Spanish language

• 3rd and final version: SUSESO - ISTAS 21 QUESTIONNAIRE  
  After psychometrical analysis of data  
  Test-retest with high correlation
How did we validate ISTAS 21/CoPsoQ in Chile?

1. Content validity (experts workshop)
   - First version

2. Semantic evaluation/adaptation (50 workers)
   - Second version

3. Internal consistency; construct validity; internal validity; convergent validity (GHQ-12; SF-36)
   - Third version

4. Home-based sample: 1557 workers, 65.6% man, all activities, whole country
   - Final version

5. Probabilistic clusters, multietapic, stratified
   - Standardizing, scores

Medical Department - SUSESO
How did we validate ISTAS 21/CoPsoQ in Chile

Psychometric analysis

• Consistency of data
• Item heterogeneity (<80% answers in one option)
• Item-scale correlation (Spearman; p<0.05)
• Factorial analysis (Equamax) (loading criteria > 0.30)
• Internal consistency (a Cronbach threshold; > 0.70)
• Items excluding criteria: load < 0.30 in one factor; low load in several factors, if excluding increases internal consistency
• Creation/merging of scales
• Convergent validity (with GHQ-12 and SF-36)
20 psychosocial scales

- **Demands (Exigencias psicológicas)**
  1. Quantitative demands
  2. Cognitive demands
  3. Sensory demands
  4. Emotional demands
  5. Demands for hiding emotions

- **Influence and commitment (Trabajo activo y posibilidades de desarrollo)**
  6. Commitment to the work place
  7. Meaning of work
  8. Possibilities for development
  9. Degrees of freedom at work
  10. Influence at work
SUSESO - ISTAS 21
Chilean version of ISTAS 21 (CoPsoQ)

- **Interpersonal relations and leadership (social support at work)**
  11. Role clarity
  12. Role conflicts
  13. Quality of leadership
  14. Quality of relationship with superior
  15. Quality of relationship with partners (job satisfaction?)

- **Rewards at work**
  16. Esteem
  17. Insecurity related to employment conditions
  18. Insecurity related to changing the assigned task

- **Work – family conflict**
  19. Concerning about personal issues (tasks) at home
  20. Quantitative demands at home or personal tasks
Psychosocial risk in the work: Our challenges

1. To change focus from mental illness to psychosocial risk at work
2. To develop a common language about social risk at work
3. To improve the psychosocial conditions in the work place
What are we doing today?

- Running pilot trial (private and government entities)
- Developing a collaborative work with other professional teams
- Making it clear that it is not a threat
- Everybody wins !!
Thank you!!