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Psychosocial exposures and labour management practices and a participative work redesign intervention





Approach

Social Segregation (class, gender, age, ethnic)

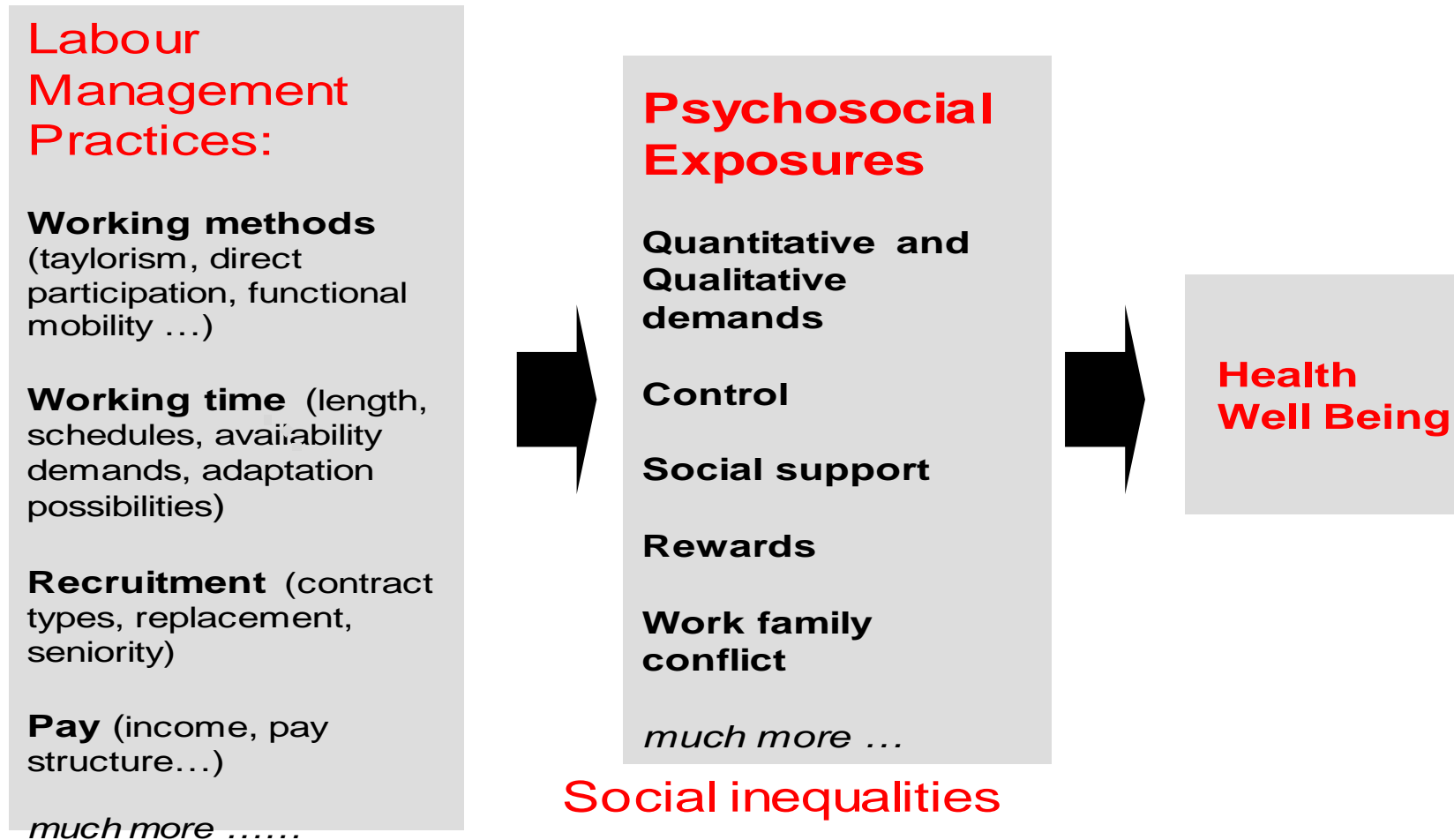


Image source: MacDonald, Härenstam, Warren, Punnett adaptation (Occup Environ Med 2008; 65)



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ORIGINAL ARTICLE

Psychosocial risk exposures and labour management practices. An exploratory approach

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Results

- Among the 14 possible associations of each psychosocial scale with LMP variables, **several scales showed significant associations with more than 8 LMP variables: *Influence* (12) *Role clarity*. *Control over working times* (11), *Insecurity and Esteem* (10); *Meaning of work*, *Commitment to the workplace*, *Predictability*, and *Sense of community* (9).**
- The psychosocial scales with **fewest significant associations** were *Quantitative demands* with 2 associations and *Demands for hiding emotions* with 3.
- Most relevant results referred to the LMP variable ***Consultative and Delegative participation in methods*** (19 out of 21 significant associations and stronger associations - 14 out of 21 had ORs higher than 1.4.- with psychosocial scales)



Results

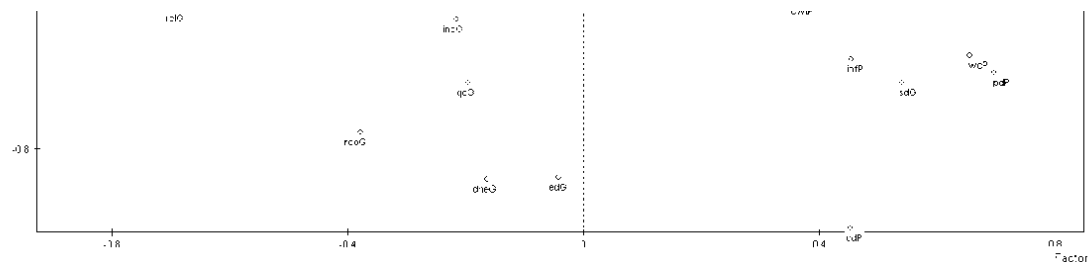
Table II. Association between COPOSQ ISTAS21 psychosocial dimensions and labour management practices (LMP). Odds ratios from age and sex adjusted ordinal logistic regression models. Dependent variables: psychosocial dimensions (quintiles). Independent variables: LMP. Wage earning population. Spain 2005 (n = 7,612).

	Double presence	Quantitative demands	Sensory demands	Cognitive demands	Emotional demands	Demands for hiding emotions	Influence	Freedom at work	Role conflict	Possibilities for development
Consultative & delegative participation in methods	0.935	1.115 (**)	0.898 (*)	1.523 (**)	1.135 (**)	0.970	2.203 (**)	1.556 (**)	1.502 (**)	1.709 (**)

According to our results, the best situation to health in influence is 120% more frequent, in possibilities for development is 70% more frequent, in social support from supervisors is 68% more frequent (...) in recognition is 58% more frequent (...) if direct participation formulas are used

Consultative & delegative participation in methods

Esteem
1.589 (**)





Pre-post study with comparison group

Target: stocks department

Goal: to monitor and assess a participatory work redesign intervention process to reduce psychosocial exposures

18/10/
2011



Stocks department



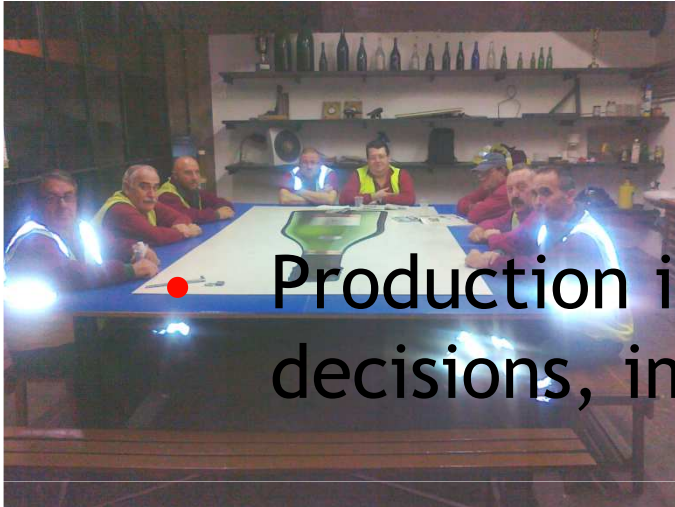


Workers proposals in preventive circles

- Weekly meetings for the **discussion and agreement on how to do the weekly production** (tasks assignment and order of tasks, methods used)
- **Maintenance and minor repairs** (now outsourced) done by workers, after necessary training
- Participation in decisions on **machinery and equipment purchases**



Delegative direct participation changes



- Production is located according to workers decisions, improving manoeuvrability
- 1 loader and 1 train with 3 convoys are used instead of 1 train and 1 loader, time is saved and there is less anxiety about other departments having bottles to work with

“We work in a much better way and quantity reminds the same”



Consultative direct participation proposals



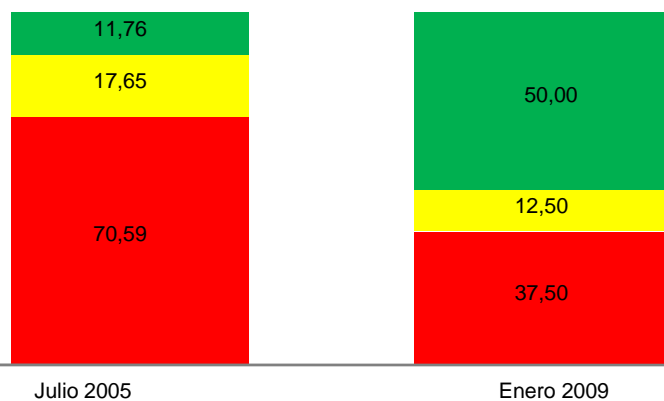
- Buying lower pallets, so there is more space
- Cage modifications, preventing bottled-glass falling on them



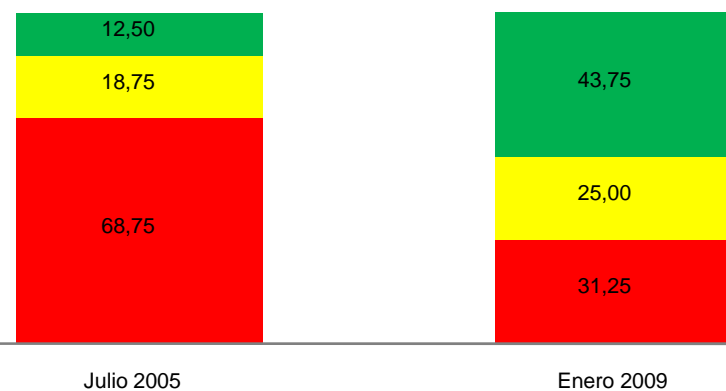


Pre-post intervention results: influence & poss. development

Stocks
Influence



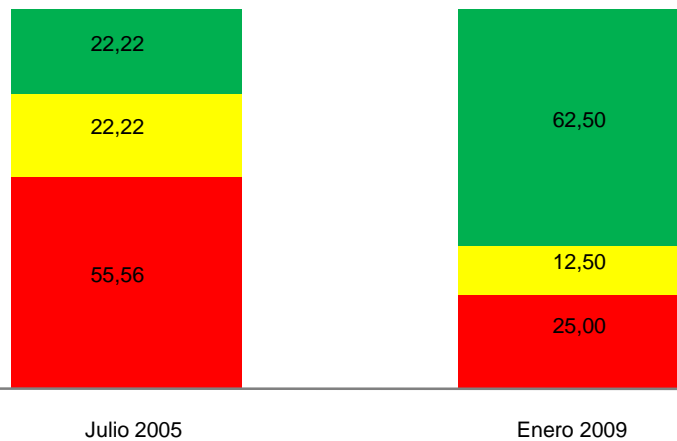
Stocks
Poss. development





Pre-post intervention results: social support and recognition

Stocks
Social support



Stocks
Recognition





Future

Social Segregation (class, gender, age, ethnic)

Labour Management Practices:

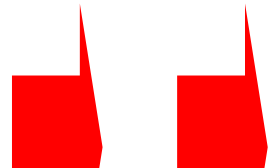
Working methods
(taylorism, direct participation, functional mobility ...)

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 more likely to lead to psychosocial exposures



conflict

much more ...

Social inequ

THANKS!!!! Clara

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