

Labour market position and depressive symptoms – confounded by psychosocial working conditions?

Hermann Burr*
Angela Rauch†
Anita Tisch †
Silke Tophovent†
Uwe Rose*

***Federal Institute for
Occupational Safety and Health
(BAUA)**

***Institute for Employment
Research (IAB)**

Aim

- Current labour market status → depressive symptoms?
- This association confounded by current working conditions?

Method - population

- Two birth cohorts of German employees were selected from administrative data of the German Federal Employment Agency
- 6,585 participants – response rate 27%
- Linkage with Integrated Employment Biographies – 4,081 gave written consent (75%)
 - Males (n = 1,933)
 - Females (n = 2,148)

Method - variables

- Interviews (CAPI)
 - depressive symptoms (simplified version of BDI)
 - Influence at work (COPSOQ)
 - Management quality (COPSOQ)
 - Job insecurity (ERI)
- Linked with
 - register data on previous labour market status

Method - analysis

- Linear regression adjusted for
 - Age
 - Education
 - Partnership status
- Robust S.E., adjusted for sampling points

Results of multiple linear regression analyses – men

Men	
	1 a
Current employment status	
Full-time	Ref.
Part-time	4. 10 ⁺ (2.17)
Marginal	0.15 (2.69)
Working conditions	
Job insecurity	
Quality of leadership	
Influence at work	

Results of multiple linear regression analyses – men

	Men	
	1a	2a
Current employment status		
Full-time	Ref.	Ref.
Part-time	4.10 ⁺ (2.17)	3.17 (2.14)
Marginal	0.15 (2.69)	-0.39 (2.62)
Working conditions		
Job insecurity		6.61 ^{***} (1.15)
Quality of leadership		
Influence at work		

Results of multiple linear regression analyses – men

	Men		
	1a	2a	3a
Current employment status			
Full-time	Ref.	Ref.	Ref.
Part-time	4.10 ⁺ (2.17)	3.17 (2.14)	4.26 [*] (2.16)
Marginal	0.15 (2.69)	-0.39 (2.62)	0.03 (2.55)
Working conditions			
Job insecurity		6.61 ^{***} (1.15)	
Quality of leadership			-2.85 ^{***} (0.33)
Influence at work			

Results of multiple linear regression analyses – men

	Men			
	1a	2a	3a	4a
Current employment status				
Full-time	Ref.	Ref.	Ref.	Ref.
Part-time	4.10 ⁺ (2.17)	3.17 (2.14)	4.26 [*] (2.16)	4.13 [*] (2.16)
Marginal	0.15 (2.69)	-0.39 (2.62)	0.03 (2.55)	-0.47 (2.71)
Working conditions				
Job insecurity		6.61 ^{***} (1.15)		
Quality of leadership			-2.85 ^{***} (0.33)	
Influence at work				-1.46 ^{***} (0.27)

Results of multiple linear regression analyses – women

Women	
	1b
Current employment status	
Full-time	Ref.
Part-time	0.83 (0.68)
Marginal	2.35* (1.18)
Working conditions	
Job insecurity	
Quality of leadership	
Influence at work	

Results of multiple linear regression analyses – women

	Women	
	1b	2b
Current employment status		
Full-time	Ref.	Ref.
Part-time	0.83 (0.68)	0.77 (0.67)
Marginal	2.35* (1.18)	1.98+ (1.16)
Working conditions		
Job insecurity		7.46*** (0.92)
Quality of leadership		
Influence at work		

Results of multiple linear regression analyses – women

	Women		
	1b	2b	3b
Current employment status			
Full-time	Ref.	Ref.	Ref.
Part-time	0.83 (0.68)	0.77 (0.67)	1.15 ⁺ (0.65)
Marginal	2.35 [*] (1.18)	1.98 ⁺ (1.16)	3.04 ^{***} (1.15)
Working conditions			
Job insecurity		7.46 ^{***} (0.92)	
Quality of leadership			-3.23 ^{***} (0.34)
Influence at work			

Results of multiple linear regression analyses – women

	Women			
	1b	2b	3b	4b
Current employment status				
Full-time	Ref.	Ref.	Ref.	Ref.
Part-time	0.83 (0.68)	0.77 (0.67)	1.15 ⁺ (0.65)	0.54 (0.68)
Marginal	2.35 [*] (1.18)	1.98 ⁺ (1.16)	3.04 ^{***} (1.15)	1.77 (1.18)
Working conditions				
Job insecurity		7.46 ^{***} (0.92)		
Quality of leadership			-3.23 ^{***} (0.34)	
Influence at work				-1.56 ^{***} (0.29)

Results

- Depressive symptoms were elevated
 - Among males at current part time work
 - Among females at current precarious work
- Part of these associations attenuated
 - When job insecurity and low influence at work were included
- Among females, depressive symptoms at precarious work *increased* when adjusting for leadership quality

Discussion

- Observed associations between depressive symptoms and current labour market experience are in both genders confounded by current psychosocial conditions
- Employees not employed in ordinary full time jobs differ regarding current working conditions.

The lidA Study Group



BERGISCHE
UNIVERSITÄT
WUPPERTAL

Bergische Universität Wuppertal

Bernd Hans Müller (Projektleiter)

Melanie Ebener

Veronika Kretschmer

Sven Langhoff



Universität Magdeburg

Enno Swart (Projektleiter)

Stefanie March



Institut für Arbeitsmarkt- und Berufsforschung

Angela Rauch (Projektleiterin)

Stefan Bender

Markus Promberger

Anja Burghardt

Anita Tisch

Silke Tophoven

Mark Trappmann



ulm university universität

uulm

Universität Ulm

Richard Peter (Projektleiter)

Jean-Baptist du Prel

infas

infas

Helmut Schröder (Projektleiter)

Jacob Steinwede



Töres Theorell

Tasconsult

v/ Tage Søndergård Kristensen

GEFÖRDERT VOM



**Bundesministerium
für Bildung
und Forschung**

associated partner: Hermann Burr, Hans Martin Hasselhorn, Uwe Rose (BAuA)

lidA
leben in der Arbeit

baua:
Bundesanstalt für Arbeitsschutz
und Arbeitsmedizin

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und Arbeitsmedizin

Institute for Employment
Research

The Research Institute of the
Federal Employment Agency



Thanks for your attention!

Further information:
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