



Psychosocial exposures at work among salaried workers in Spain in 2005 and 2010

(and some implications for COPSOQ)

Research team

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Objectives

To describe the changes of psychosocial exposures at the workplace among wage earners in Spain in 2010 comparing to 2005

To discuss (some) implications for COPSOQ



Psychosocial Risks at the Workplace Surveys (ERP)

- Representative samples of wage-earning
 - Pilot 2003 (COPSOQ I)
 - 2005 (N=7,650) COPSOQ I
 - 2010 (N=5,100) COPSOQ II
- COPSOQ administrated by interview at home



Methods

- 19 scales (identical items) ranging 0 - 100.
- Categorical dimensions:
 - **Cut points: frequency distribution of the standardised 2005 scores punctuation closest to theoretical tertiles).**
 - Most favourable for health, or *green*
 - Intermediate, or *yellow*
 - Least favourable for health, or *red*
- Descriptive analysis
- Multivariate analysis: MCA



Dimensions that worsened

| | Unhealthy score | Year | Mean (SD) | Mean difference 2010 - 2005 (IC 95%) | % subjects in each exposure level | | |
|---------------------------------|-----------------|------|-------------|--------------------------------------|-----------------------------------|--------|------|
| | | | | | Green | Yellow | Red |
| Double presence | 100 | 2005 | 22,1 (23,7) | 9,2 (8,3 ; 10,1) | 38,2 | 30,8 | 31,0 |
| | | 2010 | 31,3 (25,2) | | 23,2 | 29,7 | 47,2 |
| Pace of work | 100 | 2005 | 50,8 (32,3) | 2,6 (1.28 ; 3,9) | 29,5 | 37,5 | 32,9 |
| | | 2010 | 53,4 (40,1) | | 26,6 | 36,0 | 37,4 |
| Demands hiding emotions | 100 | 2005 | 37,5 (27,4) | 2,9 (1,9 ; 3,9) | 27,7 | 47,8 | 24,5 |
| | | 2010 | 40,4 (26,5) | | 23,1 | 50,0 | 26,9 |
| Influence | 0 | 2005 | 44.3 (30.1) | -3.7 (-4.7 ; -2.7) | 35.2 | 28.5 | 36.3 |
| | | 2010 | 41.0 (26.8) | | 28.1 | 34.2 | 37.7 |
| Quality of leadership | 0 | 2005 | 63.1 (24.5) | -5.0 (-6.0 ; -4.0) | 25.9 | 37.7 | 36.3 |
| | | 2010 | 58.1 (28.3) | | 23.2 | 41.4 | 35.4 |
| Social support from colleagues | 0 | 2005 | 68.3 (24.8) | -11.3 (-12.3 ; -10.3) | 32.3 | 31.3 | 36.4 |
| | | 2010 | 57.0 (30.2) | | 23.9 | 28.1 | 48.1 |
| Social support from supervisors | 0 | 2005 | 70.0 (25.8) | -6.9 (-7.9 ; -5.9) | 29.3 | 36.2 | 34.5 |
| | | 2010 | 63.1 (27.3) | | 27.8 | 35.4 | 36.8 |
| Insecurity to find a job | 100 | 2005 | 45,9 (38,2) | 12,3 (10,7 ; 13,9) | 39,2 | 26,2 | 34,6 |
| | | 2010 | 58,2 (49,2) | | 31,4 | 19,7 | 48,9 |



Dimensions that improved

| | Unhealthy score | Year | Mean (SD) | Mean difference 2010 – 2005 (IC 95%) | % subjects in each exposure level | | |
|---|-----------------|------|-------------|--|-----------------------------------|--------|------|
| | | | | | Green | Yellow | Red |
| Emotional demands | 100 | 2005 | 36,3 (25,6) | - 0,9 (-1,8; 0,0) | 31,8 | 29,1 | 39,1 |
| | | 2010 | 35,4 (24,3) | | 31,1 | 35,6 | 33,3 |
| Role conflicts | 100 | 2005 | 37,8 (24,7) | -4,7 (-5,6 ; -3,8) | 30,3 | 31,2 | 38,4 |
| | | 2010 | 33,1 (22,7) | | 34,4 | 37,5 | 28,1 |
| Job insecurity: worry to loss the job | 100 | 2005 | 47,3 (41,4) | -9,7 (-11,4 ; -8,1) | 40,0 | 21,1 | 38,9 |
| | | 2010 | 37,6 (48,9) | | 55,8 | 18,2 | 26,0 |
| Insecurity : worry about worsening working conditions | 100 | 2005 | 42,6 (30,5) | -10,6 (-11,7 ; -9,6) | 27,5 | 33,7 | 38,8 |
| | | 2010 | 32,0 (25,5) | | 38,0 | 41,9 | 20,0 |



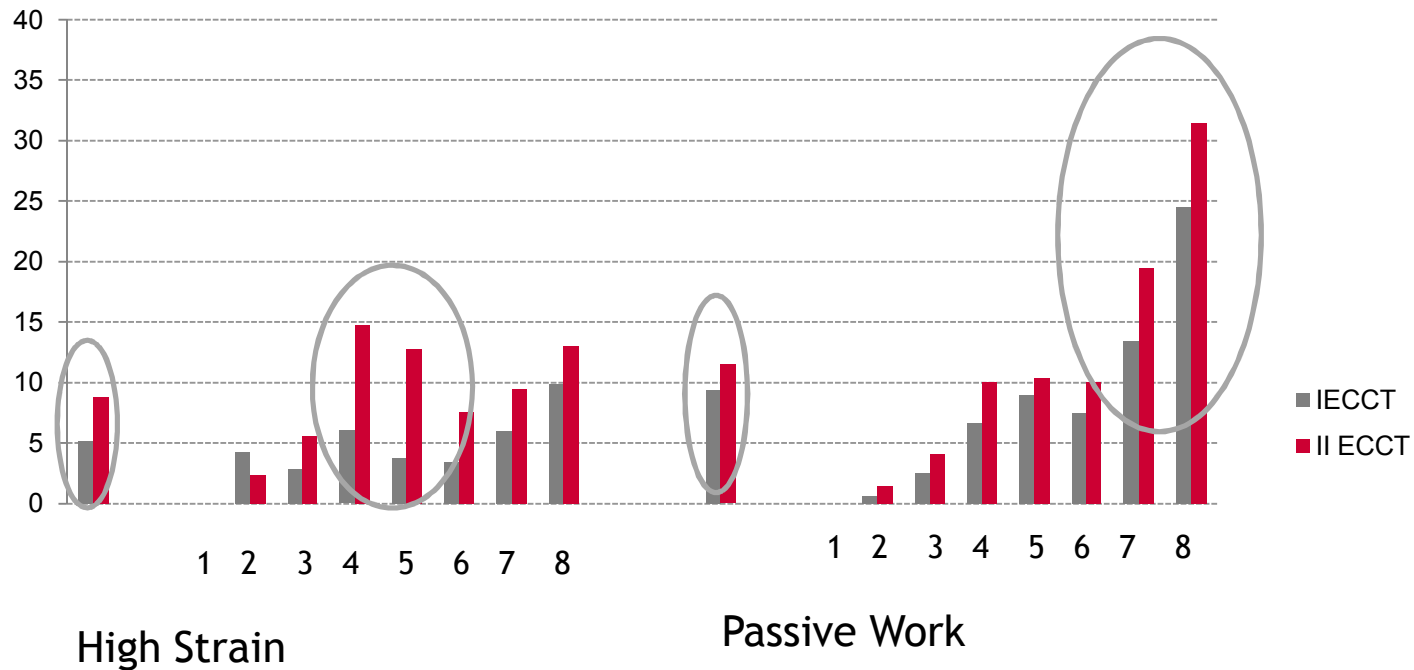
Some questions...

- Changing pattern Passive Work / High Strain?
 - Higher Work Pace, Lower Social Support, Influence & Quality of Leadership
 - No improvements in Cognitive Demands, & Possibilities for Development
- Increase of inequalities?
 - Those who worsened (2010) are those who already were worse in 2005.
- Insecurity: COPSQQ implications



High strain & Passive work by occupational group in Catalonia

2006 (I ECCT) & 2010 (II ECCT) Catalan Working Conditions Survey



1, Managers, 2. Professionals ,3. Associate professionals, 4. Clerks, 5. Employees of personal services, hostelry & sales
6.Skilled workers industry, construction & mining, 7. Machine operators & assemblers, 8. Unskilled workers



Insecurity: different components

- Threat of job loss
- Uncertainty regarding future employment
- Worry about worsening of valuable working conditions

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Spain: insecurity

- High destruction of employment since 2008
 - less temporary employees in 2010 than in 2005 among both Spanish employed population and in our study population
 - “survival” bias?
- ... but more precariousness in 2010 than in 2005:
 - Working less than 20 h: 6.3% to 11.4 %
 - Have to work Saturdays or Sundays: 40.2 % to 50.3 %
 - Split shift work 7.4 % to 12.3 %
 - Have to work overtime: 26.5 % to 43.1 %
 - Flexible salary, men: 16.1 % to 40.2 %
 - Flexible salary, women: 12,3 % to 29,5 %
 - Salaries decrease (average) 2008-2013: 3.5 % per year
- ... and worsening due to the conservative labour reform, reducing rights and collective bargaining



Job insecurity over working conditions

- Among those who worry about losing the job, the worsening of working conditions decreased from 77% (2005) to 45 % (2010).
- among those who worry about finding another job in the case of becoming unemployed, the worry about the worsening of working conditions decreased from 72% (2005) to 28% (2010).
- So, in the context of high unemployment, to keep the job or to find another if the current is lost looks more important (valuable?) than to maintain working conditions (like working time, tasks and salary).



Job insecurity in COPSQQ II

COPSQQ I & II

Are you worried about becoming unemployed? (To a very large...)

Are you worried about new technology making you redundant? (To a very large...)

Are you worried about it being difficult for you to find another job if you became unemployed? (To a very large...)

Are you worried about being transferred to another job against your will? (To a very large...)

COPSQQ II SPAIN

| | |
|------------------------------------|--|
| Insecurity over employment | Are you worried about becoming unemployed? ** Are you worried about It being difficult for you to find another job if you became unemployed? ** |
| Insecurity over working conditions | Are you worried about a change of <u>timetable</u> (shift, weekdays, time to enter and leave, ...) against your will? ** |
| | Are you worried about a change of working <u>tasks</u> against your will? |
| | Are you worried about a variation in your <u>salary</u> (not being updated, being downsized, variable pay being introduced, etc.)? ** |
| | Are you worried about being transferred to another job against your will? |

** items included in short version



köszönöm !תודה *děkuji*

mahalo 고맙습니다

thank you TAK

merci 谢谢 *danke*

Ευχαριστώ شکرا

どうもありがとう *gracias*

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