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Psychosocial exposures and direct participation labour management practices

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Approach

What about factors that shape psychosocial work environment??

Kristensen TS (2010)

Targeting work organisation context when analysing working conditions ...

McDonald et al (2008)

Macro factors: legislation, public policies ...

much more

Psychosocial Exposures

Quantitative and Qualitative demands

Control

Social support

Rewards

Work family conflict

much more ...

Social inequalities

Health Wellbeing Productivity Quality
much more

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



Our focus

- **Labour Management Practices (LMP)** as indicators of work organisation that include many aspects of the way work is designed, organised and managed
- **Following the segmentation theory, we understood LMP as a set of strategic actions at company level aimed at:**
 - recruiting,
 - using, developing,
 - promoting, rewarding,
 - and keeping or dismissing workers(i.e. work process design and working methods, working time, employment or pay management practices)

Rubery J. Developing segmentation theory: a thirty years perspective. *Économies et Sociétés* 2007;6:941-64.

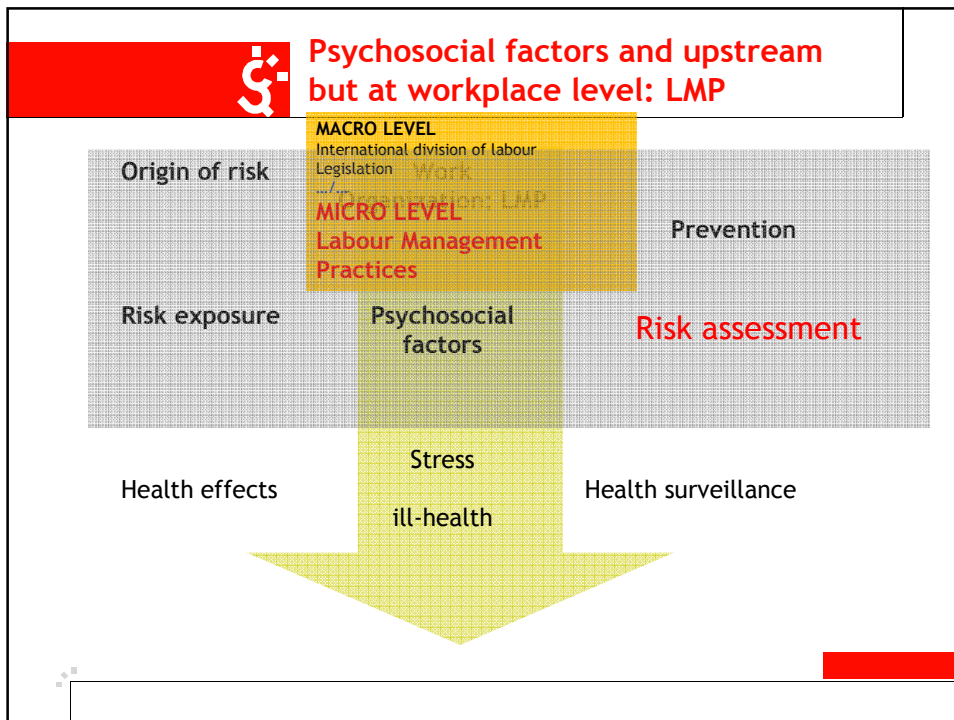
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Why LMP?

- **Because:**
 - **Mainly decided at shop floor level so could be change there**
 - **By top management, middle management, workers' reps, workers... if they see it possible: they know barriers, opportunities, weaknesses and strengths and they have the power and actual possibility to change them**
- **But:**
 - Influenced by social, institutional and economic context
 - Vary according to occupational class, sex, age or ethnic group
- **Nonetheless:**
 - **Help us to reverse usual preventive practice in Spain focus on individual issues (stress management, palliative treatment)**
 - **Help us to enforce social and technical aspects of jobs**
 - **Pertinent features for primary preventive interventions tips**

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Focus

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

Social inequalities

whether and how certain LMPs are associated to psychosocial exposures to know more about factors shaping them

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

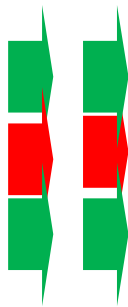


Sub-study direct participation

Social Segregation (class, gender, age, ethnic)

Direct Participation Labour Management Practices:

Delegative direct participation
Consultative direct participation



Social inequalities

Psychosocial Exposures

Work pace

Influence
Possibilities for development

Support from colleagues
Support from supervisors

Recognition

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Quantitative part

- **3 questions:**
 - Which direct participation formulas are associated to what psychosocial risk dimensions?
 - Such associations are the same when distinguishing among occupational groups? And sex?
 - Do such associations remain when direct participation is applied together with precarious labour management practices such as temporary labour contract or in a context of staff shortage (both of them very common in my country)?

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Methods

- Cross-sectional study
- Representative sample of salaried workers (N=4938)
- Standardized questionnaire, through personal interviews, at household, 2010
- Associations were assessed by ordinal logistics analysis
- Dependent variables: psychosocial risk exposures
- Independent variable: Direct participation
- Adjusting variables: occupational class, sex, age and 10 LMP indicators (working hours, schedule settings, employment status, seniority, promotion, staffing levels, work planning, salary purchasing power.....)
- Stratification variables: occupational class, sex, employment status and staffing levels

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Difficult to say in English ☹️

- We use ordinal logistic models to estimate associations by odd ratios between psychosocial risks dimensions and direct participation formulas, in terms of the odds of being in a higher quintile (a better one) for each of the 6 CoPsoQ dimensions considered as dependent variables regarding direct participation formulas.
- When interpreting the results, it must be borne in mind that the OR are between consecutive quintiles of the 6 psychosocial dimensions, being the worst quintile for health the reference category. For LMP variables, the poor category was the reference too. In order to know the OR reflecting the distances between the lowest and the highest quintile, shown OR must be raised to the fourth power. Thus an OR equal to 1,30 implies and OR of 2,85 if we consider the lowest and highest quintile of the psychosocial dimensions, and OR equal to 1,46 turns into 4,54.
- Association is considered significant only with a p-value under 0.001.

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Results

Table 1. Associations between psychosocial exposures and DP formulas. OR from ordinal logistic regression model adjusted by 13 variables. NB: $p < 0.001$

Total Population	CONTROL		DEMANDS	SOCIAL SUPPORT		REWARDS
	INFLUENCE	POSSIBILITIES FOR DEVELOPMENT	WORK PACE	COWORKERS SOCIAL SUPPORT	SUPERVISOR SOCIAL SUPPORT	RECOGNITION
DDP wo CPD	1,46	1,18	1,00	1,00	1,11	1,13
CDP wo DDP	1,35	1,46	0,95	1,35	1,61	1,30
DDP +CDP	1,67	1,52	0,92	1,36	1,58	1,41

- 5 out of 6 chosen psychosocial risk dimensions show significant association with Direct participation LMP.
- Results support the hypothesis that influence and possibilities of development were associated with Direct Participation LMP in a positive way: its application could have a positive effect on these exposures. Moreover direct participation formulas were associated to support dimensions and recognition in a positive way too.
- The increase in the odds of being in a more favourable situation for health on psychosocial exposures is bigger when using both formulas of direct participation

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Results stratified by employment status

Table 3. Associations between psychosocial exposures and DP formulas. OR from ordinal logistic regression model adjusted by 12 variables. NB: $p < 0.001$

UNSTABLE	INFLUENCE	POSSIBILITIES FOR DEVELOPMENT	WORK PACE	COLLEAGUES SOCIAL SUPPORT	SUPERVISOR SOCIAL SUPPORT	RECOGNITION
	DDP wo CPD	1,71	1,12	0,94	1,00	1,09
CDP wo DDP	1,41	1,45	0,90	1,20	1,61	1,45
DDP +CDP	1,64	1,40	0,96	1,21	1,37	1,26
STABLE	INFLUENCE	POSSIBILITIES FOR DEVELOPMENT	WORK PACE	COLLEAGUES SOCIAL SUPPORT	SUPERVISOR SOCIAL SUPPORT	RECOGNITION
	DDP wo CPD	1,37	1,20	1,03	1,0	1,13
CDP wo DDP	1,30	1,48	0,96	1,41	1,62	1,23
DDP +CDP	1,61	1,57	0,92	1,41	1,67	1,42

- Association still remains, a bit better for unstable in some dimensions: see recognition
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Results stratified by occupational class

Table 2. . Associations between psychosocial exposures and DP formulas OR from ordinal logistic regression model adjusted by 12 variables. NB: $p < 0.001$

Occupational Class	INFLUENCE	POSSIBILITIES FOR DEVELOPMENT	WORK PACE	COLLEAGUES SOCIAL SUPPORT	SUPERVISOR SOCIAL SUPPORT	RECOGNITION
Unskilled ex workers						
DDP wo CPD	1,56	1,18	1,03	1,05	1,16	1,32
CDP wo DDP	1,30	1,90	1,00	1,45	1,51	1,52
DDP +CDP	1,58	1,45	1,01	1,40	1,42	1,27
Semi-skilled ex workers						
DDP wo CPD	1,47	1,00	0,96	1,04	1,12	1,04
CDP wo DDP	1,64	1,21	0,97	1,48	1,96	1,20
DDP +CDP	1,70	1,37	0,90	1,40	1,75	1,45
Skilled ex workers						
DDP wo CPD	1,36	1,25	1,03	0,94	1,05	1,10
CDP wo DDP	1,16	1,45	0,96	1,18	1,44	1,24
DDP +CDP	1,62	1,61	0,93	1,26	1,55	1,41
Supervisors						
DDP wo CPD	1,31	1,19	0,79	0,91	1,30	1,03
CDP wo DDP	1,72	1,25	0,47	1,61	1,80	1,14
DDP +CDP	2,00	1,64	0,70	1,75	2,09	1,39
Lower professionals						
DDP wo CPD	1,60	1,62	1,00	0,98	1,10	1,18
CDP wo DDP	1,35	2,83	0,66	1,86	1,97	1,80
DDP +CDP	1,75	2,01	0,90	1,54	1,60	1,47
Higher professionals						
DDP wo CPD	1,14	1,10	1,24	0,96	0,66	0,55
CDP wo DDP	0,90	1,68	3,11	1,43	0,99	1,35
DDP +CDP	1,19	1,85	0,82	0,92	0,76	0,90

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

Social inequality THANKS!!!! Clara

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



Scandinavian Journal of Public Health, 2010; 38(Suppl 3): 125–136

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ORIGINAL ARTICLE

Psychosocial risk exposures and labour management practices. An exploratory approach

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