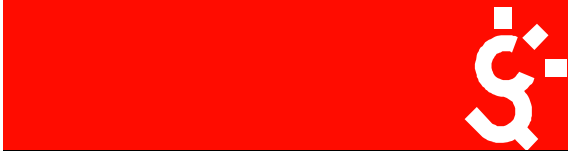




Worsening of workplace psychosocial exposures and mental health in Spain between 2005 - 2010.

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The Changing Patterns of Psychosocial Exposures at Work in the South of Europe: Spain as a Labor Market Laboratory

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Intensification and isolation: psychosocial work environment changes in Spain 2005–10

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Background Work organization in Spain has traditionally been based on a high proportion of passive work. Changes in the labour market in Europe and the economic crisis that began in 2008 may have had an impact on the pace of work in Spain.

Aims To estimate the prevalence of exposure to high-strain work and passive work in 2010 compared with 2005 and to analyse the distribution by gender, age and occupation of workers exposed to high strain and iso-strain in 2010 compared with 2005.

*work among wage-earners
inequalities by gender and*

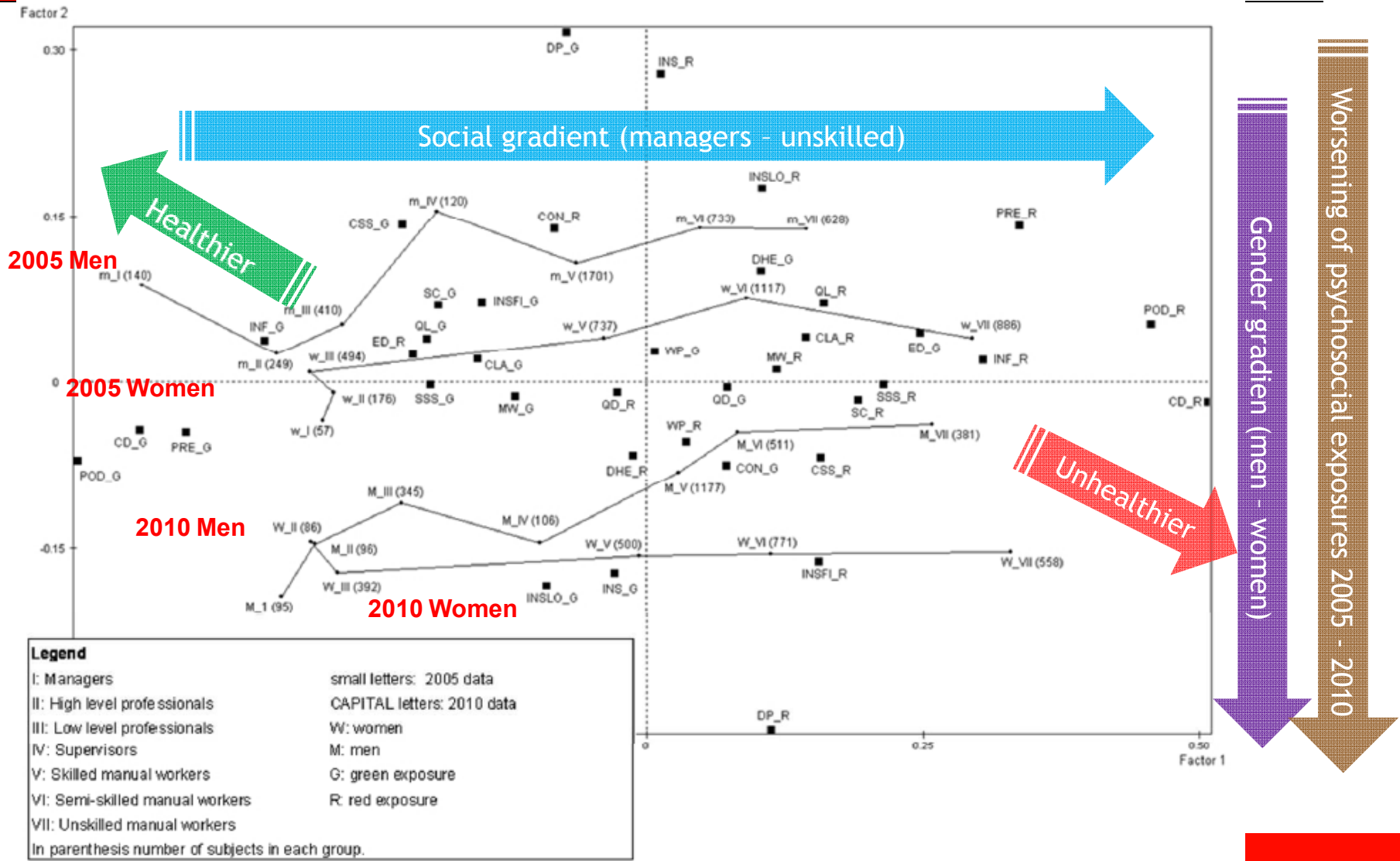
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occupational health;

Psychosocial exposures, occupational class and gender. Spain 2005-2010



3 Utzet M, Moncada S, Llorens C, Molinero E, Moreno N, Navarro A. The Changing patterns of psychosocial exposures at work in the South of Europe: Spain as a laboratory. *Am J Ind Med* 2014 DOI10.1002/ajim.22334. Published online in Wiley Online Library.



Worsen of psychosocial exposures at Spanish workplaces 2005 - 2010

- Changing pattern Passive Work / High Strain
 - Higher Work Pace & Lower Influence
 - No improvements in Cognitive Demands & Possibilities for Development
- Isolation & competitiveness
 - Lower social Support & Quality of Leadership
- Insecurity, different components & meanings
 - Threat of job loss (lower among stable employment 'survivors')
 - Uncertainty regarding future employment (higher among temporary workers)
 - Worry about worsening of working conditions (lower among those at higher insecurity over employment)
- Increasing inequalities
 - Those who worsened are those who already were worse

03/11/2015



Worsen of psychosocial exposures at Spanish workplaces 2005 - 2010: Demand - control - support model

Table 2. 2010 prevalence and prevalence differences between 2010 and 2005 of work characteristics based on the demand-control and demand-control-support models

	2010				2010 - 2005			
	Unweighted		Weighted ^a		Unweighted		Weighted ^a	
	Prevalence (%)	95% CI	Prevalence (%)	95% CI	Prevalence difference (%)	95% CI	Prevalence difference (%)	95% CI
Total								
High strain	3	28.4; 31.1	29	27.8; 30.7	5	3.4; 6.8	6	3.8; 7.1
Passive	26	24.5; 27.1	25	23.4; 26.1	-2	-4.0; -0.7	-3	-5.1; -1.8
Low strain	22	20.4; 22.9	22	21.1; 23.4	-2	-4.0; -0.9	-1	-3.4; 0.2
Active	23	21.6; 24.0	24	22.2; 24.9	0	-1.9; 1.3	0	-1.8; 1.3
High strain								
Low support (iso-strain)	25	23.3; 25.8	24	23.0; 25.7	7	5.0; 8.1	7	5.2; 8.3
High support	5	4.5; 5.8	5	4.2; 5.5	-2	-2.3; -0.6	-3	-2.2; -0.5
Passive								
Low support	16	15.3; 17.4	16	14.6; 16.8	0	-1.6; 1.2	-1	-2.1; 0.6
High support	10	8.6; 10.4	9	8.2; 9.9	-2	-3.3; -1.0	-3	-3.8; -1.5
Low strain								
Low support	7	6.6; 8.1	8	6.8; 8.6	-1	-1.4; 0.6	0	-0.9; 1.1
Active								
High support	14	13.3; 15.4	15	13.6; 15.8	-2	-3.4; -0.7	-2	-3.2; -0.5
Low support	13	12.3; 14.4	14	12.7; 14.9	3	1.5; 4.0	3	1.7; 4.2
High support	9	8.6; 10.3	10	8.8; 10.7	-3	-4.2; -1.9	-3	-4.4; -2.0

CI, confidence interval.

^aWeighted according to sociodemographic sex structure, age and job category corresponding to the last quarter of 2010 of the Survey of the Economically Active Population.



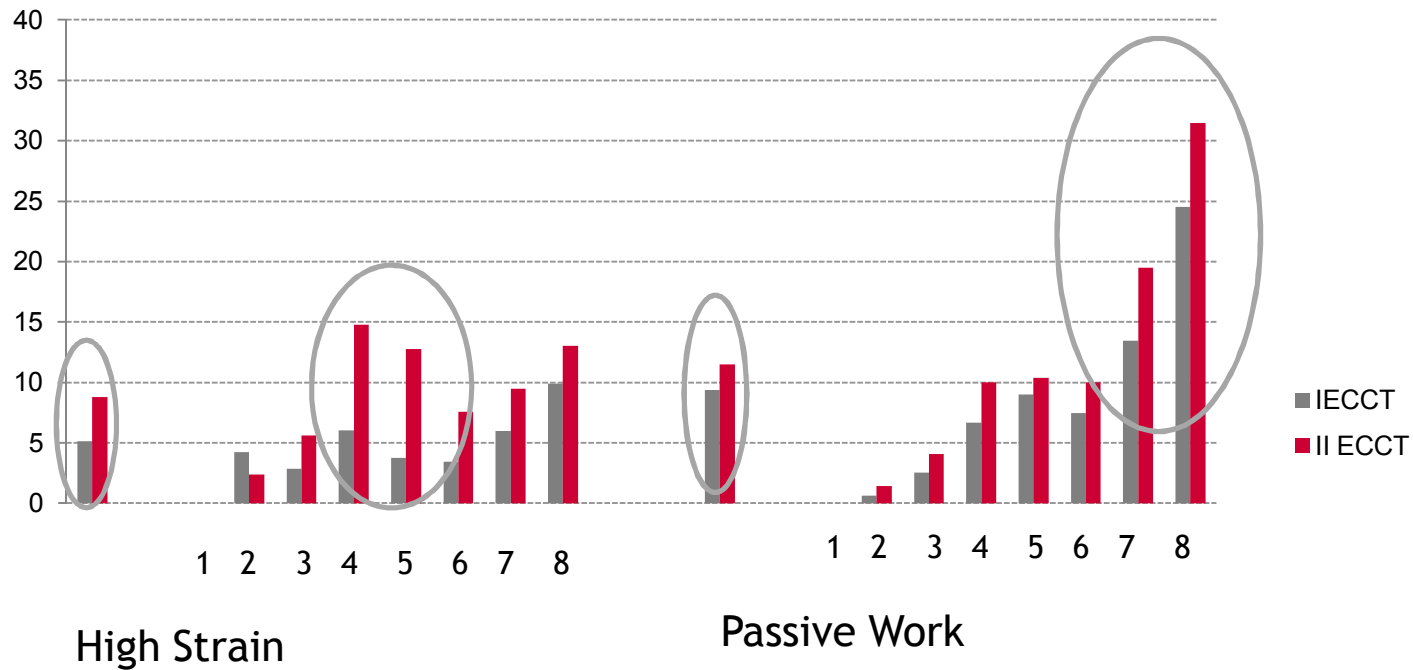
Worsen of psychosocial exposures at Spanish workplaces 2005 - 2010: Demand - control - support model

- Between 2005 and 2010, we found evidence of an intensification of work and reduction in social support in Spain, resulting in a notable increase in the proportion of workers exposed to high strain and iso-strain.
- In both years, the proportion of manual workers exposed to high strain and iso-strain was almost double that of non-manual workers.
- These results highlight the need to improve the psychosocial environment at work in Spain, in order to improve the health of the working population and reduce social inequalities in employment conditions and in health



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



Prevalence ratios (PR) of poor mental health* according to exposures to psychosocial** risks, 2005 and 2010, by gender.

Crude models								
	2010				2005			
	Men		Women		Men		Women	
	PR	95%CI	PR	95%CI	PR	95%CI	PR	95%CI
High Demands	2.20	(1.90 ; 2.54)	1.80	(1.50 ; 2.17)	2.13	(1.88 ; 2.42)	2.05	(1.74 ; 2.42)
Low Control	1.26	(1.10 ; 1.43)	1.12	(0.94 ; 1.34)	1.18	(1.06 ; 1.32)	1.22	(1.04 ; 1.43)
Low Social Support	1.73	(1.49 ; 2.03)	1.60	(1.30 ; 1.97)	1.80	(1.59 ; 2.03)	1.85	(1.56 ; 2.19)
High Insecurity working conditions	1.74	(1.54 ; 1.97)	1.84	(1.55 ; 2.18)	1.01	(0.90 ; 1.13)	0.89	(0.76 ; 1.04)
High Insecurity over losing job	1.68	(1.48 ; 1.90)	1.55	(1.30 ; 1.84)	1.01	(0.90 ; 1.13)	0.99	(0.85 ; 1.16)
High Insecurity over finding job	1.45	(1.25 ; 1.69)	1.52	(1.24 ; 1.87)	0.99	(0.89 ; 1.11)	1.02	(0.87 ; 1.20)
Model including all dimensions								
	2010				2005			
	Men		Women		Men		Women	
	PR	95%CI	PR	95%CI	PR	95%CI	PR	95%CI
High Demands	1.88	(1.62 ; 2.20)	1.37	(1.11 ; 1.70)	2.10	(1.85 ; 2.38)	1.96	(1.66 ; 2.31)
Low Control	1.05	(0.92 ; 1.20)	1.02	(0.84 ; 1.23)	1.06	(0.95 ; 1.19)	1.10	(0.94 ; 1.30)
Low Social Support	1.39	(1.18 ; 1.63)	1.37	(1.09 ; 1.71)	1.60	(1.42 ; 1.81)	1.63	(1.37 ; 1.94)
High Insecurity working conditions	1.30	(1.13 ; 1.49)	1.43	(1.15 ; 1.78)	0.98	(0.84 ; 1.14)	0.80	(0.64 ; 0.98)
High Insecurity over losing job	1.22	(1.06 ; 1.41)	1.11	(0.89 ; 1.39)	0.95	(0.79 ; 1.13)	0.92	(0.74 ; 1.16)
High Insecurity over finding job	1.12	(0.95 ; 1.31)	1.21	(0.95 ; 1.54)	0.98	(0.83 ; 1.17)	1.14	(0.90 ; 1.43)

Reference group in all cases is the opposite to the expressed in the table (if table shows "High" the reference group is "Low" and viceversa)
 Model including all dimensions presents the results for each psychosocial exposure adjusted by the rest.
 95%CI for prevalence differences which don't include 1, in bold



Associations between exposures to psychosocial risks* and the risk of suffering a minor psychiatric disorder.**
2nd Catalan Working Conditions Survey

	Prevalence	Crude		Adjusted***	
		PR (95%CI)	p-value	PR (95%CI)	p-value
Double presence					
Non exposed	10.2	1		1	
Exposed	15.7	1.54 (1.20 ; 1.96)	< 0.001	1.25 (0.95 ; 1.65)	0.117
Quantitative demands					
Non exposed	10.0	1		1	
Exposed	15.7	1.56 (1.23 ; 1.99)	< 0.001	1.37 (1.06 ; 1.76)	0.015
Emotional demands					
Non exposed	8.4	1		1	
Exposed	19.7	2.33 (1.83 ; 2.97)	< 0.001	1.89 (1.45 ; 2.45)	< 0.001
Control					
Non exposed	11.4	1		1	
Exposed	14.4	1.26 (0.97 ; 1.63)	0.074	0.95 (0.72 ; 1.24)	0.694
Social support					
Non exposed	9.0	1		1	
Exposed	18.7	2.08 (1.62 ; 2.67)	< 0.001	1.59 (1.22 ; 2.08)	0.001
Insecurity over working conditions					
Non exposed	9.0	1		1	
Exposed	19.4	2.15 (1.69 ; 2.73)	< 0.001	1.57 (1.20 ; 2.04)	0.001
Insecurity over finding a job					
Non exposed	9.9	1		1	
Exposed	21.4	2.16 (1.69 ; 2.73)	< 0.001	1.69 (1.29 ; 2.21)	< 0.001

*COPSOQ-PSQCAT21 short version **GHQ measured *** Adjusted for psychosocial exposures, gender, age and occupational class.
 Catalan Survey on Working Conditions, 2010. Utzet M, Navarro A, Molinero E, Moncada S, 2015.



Discussion

- SF-36, “positive” measure
- GHQ, Minor psychiatric disorders
 - Some limitations: Screening designed, Anxiety / depression...
- Low control / low influence, no effect?
- Women / men differences
- Insecurity
 - Different “components” or different “concepts”
 - Context dependent: high unemployment



Some prospects...

