



istas



IMPROVING METHODS OF PSYCHOSOCIAL RISKS ANTICIPATION IN EUROPE

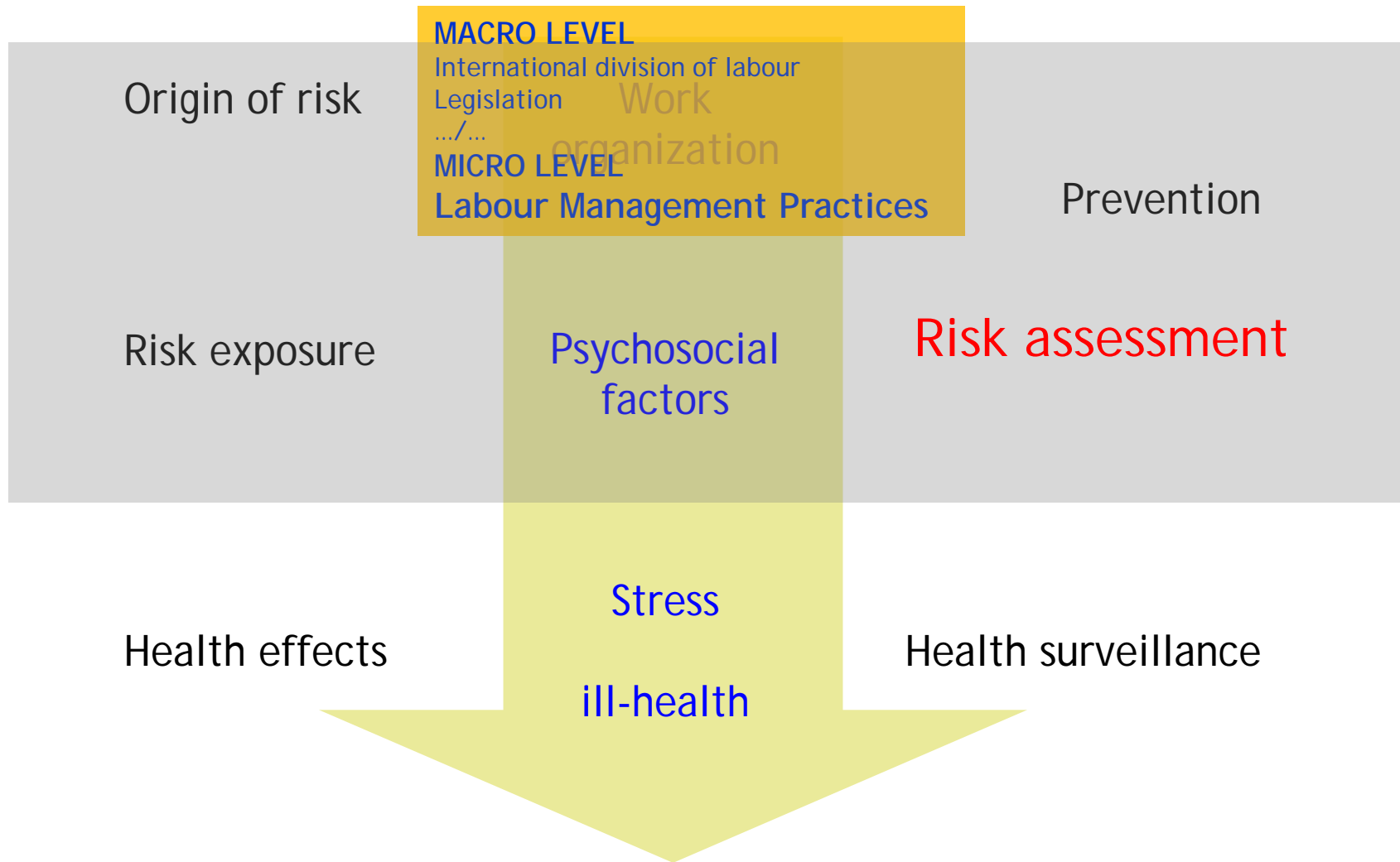
CONCLUDING REMARKS: PARTICIPATIVE PROCESSES TO ACHIEVE CHANGE IN PSYCHOSOCIAL RISKS PREVENTION.

Brussels, 15-16 October 2014.

With the support of the EUROPEAN COMMISSION; Employment, Social Affairs and Inclusion DG;
Social Dialogue and Industrial Relations Call for proposals under Sub-Program II:
Improving expertise in the field of industrial relations (Reference: VP/2013/001; Budget heading 04.03.03.01)



Workplace Psychosocial factors Upstream / downstream

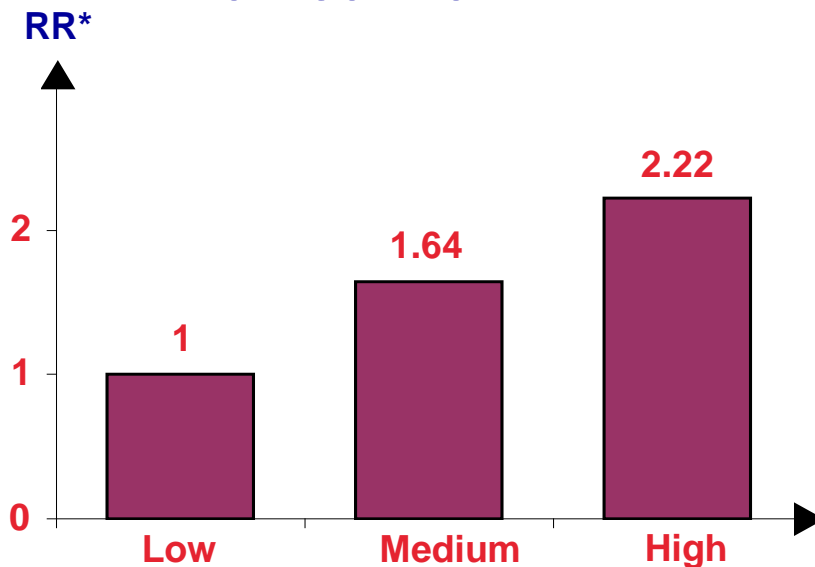




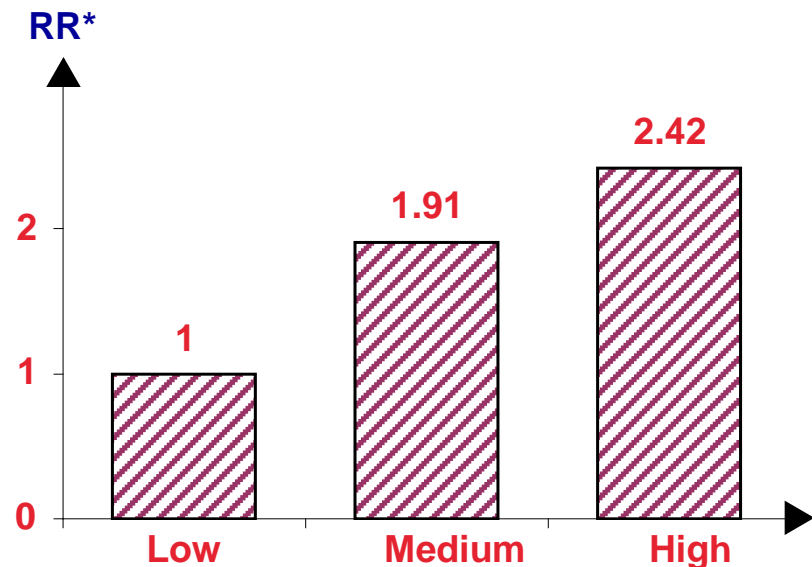
High strain, effort - reward imbalance and cardiovascular mortality

Finnish industry workers followed for 26 years

High demands – low control



High effort – low rewards

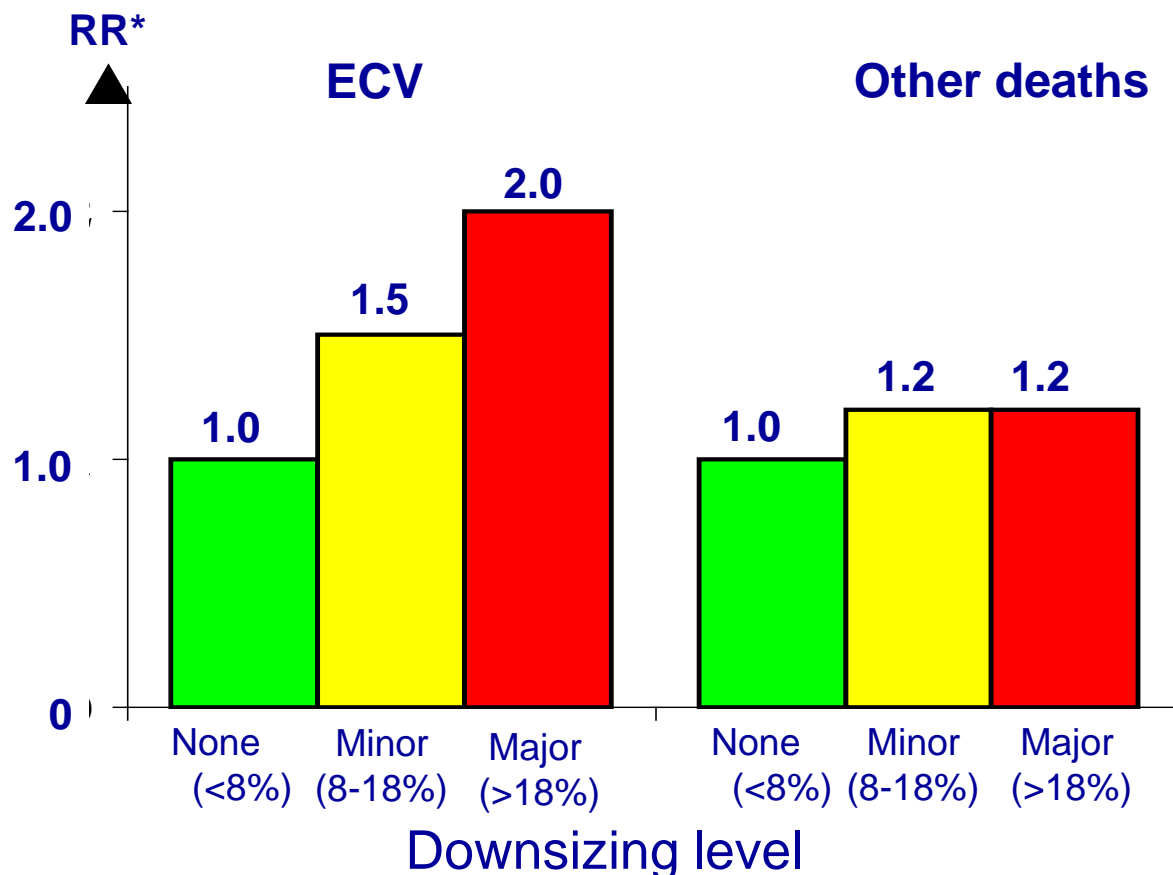


* Adjusted by smoking habits, physical activity, SBP, cholesterol, BMI, age and occupation



Downsizing and mortality

7,5 follow-up years among 22,430 public employees *survivors*



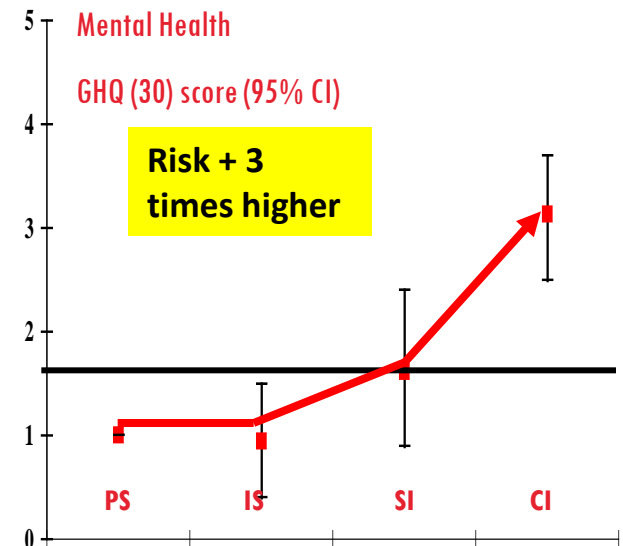
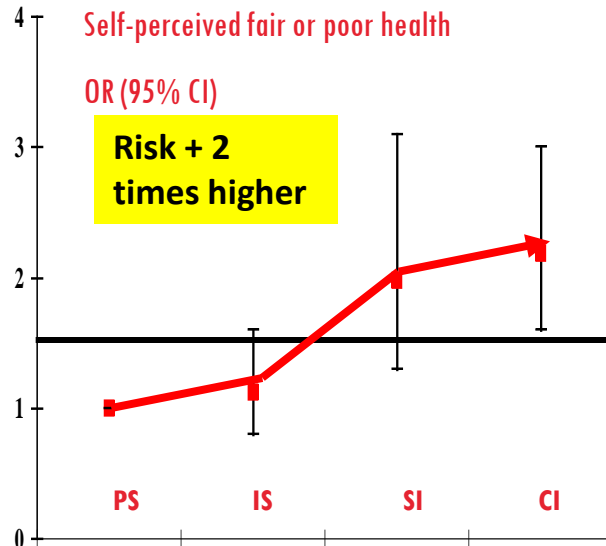
* Adjusted for age, sex, SES and occupation



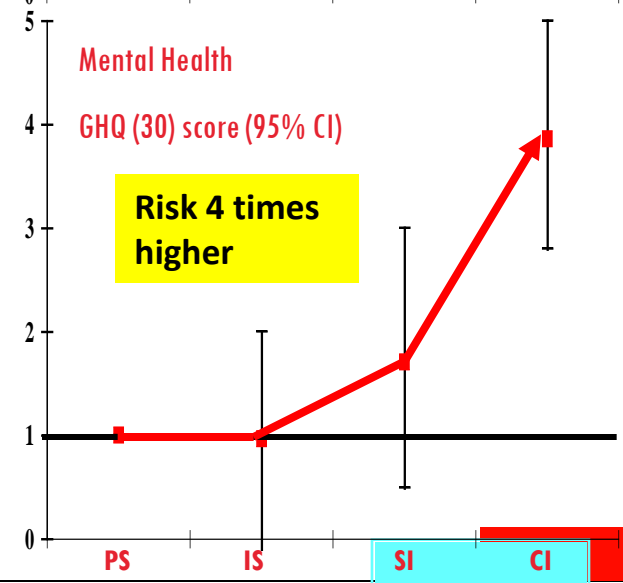
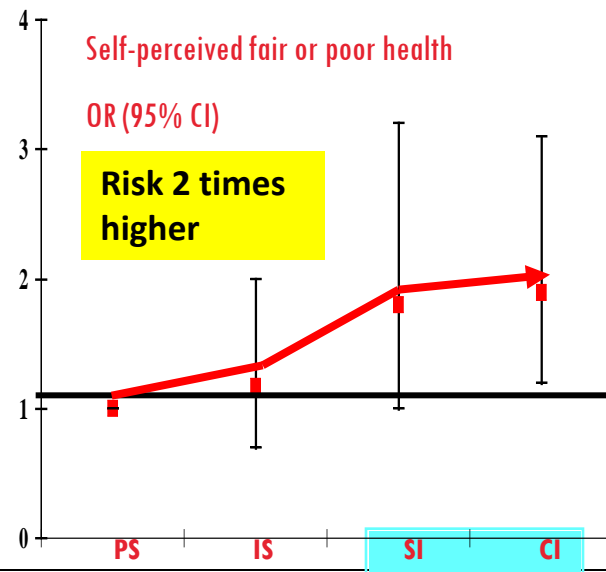
Effects of gaining or losing job security and chronic job insecurity on self-perceived health and mental health (Whitehall II).

MEN

PS = permanent security
IS = insecure to secure
SI = secure to insecure
CI = Chronic insecurity



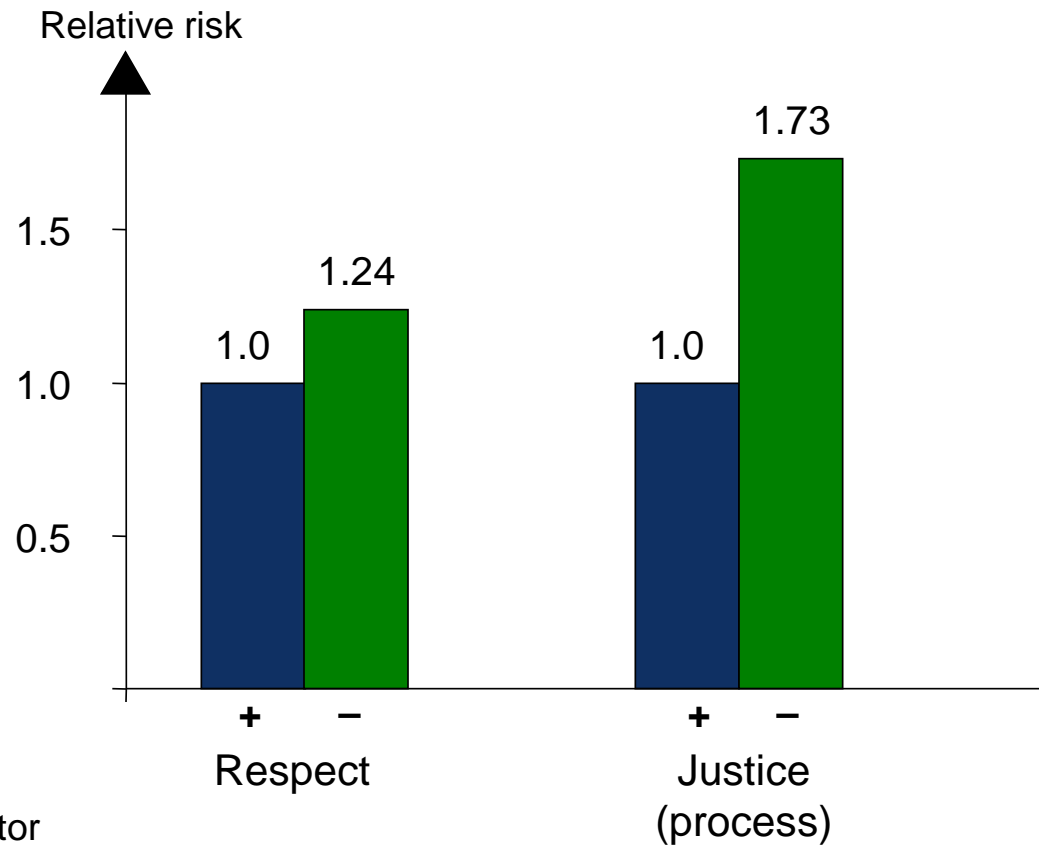
WOMEN





Injustice and depression*

A Finnish prospective study of 1,786 female hospital employees





High demands (quantitative, work pace)

"... if we fix the minimum at one hundred, there are people still at eighty...; eighty means a lack of forty or sixty minutes, it is impossible for them to achieve it"

Textile assembly line worker



High demands (quantitative)

“Lack of staff, one worker is covering four jobs, on top of this, the machines are working to full capacity, they jam and you have to fix them ... then I go mad ...”

Pottery worker



Low control (low influence & possibilities for development)

*"... They hang the method in the machine:
'you must do this and that, so, without leaving
the indications", ...*

*... we are like donkeys, put here to see just
that"*

Textile assembly line worker



Low control (possibilities for development) & low Meaning

"...and I, everyday with the glasses: top, glass, top, glass, top, glass... And then is when I say to myself, what the hell I'm doing here?"

Food Industry worker



Low control (Predictability, Influence)

"...We don't have a labour calendar. I don't know if I'll work at Christmas Eve"

Bus driver



Risk assessment: method does matter!



+



=

No problem!



Questions to answer (risk assessment)

- What are the problems? so,
 - WHERE the risk exposures are located?
 - WHO is exposed to hazards?
 - WHEN do the exposures happen?
 - WHY?
- What are their causes?
- What the solutions should be?
- Priorities?



Method does matter!

Contents

- Based on scientific evidence
- Valid and reliable
- Focus on working conditions
- Sensitivity to inequalities

Process

- Action oriented
- Participatory process
 - Understandable results
 - Social dialogue



Psychosocial risk assessment: scientific based contents

High psychological demands:
quantitative and
qualitative

High double presence

Low influence, possibilities for
development, meaning

Poor human interaction at work:
social support, sense of community,
trust

Low rewards from work:
security, esteem

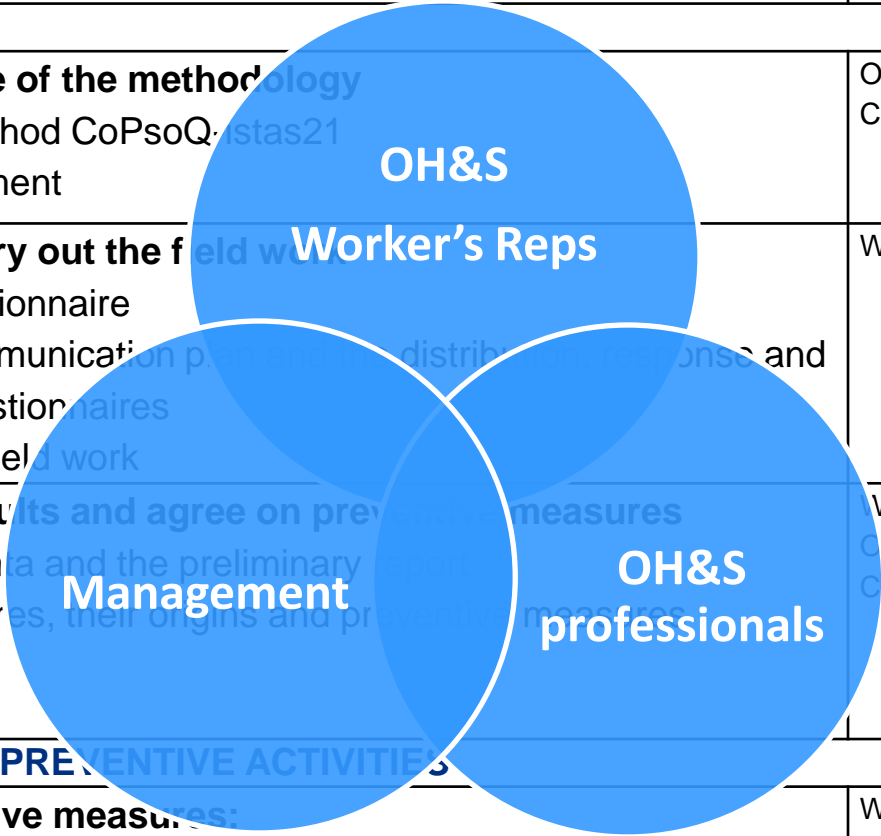
Lack of justice

1. Quantitative demands
2. Pace of work
3. Cognitive demands
4. Emotional demands
5. Hiding emotions
6. Double presence
7. Influence at work
8. Possibilities for development
9. Variation
10. Meaning of work
11. Commitment to the workplace
12. Predictability
13. Role clarity
14. Role conflict
15. Quality of leadership
16. Social support from colleagues
17. Social support from supervisors
18. Sense of community
19. Vertical trust
20. Horizontal trust
21. Insecurity over employment
22. Insecurity over working conditions
23. Rewards
24. Justice



Participatory process

Phase	Who is involved?
RISK ASSESSMENT	
a) To agree on the use of the methodology <ul style="list-style-type: none"> - Presenting the method CoPsoQ - Signing the agreement 	Occupational Health and Safety Committee
b) To prepare and carry out the field work <ul style="list-style-type: none"> - Adapting the questionnaire - Designing the communication plan, distribution of questionnaires and collection of questionnaires - Implementing the field work 	Working Team
c) To interpret the results and agree on preventive measures <ul style="list-style-type: none"> - Computerize the data and the preliminary results, their origins and preventive measures - Specify the exposures - Inform the staff 	Working Team Occupational Health and Safety Committee ratifies
PLANNIFICATION OF PREVENTIVE ACTIVITIES	
d) Implement preventive measures: <ul style="list-style-type: none"> - To order, specify and plan preventive measures - Inform the staff - Implement and evaluate preventive measures 	Working Team Occupational Health and Safety Committee ratifies





Participative process; does it work?

Participatory key data (in percentages) in the risk assessment processes using COPSOQ (ISTAS21, PSQCAT21).

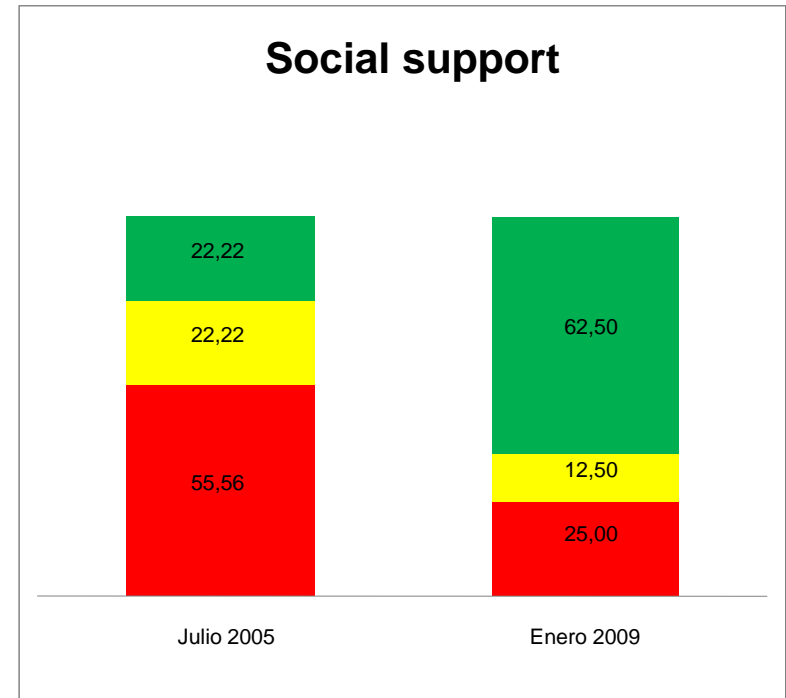
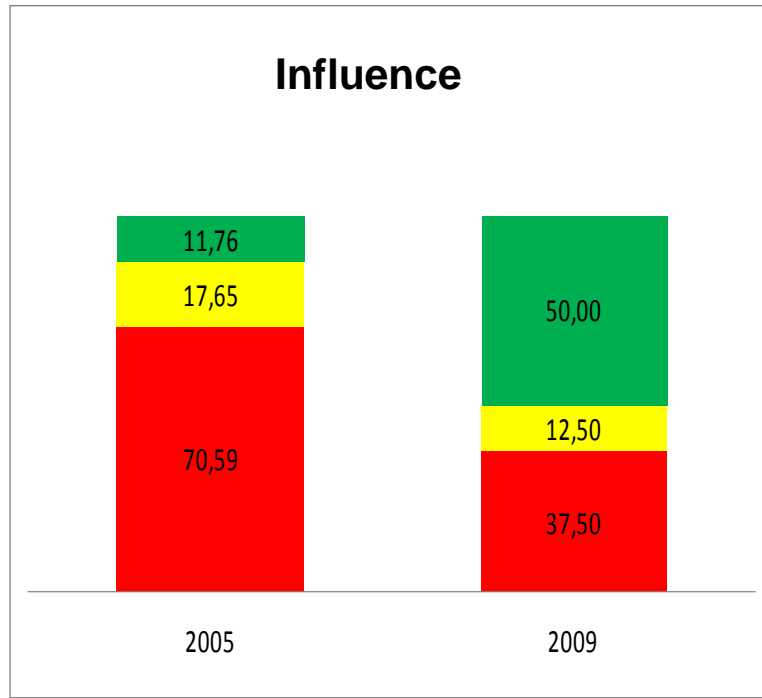
In the in-company working group	Never or seldom	Sometimes	Always or many times
Managers participate	30.8	30.7	38.5
OH professionals participate	13.1	13.1	73.9
Workers' reps participate	13	19.6	67.5
Exposures' origin is discussed	14.7	24.2	61.1
Exposures' origin is agreed	25.4	33.2	41.3
Preventive measures are discussed	13.7	24.9	61.4
Preventive measures are agreed	24.2	35.4	40.4
Preventive measures are addressed to exposures' origin	13.7	27.3	58.9
Preventive measures are implemented	26.9	35.7	37.4

Source: COPSOQ (ISTAS21, PSQCAT21) users' survey (2008).



Pre-post intervention results: Increase in *Influence* in a Food & beverage industry after a participatory preventive process

- Weekly meetings for the discussion and agreement on how to do the weekly production (tasks assignment and order of tasks, methods used)
- Participation in decisions on machinery and equipment purchases





The road to a good job: justice, democracy and security

High **influence** (job control)

(how to perform the work, breaks, who to work with, etc)

High level of **meaning**

(purpose of work, usefulness for others)

High **predictability**

(relevant information about changes and events,
working time schedule)

Good **social support**

(practical and emotional support from colleagues and
supervisors)

Adequate **rewards**

(recognition and appreciation, career, salary, security)

Suitable **demands**

(quantitative, emotional, social)

Social dialogue!

Çok teşekkür ederim!

Grazie mille!

Moltes gràcies!

Thank you very much!

Muchas gracias!

Merci beaucoup!