



MENTAL HEALTH AND PRECARIOUS WORK. THE MANAGEMENT OF PSYCHOSOCIAL RISKS

Toledo | September 26th and 27th

Psychosocial risks : Trends and Policies- Agnès Parent-Thirion on behalf of all the Eurofound colleagues and research teams that analyse the European Working Conditions Survey (EWCS) series

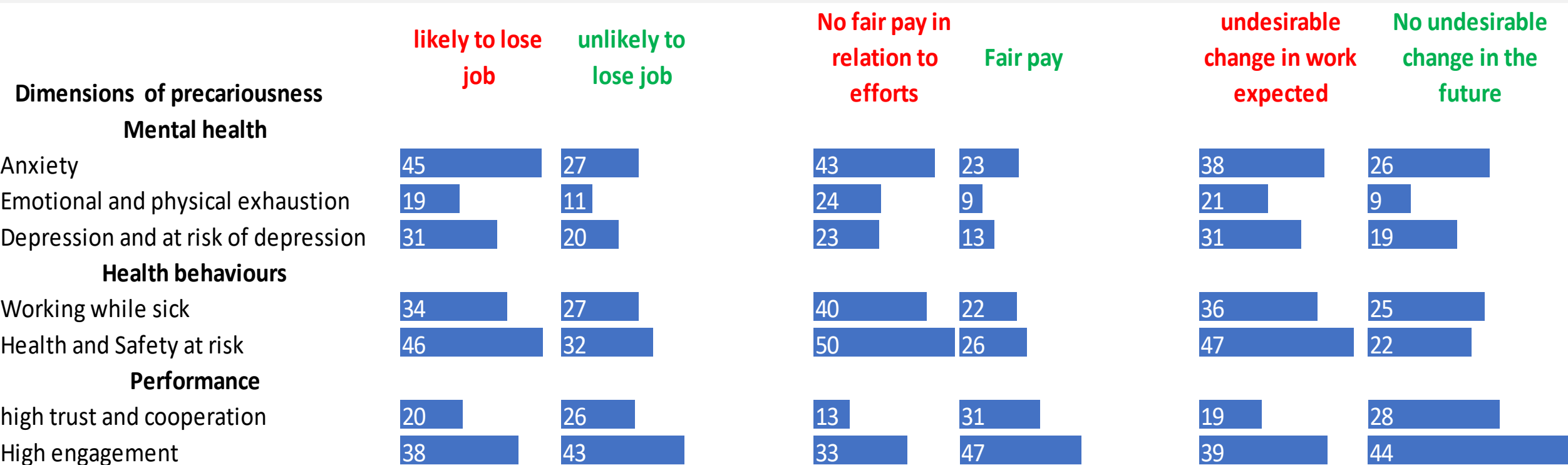
- **Precariousness puts a toll on mental health**
 - High level of evidence available supporting a causal relationship between precariousness and toll on health
 - Niedhammer et al (21) inter alia, based on EWCS 2015:
 - 5% of Coronary/ ischemic heart disease (CHD) and 9% of depression across the EU can be attributed to job insecurity
 - 4% of CHD and 17% of depression can be attributed to job strain
 - Long hours, bullying and effort reward imbalance also impact on CHD and depression
- Recent empirical analysis (Eurofound 2023 – forthcoming) shows that:
 - **Precariousness is associated with a higher incidence of other stressors**
 - **The more stressors, the higher, the toll on (mental) health**
- **There are many ways to improve the job quality of workers**
 - Many actors play a role (from company level to the EU level while respecting subsidiarity); Different policies can support this objective for a “healthy, safe and well adapted work environment and data protection”; Can be supported by **their integration into a coherent “job quality system”**
 - Employee involvement plays a fundamental role
 - Amongst all these actions, **the monitoring of job quality over time supports tracking progress,**

Precariousness puts a toll on mental health and performance



Association between dimensions of precariousness and health and performance

Source EWCTS 21, EU27, all workers



Job insecurity, financial worries and psychosocial risks

Working conditions and sustainable work



Psychosocial risks: Trends and policies FORTHCOMING

REPORT

Abstract

Planned publication date
October 2023

This report highlights the prevalence of psychosocial risks across countries, sectors and occupations during the later phase of the COVID-19 pandemic. It outlines the specific working conditions that can lead to work-related health problems. In particular, the report investigates the potential pitfalls related to the expansion of telework, the role of job and income insecurity as a psychosocial risk and the phenomenon of adverse social behaviour and discrimination at work. In addition, it offers policy pointers on tackling the increase in work absenteeism due to mental health problems.

Report

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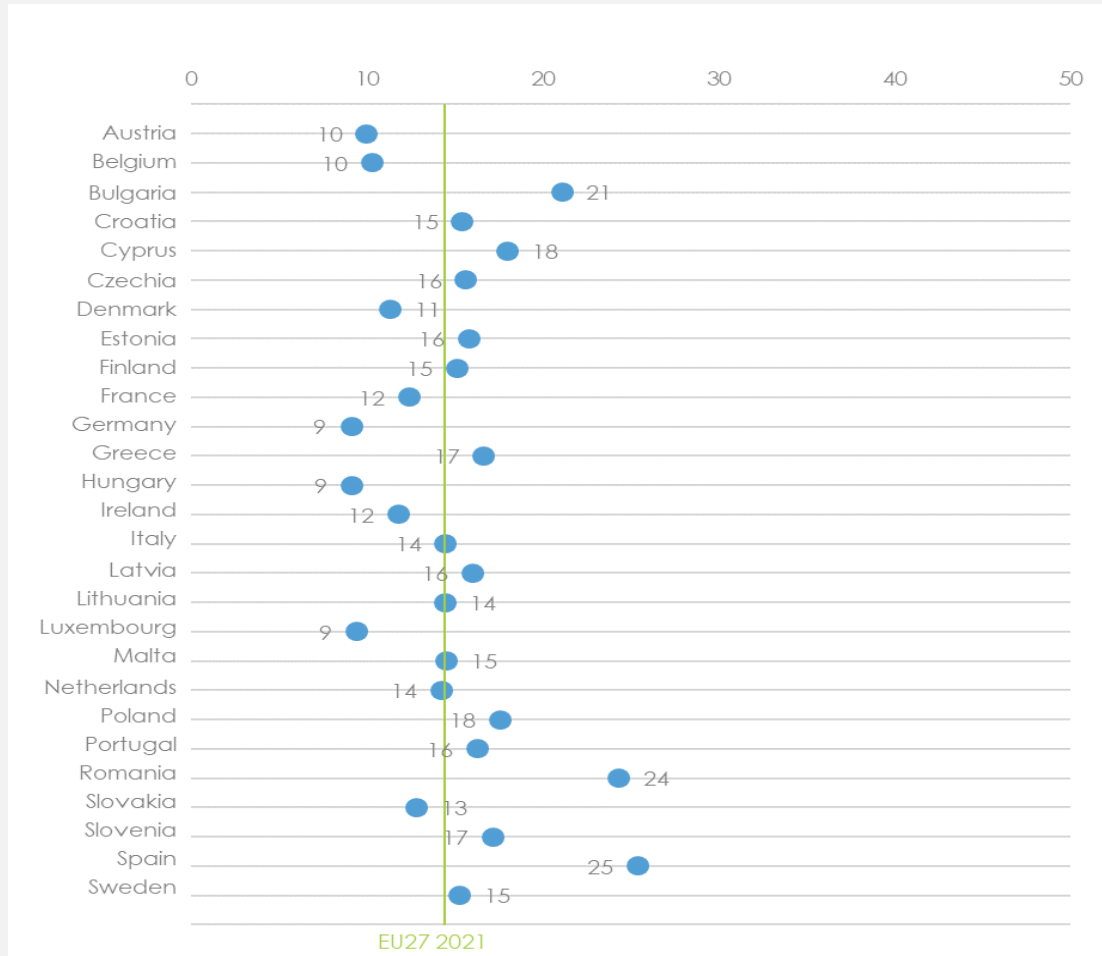
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Catalogue info

Psychosocial risks: Trends and policies

Topics: Psychosocial risks; Working conditions and sustainable work; Health and well-being at work; Discrimination at work

Who experiences job insecurity ?

Employees at risk of job insecurity, EWCTS21, by country



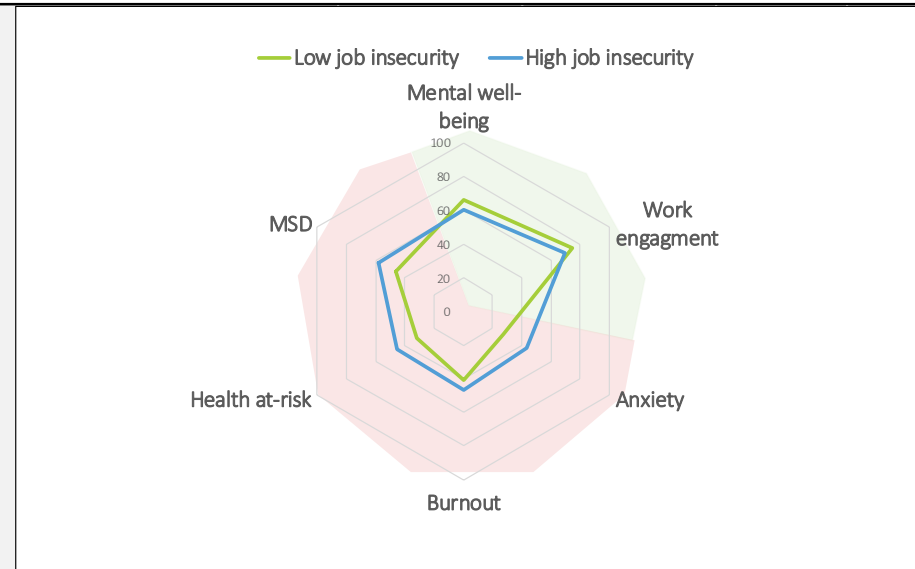
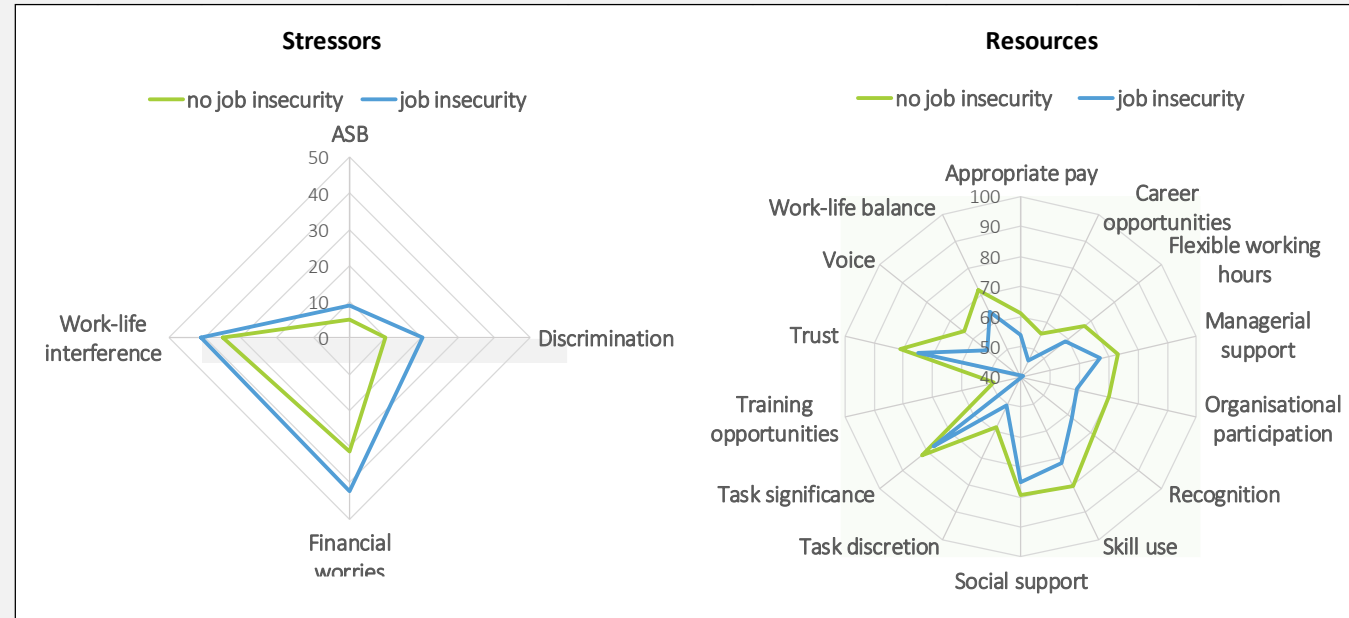
Percentage of employees experiencing job insecurity, by sector and occupation

Sector / Occupation	Armed forces	Managers	Professionals	Technicians and associated professionals	Clerical support workers	Service and sales workers	Skilled agricultural workers	Craft and related trades workers	Plant and machine operators and assemblers	Elementary occupations
Agriculture							9			
Commerce and hospitality		14	10	16	13	21		13		31
Construction		11	9	13				19		
Education		6	12	10		18				
Financial services		7	11	9	10					
Health		5	9	10	11	14				16
Industry		11	11	13	10	9		17	19	22
Other services		12	11	13	14	25		18		19
Public administration	4	11	6	5	9	10				
Transport and storage		14	8	14	15				20	18

“Misfortune never comes alone”

- Employees who experience job insecurity (in blue) report also higher exposure to stressors and less access to job resources
- A similar finding emerges in relation to the experience of financial worries
- This has been a consistent finding across the EWCS series

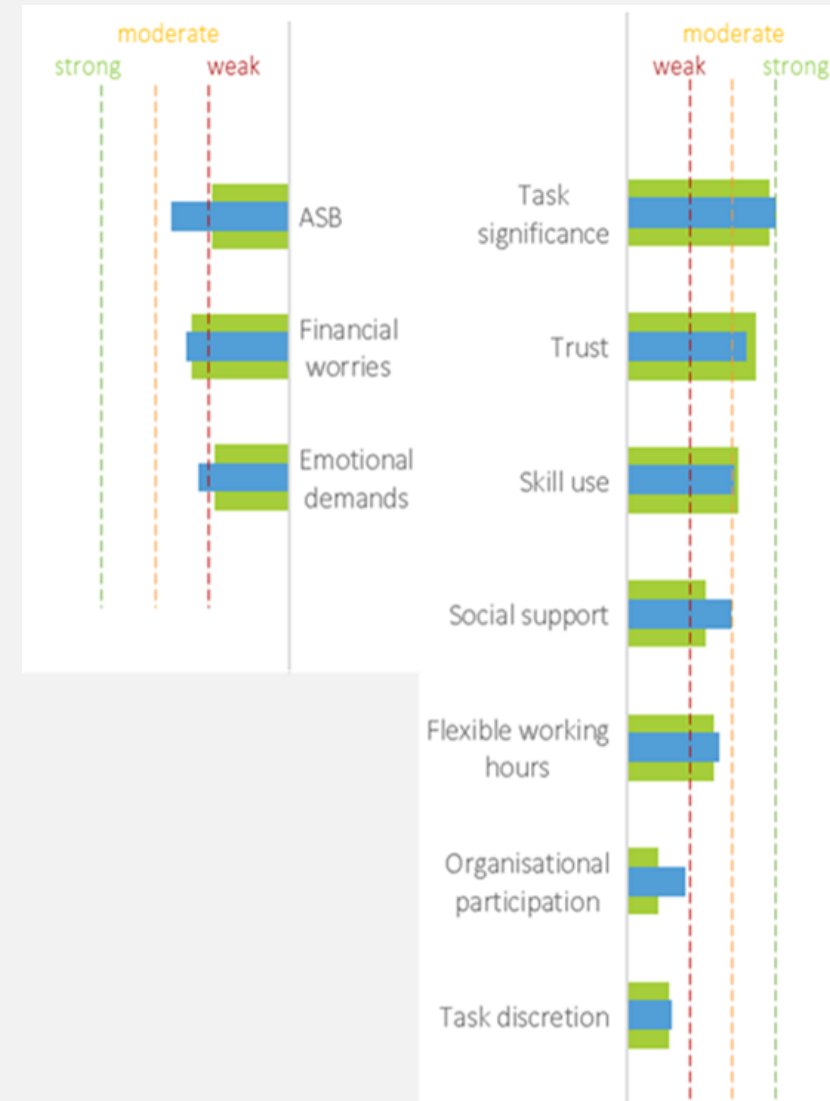
Figures : Mean scores of stressors and resources for employees experiencing high versus low job insecurity as well as health and well being, EWCTS21



Synergistic effects of co-exposure to job insecurity

- The combined impact on mental health of exposure to adverse social behaviour, financial worries and emotional demands is higher for employees who experience job insecurity than for workers who do not feel insecure about their job
- There are many ways to improve their health and well being; decrease stressors and increase job resources
- Social support from colleagues and organisational participation play a stronger role in supporting well being for employees experiencing job insecurity

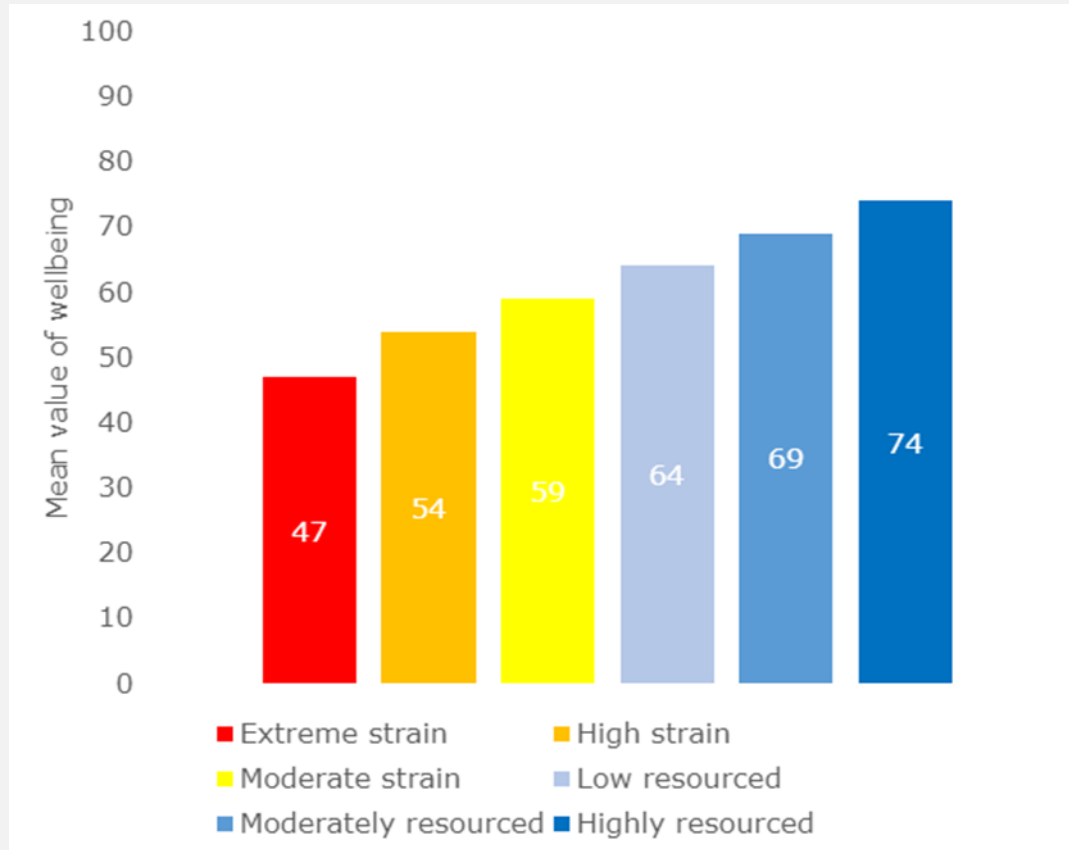
Figures : Relationship between mental well-being and stressors and resources for employees with (blue) and low (green) levels of insecurity , EWCTS21



Monitoring job quality supports tracking progress over time

A decorative graphic consisting of numerous thin, light blue lines that curve and flow across the bottom right portion of the slide, creating a sense of movement and depth.

Consistent finding across the EWCS series: Job quality supports well-being, but also a good working life



Positive association of job quality with a good working life:

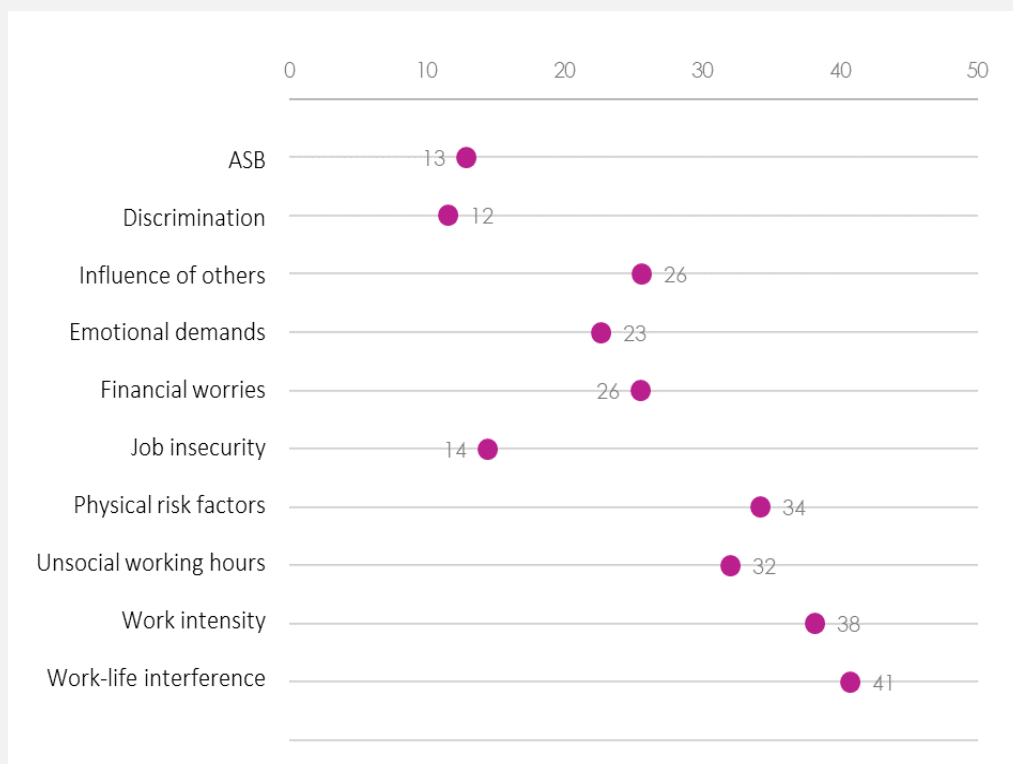
- Health and well-being
- Engagement, trust and cooperation
- Making ends meet
- Work life balance

Let's continue monitoring progress over time:

EWCS24 is coming soon



- Proportion of employees-at-risk of each of the stressor, EWCTS 21



- Proportion of employees with high level of job resources, EWCTS21

