

WORK ORGANIZATION, JOB INSECURITY AND OCCUPATIONAL HEALTH DISPARITIES

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Presenter Disclosures

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No relationships to disclose

Changing Nature of Work in the Global Economy



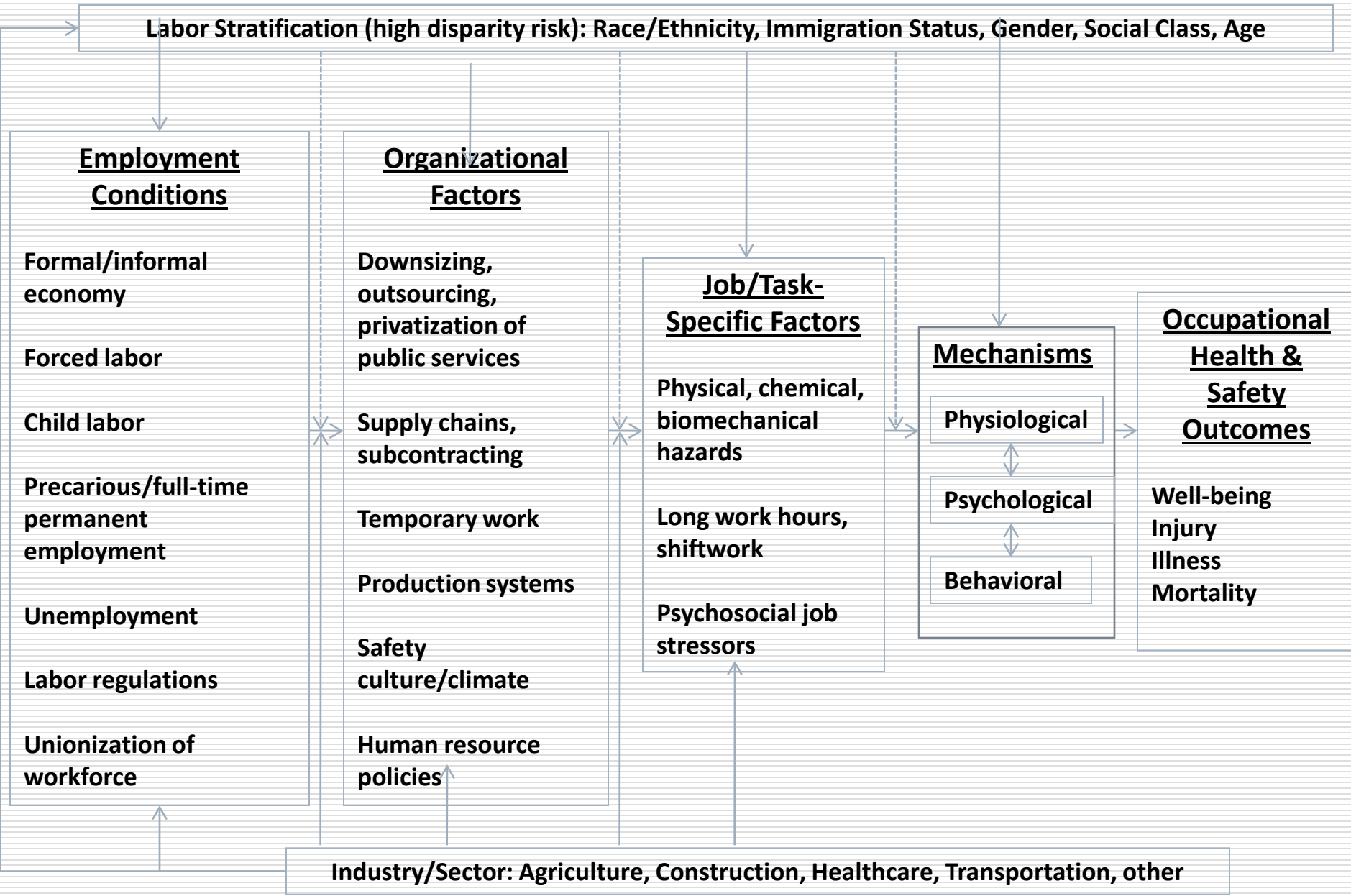


Figure 1. Conceptual overview of the role of work organization in the creation of occupational health disparities

How Job Insecurity & Work Organization Can Produce Occupational Health Disparities

□ Differential exposure

- Greater exposure to job insecurity & work organization hazards in groups with less power:
 - Lower socioeconomic positions, women, racial & ethnic minorities, immigrants, younger workers

□ Differential vulnerability

- Greater effects of job insecurity & work organization hazards on health & safety in groups with less power

Job Insecurity

PRECARIOUS WORK
affects us all

A large, stylized number '9' is formed by a dense collection of small, colorful human figures in various colors (red, blue, green, yellow, purple). The figures are arranged to create the shape of the number, with some appearing to be walking or standing. The background is dark, making the colorful figures stand out.

But.....

Summary of studies on JOB INSECURITY & occupational health disparities

	Lower SES workers	Female workers	Racial & ethnic minority workers, immigrants	Younger workers
Differential (greater) <u>exposure</u> to job insecurity	+	+	+	+
Differential (greater) <u>vulnerability</u> to job insecurity	+	-	-	-

+ or - = consistency of findings
Shaded red = small number of studies (<5)

Other work organization hazards



Summary of studies on WORK ORGANIZATION HAZARDS & occupational health disparities

	Lower SES workers	Female workers	Racial & ethnic minority workers, immigrants	Younger workers
Differential (greater) <u>exposure</u> to work organization hazards	+	-	+	+
Differential (greater) <u>vulnerability</u> to work organization hazards	+	-	-	-
+ or - = consistency of findings Shaded red = small number of studies (<5)				



Strategies for Reducing Job insecurity and Work Organization Hazards

National/international levels

- policies, laws, regulations and standards
- UK Health & Safety Executive 2004 Mgmt Standards:
 - employer policies/procedures to deal with job stressors
- countries w/ stronger social protections (Scandinavia):
 - narrower SES & gender differences in low job control
 - weaker assoc. betw/ job stressors & depression Sx
- U.S. states: safe staffing levels, voluntary O/T
- California: new law prohibits “willfull misclassification” of employees as independent contractors

Strategies for Reducing Job insecurity and Work Organization Hazards

Industry/organizational levels

- collective bargaining
- integrated occup. health-health promotion programs: benefits at both individual & organizational levels (for example, reducing rates of sickness absence)
- worker participation: feature of effective programs
- Maintenance Cooperation Trust Fund:
 - identified labor abuses in retail chains that contracted janitorial services that failed to comply with labor laws
 - developed legal cases, won >\$26 million in back pay over 3 yrs

Strategies for Reducing Job insecurity and Work Organization Hazards

Individual levels

- time management skills training
- no benefits seen at organizational level

Worker participation

- ❑ Worker groups with less power
 - lower SES; temp workers, especially women; night shift
 - ❑ less likely to:
 - participate in such programs
 - be represented in consultative forums (e.g., labor-management committees)
 - ❑ less likely to complain about work hazards
 - ❑ Programs need to focus on such workers
-



Case studies

- ❑ ***Low-wage workers classified as independent contractors***
- ❑ ***Social service workers***
- ❑ ***Civil aviation workers***

Discussion questions

- ❑ What can employers, workers & labor unions do to:
 - minimize exposure to work organization hazards such as temp work, low job control, work-family conflicts?
 - reduce differences in exposure — the higher levels of exposure to such hazards faced by lower income workers, racial & ethnic minority workers, younger workers, and, for some hazards, women workers?
- ❑ What challenges stand in the way of enacting local, state or Federal laws or regulations designed to minimize exposure to work organization hazards?

Discussion questions

- ❑ What research is needed to strengthen the evidence-base to answer: "do differences in work organization hazards between groups of workers contribute to occupational health disparities"?
- ❑ What issues or constraints need to be addressed to be able to conduct intervention research or research studies on work organization hazards with a strong "translational" impact, that is studies that have a practical use in the workplace or when developing public policy?



- **We welcome feedback on:**
 - **concepts**
 - **research studies**
 - **prevention programs**
 - **recommendations**