



Critical employment histories, work stress and health functioning.

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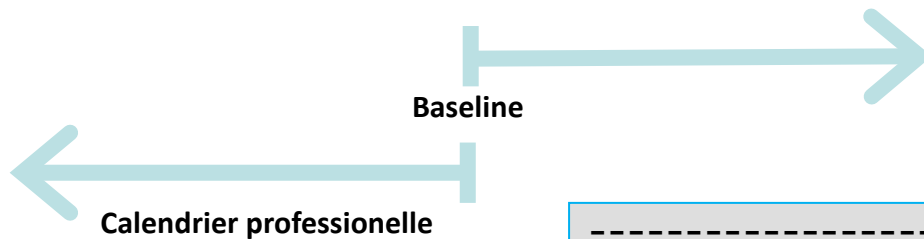
- Significant changes of work and employment in recent past, in particular rise in non-standard employment (NSE) conditions.
 - Limited evidence available on adverse effects of NSE on the health and wellbeing of working people.
 - Need to study employment trajectories over time and to integrate traditional static approaches towards studying stressful work into a dynamic analysis.
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Three objectives of this presentation.

- (1) ... to briefly inform about the main aim and design of our research project, a nested study within CONSTANCES.
 - (2) ... to present first results, with a focus on previous employment histories, their association with current work stress and with two dimensions of health functioning.
 - (3) ... to provide a short outlook, including potential policy significance of this research approach.
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Sample.

- Sub-sample of men and women aged 45 to 60 years currently in paid work (n=24,111).
- Baseline data also includes detailed information on previous employment histories (calendrier professionnelle).



gender	Freq.	mean(age)	mean(njobs)
male	11,455	52.2	3.8
female	12,756	52.2	3.6
Total	24,211	52.2	3.7

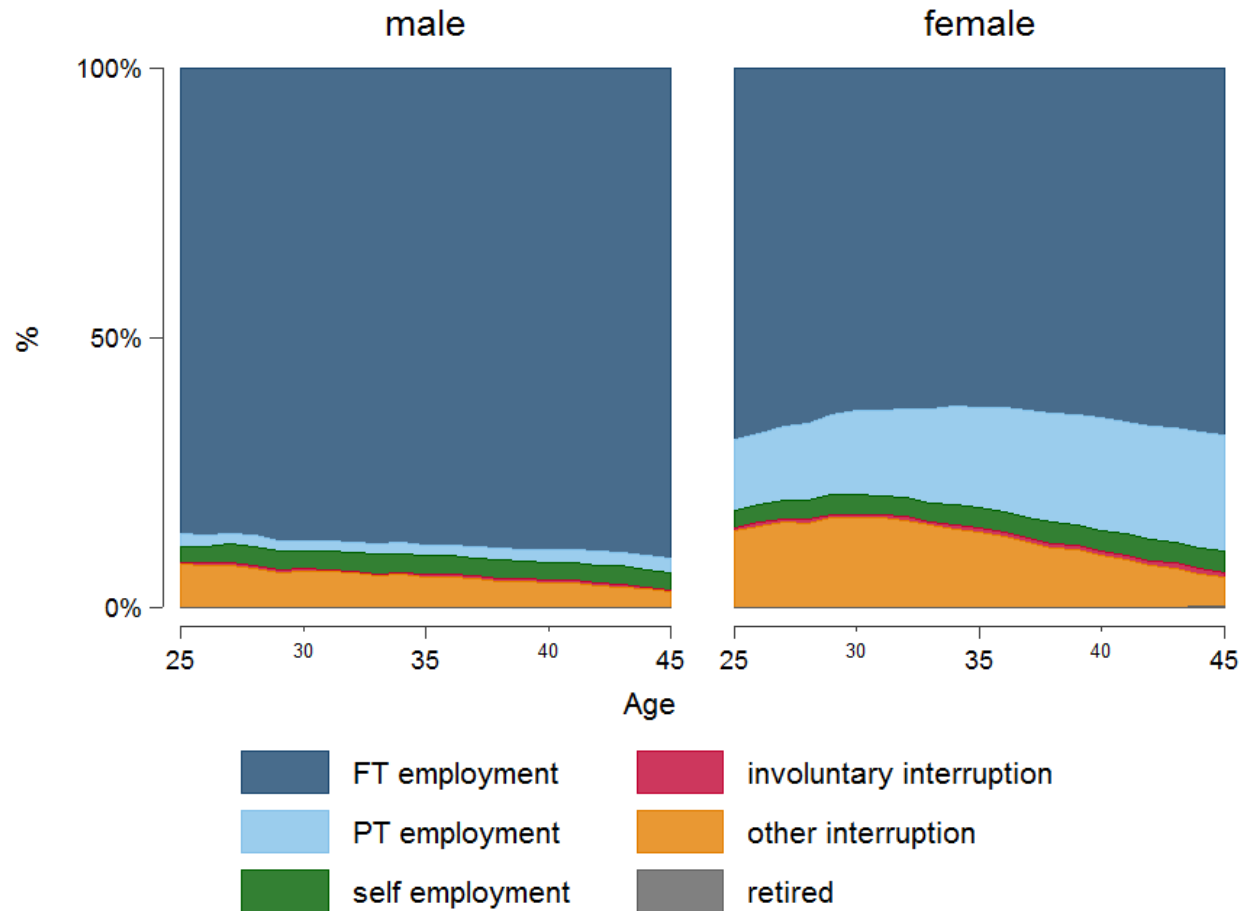
Employment sequences.

- Work history data allows to describe previous **employment histories**, in terms of employment situation between age 25 and 45.
- For example we can distinguish the six following states

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E full-time employment
e part-time employment
S self-employment
i involuntary interruption (health or unempl.)
o other interruption (between two jobs)
R retired
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Employment situation by age

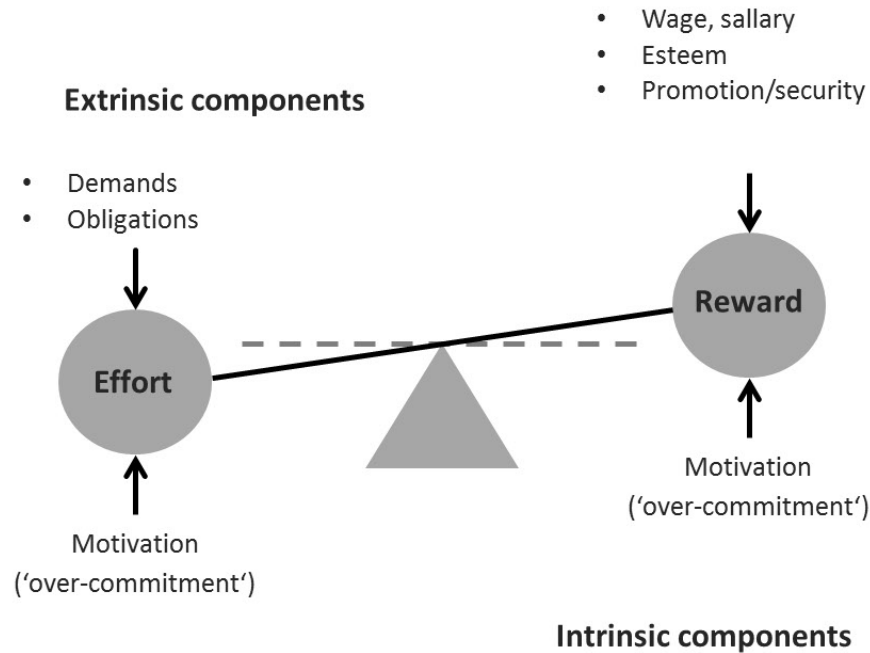


Previous employment conditions.

- (1) Main occupational position:** based on longest hold position between 25 and 45, regrouped into 4 categories.
 - (2) Unstable working career:** one or more involuntary interruptions (due to unemployment or health).
 - (3) Discontinuous working career:** less than 50 % of the time in paid work.
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Work stress and health functioning.

- **Current work stress:** Three binary indicators based on the Effort-Reward imbalance model.

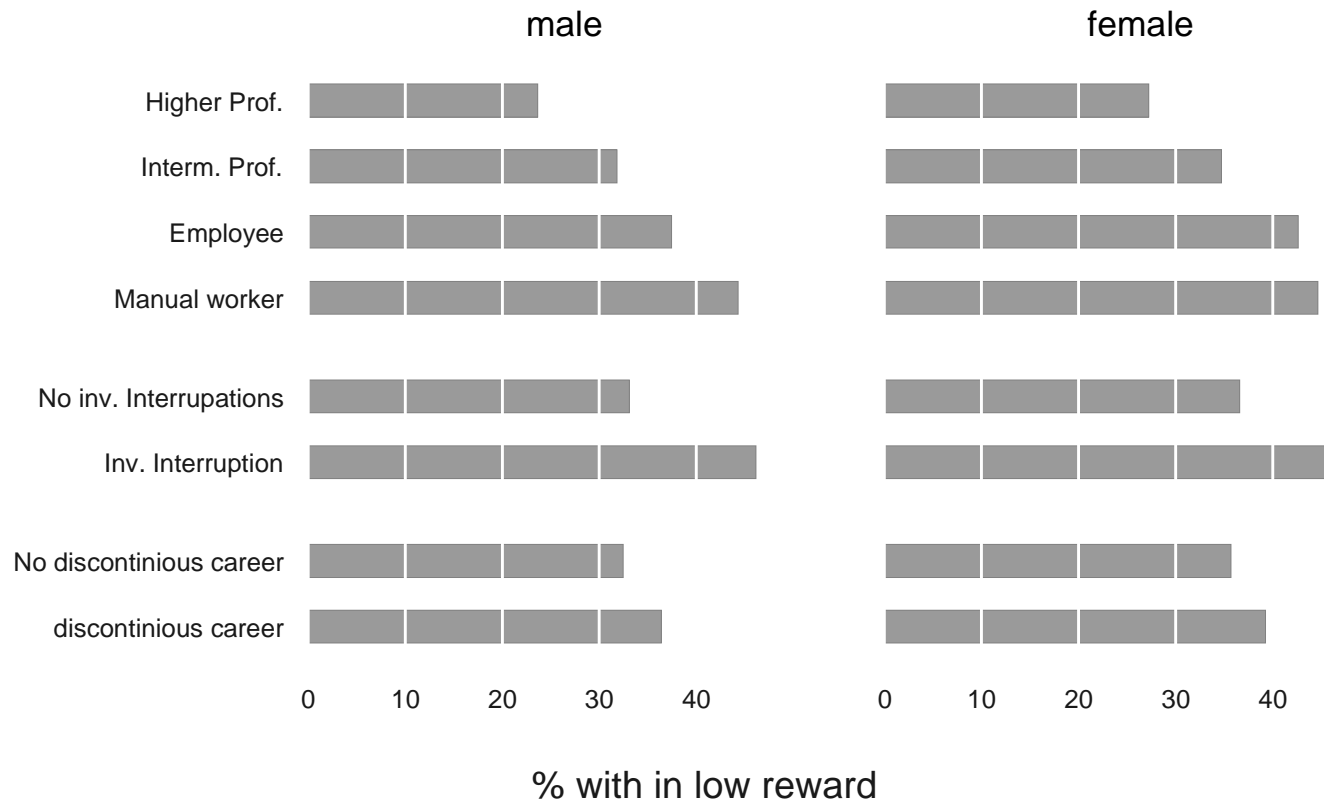


Two dimensions of health functioning.

- (1) **Physical functioning:** "GALI" (general activity limitation index)
- (2) **Affective functioning:** increased depressive symptoms "CES-D" (Center for Epidemiologic Studies depression scale)

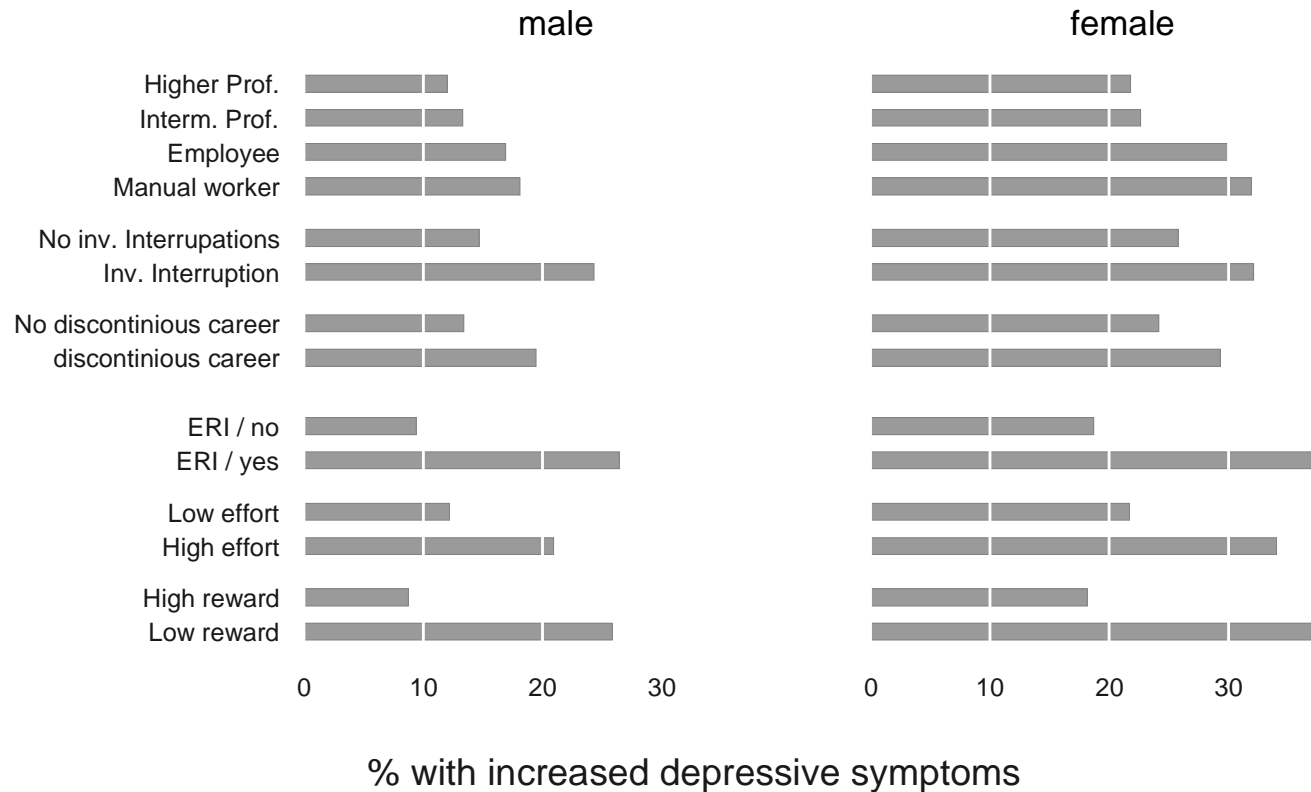
Descriptive findings I.

Current work stress (low reward) by previous employment conditions
(between age 25 and 45)



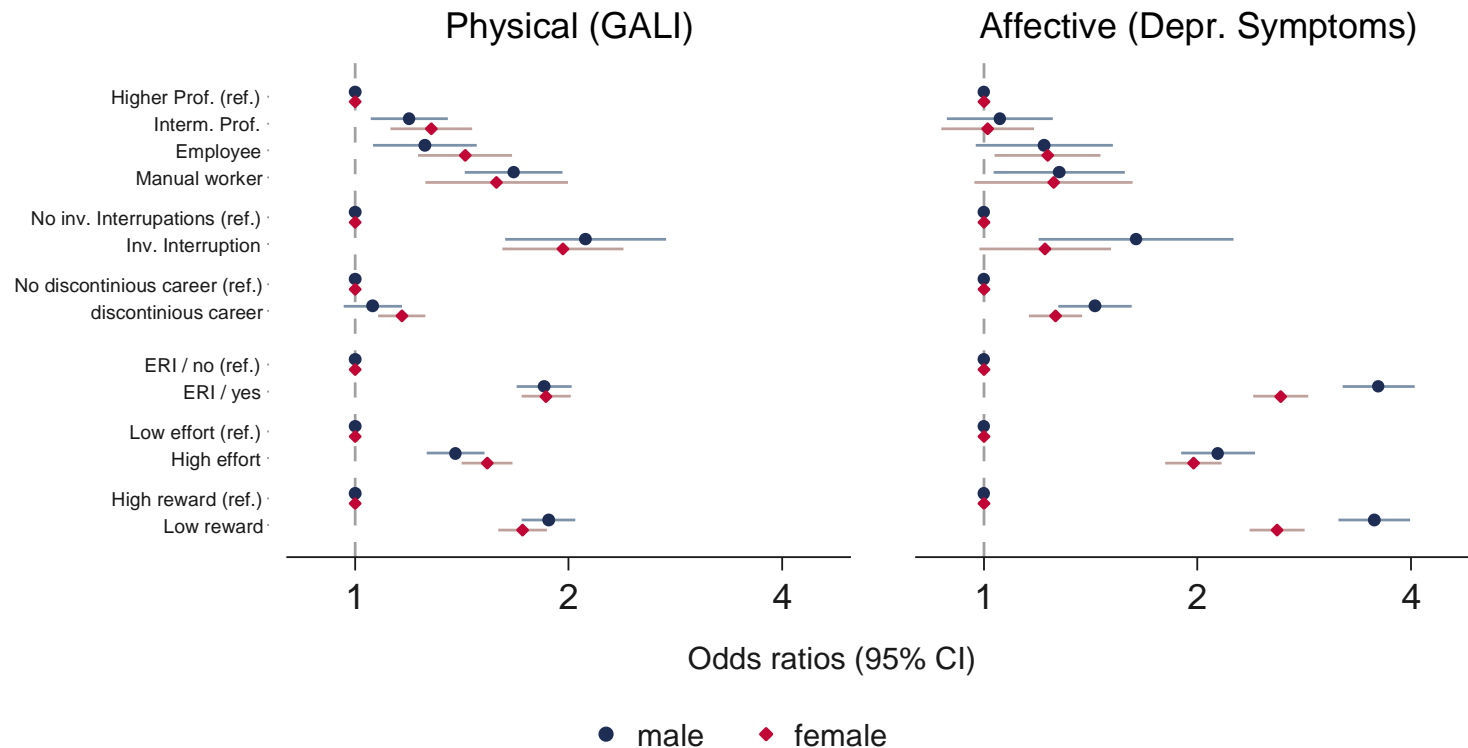
Descriptive findings II.

Increased depressive symptoms by previous employment conditions
(between age 25 and 45) and current work stress



Multivariable findings.

Odds ratios of low health functioning by previous employment conditions (between age 25 and 45) and current work stress



Note. All estimates are adjusted for education, partnership, age and age squared

Next steps.

- We will investigate critical employment histories in more detail, using techniques of sequence analyses.
 - We will analyse the amplifying effect of NSE in the association between current work stress and health functioning.
 - We will include a comprehensive measure of cognitive functioning as a third dimension of health functioning.
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Policy implications.

- Non-standard employment histories and current work stress are more frequent among lower socioeconomic positions.
 - All these conditions are associated with poor health functioning (affective and physical).
 - If confirmed by further results, these findings call for increased interventions efforts among more disadvantages groups of the labour market according to the principle of proportional universalism.
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