



**SCHOOL OF PUBLIC HEALTH**  
UNIVERSITY OF MICHIGAN

# **Psychosocial Factors in Construction**

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<https://blogs.cdc.gov/niosh-science-blog/2023/02/15/construction-psychosocial-hazards/>



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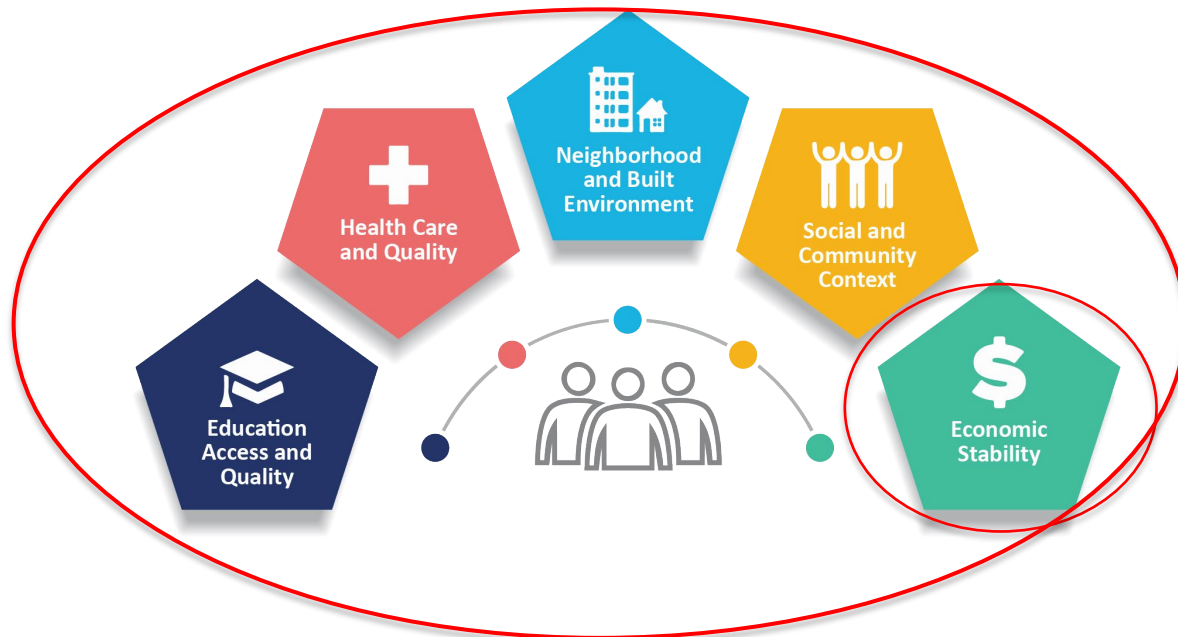


# Health Disparities in the Workplace

Also referred to as **occupational health inequities**

*“**Avoidable differences** in work-related incidence, mental illness, or morbidity and mortality that are closely linked with the **social, economic, and/or environmental disadvantage** such as work arrangements (e.g., contingent work), sociodemographic characteristics, and organizational factors (e.g., business size).” – NIOSH*

Image credit: CDC



# Psychosocial Factors of Work

(Stansfeld & Rasul, 2007)



- *Social factors*: social structure and social processes affecting an individual
- *Psychological factors*: individual-level processes and meanings that influence mental states
- ...and in the context of the workplace settings
- EX: Burnout, job satisfaction, work-family conflict

# Psychosocial Factors of Work cont.

- Most workplaces focus on traditional hazards, physical hazards that are more tangible
- Psychosocial factors are the social, organizational, and managerial features that affect worker's feelings, attitudes, behaviors, and physiology → occupational health outcomes → health outcomes
- Impacts of physical + mental health now in spotlight since COVID-19

# Psychosocial Factors of Work cont.

- Working conditions → negative psychosocial factors
  - Low control over work tasks
  - Lack of support (supervisor, co-workers)
  - Job dissatisfaction
- Evidence it leads to: stress, higher injury rates/more frequent accidents, greater risk for CVD, greater risk for MSDs, sleep disorders, GI disorders

# Psychosocial Factors in Construction

- Construction workers prone to MSDs
  - Substantial evidence that stress, low job satisfaction, unrealistic job goals and expectations and perceived lack of control over the worker environment leads to greater lower back pain, neck and shoulder pain
- MSDs are costly but preventable work exposure!

# Psychosocial Factors in Construction

- Psychosocial factors linked to suicidal ideation and substance use
  - Workplace bullying, job stress, perceived lack of social support, low job control
  - Can lead to increased illicit drug use in and outside of the workplace



# Suggestions for Construction Owners, Contractors & Supervisors

- Psychosocial factors are addressed at the organizational/workplace level → the onus is not on the individual
- First step is to measure/assess → use existing tools (effort-reward imbalance, job content questionnaire, CPWR safety climate assessment tool)
- Identify what can feasibly be addressed by leadership
- Focus groups, interviews, gathering further information from workers
- Addressing mental health as part of Total
- Worker Health

# Occupational Health Disparities



What Are They, and Why Do They Matter?

BY AURORA B. LE

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<https://aiha.info/41ffFxS>



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# Thank you for your time and attention!

## Questions?



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