

## Brief search linking PRECARIOUS EMPLOYMENT and MENTAL HEALTH

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### Italy 2017

being in a status of temporary employment tends to increase the likelihood of developing mental health problems, such as anxiety and depression that need to be medically treated. More days of work under temporary contracts, as well as frequent changes in temporary contracts significantly increase the probability of being depressed, especially for older workers. Finally, we observe that moving from permanent to temporary contract tends to deteriorate mental health; symmetrically, shifting from temporary to permanent jobs improves the mental health status, although with a milder effect.

- Moscone, Tosetti & Vittadini, 2016. The impact of precarious employment on mental health: The case of Italy. *Social Science & Medicine*, 158, pp.86–95.

### Korea 2017

“Our study suggested that precarious employment plays a pivotal role in the mental health status of adult wage workers.” –

Precarious work was associated with depressive mood and suicidal ideation. Precarious work was associated with suicidal ideation only for male wage workers and workers with low or middle low income levels.

- Han et al., 2017. Precarious employment associated with depressive symptoms and suicidal ideation in adult wage workers. *Journal of Affective Disorders*, 218, pp.201–209.

### Sweden 2016

The present investigation is one of the first cohort studies to show that a precarious employment situation is an important risk factor for

subsequent development of mental health problems among previously mentally healthy young adults

- Catarina Canivet et al., 2016. Precarious employment is a risk factor for poor mental health in young individuals in Sweden: a cohort study with multiple follow-ups. *BMC Public Health*, 16(1), pp.1–10.

### Australia 2013

In summary, we found no association of casual employment with poor mental health but casual FT employment was strongly associated with poor physical health. The high level of casualization in the Australian workforce remains a concern for occupational health & safety, and the physical health impacts could be substantial for full-time casual employees. Physical health outcomes and physical working conditions warrant further attention in future studies of the health impacts of precarious employment both in Australia and internationally.

- Keuskamp, D. et al., 2013. Precarious employment, psychosocial working conditions, and health: Cross-sectional associations in a population-based sample of working Australians. *American journal of industrial medicine*, 56(8), pp.838–844.

### Spain 2017

Like in previous studies (Vives et al., 2013), our results also showed a graded association between poor mental health and employment precariousness. Although the prevalence of employment precariousness was higher in temporary than permanent workers, the association with poor mental health was unexpectedly stronger in both men and women with permanent employment than in those with temporary employment,

- Julià et al., 2017. Changing the way we understand precarious employment and health: Precarisation affects the entire salaried population. *Safety Science*, 100, pp.66–73.

### Japan 2014

The findings suggest that precarious employment is associated with double the risk of SPD (serious psychological distress) incidence among middle-aged Japanese men and – when stratified by marital status – among unmarried women. This highlights a major gender

difference in the association between precarious employment and risk of SPD.

After adjusting for sociodemographic and occupational factors and CVD risks in middle-aged Japanese men, this four-year longitudinal study showed that precarious employment was associated with double the risk of SPD incidence. However, no such significant association was observed for Japanese women. Our results among men are consistent with the findings of previous longitudinal studies conducted in Europe and North America, which indicate that precarious employment is associated with mental health indicators such as psychological distress (7–9, 11), depressive symptoms (10), and attempted suicide (12).

Previous studies have also suggested that mental health problems, some of which have already been exhibited early in life, may lead to precarious employment as well, because health problems reduce the chance of achieving a good position in the labor market (6, 30).

Lower socioeconomic occupations are known to be associated with some dimensions of adverse psychosocial working conditions, such as lower job control and fewer rewards, which may lead to poor mental health (31). Thus, such adverse working conditions may mediate the effect of precarious employment on poorer mental health.

- Kachi, Y., Otsuka, T. & Kawada, T., 2014. Precarious employment and the risk of serious psychological distress: a population-based cohort study in Japan. *Scandinavian Journal of Work, Environment & Health*, 40(5), pp.465–72.

### Spain - 2013

This study is the first population-based study to explore the association between precarious employment and mental health by means of the multidimensional Employment Precariousness Scale. The main study findings were that employment precariousness is associated with poor mental health, even after controlling for potential confounders, that the association increased along a gradient of employment precariousness in a dose-response pattern, and that the association was slightly stronger among women than men.

The general hypothesis that employment precariousness is associated with poor mental health was supported by our results: among workers in the 5th quintile of employment precariousness, the prevalence of poor mental health more than doubled that of workers in the 1st quintile.

These results reinforce preexisting qualitative research findings which describe how the various dimensions of employment precariousness contribute to the deterioration of workers' mental health [7, 17].

- Vives, A., Amable, M., Ferrer, M., Moncada, S., Llorens, C., Muntaner, C., ... Benach, J. (2013). Employment precariousness and poor mental health: evidence from Spain on a new social determinant of health. *Journal of environmental and public health*, 2013, 978656. doi:10.1155/2013/978656

### Canada 2007

Precarious work contracts can affect mental health not only through employment insecurity but also through negative effects on the ability to do one's job and take pride in one's work, as well as weakening the interpersonal relationships on which successful, productive work depends

- Seifert et al., 2007. Precarious employment conditions affect work content in education and social work: Results of work analyses. *International Journal of Law and Psychiatry*, 30(4-5), pp.299–310.

### Europe 2019

This systematic review shows first that TAW (temporary agency work) is not consistently related to low job satisfaction. However, in studies confirming this relation, job insecurity and working conditions appear to mediate this relation. Second, TAW is not consistently related to mental health impairments. However, when focusing on specific outcomes and comparing temporary agency workers to permanent employees, we still find consistent evidence for instance regarding higher levels of depression as well as predominant evidence regarding higher fatigue among temporary agency workers. Third, we derive from this review that future research should consider new ways of theorising about TAW, a standard measurement of TAW, a minimum of meaningful confounding variables, a better operationalisation of outcome variables, improved study designs, and meaningful comparison groups to investigate the relationships between TAW, job satisfaction, and mental health more conclusively.

The findings of our review have also practical implications as they underline the effects of job quality on job satisfaction of temporary agency workers. Due to the tripartite employment relationship of TAW, these implications should concern user companies as well as temporary work agencies. We first recommend that organisations design the jobs of temporary agency workers along well-known beneficial aspects of work like (social) integration in the organisation, clear communication or specific training programmes for personnel development. Second, working conditions of temporary agency workers should not differ from those of permanent employed staff in user companies to improve perceived fairness among temporary agency workers. The adverse effect of job insecurity could be alleviated by avoiding gaps in workers' assignments and increasing their chances of follow-up contracts. These and related measures for improving job quality and working conditions can have positive effects on job satisfaction – and potentially also on mental health – of temporary agency workers.

- Hünefeld, L., Gerstenberg, S. & Hüffmeier, J., 2019. Job satisfaction and mental health of temporary agency workers in Europe: a systematic review and research agenda. *Work & Stress*, pp.1–29.