



Migrant workers

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Immigrants in Germany I

- Steady increase of immigrants in Germany in the past decades
- Sudden increase of refugees in 2014/15 (mainly from Syria, Kosovo, Albania, Serbia, Iraq, Afghanistan, Macedonia, Eritrea, Nigeria, Pakistan)
- In 2013, 20% of the German population had a migration background
- In 2013, Germany had a positive migration balance of 437.000 persons, mainly from Poland, Romania, Hungary, Bulgaria and Italy
- 75% of immigrants have more than 80 different migration backgrounds; Turkish background is dominant (16%)
- 60% of immigrants in Germany have low to middle qualification
- 35% of immigrants do not acquire formal job qualification



Immigrants in Germany II

- 50% of the workers without any job qualification in Germany are immigrant workers
- There are hardly any countries with immigrants, who are as low qualified as those in Germany
- Immigrants have a higher risk of unemployment and of working in low-skilled jobs than Germans
- Immigrants experience more social stressors at work than Germans and similar levels of task-related stressors
- Job control serves as a resource only among Germans, support is more important for immigrant workers

(Busch, 2015; Grünheid u. Fiedler 2013; Hoppe, 2011; StaBa, 2013)

Low-skilled jobs



- Workers in low-skilled jobs are exposed to disadvantageous working conditions:
 - low income, high job insecurity, low appreciation, low control, low social support, high physical demands, often repetitive work (Borrell et al., 2004; Niedhammer et al. 2008; Schreuder et al. 2008; Rydstedt et al. 2007)
- Multicultural workgroups show communication difficulties, social isolation, divergent values, high absenteeism and fluctuation (Busch & Clasen, 2013)



Social gradient of health

- Individuals with low socio-economic status (SES) are facing higher morbidity and mortality risks than people with higher SES (Borrell et al., 2004; Klein, 2008; Lampert et al. 2010)
 - Low SES individuals are especially prone to suffer from cardiovascular disease (CVD)
 - Immigrants show more musculoskeletal disorders, pain, psychosomatic and psychological distress than Germans
 - Immigrant workers have more accidents at work, more sick days and higher early retirement rates because of occupational diseases than German workers
- (Brzoska et al., 2010; Steptoe et al. 2003; Lampert & Kroll, 2010; Lampert et al., 2010)

ReSuDi ...



- is an organizational health intervention program
- consider the multicultural work environment of workers in low-skilled jobs
- consider the low participation rates of immigrants in intervention programs
- offers:
 - the implementation of peer-mentoring and training of peer-mentors
 - training of line managers
 - workshop for senior management
- is evaluated (health and cost effectiveness)
- is manualized and published in German (Busch, Cao, Clasen & Deci, 2014)

ReSuDi Peer mentors...



- are voluntary workers in low-skilled jobs
- are elected by their co-workers and line managers
- represent the cultural diversity of the workgroup
- are positive role models for stress management
- strengthen social support and initiate improvements at work
- get official working-time slots to fulfil their active and passive role
- work in a network of at least four peer mentors in each worksite
- have a maximum of 20 protégés

peer-mentors	supervisors	whp-promotors
3 sessions á 4 hours	4 sessions á 4 hours	2 sessions á 3 hours
<ul style="list-style-type: none"> role definition of peer-mentors stress und stressmanagement cultural influences on stress social support communicatio technique „active listening“ systematic problem-solving conflict moderation worksite health promotion structures method and organisation of intervision sessions 	<ul style="list-style-type: none"> role definition of peer-mentors stress and stress management stress balance of supervisors and workers health promoting leadership behaviour: cultural diversity participative job design job design projects using method of intervision effective team sessions appreciative feedback concern and attendance 	<ul style="list-style-type: none"> intervention feedback support of job design projects ways of supporting supervisors and peer-mentors further activities of health promotion for workers in low-skilled jobs

Evaluation



- ReSuDi was implemented and evaluated in three companies of different industries and German regions
- Quasi-experimental (waiting) control group design (pre-, post- and follow-up measurements with a three-months time-lag)
- N = 425; 50% immigrants; 50% women
- Trained multiplier:
 - 23 peer-mentors (9 (39%) immigrants; 13 (57%) women)
 - 18 line managers (3 (17%) immigrants; 6 (33%) women)

Health Effectiveness



- Casual blood pressure
- Psychosomatic complaints

(Busch, Clasen et al., 2015; Busch, Koch, et al., under review)

Cost Effectiveness



- Direct costing method tool CACHe.Pro to calculate direct costs and benefits of worksite health promotion interventions (available at www.resudi.uni-hamburg.de)
- Break-even point is 0.6, that means the costs are fully compensated with a reduction of absenteeism of 0.6 days for each worker and year
- ReSuDi-evaluation: 0.8 days for each participating worker

(Gloede, 2013; Busch et al., 2014)

Conclusions



- Immigrants in Germany have a high risk of low SES and of working in low-skilled jobs
- Immigrants have greater difficulty participating in health intervention programs
- ReSuDi is an effective and efficient health promoting intervention for immigrants and indigenous workers in low-skilled jobs who work in Germany in a multicultural work environment

Thank you very much for your attention!