



# Psychosocial Factors in Construction

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# Aurora Le, PhD, MPH, CSP, CPH

John G. Searle Assistant  
Professor  
Department of Environmental  
Health Sciences

[aurorale@umich.edu](mailto:aurorale@umich.edu)



@Prof\_ABLE

# 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

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# Psychosocial Factors of Work

- 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.

- Working conditions Ænegative psychosocial factors
  - Low control over work tasks
  - Lack of support (supervisor, co-workers)

# 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

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# Occupational and Environmental Disparities

What Are They?

BY ANNE S. PETERSON, M.B. LE

[https:// aiha.info/41ffFxS](https://aiha.info/41ffFxS)

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# Thank you for your time and attention!

## Questions?



Aurora Le, PhD, MPH, CSP, CPH  
[aurorale@umich.edu](mailto:aurorale@umich.edu)



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