Central Baltic Interreg IV Program 2007-2013

Acitive and Dynamic Societies

WASI – Work Ability and Social Inclusion
WASI participants

Office and ICT workers in:

Finland n=112
Estonia n=295
Latvia n=348
WASI covered ...

- Well-being at work
- Leadership
- Stress management
- Work environment
- Communication
Measurements

- Survey (Finland, Estonia, Latvia)
- Interviews (Finland)
- Cost-benefit analysis (Finland, Estonia, Latvia)
- Stress measurements (Finland, Estonia, Latvia)
- Farax leadership analysis (Finland)
- Ergonomic evaluation (Estonia)
- In-door air measurements (Estonia, Latvia)

20.9.2011
Intervention

- Metal Age method (Finland, Estonia, Latvia)
- Carried out differently in Finland vs. Estonia/Latvia
- Metal Age course at baseline
- Follow-up evaluation after one year
- Metal Age facilitators worked with the companies during one year
## Results, WAI and KIVA in Finland

<table>
<thead>
<tr>
<th>Outcome</th>
<th>Metal age Before</th>
<th>Metal age Follow-up</th>
<th>Controls(^1) Before</th>
<th>Controls(^1) Follow-up</th>
<th>Difference in mean change scores (95% CI)</th>
</tr>
</thead>
<tbody>
<tr>
<td>WAI, mean (SD)</td>
<td>37.4 (3.7)</td>
<td>37.9 (3.3)</td>
<td>38.7 (3.5)</td>
<td>35.8 (6.5)</td>
<td>3.1 (1.3 to 4.9)(^3)</td>
</tr>
<tr>
<td>KIVA summary score, mean (SD)</td>
<td>7.8 (1.1)</td>
<td>7.7 (1.1)</td>
<td>7.6 (0.9)</td>
<td>7.1 (1.8)</td>
<td>0.4 (-0.1 to 1.0)</td>
</tr>
<tr>
<td>KIVA, questions 1 to 7, mean (SD)</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Have you enjoyed coming to work in the last</td>
<td>7.4 (1.6)</td>
<td>7.5 (1.7)</td>
<td>7.4 (1.6)</td>
<td>6.2 (2.7)</td>
<td>1.4 (0.3 to 2.5)(^4)</td>
</tr>
<tr>
<td>I regard my job as</td>
<td>8.3 (1.7)</td>
<td>8.2 (1.4)</td>
<td>8.1 (1.5)</td>
<td>7.8 (2.5)</td>
<td>0.5 (-0.4 to 1.4)</td>
</tr>
<tr>
<td>I feel in control of my work</td>
<td>8.4 (0.9)</td>
<td>8.3 (0.9)</td>
<td>8.4 (0.9)</td>
<td>8.1 (1.6)</td>
<td>0.3 (-0.2 to 0.8)</td>
</tr>
<tr>
<td>I get on with my fellow-workers</td>
<td>8.5 (1.6)</td>
<td>8.5 (1.5)</td>
<td>8.8 (1.2)</td>
<td>8.2 (1.8)</td>
<td>0.5 (-0.3 to 1.2)</td>
</tr>
<tr>
<td>My immediate superior performs as superior</td>
<td>7.6 (1.8)</td>
<td>7.5 (2.1)</td>
<td>7.3 (1.7)</td>
<td>6.8 (2.8)</td>
<td>0.3 (-0.6 to 1.2)</td>
</tr>
<tr>
<td>How certain are you that you will keep your job with this employer?</td>
<td>6.8 (2.4)</td>
<td>6.6 (2.3)</td>
<td>6.4 (2.6)</td>
<td>6.2 (2.5)</td>
<td>0.0 (-1.4 to 1.4)</td>
</tr>
<tr>
<td>How much can you influence factors concerning your job?</td>
<td>7.7 (1.8)</td>
<td>7.5 (1.7)</td>
<td>7.6 (1.6)</td>
<td>6.8 (2.7)</td>
<td>0.5 (-0.3 to 1.3)</td>
</tr>
</tbody>
</table>

1. Based on the Finnish subjects, who answered the baseline and the follow-up questionnaire.
2. CI=Confidence interval.
3. \(P=0.001\)
4. \(P=0.015\)
Results, Stress in Finland

- At the baseline no group differences in feeling of stress (P=0.852), recovery of day’s workload (P=0.570), job satisfaction (P=0.297) or life satisfaction (P=0.167).

- At the follow-up a tendency for lower feeling of stress (P=0.095), and better recovery of day’s workload (P=0.078) in subjects of Metal age group compared to controls.

- Higher number of subjects in Metal age group were very satisfied or rather satisfied with their present work (79% vs. 64%, P<0.001).
Economic evaluation

- Sick leave days
- Presenteeism (sick at work)
- Perceived work ability (VAS 0-10)
- When estimating the values of presenteeism hours, the number of presenteeism hours was multiplied by the percentage reduction of work performance
Value of time

- Used method - Human Capital Approach
- Each hour is valued according to each person’s gross monthly salary, divided by the number of working hours per month
- When estimating the values of presenteeism hours, the number of presenteeism hours was multiplied by the percentage reduction of work performance
Presenteeism hours/month

1 year
Cost of presenteeism €/person/month

Before

1 year

Before
Sick leave days/person/month for each 3 months period
Costs of sick leave days and presenteeism €/person/month

1 year

Before

150 €

101 €

Before

69 €

51 €