Risk Factors Associated with the Professional Performance of Civil Servants with Impairment

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POLICY OF HEALTH AND SAFETY AT WORK

Lisbon European Council

Changes

New strategy
1. To promote “well-being at work”
2. Priority: prevention
3. Statistics must be harmonised
4. New risks must be anticipated
WHAT IS AN IMPAIRMENT?

ICF (WHO, 2001):

IMPAIRMENTS ARE PROBLEMS IN BODY FUNCTION (INCLUDING PSYCHOLOGICAL FUNCTIONS) OR BODY STRUCTURE SUCH AS A SIGNIFICANT DEVIATION OR LOSS.
POLICY OF PEOPLE WITH IMPAIRMENT

- R99 – vocational rehabilitation of the disabled, Recommendation (1955)
- International Year of Disabled Persons (1981)
- R168 – Vocational Rehabilitation and Employment, Recommendation (1983)
- C159 Vocational Rehabilitation and Employment, Convention (1983)
- Resolution 45/91 – “Society for All” (1990)
POLICY OF PEOPLE WITH IMPAIRMENT

- Turin Treaty or European Social Charter (1961)
- Recommendation R(92)6 – Coherent Policy for People with Disabilities
- Communication COM(96)406 final - Equality of Opportunity for People with Disabilities
- Resolution 2003/C 39/03 – improving eAccessibility for people with disabilities
- eEurope 2002 e eEurope 2005
- European Year of People with Disabilities (2003)
- European Year of Equal Opportunities for All (2007)
POLICY OF PEOPLE WITH IMPAIRMENT

- Constitution of the Portuguese Republic (1976)
- Act 9/89 – Law on Prevention, Rehabilitation and Integration of People with Disabilities
- Resolution 6/98 – Green Book of the Information Society
- Resolution 96/99 - National Initiative for Citizens with Special Needs in the IS
- Resolution 109/2003 – National Initiative for the Broadband
- Decree Law 163/2006 - accessibility to buildings and public via
- Resolution 120/2006 – Action Plan for Integration of People with Impairment or Disability
- Law 46/2006 – prohibition and punishment of discrimination
THEORETICAL MODEL

BIOPSYCHOSOCIAL MODEL ICF (WHO, 2001); SOCIAL INCLUSION MODEL (WERNECK, 2005)

HEALTH CONDITION

PERSONAL FACTORS
Gender, age, coping styles, etc.

ENVIRONMENTAL FACTORS
ACCESSIBILITY:
- Architectural
- Communicational
- Methodological
- Instrumental (tools)
- Policy planning
- Attitudinal

CONTEXTUAL FACTORS

INCLUSION
FUNCTIONING

DISABILITY
EXCLUSION

YES

NOT
OBJECTIVE

To know labour conditions of civil servants with impairment who work in the Portuguese Central Public Administration

SPECIFIC

To know risk factors associated with their professional performance
METHOD

PARTICIPANTS (n= 980 civil servants)

- 94.6% >6 years in Public Administration
- 74.5% with impairment after joining to Public Administration
- More frequent: Musculoskeletal impairment, cancer & visual impairment
- 33.4% two or more impairments
- 7.9% work accident
METHOD

PARTICIPANTS (n= 980 civil servants)

- 54% women; 46% men
- 41.6% aged 35 to 50; 48.5% aged 51 to 64 (M= 50.77; SD= 8.57)
- 30.5% Univ. degree; 21.9% Primary Educ.; 18.4% Secondary Educ.
- 23.1% Administrative Career; 17.6% Security Forces; 16.7% Auxiliary Career
- 39% Ministry of Health; 18.1% Ministry of the Interior
METHOD

INSTRUMENT

Questionnaire (38 questions; mainly multiple-choice)

- Impairment Profile

- Occupational Context

  Socio-professional factors

  Environmental factors
METHOD

PROCEDURE

Delivered to 204 ministerial organizations (5th June-31st August)

Electronic

Paper

Braille alphabet
RESULTS

WORKPLACE ACCESSIBILITY: ENTRANCE & SPACES

- Good: 49.5%
- Reasonable: 37.6%
- Bad: 13.0%
RESULTS

WORKPLACE ACCESSIBILITY: OWN SPACE

- Done and adequate: 63.8%
- Done and inadequate: 27.0%
- Being done: 6.1%
- Necessary to be done: 3.1%
RESULTS

COMPUTER

20% haven't a computer

85.6%

14.4%
RESULTS

INTERNET ACCESS

- Yes: 81.1%
- Not: 18.9%
RESULTS

SOFTWARE ACCESSIBILITY

- Compl. Agree: 28.5%
- Agree: 56.2%
- Disagree: 10.9%
- Compl. Disagree: 4.4%
### RESULTS

## ASSISTIVE TECHNOLOGIES

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<td>Notepad (n=11)</td>
<td>64.0%</td>
<td>Auxiliary</td>
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<td>Braille Line (n=18)</td>
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<tr>
<td>MG/MG TV (n=17)</td>
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<td>Speech Synthesizer (n=31)</td>
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<td>Large Monitor (n=22)</td>
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<td>Enlargement Software (n=19)</td>
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## RESULTS

### PERCEPTIONS ABOUT COWORKERS AND MANAGER

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RESULTS

PERCEPTIONS ABOUT COWORKERS AND MANAGER: AWARENESS

- Compl. Agree: 51.5%
- Agree: 23.1%
- Disagree: 9.7%
- Compl. Disagree: 15.7%
DISCUSSION

1. Inadequate working conditions
2. Insufficient awareness
3. Direct and indirect discrimination
4. Assessment by objectives?
5. Restructuring Programme of Central Administration (PRACE)
6. Minimum salary = 410€; only Executive Officer ≥ 1200€
DISCUSSION

DIMENSIONS OF PRECARIOUS WORK (Rodgers & Rodgers, 1989):

- Low control over work
- Insufficient level of protection
- Insufficient income
- Uncertainty over employment
THANKS

Contacts

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