

# Psychosocial working conditions: veni, vidi, vici?

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# Psychosocial working conditions: veni, vidi, vici?

*Result of great teamwork with:*

Ida Madsen, National Research Centre for the Working Environment,  
Denmark & Anthony LaMontagne - Deakin University, Australia



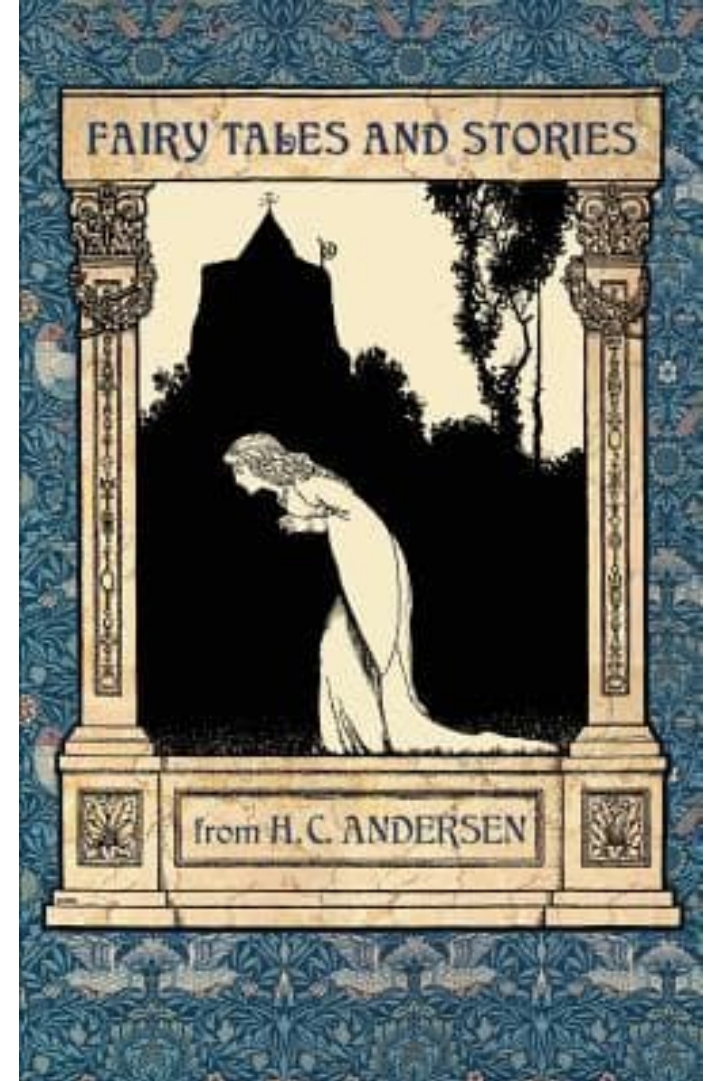


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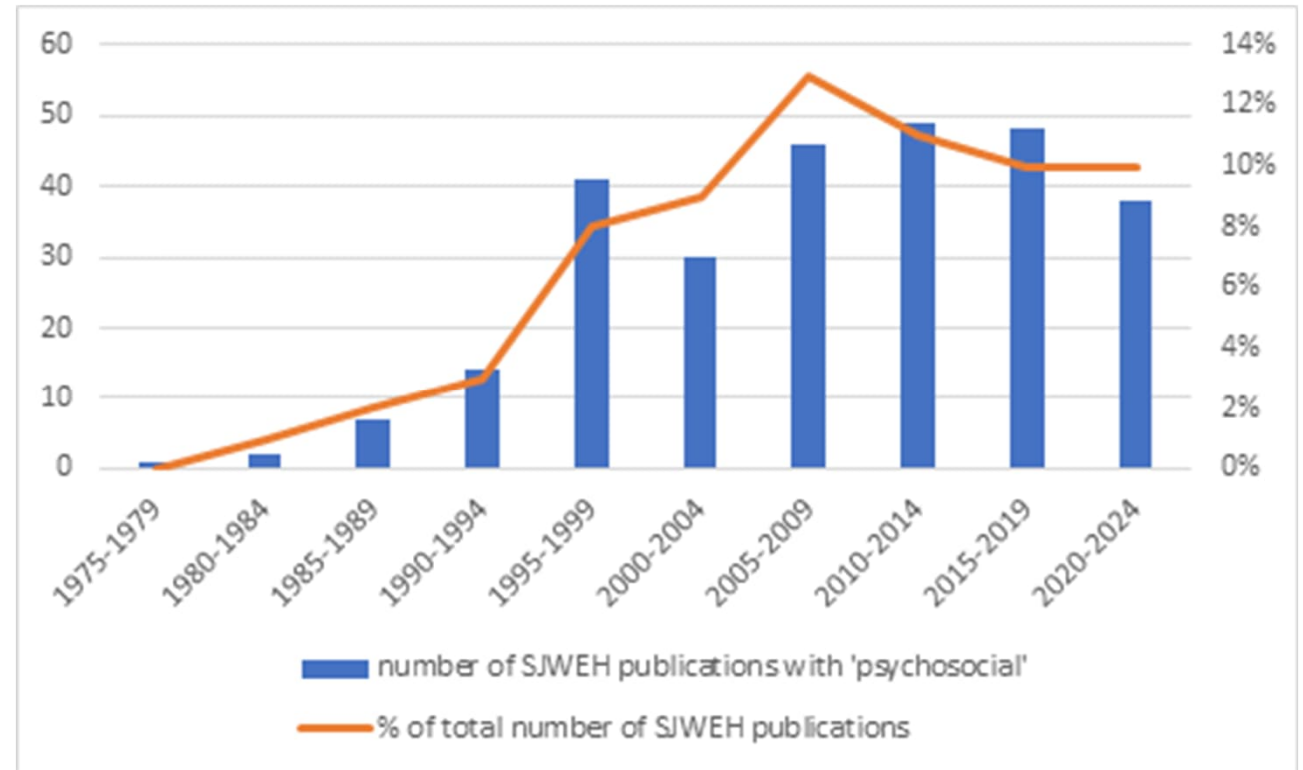


**O**nce  
upon  
a  
time...

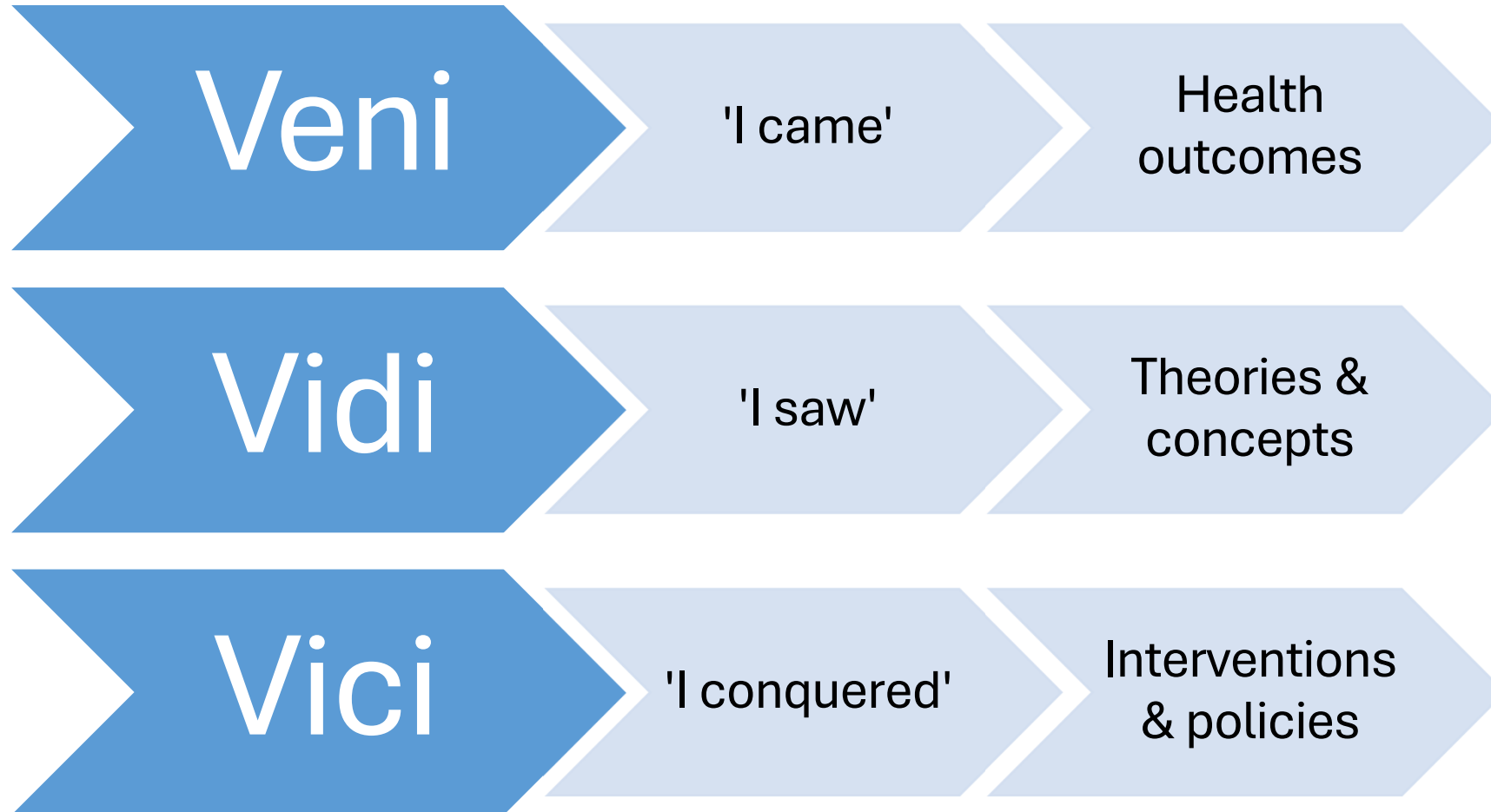


VENI  
Research came:

focussing on  
psychosocial working  
conditions



# Psychosocial working conditions & Julius Caesar



# Veni - 'I came'

## Health outcomes of psychosocial work hazards

### Cardiovascular disease



### Mental health outcomes



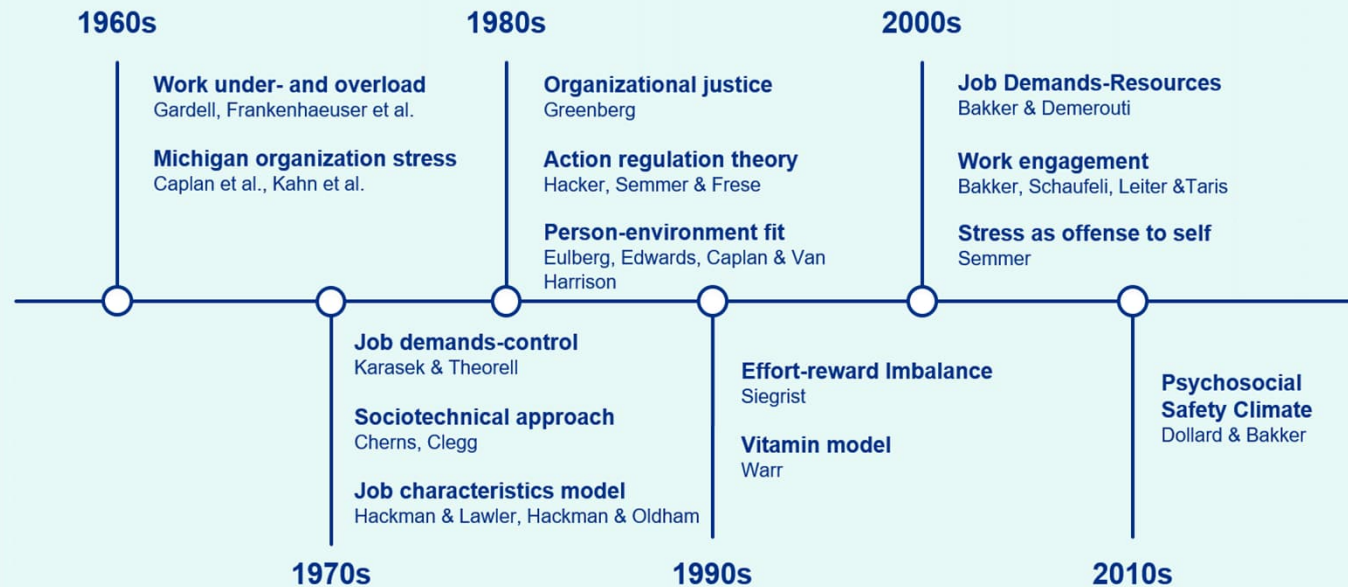
### Other health outcomes

e.g.,  
musculoskeletal disorders;  
premature mortality



# VIDI – 'I saw' theories and concepts

## Timeline of selected conceptualizations of psychosocial working conditions



You can find all details here:  
[SJWEH - Fifty years of research on psychosocial working conditions and health](#)

# VIDI – 'I saw'

## Evolution of theories & measuring instruments



**Wish-list:**  
Exposure dynamics  
Objective measurements  
Multiple exposures  
Causality



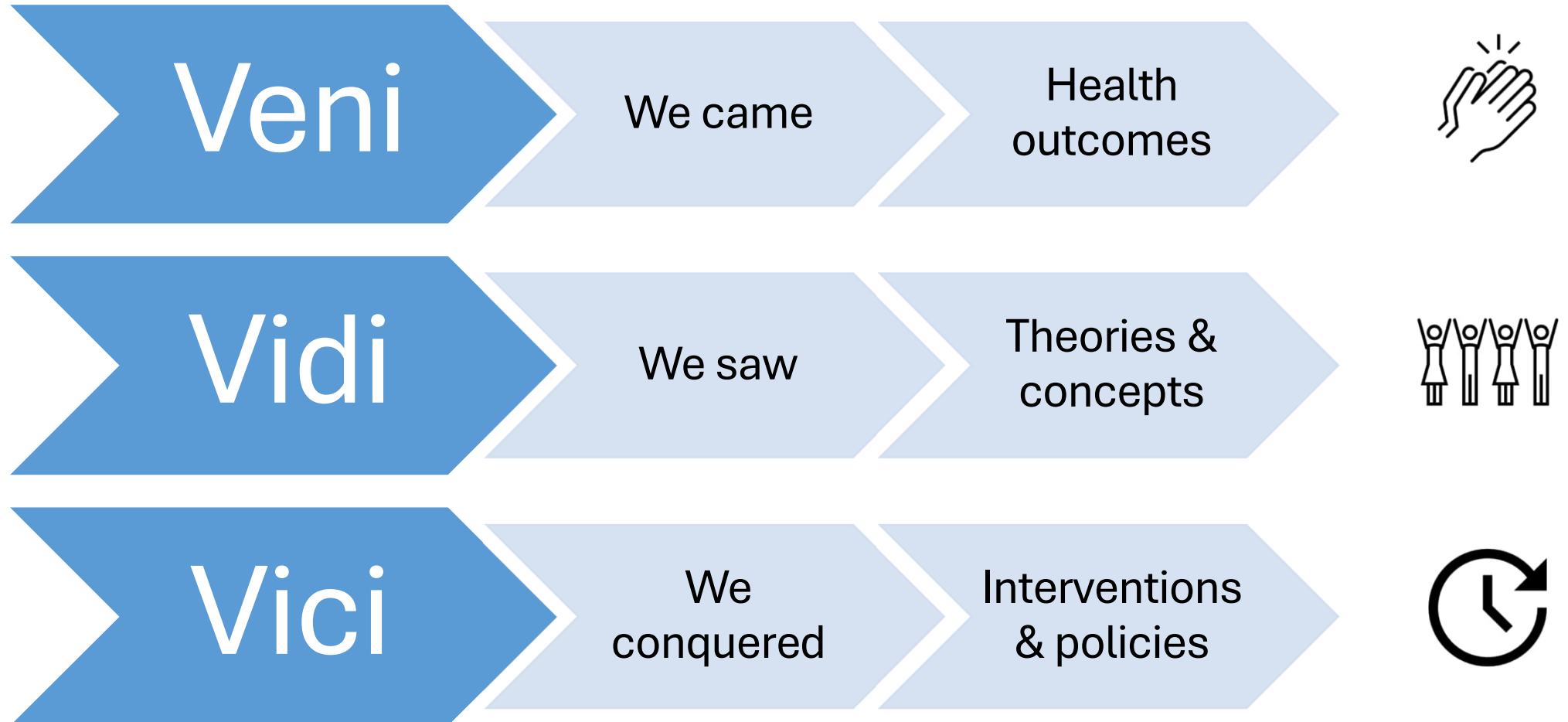
# VICI - 'I conquered'?

Not quite yet...  
E.g., in the Netherlands  
30% increase since 2019  
in sick leave due to stress!  
*source: Human Capital Care*

## Challenges in interventions & policies

- Hierarchy of controls:
  - Elimination of job demands **NO**
  - Mitigation through resources **YES**
- Comprehensive interventions: multiple actors and levels
- Robust research designs: complexity & external validity
- Focus on mental health in policies driving away from:
  - reducing psychosocial hazards and other health outcomes
  - employers obligation to provide working conditions that are physically & psychologically safe!

# Balance of 50 years of research on psychosocial working conditions



# Take home tasks



## **TARGET MULTIPLE LEVELS**

such as organizations,  
business units, and the  
worker level;



**TARGET MITIGATION** of  
excessive job demands;



## **IMPROVE EXPOSURE**

**ASSESSMENT** by objective &  
comprehensive measures



**APPLY PARTICIPATORY**  
**APPROACHES** including  
stakeholders



**DEVELOPE ALTERNATIVES** to  
experimental studies for  
evaluation

# Congratulations on 50 years of SJWEH!



Let's continue to support SJWEH!

- Small budget, big dreams
- One of the very few not-for-profit journals
- By and for scientists

Thank you!

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