



Manufacturing psychosocial risks

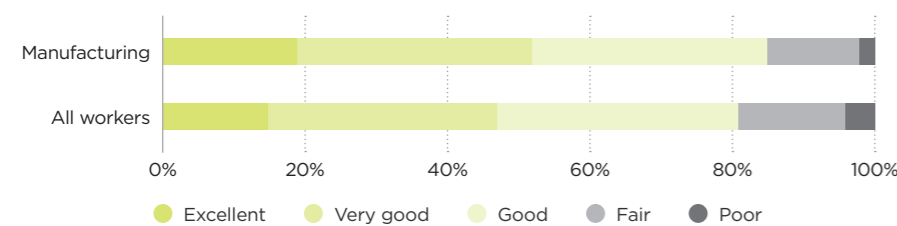
Psychological harm¹

The percentage of manufacturing workers that report experiencing the following in the last 12 months:



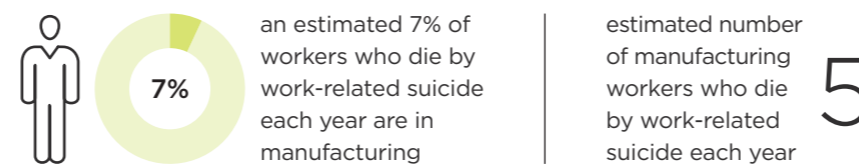
Self-rated health²

Self-rated health is a key indicator for monitoring quality of life and population health. Manufacturing workers were slightly more likely to rate their health as good or above compared to all workers.



Work-related suicide³

Research reviewed 1,678 coronial findings (from applicable cases) between 2017-2021.



All 14 manufacturing workers who died by work-related suicide during 2017-2021 experienced **significant work-related stressors**. The following work-related stressors appeared in work-related suicides by people who worked in manufacturing:

HOW WORK IS DESIGNED	SOCIAL FACTORS AT WORK	WORK ENVIRONMENT	WORK CONTEXT
<ul style="list-style-type: none"> - Job demands - Work hours and schedule - Job security and precarious work 	<ul style="list-style-type: none"> - Bullying and victimisation - Interpersonal relationships - Support 	<ul style="list-style-type: none"> - Work injury 	<ul style="list-style-type: none"> - Making a mistake at work

Offensive behaviours²

Offensive behaviours can cause harm to the person they are directed at as well as people witnessing the behaviour. Repetitive or severe exposure can cause both physical and psychological harm.

Percentage of manufacturing workers who were exposed at least once in the last 12 months:

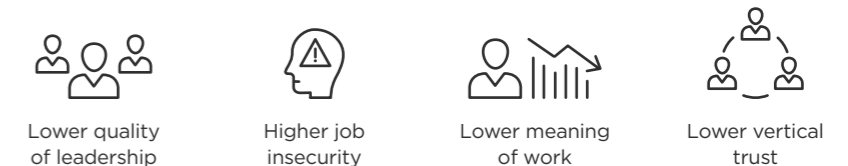


Policies around bullying, harassment and violence¹



Psychosocial risks²

Manufacturing workers are more likely to be exposed to:



Protective factors²

Protective factors can mitigate the impact of risk factors and may enhance mental wellbeing. Manufacturing workers are more likely than all New Zealand workers to report:



What workers in manufacturing say makes a good day:

- strong interpersonal relationships
- career development
- safe physical work environment and equipment
- organisational culture
- supportive leadership
- manageable workload.

¹ WorkSafe Workforce Segmentation and Insight surveys 2020 and 2021.
² WorkSafe (2022). *New Zealand Psychosocial Survey 2021*.
³ WorkSafe (2024). *Work-related suicide: Examining the role of work factors in suicide*.
⁴ WorkSafe (2023). *Mentally healthy work online form analysis: Review of concerns received from 26 April 2022 - 1 May 2023*.

Employer attitudes¹

81%

of employers feel a strong sense of responsibility for the mental health of staff and how well they get on with others

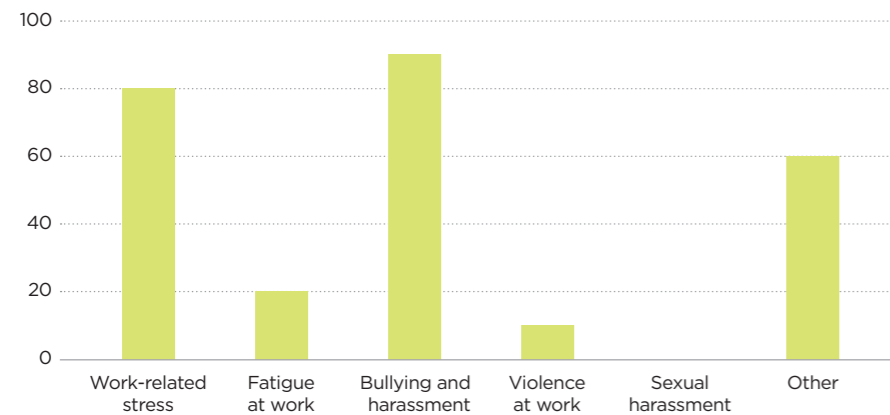
Mentally healthy work concerns⁴

This data involves mentally healthy work concerns WorkSafe received from 26 April 2022 - 1 May 2023.

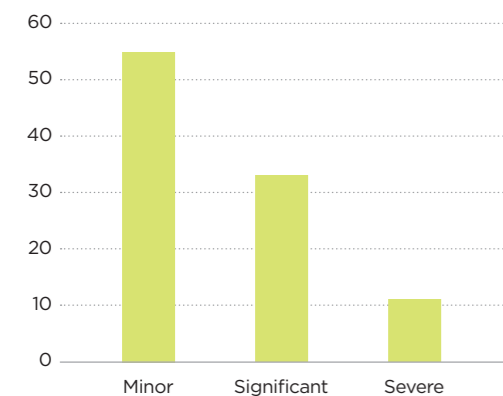
4%

of mentally healthy work concerns that WorkSafe received in that period were raised from workers in the manufacturing sector (11 out of 283 concerns)

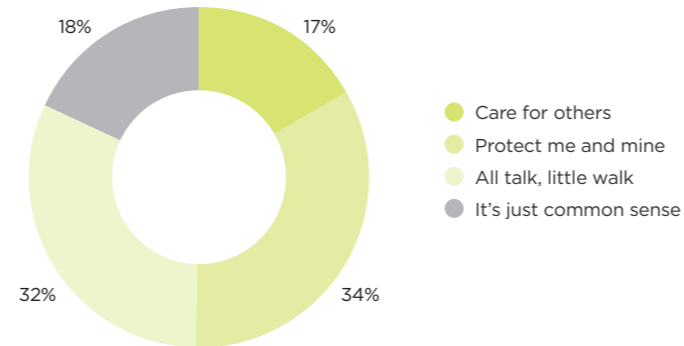
Percentage of concerns by issue



Percentage of concerns by levels of harm



Employer health and safety maturity in manufacturing¹



Employers' health and safety perceptions¹

Percentage of manufacturing employers that agree with the following statements:

69%

we make the time and effort to ensure we're up to date with changes in health and safety legislation

64%

health and safety is a real investment in our business

29%

the main reason we follow health and safety rules is so we don't get in trouble

20%

complying with health and safety regulations is a cost to our business, with little benefit

18%

management wouldn't need to get involved in health and safety if workers just used their common sense

77%

we have a strong safety culture where each person is always watching out for each other's health and safety

Employers' health and safety practices¹

Percentage of manufacturing employers that:

36%

say they conduct an assessment on workers' level of exposure to a health risk

40%

say they provide workers with health checks/monitoring for health problems that could be related to their work

66%

say they make changes to the work environment or equipment to reduce the risk to people's health and safety

41%

say they develop or update a formal management plan or policy to address key health and safety risks