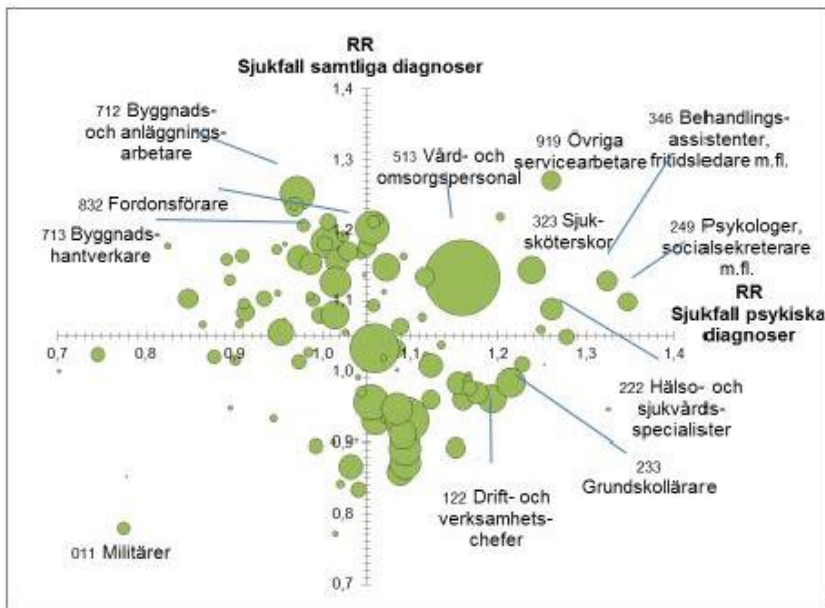


Fyrirbyggjandi aðgerðir vegna streitu og kulnunar



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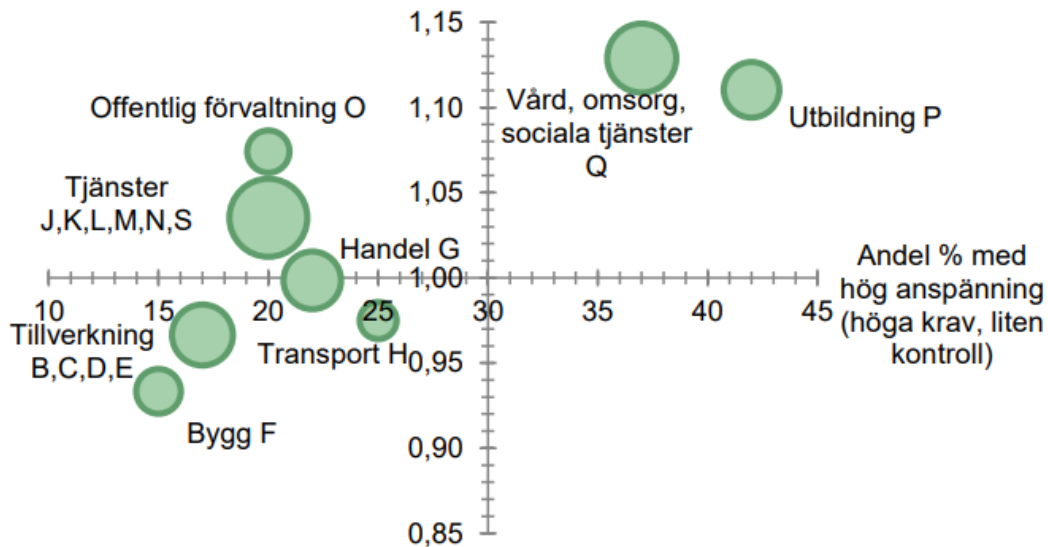
Heilbrigðisstarfsfólk
 Kennarar
 Félagsmálageirinn
 Háskólastarfsmenn
 Stjórnendur
 Önnur opinber störf

Heimild: Socialförsäkringsrapport 2014:4, Försäkringskassan

Figur 12

Relativ risk (RR) för sjukfall i psykiatrisk diagnos per bransch, andel med anspänt arbete och branschernas relativa storlek

Relativ risk (RR) för sjukfall över 14 dagar psykiatrisk diagnos



Ovägt genomsnitt över alla branscher är referenskategori (1,00).
Källa krav-kontrollindex: Arbetsmiljöundersökningen 2017 SCB.

Därför mår kvinnor dåligt av jobbet

Kvinnors sämre hälsa i arbetslivet beror inte på att de är mer sårbara som individer. Orsaken är istället skillnader i hur arbetet organiseras för kvinnor respektive män. Det visar en ny kunskapsöversikt från Arbetsmiljöverket.

Tips

Ladda ner Arbetsmiljöverkets
[kunskapssammanställning](#).

– Egentligen skulle jag kunna sammanfatta hela rapporten med en fråga och ett svar: Är kvinnor mer sårbara som individer? Jag skulle kunna svara nej och så är det färdigt. Men jag ska försöka berätta vad det kan finnas för förklaringar till att kvinnor har sämre hälsa i arbetslivet.

Kunskapssammanställning 2016:2

Kvinnors och mäns arbetsvillkor

– betydelsen av organisatoriska faktorer och psykosocial arbetsmiljö för arbets- och hälsorelaterade utfall



Original article



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Scand J Work Environ Health. 2021;47(5):335–348. doi:10.5271/sjweh.3955

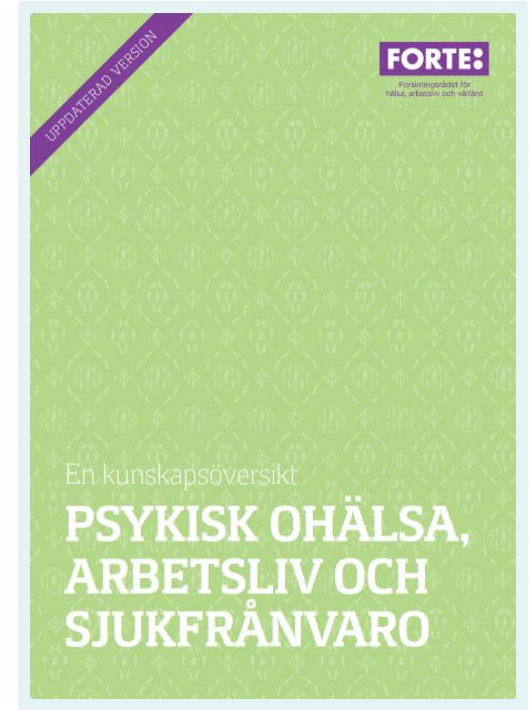
Occupational trajectories of working conditions in Sweden: Development trends in the workforce, 1997–2015

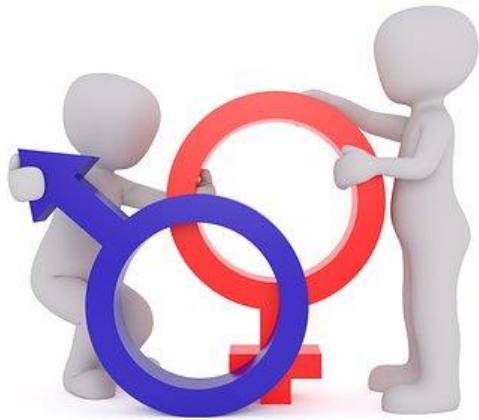
by Linda Corin, PhD,^{1,2} Anders Pousette, PhD,^{3,4} Tomas Berglund, PhD,² Lotta Dellve, PhD,² Gunnel Hensing, PhD,⁴ Lisa Björk, PhD^{1,2}



- ✓ Kröfur miðað við sveigjanleika
- ✓ Umbun miðað við álag
- ✓ Óljósar starfslýsingar
- ✓ Starfsumhverfi stjórnanda
- ✓ Réttlæti

Sömu þættir meðal karla og kvenna!





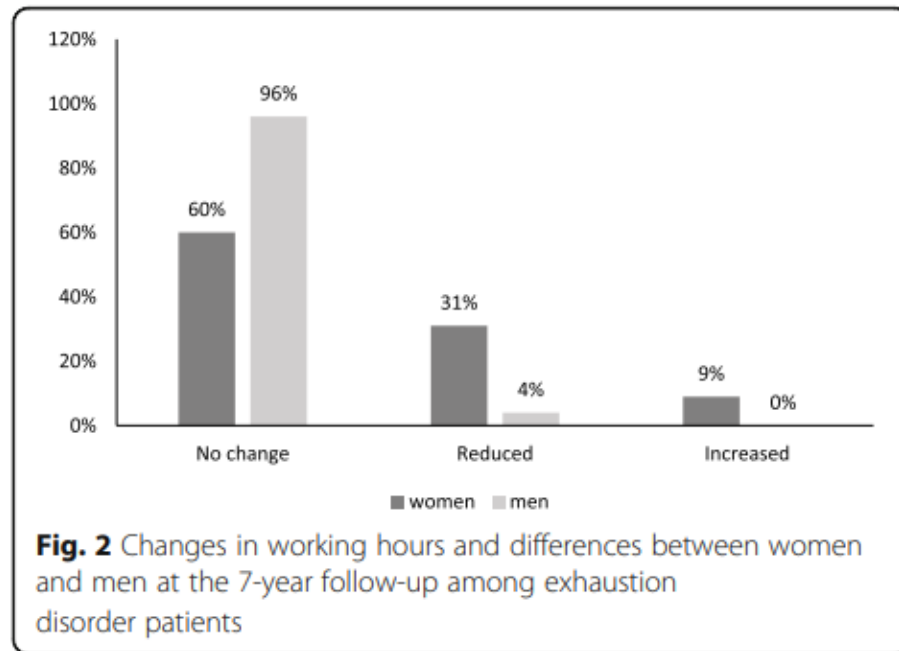
Ef að konur og karlar myndu vinna við sömu skilyrði eru líkurnar á streitutengdum einkennum þær sömu.

Breytingar í vinnuaðstæðum meðal sjúklunga með kulnun

Meirihlutinn hefur þurft að gera breytingar á vinnuaðstæðum (minnka vinnutíma, breyttar starfslýsingar og/eða breyta um vinnustað).

Algengara að starfslýsingar/verkefni séu breytt meðal karlmannna

Algengara að minnka vinnutíman (fara í hlutastarf) meðal kvenna



Physician burnout: contributors, consequences and solutions

■ C. P. West^{1,2} , L. N. Dyrbye¹ & T. D. Shanafelt³

From the ¹Department of Medicine; ²Department of Health Sciences Research, Mayo Clinic, Rochester, MN; and ³Department of Medicine, Stanford University Medical Center, Stanford, CA, USA


“Drivers of this epidemic are largely rooted within health-care organizations and systems and include excessive workloads, inefficient work processes, clerical burdens, work–home conflicts, lack of input or control for physicians with respect to issues affecting their work lives, organizational support structures and leadership culture”.



Bild; Getty Images

Health outcomes of psychosocial stress within firefighters:

A systematic review of the research landscape

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Abstract

Background and Objectives: Much of the research surrounding firefighter health has concerned the hazards intuitively associated with the occupation, such as physical, thermal, and chemical risks. However, an additional aspect of their work environment, psychosocial stressors, has begun to attract a growing level of attention. Work-related psychosocial stress may best be described as mental and emotional strain caused by a combination of workplace events and characteristics, and the objective of our review was to identify the health outcomes associated with these stressors in firefighters.

Methods: A systematic review was performed of studies reporting on the psychosocial stressors and the associated health outcomes experienced by firefighters. Data sources included the MEDLINE, PsychInfo, and CINAHL databases.

Results: Twenty-nine studies met the inclusion criteria. Upon analysis, we found that firefighters experienced a range of psychosocial stressors (including interpersonal conflict and concerns over organizational fairness) and observed that these stressors were associated with a number of health-related outcomes that could be arranged into six areas: depression-suicidality, non-depressive mental health problems, burnout, alcohol use disorders, sleep quality, and physiological parameters and somatic disorders.

Conclusion: Our findings strongly suggest that work-related psychosocial stressors can affect the health and well-being of those in the fire service, and highlight that interventions meant to address these psychosocial risk factors should focus upon promoting self-esteem, enhancing self-efficacy, and strengthening social support.



Promoting self-esteem, enhancing self-efficacy and strengthening social support

- ✓ **Organizational structures**
- ✓ **Organisational support**
- ✓ **Organisational fairness /injustice**
- ✓ **Organisational demands**
- ✓ **Discrimination**
- ✓ **Harassment**
- ✓ **Workload**
- ✓ **Mismatch between process and competence**

Igboanugo S, Bigelow PL, Mielke JG. Health outcomes of psychosocial stress within firefighters: A systematic review of the research landscape. *J Occup Health*. 2021 Jan;63(1):e12219. doi: 10.1002/1348-9585.12219. PMID: 33780075; PMCID: PMC8006668.

Fyrirbyggjanda aðgerðir;

Vinna með vinnuaðstæður á vinnustöðum, fyrst och fremst þar sem verið er að vinna með fólk



Fjallar um kröfur miðað við forsendur og stuðning

- Stjórnunarhættir/forsendur stjórnenda
- Sameiginlegar ákvarðarnir
- Sveigjanleiki
- Starfslýsingar/hver gerir hvað!
- Samskipti
- Kröfur
- Stuðningur
- Skýrt umboð til ákvarðanatökur

