

Work Environment and Depression

Reiner Rugulies

National Research Centre for the Working Environment



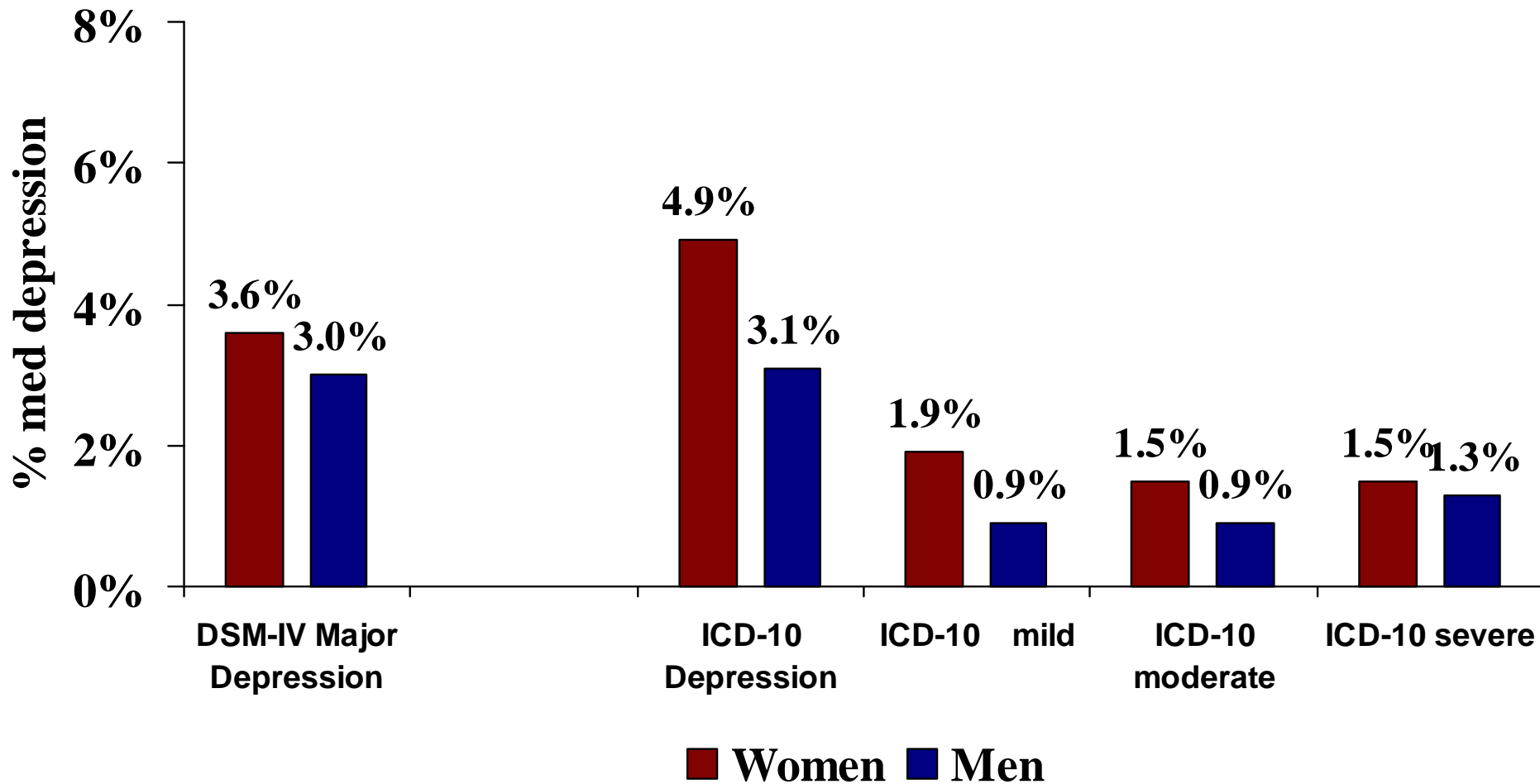
DET NATIONALE FORSKNINGSCENTER
FOR ARBEJDSMILJØ

Forskningskonference Arbejde under forandring?
Traditioner og ambitioner i studier af arbejde og organisering
Københavns Universitet, Institut for Psykologi
29 November 2007

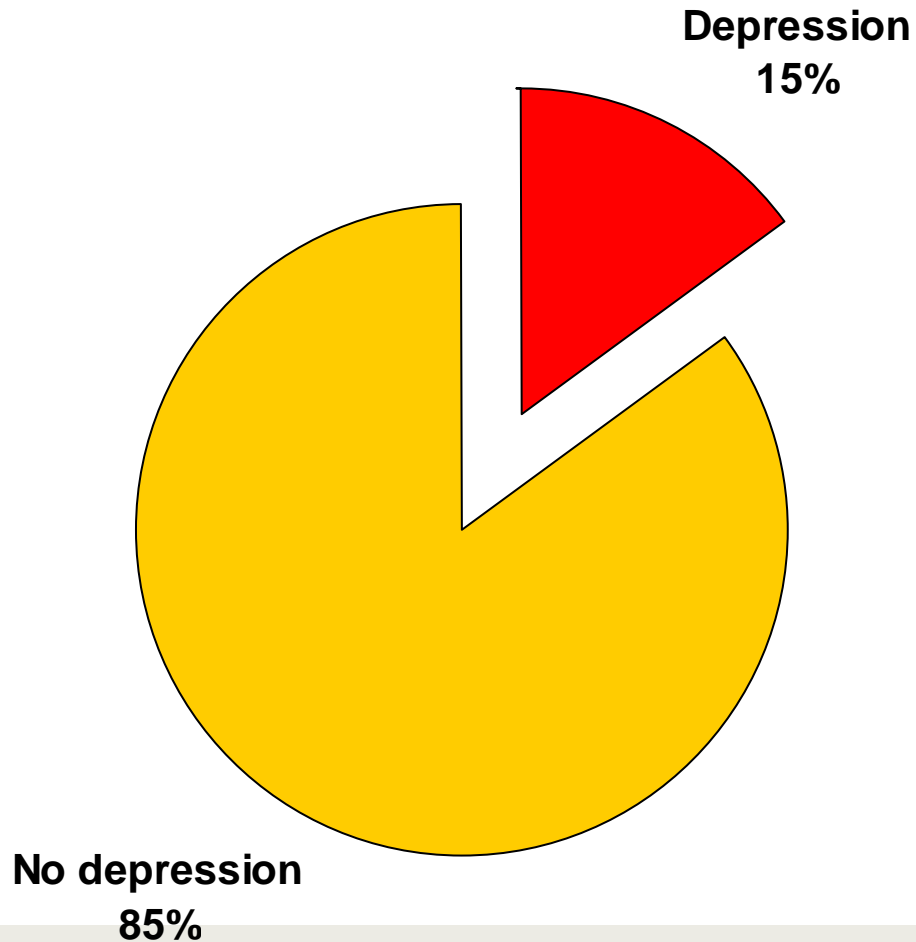
Overview of Presentation

- Prevalence and consequences of depression
- The etiology of depression
- Research findings on the role of the psychosocial work environment in the etiology of depression
- Ongoing Danish research projects on work and depression
- Thoughts on future research

Point prevalence of depression in Denmark



Estimated life-time prevalence of depression in Denmark

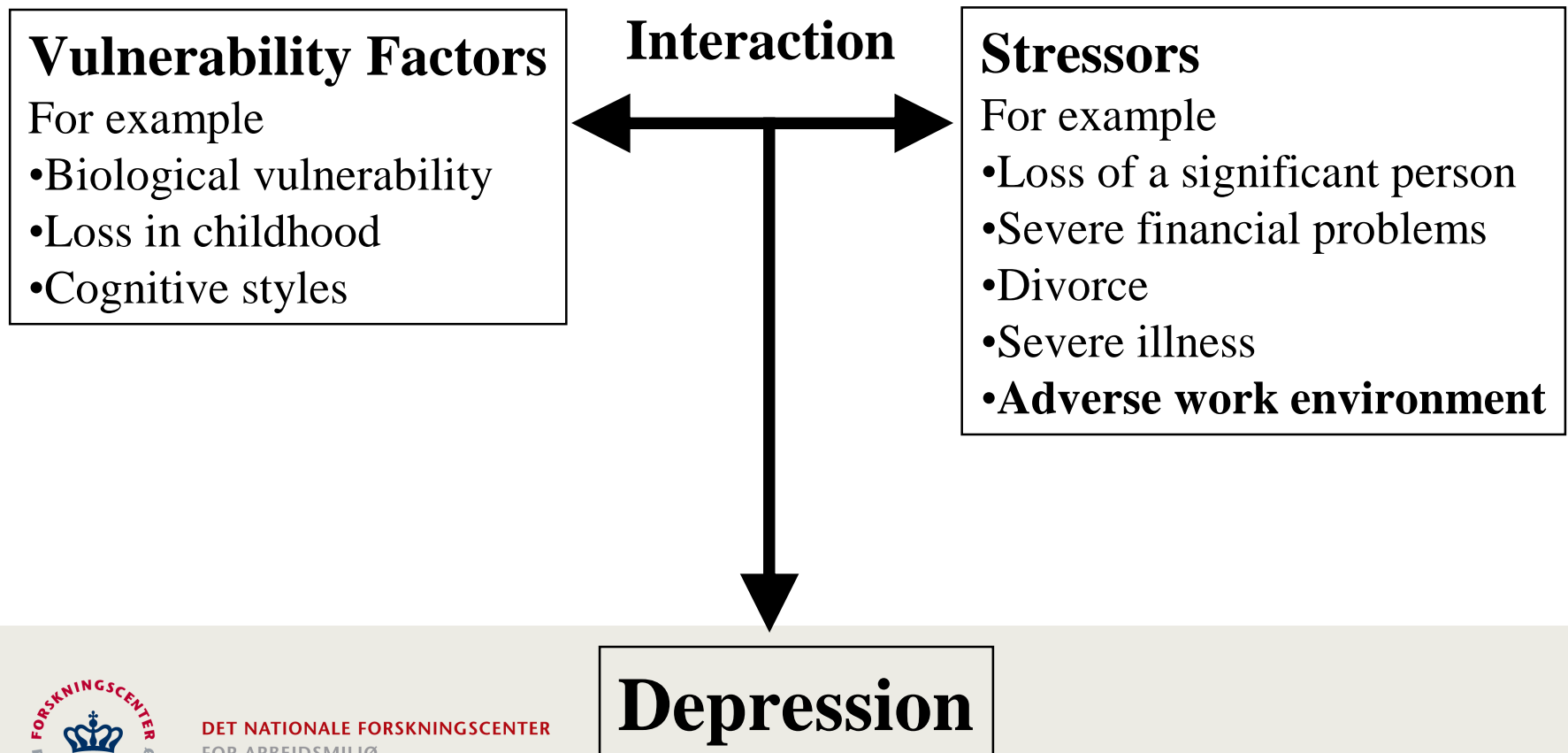


Consequences of depression

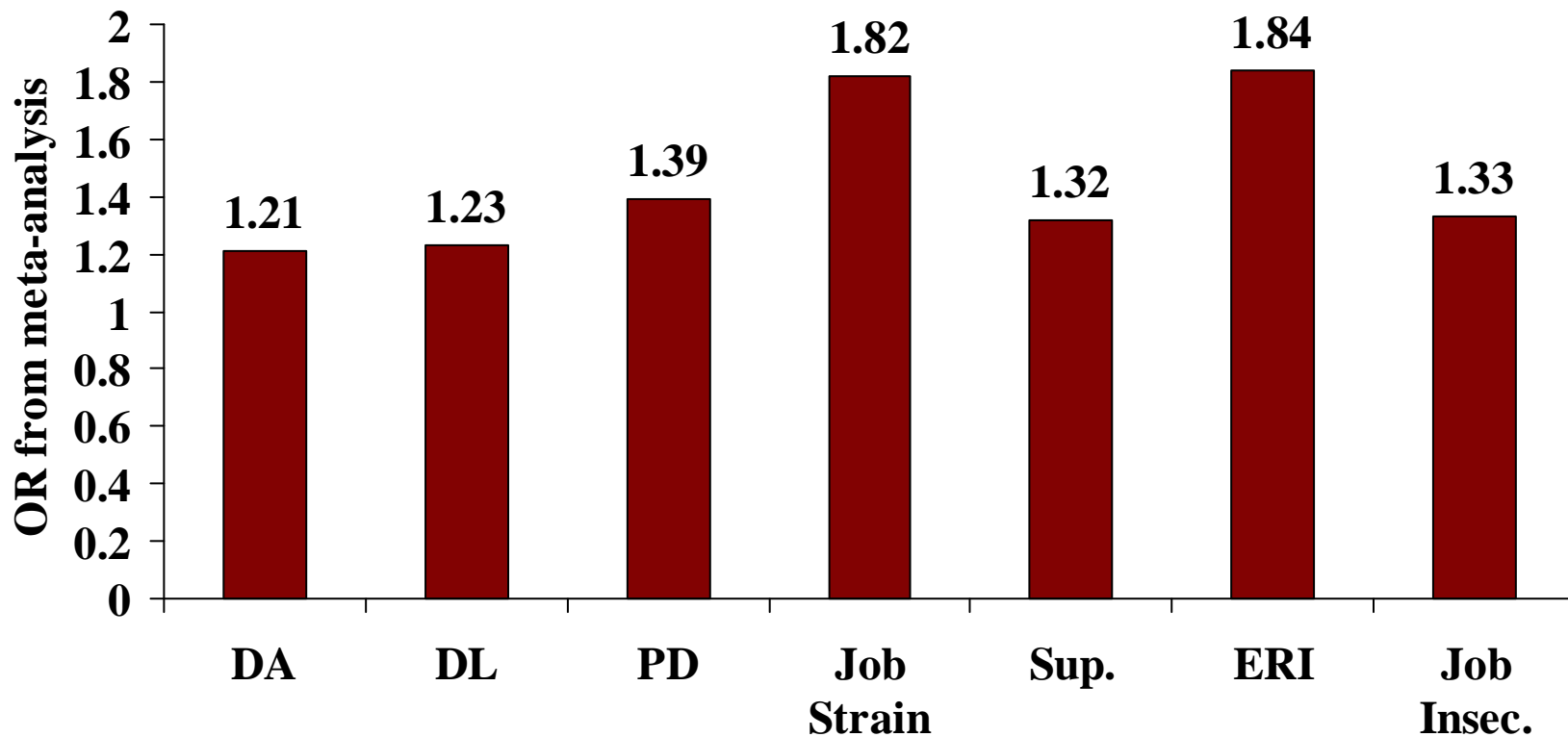
- Severe reduction in quality of life
- Leading cause for years of life lived with disability (YLD, WHO)
- Long-term sickness absence
- Exclusion from the labor market
- Increased risk of suicide
- Increased risk of somatic diseases

Etiology:

Depression as a result of the interaction between vulnerability factors and stressors



A meta-analysis on psychosocial work environment and common mental disorders (CMD)



DA: Decision Authority
DL: Decision Latitude
PD: Psychological Demands

Sup: Social support at work
ERI: Effort-reward imbalance
Job Insec.: Job insecurity



DET NATIONALE FORSKNINGSCENTER
FOR ARBEJDSMILJØ

Stansfeld & Candy, Scandinavian Journal of Work Environment and Health, 2006;32(6):443-462

A study on psychosocial work environment and severe depressive symptoms in the Danish workforce

- 4,133 employees (49% women), aged 18-65, from the Danish Work Environment Cohort Study (DWECS) followed-up for 5 years
- Participants with severe depressive symptoms at baseline were excluded from the analysis
- All measures based on questionnaires and administered by telephone
- Psychosocial workplace factors measured in 1995
- Severe depressive symptoms measured in 1995 and 2000



Impact of psychosocial work characteristics on risk of severe depressive symptoms in 2,004 women

Stressor	RR	95% CI	p
High quantitative demands	0.83	0.48-1.44	0.51
Low influence	2.17	1.23-3.82	0.007
Low poss. for development	1.11	0.66-1.87	0.69
Low supervisor support	2.03	1.20-3.43	0.008
Low coworker support	1.05	0.50-2.23	0.90
High job insecurity	1.21	0.73-1.99	0.46

Adjusted for age, cohabitation, having children at home, school education, smoking, alcohol consumption, leisure time physical activity, change in employment status during follow-up and depression score at baseline



Impact of psychosocial work characteristics on risk of severe depressive symptoms in 2,129 men

Exposure	RR	95% CI	p
High quantitative demands	0.46	0.18-1.19	0.11
Low influence	0.60	0.30-1.22	0.16
Low poss. for development	1.16	0.57-2.37	0.68
Low supervisor support	1.17	0.58-2.35	0.65
Low coworker support	1.29	0.59-2.84	0.53
High job insecurity	2.04	1.02-4.07	0.04

Adjusted for age, cohabitation, having children at home, school education, smoking, alcohol consumption, leisure time physical activity, change in employment status during follow-up and depression score at baseline



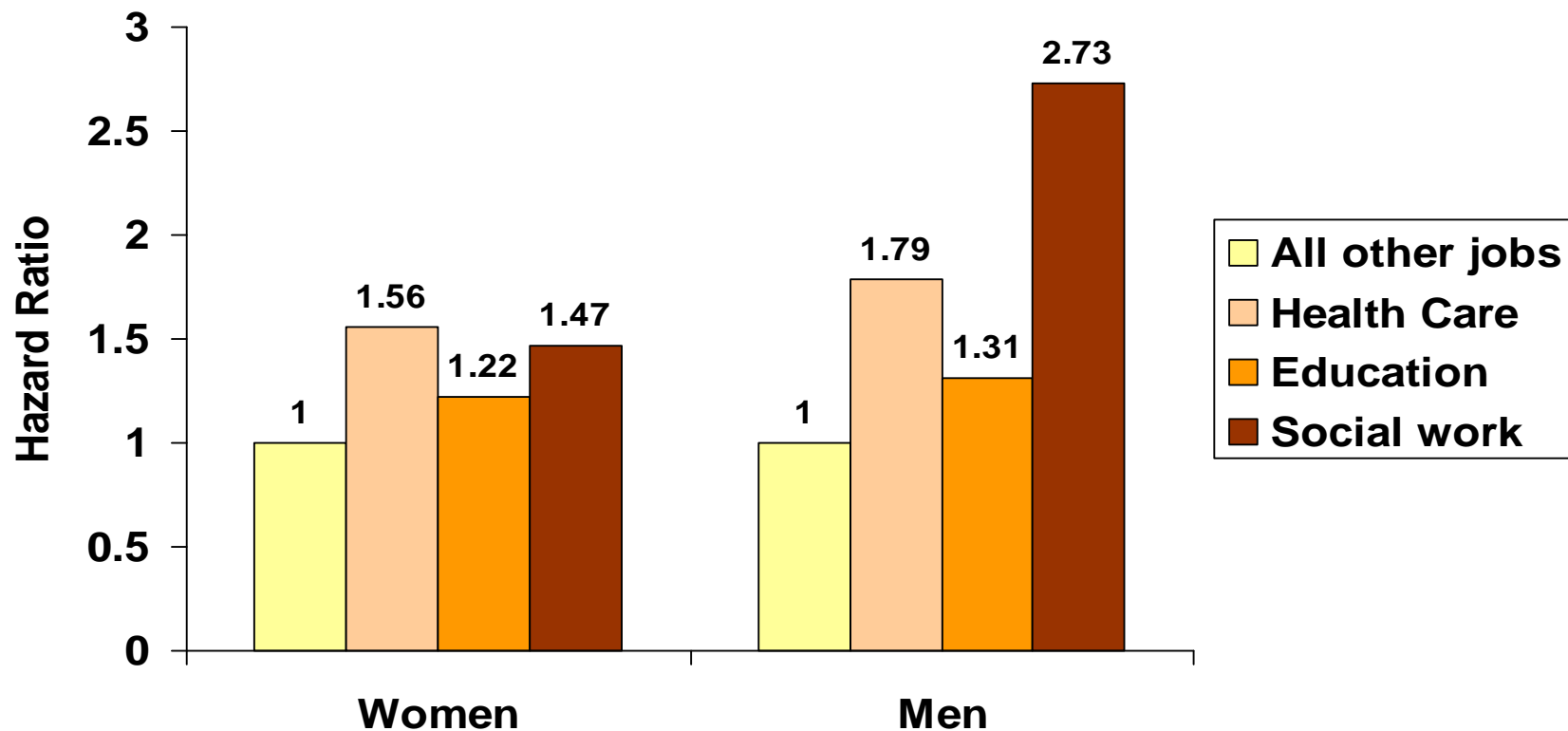
DET NATIONALE FORSKNINGSCENTER
FOR ARBEJDSMILJØ

A study on job group and risk of hospitalization due to affective disorders in Denmark

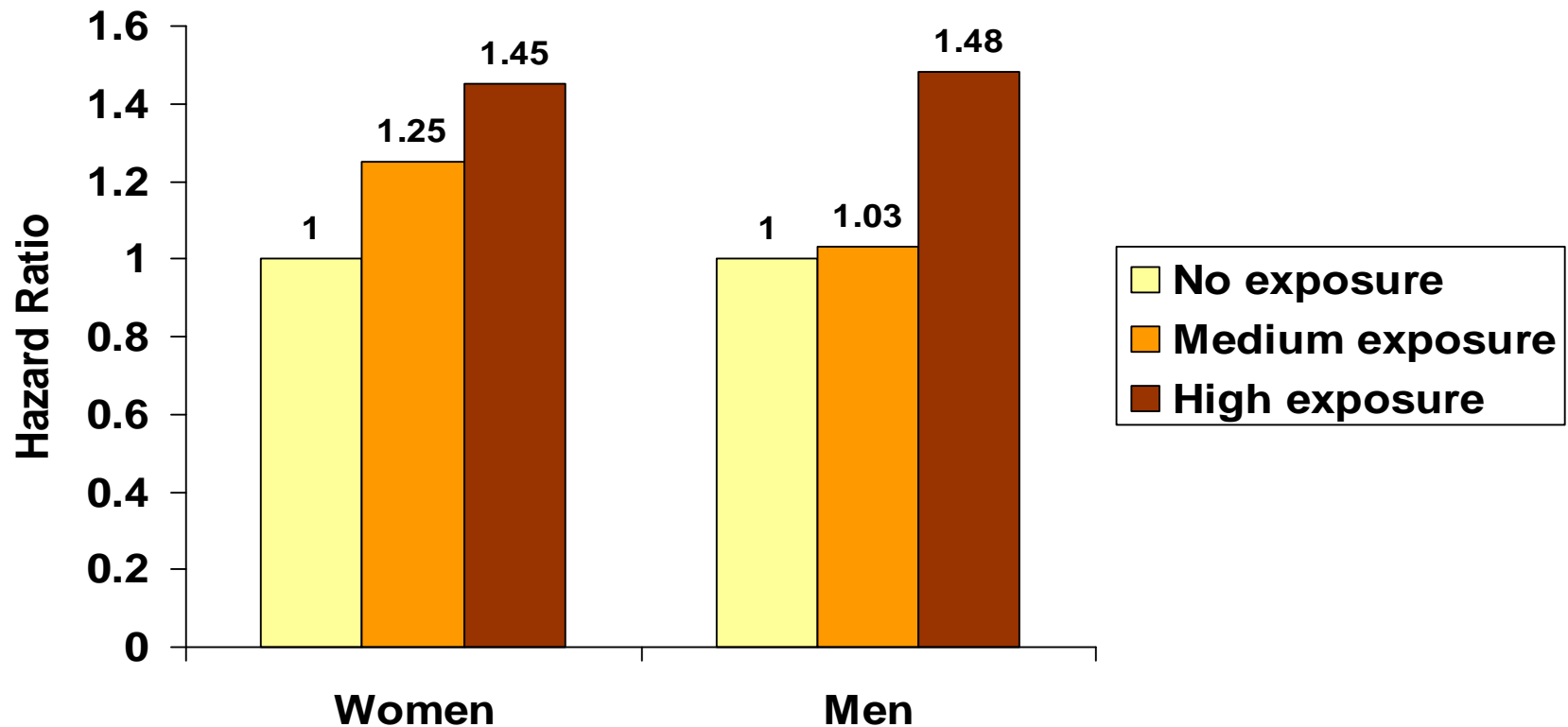
- Study design: Nested case-control
- Register based: 1) Danish Psychiatric Central Research Register and 2) Statistics Denmark's integrated Database for Labour Market Research IDA
- Study population: 28,971 cases and 144,855 controls
- Time-period: 1995-1998



Job group and risk of hospital admission because of affective disorders



Jobs with high exposure to violence and risk of hospital admission because of affective disorders



Ongoing Danish Studies on psychosocial work environment and Depression

- Project Group “Psychological Health and Well-being at Work” (PIWA) at the National Research Centre for the Working Environment (NFA)
 - Conducts analyses with the Danish Work Environment Cohort Study, a cohort of social and health care workers, and also a return to work project
 - www.nrcwe.dk/PIWA (dansk) or www.arbejdsmiljoforskning.dk/PIWA (english)

Ongoing Danish Studies on psychosocial work environment and Depression

- PRISME Project, which is conducted by the Occupational Health Clinics in Århus, Glostrup and Herning, the Centre for Psychiatric Research in Århus and NFA
 - Conducts a follow-up study with about 4500 participants in Northern Jutland to identify work environment risk factors for depression, anxiety, stress and burnout. Depression is assessed with a clinical interview
 - www.prismeprojektet.dk

Ongoing Danish Studies on psychosocial work environment and Depression

- Project “Work Environment and Depression”, which is conducted at the Department of Social Medicine, Institute of Public Health, University of Copenhagen (PI: Finn Diderichsen)
 - This study uses both survey data, which includes the Major Depression Inventory (MDI) and register data on use of antidepressant medicine
 - <http://pubhealth.ku.dk/asm/Forskningsprojekter/marg/projekt/>

Issues for future research on psychosocial work environment and depression

- Measure work environment exposures typical for modern working life
 - Downsizing and mergers
 - Work without boundaries
 - Social capital at work (trust, justice, collaboration)
- Focus on interaction between individual factors and work environment exposures
- Investigate if and to what extent the work environment moderates the effect of depressive symptoms on reduced workability (sickness absence, exclusion from the labor market)

Thank you!

rer@nrcwe.dk

www.arbejdsmiljoforskning.dk/PIVA (dansk)

www.nrcwe.dk/PIWA (english)



DET NATIONALE FORSKNINGSCENTER
FOR ARBEJDSMILJØ