ESTONIA | COUNTRY PROFILE

BACKGROUND

TOTAL COUNTRY POPULATION: **1 331 057**

	Doctors and nurses per 10 000 population	Nurse to doctor ratio	Aged 55 years and older (%)
ESTONIA	101.9	2.0	32.9
EU27+2	123.5	2.2	32.0

SAMPLE CHARACTERISTICS

Female doctors
number of respondents **380**
proportion of responses in relation to total subgroup population **11.7%**

Male doctors
number of respondents **84**
proportion of responses in relation to total subgroup population **6.8%**

Female nurses
number of respondents **475**
proportion of responses in relation to total subgroup population **5.6%**
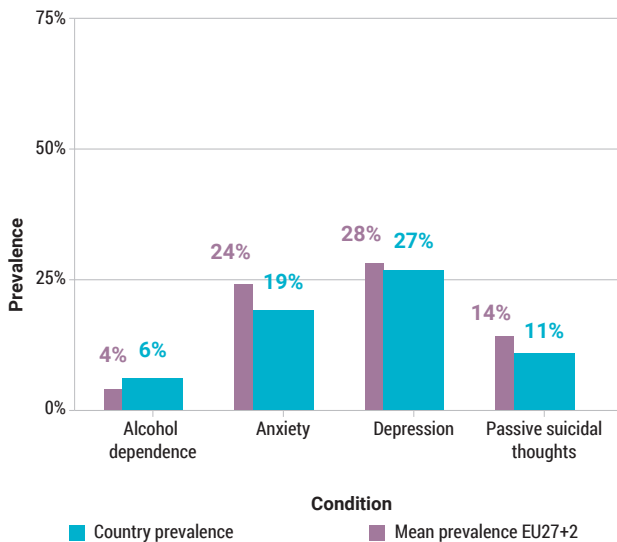
Male nurses
number of respondents **12**
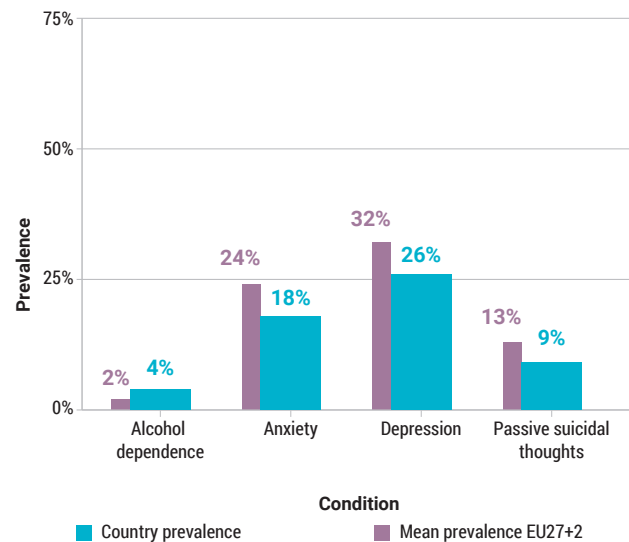proportion of responses in relation to total subgroup population **3.5%**

PREVALENCE OF MENTAL HEALTH CONDITIONS

Doctors

Condition	Country prevalence	Mean prevalence EU27+2
Alcohol dependence	6%	4%
Anxiety	19%	24%
Depression	27%	28%
Passive suicidal thoughts	11%	14%

Nurses

Condition	Country prevalence	Mean prevalence EU27+2
Alcohol dependence	4%	2%
Anxiety	18%	24%
Depression	26%	32%
Passive suicidal thoughts	9%	13%

Legend:
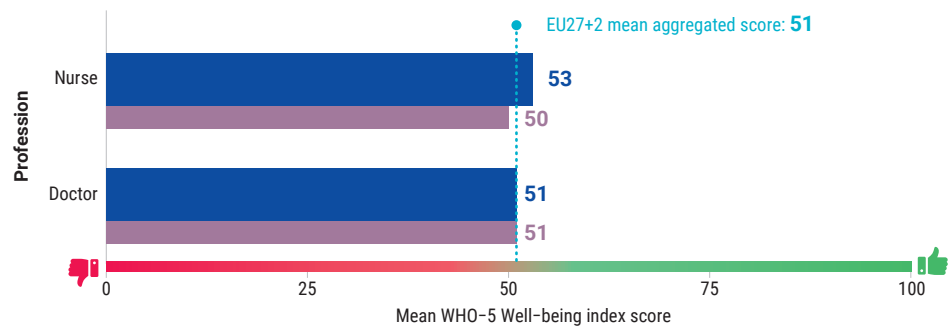■ Country prevalence   ■ Mean prevalence EU27+2

Note: Depression= Probable major depressive disorder as estimated using the PHQ-9; Anxiety= Probable generalized anxiety disorder as estimated using the GAD-7; Alcohol dependence= probable alcohol dependence as estimated using the CAGE screening tool; Passive suicidal thoughts= Presence of thoughts that one would be better off dead or of wanting to harm oneself, measured using the ninth item of the PHQ-9. For detailed information, see Annex 1: Methodology.
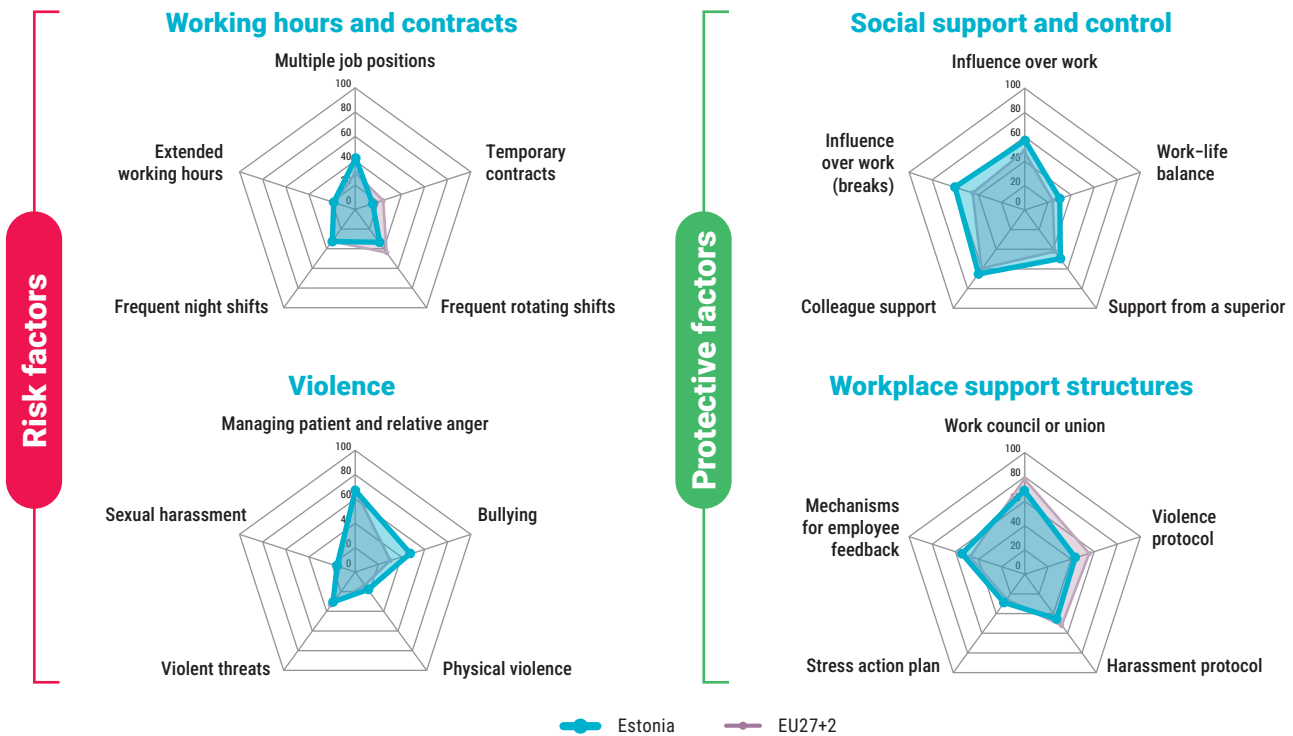
WELL-BEING

Mean emotional well-being scores by profession

The scale ranges from 0 to 100, with a score above 50 being perceived as good wellbeing.
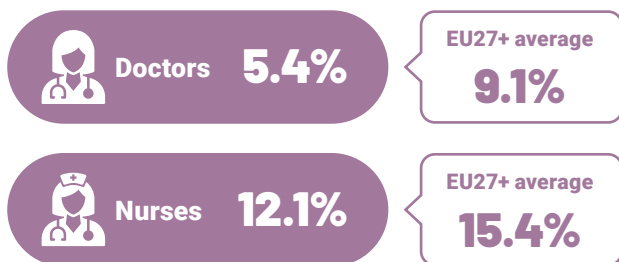
■ Estonia
■ EU27+2

EU27+2 mean aggregated score: **51**

Nurse
- Estonia: 53
- EU27+2: 50

Doctor
- Estonia: 51
- EU27+2: 51

Profession

Mean WHO-5 Well-being index score

WORKING CONDITIONS

Risk factors

Working hours and contracts

- Multiple job positions
- Temporary contracts
- Frequent rotating shifts
- Frequent night shifts
- Extended working hours

Violence

- Managing patient and relative anger
- Bullying
- Physical violence
- Violent threats
- Sexual harassment

Protective factors

Social support and control

- Influence over work
- Work-life balance
- Support from a superior
- Colleague support
- Influence over work (breaks)

Workplace support structures

- Work council or union
- Violence protocol
- Harassment protocol
- Stress action plan
- Mechanisms for employee feedback

Estonia   EU27+2

SICK LEAVE AND INTENTION TO LEAVE

Reported intention to leave profession

Doctors 5.4% — EU27+ average **9.1%**

Nurses 12.1% — EU27+ average **15.4%**

Sick leave due to mental health problems

Doctors 9.9% — EU27+ average **7.4%**

Nurses 10.7% — EU27+ average **10.5%**