

職場社會心理危害與心理健康風險的規範：歐洲經驗 Regulating Psychosocial Hazards and Mental Health Risks at Work: Experiences from Europe

台大公衛學院全球廳
Global Lounge,
College of Public Health, National Taiwan University (CPH-NTU)
9/25/2023 (Monday) 10:20 AM ~ 13:20 PM

職場工作環境導致工作者出現身心壓力疾病，是國際間廣受關注的職業健康議題。導致壓力疾病的「職場社會心理危害」類型多重，包含長時間工作、夜班輪班工作型態、缺乏休息、工作負荷過重、工作單調枯燥、工作缺乏自主性、職場社會人際衝突、社會孤立、薪資與就業缺乏保障、職場暴力、就業歧視等等。台灣在 2013 年大幅修訂《職業安全衛生法》，針對夜班輪班、過重負荷，以及「執行職務因他人行為遭受身體或精神不法侵害」(即職場暴力)，明訂雇主預防責任。然而在執行與監督機制上仍有諸多問題。本次三位來訪學者分別來自丹麥國家工作環境研究中心以及德國聯邦政府職業安全與健康研究所，將就上述主題發表演講。期待透過此活動，強化臺灣與歐洲學者之學術交流。

Stress-related illnesses caused by adverse working conditions have been a major occupational health concern worldwide. Psychosocial work hazards encompass a wide range of issues, including long working hours, shift work, lack of rest, excessive workloads, repetitive work tasks, low job control, interpersonal conflicts, social isolation, lack of salary and employment security, workplace violence, discrimination, etc. In Taiwan, the "Occupational Safety and Health Act" amended in 2013, adopted new clauses that require employers to prevent health risks caused by excessive loads and "unlawful infringement in the course of work" (that is, workplace violence). However, there are still problems with regard to its implementation and supervision. This workshop brings together three established researchers from the national institutes of occupational safety and health in Denmark and Germany to share their research findings on these timely issues. We hope, through these exchanges, to foster academic collaborations between Taiwanese and European scholars.

議程 Agenda

- 10:20 - 11:10 **Prof. Reiner Rugulies** (Chair: Prof. Yu-Liang Guo 環職所郭育良教授)
Using job exposure matrices to study the impact of psychosocial occupational adversities on physical and mental health, and labour market participation over the life course in the Danish workforce
- 11:10 - 12:00 **Dr. Birgit Aust** (Chair: Prof. Chen-I Kuan 行社所官晨怡副教授)
Mental Health Promotion and Intervention in Occupational Settings: Design, aims, and experiences of the digital MENTUPP Intervention for SME workplaces
- 12:00 - 12:30 **Lunch break**

12:30 - 13:20 **Mr. Michael Ertel** (Chair: Prof. Yawen Cheng 健管所鄭雅文教授)
Advances in regulating psychosocial work hazards in Europe and Germany and in recognizing work-related mental disorders

演講以英文進行 English Presentations

主辦單位:臺大公共衛生學院健康政策與管理研究所、環境與職業健康研究所、健康行為與社區科學研究所

Organized by the Institute of Health Policy and Management, Institute of Environmental and Occupational Health, Institute of Health Behaviors and Community Sciences, CPH-NTU.

講者與主題介紹

Introduction to the Speakers and Presentations

Prof. Reiner Rugulies: Using job exposure matrices to study the impact of psychosocial occupational adversities on physical and mental health, and labour market participation over the life course in the Danish workforce

Rugulies 教授從 2009 年起在丹麥「國家工作環境研究中心」(National Research Centre for the Working Environment, NRCWE)擔任教授至今，自 2019 年起擔任 *Scandinavian Journal of Working Environment & Health* 擔任主編至今。Rugulies 教授的研究聚焦於社會心理流行病學、職業健康預防、健康不平等。本次演講將分享其研究團隊如何利用丹麥國家資料庫進行社會心理危害暴露分析並檢視其健康影響。

Prof. Rugulies took the position of professor in 2009 at the National Research Centre for the Working Environment (NRCWE) of Denmark. He has been the editor-in-chief of the *Scandinavian Journal of Working Environment & Health* since 2019. Prof. Rugulies's research focuses on psychosocial epidemiology, occupational health and prevention, and health inequalities. This talk will summarize key research from his group, showing how they used job exposure matrices to study the association between working conditions and health (mental health, cardiometabolic health and other chronic health conditions) in the excellent Danish registers.

References:

1. Sørensen JK, Pedersen J, Burr H, Holm A, Lallukka T, Lund T, Melchior M, Rod NH, Rugulies R, Sivertsen B, Stansfeld S, Christensen KB, Madsen IEH. Psychosocial working conditions and sickness absence among younger employees in Denmark: a register-based cohort study using job exposure matrices. *Scandinavian Journal of Work, Environment and Health* 2023;49(4):249-258. <http://pmid.us/36871249>.
2. Madsen IEH, Sørensen JK, Bruun JE, Framke E, Burr H, Melchior M, Sivertsen B, Stansfeld S, Kivimäki M, Rugulies R. Emotional demands at work and risk of hospital-treated depressive disorder in up to 1.6 million Danish employees: a prospective

nationwide register-based cohort study. *Scandinavian Journal of Work, Environment and Health* 2022;48(4):302-311. <http://pmid.us/35262742>.

3. Rugulies R, Framke E, Sørensen JK, Svane-Petersen AC, Alexanderson K, Bonde JP, Farrants K, Flachs EM, Magnusson Hanson LL, Nyberg ST, Kivimäki M, Madsen IEH. Persistent and changing job strain and risk of coronary heart disease. A population-based cohort study of 1.6 million employees in Denmark. *Scandinavian Journal of Work, Environment and Health* 2020;46(4):339-349. <http://pmid.us/32202306>.

Dr. Birgit Aust: Mental Health Promotion and Intervention in Occupational Settings: Design, aims, and experiences of the digital MENTUPP Intervention for SME workplaces

Aust 博士自 2002 年起在丹麥國家工作環境研究中心(NRCWE)擔任研究員至今，關注職場心理健康促進。本次演講將介紹歐盟資助的大型介入研究 (<https://www.mentuppproject.eu/>)，該計畫旨在利用數位科技，強化中小型職場的心理健康保護。

Dr. Aust has been a researcher at the National Research Centre for the Working Environment (NRCWE) of Denmark since 2002. Her research focuses on mental health promotion. Her talk at the CPH-NTU will introduce the EU Horizon 2020 funded project – Mental Health Promotion and Intervention in Occupational Settings (MENTUPP <https://www.mentuppproject.eu/>) – developed an evidence-based comprehensive, multilevel online intervention for use in small- and medium-enterprises in construction, healthcare and ICT workplaces. The intervention targets clinical mental disorders (depression and anxiety disorders), non-clinical mental health problems (stress, burnout, depressive symptoms), mental well-being, and mental health stigma.

References:

1. Tsantila F, Coppens E, De Witte H, Abula K, Amann B, Arensman E, Aust B, Creswell-Smith J, D'Alessandro L, De Winter L, Doukani A, Fanaj N, Greiner B, Griffin E, Leduc C, Maxwell M, O' Connor C, Paterson C, Purebl G, Reich De Paredes H, Van Weeghel J, Van Audenhove C. Developing a framework for evaluation: A Theory of Change for complex workplace mental health interventions. *BMC Public Health* 23, 1171 (2023). <https://doi.org/10.1186/s12889-023-16092-x>
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Mr. Michael Ertel: Advances in regulating psychosocial work hazards in Europe and Germany and in recognizing work-related mental disorders

Ertel 研究員具社會學訓練，自 1993 年起於德國柏林聯邦職業安全與健康研究所(BAuA)擔任研究員至今。Ertel 關注職場社會心理危害的監測與管理政策，近年並關注資通訊科技對職場工作型態帶來的影響。本次演講將介紹德國對於職場社會心理健康風險的規範之近期發展，包括最近一名急救員發生創傷症候群被認定為職災的後續影響。

Mr. Ertel received training in sociology and has been a researcher at the Federal Institute of Occupational Safety and Health (BAuA) in Berlin, Germany, since 1993. He is one of the Co-Chairs of the ICOH Scientific Committee 'Work Organization & Psychosocial Factors' (ICOH-WOPS) and Associate Editor of the International Journal of Workplace Health Management. His research focuses on psychosocial work hazards and their monitoring and regulation policies. Mr. Ertel also studies the health impacts of information and communication technology on working life. In the talk at the CPH-NTU, Mr. Ertel will introduce the recent development regarding the regulation of psychosocial risks at work in Germany, which is closely related to work-related mental health. He will also discuss a recent case of PTSD in a paramedic, which was recognized as an occupational disease in Germany.

References:

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