

# Mental health and well-being of Nurses and Doctors in the EU27, Norway & Iceland

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Mental Health of Nurses and Doctors  
survey in the European Union, Iceland  
and Norway

MOND

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# Why this report and why now?

## Health workforce crisis

Projected shortage  
of 940,000 health  
workers in the Region  
by 2030



# Framework for action on the health and care workforce in the WHO European Region 2023–2030



## INVEST

- Increase public investment and optimise use of funds
- Make the economic and social case for investing in the health and care workforce



## BUILD SUPPLY

- Modernise education and training
- Strengthen continuous professional development
- Build digital health competencies



## RETAIN & RECRUIT

- Improve working conditions and ensure fair remuneration
- Safeguard health and well-being
- Ensure policies that address gender inequality and have zero tolerance for abuse and violence
- Attract young students
- Recruit and retain in rural and underserved areas
- Address outmigration; ethical recruitment



## OPTIMIZE PERFORMANCE

- Redefine teams and skill mix
- Improve interactions with patients
- Promote appropriate use of digital technologies
- Reconfigure services to be more efficient



## PLAN

- Plan and forecast needs
- Adopt intersectoral planning approach
- Strengthen capacity of HRH units
- Regulate education, service delivery and professions
- Strengthen HRH information systems



Maximizing health security

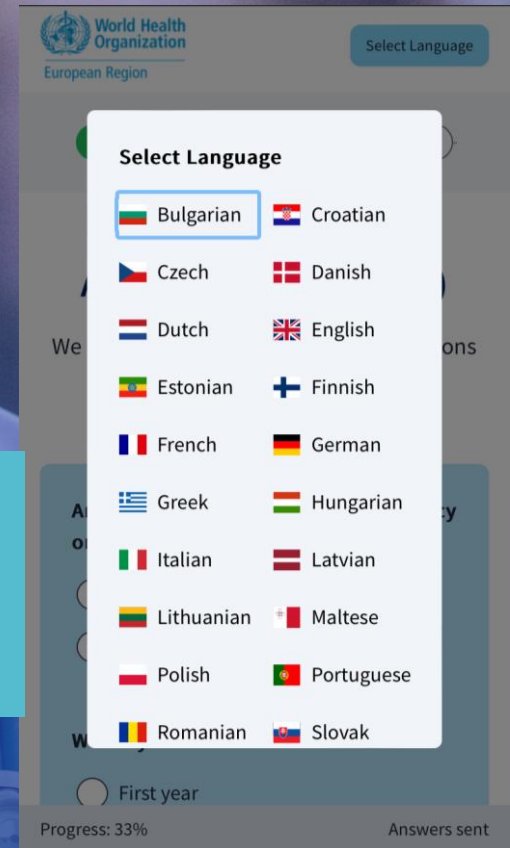
Tackling NCDs and shaping the drivers of  
health across sectors

Living and ageing in good physical and  
mental health

# Second European Programme of Work, 2026–2030 – “United Action for Better Health”

# Over 120,000 doctors and nurses responded.

90,000 valid responses | 29 countries | 25 languages



# Recruitment partners



European Forum of National  
Nursing and Midwifery Associations



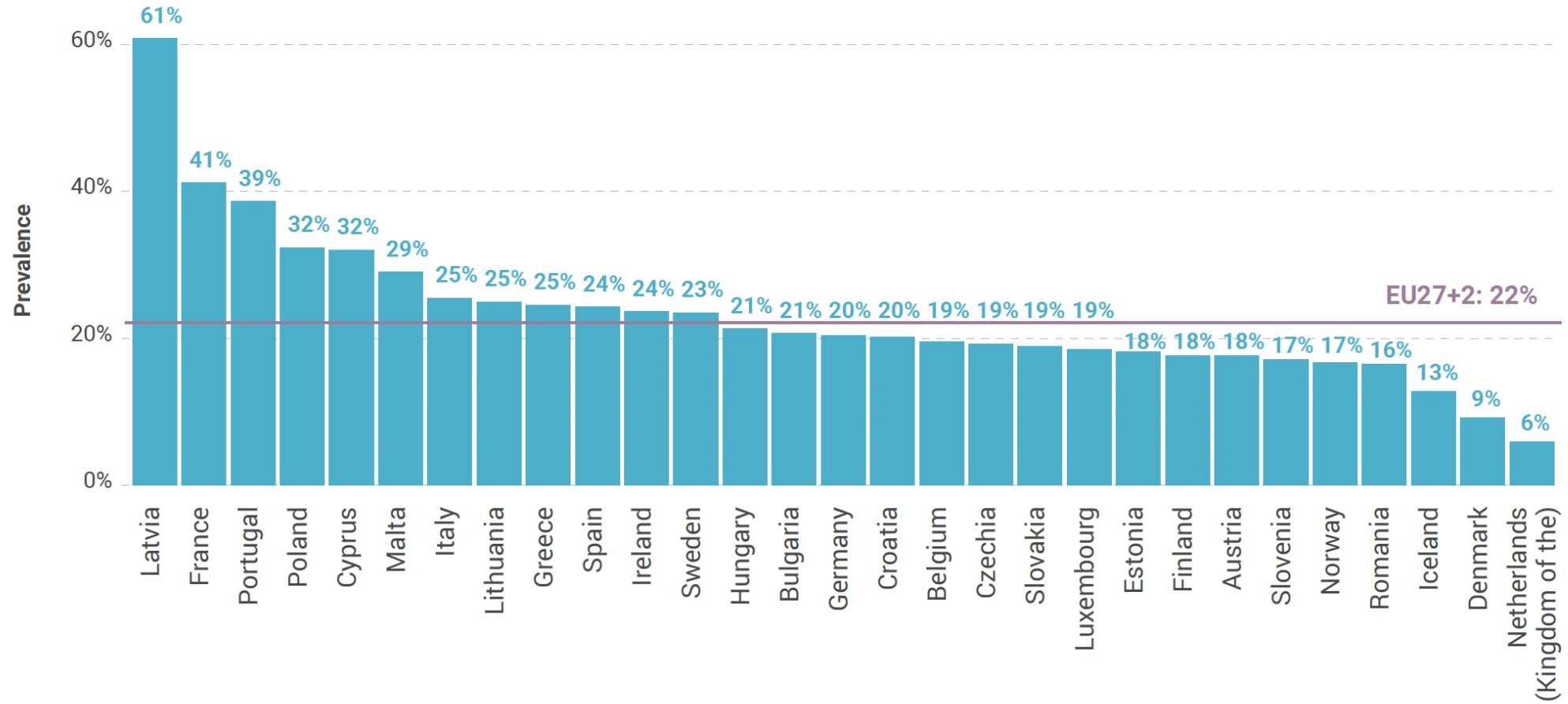


# Key findings

# 1 in 3 doctors and nurses report symptoms of depression



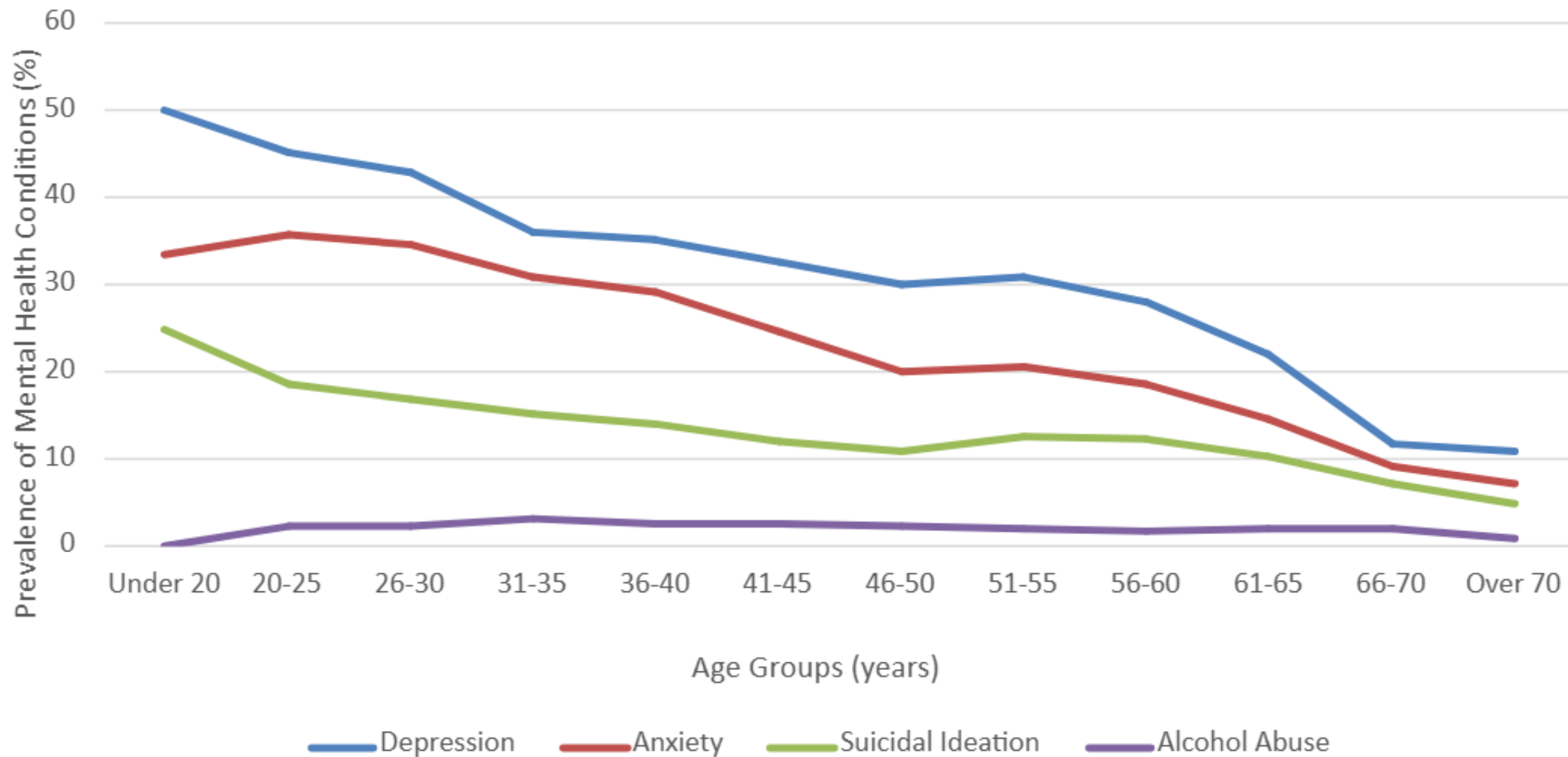
# 1 in 4 doctors and nurses report symptoms of anxiety



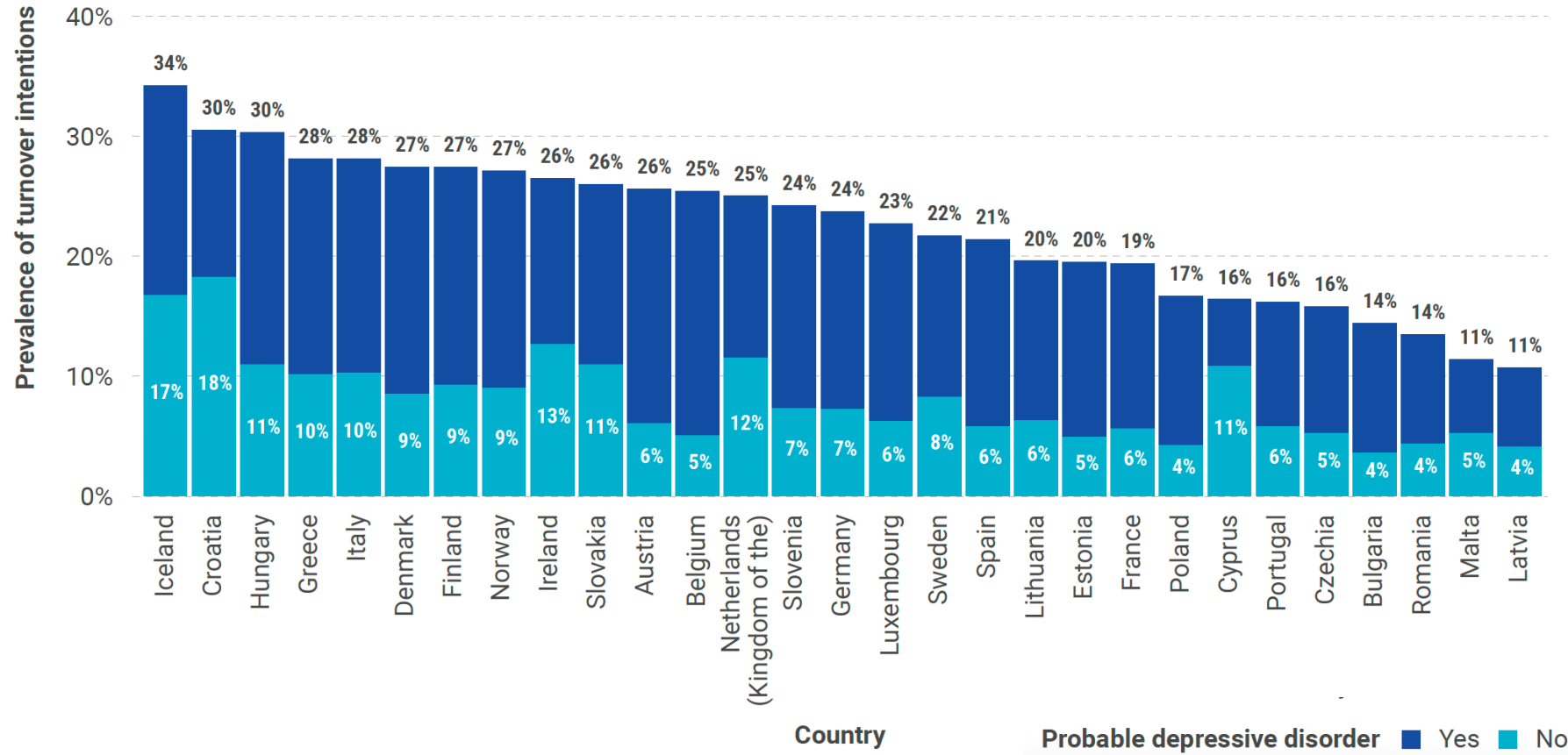


**Over 10% of doctors and nurses** report thoughts of ending their life or harming themselves

# Younger nurses report more mental health problems



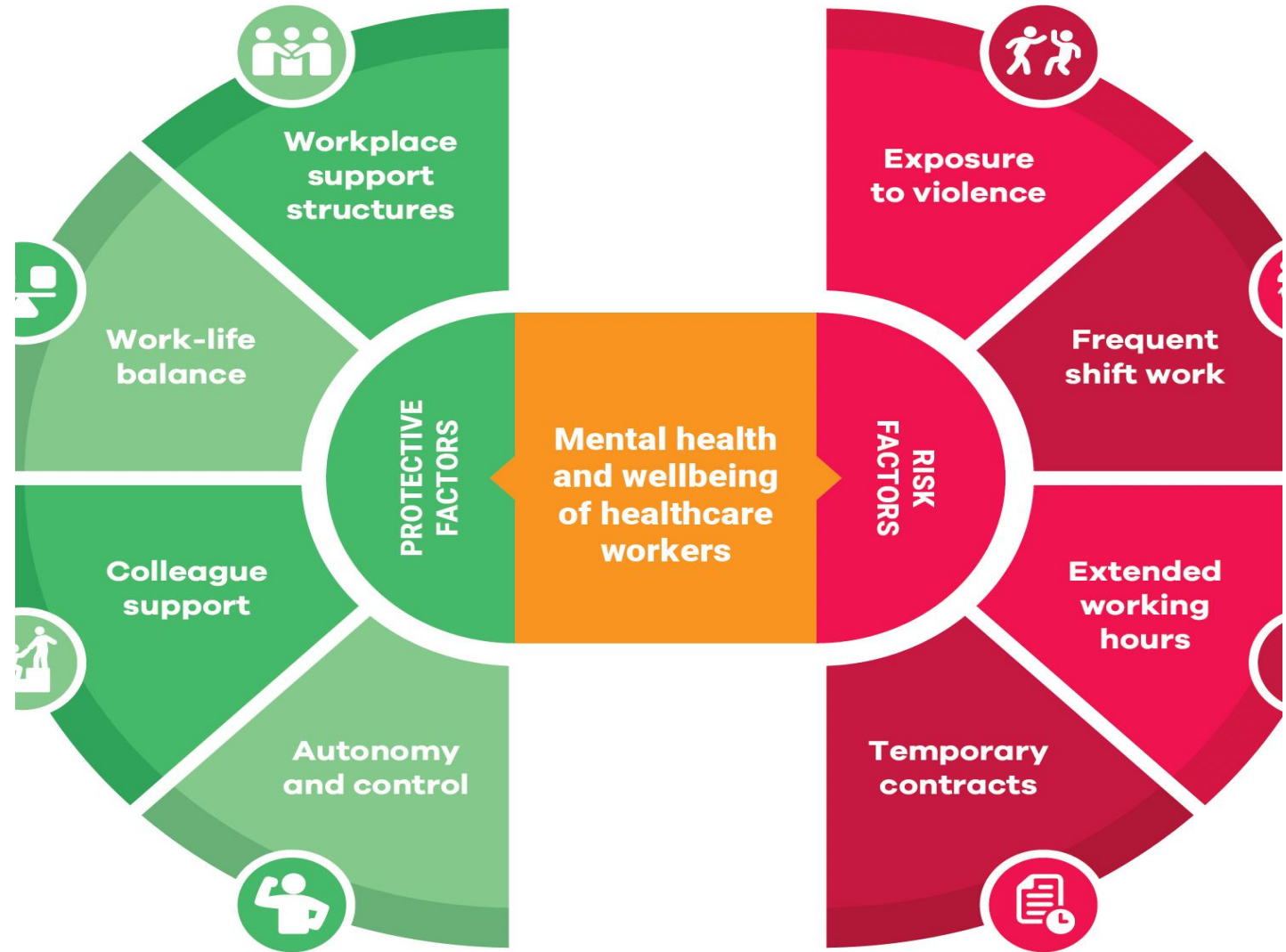
# Doctors and nurses who report mental health problems are **more likely to leave their job**





# Risk factors & Protective factors

# Exposure to harmful working conditions is detrimental to mental health



# Exposure to **violence** is highly prevalent

**1 in 3 doctors and nurses** exposed to **bullying** or violent **threats** at work in the past year.

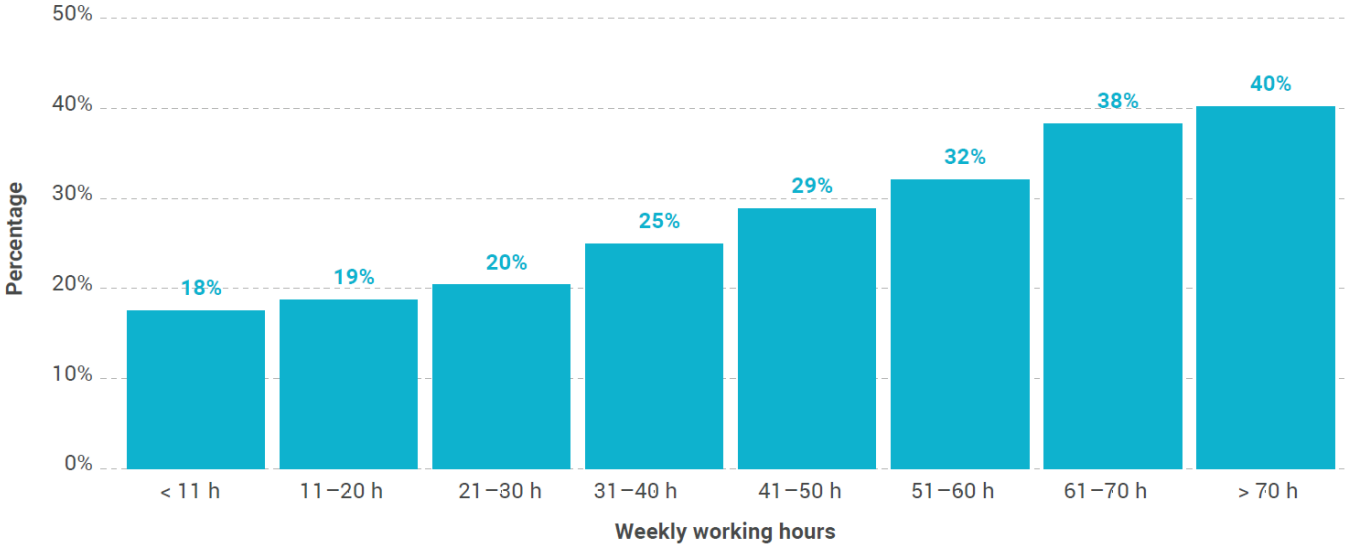
**10%** report physical **violence** and sexual **harassment**.



# Extended **working hours** increases the risk of depression, anxiety and alcohol dependence

**1 in 5 nurses** work **over 50 hours per week**, which is over recommended limits.

Figure 30. Depression, by working hours



# Frequent **shift work** is linked to higher levels of depression and anxiety

34% of doctors and 39% of nurses report working **night shifts** weekly or more frequently.



# Mental health conditions more prevalent among people with **temporary contracts**

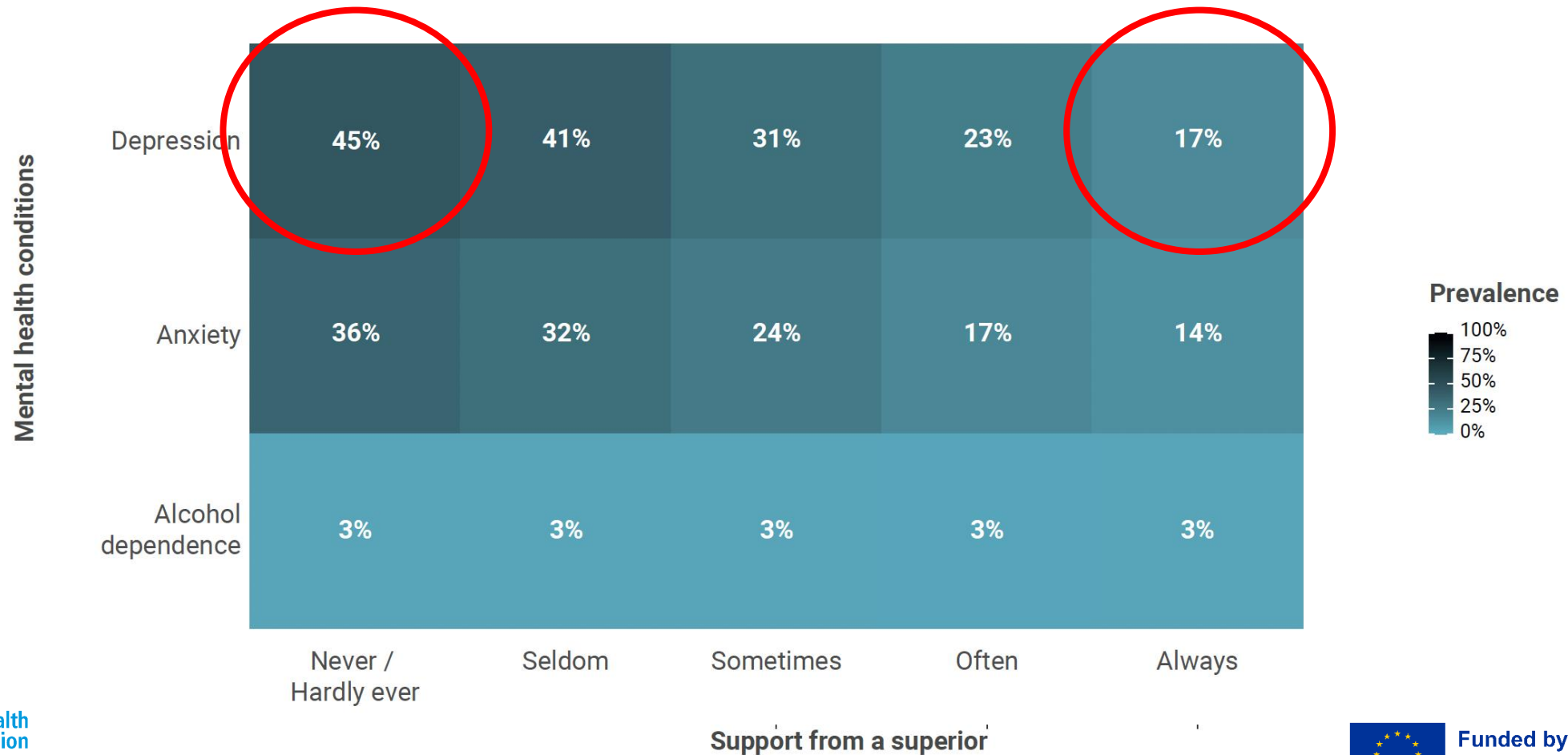
**1 in 4 doctors and nurses** report weak job security, often through **temporary contracts**.





# Protective factors

# Supportive workplaces see half the mental health difficulties among staff





Doctors and nurses who have **more control** over their work, report **lower rates of depression and anxiety**.



# However

**2/3** doctors and nurses  
find **meaning** and  
**satisfaction** in their work.



# There can be no strong health systems without a healthy workforce.

# 7

- **Zero-tolerance approach to violence** of any kind.
- **Flexible and predictable shifts** for a healthy work-life balance.
- **Manage overtime** to end the culture of "work-till-exhaustion".
- **Manage heavy workloads** by leveraging digital tools and AI.
- **Hold health leaders accountable** for workplace culture.
- Accessible, confidential, and stigma-free **mental health support**.
- Conduct **regular monitoring and reporting**.



# Thank you!



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