A story of resilience:
being a pediatrician in Spain

Health, lifestyles and working conditions of pediatricians in Spain

Working team
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Galatea Foundation: Anna Mitjans (speaker), Antoni Arteman

With the collaboration of the Catalan Society of Pediatrics

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What’s Galatea Foundation?

- Created by the Catalan Medical Association in 2001 in accordance with the autonomous government of Catalonia.

- Devoted to enhancing the health and the wellbeing of doctors and other health professionals.

- Integral care programmes for health professionals (doctors, nurses, veterinarians and pharmacists).

- Framework to manage programmes for health care and prevention addressed to professionals.
Methodology

Population: 9-10,000 pediatricians working in Spain (public system + private)

Self-administered survey (May-July 2013)
- On line (873 / 4,547)
- Mail (155 / 952)
  - Telephone monitoring (7,040 calls to 4,615 pediatricians)

Participation rate: 18.5% 1,028 pediatricians (error ±2.9)

Representative sample in gender, age and Autonomous Region

Survey: 74 questions; 185 direct variables
Sociodemographic characteristics (1)

Very feminised Specialty
More women (59%) and younger (47.9 vs. 54.8 average age)

Distribution of the sample of pediatricians by gender and age
Very high level of training
94% pediatrics speciality - 30% added subspeciality - 25% PhD

Pediatricians with a subspeciality by gender and age
Working environment and conditions
Different professional situation among men and women

Half of men have more than one job

Pediatricians with more than one job by gender and age

<table>
<thead>
<tr>
<th>Gender</th>
<th>Age</th>
<th>One job</th>
<th>More than one</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men</td>
<td>&lt;40</td>
<td>51.2%</td>
<td>23.3%</td>
</tr>
<tr>
<td></td>
<td>40-49</td>
<td>76.7%</td>
<td>26.7%</td>
</tr>
<tr>
<td></td>
<td>50-59</td>
<td>62.6%</td>
<td>37.4%</td>
</tr>
<tr>
<td></td>
<td>60 and +</td>
<td>60.6%</td>
<td>39.4%</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>67.1%</td>
<td>32.9%</td>
</tr>
<tr>
<td>Women</td>
<td>&lt;40</td>
<td>20.1%</td>
<td>23.3%</td>
</tr>
<tr>
<td></td>
<td>40-49</td>
<td>73.3%</td>
<td>26.7%</td>
</tr>
<tr>
<td></td>
<td>50-59</td>
<td>37.4%</td>
<td>62.6%</td>
</tr>
<tr>
<td></td>
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<td>39.4%</td>
<td>60.6%</td>
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<tr>
<td>Total</td>
<td></td>
<td>67.1%</td>
<td>32.9%</td>
</tr>
</tbody>
</table>
Working environment and conditions (2)

Most working in public sector. Especially women.

Activity sector of the main job by gender and age

- Public sector
- Concerted sector
- Private sector...
Most working in Primary Health Care Centres. Especially women.

Workplace / Kind of health centres by gender and age

- Primary Health Care Centres
- Hospital
- Private practice
- Emergency service
Contractual relationship: salaried and temporary

Type of contract in the main job by gender and age

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Salaried</th>
<th>Temporary</th>
<th>Work on their own</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>73.5</td>
<td>17.1</td>
<td>9.4</td>
</tr>
<tr>
<td>Men</td>
<td>71.1</td>
<td>17.6</td>
<td>11.3</td>
</tr>
<tr>
<td>Women</td>
<td>75.2</td>
<td>21.2</td>
<td>3.6</td>
</tr>
<tr>
<td>&lt;40</td>
<td>45.1</td>
<td>2.5</td>
<td>51.9</td>
</tr>
<tr>
<td>40-49</td>
<td>80.5</td>
<td>8.3</td>
<td>16.3</td>
</tr>
<tr>
<td>50-59</td>
<td>82.1</td>
<td>24.4</td>
<td>9.6</td>
</tr>
<tr>
<td>60 and +</td>
<td>70.6</td>
<td>9.1</td>
<td>20.3</td>
</tr>
</tbody>
</table>
Working environment and conditions (5)

Perceived job insecurity especially among the youngest

Pediatricians who are agree or very agree that their employment status is insecure by gender and age
### Working environment and conditions (6)

**Different schedules and sometimes not conventional**

#### Type of schedules of pediatricians by gender

<table>
<thead>
<tr>
<th>Schedule Type</th>
<th>Men</th>
<th>Women</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Split shift (morning and afternoon)</td>
<td>17.7</td>
<td>10.1</td>
<td>13.2</td>
</tr>
<tr>
<td>Continuous shift (morning)</td>
<td>53.8</td>
<td>51.0</td>
<td>52.1</td>
</tr>
<tr>
<td>Continuous shift (afternoon)</td>
<td>11.7</td>
<td>7.8</td>
<td>9.4</td>
</tr>
<tr>
<td>Continuous shift (night)</td>
<td>0.2</td>
<td>0.0</td>
<td>0.1</td>
</tr>
<tr>
<td>Continuous shift (morning and afternoon)</td>
<td>0.7</td>
<td>1.3</td>
<td>1.1</td>
</tr>
<tr>
<td>Sliding schedule</td>
<td>7.7</td>
<td>18.2</td>
<td>13.9</td>
</tr>
<tr>
<td>Shifts</td>
<td>6.9</td>
<td>9.2</td>
<td>8.3</td>
</tr>
<tr>
<td>Reduced schedules, specific days, only guards</td>
<td>1.0</td>
<td>1.5</td>
<td>1.3</td>
</tr>
<tr>
<td>Other possibilities</td>
<td>0.2</td>
<td>1.0</td>
<td>0.7</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>100.0</td>
<td>100.0</td>
<td>100.0</td>
</tr>
</tbody>
</table>
Long working hours:
nearly the half of them work more than 40 hours per week

Number of hours worked last week by gender and age

- Men:
  - <35 hours: 10.4%
  - 35-40: 31.4%
  - 41-60: 46.2%
  - >60: 8.5%
  - Total: 100%

- Women:
  - <35 hours: 9.2%
  - 35-40: 28.9%
  - 41-60: 34.8%
  - >60: 5.5%
  - Total: 100%
**Working environment and conditions (8)**

Men have longer working days if housework not included

### Average hours of work per week by gender and age

<table>
<thead>
<tr>
<th></th>
<th>Men</th>
<th>Women</th>
<th>&lt;40</th>
<th>40-49</th>
<th>50-59</th>
<th>60 and +</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>&lt;40</strong></td>
<td>47.0</td>
<td>43.0</td>
<td>48.0</td>
<td>44.4</td>
<td>45.5</td>
<td>41.9</td>
<td>44.9</td>
</tr>
<tr>
<td><strong>40-49</strong></td>
<td>11.0</td>
<td>13.4</td>
<td>12.7</td>
<td>10.8</td>
<td>7.0</td>
<td>10.7</td>
<td>10.7</td>
</tr>
<tr>
<td><strong>50-59</strong></td>
<td>6.3</td>
<td>13.4</td>
<td>12.7</td>
<td>10.8</td>
<td>7.0</td>
<td>10.7</td>
<td>10.7</td>
</tr>
<tr>
<td><strong>60 and +</strong></td>
<td>6.3</td>
<td>13.4</td>
<td>12.7</td>
<td>10.8</td>
<td>7.0</td>
<td>10.7</td>
<td>10.7</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>6.3</td>
<td>13.4</td>
<td>12.7</td>
<td>10.8</td>
<td>7.0</td>
<td>10.7</td>
<td>10.7</td>
</tr>
</tbody>
</table>
Very few perspectives to promote to managerial positions, especially in primary care public sector.
# Working environment and conditions (10)

Pediatricians who agree or strongly agree that they have few promotion perspectives by activity sector, workplace and type of contract

<table>
<thead>
<tr>
<th>Activity Sector</th>
<th>Public sector</th>
<th>Private sector</th>
<th>Primary Health Care Centre</th>
<th>Hospital</th>
<th>Private practice</th>
<th>Indefinite</th>
<th>On their own</th>
<th>Temporary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Percent</td>
<td>77.5</td>
<td>41.2</td>
<td>79.4</td>
<td>59.3</td>
<td>42.9</td>
<td>75.7</td>
<td>37.8</td>
<td>75.1</td>
</tr>
</tbody>
</table>
Working environment and conditions (11)

Psychosocial risks arising workload and low participation in decisions

Psychosocial risk factors by workplace

- Superiors support
- Psychological job demands
- Control
- Colleagues support
- Participation

Primary Health Care Centre
Hospital
Private practice
### Working environment and conditions (12)

**Limited level of job satisfaction. Greater satisfaction with working conditions than with wages**

Pediatricians who are satisfied with their working conditions or their wage by activity sector and workplace

<table>
<thead>
<tr>
<th>Activity Sector</th>
<th>Satisfied with Their Wage</th>
<th>Satisfied with Their Working Conditions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Public sector</td>
<td>43.7%</td>
<td>60.3%</td>
</tr>
<tr>
<td>Private sector</td>
<td>60.3%</td>
<td>89.9%</td>
</tr>
<tr>
<td>Primary Health Care Centre</td>
<td>41.1%</td>
<td>59.6%</td>
</tr>
<tr>
<td>Hospital</td>
<td>69.2%</td>
<td>60.6%</td>
</tr>
<tr>
<td>Private practice</td>
<td>74.5%</td>
<td>92.9%</td>
</tr>
<tr>
<td>Total</td>
<td>64.7%</td>
<td>89.9%</td>
</tr>
</tbody>
</table>

[Diagram showing the distribution of satisfaction levels by sector and workplace]
Life styles determining health
Life styles determining health (1)

Intense physical activity is reported. Practically absence of inactivity

Physical activity performed by pediatricians last 7 days by gender and age
Life styles determining health (2)

Low level of smokers, much lower than in the general population of the same socioeconomic class

Tobacco consumption by pediatricians by gender.
Comparing to the general population (same SE class)
Life styles determining health (3)

Moderate alcohol consumption, similar to the general population, exception of the eldest men.

Alcohol consumption by pediatricians by gender and age

- Non drinker
- Moderate drinker
- High risk drinker
Life styles determining health (4)

Sleeping an average of an hour less than the general population.

Pediatricians sleeping 6 hours or less by gender. Comparing to the general population (same SE class)
The age structure established differences in the health status of men and women

Higher risk of poor mental health and stress (especially in women) but good self-perceived health
Health status (1)

- Similar prevalence of chronic disorders than in the general population: 57.9 pediatricians - 65% men vs 53% women

- High prevalence of hypertension (28.9%), hypercholesterolemia (19.9%) and overweight among men
Worse indicators on health and quality of life among women: 10% anxiety disorders, 4.5% depressive disorders, 4.5% migraines and headaches

Indicators of fatigue, stress and pain

<table>
<thead>
<tr>
<th>Symptom</th>
<th>At least one symptom</th>
<th>At least one symptom</th>
<th>At least one symptom</th>
<th>At least one symptom</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fatigue</td>
<td>19.4</td>
<td>32.7</td>
<td>37.6</td>
<td></td>
</tr>
<tr>
<td>Stress</td>
<td>18.9</td>
<td>27.9</td>
<td>32.2</td>
<td></td>
</tr>
<tr>
<td>Pain</td>
<td>21.9</td>
<td>32.2</td>
<td></td>
<td></td>
</tr>
<tr>
<td>At least one indicator</td>
<td></td>
<td></td>
<td></td>
<td>52.2</td>
</tr>
</tbody>
</table>
Higher risk of poor mental health (GHQ) than the general population but similar to other health professionals
Good self-perceived health status

Self-perceived health status by gender and age

- Excellent
- Very good
- Good
- Regular
- Bad
Professional practice in changing times
Difficulties in the professional practice related to the current economic situation: cut backs in the workplace, economic situation of patients and wage reduction

Pediatricians who have difficulties in their professional practice due to several situations related with the crisis

- Difficulties due to cut offs in the workplace: 67.6%
- Difficulties due to the economic situation of patients: 57.8%
- Difficulties due to wage reduction: 55.9%
Professional practice in changing times (2)

Need to manage patients with economic problems or from other cultures

Percentage of patients with a severe economic situation and coming from other countries by sector

- Public sector
- Private sector
- Total

<table>
<thead>
<tr>
<th>Sector</th>
<th>% Patients with a severe economic situation</th>
<th>% Patients coming from abroad</th>
</tr>
</thead>
<tbody>
<tr>
<td>Public</td>
<td>23.8%</td>
<td>21.6%</td>
</tr>
<tr>
<td>Private</td>
<td>13.8%</td>
<td>9.0%</td>
</tr>
<tr>
<td>Total</td>
<td>22.5%</td>
<td>20.1%</td>
</tr>
</tbody>
</table>
Pediatricians who agree with some opinions about Internet use by parents to get information about children’s health

- Most of the families search in Internet about children health: 40.9%
- Children’s health information in Internet cause confusion among parents: 74.4%
- Searching information on health improves the relationship with patients: 15.5%
Professional practice in changing times (4)

Not enough coordination between professionals and care levels

Pediatricians who are satisfied or very satisfied with the level of coordination with different health professionals by sector

- With other pediatricians: 70.0% Public, 55.0% Private
- With GPs in their practices: 54.0% Public, 47.9% Private
- With other specialists: 33.7% Public, 31.8% Private
- With pharmacists: 25.0% Public, 49.5% Private
- With health promotion services: 29.2% Public, 31.4% Private
Professional practice in changing times (5)

Perception of loss of social status

Opinion about the evolution of credibility of pediatricians by gender and age

<table>
<thead>
<tr>
<th>Gender</th>
<th>&lt;40</th>
<th>40-49</th>
<th>50-59</th>
<th>60 and +</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
<td>23.1</td>
<td>21.5</td>
<td>21.8</td>
<td>22.2</td>
<td>29.4</td>
</tr>
<tr>
<td>Men</td>
<td>47.5</td>
<td>39.4</td>
<td>40.5</td>
<td>42.7</td>
<td>44.4</td>
</tr>
</tbody>
</table>

- It increased
- The same
- It diminished
Conclusions

Typical profile of a pediatrician:

40-50 years old women with high levels of education,

working as an employee in the primary care in the public sector, with few perspectives to be promoted, unstable schedules and intense days,

satisfied with their family life but with substantial domestic workload,

healthy lifestyles and good self-perceived health but risk of poor mental health,

psychosocial risks related to workload and low participation in decision making,

concerned about how the economic crisis affects their practice and their patients …
Next steps

- Raising awareness to self-care among professionals: presentation of the results at scientific societies, conferences, articles for scientific journals ...

- Recommendations for organisations.

- Workshops for a healthier practice.

- Studies on health, lifestyles and working conditions of health professionals from other specialties and other health professions (pharmacists, nurses ...) to compare groups and follow their progress.
More information and access to full content

www.fgalatea.org/pdf/pediatres_cast.pdf