

That's why we can and want to!

Co-creation for appropriation, analysis and development of measures for a healthy and sustainable working life in all ages

KERSTIN NILSSON^{1,2} SANDRA JÖNSSON³ HELENE EKFORSS¹

Health and medical care is one of the largest employers in Sweden, but challenges such as recruitment problems, early retirements and high sickness absence due to work-related illness among the workforce point to the need for measures to make it a healthy and sustainable workplace.

However, at the same time there are workplaces within the sector where the employees enjoy themselves and stay and others actively want to work, and these workplaces appear to be well functioning without recruitment problems, early retirements or high sickness absence.

OBJECTIVE

The purpose of the project is to develop measures for well-functioning and attractive organisations and workplaces within health and medical care, for the benefit of fostering a working environment where more people are able and motivated to maintain a full and fulfilling career.

METHODOLOGY

Quantitative study: Longitudinal survey with a cohort of 23,000 employees in the health and medical care at the baseline examination in spring 2017, follow-up during the second wave of the Covid-19 pandemic in autumn/winter 2020, seven-year follow-up in spring 2024. Analysis of the cohort data within this project aims to identify health factors for a healthy and sustainable working life. In addition, data on the reason why employees end their employment in healthcare will be analysed. The results of the analysis will be reflected and discussed within a research circle.

Qualitative study: During the year 2024, the action research method, Research circle, is ongoing with nurses, assistant nurses and managers from five workplaces (within different operational areas in different cities), as well as HR strategists and researchers. Through co-creation in research with practitioners the project take advantage of knowledge and experience from implemented initiatives and concepts to further develop measures for well-functioning and attractive organisations. The research circle contributes to learning, knowledge generation and an exchange of practical experience and theoretical knowledge between the employees, managers, HR and researchers. Analysis method: Deductive content analysis out of nine areas in the SwAge-model (see Figure 1).

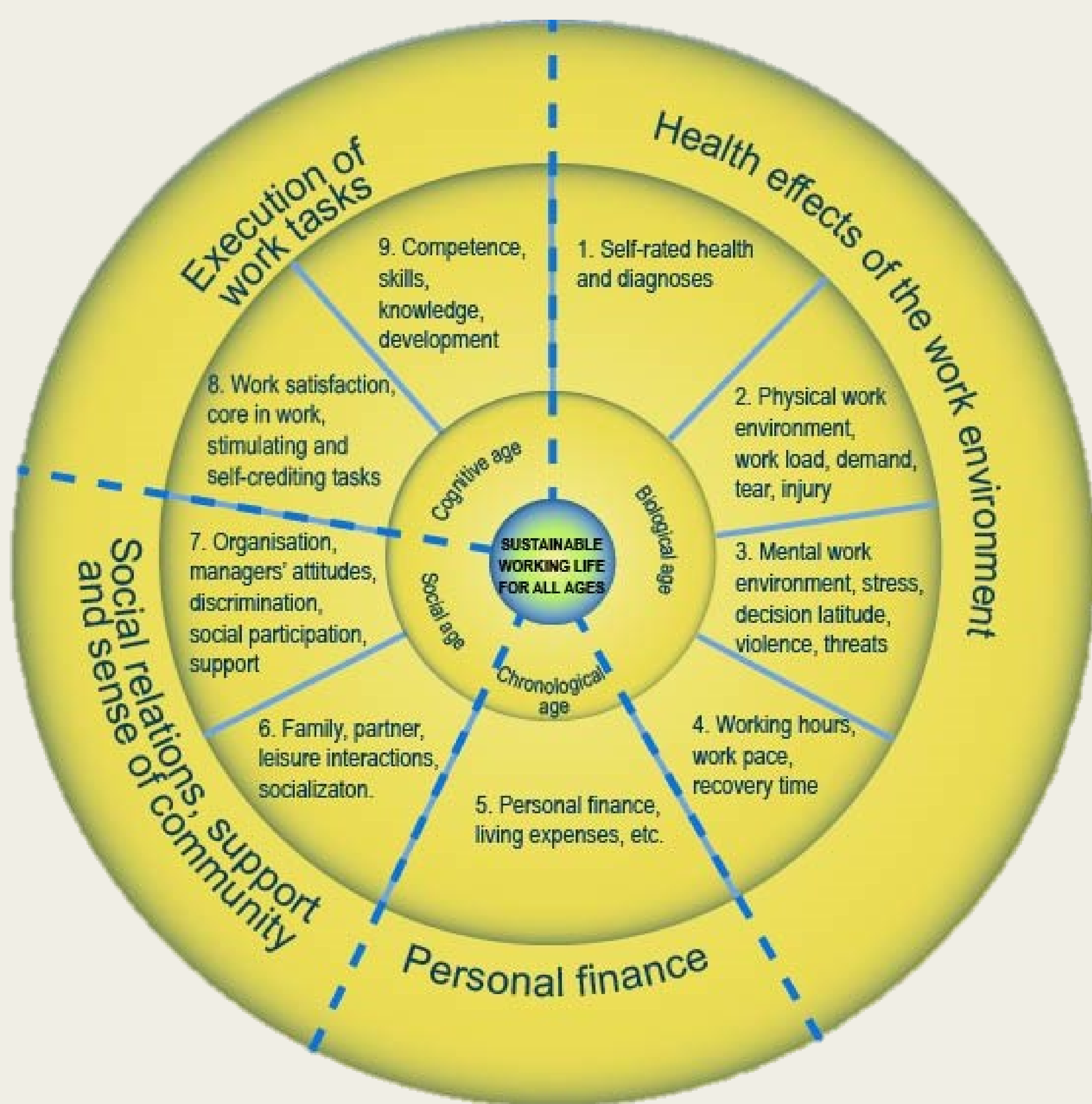


Figure 1. The micro level of the SwAge-model - a theoretical model and tool for reflection, discussion, analysis, evaluations, as well as actions in the daily work, in the direction of a Sustainable Working life for all Ages.