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GEOGRAPHIC

Continent
Europe (EU)

Country
Slovenia

BASIC DETAILS

Language
Slovene

Sector:

Other

Title (EN):

Protocol for dealing with mobbing, sexual and other harassment at workplace in nursing and midwifery care, Protocol for dealing with violence at workplace in nursing and midwifery care

Abstract description (EN):

The "Protocol for dealing with mobbing, sexual and other harassment at workplace in nursing and midwifery care" and the »Protocol for dealing with violence at workplace in nursing and midwifery care« were designed by the Working group for nonviolence in nursing in 2010. They were published in »Utrip«, review of the Nurses and Midwives Association of Slovenia, read by the 16.000 members. 90% of members are women (nurses and midwives), who as indicated by the Slovenian and international researches, suffer from various forms of workplace violence. A research on violence against nurses at workplace, done in 1999 showed that 72% of respondents suffer from workplace violence, mostly psychological, verbal, but also physical and sexual violence. The perpetrators are mostly man - doctors and patients. These results show a high vulnerability of nurses and midwives since the lack of social and organizational power make them an easy target of violent acts from collaborators, but also patients and their relatives. Respondents also expressed the opinion that they would need instructions, knowledge and skills in order to face such violence more successfully and efficiently. Both protocols are based on the Slovenian legislation regarding working conditions and equal opportunities. The

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main goal of protocols is to increase the ability of nurses and midwives, to recognize workplace violence, to act against it and to find adequate assistance within or outside the health organizations. It is expected that with the use of protocols also administrators would be more aware of their responsibility in dealing with workplace violence and act against it more efficiently.

Title (Original Language): Protokol obravnave trpinčenja, spolnega in drugega nadlegovanja na delovnem mestu ali v zvezi z delom nad zaposlenimi v zdravstveni in babiški negi

Abstract description (Original Language):

Protokol obravnave trpinčenja, spolnega in drugega nadlegovanja na delovnem mestu ali v zvezi z delom nad zaposlenimi v zdravstveni in babiški negi in Protokol obravnave nasilnih dejanj nad zaposlenimi v zdravstveni in babiški negi je pripravila Delovna skupina za nenasilje v zdravstveni negi v letu 2010. Objavljena sta bila v Utripu, mesečni reviji Zbornice zdravstvene in babiške nege Slovenije - Zveze strokovnih društev medicinskih sester, babic in zdravstvenih tehnikov Slovenije, ki jo dobiva 16.000 članic in članov. Med članstvom Zbornice je okrog 90% žensk - medicinskih sester in babic, ki po slovenskih in tujih raziskavah v visokem odstotku doživljajo različne oblike nasilja na delovnem mestu. Raziskava o nasilju v zdravstveni negi leta 1999 je pokazala, da kar 72% medicinskih sester preživlja nasilje, večinoma psihicno in verbalno, pa tudi fizično nasilje in spolno nadlegovanje. Povzročitelji nasilja so bili v prevladujočem odstotku moški - zdravniki in bolniki. To kaže na posebno ranljivost medicinskih sester in babic, saj so zaradi pomanjkanja družbene in organizacijske moci pogosto tarče nasilnih ravnanj s strani sodelavcev in sodelavk, bolnikov ter svojcev. Respondentke so v raziskavi menile, da bi za bolj uspešno soocanje z nasiljem potrebovale navodila, kako ravnati v takšnih primerih ter dodatna znanja in veščine. Protokola sledita delovnopравни in kazenski zakonodaji na področju preprečevanja in obravnave nasilja na delovnem mestu ter zakonodaji na področju enakih možnosti. Raziskave so pokazale, da so posameznim nasilnim dejanjem, spolnemu in drugemu nadlegovanju v veliko večjem deležu izpostavljene ženske, zato smo s protokolom želeli povečati možnosti, da medicinske sestre in babice nasilje prepoznajo, ukrepajo za svojo zaščito in poiščejo ustrezne oblike pomoči. Z uporabo protokolov naj bi se tudi vodstva zdravstvenih organizacij bolj zavedala svoje odgovornosti pri soocanju z nasiljem na delovnem mestu in ga tudi bolj učinkovito obravnavala.

Keywords: protocol, dealing with violence, support for nursing and midwifery

BIBLIOGRAPHICAL INFORMATION

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Lastname	Initial
Delovna skupina zalnemašija	Šjela Zdravšar

ENGENDER EDITOR

Email: zalka.drglin@ivz-rs.si