

# NURSES TAKE THE LEAD: CREATING GENDER RESPONSIVE GLOBAL HEALTH

17 March 2021

@ICNurses @SigmaNursing #NGOCSW65





# ***WOMEN ON THE FRONTLINES OF THE COVID-19 PANDEMIC***

**17 March 2021**



**WOMEN IN PUBLIC LIFE · EQUAL PARTICIPATION IN DECISION-MAKING**  
**15-26 MARCH 2021 | END VIOLENCE · ACHIEVE GENDER EQUALITY | #CSW65**



**Cecilia Sironi – Past President CNAI**  
**Italian Nurses Association**

C. Sironi - CNAI, Italy

**Nursing** now  
Italy

**2020**  
**ANNO INTERNAZIONALE**  
**DELL'INFERMIERE**  
**E DELL'OSTETRICA**

# ***WOMEN ON THE FRONTLINE OF THE COVID-19 PANDEMIC***

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## Introduction

1. Some data on female occupation and nursing in Italy
2. The challenges we faced and data on COVID-19
3. The actual situation and some suggestions

Conclusion and some issues to face in the future



# ***WOMEN ON THE FRONTLINE OF THE COVID-19 PANDEMIC***

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## **1. Some data on female occupation and nursing in Italy**

“According to ISTAT, we have 440 thousand fewer female workers than in December 2020. (...) Female employment has fallen back to 2016 levels, well below the 50% achieved for the first time in 2019. The main cause was the crisis in the service sector, in which 85% of women work. (...) almost 70 percent of infections reported in the workplace concern women. The professional categories most affected as infections for women mainly concern the health sector”.

(President Mattarella, 8<sup>th</sup> March 2021)

# 1. Some data on female occupation and nursing in Italy

454,692 nurses registered at our National Nurses Order (FNOPI).

76,5% of these are women (precisely, 347.645).

We have 6,7 nurses per 1,000 inhabitants and 1 doctor every nurse.

**TAVOLA 10**

**Personale sanitario Italia vs EU**

	<b>Numero di medici (ogni 1.000 abitanti)</b>	<b>Numero di infermieri (ogni 1.000 abitanti)</b>
<b>Italia</b>	4,0	6,7
<b>Media di FR, DE, UK, ES (1)</b>	3,7	9,4
<b>Italia vs media (1)</b>	+0,3	-2,7

Fonte: elaborazione su dati OECD - © C.R.E.A. Sanità

# 1. Some data on female occupation and **nursing** in Italy



# 1. Some data on female occupation and **nursing** in Italy

- Most nurses in Italy work as public employees (only 4,7% are freelance nurses).
- 78% nurses are working in Hospitals.
- In Hospitals nearly 40% of the employed staff are nurses.
- Precarious work prevails for female nurses.
- The most represented age group is between 45 and 54 years old.

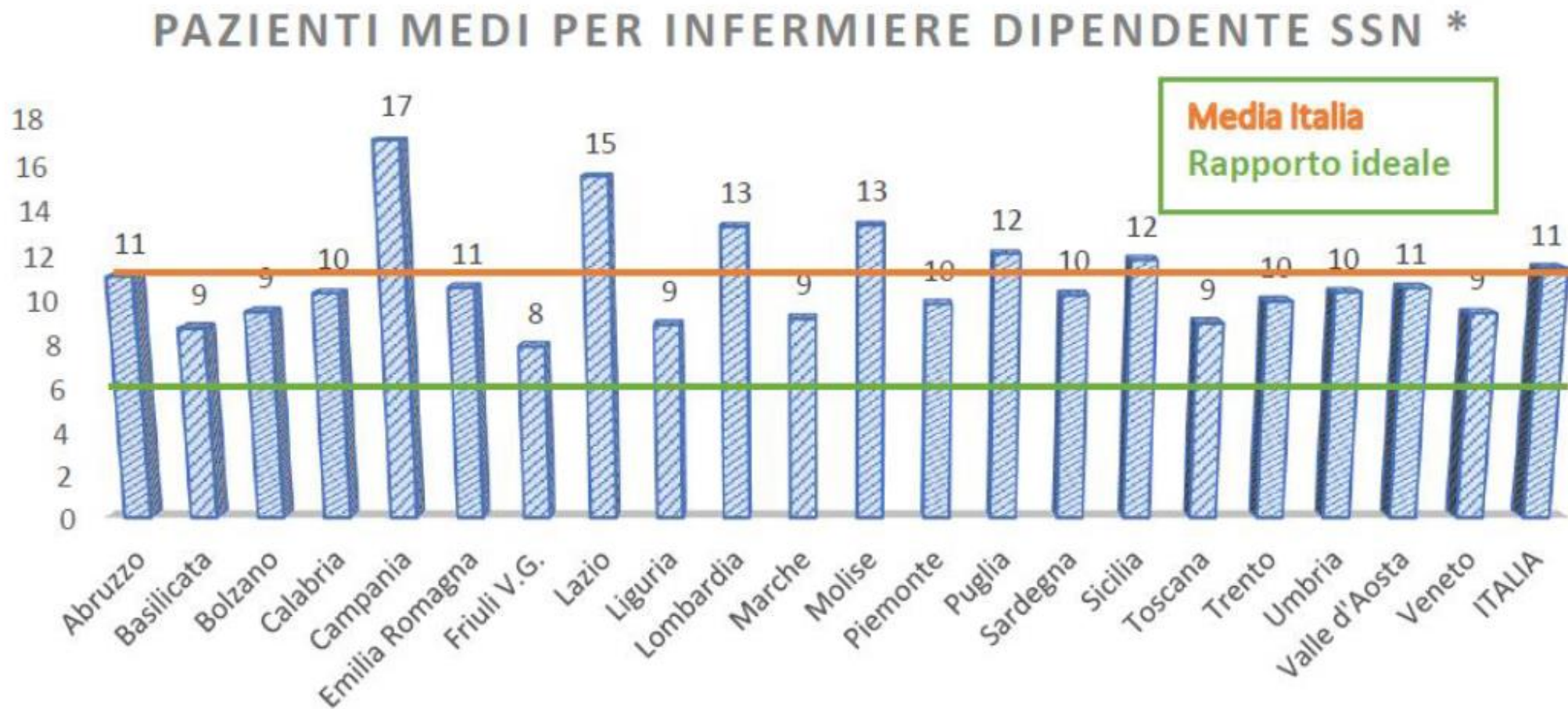
AGE CLASSES: Among nurses there is a clear difference.

Among men the younger classes weigh less, while the older ones are relatively more consistent and the greatest gender gap is for the 55-64 year old class.

FNOPI Survey, 2015

## 2. The challenges we faced and data on COVID-19

FNOPI, 17 September, 2018

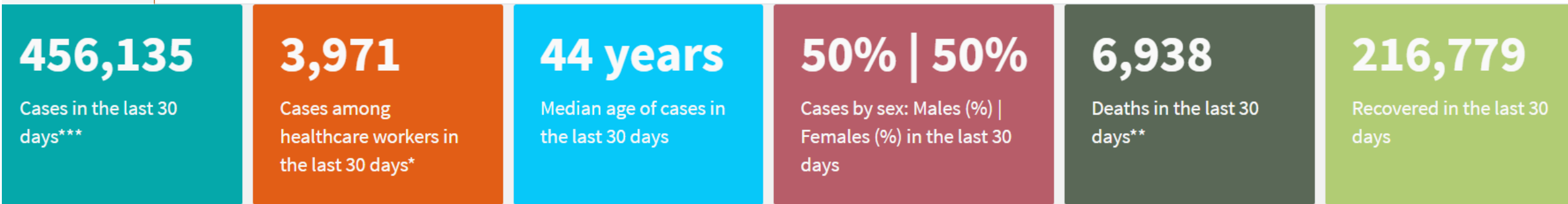


*Secondo studi internazionali la riduzione da 10 a 6 pazienti medi per infermiere abbatte il rischio di mortalità del 20%*

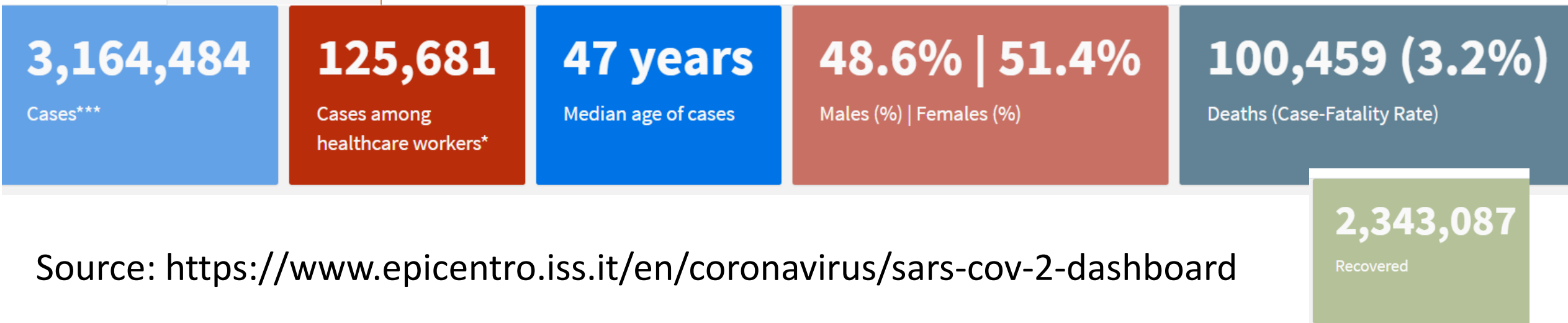


# COVID-19 Integrated Surveillance Data in Italy

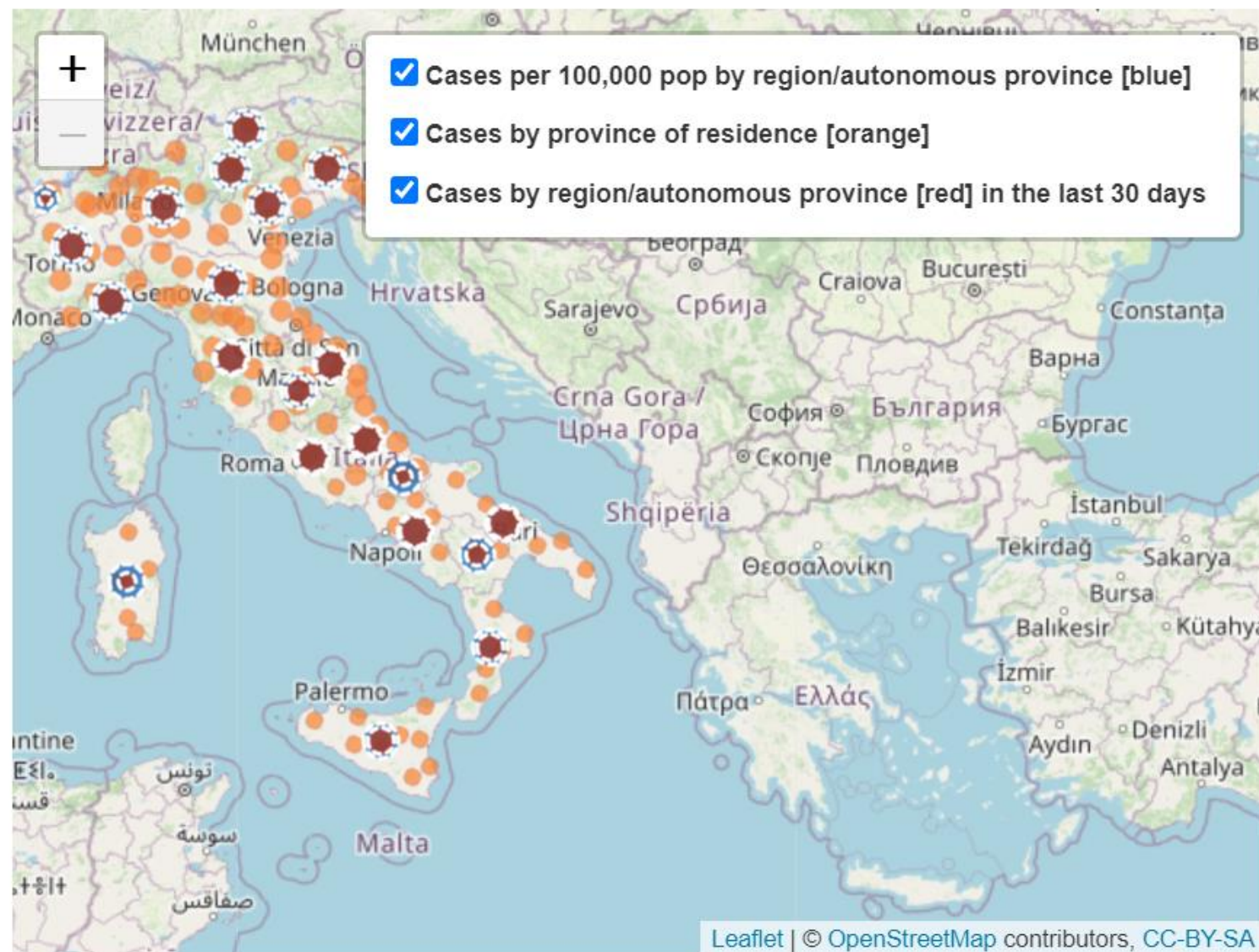
## Last 30 days (11<sup>th</sup> March)



## Cumulative data (from February 2020)



Source: <https://www.epicentro.iss.it/en/coronavirus/sars-cov-2-dashboard>



Proportion (%) of COVID-19 cases notified in Italy in the last 30 days, by clinical status and age group (data available by 350756 cases)

Source: <https://www.epicentro.iss.it/en/coronavirus/sars-cov-2-dashboard>

## 2. The challenges we faced and data on COVID-19

### COVID-19 Health Care workers/Nurses - Women Data

**76.5% Italian Nurses are female.**

**124.003 Health Care Workers tested positive for COVID-19**

(medium age 47,4% of all cases – peak of 20% during the first wave).

**More than 50.000 Female nurses tested positive for COVID-19 (72% of all nurses).**

**28 Female Nurses out of 82 died - 6 Female Nurses COVID-related suicides.**

**VIOLENCE: 180.000 episodes of violence at work, of these 100.000 physical assaults.**



## 2. The challenges we faced and data on COVID-19

### NEW INTENSIVE CARE BEDS & UNITS

Interruption of “normal activities” (i.e. surgery) and reconversion of beds in COVID-19 (Departments/Hospitals)





## 2. The challenges we faced and data on COVID-19 INCREASING BEDS IN THE HOSPITALS

Intensive Care Beds: + 115%

FROM 5,579 TO 11,284

COVID-19 DEPARTMENT

(PNEUMOLOGY / COVID-19 CARE)

FROM 6,198 TO 35,320

# 2. The challenges we faced and data on COVID-19

## MAIN COVID-19 CHANGES



### ORGANIZATION

**RECONVERT DEPARTMENT IN COVID DEPARTMENT**

**FIELD HOSPITALS**

**HOSPITALS IN CONVENTION CENTERS**

**PRE -TRIAGE TENTS**

**COVID SWABS OUTSIDE**

### HEALTHCARE WORKERS

**NEWLY GRADUATED NURSES**

**INVOLVEMENT OF NGO AND VOLUNTEERS**

**RETIRED NURSES/DOCTORS**

**MILITARY HEALTH SYSTEMS**

**INTERNATIONAL AIDS: CHINA, CUBA, RUSSIA, GERMANY, EUROPEAN UNION, ALBANIA.**

## 2. The challenges we faced and data on COVID-19

### PRE TRIAGE TENTS (outside Emergency Departments)





## 2. The challenges we faced and data on COVID-19

### COVID DEPARTMENTS & HOSPITALS IN CONVENTION CENTRE





## 2. The challenges we faced and data on COVID-19

### FIELD HOSPITALS & MILITARY HOSPITALS



## 2. The challenges we faced and data on COVID-19

**SOLITUDE  
ISOLATION**

**NEED FOR  
SPIRITUAL CARE**

**DEATH OF  
MANY CHAPLAINS**

**ETHICAL  
DILEMMA**



## 2. The challenges we faced and data on COVID-19

### NEW TEMPORARY HEALTH CARE WORKERS



**+ 4,917 DOCTORS**  
**+ 11,144 NURSES**  
**+ 5,032 HEALTHCARE SUPPORT**  
**WORKERS**

**PLANNED 2020/2021**

**+ 9,000 FAMILY/COMMUNITY**



**500 nurses for National Task Force for COVID-19 Setting (200 euro/day)**

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**GOVERNMENT: HEALTH CARE WORKER FIRST PRIORITY FOR VACCINATION**

**About all Nurses adhere to vaccination campaign against COVID-19.**

(a cui sono state somministrate la prima e la seconda dose di vaccino)



# 3. The actual situation and some suggestions

Italy aims to vaccinate at least 80% of population by end of September  
(Reuters, 13<sup>th</sup> March 2021)

## COVID-19 VACCINATION





<http://www.salute.gov.it/portale/news/>



**l'Italia rinasce  
con un fiore  
vaccinazione  
anti-Covid 19**

## Guidelines of the Strategic Plan on COVID-19 vaccines approved by Parliament



La nostra sal



The Minister of Health, Roberto Speranza, has spoken to the Parliament on December 2, to explain the epidemiological framework, the measures planned for the new ministerial decree-DPCM, which will be in force from December 4, and to present the guidelines of **Italy's Strategic Plan for anti-SARS-CoV-2/COVID-19 vaccination**, drafted by the Ministry of Health, the Extraordinary Commissioner for the COVID-19 Emergency, the Higher Institute of Health, the Italian National Agency for Regional Healthcare Services (AGENAS) and the Italian Medicines Agency (Aifa).

Segui il min

# Cases/ Deaths

More than 300  
hundreds  
Healthcare workers  
died.

More than 82 of these  
were Nurses  
(6 suicides).





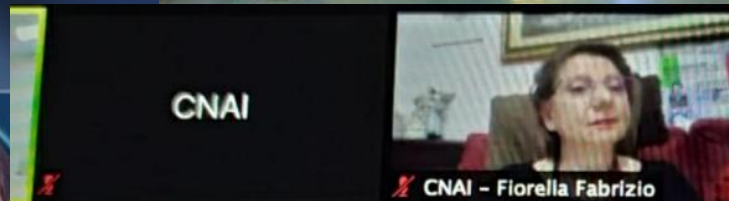




**tg1** Elena Pagliarini  
INFERMIERA OSPEDALE DI CREMONA



**tg1**



**COVID-19 PANDEMIC**

**NEWS INTERNATIONAL DAY OF THE NURSE**  
GLOBAL HEALTH EMERGENCY HIGHLIGHTS HEALTHCARE PROFESSIONAL'S VITAL ROLE

MARKETS TOP INDEXES	STX	FTSE	GDAXI	
	2884.2 PTS ▲ 0.02%	5994.77 PTS ▲ 0.93%	10819.5 PTS ▼ -0.05%	: 17



# SUGGESTIONS & LESSON LEARNED



**"FROM SILENCE TO VOICE"**



*Solidarity and collaboration*

**REDUNDANCY**



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1. Low birth rates. *“It’s really worrying!”*
2. Lack of career ladder for nurses
3. Disinvestment in nursing education
4. NEED of Advanced Nursing Practice Development
5. STOP violence against women: we could help!





**Nursing now**  
Italy



**2020**  
ANNO INTERNAZIONALE  
DELL'INFERMIERE  
E DELL'OSTETRICA



**Cecilia Sironi, MSc, BNS, RN**  
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# *The International Council of Nurses*

## *Impact of COVID-19 on nurses – keeping nurses safe*

Hoi Shan Fokeladeh, MSGH, RN  
Policy advisor, nursing and health policy



# About ICN

- A federation of more than **130** national nurses associations
- The voice of the more than **27** million nurses worldwide.
- Founded in 1899; 1<sup>st</sup> NGO recognised by WHO
- First and widest reaching international organisation for health professionals

Enhancing the health of individuals, populations and societies by:

- championing the contribution and image of nurses worldwide
- advocating for nurses at all levels
- advancing the nursing profession
- influencing health, social, economic and education policy



ICN Members





# Nurses in COVID-19 pandemic



Photo credits:

Consociazione Nazionale delle Associazioni Infermiere-Infermieri, Iranian Nursing Association, Korean Nurses Association, Taiwanese Nurses Association,

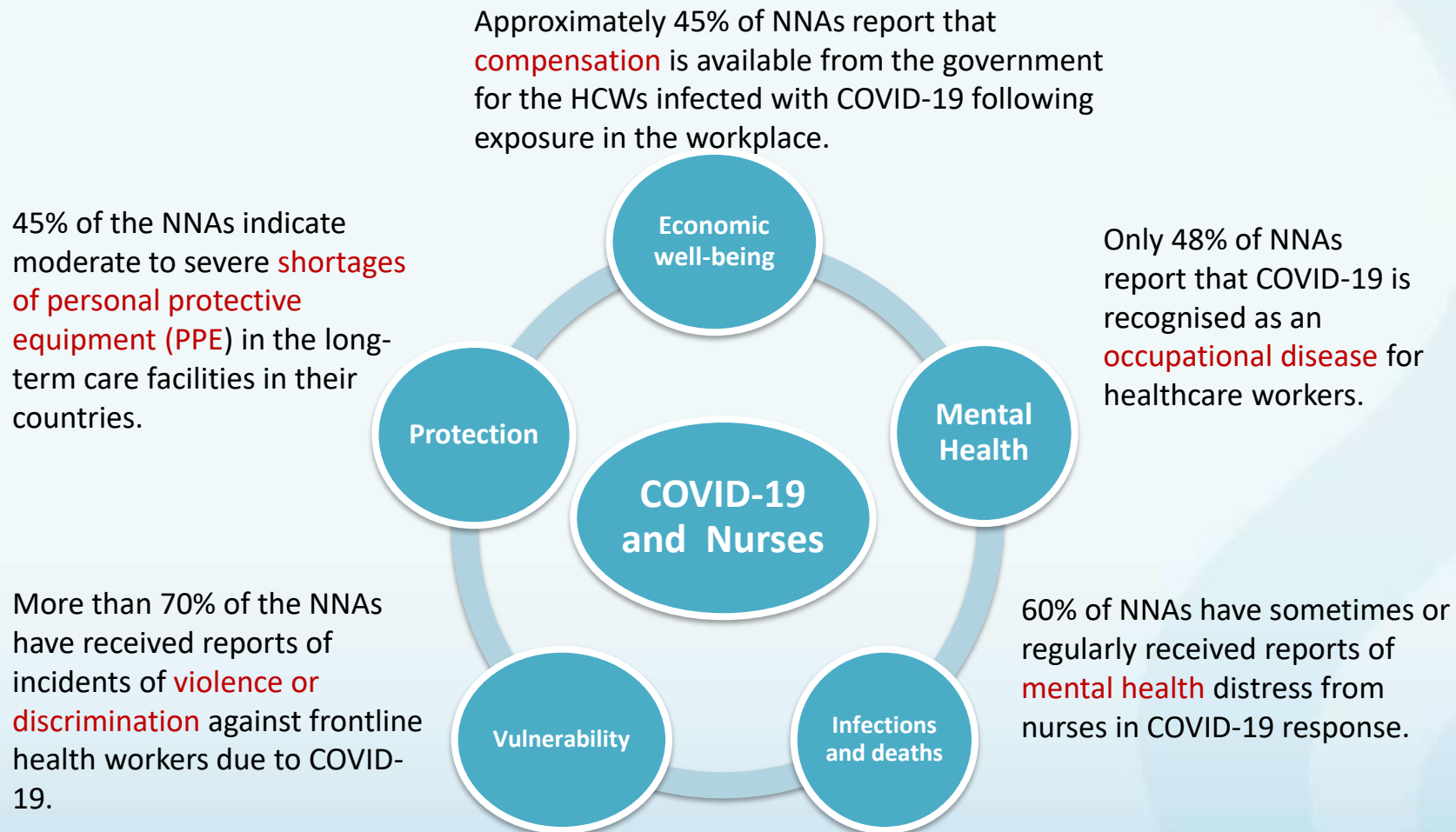




# Impacts of COVID-19 on nurses

## ICN COVID-19 Survey in September 2020

### Key Findings



# State of the World's Nursing Report 2020

- First ever report provides most up-to-date evidence on and policy options for the global nursing workforce.
- ICN co-chaired the report.
- The report highlights the scale of the current global nursing shortage and calls on all countries to invest in nursing education, leadership and decent work, including fair pay.
- Nursing remains a highly gendered profession with associated biases in the workplace

Key action- To achieve gender equality (SDG 5), **countries should deliberately plan for gender-sensitive nursing workforce policies**

- ☐ Tangible actions
- ☐ Implementing an equitable and gender-neutral system of remuneration among health workers
- ☐ Ensuring policies and laws addressing the gender pay gap apply to the private sector
- ☐ Enabling work environments for women

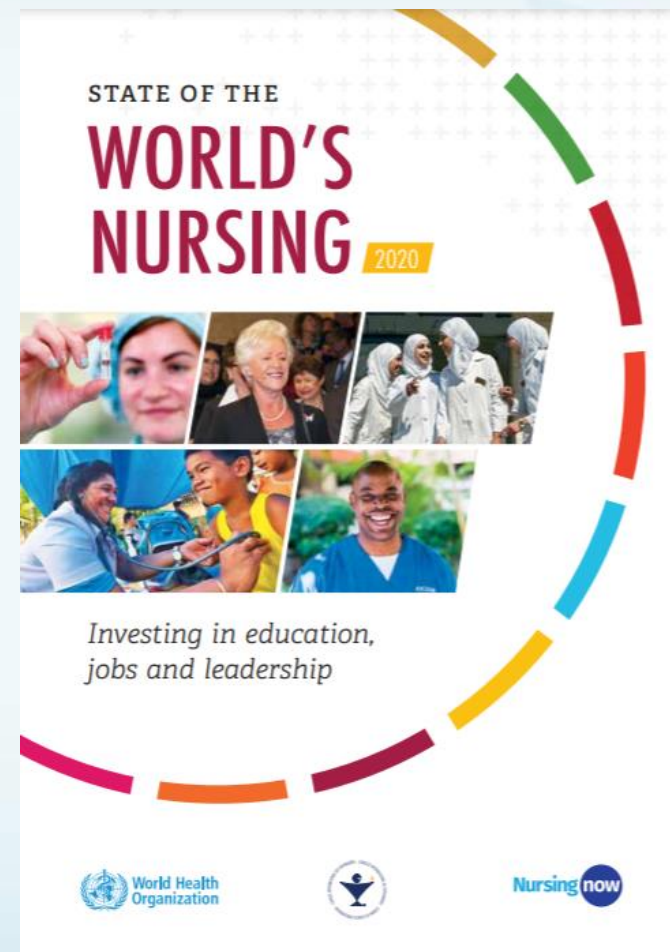




Photo credit: Iranian Nursing Association

Thank you.

@ICNurses

[www.icn.ch](http://www.icn.ch)





# NURSING LEADERSHIP & HIGH-LEVEL DECISION-MAKING: REGIONAL FNP ADVOCACY PERSPECTIVE

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Bongi Sibanda – RN MSc-ANP FHEA FIEL

Consultant Nurse in Advanced Practice /ICN APNN Alumna

Lead Educator for Advanced Clinical Practice – Epsom & St Helier

University Hospitals NHS Trust

Core Team Member – AfroPHC (FNP Representative)



**2020**  
**INTERNATIONAL YEAR**  
**OF THE NURSE AND**  
**THE MIDWIFE**



# ANGLOPHONE APN COALITION BACKGROUND

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Drivers to APN work in Africa (2014–2018)

APN Policy Framework (Schober *et al*/2016)

Collaborators and key stakeholders

WHO–AFRO Health System submission October 2018

Gender Responsive global health (*Delivered by Women, Led by Men: A Gender and Equity Analysis of the Global Health and Social Workforce* – WHO 2019).

# 2018-2019

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- Rotterdam meeting – ICN/Jhpiego/NursingNow/WONCA/AfriPEN/Afrehealth/ICN APNN/AANP, senior academics/leaders
- 2018 October WHO Health Systems –APN Policy Proposal submission
- 2019: Ghana Conference – RACE workshops ICN APNN/Jhpiego.
- University of Massachusetts Boston – Clinical APN faculty development support/planning
- Nairobi –Family Nurse Practitioner workshop (AfriPEN/WONCA support) RACE model application for Africa

STATE OF THE  
**WORLD'S  
NURSING** 2020

2020



*Investing in education,  
jobs and leadership*

# SOWN (2020)

Education and training – aimed to progress PHC and UHC (Access–Quality–Cost)

Underscores the importance of nurses as key contributors towards UHC, health related SDGs, national health strategies

High quality care, patient safety and collaborative practice

Implications to WHO global Strategic Directions for Nursing/Midwifery (?Regional)





INTERNATIONAL COUNCIL OF NURSES

**GUIDELINES  
ON ADVANCED  
PRACTICE NURSING  
2020**



# APN GUIDELINES - AFROCENTRIC PHC FOCUS

Anglophone Africa APN coalition (p.36)

Family Nurse Practitioners (FNPs)

Nurse Anaesthetists -IFNA standards

Advanced Practice Midwifery e.g Malawi

Clinical Nurse Specialists (CNS) e.g Rheumatology, Ophthalmology

# NURSES

## A VOICE TO LEAD

## NURSING THE WORLD TO HEALTH



- APN Policy dialogue
- COVID-19 and beyond
- Entrepreneurship and innovation
- Labour markets and workforce modelling

# ASTANA DECLARATION ON PHC (2018)

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- Core team – AfroPHC
- Extended team
- PHC – Hospital interface
- Partnerships/Collaborations & Interprofessional Education (NGOs, private, government etc).





# SELECTED REFERENCES

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Msuya, M., et.al (2017) Descriptive study of nursing scope of practice in rural medically underserved areas of Africa, South of the Sahara. *International Journal of Africa Nursing Sciences*.

Guidelines on Advanced Practice Nursing (ICN 2020)

The State of the World's Nursing Report: Investing in Education, Jobs and leadership (WHO 2020)

Nurses: A Voice to Lead - Nursing the World to Health (ICN 2020)

The Astana Declaration (2018)



# Nurses Take the Lead: Creating Gender Responsive Global Health

WANDA MONTALVO, PHD, RN, FAAN

TWITTER: @MONTALVO501

SECTION: NURSE-LED ADVOCACY TO ACHIEVE GENDER-RESPONSIVE HEALTH SYSTEMS

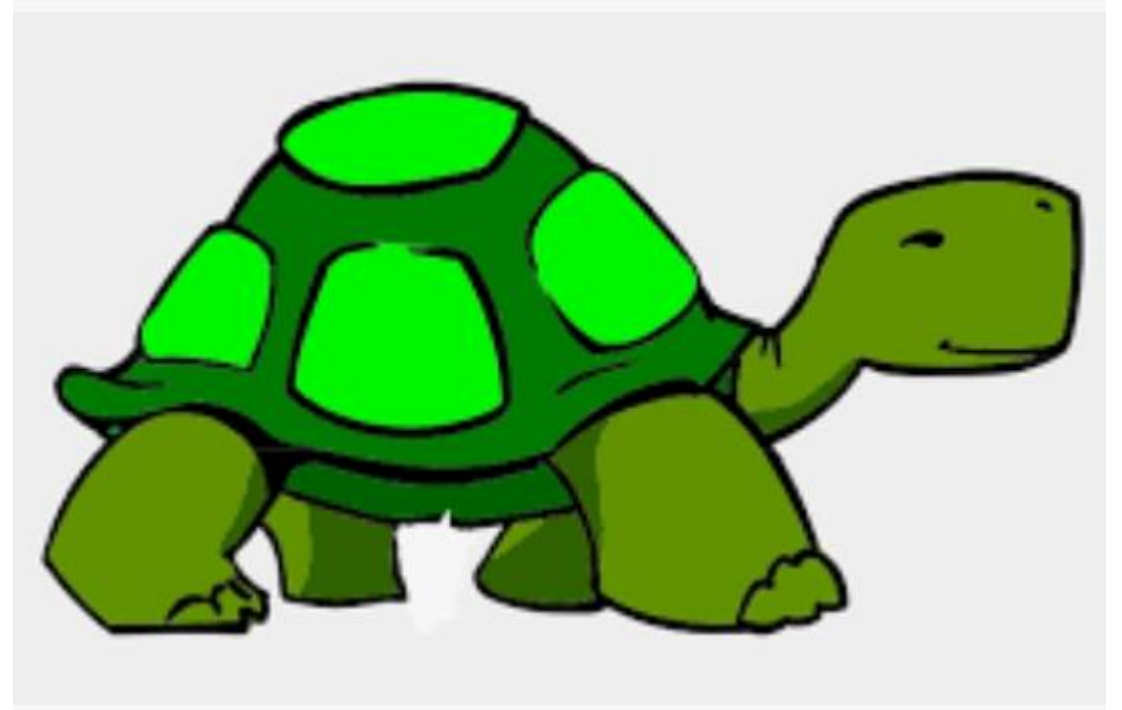
**“If you think you are too small to make a difference, try  
sleeping in a closed room with a mosquito”**

**- African Proverb**



A turtle moves  
forward only by  
sticking it's neck out.

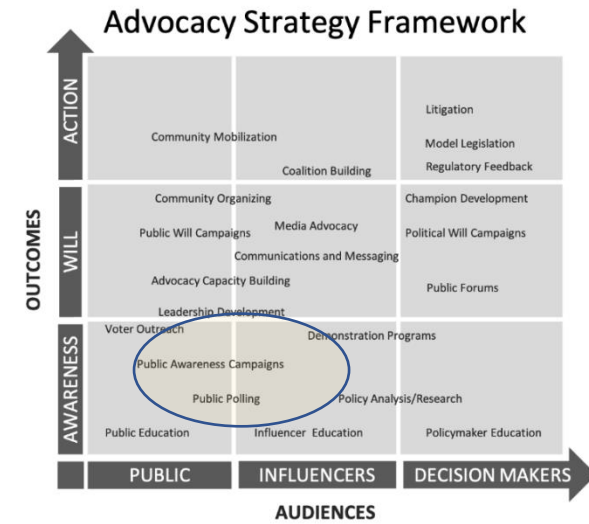
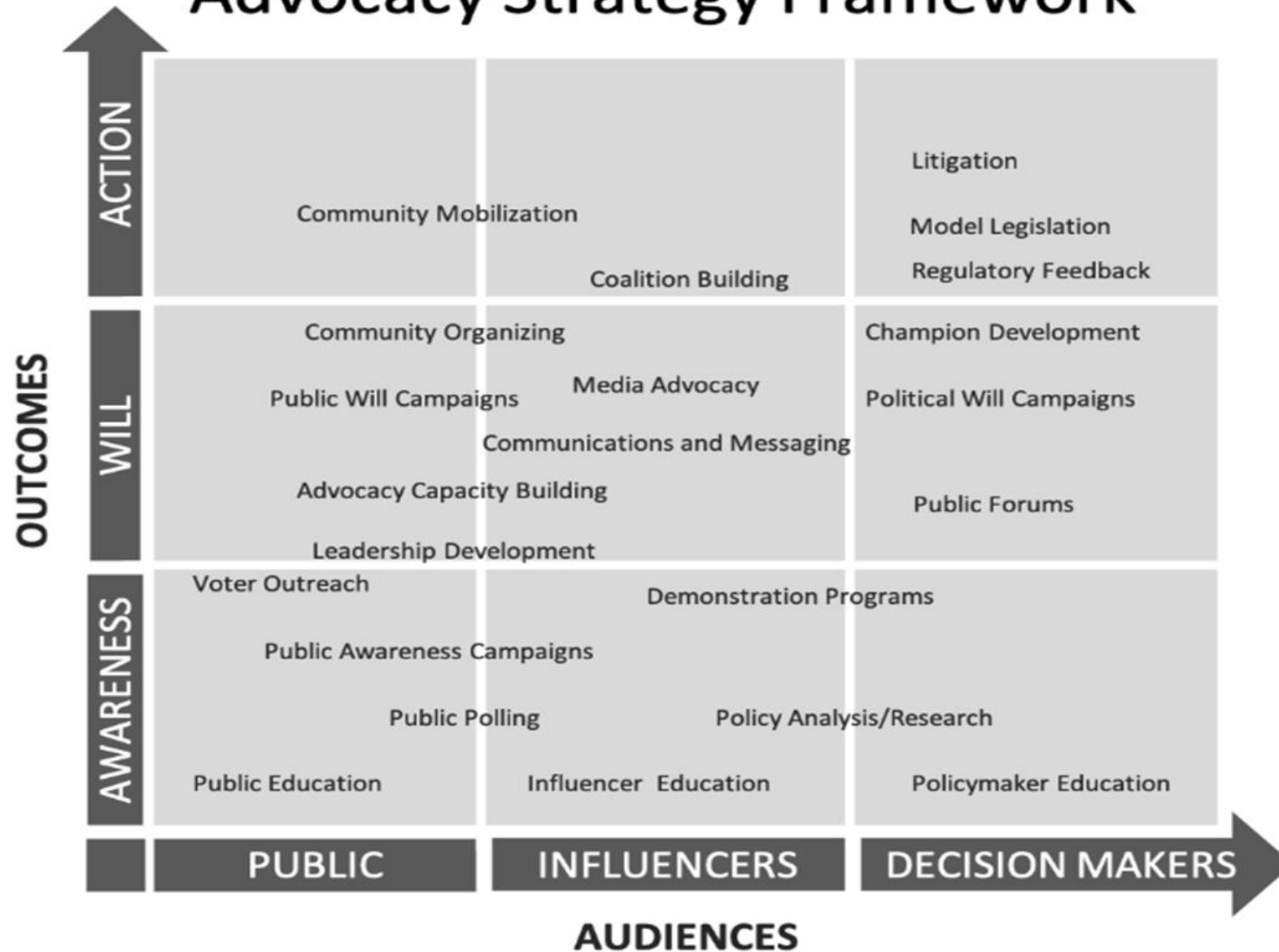
Advocacy requires  
similar courage



# Assessing Progress of Nursing Through Political Advocacy

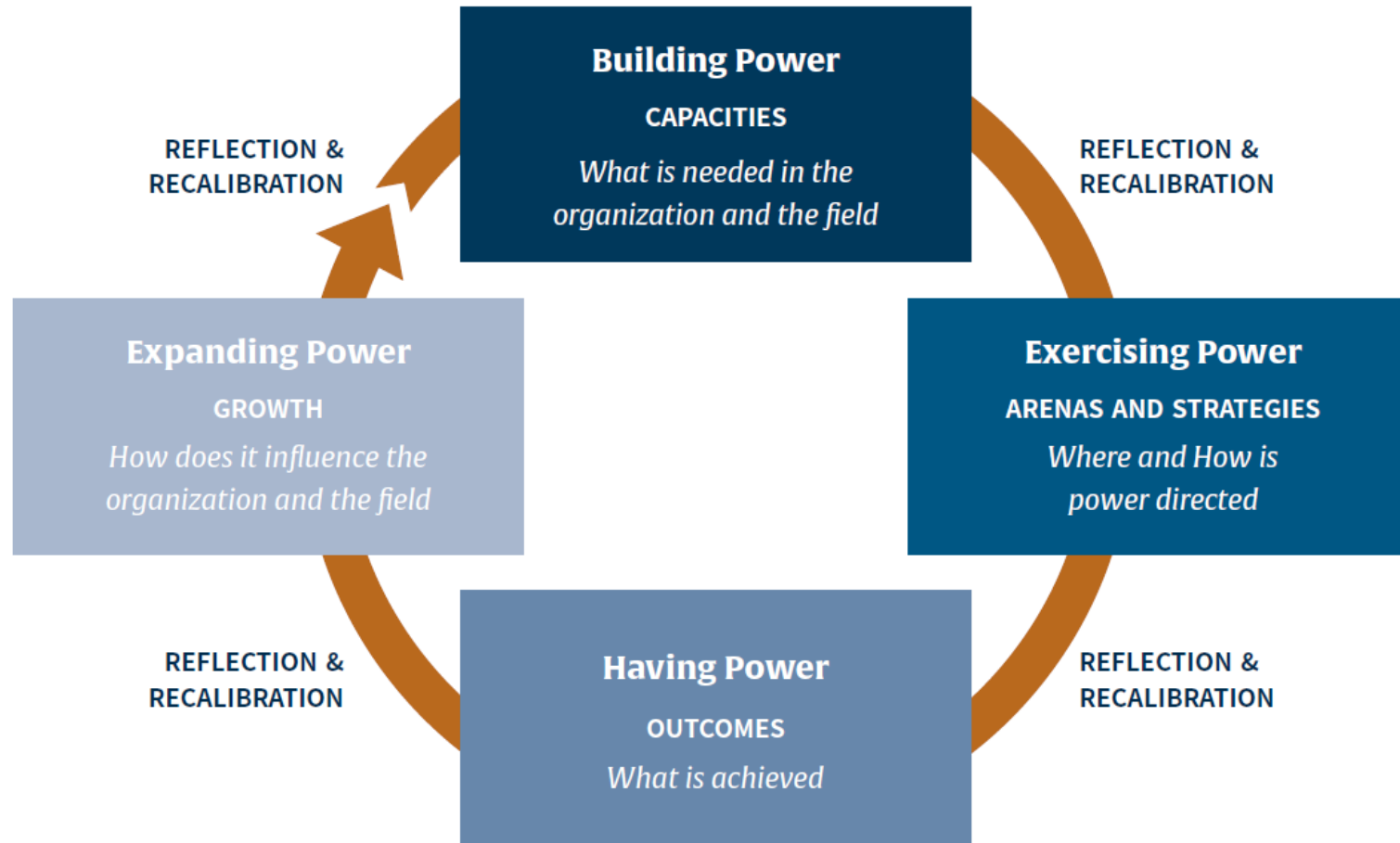
	Stage 1 Buy-in (Awakening)	Stage 2 Self-Interest	Stage 3 Political Sophistication	Stage 4 Leading the Way
Nature of Action	Reactive, with a focus on nursing issues	Reactive to nursing issues like funding or public health issue like vaccinations	Proactive on nursing and other health issues (e.g. nursing's agenda for health care reform)	Proactive on leadership and agenda-setting for broad range of health, social justice
Language	Learning political language	Using nurse jargon (APRN, CCRNA, DNP)	Using parlance and rhetoric common to health policy	Introduction terms that reorder the debate (gender responsive global health)
Coalition Building	Political awareness: occasional participation in coalition	Coalition forming among nursing organizations	Coalitions forming among nursing groups, active, significant participation	Initiating coalitions beyond nursing for broad health policy concerns
<b><i>Nurses as Policy Shapers</i></b>	Isolated cases of nurses being appointed to policy positions, task force because of individual accomplishments	Professional associations get nurses into nursing related positions (i.e. nurse licensing board)	Profession organizations get nurses appointed to health-related policy	Nurses are sought out to fill policy positions because of their value, expertise, knowledge, and innovations

# Advocacy Strategy Framework





# The Power-Building Framework



# Evaluating an Organizations or Groups Advocacy Capacity

Section 1: Advocacy, Goals, Plans and Strategy	4 Always	3 Usually	2 Sometimes	1 Rarely
Identifies existing capacity to engage with advocacy, incl staffing, skills, knowledge, and resources				
Org has long-term plan for advocacy goals				
<i>Indicator 2: Org agenda has goals and priorities</i>				
Advocacy agenda approved by leadership and BOD				
Agenda is shared with decision-makers, constituents, partners and media				
<i>Indicator 3: Plans, strategies and adaptability: Org has ability to be flexible to carryout its advocacy agenda</i>				
Monitors internal and external changes in policy environment				
Org deploys different strategies and tactics to mobilize network				
Section 2: Conducting Advocacy				
Researches, compiles, and analyzes information about issues				
Verifies the analyses for accurate and reliable source				
Conducts in-depth research and produces reports r/t advocacy agenda				

## Relevant Interim Outcomes

