

NURSES TAKE THE LEAD: CREATING GENDER RESPONSIVE GLOBAL HEALTH

17 March 2021

@ICNurses @SigmaNursing #NGOCSW65







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



WOMEN ON THE FRONTLINES OF THE COVID-19 PANDEMIC
17 March 2021



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Cecilia Sironi – Past President CNAI Italian Nurses Association















WOMEN ON THE FRONTLINE OF THE COVID-19 PANDEMIC 17 March 2021

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 17 March 2021

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, 8th March 2021)

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

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

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

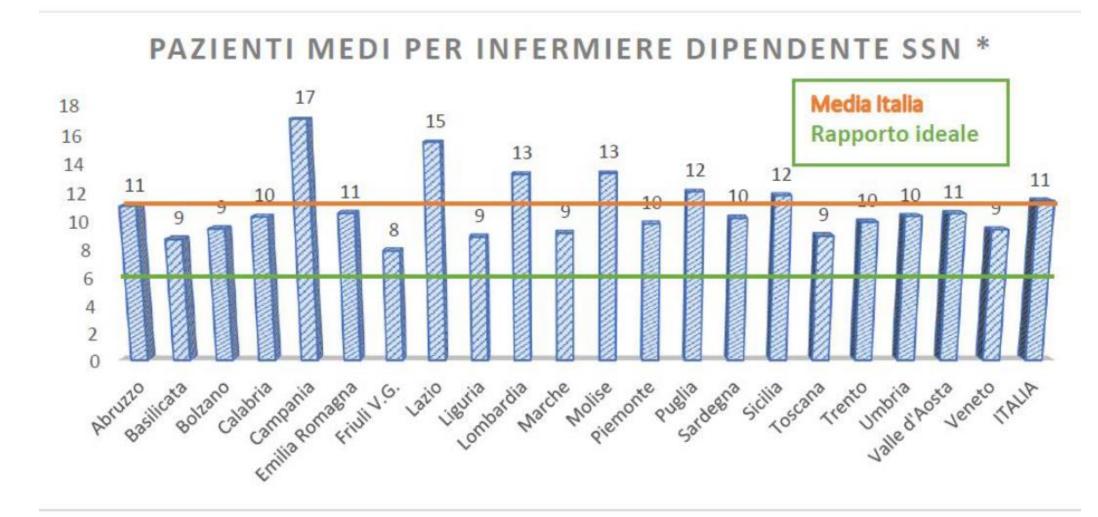


- Most nurses in Italy work as public employees (only 4,7% are freelance nurses).
- 78% nurses are working in Hospitals.
- In Hospitals nearly 40% of the employed staff are nurses.
- Precarious work prevails for female nurses.
- The most represented age group is between 45 and 54 years old.

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



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 (11th March)

456,135

Cases in the last 30 days***

3,971

Cases among healthcare workers in the last 30 days* 44 years

Median age of cases in the last 30 days

50% | 50%

Cases by sex: Males (%) | Females (%) in the last 30 days 6,938

Deaths in the last 30 days**

216,779

Recovered in the last 30 days

Cumulative data (from February 2020)

3,164,484

Cases***

125,681

Cases among healthcare workers* 47 years

Median age of cases

48.6% | 51.4%

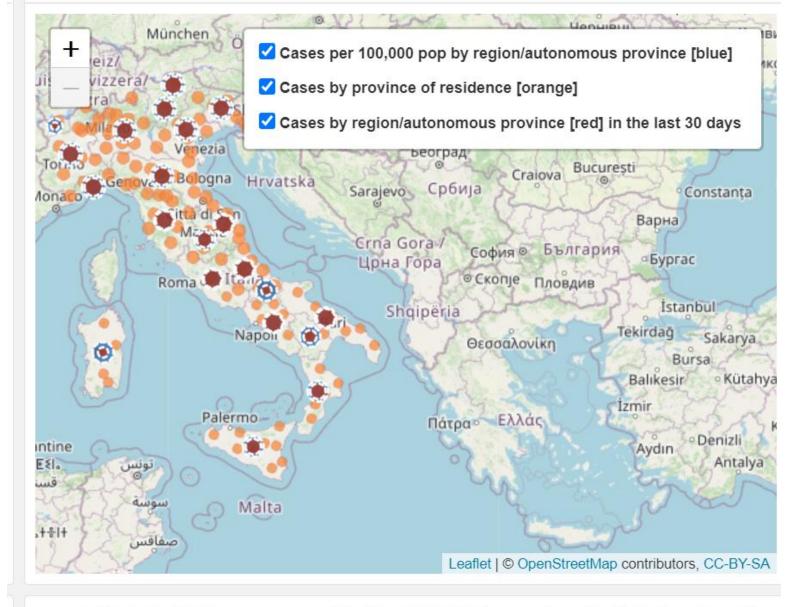
Males (%) | Females (%)

100,459 (3.2%)

Deaths (Case-Fatality Rate)

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

2,343,087Recovered



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

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.



NEW INTENSIVE CARE BEDS & UNITS

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





INCREASING BEDS IN THE HOSPITALS

Intensive Care Beds: + 115%

FROM 5,579

то 11,284

COVID-19 DEPARTMENT

(PNEUMOLOGY / COVID-19 CARE)

FROM 6,198

то 35,320

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



ORGANIZATION

HEALTHCARE WORKERS

RECONVERT DEPARTMENT IN COVID DEPARTMENT

FIELD HOSPITALS

HOSPITALS IN CONVENTION CENTERS

PRE-TRIAGE TENTS

COVID SWABS OUTSIDE

NEWLY GRADUATED NURSES

INVOLVEMENT OF NGO AND VOLUNTEERS

RETIRED NURSES/DOCTORS

MILITARY HEALTH SYSTEMS

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



PRE TRIAGE TENTS (outside Emergency Departments)







COVID DEPARTMENTS & HOSPITALS IN CONVENTION CENTRE





C. Sironi - CNAI, Italy



FIELD HOSPITALS & MILITARY HOSPITALS













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)

CONSOCIAZIONE NAZIONALE

DELLE ASSOCIAZIONI INFERNIERE!

- 2. The challenges we faced and data on COVID-19
 - 3. The actual situation and some suggestions





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

OELLE ASSOCIAZIONI INFERMIERE!

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

COVID-19 VACCINATION





Ministèro della Salute

Contatti Moduli e Servizi FAQ Ap

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).





Cases/ Deaths

More than 300 hundreds
Healthcare workers died.

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

La Merkel in quarantena invia 300 respiratori all'Italia e la Germania ospita nei suoi ospedali 8 malati italiani. Ogni tanto crediamo persino nell'Europa

CRASTAN 100% ORZO ITALIANO

Martedi 24 marzo 2020 - Anno 12 - nº 83





DOUBLE FACE Mansueto ai tavoli, duro in tv

Fontana spara contro il Dpcm chiesto da lui

do gioca su piu tavoli. Istiposizione un attimo dopo

Il governatore lombar- | Fabbriche chiuse: duello con scioperi sindacati-industria

#NoTUNO!

IORESTOACASA

DI MAIO "Il Mes non risolve, Conte d'accordo" "Mascherine, salva vite", MARCO TRAVAGLIO

anche la diplomazia'

Il ministro degli Esteri: | Il premier è pronto "Per uscire da questa crisi senza precedenti serve ina soluzione diversa"

per il Parlamento e incontra le destre

Diù passano i gi vien da doman

me abbia potut ne più prospera d'Eu tersi nelle mani di un tà, ma totalmente ina ompiti che non siar marell in visita Nulla di paragona e quando dice o fa fe nostra di avere la si otta al virus, ha sfod tamponi a tappeto pe tutti i positivi, i quali s nitamente più di quell erché includono gli a ci che, proprio perch

matici, sono più perico sintomatici perché contagian gli altri senza saperlo. In Lomardia, invece, il tampone non o fanno neppure ai sintomatic Ma non per scelta, che sarebbe almeno degna di valutazione non sanno che pesci pigliare. Il che ci fa benedire una volta di più Salvini per l'unica cosa buona fatta in vita sua: rovesciare il Salvimaio e levarsi dai piedi, sennò oggi avremmo una Lom-bardia ancor più autonoma di manto già non sia, cioè libera di re ancor più cazzate di quante

già non ne faccia. trario di tutto, a rimorchio de presunto leader nazionale, sa bato sera Fontana ha partorit dere tutto". Ma in realtà, ancor una volta, non chiude quasi nu a: non per esempio le fabbriche che a parole (sui media, ma ma con atti ufficiali) lo sgovernate re pretendeva fossero chiu poteri per chiuderle lui) percl on voleva contrariare Confu ustria. In compenso chiudey listudiprofessionali, compre uelli legali, che un avvocato c me lui dovrebbe sapere di nor poter chiudere: la giustizia nor ėstataancoraabolitae i processi più urgenti (per direttissima e con imputati detenuti, anche per i divieti di passeggiata e corsetta da lui introdotti) si cont uano a fare. E, siccome non stata ancora abolita neppure la to o processato in Lombardia dove lo trova se tutti gli studi le gali della Lombardia sono chiu si?VaacercarseloinPuglia,spe rando che li il governatore si au po' più lucido del suo? Nessuno sa perché nessuno lo dice, m o scaricabarile di Fontana&C ha creato il grosso del casino di

va di chiedere ciò che non chie

deva, l'odiato governo di Roma

ha dovuto provvedere, previa

ministri, Confindustria e sinda

ati su quali filiere produttiv

SEGUE A PAGINA 24

INFERMIERI SFRUTTATI NEL NORD EPICENTRO DEL VIRUS

"MACCHÉ EROI, CI DANNO

Le vittime crescono meno Ok di Speranza all'Avigar Multe e auto sequestrate

Gps. ma Roma non è Seou

I DEBITI ALLE AZIENDE ANTONIO PADELLARO A PAG. 11 LE MAFIE FANNO AFFARI

TRA I DIVIETI E LA LIBERTÀ VINCE LA SOLIDARIETÀ

» VIVA GLI ASTROLOGI | L'AUTOBIOGRAFIA

2020 di merda. Branko & C. ci avevano preso

» ELISABETTA AMBROSI Si fa presto a dire che gli a-strologi falliscono, A

guardare le previsioni fatto nel 2019, siscopreche i nost A PAG. 17

Sostiene Woody: Mia e Hollywood, crimini e misfatti

o PONTIGGIA A PAG. 22 che riescono a ritrarre uno

ADDIO Con Eco nell'allegra pattuglia del Gruppo 63 La cattiveria Arbasino, quel vagabondo

che arrivava prima di noi

è un periodo liana che è stato e Arbasino". Segni cacome quella di certi fotografi

quantità di dettagli rito vagabondo, to talmente libero, saldamente agganciato

ARMANO A PAG. 21

LA MORSA USA

qui vivere in fila è una regola fissa

Cuba e l'embargo:

O LOPEZ A PAG. 18

WWW.FORUM.SPINOZA.IT

Test a medici e infermieri Il 22,5% ha già gli anticorpi

HERSTEN DE MANDES

torimi risultati al «Papa Ciovanni». In Val Seriana mille prelievi ai cittadini.

L'ECO DI BERGAMO

Zanetti lascia

Sept. Aller Sells Property and College Sells Sel

l'utti in casa

chiusi alle 18. Stop alla Serie A

mbardia fino al 3 aprile. Ristoranti tempo, dobbiamo proteggerci". Contagi a quota 8 mila, a rischio anche i giovani

La rivolta Da Modena a Foggia le carceri esplodono: sette morti e 34 in fuga

Bonafede: linea dura, no indulti e amnistia

SHIP WAS BOOK

Settori connessi-

Spazi Covid in tutti gli ospedali

Infermiera attaccata dai vicini di casa Un biglietto tra la posta: «Ci porti il Covid»

GRAZIE PER IL COVID CHE TUTTI I GIORNI CIPORTIIN RICORDATI CHE ANZIANI I

la corsa alle deroghe

ollano le Borse, Milano perde l'11%. Torna l'incubo

d/ Assante, Berizzi, Bocci, Calandri, Ceccarelli, Cuzzocrea, Dazzi, D'Alessandro, D'Argenio, De Matteis, Foschini, Ginori

L analisi

ILCONSINSU

MAR TEMPS

and a second

mention, and pill to working

with a british falls of the

Medical control to be made

ACONTS.

STRUNGS

profile eldinore access

Eadesso tocca a noi

assimo Giannini

Italia è "l'ora più buia". aque non esagerava e Conte nell'intervista a lica di ieri, quando rievocava hill del 18 giugno 1940 che a alla Patria il sacrificio più per fermare il mostro de . Oggi combattiamo guerra, contro un nemico Ma l'ora più buia è arrivata . La minaccia del

irus è così grave, attuale e e non è più una sola regione continua a pagina 25

ar nessuno ci salva

riforma



CORTE

CISONO

BAMBIN

GRAZIE

dtri isti la quar ulla de talla me



SUGGESTIONS & LESSON LEARNED

HOSPITAL SERVICES
Cure



COMMUNITY BASED SERVICES

Continuum of Care

Prevention

"FROM SILENCE TO VOICE"

RESILIENCE



FLEXIBILITY

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!





Cecilia Sironi, MSc, BNS, RN cnai C@libero.it



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; 1st 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





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

Approximately 45% of NNAs report that compensation is available from the government for the HCWs infected with COVID-19 following exposure in the workplace.

45% of the NNAs indicate moderate to severe shortages of personal protective equipment (PPE) in the long-term care facilities in their countries.

Protection

Conly 48% of NNAs report that COVID-19 is recognised as an occupational disease for healthcare workers.

Mental

Health

More than 70% of the NNAs have received reports of incidents of violence or discrimination against frontline health workers due to COVID-19.



COVID-19

and Nurses

60% of NNAs have sometimes or regularly received reports of mental health distress from nurses in COVID-19 response.



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

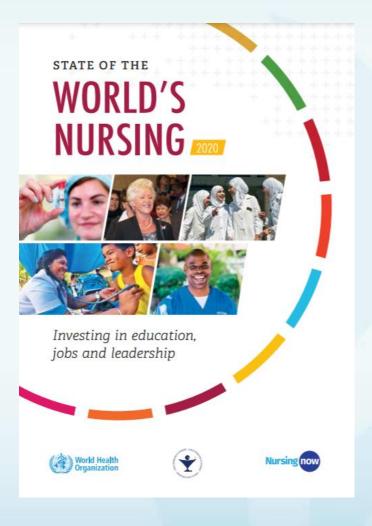






Photo credit: Iranian Nursing Association

Thank you.

@ICNurses

www.icn.ch







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

Bonqi 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)

ANGLOPHONE APN COALITION BACKGROUND

Drivers to APN work in Africa (2014–2018)

APN Policy Framework (Schober *et al* 2016)

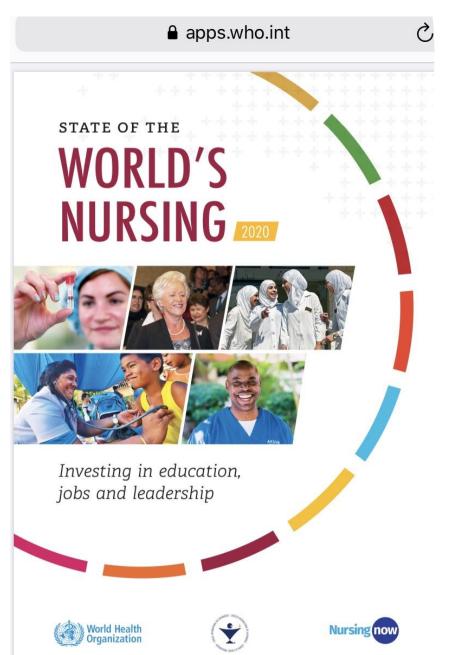
Collaborators and key stakeholders

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

- Rotterdam meeting ICN/Jhpiego/NursingNow/WONCA/AriPEN/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



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)



GUIDELINES ON ADVANCED PRACTICE NURSING 2020



APN GUIDELINES AFROCENTRIC PHC FOCUS

Anglophone Africa APN coalition (p.36)

Family Nurse Practitioners (FNPs)

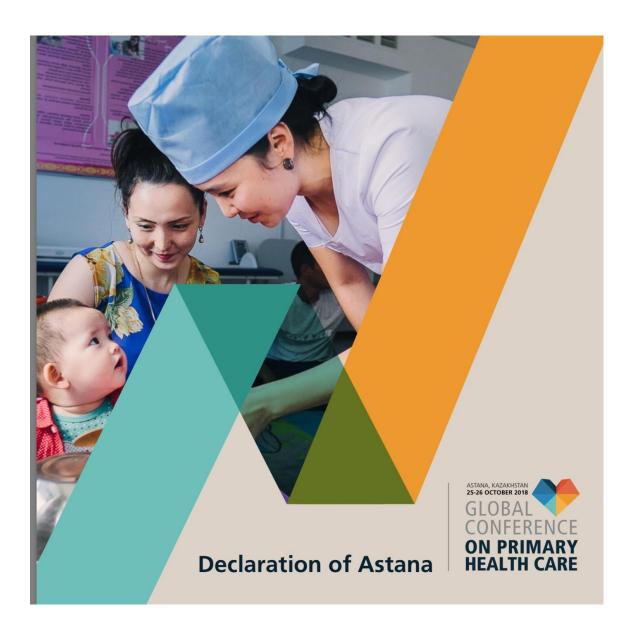
Nurse Anaesthetists -IFNA standards

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)

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

SELECTED REFERENCES

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

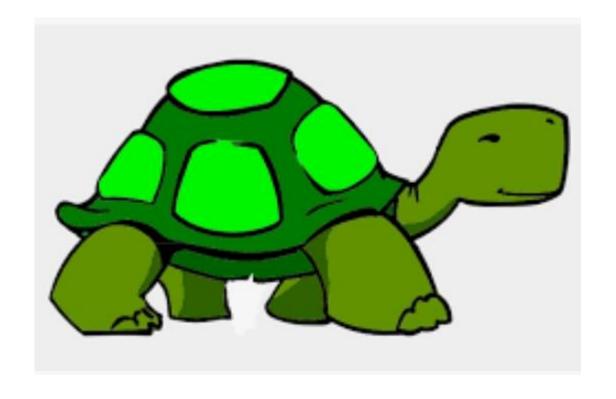
"If you think you are too small to make a difference, try

sleeping in a closed room with a mosquito"

- African Proverb

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

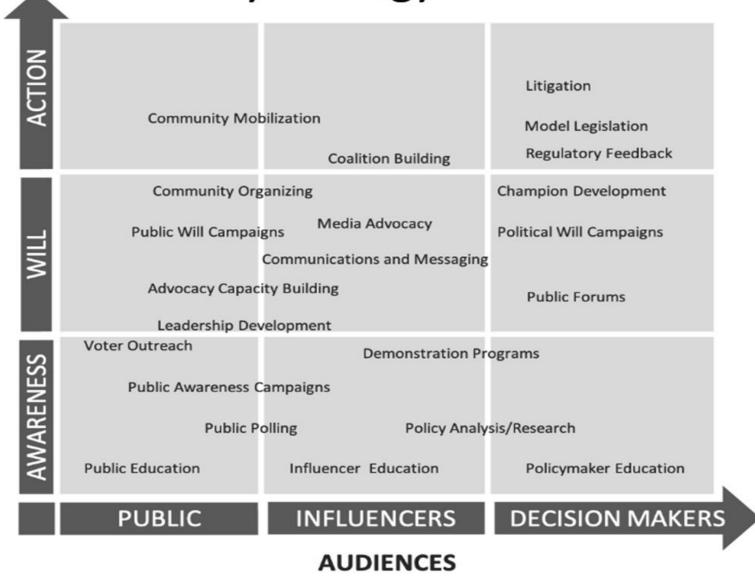
Advocacy requires similar courage



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
Nurses as Policy Shapers	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

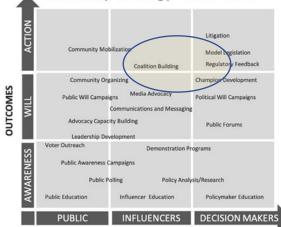


OUTCOMES

Advocacy Strategy Framework Community Mobilization Model Legislation Coalition Building Community Organizing Media Advocacy WILL Public Will Campaigns Political Will Campaigns Advocacy Capacity Building Public Forums **AWARENESS** stration Programs Public Polling Influencer Education Policymaker Education **DECISION MAKERS INFLUENCERS**

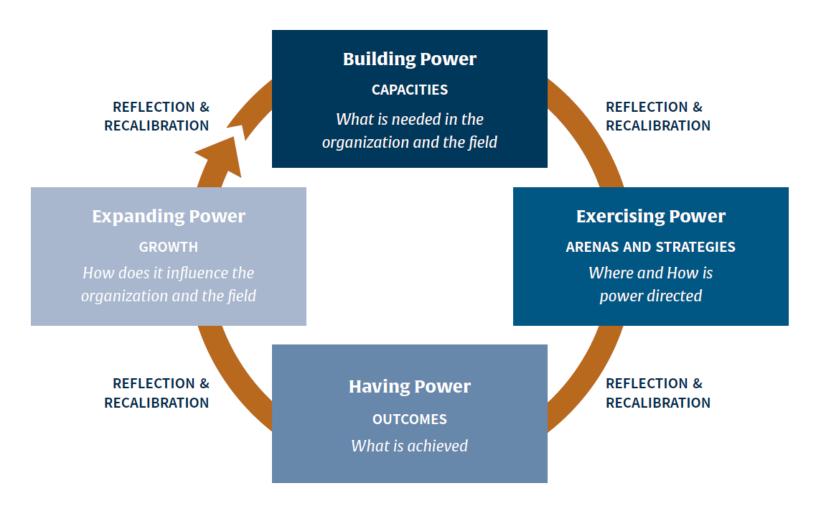
Advocacy Strategy Framework

AUDIENCES



AUDIENCES

The Power-Building Framework

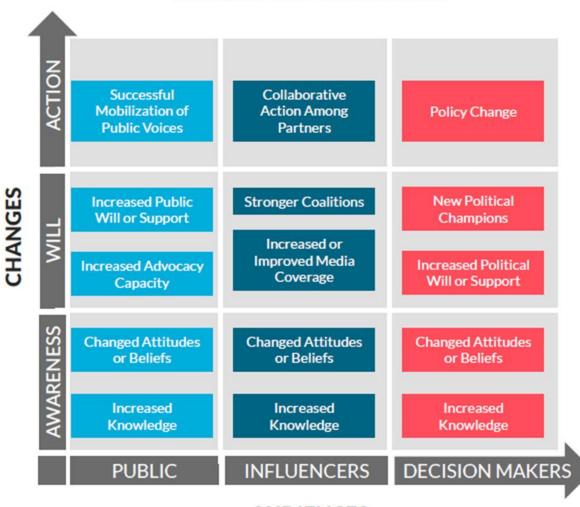


Source: https://www.atlanticphilanthropies.org/research-reports/prosecutorial-campaigns-a-strategy-to-mobilize-and-engage-communities-of-color

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				
Indicator 2: Org agenda has goals and priorities				
Advocacy agenda approved by leadership and BOD				
Agenda is shared with decision-makers, constituents, partners and media				
Indicator 3: Plans, strategies and adaptability: Org has ability to be flexible to carryout its advocacy agenda				
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



AUDIENCES