Nurses’ Knowledge of ILO Recommendations for Nursing Service

A DESCRIPTIVE SURVEY TO ASSESS THE KNOWLEDGE OF NURSES REGARDING INTERNATIONAL LABOUR ORGANIZATION (ILO) RECOMMENDATIONS IN NURSING SERVICES AND ITS IMPLEMENTATION IN VARIOUS HOSPITALS

OBJECTIVES

1. To assess the knowledge of International labour Organization recommendations in nursing services among nurses.

2. To assess the knowledge of International labour Organization recommendations in nursing services among nurses according to the variables such as working institutions, age, number of years of experience, training institution, professional qualification and residential area.

3. To assess the implementation of I.L.O. recommendations in nursing services as per the nurses knowledge of various hospitals.

METHODOLOGY

The research approach adopted for the study was descriptive survey. A well-conceived and properly executed research design was used.

The present study was conducted in various hospitals from Punjab and Union Territory of Chandigarh. The samples were taken from nurses from Government, Private, Mission and Autonomous hospitals.

Convenient sampling method was used, the total sample size was 300. The nurses in active service, from various hospitals were taken.

A self-structured questionnaire is the formal instrument used which specifies the answering of all questions to be filled from respondents.

The schedule of questionnaire include 3 parts - Part A - Personal data questionnaire. Part B is the items related to knowledge of nurses. It consists of 25 questions. Divided into 5 categories - working hours (8) Wages (2), Medical Benefits (6), Leaves (4), Other Benefits (5). Part C - Consist of items related to implementations of I.L.O. recommendations in nursing service according to nurses knowledge. It consist of 36 questions, divided into 5 categories, - Working hours (7) Wages (3), Medical benefits (6) Leaves (5) Other benefits (9) content validity was determined by the expert opinion. reliability for knowledge score was r=84 and practice score was r=80. Criterion measure of knowledge score was 0-20% Poor knowledge, 20%-40% fair knowledge, 41%-60% Average-knowledge, 61%-80% Good knowledge, 81%-100% excellent knowledge.

Criterion measure of Implementation score was >40% -实施, 40%-60% Partially implemented, 60-80% almost implemented and 80%-100% fully implemented)

FINDINGS

According to the sample characteristics, majority of respondents (31.33%) fall in 20 to 30 years of age group, (24.6%) fall in age group of 31 to 40 years, (26%) fall in age group of 41 to 50 years, (13%) fall in age group of 51 to 60 years. According to number of years of experience, (22%) respondents had more than 20 years of experience, (18%) had
16 to 20 years of experience, (21%) had 11 to 15 years of experience, (18.6%) had 6 to 10 years experience, (20%) had 1 to 5 years experience. According to professional qualifications, maximum respondents (84.6%) were diploma nurses and (25.4%) were degree nurses. According to training institutions, (54.3%) were trained from Private hospitals and (46.6%) from Govt. hospitals. According to residential area, (75%) respondents were from urban area and (25%) from rural area. According to working institutions, equal number of staff nurses (25%) responded from Govt., Private, Mission and Autonomous hospitals. According to objective 1: To assess the knowledge of I.L.O. Recommendations in nursing services among nurses.

The knowledge score of staff nurses regarding I.L.O. recommendations in nursing services was average (52.8%). The Nurses working in Private Hospitals had higher knowledge about I.L.O. recommendations (52%), whereas the nurses from Autonomous hospitals had (53.79%), nurses from Mission and Govt. had (50.13%) and (50.72%) of knowledge respectively.

According to categories of I.L.O. recommendations (working hours, wages, leave, medical benefits and other benefits like facilities of canteen, toilet, housing and transportation), the nurses working in Pvt. Hospitals have higher knowledge of working hours (52.29%), nurses from Govt. hospitals have higher knowledge about wages (60%), the nurses from Pvt. hospitals have higher knowledge about medical benefits (55.6%). The nurses from Mission hospitals have higher knowledge about leaves (49.2%) and nurses from Autonomous hospitals have higher knowledge about other benefits (84%).

Objective 2:
To assess the knowledge of I.L.O. recommendations in nursing services according to the variables such as age, years of experience, working institution, training institution, professional qualification and residence.

The mean knowledge score of I.L.O. recommendations was higher (55.52%) in age group of 51 to 60 years. The knowledge score of nurses working in Pvt. hospitals was high (55.2%), according to the number of years of experience nurses with more than 20 years of experience had more knowledge (54.56%) than others. The degree nurses had more knowledge (61.2%) than diploma nurses (38.8%). The nurses trained form Govt. institutions had more knowledge (58.8%) about I.L.O. recommendations than the nurses trained from Pvt. institutions (41.2%). The Nurses from urban areas had more knowledge (61.2%) about I.L.O. recommendations than the nurses from rural areas (39.8%).

Objective 3:
To assess the implementation of I.L.O. recommendations in nursing services in various hospitals as per the knowledge of nurses.

The I.L.O recommendations were almost implemented in Autonomous (62.2%), Government (62%), Mission hospitals (67.4%) but partially implemented in private hospitals (57.4%).

Among them the recommendations were implemented more in Mission hospitals (67.4%) followed by Autonomous (62.2%), Govt. (62%) and Private (51.4%) hospitals.

According to categories of I.L.O recommendation the working hours were almost implemented in private hospital (69.2%) and mission hospital (60.5%) partially implemented in Govt. and autonomous hospitals (59.1%, 55.7%), respectively.

Wages were almost implemented in govt. hospitals (68.8%), autonomous hospitals (69.6%) and mission hospitals (63%), partially implemented in private hospitals (56%).

Medical benefits were almost implemented in mission hospitals (66.6%) and partially implemented in autonomous, government and private hospitals (51.6%, 50.8%, 43.3%) respectively.

Leave was partially implemented in govt., autonomous and mission hospitals (53.3%, 52.4%, 52%) respectively and not implemented in private hospitals (29.2%).

Conclusions:
The knowledge of nurses regarding I.L.O. recommendations was average. The degree nurses had more knowledge (61.2%) than diploma nurses (38.8%). The nurses from urban areas had more knowledge (61.2%) than the nurses from rural areas (39.8%) about I.L.O recommendations. The I.L.O recommendations were almost implemented in mission (67.4%), autonomous (62.2%) & govt. (62%) and were partially implemented in private hospitals (51.4%).

Implications:
1. To raise standard of nursing.
2. To make staff nurses more aware of their privileges.
3. To formulate a policy for upgradation of life of nurses.