

The Global Consortium of Nursing
& Midwifery Studies (GCNMS)

Global Nursing & Midwifery Perspectives of Working During the COVID-19 Pandemic: Preliminary Findings

May 2024

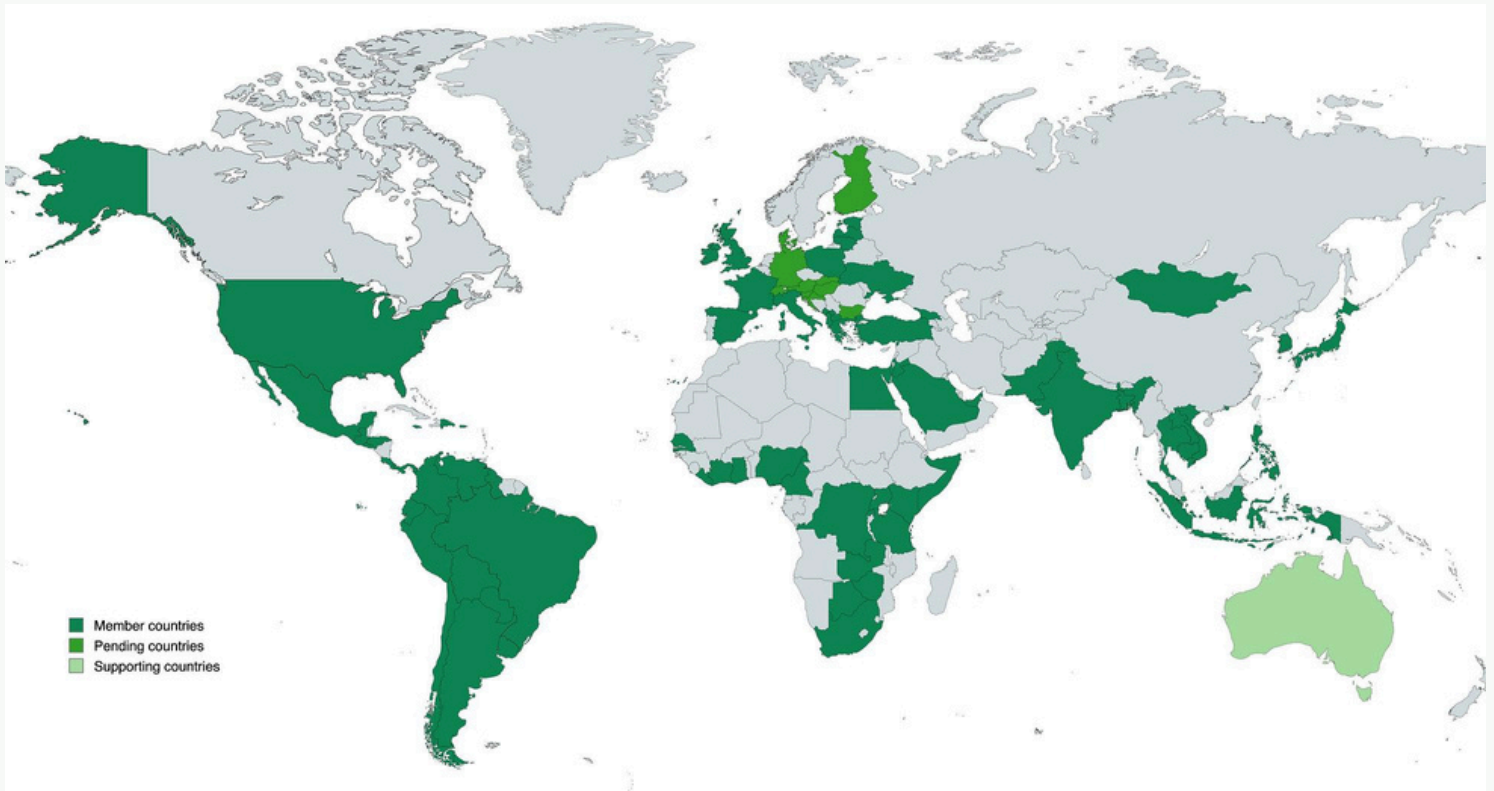


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GCNMS: Who We Are



Albania	Egypt	Israel	Panama	Switzerland
Antigua and Barbuda	El Salvador	Italy	Paraguay	Tanzania
Argentina	Estonia	Jamaica	Peru	Thailand
Bangladesh	France	Japan	Philippines	Trinidad & Tobago
Bolivia	Georgia	Kenya	Poland	Turkey
Brazil	Ghana	Kosovo	Qatar	Uganda
Cambodia	Greece	Latvia	Rwanda	United Arab Emirates
Cameroon	Grenada	Lebanon	Saudi Arabia	United Kingdom
Chile	Guatemala	Liberia	Singapore	United States
Colombia	Guyana	Lithuania	Slovenia	Uruguay
Costa Rica	Honduras	Malta	Somaliland	Venezuela
Cote D'Ivoire	Hong Kong	Malawi	South Africa	Zambia
Democratic Republic of Congo	India	Mexico	South Korea	Zimbabwe
Dominican Republic	Indonesia	Mongolia	Spain	
Ecuador	Ireland	Pakistan	St. Lucia	

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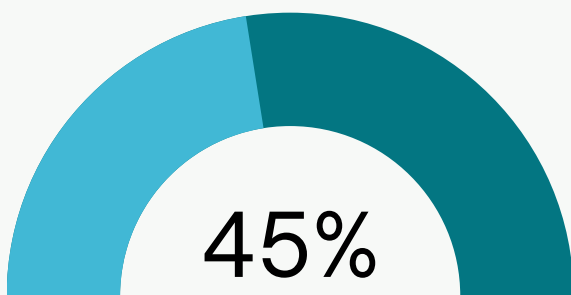
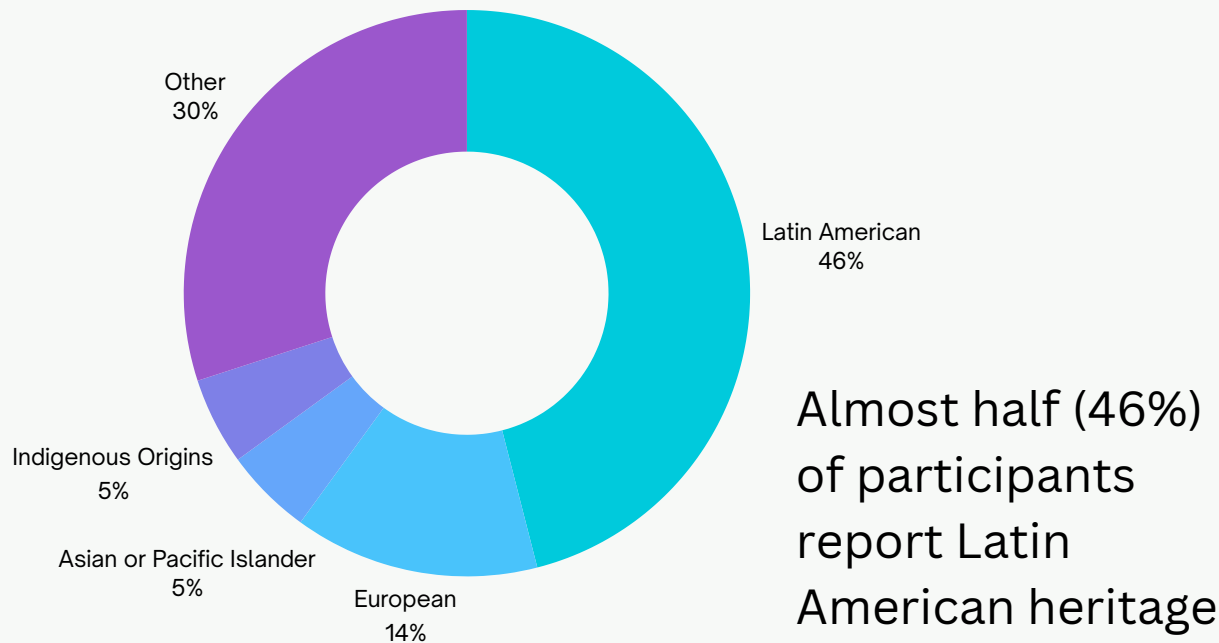
Study Overview

The purpose of this study is to capture, in their own words, the experiences of nurses and midwives working the frontlines of the COVID-19 pandemic around the world during the intra- and post-pandemic phases. By understanding their experiences, we can develop a better sense of the factors that influenced the implementation of pandemic responses in a variety of contexts. Common and country-specific experiences can be discerned as well as long-term effects. We also have a specific interest in ensuring that the voices of nurses and midwives in emerging research environments (e.g. where nursing research is “new” or just beginning) and low- and middle-income countries are represented in the findings. Nursing and midwifery specific evidence is needed to ensure that services and system level interventions to support their work during a pandemic or similar crisis are tailored to their roles. Said evidence will also become important for the post-pandemic period for developing policies for sustainability and recovery of the nursing and midwifery workforces.

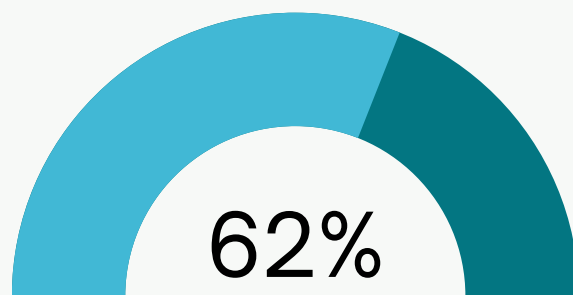
The current study uses an instrument developed with our international partner teams to collect demographic data (including economic data and migration intent), pandemic response implementation reflections, how roles and practice changed, and standardized assessments of mental health, burnout, the work environment, and occupational risks. Recruitment occurs through social media and professional networks, with country team members leading recruitment. Data collection occurs in multiple languages through a common link. For the third year of data collection, we have 72 confirmed country partners and the survey is currently available in 26 languages.

The preliminary findings presented in this report reflect data collected from 11,155 nurses and midwives across 88 countries and in 19 languages between July 2022 and April 2024.

Participant Demographics

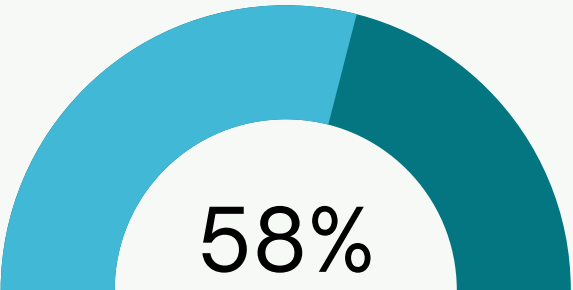


have 10 years or less
work experience

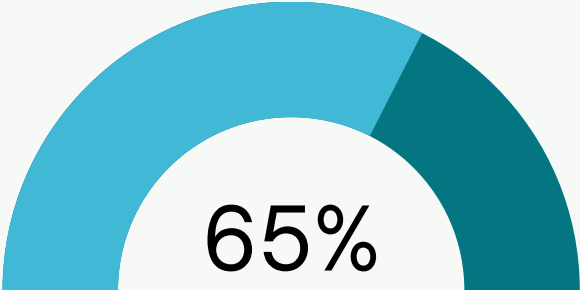


have at least a
bachelor's degree
education

Participant Demographics



work in a hospital
setting



work in an urban setting

Top 5 Areas of Clinical Practice

Clinical Specialty	Percentage of Respondents
Intensive Care Unit/ward	16%
Emergency Department	10%
Public Health/Community Health	10%
General Medicine	9%
Labor & Delivery/Maternal-Child Health	8%

Experiences of Public Anger & Aggression

Pandemic-related experiences of anger and aggression towards nurses, midwives, and other health care professionals were reported by participants across countries and contexts.



49%

of participants endorsed experiencing anger or aggression from the public

1 El Salvador

“People were elusive when they looked at me in uniform. They didn't let me board the bus on some occasions, or they threw chlorinated water as it passed.”

2 Lithuania

“Aggression and anger have manifested themselves in those people who believe in conspiracy theories and do not believe in the effectiveness of vaccinations.”

3 Italy

“He [a family member] was convinced that covid did not exist, that it was all a conspiracy and that we wanted to kill as many people as possible... At one point, in anger, he jumped on me and put his hands around my neck. Before he could squeeze it, however, the doctor grabbed him and pushed him away.”

Nurse and Midwife Mental Health

The pandemic has taken a toll on the mental health of nurses and midwives, with many reporting adverse mental health symptoms and lack of proper support.



Anxiety

79% of participants reported experiencing anxiety regularly at work since the pandemic started.



Low Professional Help-Seeking

Only 25% of participants reported seeking professional help for mental health symptoms.

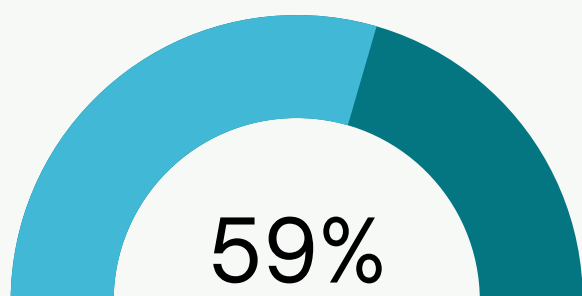


Lack of Support

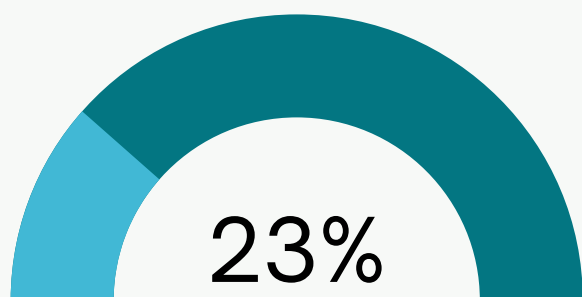
42% of nurses and midwives did not get proper mental health support from employers.

Pandemic-Related Work Experiences

Participants reported variation in their training and preparation to meet the complex care needs of patients infected with COVID-19.



received adequate training on the use of personal protective equipment (PPE)

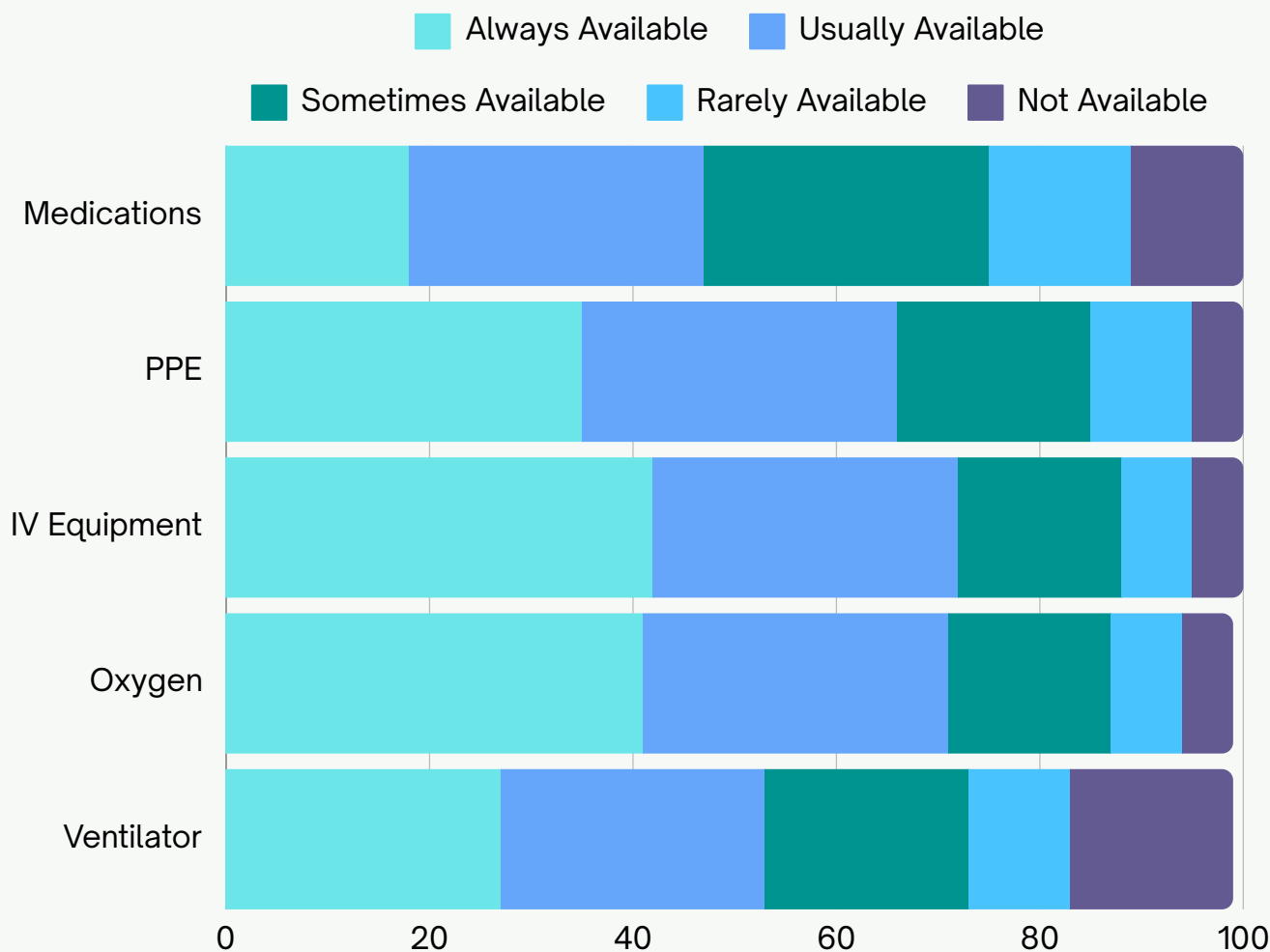


received any training about the spiritual, emotional, or psychological needs of patients hospitalized with COVID-19 infections



2 in 5 participants needed more time to prepare for or finish work when caring for COVID-19 patients

Resource Availability

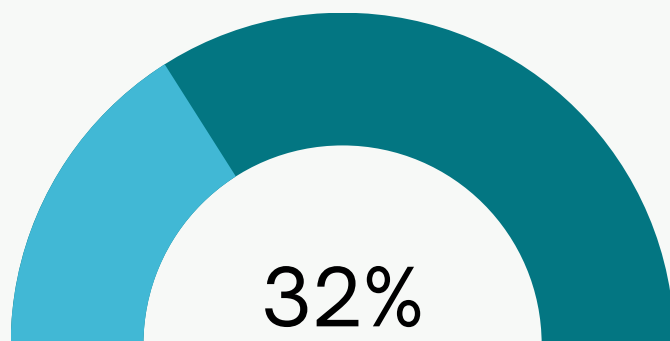


16%

of participants reported having no access to mechanical ventilators to care for patients infected with COVID-19

Financial Challenges

Nurses and midwives report various financial difficulties related to their work during the COVID-19 pandemic and their role as a health care provider.



Only 32% of participants report their monthly salary is enough to keep them out of poverty.



21% report receiving extra pay or benefits for working during the pandemic



64% report not getting paid overtime if they were required to stay after their shift ended

Acknowledgements

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Our country partners and all the nurse and health service researchers who led data collection in their countries

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All our participants around the globe, for sharing their experiences with us

If you would like to learn more about the GCNMS and our work, please contact us!

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