

THE ASSESSMENT OF THE STATE OF PRIMARY HUMAN RESOURCES IN HEALTH AND EDUCATION SYSTEMS

Project implementation period: 2011-2012

Aim of the project: to assess the state of primary human resources in health and education systems.

Tasks. to determine the frequency of psychological violence suffered by doctors and teachers and the links with social working environment risk factors.

Results. The Institute of Hygiene Occupational Health Centre participated in the project of Lithuanian University of Health Sciences “The Assessment of the State of Primary Human Resources in Health and Educational Systems” (head of project – prof., habil. dr. Irena Misevičienė), which was funded by the Research Council of Lithuania according to the National Research Programme “Social Challenges to National Security”.

The Institute of Hygiene conducted the study of the frequency of manifestation of psychological violence suffered at work by doctors and teachers working in hospitals in five geographical regions of Lithuania, and the links with social working environment risk factors. The data on the violence suffered by 429 doctors and 479 teachers at work was analysed. The spread of abuse, bullying, harassment, and threat in the workplace of doctors and teachers was calculated and the links between psychological violence (abuse, bullying, harassment, threat) and social working environment factors were determined.

It was determined that during the period of last 12 months, 47.7% of doctors who participated in the study and 29.2% of the teachers have suffered psychological violence at work which manifests itself in the form of abuse, bullying, harassment, or threat. 37.4% of the doctors working in hospitals who participated in the study experience abuse at work, 11.2% - bullying, while 5.3% experience harassment. 27.0% of secondary school teachers suffer abuse at work, 5.4% - threat, 7.1% - bullying, 3.2% - harassment.

Abuse of doctors and teachers in the workplace is significantly the most frequent manifestation of psychological violence at work, while doctors are abused at work significantly less frequently than teachers. Doctors who work during the night due to night watch, suffer abuse significantly more frequently. Doctors, irrespective of their workload, experience threats at work significantly more frequently as compared to teachers. Psychological violence is more frequent in those workplaces where social working environment risk factors are determined. The risk of doctors working at hospitals and teachers working at secondary schools suffering psychological violence in the workplace is statistically significantly related to disagreements between colleagues and dishonesty in distributing institution resources. The risk of doctors suffering psychological violence in the workplace is significantly related to unequally evaluated working capabilities, frequent conflicts in the workplace, disagreements between colleagues, difficulties in leaving work when the necessity arises, and the direct manager’s use of official position.

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