

A PHENOMENOLOGICAL STUDY ON THE PROLIFERATION OF VOLUNTEER
NURSES: ITS IMPLICATION TO LABOR
LAWS AND LEGISLATIONS

A Thesis

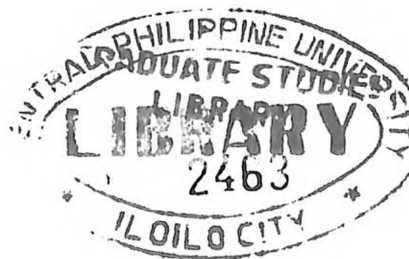
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by

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ABSTRACT

This phenomenological study was primarily conducted to analyze the implication in labor laws and legislation of the proliferation of volunteer nurses. Specifically, this study aimed to establish the fact of the proliferation of volunteer nurses, explore the nature of nurse volunteerism and describe the perceptions and perspectives of volunteer nurses of the said phenomenon and analyze such perspectives in accordance with applicable labor laws and legislations. The data were obtained from conducting seven in-depth interviews and administering mailed questionnaires. The participants were asked to describe their individual experiences as nurse volunteers, including information regarding the volunteer program, primarily inquiring about their qualifications, volunteer agreement, working terms and conditions, termination of employment, job absorption, and their personal viewpoints about the phenomenon.

Factual findings include the determination in numerous studies that there is indeed a proliferation of volunteer nurses in the country grounded on the law of supply and demand. Every year, the number of nursing graduates has tremendously increased, but employment opportunities for them have remained inadequate. It was further ascertained that admission to the volunteer program does not guarantee any payment of compensation despite of the fact that what they are rendering are already professional services. Participants expressed their positive and negative responses about the said program.

Recommendations are basically focused on the effective administration of enabling laws and legislations, enforcing the indispensable rights of volunteer nurses. Nursing education should be further enriched to cater the practical requisites of the profession, to equip them with the confidence and competence necessary to land a gainful employment. The government and nursing organizations should also provide directions and guidelines to address their legal and professional concerns.