



**ASSOCIATION EUROPÉENNE DES MÉDECINS DES HÔPITAUX  
EUROPEAN ASSOCIATION OF SENIOR HOSPITAL PHYSICIANS  
EUROPÄISCHE VEREINIGUNG DER LEITENDEN KRANKENHAUSÄRZTE  
EUROPESE VERENIGING VAN STAFARTSEN  
DEN EUROPÆISKE OVERLÆGEFORENING  
ΕΥΡΩΠΑΪΚΟΣ ΣΥΛΛΟΓΟΣ ΝΟΣΟΚΟΜΕΙΑΚΩΝ ΙΑΤΡΩΝ ΔΙΕΥΘΥΝΤΩΝ  
ASSOCIAZIONE EUROPEA DEI MEDICI OSPEDALIERI  
DEN EUROPEISKE OVERLEGEFORENING  
ASSOCIAÇÃO EUROPEIA DOS MÉDICOS HOSPITALARES  
ASOCIACIÓN EUROPEA DE MÉDICOS DE HOSPITALES  
EUROPEISKA ÖVERLÄKARFÖRENINGEN  
EVROPSKO ZDRŽENJE BOLNIŠNIČNIH ZDRAVINIKOV  
EUROPSKA ASOCIACIA NEMOCNICNÝCH LEKAROV  
EUROPSKA UDRUGA BOLNIČKIHI LIJEČNIKA  
ΕΒΡΟΠΕΪΣΚΑ ΑΣΟCΙΑCΙΑ ΗΑ ΣΤΑΡΣΗΤΕ ΒΟΛΗΙΧΝΗ ΛΕΚΑΡΗ  
ASOCIAȚIA EUROPEANĂ A MEDICILOR DIN SPITALE**

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## **MeeToo**

The #MeToo phenomenon started in the US in the fall of 2017. The campaign focused on sexual harassment and asymmetric abuse of power. The campaign continued and expanded in 2018. In the wake of #MeToo doctors and medical students called for attention to be focused on the fact that sexual harassment, abuse of power, and exclusion also was a major issue in the health care sector. The Medical Association's own investigation (Fafo) also revealed that 1 in 6 members have experienced this.

As the leader of Of, I stated in Aftenposten on December 10, 2017 that "... everyone needs to reflect on this; employers, employees, organizations and management. This is a violation of everything we have learned about treating each other with respect and showing good manners."

The Norwegian Medical Association is united in its work against sexual harassment and abuse of power. Of has provided support for the campaign and has focused on senior managements position and attitudes in a professional hierarchical hospital structures both online ([www.overlegeforeningen.no](http://www.overlegeforeningen.no)) and in the magazine *Overlegen* (4/2018). Of will follow this work closely in the future, and participate in a working group set up by the Central Board, which will continue to work on issues concerning sexual harassment.

## **Protection for whistleblowers**

We want to highlight one of the consultations we have commented.

In general: Central government has a duty of care to enlist opinions before decisions are made. Consultations are used to ensure that citizens, organizations and the business community have their say and can control what the government does and how the tasks are performed. Public consultations are important in a democracy as they enable the public to be involved in shaping public policy. Consultations cover a multitude of topics and typically concern proposals for new laws and regulations, or amendments to existing regulation.

The board of the Of dedicates a lot of time writing comments on behalf of the association. All of Of's consultations are published on Of's website. The consultation we want to from 2018 is:

### *Consultation NOU 2018: 6 Protection for whistleblowers in the workplace*

The Ministry of Labor and Social Affairs consulted on a report concerning protection of whistleblowers in the workplace. The report proposed a number of measures to strengthen the protection of whistleblowers. Of believes that the protection of whistleblowers is not good enough today. In the consultation, it was proposed to legislate the content of the three key terms in the rules of notification in whistleblower cases: "Critical Conditions", "Proper Procedure" and "Retaliation". The terms have been criticized for being difficult to understand, and that the wording leads to uncertainty, both for whistleblowers and the organisation. By legislating the content of these terms, it becomes easier to understand what conditions the notification rules apply to, how to proceed with notification and the content and meaning of the ban on retaliation (from employers concerning the whistleblower). Of supported this, and the Government followed up with a legislative proposal on April 5, 2019, concerning changes to the Working Environment Act.

## **Torchlight procession**

This year's Nobel Peace Prize was awarded to Denis Mukwege and Nadia Murad for their fight against sexual violence used as weapons in war and armed conflicts. Dr Mukwege has dedicated his life to

helping victims of sexual violence in his clinic. Murad testifies to her experiences as an IS slave where she was subjected to repeated abuse. Of organized a gathering ahead of the torchlight procession on December 10, 2018, to show our gratitude and support. Of invited their members to the Medical Associations offices were pizza and soda was served before torches were handed out and we joined the official procession.

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