Impact of Gender in Nursing

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Outline

• Background
  ▫ Definition of the Gender
  ▫ History of Gender in Nursing
  ▫ Prevalence of male nurses in the nursing profession
  ▫ Reasons for Choosing the Nursing Carrier
  ▫ Barriers for Male Nurses in Choosing the Nursing Carrier
  ▫ Lebanese Context

• Purpose
• Method
• Implications
• References
Background

- Definition of Gender:
  - Gender Is Societies Perceptions of Masculine and Feminine Attributes and Behaviors (*Cummings, 1995*).
  - Men and Women Nurses Existed From Earliest Times
Background

- History of Gender in Nursing (*Mackintosh, 1997*).
  - 11\textsuperscript{th} → 19\textsuperscript{th} Century
  - During the 19\textsuperscript{th} Century
  - 20\textsuperscript{th} Century: the Need of Male Nurses Appears
Prevalence of male nurses in the nursing profession

- Nursing Profession Is Predominated by Females
- Percentage of Male Nurse Worldwide Is **LOW**:
  - North American Countries (Dyck et al., 2009)
    - United States: 2006 → 10%
    - Canada: 2001 → 9%
  - European Countries (Roth, & Coleman, 2008)
    - United Kingdom: 2003 → 10%
    - Netherlands: 2000 → 23%
  - Middle East:
    - Jordan: 2000 → 25% (Al-Ma’aitah, & Ghraibeh, 2000)
    - Lebanon: 19% → 2011 (Order of Nurses in Lebanon, 2011)
Reasons for Choosing the Nursing Carrier

(Kersten, Bakewell, & Meyer, 1991; Williams, Wertenberger, & Gushuliak, 1997)

- Nurturance: Desire of Care
- Emotional Needs: Self-Esteem
- Employment Opportunities
- Financial Needs
- An Interest in Sciences and Disease
- Influence: Parents/ Counselor/ Nurses, Exposure to Healthcare, Previous Experience, TV/ media
Barriers for Male Nurses in Choosing the Nursing Carrier

*(Roth, & Coleman, 2008)*

- **Personal Barriers:**
  - Image of Nurses and the Nursing Profession → Female Carrier
  - Strong Stereotype of Male Nurses → Gay, Homosexual, Inappropriate Sexual Behaviors
  - Nursing Does Not Require a Strong Academic Achievement or Professional Autonomy
  - Nurses Are Low in Decision Making, Leadership, Financial Viability, and for Being Powerful
  - Nursing Does Not Provide Opportunities Like Other Professions (Scientific Research)
Barriers for Male Nurses in Choosing the Nursing Carrier (2)

(O’Lynn, 2004; Evans, 2002; Kelly, 1996).

• Environmental or Social Barriers
  ▫ Gender-Role Conflict: Working in Pediatrics and Obstetrics
  ▫ Absence of Historical Contributions of Male Nurses From Nursing Texts and the Use of the Feminine Pronoun “SHE” in Nursing Schools and Hospitals
  ▫ Lack of Male Professors and Clinical Instructors
  ▫ Role Strain and Social Isolation
Barriers for Male Nurses in Choosing the Nursing Carrier(3)

• Role of the Media
  ▫ Focus on the Glamour and Romance of Nursing
  ▫ Stereotyped Images of Nurses (Cummings, 1995):
    • Handmaidens
    • Battle-axes
    • Angels
    • Women in White
    • Nurses as Ignorant or Dumb
    • Nurses as Women
    • Sex Objects
Barriers for Male Nurses in Choosing the Nursing Carrier (4)

- Socio-Demographic Barriers (*Roth, & Coleman, 2008*):
  - Work in Less Feminine Specialties
  - Men Are Older than Women When they Started Their Career
  - Men Had Previous Carriers Experience
Lebanese Context

- Low Percentage Male Nurses 19% *(Order of Nurses in Lebanon, 2010)*.
- Immigration Problem:
  - Male Represent 38.7% of Immigrant RNs *(El-Jardali et al., 2009)*
- Shortage *(El-Jardali, et Al., 2009, 2007; Abu-Saad Huijer, 2008)*
- Low Percentage of Male Nurses Student *(Office of Educational Research, 2010)*

<table>
<thead>
<tr>
<th>Technical Schools</th>
<th>Academicals schools</th>
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<tbody>
<tr>
<td>35% LT</td>
<td>17% Lebanese University</td>
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<tr>
<td>27% TS</td>
<td>33% Other Universities</td>
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<td>27% BT</td>
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*Percentage of male nurses students*
Lebanese Context

Efforts Has Been Taken to Reestablish the Profession’s Prestige:

• School of Nursing:
  ▫ Affiliation with International Schools
  ▫ Recruitment of Nurses Regardless of the Gender
  ▫ Masters and Doctorate Programs
  ▫ Open Doors and Marketing with Pamphlets, Posters

• Hospitals:
  ▫ Work on RNs Satisfaction
  ▫ Attraction, Recruitment and Retention Programs
    • AUBMC Example: Magnet, Carrier Ladder, Shared Governance, Flexible Schedules, Access to Information, Service Training and Recognition
Lebanese Context

- Order of Nurses in Collaboration with MOPH
  - Develop the Scope of Practice for Nursing.
  - Revision of Nursing Law
    - Three Categories: Nurse Specialist, Registered Nurse and Nurse Assistant
    - Competencies for Each Category
  - Media Campaign: TV, Radio Conference, Congress
  - Poster that Represent Male and Female Nurse
  - Awareness Campaign in the Nursing Profession (*Soon*)

No Study in Lebanon Concerning Gender in Nursing Until Now
Why Considering Male Nurse?

- The Need for Additional Personnel to Overcome the Shortage
- Male Constitute 50% of Nurses Potential (Roth, & Coleman, 2008)
- Males Have Some Advantages in the Nursing Profession (Evan’s, 1997; Williams, 1995):
  - Hiring and Promotion: Masculine Characteristic (Leadership, Technical Ability, and Physical Strength)
  - Relationship with Doctors, Colleagues and Patients
  - Marriage: Breadwinners → Permanent Employees, Dedicated → Carrier Advancement
  - Tendency to Have More University Degrees
Purpose

- To Identify male nursing students experience:
  - Perceptions of the Motivational Factors and Barriers Encountered in Becoming a Nurse.
Method

• Qualitative Phenomenological Approach
• Sample: First Year Male Nurse Students, in Schools of Nursing in Lebanon, Before their First Clinical Exposure
• Data Collection: Interviews (Open Ended Questions) by Focus Groups about the following themes:
  ▫ Image of Nursing
  ▫ Motivation to Enter and Stay in Nursing
  ▫ Barrier Encountered in Becoming a Nurse
  ▫ Problems that Occurred After Entering
  ▫ Recruitment of Other Men Into the Profession of Nursing
• Ethical Considerations: Consent and Confidentiality
Implications

• Research
  ▫ Identify Barriers and Motivational Factors to develop interventions: Attraction of male into the profession
  ▫ Further Studies: Socialization of Male Nurses into the Profession; Work Experience of Male RNs.

• Practice
  ▫ Emphasize Job Security, Diversity and Technology
  ▫ Emphasize the Concept of Caring and Helping Others
  ▫ To Create a Gender-Neutral Nursing Environments
Implications

• Education
  ▫ Marketing Nursing in an Androgenic Manner
  ▫ Promotional Advertisement, Posters, Brochures.
  ▫ Improve the Nurse’s Image by Stimulating the School of Nursing to:
    • Increase the Number of Males in Nursing Academia
    • Establish Mentorship Programs for Prospective Male Students.
    • Develop Peer Support for Male Nursing Students
    • Create an Equal Educational Opportunities for Men and Women Especially in clinical Settings

• Management
  ▫ Decrease Nursing Shortage: Attraction, Retention and Recruitment
  ▫ Nursing Empowerment
  ▫ Increase Nursing Potential
Conclusion

• Gender in Nursing Is Not a Difference but a Diversity

• To Be a Good Nurse We Need to Have Some Feminine and Masculine Characteristics!
THANK YOU
References


References

References


