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The Feminine Vs Masculine Nurse: The Effects of Gender Stereotypes in Nursing

By: Makrisel Lapitan

Background

Nursing has been a predominantly female profession since the introduction of modern nursing by Florence Nightingale in 1860. While men are slowly beginning to enter the field, many stereotypes still surround the role of a nurse. For women, this may include qualities such as caring, and being empathetic and motherly. Conversely, there are assumptions that men are unable to bestow those same qualities and are therefore unworthy of working within the occupation.

Objective

This literature review will investigate the impacts of gender stereotypes and patriarchal values within the nursing profession.

Methods

Six articles were collected for this literature review utilizing the CINAHL Complete database
Keywords: nursing, nurses, gender stereotypes, gender bias, gender roles, males, and females

Fall 2022 Maternity Rotation

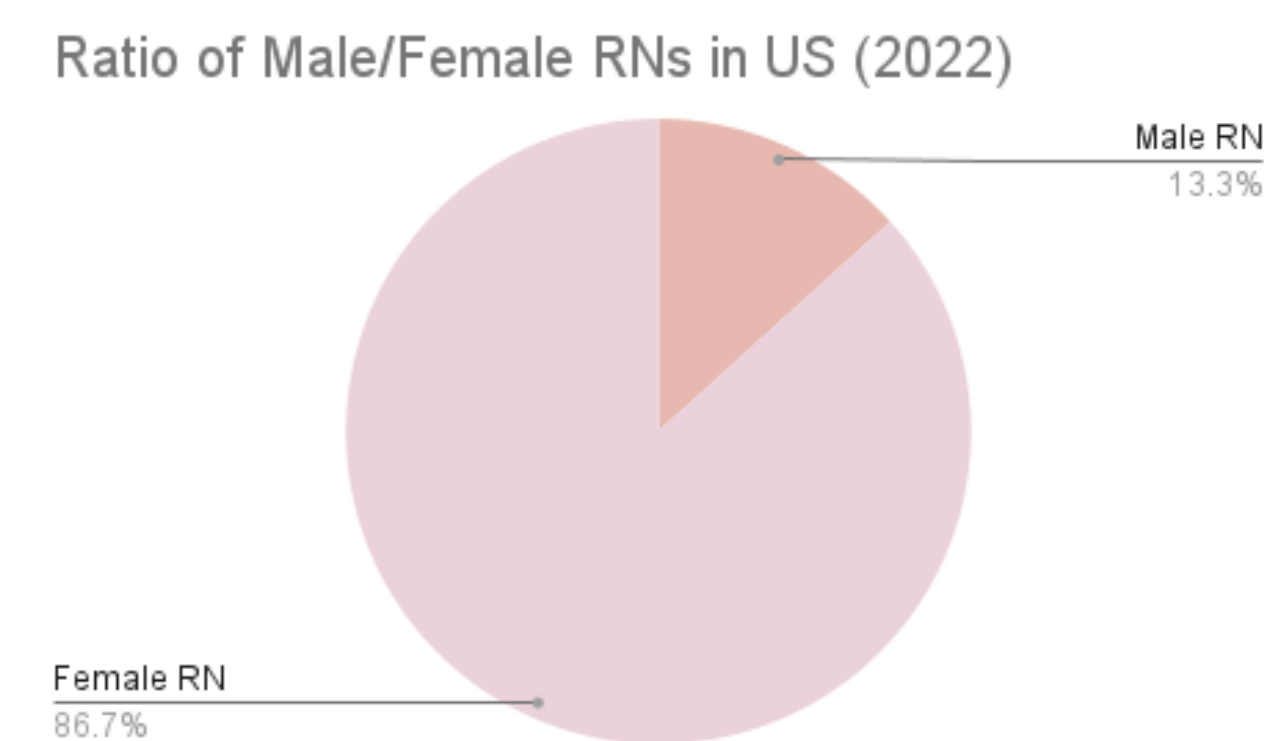


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Literature Review

The Male View

- Harder to lead discussions in class
- Felt limited to certain specialties (ED, ICU)
- Refusal by female patients (pt)
- Cultural word for "nurse" directly translates to a feminine term (i.e Gu-niang in Hong Kong means "girl")
- Expectation to advance professionally
- Unfair treatment b/c inherent perception of being stronger
- Subtle sexual harassment by some female peers



The Female View

- Males aided in acquiring higher positions, regardless of merit
- Women omitted from workplace committees (a stepping stone for professional advancement)
- Female nursing leaders favored males
- More leniency towards males regarding uncleanliness or clinical mistakes
- Loss of respect for females with advancing age & after entering motherhood

The Male & Female View

- Male students noticed they were favored by instructors
- Not always separate facilities for males (i.e changing rooms)
- Students in one study did not believe men & women are equally suitable in certain professions
- Females in one sample had a more egalitarian attitude than the males
- In another study, males believed themselves to have higher self-competency in leadership, while women scored higher in value based nursing care

Research Proposal

To determine the efficacy of high school nursing outreach in recruiting male students to the nursing field.

Ethical Considerations

The proposed study will be reviewed by Dominican University's Institutional Review Board (IRB). Approval by the IRB will be obtained prior to collection of the data. Parental guardians' consent and participants' assent must be obtained after thorough explanation of the study, risks, benefits, and maintenance of confidentiality of students' personal information. For data analysis, each participant shall be given a pseudonym to remain confidential. The participants and their parental guardians will be informed of the participants' right to withdraw from the study at any given time, without any repercussions.

Design

The study will be conducted in two parts using a mixed-methods, longitudinal design using purposive sampling.

Population/Sample

From the population of high school (HS) students in the SF Bay Area. A total of 120 ninth grade students will be recruited across two public high schools within the Bay Area. Sixty participants from each school will be chosen. Inclusion criteria will be: currently enrolled in ninth grade in one of the chosen high schools and identifying as male.



Recruitment

The research team will collaborate with teachers to request permission for 20 minutes of class time. The team will explain how the study will be conducted. Interested students who meet the inclusion criteria will be invited to a pizza party. The study will be explained further & a link will be provided for potential participants to give contact information. Potential participants & their guardians will be contacted and given additional information about consent/assent.

Methodology

During Part 1, participants will be randomly divided into 2 groups. At the beginning of the school year, Group A will receive a presentation on the nursing profession by a male RN. Topics will include personal experiences by the male RN, the responsibilities of a nurse, average pay, and specialties within the profession. Group B will have an open discussion session on how well they are transitioning from middle into high school. After the 1st session, participants in both groups will receive the same questionnaire about gender roles and nursing. Similar sessions with the same groups will take place once per year throughout HS.

Part 2 will take place 4 years later. Participants will be contacted & asked if they are currently enrolled in college. If yes, they will be eligible for the follow up survey. Participants from the different groups will receive separate questionnaires.

QR codes for the questionnaires:



Part 1 (Group A & B)



Part 2 (Group A)



Part 2 (Group B)

Analysis

Surveys will contain closed- and open-ended questions. Descriptive statistics will assess quantitative data. Content analysis will assess qualitative data.

Conclusion

This literature review may serve to increase awareness within nursing to make the working environment more equitable. The proposed study will use an intervention designed to recruit more males to the female dominated field of nursing by informing teenage male students of the nursing role.