

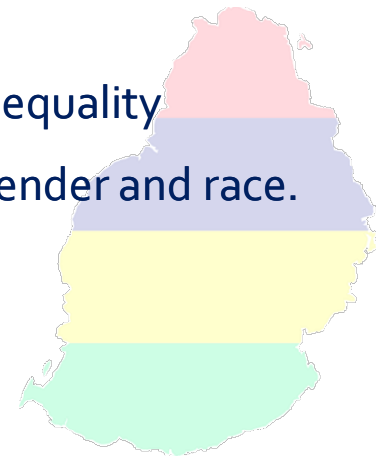


It doesn't have to be a gender thing: Gender and the male nursing experience

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Background

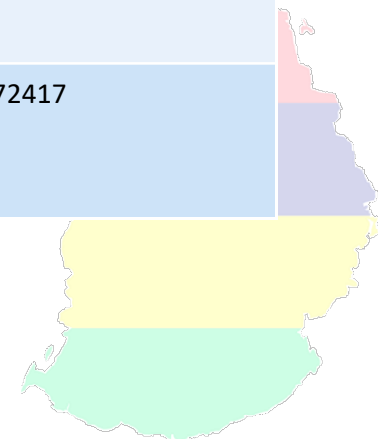
- SA has a Long history of gender and racial stratification.
- Racial and gender stratification during colonial era and apartheid era.
- Post apartheid government adopted strategies to combat stratification.
- constitution with non-discriminatory policies and regulations adopted
- Gender equality strategies adopted.
- There has been substantial progress in the pursuit of gender equality
- However, the SA labour market is still stratified in terms of gender and race.
- The nursing profession is still gender segregated.



Total no. of male & female nurses in Gauteng province

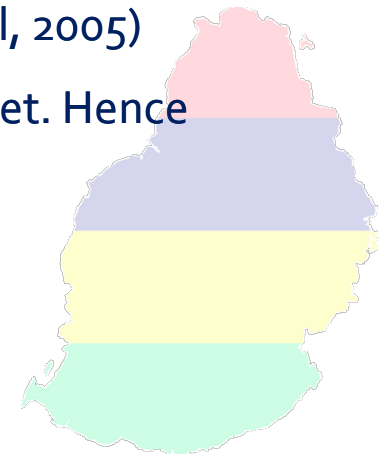
Gender	Registered	Enrolled	Auxiliaries	Total
Female	33308	16134	17971	67413
Male	2462	1335	1207	5004
Total	35770	17469	19178	72417

source: South African Nursing Council website



Literature review

- Radical feminism and patriarchy
 - ❖ Patriarchy a philosophy which privileges men and discriminates against women.
- Masculinities and femininities are not inborn but culturally defined.
 - ❖ Both men and women are affected the categorisation of gender: eg. studies on health and criminology. (Courtenay, 2000; Connell, 2005)
 - ❖ Gender beliefs Influence career choice and the labour market. Hence labour is segregated.



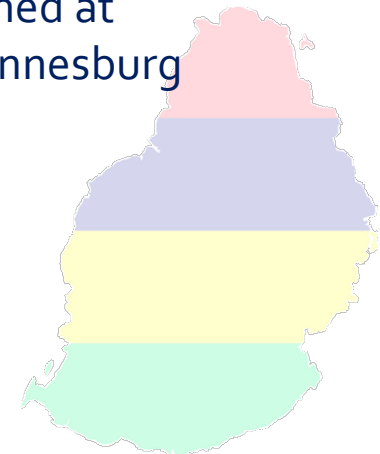
Literature review cont'd

- Governments have adopted various gender equality strategies
 - ❖ rightly focus on women empowerment
- Gender mainstreaming
 - ❖ Central approach which advocates for gender equality
 - ❖ Coined at United Nations Fourth World Conference on Women in Beijing in 1995



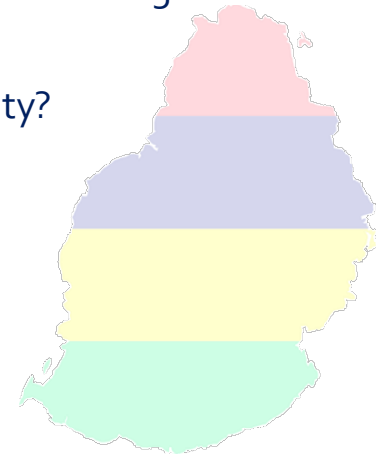
Rationale

- there is an increased demand of nurses in South Africa and internationally (WHO, 2017). Factors like, population growth, globalisation and the increased burden of non-communicable diseases have contributed to the increased ratio between nurses and the population hence the shortage of nursing personnel worldwide.
- Subsequent to the background of low percentages of male nurses in South Africa and lack of effective policy intervention, this study aimed at exploring the experience of male professional nurses in Johannesburg public hospitals



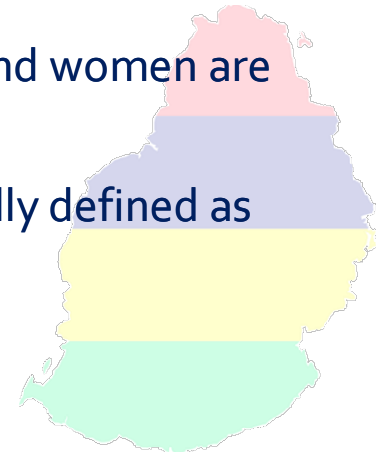
Research question

- What are the experiences of male nurses working in Johannesburg public hospitals
- Sub questions
 - a) What factors inspire men's choice to pursue the nursing profession?
 - b) How do men's ideas of masculinity influence their experiences of the nursing profession?
 - c) What impact does men's career choice have on their gender identity?
 - d) What motivates men to stay in the nursing profession or not?



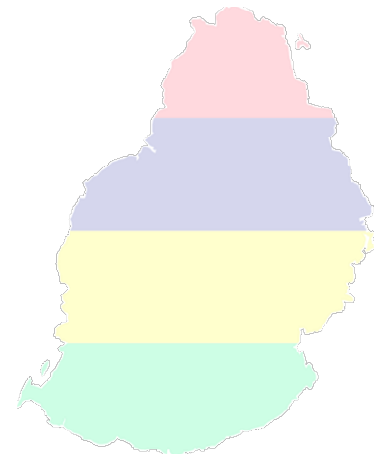
Theoretical framework

- Intersectionality theory as coined by Kimberley Crenshaw in 1989.
- Other oppressing factors intersect with gender
 - ❖ Race, ethnicity, disability, status
- these intersections contribute to the unique experiences of oppression and privilege
- Men as well as women experience gender differently. Men and women are not homogeneous groups but rather heterogeneous
- E.g. Some men do not have access to jobs which are culturally defined as masculine due to race, ethnicity and disability



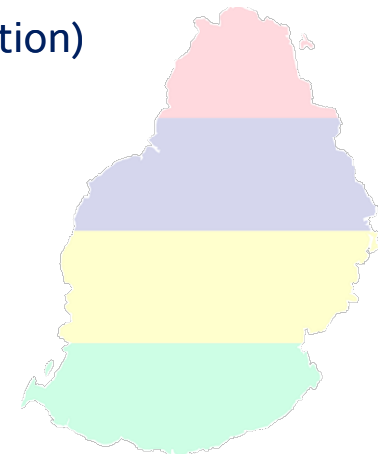
Methodology

- Qualitative approach
- participants purposively selected from Johannesburg
- Data collected through in depth interviews
- Thematic content analysis
- All ethical considerations were achieved



Findings

- **Becoming a male nurse**
 - ❖ Its a difficult decision for men to make.
 - ❖ Nursing is a historically feminised profession since the days of Florence Nightingale.
- **Several factors motivate men to pursue the nursing profession**
 - ❖ It doesn't have to be a gender thing (egalitarian gender perception)
 - ❖ The presence of role models
 - ❖ Family support
 - ❖ Lack of employment



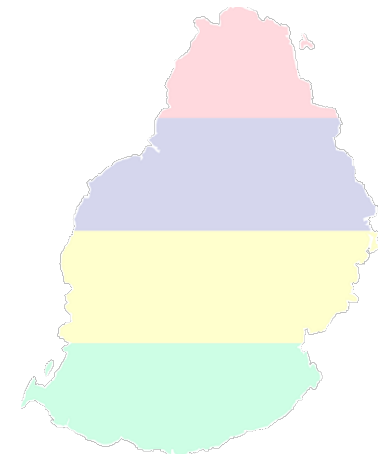
Findings cont'd

- **Training and clinical work experience**
 - ❖ Gendered experience (gender practices and practicing gender)
 - ❖ Female and male nurses construct or gender each other as they interact and do their work.
 - ❖ Hence , male and female nurses prefer different nursing roles and departments.
 - ❖ Patients construct or gender male and female nurses.
 - ❖ Eg some female patients refusing to be assisted by male nurses due to traditional gender beliefs.



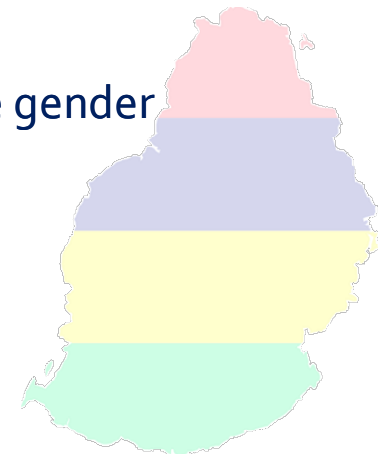
Findings cont'd

- **Impact of career choice on gender identity**
 - ❖ A fall from the hierarchy of masculinities from hegemony to subordinate
 - ❖ Stereotyped as gay or sissy
- **Deciding to stay or leave**
 - ❖ Desire to serve and change people's lives
 - ❖ Sense of security due to the high demand of nurses.



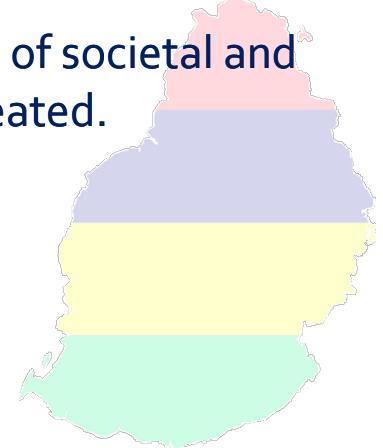
Conclusion

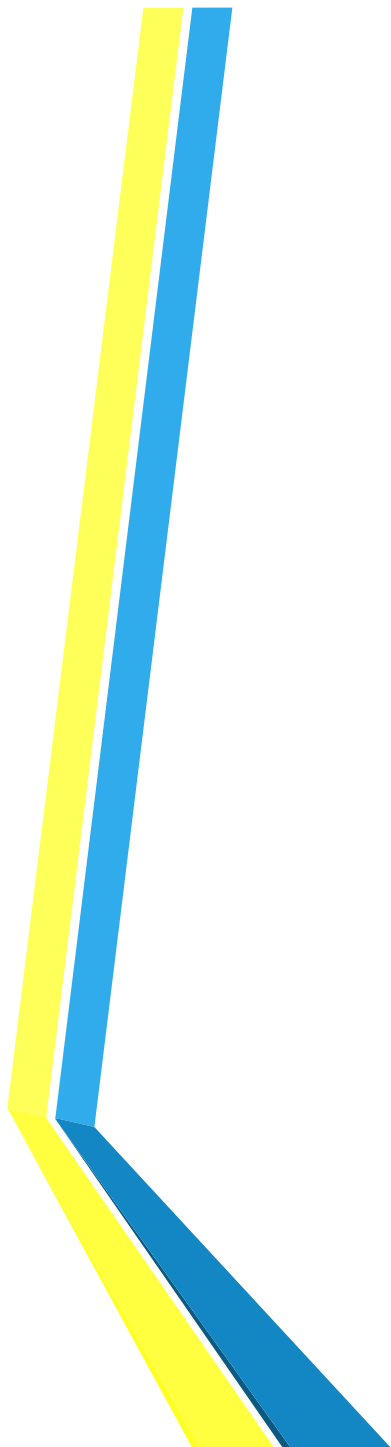
- Gender is experienced differently among men and women
- Gender influence career choice and the labour market.
- Gender influence behaviour through gender practices and practicing of gender, social expectations and accountability.
- Male nurses are gendered as masculine and privileged hence gender inequality in the nursing profession is perpetuated.



Conclusion cont'd

- men do not benefit equally from the gender privilege, however, they do benefit more than women do
- Balancing the number of men and women does not bring gender equality
- Gender equality requires the transformation or restructuring of societal and organisational institutions where gender is created and recreated.





The end.