Representation of the Effects of the Gender Roles on Nursing Profession: Turkey Example and Bioethics

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Abstract

The topic of study named “Nursing Profession and Representation of the effects of Gender Roles on Nursing Profession” is analyzing the historical and social conditions with exhibition of the aspects of the profession in daily medicine applications. Bringing out the strength of the gender roles means knowing the effect of the gender on thousands of nurses’ statues on society and social classes and solving the ways of reproduction of social structure partially. In this paper, nursing as a profession in which gender roles are distinctively monitorized is discussed as an area which the roles affect and shaped. First of all, historical information is given about development of the profession and then the information obtained by focus group interviews is presented. According to the data, it is a general opinion that male as an opposite gender entering the profession will create a positive effect.

Keywords: nursing, gender, professional perception, beauty perception, Turkey

INTRODUCTION

In our era, most of the aspects of social life are defined systematically in all areas. Who you are, what your job is given little chance to people determining their life styles. Birth in the hospital, education in the school, group work in the private or public sectors and being a member of profession organizations force to determine interactions usually. Thus how you determined as having a career get ahead of how you are as a person. Members of a profession internalize their duty and rules of behaviors during time and due to all these interactions. Thus, approaches of peoples attitude towards events are not special for them but, most of the time special for facilities of the institutions they inside. If the institution is authoritarian, the person will behave recessively or dominant, if the institution is democratic the person will behave in self-confidence. This study assumes that as a branch of the occupation, related with health subject has an authoritarian structure and behaves discriminatory for women workers.
NURSING IN TURKEY AND THEIR PLACE IN HOSPITAL CONFIGURATION

Nursing bringing up as a woman profession is almost simultaneous with birth of the capitalism. There are some records that in the Ottoman Empire there were two-year mid-wife education in 1842 and women hospital attendants provide service salaried [1]. Acceptance of woman students to medical schools has almost a hundred year history and the job has been made traditionally which was determined by men. Only seven women students had registered and started to medical education in 1922-23 term [2]. Division of labor is determined by capitalist system between two genders. However, being able to continue their physical life outside the house, which before belongs only to males, increased females’ barging power in the family and thus, it can pave the way for breaking the power and domination of men who earn bread and being the head of the family [3].

In the field of the health, although number of female workers has increased through out the years, it interesting that power relations has not changed. For instance, at the fifth year of republic of Turkey, in 1928 almost all of the 1078 doctors are males and there are 1050 male sanitary servants, but, 130 nurses and 377 midwifes. In 2003, according to the records of the Ministry of Health quarter of the 97763 doctors were females; there were 50434 male sanitary servants, 82 246 nurses and 41 273 midwives. Concerning the year of 2010 there are totally 111 211 physicians in the country [4]. The records of the Turkish Medical Association (TMA) also show that there are male doctors more than females. 20 076 ones of 84 699 registered members of TMA are women(23.7%) for the year 2004. In all medical schools of Turkey there are 10 413 academic staff (Proffesor, Associate professor and assistant professor) and 3324 ones are women ( %31.92) in 2010 [5]. These data show that number of female workers has increases, but the increase is in mainly number of midwife and nurses, and being authority traditionally in medicine so that it decreases the possibility of changing the structure.

Nursing profession is classified as the assistant health personnel. They behave according to directions of the doctors and they are not in the place of the people who decide [7]. In Turkey the law no 1219 “Amending the Law on the Performance of the Art of Medicine and Dentistry”, enacted at 1928 stated the general rules about health profession and “the natural leader of the health profession was accepted as the doctor according to the first item of the law” [8, 9]. And the law on socialization of health care services with no 224, defined who assistant health personnel are and who health personnel are in the essence of the level of the education. According to the second item of the law who works in this field and is not a graduate from a university is assistant health personnel. The law of State Officials, with no 657 classified the personnel as graduated from a university as health personnel in the group who are graduated from a university or secondary school [10]. However, in application even nurses who are graduated from university are perceived as assistant health personnel. Laws defining doctors as the health personnel and the other workers as assistant health personal put the doctors as the first place as a cultural value.

There are some views that the mother role of nurses is important and necessary [11]. The motivation which protects, introduces, supports, relaxes and makes the special care of the patients is motherhood. As woman’s being a mother is consecrated culturally, it is stand up the necessity of their control accepting as sexually seductive. It is stated on scientific studies that there is a social pressure and expectation in making control of nurses. It is determined that nurses who feel the pressure of the society are affected negatively [12]. Both of two situations may lead to destructive result to nursing profession. In order to get rid of these feeling, nurses fight for being professional with their associations [13].
In 2 of March 1954, at no 8647 of official gazette, Nursing Law has been published with law no 6283; nurses are assigned to inform and consult the patients besides making the things that the doctors stated. The restriction of the scope of the law is discussed often by academicians. In one of her speech, Prof. Saadet Ülker summarized the secondary position of nurses in working life stating: “We, the nurses can give the account of our work which we make, on the contrary we become a servant who do what is said”. It is thought that acceptance of this secondary position is related to society and this social context is explained by low level in social statue. “Nurses also have to be quiet while saying people keep quiet” [13].

According to the bioethical approach it is important to realize inequality depending on gender inequality beside other ones. To change this inequality to equality seems to be general responsibility in a democratic and human rights based era. Sexual approaches conflicts with not damage and regard to justice and autonomy. It shows that nurses are damaged in working life as their labor do not seen completely due to motherhood sublimation. Also, it should be the evidence that justice principle does not work as they do not have ways to promote and specialize in a field and there is not autarchy as their place in a department should be changed without their desire. Health of the society should not be completed absolutely if there is not equality. The system which accepts person’s being in wellness in psychologically, physically and socially, should discuss the wellness of the people works in the system by self-criticism.

There are people who do not want nurses as a wife and mothers who object his son to marry with a nurse in Turkey [12]. Even the social resistance to that nursing is a prestigious profession, there still exists. Nursing considering with prejudgment by society isn’t a problem that only belongs today. For instance, one of the first nurses of republic period, Esma Deniz was the first chairman and founder of the Turkish Nursing Association When she talked about being a hospital attended in 1920’s, she conveyed that her desire was received negatively by her close surroundings [14].

Two different sides of women who choose nursing profession will guide to understand discussions. Florance Nightingale, who was accepted as the founder of the modern nursing, was a member of a rich, cultured family who was in a member of high social class and had friends in the management of the country. Her needs were satisfied by his father and she did not felt drought. Nursing profession was a symbol of an ideal and it did not have a meaning despite of helping people. There were women who were working in hospital at that times but it is stated that these women were inconvenient, drunk and worked in order to support themselves [15]. Nursing was a way to serve her ideal for Nightingale. Florance Nightingale and Esma Deniz samples show two sides of nursing. In modernized world women from upper and middle class came into the public with their ideals. This ideal is unfamiliar to work due to economical reasons. These women were educated and had their career. These women are the founders of the profession. As it was showed by studies the main difference between women who have a career and are officials is their social class.

When it is looked at history and education of the nursing it will be seen that high majority of them enter the job after middle and high school and who are in the position of academician and director have university education. The duality in the root bring nurses who come from rural areas, have their education in boarding schools and health vocational schools and go every part of the country to nurses who are, managers elite minority and wants to idealize the profession [16].

**METHOD**

This study is composed of two steps. In the first step, observations and deep interviews with nurses and people who work with nurses have been made at different hospitals and village
clinics. Then in the light of obtained data focus group interviews were made. Nurses are chosen from determined departments at Gazi University at School of Medicine by looking at the differences at their work who actually work in May 2006. Nurses are almost graduated from health vocational high school and have a two-year degree.

It was asked in the deep interviews that whether nurses and other workers have accepted that women’s making this job is culturally natural. First interviews became the source of the focus group interviews and evolution was composed of observation, preliminary interviews and focus group ones. Deep interviews were made with four assistant doctors, four EKG technicians, three nurses and one psychologist who were used to be nurse before and the interviews were type recorded with the permission of the interviewers. Then the all data obtained from interviews were examined in the light of literature.

FINDINGS

In deep interviews, being one of the aspects of competitions between women in different professions, it was tried to understand that who treated as more beautiful and well-groomed according to the money spend on special care.

E. woman, she is a nurse at X. University School of Medicine, 35 years old and divorced. She is nurse for 16 years and has worked in different department of the hospital. She is a college graduate and beauty is so important for her: “I was 30 years old and I had a boyfriend who cares so much about appearance. He did not expect from me but I thought that if I was beautiful enough he want I should have kept her with me always. Moreover few women in the hospital got married after they have made their noise. Beauty is the sign of the health. I perceive being sexy as reproductive and being young. Beautiful women attract attention of the handsome men. Then they want themselves to produce a more beautiful offspring”.

N. woman, she works in a village clinic. She is married and has three children. She is a nurse for 20 years. She is graduated from health vocational school: “I leave the hospital because of the regular turns. These works tired me up so much. At first it was good. I became friends with younger interns and assistants. But as the years passed most of them promoted and our friendship did not continue so far. The work I did was always the same. I fed up with carrying urinal and sürğü while doctors deciding about patients. My friends or my neighbors are the nurses here. I do not make friends with doctor any more”.

Nurses having regular night turns and negative social judgments on profession have destructive effect on their special life. According to Tanığ, there are people who want to choose nurses as a spouse, but some mothers do not accept nurses as bride. This may affect nurses’ mental health negatively [12]. Moreover, nursing profession has no change to promote in the institution. As they do always the same thing it resembles the house works.

C. woman, she works in Y. University training hospital. She is graduated from health vocational school. After working eleven years as nurse she passed the department of audiometry as a technician: “We take care of patients who have no change to get better. The people we have take paints with die. In nursing education they take attention to be clean and tidy. We are careful in this but nurses in dermatology and plastic surgery departments are ornate. However doctors are more well-groomed. Because, they take more salary. They spend much more on themselves. I have to spend money on my families’ needs”.

Clothing is the most important element of personalization of identities in the public area. Due to the low statue of the women in the society, they take care of using a narrower area and it is expected that they have more control on their expressions and their bodies [17]. Nurses’
relaxed behaviors in hospital are looked down on and they are warned with their friends and hospital management.

M. M. woman, she is used to be a nurse in Z. University School of Medicine for 10 years. Then she went to university while working. She has graduated from health vocational high school. Now she is working as a psychologist in an official institution. “We have on duty with Brother A. with the same service. It did not bother me that he takes care of patients but I did not want him to make beds. Moreover, in night breakfast we prepare meal together, but I do not like him washing the dishes so I washed dishes more. Male doctors scared me so much. I have not made friends with hospital attendants. I was not interested in any patients and their families. Now all my close friends are women. If I had a different job it would be easy to get more male friends.”

It is generally seen that female doctors are excluded in surgery clinics. In tradition that being doctor has identified with being male for years, it is said that women’s being as doctors faces with so much resistance. It is believed that males being a nurse will bring some solutions such as increasing the statue of nursing and their salaries. But it is possible that internalized gender roles will bring about as discrimination in pre-service applications.

G. woman, is an EKG technician, she is married and has two children. She works in a hospital for 18 years. She was graduated as a laboratory technician but she was employed in this department as there was free position in this area. She visits the clinics and takes EKG. “Nurses are more eye-catching. There is a competition between doctors and nurses. Nurses specially do not get on with female doctors. Female doctors do not like that someone says them Mrs. nurse. They talk as if they give directives. Nurses start to work young and retired young. They are more beautiful as they are young. When doctors are assistants they work so much. They even do not find time brush their teeth. They are more beautiful and more well-groomed after they are specialized. Moreover nurses have more nose surgery”.

Ö. woman, she is a new graduated doctor and 24 years old: “I think males do not prefer to be nurses. Maybe the government thinks this job for females to get them a job. As females cannot be a construction worker they should be nurse. There is a competition between female doctor and nurses in terms of statue. I do not have any prejudgment about nurses but I do not like them so much as they do not behave as well. They all look well-groomed”.

H. man, is 27 years old and a doctor; “It is not necessary that nurses being female. Peoples want to see their mother instead of their father when they are patient. Even if nurses and doctors talk about beauty, doctors are more beautiful. They become more beautiful as they wear apron over their clothes. They follow the fashion. Nurses have uniform clothes. They have to wear only white uniform. Then you do not notice them. It seems that they are all the same. As they all wear one type, they are perceived as one type. Moreover doctors get their hair blow dried, they look more-groomed”.

B. man, is 26 years old and a doctor: “Women can be more motherly and tenderer. But there were some male nurses. There was not any problem. They worked as normal nurses. There should be male nurses. It should be good for some departments! Patients go to doctors first. They think what to say the doctor and their illness. They do not think that what they meet with nurses. They are taken a slant. They are more open to abuse. They should wear to not open their sexual identity and dressed up less in order not to be exposed to sexual abuse”.

In the world and Turkey nursing is identified with motherhood and edited in the nature of women’s kindness feeling. It is claimed that there is no need for educated and informed people to do this job but women who are educated to serve people at younger ages should be nurses [13]. To think that in order to keep care it is enough for women to behave according to their nature is a social belief and it is the reason for the division of labor according to gender. Because, knowledge based on the nature goes out of examine.
D., man, is 25 years old and doctor: “It is easy for men to turn and lift the patients. But females are more obedient, you may have to fight when you are arguing with a male nurse. Women will cry at most. In the case of a crisis it should be female doctors and nurses the weakest point of a circle. Female doctor is a doctor. Nurses are females. Doctors stay in a different point, they are respectable and distant. Patients see the doctor at upper side and do not get close them. Rich people in the society are more creditable and untouchable. That people becomes the government and aga. Doctors earn much in their profession and also have higher statues”.

Wearing according to fashion expresses gender roles of women at upper states. Because, a way for being usually in the limelight is having showy clothes. Whereas women in the work life should have to choose the one wore more in order to meet different needs. Moreover uniforms and wearing rules express clearly differences in social classless [17]. Female doctors and nurses differ from each other in socioeconomic statue not only for their job titles but also their compulsory or desired clothes.

As nurses deal with patient care, they work more close to the patients. It is seen that it is opening to abuse. Also as nurses seen as less respectable in the society when compared with female doctors, they are exposed to more sexual abuse.

In focus group interviews, topics talked in personal interviews were generalized and became questions. Especially, it was considered important to reach answers of the questions; is it necessary to be woman to work as a nurse? Does male nurses bring rival to the profession? How is the beauty defined by doctors and nurses?

In this part of the study, focus group interviews were made with three groups of nurses who work in different departments in order to understand their gender roles; nurses work in the nursing directorate, obstetrics and gynecology nurses, and surgery nurses. A qualitative study was done by making focus group interviews.

1st group is composed of four nurses who are in manager position in nursing directorate. The interviews were made at their lunch times in the afternoon which is the more proper time for them. At first the interviews did not want to talk about their job but then they became open depending on the trust of friendship messages.

The place where the interviews were made was close to the place of head physician. It was in the entrance of the hospital where you do not see patients. Even the participants were not physically a nurse, they worked with a nursing uniform. They worked in their own desk. There was a computer in the room and there were flowers.

The number of the participants was four. One of them was married and has two children but the others were bachelors. They are all graduated from nursing college. One of them had master degree. They sometimes come up against themselves when they were talking about their relationship with nursing associations and unions. Their age was between 35 and 40 and their experience was over 15 years.

2nd group was the nurses from the field of obstetrics and gynecology. They chose the times for rotations. They were all nervous from the beginning to the end. It came out on later talks that the reason for this stress is that there was a possibility that one of them will leave the service. In medical organizations, changes are often seen in services that nurses work. When a nurse is in a conflict with a specialist, she is immediately sent to a different service. Because an internist works in an internal diseases service. Even all the nursing profession was in the internal diseases service; their experiences and knowledge in this department are not considered as an expertise. At all departments, they start again from the beginning. Thus, it damages the safety feeling of the nurses who works in the department when one of their friends is made changed the place she works.
As in all bureaucratic organization, health organizations have their workers forced to wear uniform at different levels. What you wear determines who you are. It is not easy to change “one” who are conscious about who she is, with another. In nursing service “one” is not needed. Yet it will be threat being of the “one”. Nurses wearing work to classify as uniforms. Everyone who wears a uniform knows that s/he can be substituted with anyone who wears this uniform [18]. The sadness related to this knowledge is understood in the interview.

The place where the interview was made is the obstetrics and gynecology clinic nurse room. Service looks like a place where women live together instead of a hospital floor. Everywhere is clean, elaborate and flowered. Nurses look well-groomed at this level. Participants were the four nurses who were at work that day. Two of them were married and had a child. One of them is graduated from health vocational school, two of them had two year degree and one of them was graduated form a university. Their experience in the job is almost 12 years.

3rd group: The group was composed of nine nurses who works on surgery. Three participants were graduated from vocational high school; three had two year degree and three were graduated from a college. There were two male nurses. Their experience on the job was below ten years. One of the male nurses had married with children and three of the female nurses were married with children.

It is forbidden to enter to the operating room except the authorized personnel. There were two secretaries, two hospital attendants and security guards. We entered the inside with a nurse after wore green clothes. All around closed with metal, it is so crowded and active. Flowers are forbidden, guest is forbidden, entrance is forbidden…

Being nurses women and gender prejudgment especially, it is not necessary that college graduate nurses will be women and encouragement of men doing the job. It was stated that it is a historical condition than nursing is a woman profession. The reason of why man does not become a nurse is; N, nursing directory: “It is a bit about the identity of the job. Much more it is expectation of benignity, expectation from this job being benignity and benignity was made go with women..., with these kinds of reasons the job belong to women”.

N, obstetrics and gynecology, “If there is a male doctors, there will be male nurses. I think women were not chosen especially as nurse. Males did not prefer this job. Now two years nursing colleges accept male. But if 150 people are accepted, only five of them will be males. Males are affected from the general views of society. They are faced with reactions.”

Tanığ who test society’s views about nursing profession showed that males do not want to be nurses and social prejudgment make them worry about doing women jobs. Families of the males who want to be nurses know the nature of the job as there is a nurse at the family or as they are worried about finding a job they care the guarantee of a job [12].

G. operation room, “There are so many disadvantages that it is only a women job. Especially, intensive care unit, operation room and emergency are the places where men should work. It is thought as a woman job because of the kindness and clemency in the emotional part of the job. But here we do not work having such feelings. Patients are made unconscious, cut and sent after sewed”.

There is a common view that male workers will be more efficient especially in the department where physically worked, as the definition of the job of nurses, there is not care in all departments.

The question of “What do you think that if there are male nurses more than female nurses? Would not there be a competition between them?” did not thought as a problem. All departments make different comments according to their job positions. F. nursing director, “I think men’s entering the job is not a threat but the power. Yet I think that in the place of the competition females will tidy up themselves. Again we will be managed by males. There are
such problems in abroad. Male nurses in the profession make management instead of patient care. But if it is configured well there should not be such problems in Turkey”.

N., nursing director, “Men’s being in the job supplies this; When it is said doctors, males come in to the mind, but it is said nurse, females comes in to the mind. Male doctor is in the position of manager and nurse in the position of assistant of the doctor. Participation of males equalizes the balance of power. Male doctors do not made them be an assistant easily when there are male nurses, and patients do no wait kindness”.

F. nursing director, “Nurses gave up themselves. Because, they are all composed of women. Female doctors work hard to catch up male doctors. And they reach to the position they want. Nurses were crushed as job, identity and character. It is small part in all these problems that men’s being is a threat. If there are males, the profession will win, but I don’t know whether females will win or not while entering job”.

The things said above support the idea “women’s working in a job is not considered at the same statue” [19] and shows women’s statues are perceived as worthless. It should be understood that all health system is discriminatory when we add the extra work of the female doctors to catch up male doctors. First acceptance is that male are in the front and females are in the back, and as doctors female nurses working hard to catch up male nurses will be beneficial for the profession.

N. obstetrics and gynecology: “It should be the same for the other jobs. When I go to a hotel, I prefer women instead of men if I want to have a massage. For example, I give a bath of whole body, it is preferred that I am a women by both male and female patients”.

S. obstetrics and gynecology: “There should be male nurse but it will change so many things at the hospital. For example, students come to our department for training. Female students do easily what they have said them. But male ones stand out against. I told them something but they tried to accept themselves first. Males like to decide on independently”.

S. operating room, “Friends, if I stay here with a male nurse at night, it will happen some problems with my husband and me”.

A. man, operating room: “My wife is a nurse at general surgery clinic. She has turns with a male doctor and male personnel. I do not say her to not have turns with them. In order to say I should earn so much money and say her not to work. Everything depends on money”.

The explanation is though to support the view that “Females working in a job are not considered at the same status with males and it is seen as supporting extra income not being indecency of women to earn their life” [19].

Nurses who works in the operating room are almost all agreed that there should be male nurses, even it should be better than female nurses reasoning having night turns and hard work conditions. They said that there should be only female nurses for some departments. On the other hand male nurses thought that they do not get on competition with female nurses. They claimed that if the hospitals are privatized doctors will choose beautiful nurses. Women thought that they are not powerful to men due to their fertility and night turns which are not good for their family life.

N. nursing director: “Doctors are well-groomed and eye-catching. As nurses wear uniform, usually, their dressing style does not improve. They do not need to buy for outside. Because, their social background do not want them to buy. They do not have social relationship with whom spend their money on dressing. Also purchasing factor is important. Nurses work with official salary. Even they spend their income in the same ratio with doctors this ratio is low. Result is again economic. Beauty and special care of own is depends on money. In order to follow fashion, facial and healthy nutrition you should have enough money. Doctors have more money. Their background is in a better condition”.

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F. nursing director; “I think both doctors and nurses should not be more well-groomed. There is a control of management office on nurses, but not on doctors. But there should be. You should not deal with lesion of a patient or dress a wound with jewelries in your hands. Also they do these with bracelets and rings in their hands and then do they go to their house and hung their children and cook meal for them? Nurses are in discipline with their dress. Jewelries make women beautiful, opening hair make women beautiful. But nurses cannot do these. They have defined dressing, appearance and discipline. They shouldn’t be well-groomed. They should not attract attention”.

K. obstetrics and gynecology: “It is not only money. We are careful on rules while we are working. Nurses are careful on hygiene rules. They do not take big jewelries. They do not make up more. They know it is correct to behave in this way. They attract attention to these points. But nurses are younger. They work between 18 and 40 ages. They should be more beautiful using conditions of the hospital. For example they can use plastic surgical facilities easily”.

A. male, “I want to take attention of you that especially in private sector doctors are chosen with their diploma and expertise, and nurses are chosen with their beauty. Doctors want a beautiful woman with a height 1.75. So, males in the profession are not chosen for employment. Or, they are worked in the department where they are not be in view such as intensive care units and operation room. As hospitals are privatized gradually, beauty will be more important”.

Being a woman is evaluated as appearance in every phase of the life. It is compared with others in our level and colleagues in terms of appearance. Nobody asks women whether they want to enter this beauty competition or not. From they are announced as little sweet girl in a lovely dress and boys are announced as powerful and clever, it is learned what society expect from women. Message given to the women is that they are valuable not for their intelligence or character but for their appearance.

Except for the special cases, it was stated that there should not be any problem in job applications whether males and females prefer this job. It was emphasized that in departments where physical power is needed such as emergency departments and intensive care units it should be more beneficial that male nurses working.

However nobody said that this is because of social class distinction; there also seems a dualism of between female nurses and woman doctors. But almost all nurses stated that doctors earn more, they have an upper level social environment thus they are in an upper level at beauty and special care of their own.

Following the fashion related with money and social environment, they did not infer that it is equal to a class distinction. But the distinctions such as “we and they”, “governing and governed” and “earn more and less” were the common narration of all nurses. Even there is not comprehensive study about talking class distinction with cultural codes in Turkey, the inferences about modernization history shows similarities with these sayings. As the class distinction will be a key word for these distinctions, it was not stated.

**DISCUSSION AND CONCLUSION**

In the study which is done to determine effects of the gender roles on nursing profession, it is wanted to show whether it is required for men to enter the job or not and the meaning of the beauty which is the capital of the being women in the relation between women. Common view of nurses and their colleagues is that the job is not special for a gender. Reasons of nurses being women depending on the history much more were said by doctors. Doctors had an
inclusion of going from general to special, nurses chose comparisons instead of generalizations.

Doctors stated that nurse is woman but female doctor is doctor and they defined being doctor as “over genders” being nurse as “gender”, but both profession stated that female doctors are more beautiful. It is thought that beauty is much more showing off the body much more than its appearance as explanation of this beauty is not because of nature but because of economic and social conditions. Doctors earn much money; they are the children of more educated and rich families. They wear more independently and they are controlled less. Due to all outside reasons if doctors are beautiful, this beauty means representation of being in a high social statue in relations with women.

However, in order to decrease problems of nurses because of being women, they are controlled much more with themselves and outside. They want to be evaluated by what they do while attracting attention minimal with being a women. Also, farness of economic resource which is reserve for being beautiful and social background that is patriarchal are the problem of this occupational group. Nurses not only earn little money but also spend this earning for living. In addition they don’t be called meeting which requires showier. Comments which are under the name of beauty show nurses’ position in society and in social class.

Other health personnel, some doctors and nurses, indicate that nurses are more beautiful reasoning they are young workers. While 18 - 40 ages are accepted as working age for nurses, for doctors working age limits are between 25 and 65. Also, being young is important dimension of such a competition between women.

A service which is supplied with a wage is not a help. But, due to internalization of gender roles, they can feel force on them to make a sacrifice at professional practice and being mother by both patient and their relatives. Filling vacant position of health institutions with nurses is in an example to this. From the point of patients and their relatives, they want more interest and more clemency from nurses than other health personnel. Nurses, who are expected to be motherly and having a dedicated effort, are tended to sacrifice by society. Males and females have turns together in the hospital. Woman, who is expected to be a good wife, is the woman who has limited or no relations with men. It is necessary for nurses due to nature of their job. The hand wanted to hold with mother kindness when they are patients, should be a change when they are getting better. Nurses are criticized as not taking care of patients in hospital and thought as woman who takes care of people whom she does not know. Nurses should be exposed to sexual abuse as they are close to patients when they are taking care of them and work together with peoples from other professions.

If nurses are graduated from university, they should have chosen the job they do and they will buckle down the work. It is claimed that high school graduated nurses are less powerful as their ages are smaller in the system and they are less educated. At this context, the point neglected in this argument is that having a job in a faster way is saving for many women. Poor women will be more open to exploitation when they enter the job market with fewer qualifications. In the view of women studies, it should be more discusses the priority of women’s being powerful in the system generally or the profession’s being powerful in health system in terms of gaining and lost. With new nursing law it is provided that not only women but also men will enter the job with the name nurse. It is an important expectation that in this way one of the branch of the labor division in terms of gender will be broken and both health workers’ and nurses’ attitudes towards the job will change. Moreover, it should decrease the opportunities of women at this field as women’s job opportunities’ are less and men should work some fields easily. For that reason, the legal right total 16 weeks maternity leave for women maybe evaluate as a threat for the daily practice and male nurses would be more preferable instead of woman.
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