



Evaluating the Shortage of Men in Health Care

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DESCRIPTION

Despite the clear and unmistakable organizational necessities, gender has contributed to a lack of male professionals in the nursing profession. Reviewing the factors that contribute to the shortage of male nurses in hospitals was the study's main objective. Because of the nature of some nursing curriculum, inadequate knowledge of the area, false perceptions that nursing is a female profession, dissatisfaction with the industry, and a lack of suitable support, males may not be ready to work under unfavorable conditions or may even quit. Goals of care must be achieved through actions like removing obstacles to university enrolment and recruitment, utilizing guidance tutors, evaluating educational and clinical environmental barriers, raising wages and benefits, offering volunteer shifts, and mentoring male students since high school. The sufficient and proper presence of males in the nursing profession has been hindered by a number of circumstances, both overt and covert. Despite this, by identifying and removing obstacles to this issue, actions can be taken to ensure the happiness of nurses, patients, and the community given the advantages of men entering the nursing profession.

However, both society in general and their peers in particular struggle to accept males in their nursing roles on a professional level. Many patients, both male and female, have bad opinions about male nurses and frequently ask that a female be substituted. Many female nurses discriminate against their male co-workers because they perceive them as homosexual and as unacceptable as equals. As a result, the males lose the sense of community that is essential for feeling fulfilled at work (Brown, 2009). Healthcare executives have even been compelled to justify laws that discriminate against male and female nurses. Male nurses constituted up to 23% of referrals to the NMC's Investigating Panel in 2009–10, with 42% of them being removed from the register, despite the fact that they make up a minority of the nursing workforce. In order to maintain their right to equal employment in the nursing profession, males must take legal action. However, although some men are actively pushing for change, others try to get around the issue by

choosing specializations that are acceptable for males, such as anesthesia and psychiatric nursing.

Because nursing is a profession that is dominated by women, many nursing issues have been attributed to sexism and oppressive group behaviour. These issues include nursing's poor salary, low prestige and esteem, and lack of professional identification. The issues could be resolved by aggressively enticing males to pursue careers in nursing. Because of their propensity to bargain aggressively and because they are perceived as having more effective coalition techniques than women, their sheer numbers could help improve wages and working conditions as well as raise awareness of nursing as a profession. In summary, males in the nursing profession are less likely to put up with low pay and unfavorable working circumstances without fighting for more and better.

In health care and society, providing care is increasingly feminized, and the nursing profession has strong female roots. In many high-income countries, this has created a trajectory and culture that has kept the percentage of males at about 10%. This is in spite of the industry's best attempts to achieve the equality of gender representation seen in the majority of professions. The causes are intricate and varied. In the media and in movies, men in nursing are frequently represented poorly. Stereotypes are common. Additionally, due to the misconception that women are better suited for the position, some men who work in nursing are subject to prejudice from both patients and staff. Many people continue to undervalue men's ability to perform personal care duties.

According to a recent Australian study, the majority of nurses are women, which may discourage some men from contemplating nursing as a career, especially those for whom being a man is fundamental to their identity. Because nursing is not a feminine profession, must endeavor to dispel this notion. Some men's enthusiasm in nursing as a vocation may be hampered by negative ideas about the prestige of nursing and its perceived status in the community. Effective role modeling is crucial. It is a goal of many educational institutions and supporters like Johnson & Johnson to normalize the idea that men can be excellent nurses as well.

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