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Gender at a Glance in the Healthcare Field

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Abstract

Gender equality is a wide topic. Through the six major aspects of “Power, Decision-making, and Influence,” “Employment, Economy, and Welfare,” “Education, Media, and Culture,” “Personal Safety and Justice,” “Health, Medical Service, and Care,” and “Environment, Energy, and Technology,” we may understand the morphology and development of gender issues in the healthcare field. Healthcare facilities, like other facilities, are mainly dominated by men. Medical personnel are subject to gender-specific stereotype of occupation and gender role limitation, which restrict the personnel’s career development. Although regulations regarding gender equality awareness and education are provided in basic school education, training of medical personnel, and advanced education, the implementation effectiveness requires evaluation. Managers in healthcare fields shall adopt gender-related policies in terms of workplace interaction and physician–patient relationships. When health professionals provide health care, they shall identify the effect of the interaction between the patients’ physiological sex and social gender. Healthcare institutions are recommended to establish gender-friendly measures and relevant evaluation indicators to create gender-friendly healthcare environments. Gender issues in the healthcare field require efforts from all aspects and attention from the policy implementation agents and hospital managers.

Keywords: healthcare field, Gender at a Glance, medical education, gender-friendly healthcare environment

醫療場域中的性別圖像

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摘要

性別平等是一個廣泛的議題，透過性別圖像之「權力、決策與影響力」、「就業、經濟與福利」、「教育、媒體與文化」、「人身安全與司法」、「健康、醫療與照顧」及「環境、能源與科技」等六大領域可以試圖瞭解醫療場域中性別議題的樣貌與發展：醫療機構如同其他機構一樣大多是以男性為主導；醫事人員受到性別職業刻板印象及性別角色限制，使其職涯發展受到限制；性平意識教育在學校基礎教育、醫事人員培育、繼續教育等階段雖有相關規範，仍建議檢討執行成效；醫療場域管理者應就職場互動及醫病關係兩面向採行性別相關政策；醫療人員提供醫療照護時，應看見病人生理性別與社會性別交織的影響；醫療院所可建立各族群性別友善措施評核指標，營造性別友善醫療環境。性別議題在醫療場域中需要各面向的努力，也是政策推動與醫院管理者應重視的課題。

關鍵詞：醫療場域、性別圖像、醫事教育、性別友善醫療環境