

Problems Encountered by Clinician Female Veterinarians and Their Ethical Approaches in Turkey (II)

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Abstract

In this study, it is aimed to reveal the difficulties and advantages, which are based on gender, encountered by clinic manager female veterinarians, and to determine their deontological/ethical approaches. In the study, sampling size was determined as 110 people with 5% error margin and 5% significance level. In the results of conducted survey, it was found that 90.8% of female veterinarians practice their job being satisfied; and 33.8% of participants think that there are advantageous aspects of being female veterinarians while the rate of those thinking that its disadvantages are greater was detected as 66.2%. Through the interviews with female veterinarians, it was stated that 58.2% of participants think that the selection in veterinarian employment is done completely in favor of men, while it is partial for 18.2% of participants. It was found also that the colleagues act properly to ethical and deontological principles during practicing, completely according to 47.3% of participants, and partially for 28.2% of participants. Consequently, this survey aiming to make contribution concerning the detection of similarities among the problems encountered by female workers from various professions determines that owner clinician female veterinarians are faced at different rates with an approach based on gender.

Keywords: Ethics, deontological problems, women, clinic, veterinarians, Turkey.

INTRODUCTION

It is known that women, whose primary roles had been perceived as looking after their husbands and children in their home during the course of history, have gained their personal rights at the beginning of the 20th century, and have actively been engaged in social life, even though at lower levels of the service sector with low wages (Oncel, 1976). Women in Turkey, took place in working life for the first time in 1843 with having midwifery tranee. They joined the business life in 1987 as a paid worker, and reached right to be a civil servant in 1913. A year later, women entered the business life as traders and tradesmen. The reforms carried out in the first decade following proclamation of the Republic increased the contribution of woman in society (Gul et al., 2014).

In particular, with the start of the 21st century, it can be said that, in addition to having the identity of a spouse and a mother, the identity of "working women" has gained importance, and most of the obstacles faced in the social status have been overcome (Gurol, 2000). Today, in relation to the development level of societies, women's employment occurs at different levels and under different conditions. The main reason why women who can enter the working life end their working life in a short period of time and / or fail to reveal their full potential in terms of career advancement are the problems they face in reconciling their home and work life (Yılmaz and Ozdemir, 2012).

Studies have shown that women bear all the responsibilities of home life as well as their efforts to exist in business life (Ayaz, 1993; Gul et al., 2014; Gurol, 2000;

Soysal, 2010). In addition that, it was reported in a study which, conducted with veterinarians, gender increased the risk of mobbing and female employees were exposed to mobbing more than male employees (Aslim and Yasar, 2016).

In Turkey, as in many other countries, women taking place in the profession of veterinary had later than the other areas. The first female veterinarian in Europe was Russian Marie Kapczewitsch who had graduated from Alfort Veterinary School in France in 1897. In Turkey, the first female student to receive a diploma after 93 years from the opening of the first veterinary school in 1842 was Merver Ansel (Kocacik and Dolen, 2014). A total of 163 (6%) women graduated from Ankara Veterinary Faculty between 1935 and 1974, and this number increased to 3.512 (20.6%) between 1975 and 2005 (Basagaç Gul et al. 2008).

Homework of veterinarians to the animal-patient; the animal-patient owner, colleagues and related professional groups; The rules that have to obey and apply in their applications are also legally guaranteed in Turkey (Basagaç Gul and Ozkul, 2006). In ethical decision making, determining the morally correct action by thinking in situations that contradict itself requires a logical process. It is important to make ethical decisions in solving ethical problems in the field of health (Ozciftci, 2020). Ethical principles adopted for the veterinary profession; benefit-do no harm, autonomy / respect for the individual, justice. Ethical attitude is determined within the framework of these principles.

It can be said that the foundation of a large number of new veterinary faculties recently, and the increase in the importance of animal breeding, particularly pet breeding, have led to an increase in the number of veterinarians that perform clinical practices and, accordingly, a deontological-ethical problems related to the professional practices of veterinarians. In this scope, the main objective of this study is to demonstrate what are the difficulties and advantages of the clinician women veterinarians based on their genders in clinical practice and to determine the attitude in deontological-ethical sense. It is thought that this work will contribute to the determination of women veterinarians' view of the profession and their expectations in occupational and sociological structure and detection of similarities among the problems encountered by female workers from various professions, it was determined.

MATERIALS AND METHODS

The sample and data collection tool of this study information " The Evaluation of Economic Performances of Female Veterinarians in Turkey (I) (Demir Ayvazoglu and Koc, 2020) was presented in the article. In this study,

sampling size was determined as 110 people with 5% error margin and 5% significance level. The survey was conducted with female veterinarians who voluntarily agree to participate was performed face-to-face, and on phone, if face-to-face was not possible. The obtained data are presented in tables as frequency distribution and/or percentages, also ranking of importance was performed (Düzgüneş et al. 1983).

RESULTS

In the survey study, it was determined that female veterinarians operating clinics and hospitals in the provinces and districts of Turkey opened their clinics at an average age of 25.4 ± 4.61 years. When the clinical experience of female veterinarians was examined; 21.8% of the participants had less than 6 years, 30.9% had between 7-12 years and 47.3% had more than 13 years of clinic administration experience.

In the survey study, it was found that 90.8% of the female veterinarians loved their profession, and the reasons and the grading of the importance of these reasons for female veterinarians' opening are presented in Table 1.

Table 1. Participants' Motivations for Being Clinic Manager

Motivations	N	Sum	Mean	Order of importance
Willingness to work independently	89	128	1.88	1.
Moral satisfaction of carrying out the profession	82	115	1.89	2.
Loving animals/desire to be close to them	68	96	1.91	3.
The idea of higher income	55	84	2.75	4.
Difficulty of finding jobs in other sectors	25	59	2.67	5.

When Table 1 is examined, among the causes for female veterinarians opening a clinic; it is seen that economic prospects and concerns such as financial prosperity and difficulty in finding jobs in other sectors have a lower frequency, while the desire to work independently, the moral satisfaction of performing the profession, and loving the animals with the desire to be close to them are the reasons on the top lines.

While 33.8% of the participants thought that it was advantageous to be a female veterinarian, 66.2% of the participants stated that the disadvantages of being a female veterinarian were higher. The advantages and disadvantages of being a female veterinarian according to the participants are given in Table 2.

Table 2. Level of Differences in Participants' View Regarding to the Advantages and Disadvantages

Advantages			Disadvantages		
Views	n	Mean	Views	n	Mean
Pet owners are interested	102	1.86	Excessive working hours	93	1.73
Easier recognition in the market	94	2.39	Not being able to spare time for home and children	72	1.92
Easier to collect the fees	73	2.66	The Safety	40	2.19
Less bargaining with the customers	53	3.09	Physical fatigue	36	2.38

When Table 2 is examined, it is seen that the most important advantage of being a female veterinarian is that it is easier/faster to be recognized in the market. According to the participants, the most important disadvantages in the top rankings for women in the profession are the requirement of 7/24 hours of work and not having enough time for home and children. It was found noteworthy that the interviewed veterinarians consider the safety while going to the villages for vaccination-treatment.

In the study conducted with female veterinarians, about 70% of the participants stated that they had less problems in collecting the service fee when compared to the male veterinarians. In interviews with female

veterinarians, the answers are given by participants to the question of "Do you think that gender discrimination is done regarding the employment of veterinarians?" is shown in Table 3.

When Table 3 is examined, it is seen that 58.2% of the female veterinarians participating in the survey study think that in general, and 18.2% of the female veterinarians think that there is partially a male preference in terms of employing veterinarians. The opinions of the female veterinarians running their clinics on the approaches of animal owners and male veterinarians are presented in Table 4.

Table 3. Participants' Views on Gender Discrimination in Employment

Views	Frequency	%
Yes. I think it's usually a preference for male	64	58.2
No. I do not think women and men are separated	26	23.6
Partially	20	18.2
Toplam	110	100.0

Table 4. Participants' Views on the Approach toward Female Veterinarians

The approach of animal owners	Frequency	%	The approach of male veterinarians	Frequency	%
I did not have any problems	58	52.7	I did not have any problems	71	64.5
They are prejudiced at first	38	34.6	Disapproval/finding insufficient	31	28.2
Attitude problem	14	12.7	Unethical behaviors	8	7.3
Total	110	100.0	Total	110	100.0

When Table 4 is examined, it is seen that participants stated that they did not have problems with the animal owners and male veterinarians in their approach to female veterinarians in the rates of 52.7% and 64.5%, respectively. In the study conducted, 34.6% of the participants stated that animal owners had prejudices at first and 12.7% of them had encountered the attitude

problem. In the interviews, 28.2% of the women also reported that male veterinarians had negative behaviors such as disapproving/finding insufficient.

In the study carried out; the answers to the question of "whether there was gender-based professional deontology and colleague support among the veterinarians" directed to the women clinicians are given in Table 5.

Table 5. Participants' Views on Deontological Approach Based on Gender

Views	Professional deontology and cooperation among female veterinarians		Professional deontology and cooperation among male veterinarians	
	Frequency	%	Frequency	%
Yes	24	21.8	27	24.6
No	36	32.7	24	21.8
Partially	36	32.7	36	32.7
Interest relationship	14	12.7	23	20.9
Total	110	100.0	110	100.0

While there was no statistically significant difference in terms of gender-based occupational deontological attitudes in the analysis, 32.7% of the participants stated that there was no professional deontology and colleague cooperation among female veterinarians and 21.8% of the participants stated that there was no professional deontology and colleague cooperation among male veterinarians. Also, it was found in the analysis that, as the clinical experience years of the participants increased, the percentage of those who thought that there was

professional deontology and colleague cooperation among male veterinarians increased from 20.9% to 32.7%.

The answers given to the questions: "Do you think that your colleagues apply the required ethical and deontological rules during performing their profession?" And "Do you think that there is such a distinction in practice between male and female veterinarians?" which was directed to female veterinarians operating their clinics is given in Table 6.

Table 6. Participants' Views on Deontology and Ethical Approach

Do you think your colleagues are implementing ethical and deontological rules that are required during medical practices?			Do you think that there's a distinction in deontology and ethical approach between male and female veterinarians?		
Views	Frequency	%	Views	Frequency	%
Yes	52	47.3	Female veterinarians behave more accordingly	40	48.2
No	27	24.5	Male veterinarians behave more accordingly	16	19.2
Partially	31	28.2	I cannot do any separation among genders	27	32.5
Total	110	100.0	Total	83	100.0

When Table 6 is examined, it can be seen that a significant proportion (75.5%) of the women participating in the survey study thought that their colleagues were behaving appropriately with the required ethical and deontological rules during the practice of their profession. In the study conducted, 48.2% of the women veterinarians think that they behave according to the required ethical and deontological rules in practice more than their male colleagues, while 32.5% of them think that this is not related to gender.

DISCUSSION AND CONCLUSION

In the survey study, it was determined that female clinician veterinarians opened their clinics at the age of 25.4 years, averagely, indicating that the participants started being clinicians immediately after completing the veterinary faculties. However, unlike the findings of this study, Aral et al. (2010) reported that veterinarians have been waiting for an average of three years to open a clinic after graduation. The difference between these two studies is considered to be caused by the fact that male veterinarians are concerned about their mandatory military service, and the high cost of establishing a pet clinic in Ankara province.

In the study, among the causes for female veterinarians opening a clinic are the desire to work independently, the moral satisfaction of performing the profession, and loving the animals with the desire to be close to them are the reasons on the top line. In parallel with these results, Cakici (2003) reported in the study carried out with 160 women entrepreneurs that they had started their clinics on their own and they had done that because they loved their profession to a large extent. Among the causes for the female veterinarian's opening a clinic, the economic prospects and concerns such as financial prosperity and difficulty in finding jobs in other sectors are behind, and this shows that they approach the matter in a more idealistic way.

In the study, it can be stated that the most important advantage of being a female veterinarian is the interested attitude of animal owners. Because the sympathetic-empathic approach of the veterinarians is important in terms of customer satisfaction. In a study conducted in Australia, as the answer to the question "What are the most important features that a veterinarian should have?", 45% of the respondents stated that "being able to gain the confidence of the animal owners by establishing communication and empathy" (Heath and Niethe, 2001). In this scope, it can be said that female veterinarians are more sensitive in this respect.

In the interviews, 70% of the participants stated that they had not trouble collecting clinical service fees compared to male veterinarians. However, Aral et al. (2010) reported that 87.5% of veterinarians in their study were not able to fully collect the fees that they request for their clinical services (72% of the participants' men). These two studies showed the fact that female clinicians do not see the issues of fees as significant problems and they have an advantage in collecting the fees when compared to their male colleagues.

In the study, among the most important disadvantages of being a veterinarian for women are; having 24/7 working hours and not having enough time for home and children. Thus, because the health service is a service that needs to be performed continuously and 24 hours a day, it prepares an environment for irregular working hours (Urhan and Etiler, 2011). In the literature review (Soysal, 2010; Yetim, 2002), however, it was concluded that, the

problem of not having enough time for family life is not only specific to the veterinarians, and female veterinarians encounter the clusters of problems that are the result of the contradictions between the roles in the private life and the professional life of every female entrepreneur.

Another important point that seems to be a disadvantage for female veterinarians is safety (not being able to go to the villages alone) and physical fatigue. 95% of the self-employed veterinarians in Eastern and Southeastern Anatolia regions (Yukseket al. 2008), and all of them in Nevsehir are male (Erdoğan ve Sariozkan, 2011), can be explained by the fact that the female veterinarians do not prefer to work on livestock animals. In the direction of the obtained data, the factor underlying this fact is thought to be that female veterinarians limit themselves in terms of security/going alone to the villages and physical fatigue. In a study conducted in parallel with the result of this study, it was reported that female veterinarians had higher occupational health and safety risks than male veterinarians (Aslim and Yasar, 2019). In this context, it can be said that female veterinarians avoid serving in rural areas due to safety concerns.

In the direction of the answers given by the participants, it is not possible to think about the disadvantages of the profession independently from the various social value judgments. Similar to the result of this study, in other studies, it has been reported that the conflicting roles between the private lives and professional lives of women entrepreneurs, being responsible for housework and for raising the children, the traditional family structure, and their social life cause them not being able to spare enough time to develop an existing business or their entrepreneurial skills (Soysal, 2010; Ayaz, 1993; Narin et al. 2006; Ozdevecioglu and Aktas, 2007). In this context, it can be said that there are similarities between the problems faced by women workers of various professions. It can be concluded that the problems women face in their business activities are the problems arising from being women in general and that they appear in the form of traditional beliefs and oppression, sex-based role discrimination of the society.

In interviews, it is reported that women's 28.2% think that their male colleagues have behaviors like disapproving/finding insufficient, and about 35% of women think animal owners have prejudiced at first. This is thought to be related to the fact that the veterinarians in Turkey are mostly a professional group of males and that veterinary clinical services are considered as rather a male employment field.

A significant number of participants in the study reported that there are professional deontology and cooperation among colleagues. In the study conducted, the proportion of women veterinarians who think that they behave in a more ethical and deontological way compared to male veterinarians is determined to be 48.2%, however, in the analysis, it is determined that there is no significant difference regarding sexual discrimination. However, other studies conducted with self-employed veterinarians, deontological-ethical problems were reported to be in important dimensions in clinicians (Arslan, 2006; Kiziltepe, 2011). The difference between these studies commented on the fact that female clinicians' point of view is more positive than men.

As a result, clinician female veterinarians should not be perceived independently of all veterinarians, of course, in the process of decision-making while encountering problems during veterinary practices and against deontological-ethical situations. However, at the point of

finding similarities to the problems faced by different female members of the other professions, it was determined that clinician female veterinarians also face with a gender orientated attitude.

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Conflict of Interest

The authors declare that there is no conflict of interest.

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