

**Infermiere:  
singolare maschile,  
plurale femminile.**

**Che genere di cura in PS?**

**Daniela Berardo**  
ASL TO4, MECAU Chivasso (To)

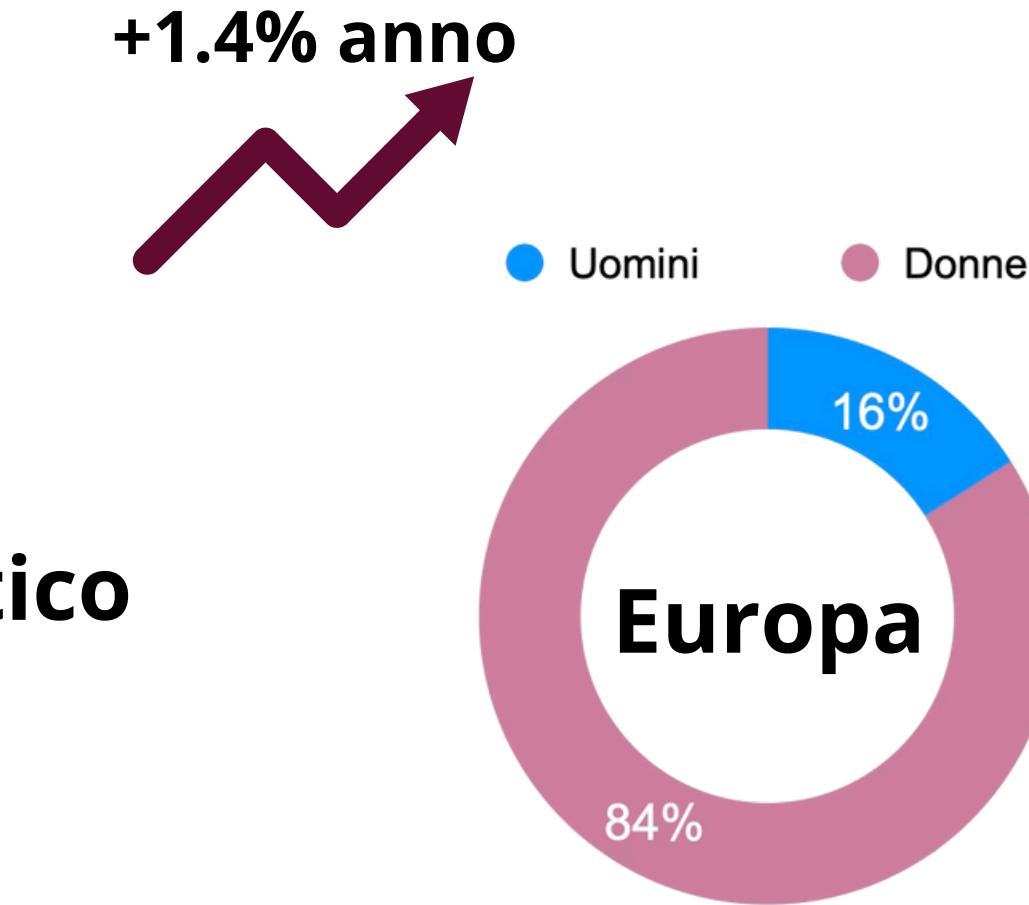
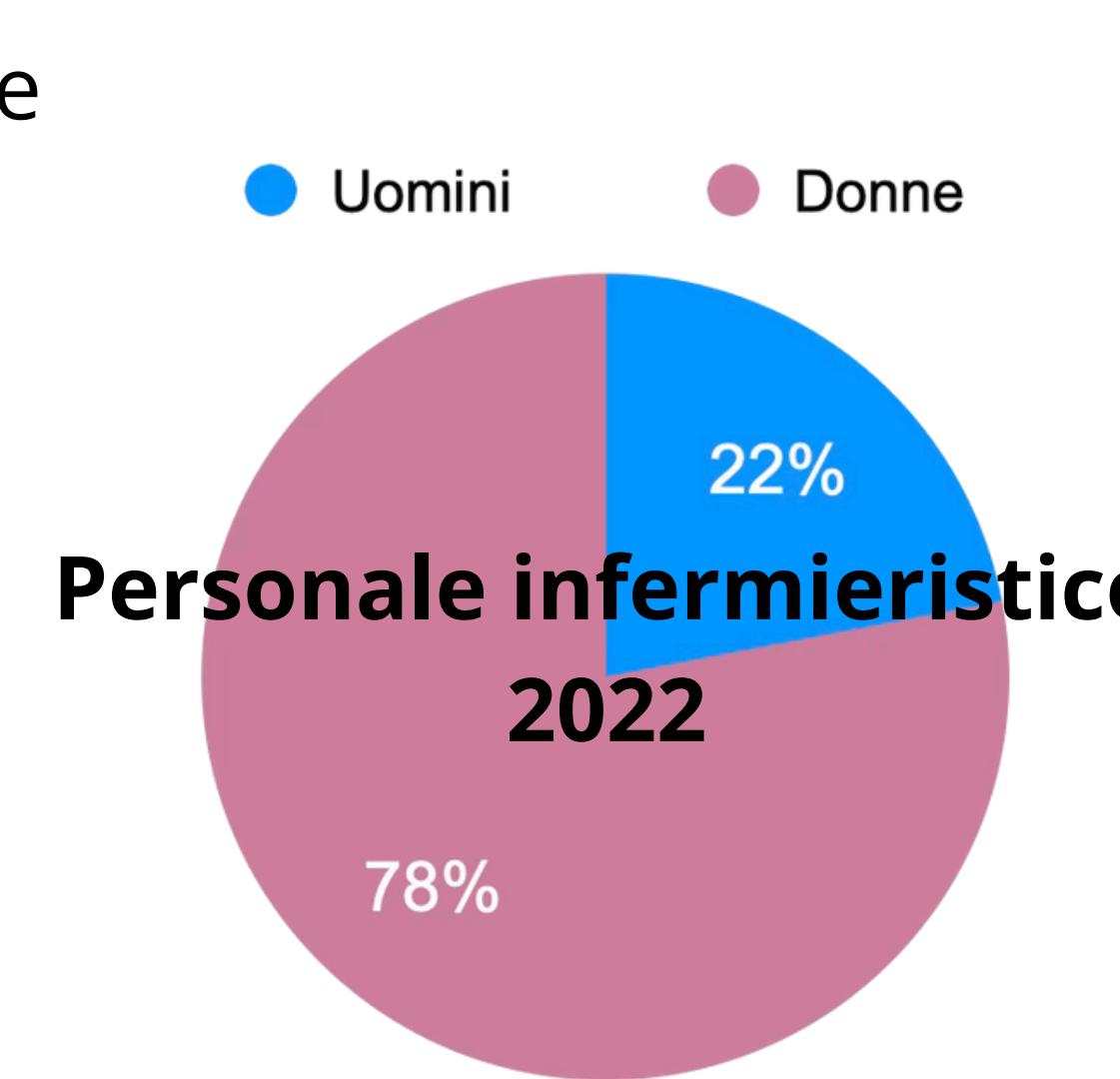
7 Novembre 2025



# Le donne nel SSN



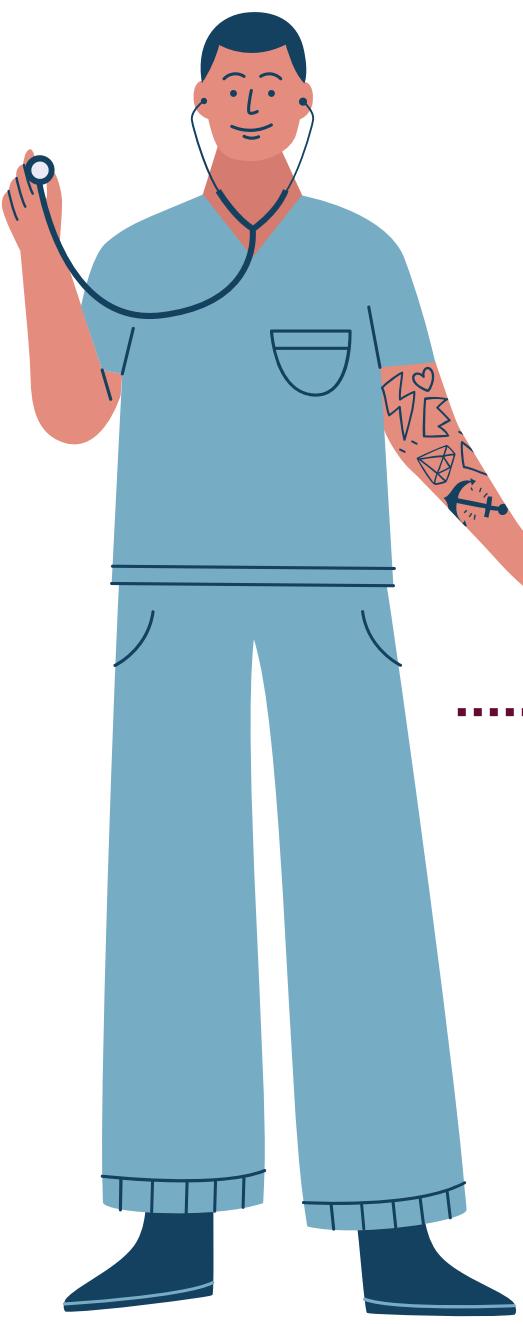
Dirigenti medici donne  
nel 2010 **38,4%**  
nel 2022 **52,5%**



Pink Collar

Il personale del sistema sanitario italiano anno 2022 - Ministero della Salute

Candace W. Burton; Paying the caring tax: the detrimental influences of Gender Expectations on the Development of Nursing Education and Science; Adv in Nursing Sci 2020



Abilità tecniche  
Autonomia  
Ambienti adrenalinici

Capacità di ascolto

BMI

Fattori di rischio  
cardiovascolari  
Riposo

Benessere mentale

stereotipi

Empatia  
Relazione  
Attività burocratiche

Incertezza decisionale



Table 2. Gender differences in diagnosed disease by Pearson's  $\chi^2$  test.

	Men		Women		Total		$p^*$
	n	%	n	%	n	%	
Basal cell skin cancer (No)							
Yes	32	9.8	17	5.2	49	7.5	.026
Diabetes mellitus (No)							
Yes	21	6.4	10	3.1	31	4.7	.043
Elevated triglycerides (No)							
Yes	45	13.8	21	6.5	66	10.1	.002
Elevated cholesterol (No)							
Yes	80	24.5	43	13.1	123	18.8	< .001
Emphysema or chronic bronchitis (No)							
Yes	10	3.1	3	0.9	13	2.0	.049
Gout (No)							
Yes	16	4.9	6	1.6	22	3.4	.031
High blood pressure (No)							
Yes	52	16.0	35	10.7	87	13.4	.048
Myocardial infarction (No)							
Yes	9	2.8	2	0.6	11	1.7	.032

Note. Omitted responses are given in parentheses. n = number, % = percentage of total group.

a. Pearson's  $\chi^2$  test, two-sided significance.

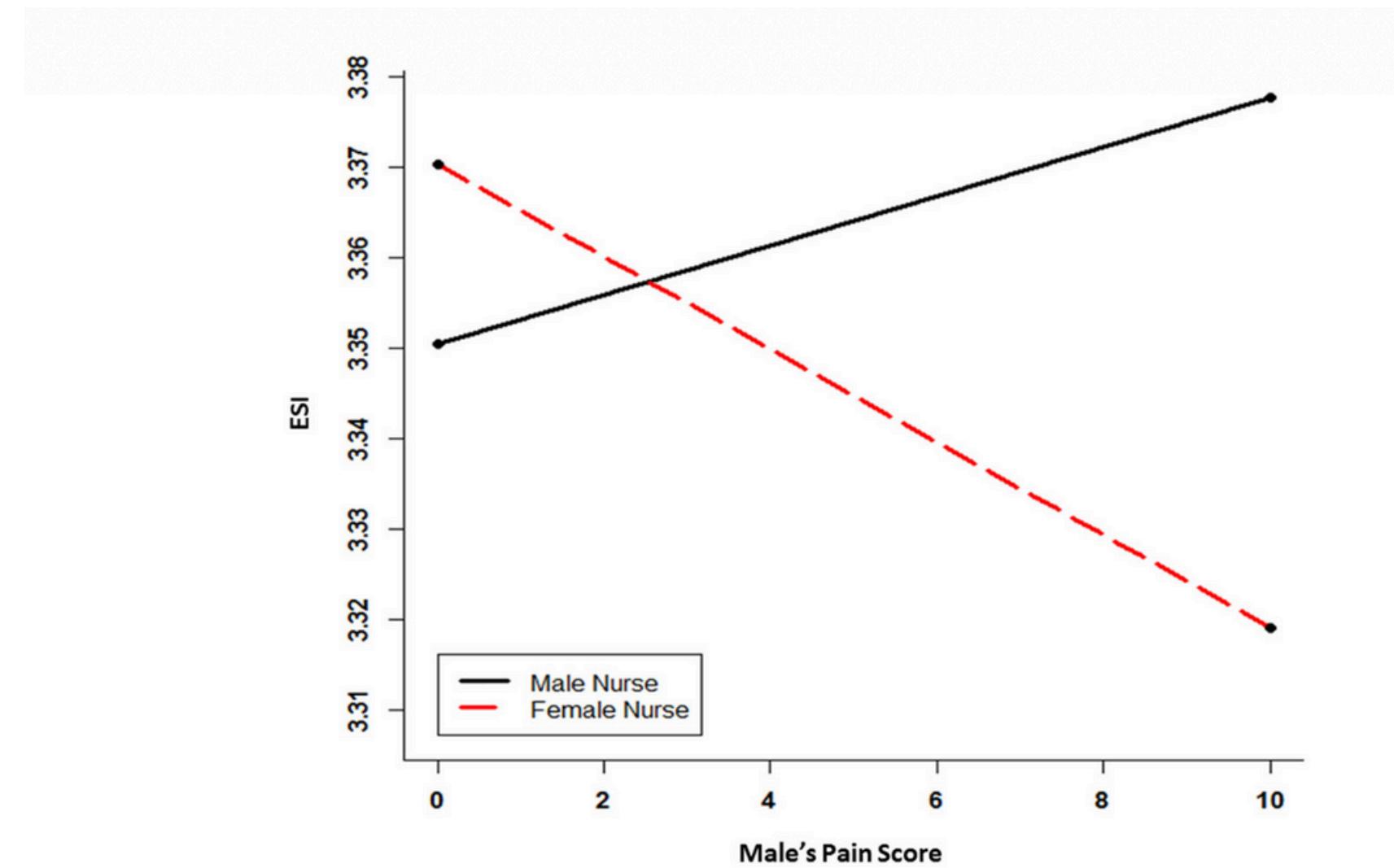


Tuckett A, et al., A comparative study of Australian and New Zealand male and female nurses' health: a sex comparison and gender analysis, 2016

Piervisani L, The impact of gender on the nursing figure and nurses' interprofessional relationships: a multimethod study, 2025

# Il genere influenza le cure?

Valutazione del dolore e codice di triage ESI



**Figure 1.**  
Predicted ESI level for male and female nurses interacting with a male patient's pain score, when other covariates are 0.

Attesa per terapia antalgica  
Donne 90 min  
Uomini 30 min



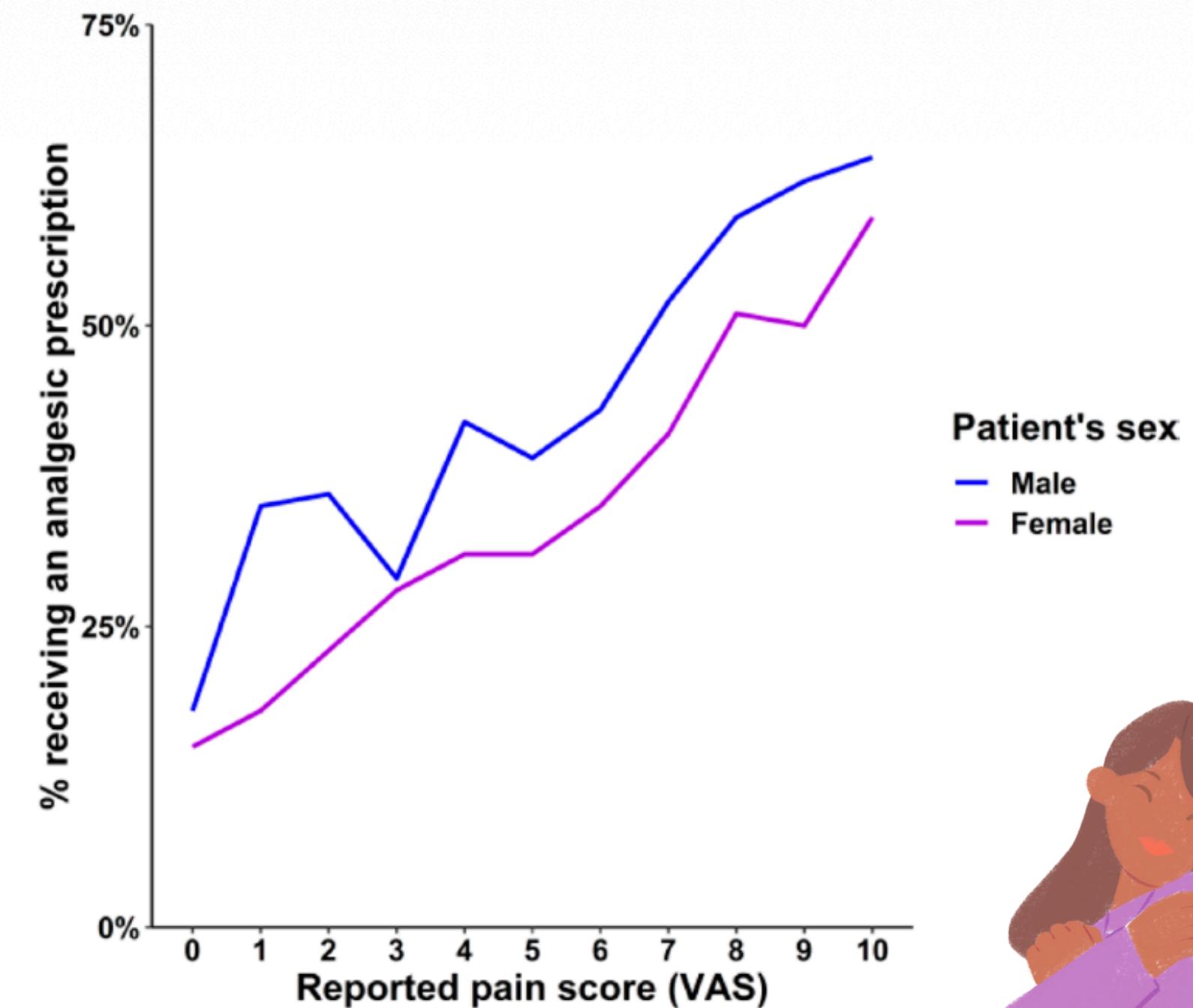
# Il genere influenza le cure?

Gestione del dolore in PS



Le donne ricevono meno analgesici e il loro grado di dolore non viene registrato

La medesima manifestazione di dolore se svolta da una donna, viene registrata come meno intensa



# Il genere influenza le cure?

Sepsi



**Table 2 Processes of care in women and men**

Characteristic	All patients	Women	Men	Women vs men		Excluded women vs men <i>p</i> value	
					<i>p</i> value		
Number of patients	2720	1210 (44.5%)	1510 (55.5%)		172	239	
Processes of care,% of patients							
EMS							
Arrival in ambulance <sup>a</sup>	80.6	79.7	81.3	0.3	79.3	82.9	0.4
Saturation, SBP, RR, PR all measured and recorded in ambulance	52.4	49.9	54.4	0.02	47.8	46.7	0.8
Oxygen and IV fluids in ambulance	37.7	34.8	40	0.02	23.5	41.2	0.002
Emergency department							
All vital signs measured and recorded in ED	61.8	60.9	62.6	0.37	59.9	59.9	1
Time to AB <sup>b</sup> median, IQR	75 min, 34–150	87 min, 39–172	65 min, 30–136	0.0001	81 min, 46–200	61 min, 25–130	0.003
AB within 1 h	43.6	38.6	47.6	<0.001	39.7	50.0	0.05
AB within 3 h	80.6	77.1	83.5	<0.001	73.7	85.9	0.004
IV fluids within 1 h <sup>c</sup>	82.3	80.9	83.5	0.08	81.3	86.3	0.3
Lactate/BE measured < 1 h	77.4	75.2	79.1	0.02	65.7	76.0	0.02
BC before AB <sup>d</sup>	93.6	91.8	95.1	0.001	94.5	95.4	0.8
Lactate within 1 h	70.4	68.4	72	0.09	60	68.8	0.1
Bundle1h <sup>e</sup>	36.4	30	41.5	<0.001	31.3	45.4	0.05
ICU					–	–	
Composite NWS median, IQR (mean, SD) <sup>f</sup>	2, 1–3 (2.35 ± 1.14)	2, 1–3 (2.36 ± 1.14)	2, 1–3 (2.35 ± 1.15)	0.84	–	–	
Mechanical ventilation	30.1	29.3	30.7	0.43	–	–	
Incorrect AB	7.5	7.1	7.8	0.49	3.5	4.2	0.7
Treatment limitations 48 h	20.2	20.2	20.2	0.98	12.8	15.2	0.5

*AB* antibiotics, *BC* blood culture, *BE* base excess, *BT* body temperature, *Bundle1h* completed sepsis bundle within one hour, *EMS* emergency medical services, *ED* emergency department, *IQR* interquartile range, *NWS* nursing workload score, *PR* pulse rate, *RR* respiratory rate, *SBP* systolic blood pressure, *SD* standard deviation.  
Excluded patients = patients who were not registered in SIR or who lacked SAPS3 data

Fluidi EV

Registrazione parametri vitali

Bundle in 1h per il 41,5%

Prima dose di antibiotico in 61 min

Bundle in 1h per il 30%

Prima dose di antibiotico in 81 min

# Il genere influenza le cure?

La percezione dei pazienti



**Table 2 Emergency Department Patient Experience of Care Top-Box Scores by Gender**

Measures	Adjusted top-box scores <sup>a</sup> (%)		Adjusted overall difference (SE) from men <sup>b</sup>
	Men	Women	
Composites			
Getting timely care	71.45	67.05***	-4.40 (1.33) ***
Doctor and nurse communication	78.46	76.44	-2.01 (1.22)
Communication about medications	81.05	79.61	-1.45 (1.37)
Global measures			
Overall rating	60.67	59.32	-1.36 (1.81)
Willingness to recommend	66.62	65.80	-0.82 (1.77)
Standalone items			
Doctors and nurses provided sufficient information about test results	72.63	68.17*	-4.46 (1.96) *
At discharge, someone asked if you would be able to get follow-up care if needed	81.41	77.30*	-4.11 (1.75) *
Received care within 30 minutes of getting to the emergency room	80.97	77.93 *	-3.04 (1.51) *

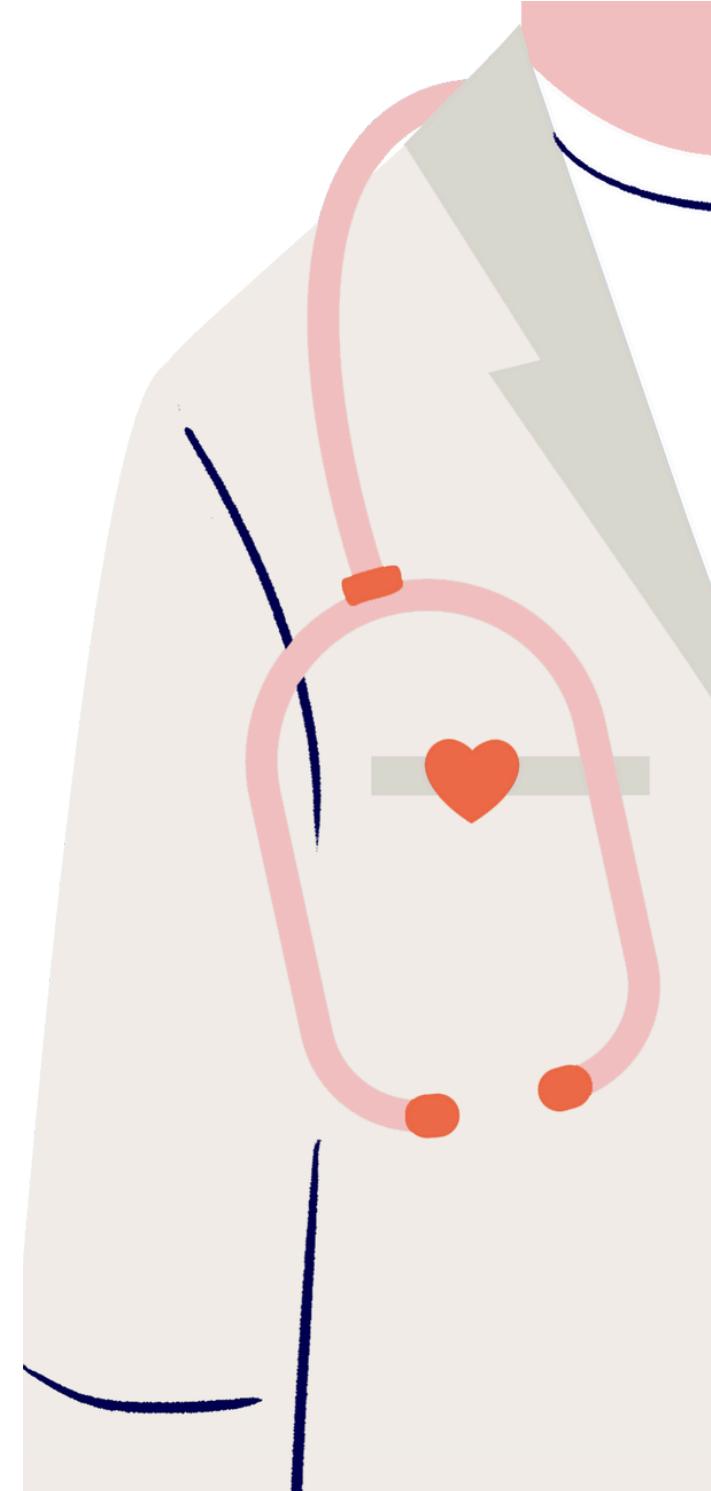
\* $p<0.05$

\*\*\* $p<0.001$

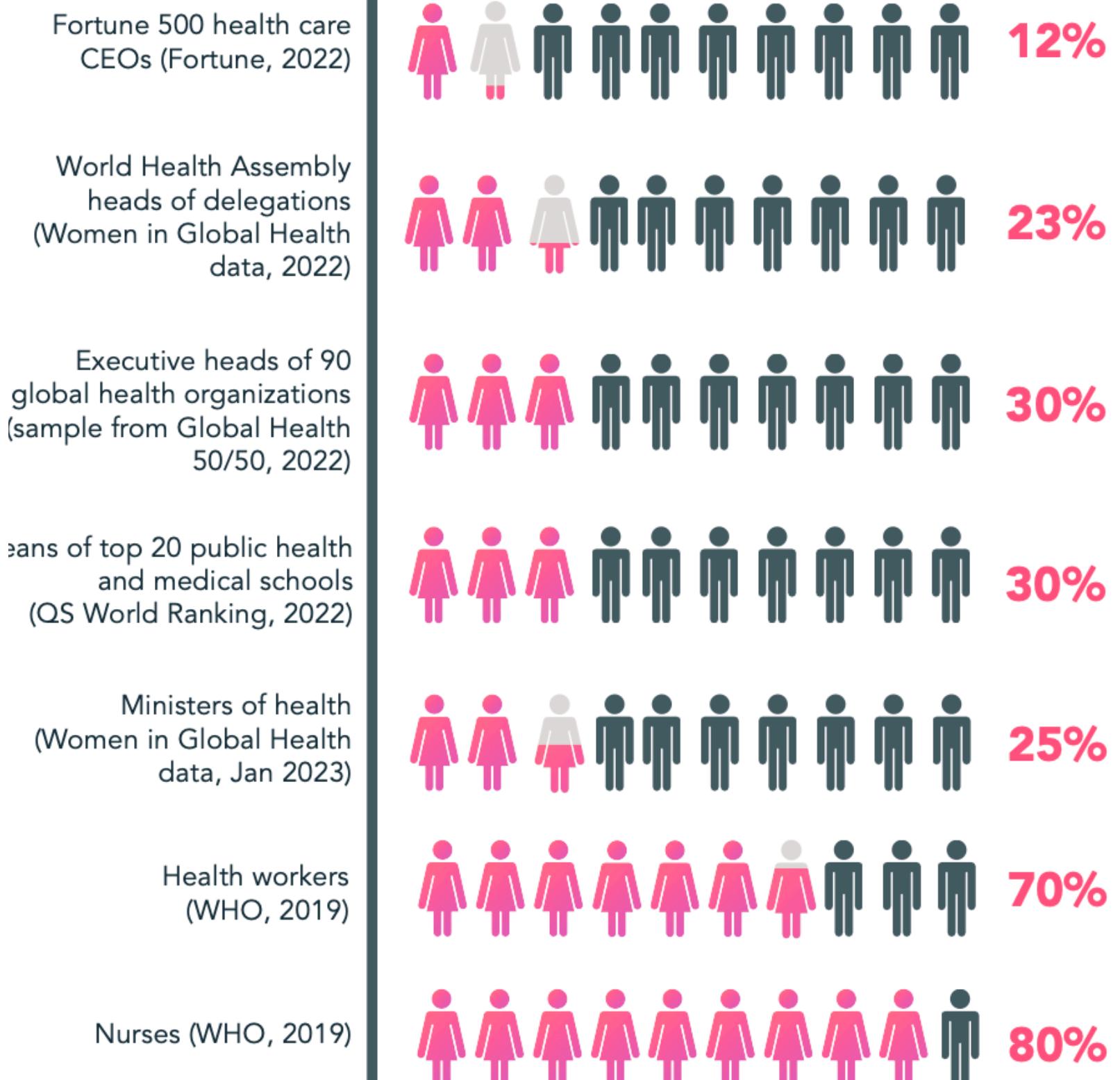
67% vs 71% ha ricevuto cure tempestive

68% vs 72% informazioni sufficienti

78% vs 81% ha ricevuto cure entro 30 min dall'arrivo

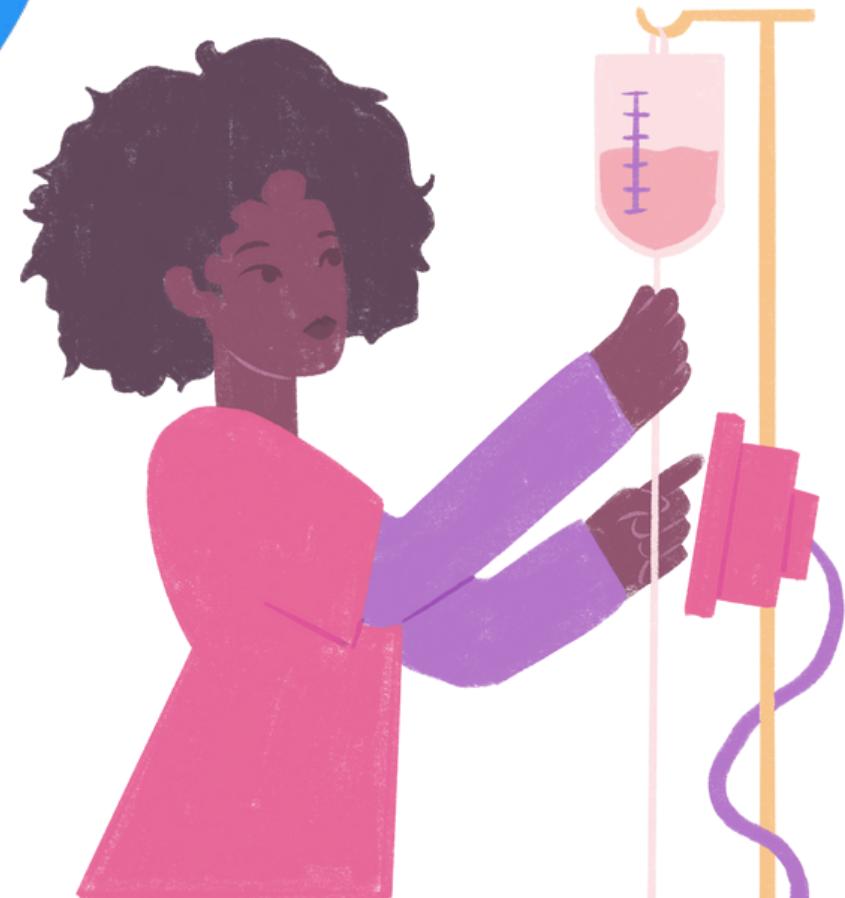
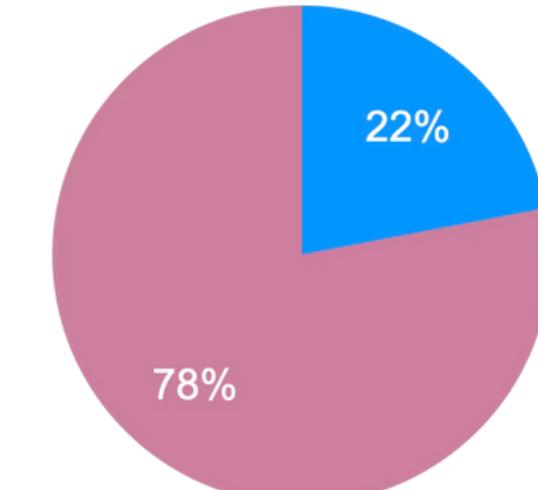
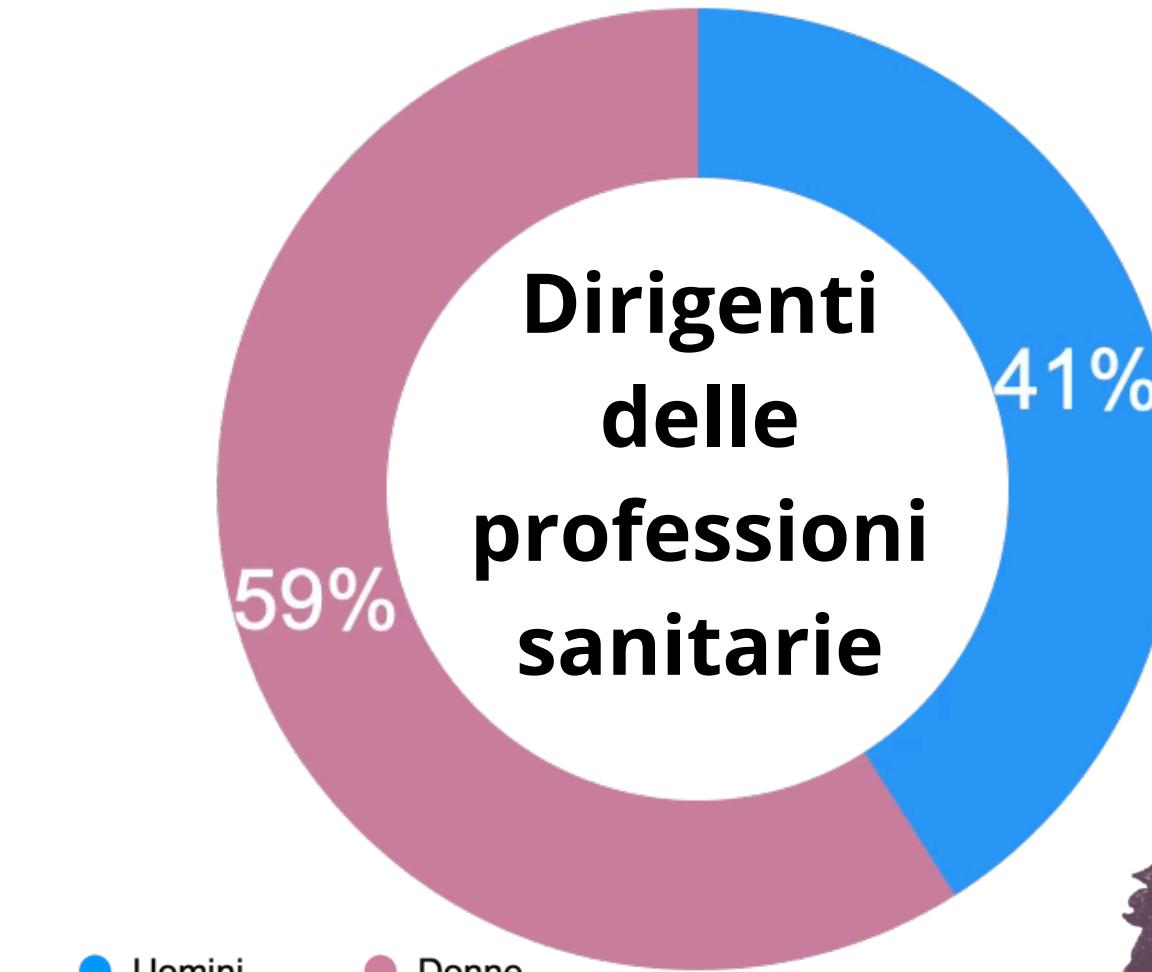


# Delivered by women, led by men



Women in Global Health Leadership Pyramid (2023)

● Uomini      ● Donne



# Delivered by women, led by men



## SALUTE

Le donne alla guida rafforzano i sistemi sanitari. La parità di carriera attira nuove reclute e trattiene le donne già impiegate

## GENERE

Occupando posizioni di potere, le donne guadagnano più reddito e autonomia.  
Abbattono lo stereotipo dell'uomo come leader naturale

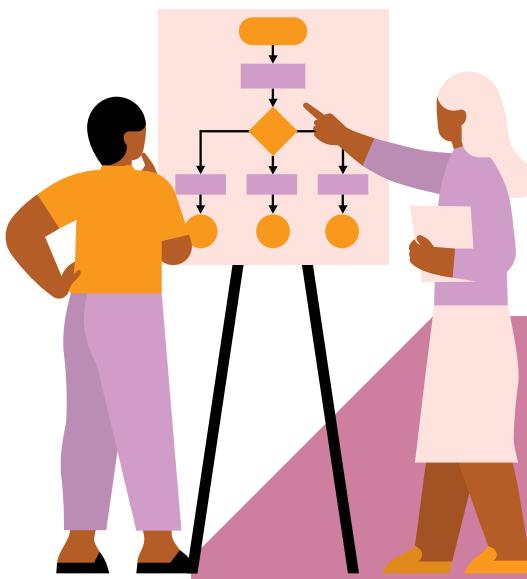
## ECONOMICO SOCIALE

Nuovi posti di lavoro, creati ed occupati, guideranno la crescita economica

**Maggiore equità**  
**Più attenzione alla salute di genere**  
**Più innovazione organizzativa**



**il World Economic Forum stima che ci vorranno 257 anni per colmare il divario di genere nel lavoro**



# Il labirinto della leadership



## PROFESSIONALI

- egemonia della figura maschile
- esperienza in area critica

## CULTURALI

- work family conflict (part-time, turnover, abbandono)
- maternity penalty
- lavoro di cura non retribuito



## ORGANIZZATIVI

- mancanza di modelli di ruolo
- scarsa formazione
- scarso orientamento alla leadership

## Glass ceiling Vs Glass escalator

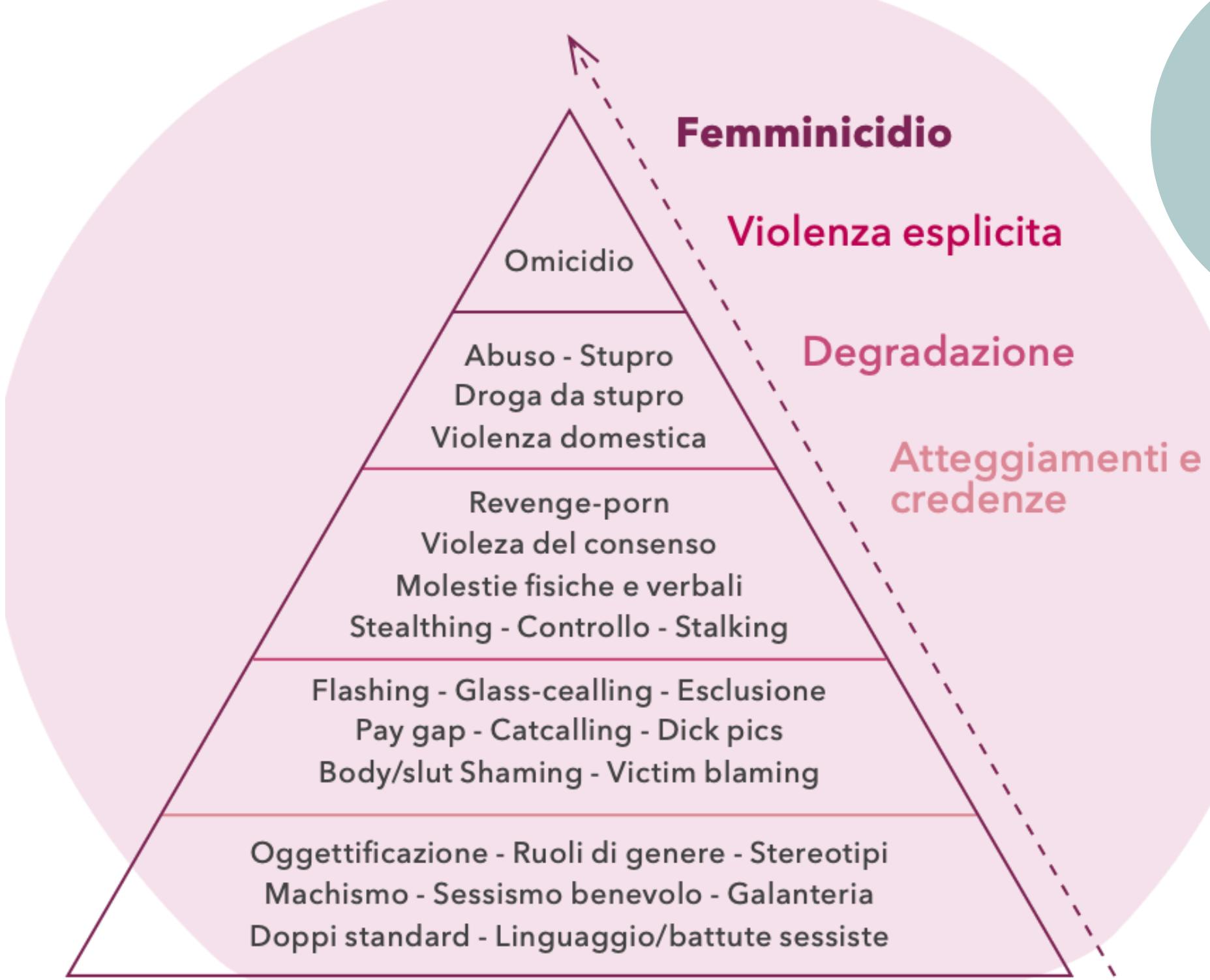


**Infermiere: singolare  
maschile o plurale  
femminile?**

# Grazie per l'attenzione!



# Violenza di Genere



Linee guida nazionali per le Aziende sanitarie e le Aziende ospedaliere in tema di soccorso e assistenza socio-sanitaria alle donne vittime di violenza, 2018

