

Semi-Structured Interview Guide

Exploring Perceptions of Nursing Identity Construction in Pakistan: Qualitative Study on Self, Public, and Professional Perspectives

Number of Interview:
Time:

Day:

Duration: 60-90 minutes
Recording: Audio

Date:
Video:

1. Professional Self-Concept (*main construct*)

Main questions	Open-ended	Closed-ended
1.1 Sub-construct Self-concept, professional identity and public image What are the nurses narratives regarding dynamics of professional self-concept inducing introspection of being ideal self and their professional integrity that holding the value of the journey from being student nurse to nurse professional which makes the essence of nursing profession in the public eye?	How do you perceive/value yourself to be a nurse? Do you take pride as a nurse? How do you response others of their negative comment about nurse? Could you explain about your career choices? Do you think it's the right profession to achieve goals? Do you freely introduce yourself to others? How nursing helps you to empower yourself? How does the nurses' role as caregivers help them to see as an empowered group of women? Do you think journey of nurse make you resilient? How public view doctor-nurses relationship? How do you feel when you have to touch male patients' repeatedly? How gender of a nurse nature of nurse work creates negative professional identity? Does public consider you impure because you have to touch male patients? How does the nature of working as a nurse create a virtue-signaling public perception? What public think about you work patterns? Verbal, physical, bullying, sexual, acid throwing?	Do you think nurses also give negative feedback to this profession? Do you remain silence or make argument? Did you join nursing profession to earn money? Did somebody recommended you? Do you want to continue this profession as your career? Do you feel that you have a healthy therapeutic relationship with the patient? Do you think the nurse's job is to be a caregiver and a provider of emotional labor? How public look and think at you while you wearing uniform? Do you think professional socialization keeps you pushing follow traditional role? How does the hierarchical structure of the public hospitals push nurses into a subordinate role? Being nurses/female do you have to follow virtue script? What stigmas attached to your designation as charge nurse? Do you think your job is to nurture your clients? What are the collective narratives about the service providers that are associated with you as a nurse? What is public image about nurses because of performing night duties? What is the public's perception of the nature of the nursing as an innovative or intellectual profession? Can you tell some words in any language? Like hard, dirty, rude, ill-mannered? Could you share any experience?

2. Challenges in Nursing

Main questions	Open ended	Closed ended
2.1 Sub-construct Socio-culture and organizational challenges What kind of collective unique experiences that are happening with nurses as stigmas from the culture, society, media, religion and Language on the basis of their contextual gender role performance? How gender-based norms placed the nurses as women compensated identity to perform obligatory roles at workplace within the patriarchal organizational structure of the public hospitals that are empowering nurses?	Do you think nursing profession still lauded as domestic art? Are you facing marital issues? How society rewards you as a nurse? What kind of health issues are you facing? How gender segregation is benefiting nurses? Do you think it is a gender neutral profession? Do you think that nurses have visibility in media? How senior nurses' guides you to learn be professional? (Good selfless mothers). Is there any hidden curriculum to train you as a nurses? Have you ever faced verbal/ physical/emotional violence from physician or senior nurses? Do you think working environment is productive or hostile? Have you ever suffer from stress or depression? How do you work to be advocate of your client?	How much respect do you receive from society as a nurse? Do people follow traditional image of nurses? What does your husband do? How much he valued you and your job? Do you have power to take decision about your income? What do you think about male nursing? What kind of program on air on TV related to nursing profession or you have never seen? Do nurses support and respect each other? (I am just a nurse). If bullying then what kind of language nurses use to bully you? Can you share any experience? Do you think touching male patients perpetuate harasser mind to conduct harassment? How much you satisfied with your job performance? Do you consider yourself as a competent machine to carry orders?

3. Role of Policy Makers (Construct)

Main questions	Open ended questions	Closed ended questions
3.1 Sub-construct Pakistan Nursing Council and Directorate General Nursing How the policy makers are highlighting vision of nursing and addressing nurses challenges which may revitalize the existing generation of nurses workforce and effects career choice of young potential students to join?	How PNC is working to promote evidence based practice? What kinds of problems do you face if you apply for license registration? Why nurses shortage is increasing in Pakistan day by day? How PNC is working on to create more educational opportunities in collaboration with other institutions? How DGN is working for speedy promotions of nurses? What are your strategic planning to upgrade the nursing profession in Punjab? Why there are still prevailing perceptions of public about low quality nursing and poor health care system in public health sector?	Do you think, its only perception that Pakistan Nursing Council is not offering better opportunities for bedside nurses so they decided to become expatriate nurses or increasing their dropout? What are your views regarding the perceptions about nurses are least interested in improving their higher education? Have you ever went to attend any conference or refresher training course? Why there is still dearth of nursing faculty for higher education? Have you up to dated and available statistics for qualified nurses, post RN, generic and associated degrees of nursing professionals? Do you ever experienced the negative remarks from the government for addressing nursing issues at national level? Is there need to change work hour shifts and designation name of nursing professional?