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| **Title:** | Towards a women oriented Medicine. How European women doctors live and work: facilitations and barriers |
| **Author:** | An EU FEMS survey |

*Our goal is to investigate the state of workplace wellbeing of women doctors, across Europe. As you know, the number of women doctors is steadily increasing, so there is a need to better evaluate wellness and work organization, both from a family-friendly and a work-friendly (career opportunities, retribution, professional recognition, etc.) point of view. This questionnaire aims to understand the feelings of women doctors at their workplace.*

*This is a first step analysis; depending on results, further studies will go in depth on those countries that proves to have a better perceived work friendly and/or family-friendly organization ( from a women doctors perspective). Long-term goal is to identify life balancing practices in the work organization and to spreading them on a national basis, in order to change the work organization, as the very close women majority in Medicine will require a women perspective and gender equità in the Healthcare system.*

***Use instruction:*** *please, translate this questionnaire in your own language and submit the questionnaire to your women colleagues ( you can find differente survey tools in your own language on the web). A minimum number of respondents is not required but , as you know, a larger sample is more representative. It’s a multiple choice questionnaire and* ***respondents can choose more than one answer****, for every question. It is addressed only to woman doctors.*

*You will show the results ( by Powerpoint presentation, 2-3 slides) of the survey, during Fems Conference on the 30th of May.*

*Thanks for your collaboration*

**Questionnaire**

 ***“Woman-friendly work and organization in the healthcare system”***

 -you can choose more than one answer!!-

1. How old are you?
* 25-35 years old
* 36- 49 years old
* 50-60 years old
* older than 60 years
1. In your work, have you or did you ever feel being discriminated, as a woman doctor?

- no, never

- yes, from my colleagues

- yes, from my supervisors

- yes, from my patients

1. What is your opinion about work-life balance in your work organization?
* I’m fully satisfied of organization in my workplace, both from a family friendly and carreer point of view
* I’m quite satisfied of organization in my workplace, both from a family friendly and carreer point of view
* I’m not satisfied at all, neither from a family friendly nor from a carreer point of view
* I’m satisfied from a family friendly point of view but my career is deeply affected
* I’m satisfied from a carrer point of view but my family life is deeply affected
1. What would you improve in your work, for a more satisfying work-life balance?
* Nothing
* Remuneration
* Access to carreer opportunities
* Working time ( part time, lenght os shifts, etc)
* Holidays and days off management
* Professional recognition
* More leadership
* Other ( please, specify) ……………………………………………………….
1. Are you satisfied of your professional carreer?
* Yes, at all
* Not at all
* Yes, but I neglected my family life
* No, but I preferred to dedicate more time to my family
* No, I didn’t have fair opportunities since I am a woman
1. Do you think, in your workplace, there is a fair involvement of women doctors for management roles?
* Not at all
* No, at the moment but there is a growing attention on this topic
* Yes, and there is awareness regarding women authority
1. In your Country, is there any law or collective agreement that is, in your opinion, women or family oriented?
* No
* Yes, National laws (please, report any references ……………………………)
* Yes, trade union agreements (please, report any references ……………………………)