



Hrvatski
liječnički
sindikar

WHITE BOOK

Chapter 6: demography

Subchapter **feminization**

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To determine is there gender inequality in medicine regarding to

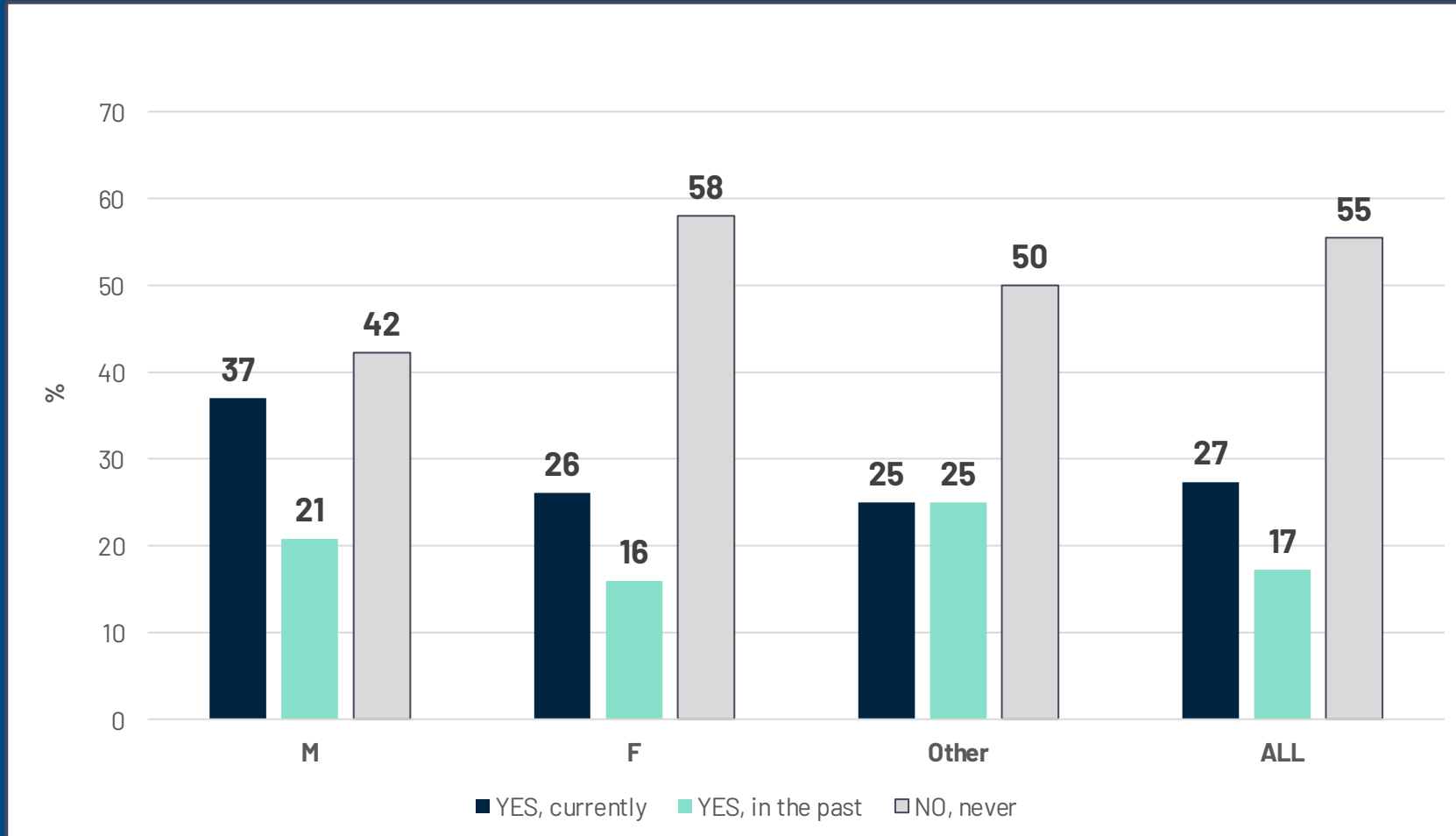
- the number of female doctors
- their position
- competences
- abilities
- opportunities for career progression
- exposure to violence
- discrimination in the workplace



- Survey conducted in **2 rounds** – April, September 2023
- Questionnaire consists of **16 questions**
- Participants – physicians of all age
- **15 countries** participated

TOTAL RESPONSES: 4.111
(70% female, 30% male, other 0.29%)

Leadership position at work

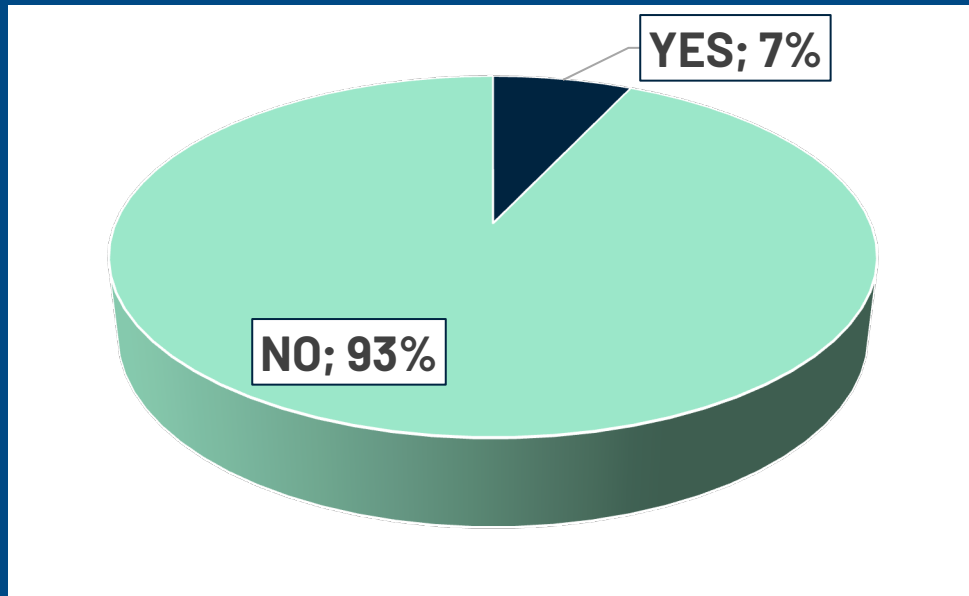


Have you ever felt discouraged from working in a particular speciality because of your gender?

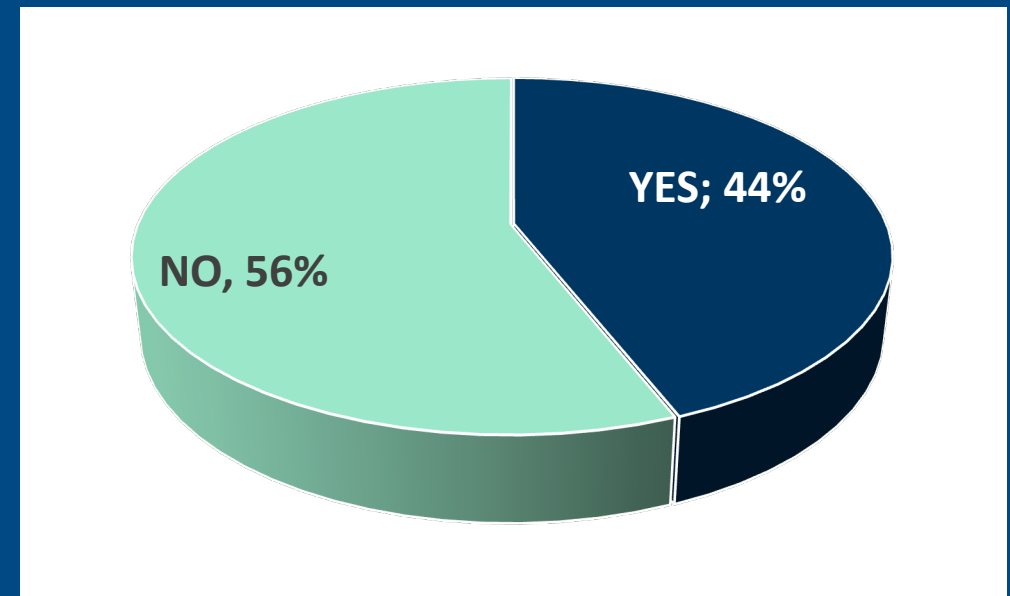
ALL	n	%
YES	1.273	30.97
NO	2.838	69.03
	4.111	100

Have you ever felt discouraged from working in a particular speciality because of your gender?

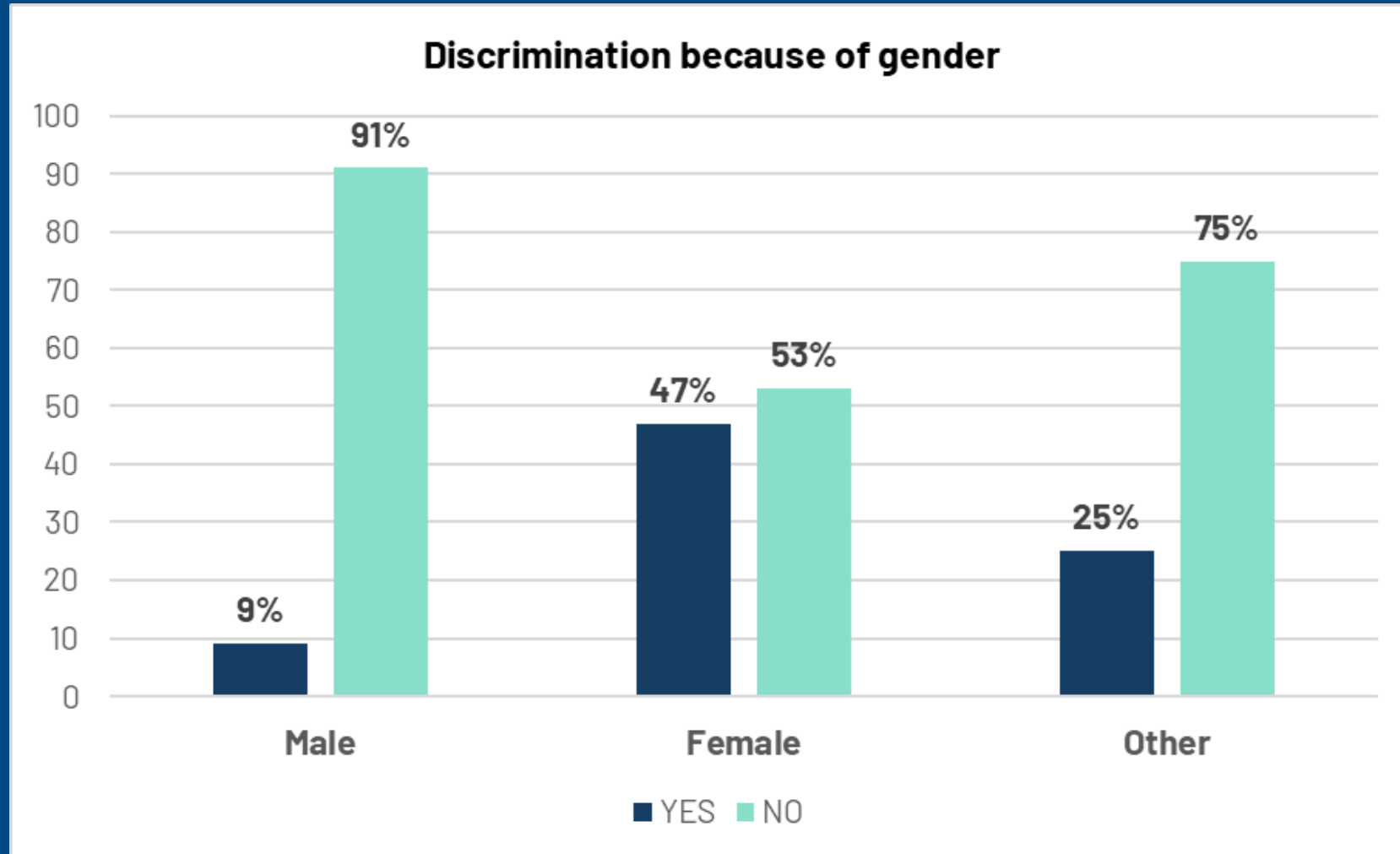
MALE



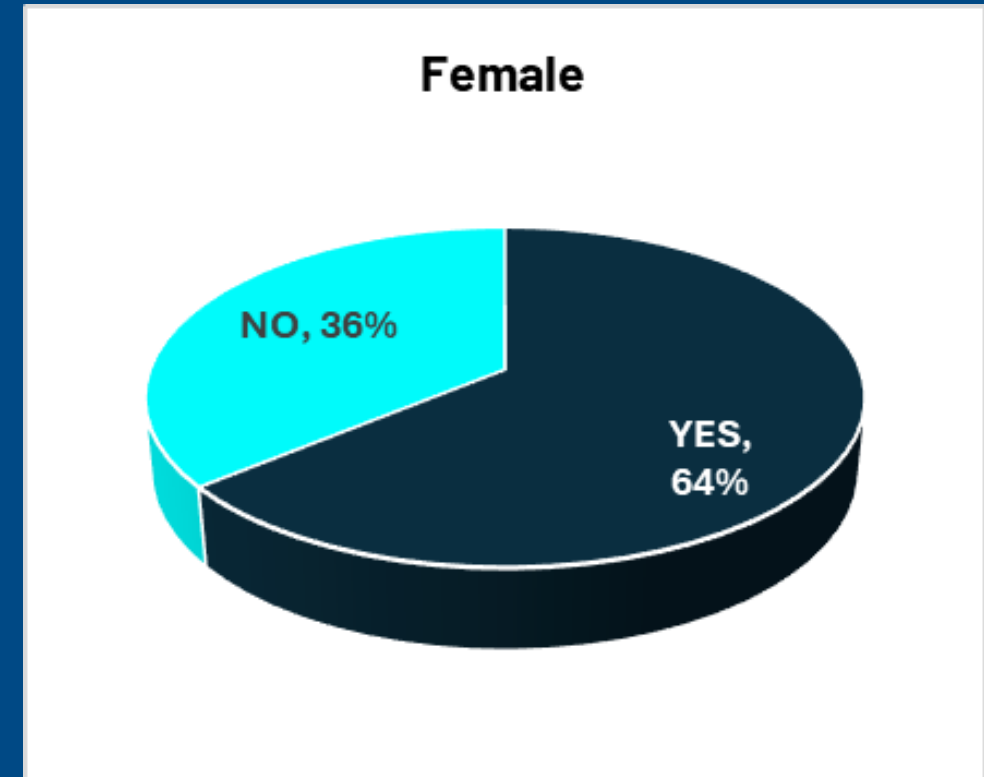
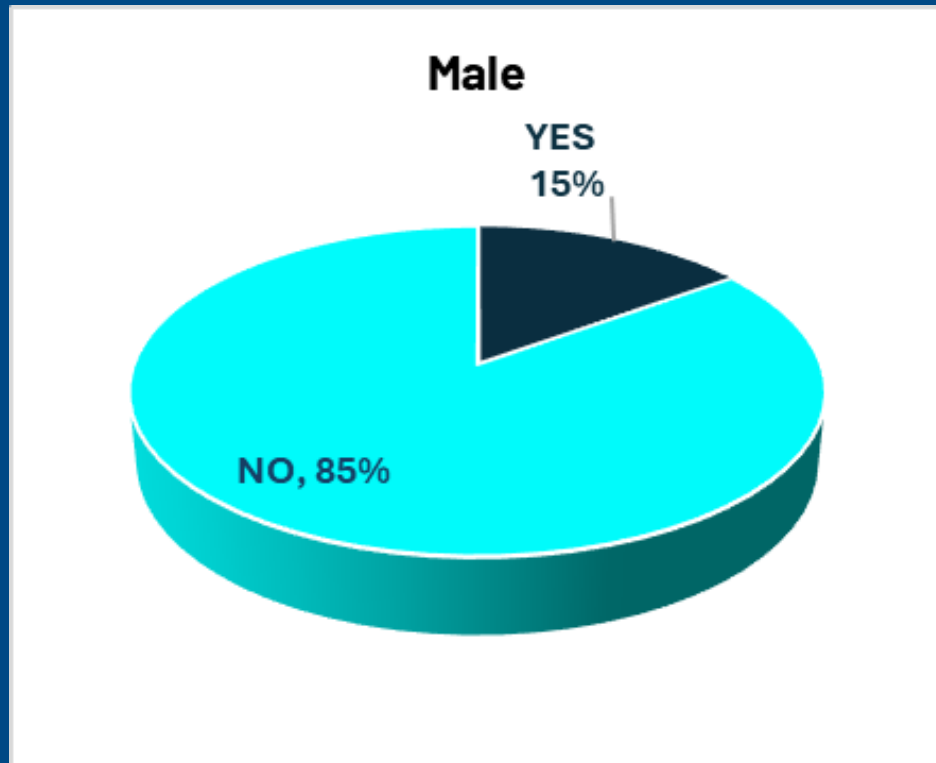
FEMALE



Have you ever felt **discriminated** in your workplace because of **your gender**?

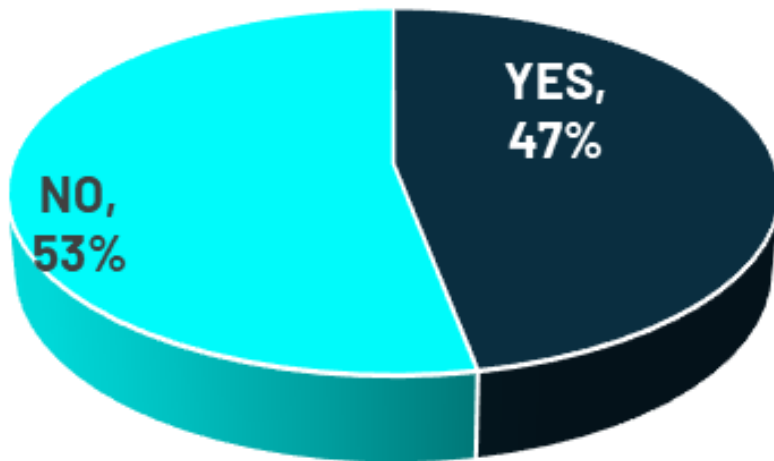


Do you think that a female doctor has to be much more competent to be as valuable at work as a male colleague?

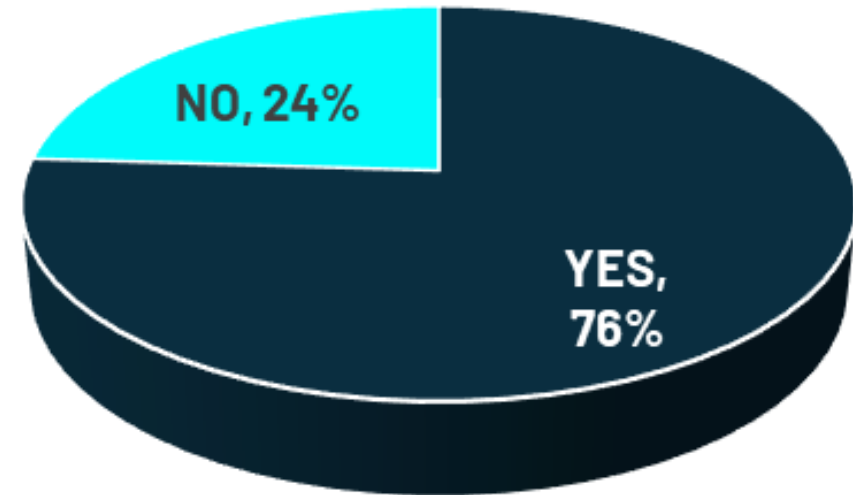


Do you think some specialties are unavailable or more difficult to access for female doctors because of gender?

Male

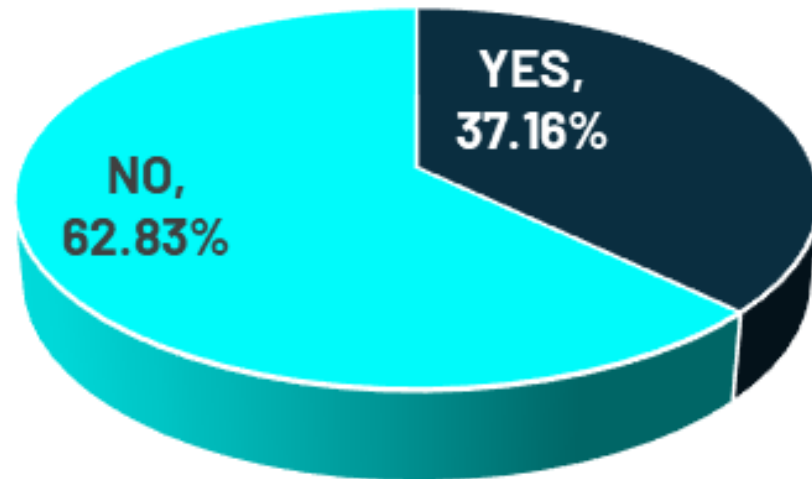


Female

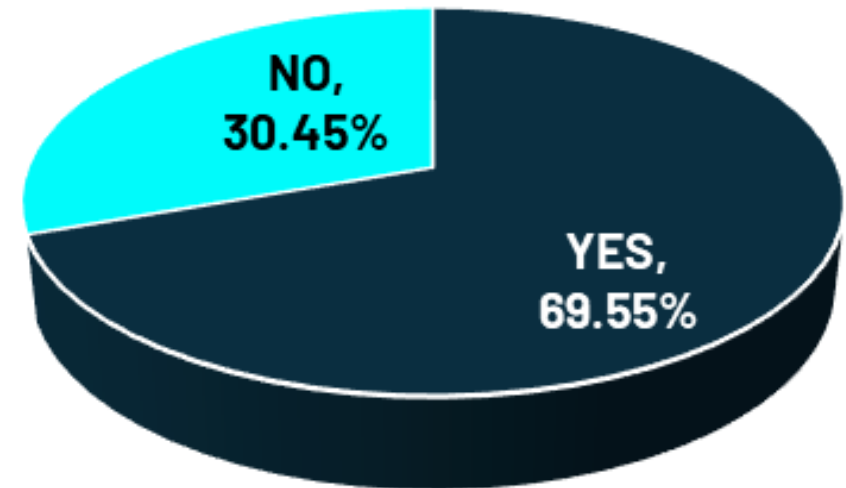


Do you think sexism acts as a barrier to career progression?

Male

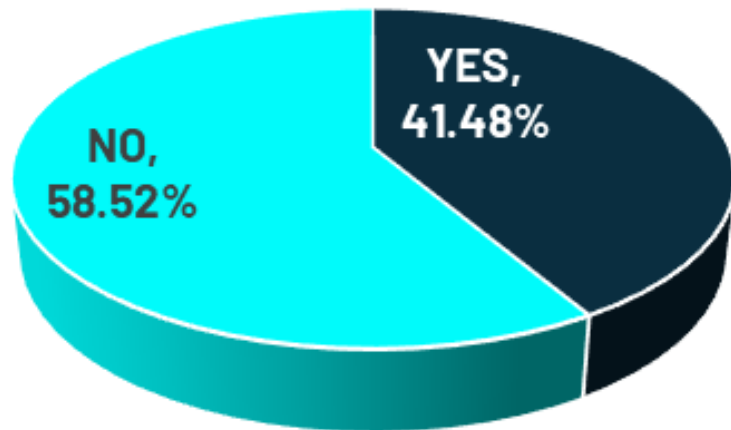


Female

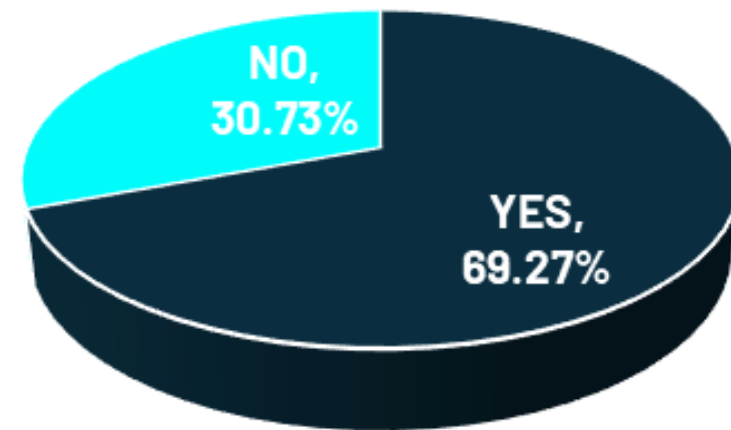


Do you think that female doctors are more often exposed to violence in the workplace compared to their male colleagues?

Male



Female





- there is significant difference in answers depending on the gender answered the certain questions
- gender inequality is present in the medical profession even today, in the 21st century
- gender inequality is more present in higher and leading positions

In spite of the significant increase in women who have joined the profession over the past decades, it seems that too many people still view medicine as a male profession

(British Medical Association Sexism in medicine, 2021)

Gender inequality in medicine?

Position of female doctors at their workplace?

Other suggestions?



**THANK YOU
FOR YOUR ATTENTION!**