

**Towards a women oriented Medicine.**

**How European women doctors live and work:  
facilitations and barriers**

**An EU FEMS survey**



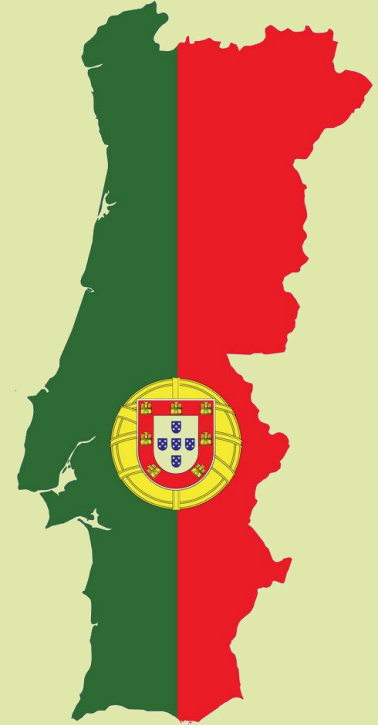
Naples, June 2019

# Portugal Survey

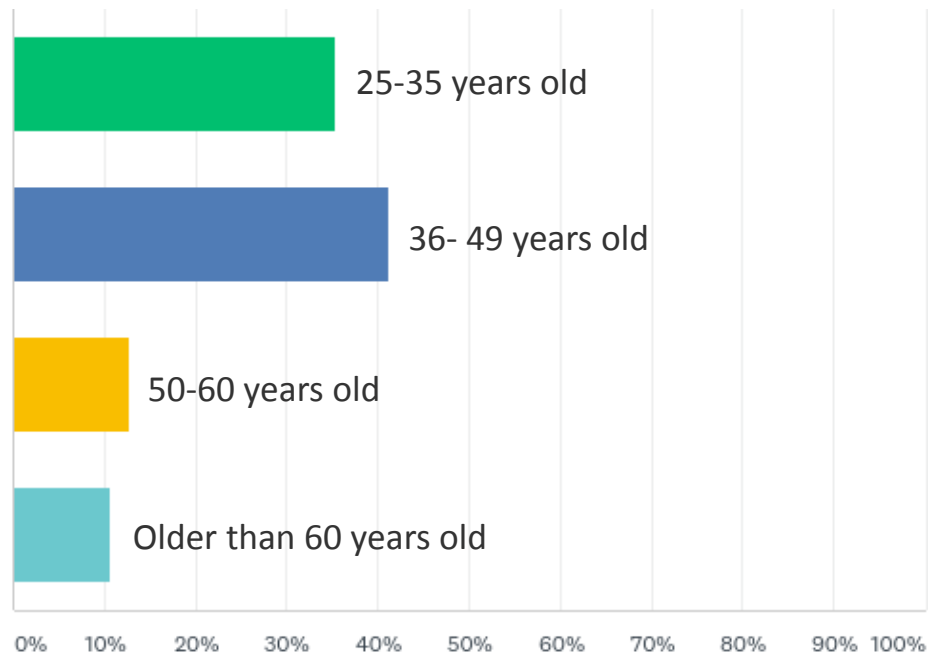
FNAM/SIM/OM

**444**

Total Responses



# Q1: How old are you?

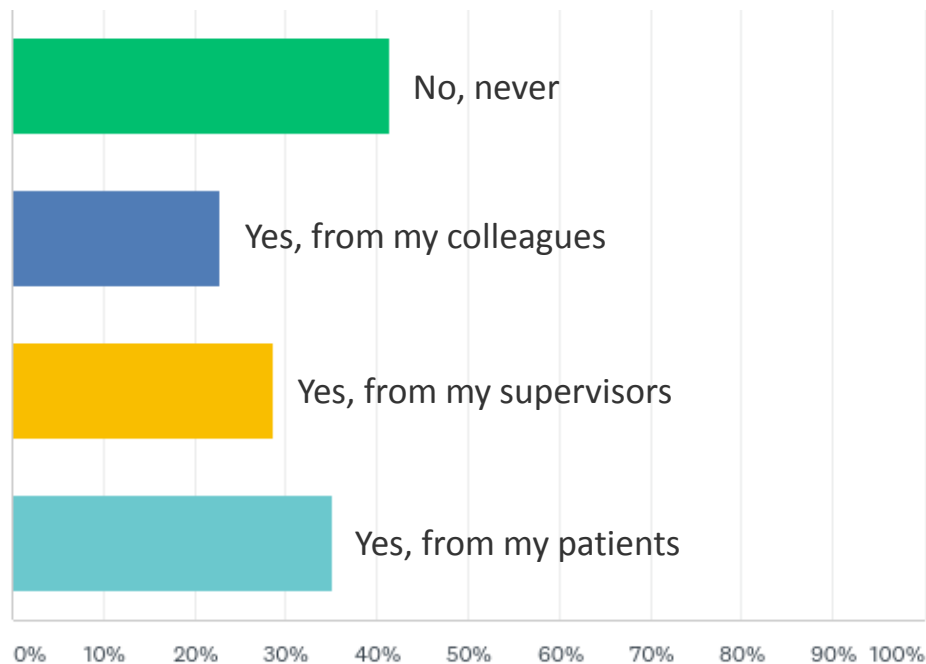


## Q1: How old are you?



ANSWER CHOICES	RESPONSES	
25-35 years old	35.36%	157
36- 49 years old	41.22%	183
50-60 years old	12.84%	57
Older than 60 years old	0.59%	47

## Q2: In your work, have you or did you ever feel being discriminated, as a woman doctor?

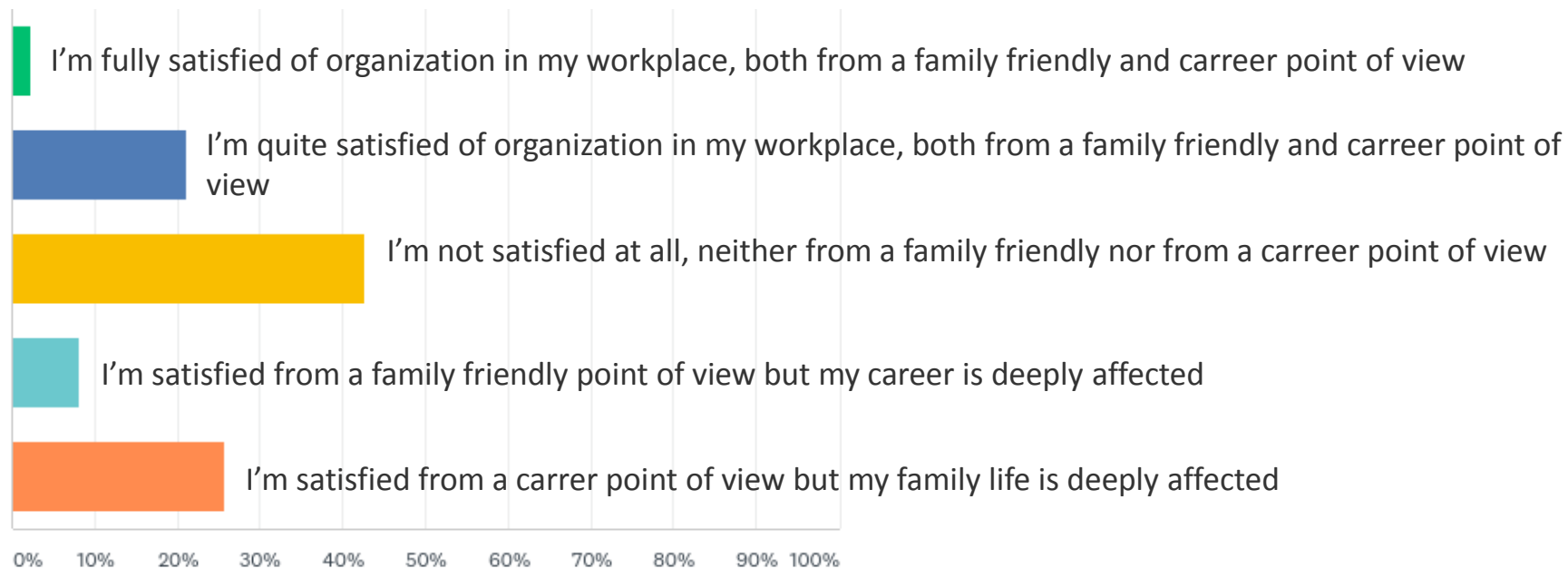


## Q2: In your work, have you or did you ever feel being discriminated, as a woman doctor?



ANSWER CHOICES	RESPONSES	
No, never	41.50%	183
Yes, from my colleagues	22.90%	101
Yes, from my supervisors	28.57%	126
Yes, from my patients	35.15%	155

### Q3: What is your opinion about work-life balance in your work organization?



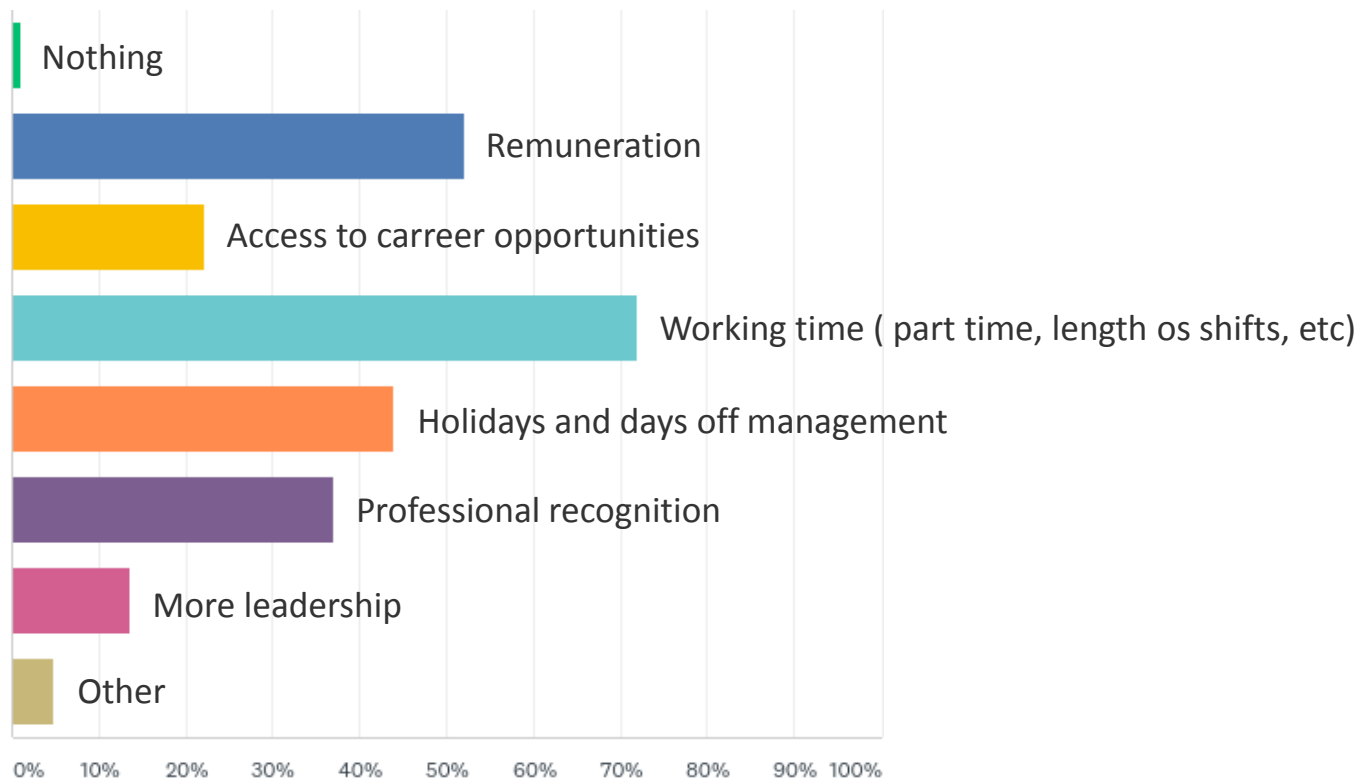
### Q3: What is your opinion about work-life balance in your work organization?



ANSWER CHOICES	RESPONSES	
I'm fully satisfied of organization in my workplace, both from a family friendly and career point of view	2.26%	10
I'm quite satisfied of organization in my workplace, both from a family friendly and career point of view	21.22%	94
I'm not satisfied at all, neither from a family friendly nor from a career point of view	42.66%	189
I'm satisfied from a family friendly point of view but my career is deeply affected	8.13%	36
I'm satisfied from a career point of view but my family life is deeply affected	25.73%	114



## Q4: What would you improve in your work, for a more satisfying work-life balance?

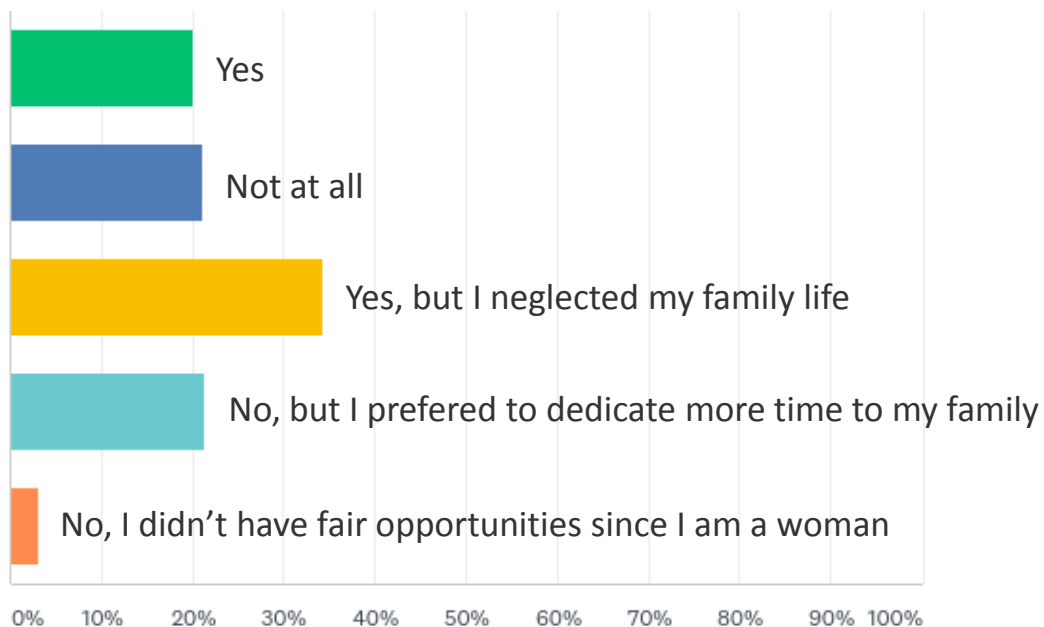


## Q4: What would you improve in your work, for a more satisfying work-life balance?



ANSWER CHOICES	RESPONSES	
Nothing	1.13%	5
Remuneration	52.14%	231
Access to career opportunities	22.12%	98
Working time ( part time, length of shifts, etc)	72.01%	319
Holidays and days off management	44.02%	195
Professional recognition	37.02%	164
More leadership)	13.54%	60
Other	4.74%	21

## Q5: Are you satisfied of your professional career?



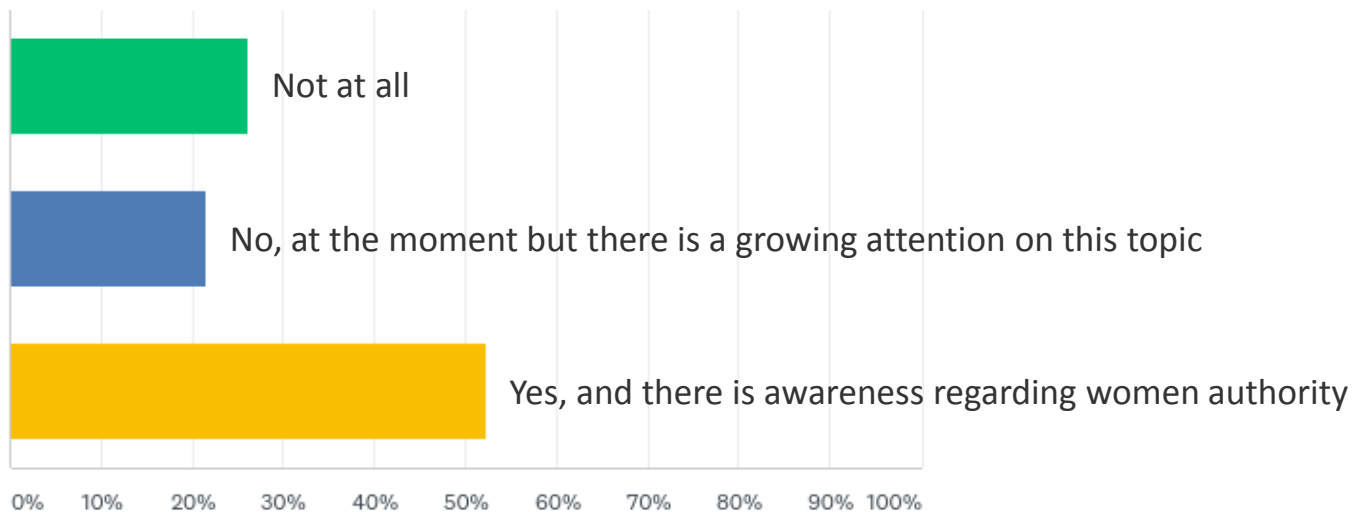


## Q5: Are you satisfied of your professional career?



ANSWER CHOICES	RESPONSES	
Yes	20.18%	89
Not at all	21.09%	93
Yes, but I neglected my family life	34.24%	151
No, but I preferred to dedicate more time to my family	21.32%	94
No, I didn't have fair opportunities since I am a woman	3.17%	14

## Q6: Do you think, in your workplace, there is a fair involvement of women doctors for management roles?

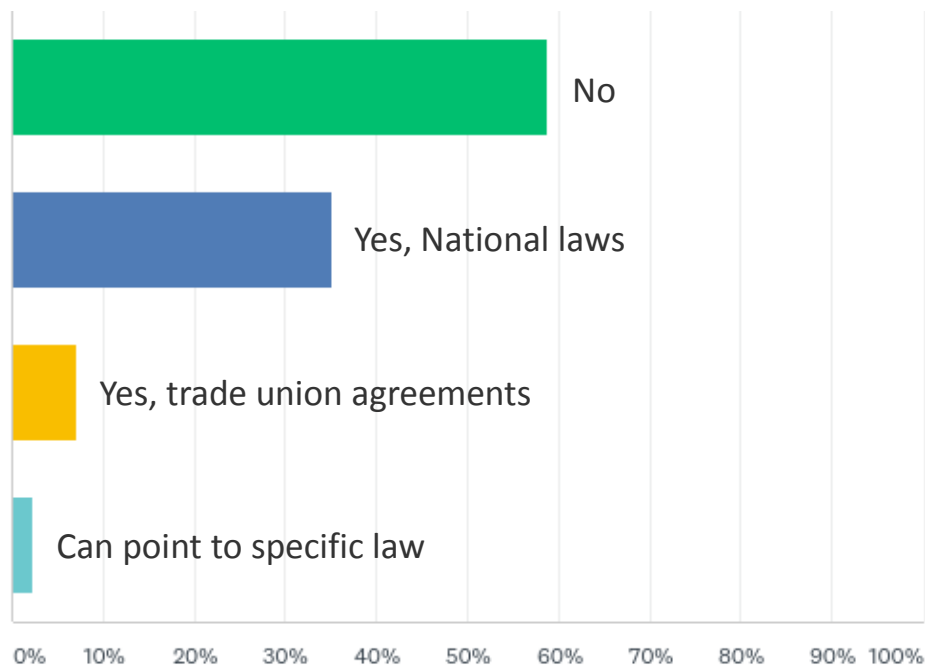


## Q6: Do you think, in your workplace, there is a fair involvement of women doctors for management roles?



ANSWER CHOICES	RESPONSES
Not at all	26.08% 115
No, at the moment but there is a growing attention on this topic	21.54% 95
Yes, and there is awareness regarding women authority	52.38% 231

## Q7: In your Country, is there any law or collective agreement that is, in your opinion, women or family oriented?



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ANSWER CHOICES	RESPONSES	
No	58.77%	258
Yes, National laws	35.08%	154
Yes, trade union agreements	7.06%	31
Can point to specific law	2.28%	10
Total Respondents: 439		



# Comments?



«I had to leave a management role because of maternity leave»

«Hospitals should have flexible schedules and 24 h nurseries»

«My workplace isn't adapted to a monoparental family»

«I work in a maternity ward, and still, women workers are discriminated...»

«It's hard to balance work and family duties»

«I feel women are the worst mistreating other women when in a position of power.»

«It's easier for a man with the same qualifications to get to a leadership role»

«Women have to be more competent than men to get the same opportunities»

«There isn't a procedure for a temporary replacement of a women in maternity leave»

“Although there are situations foreseen in the law - breastfeeding schedule, flexible hours, part-time - in practice are difficult to implement and are poorly seen by the multi-professional team since colleagues feel that they are burdened with the work of others”

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