



SINDACATO NAZIONALE AREA RADIOLOGICA

Towards a woman oriented medicine. How European woman doctors live and work: facilitation and barriers

Daria Schettini

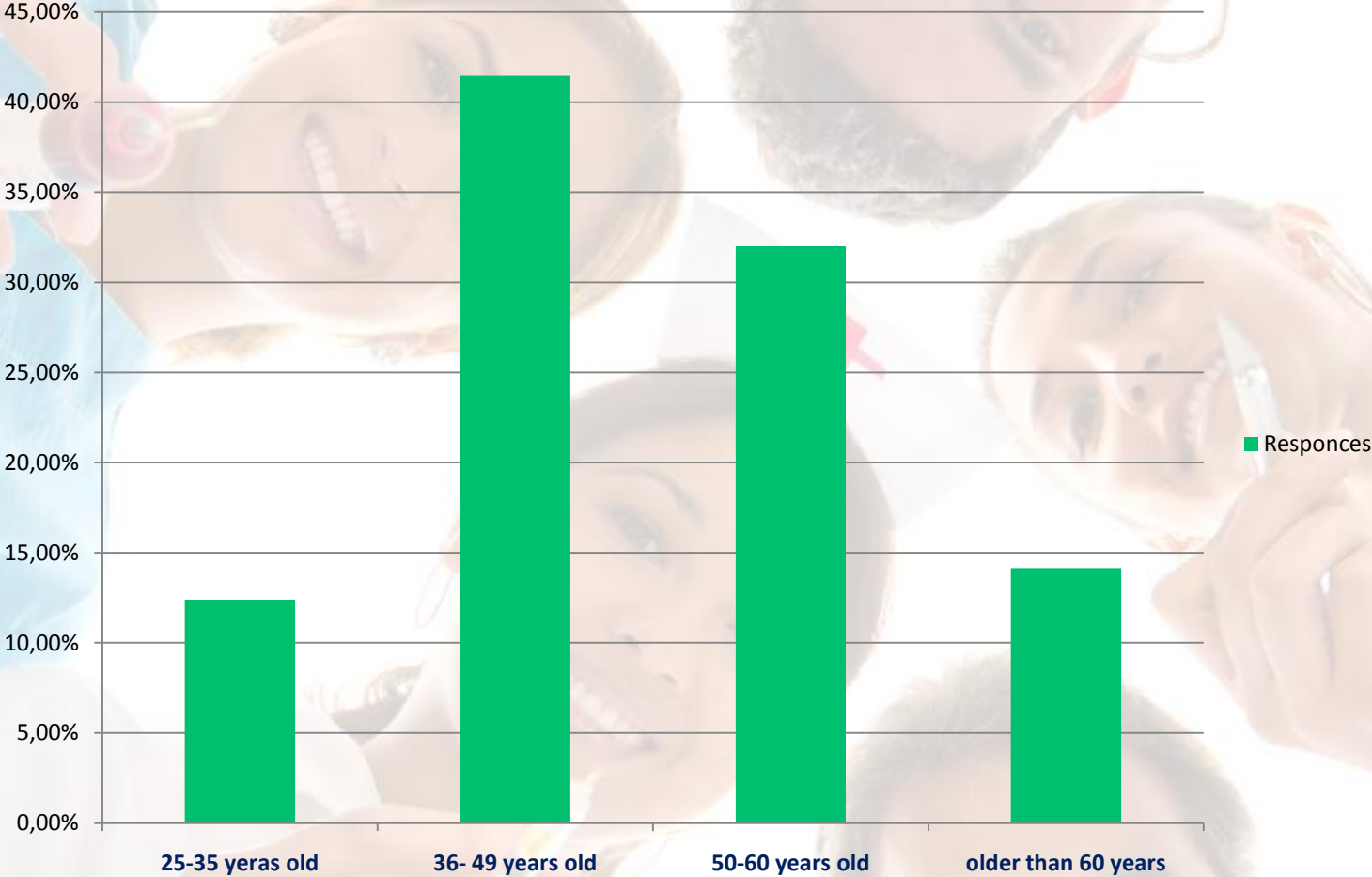
***MD, Board Member SNR
Italy***

Naples may, 30 2019



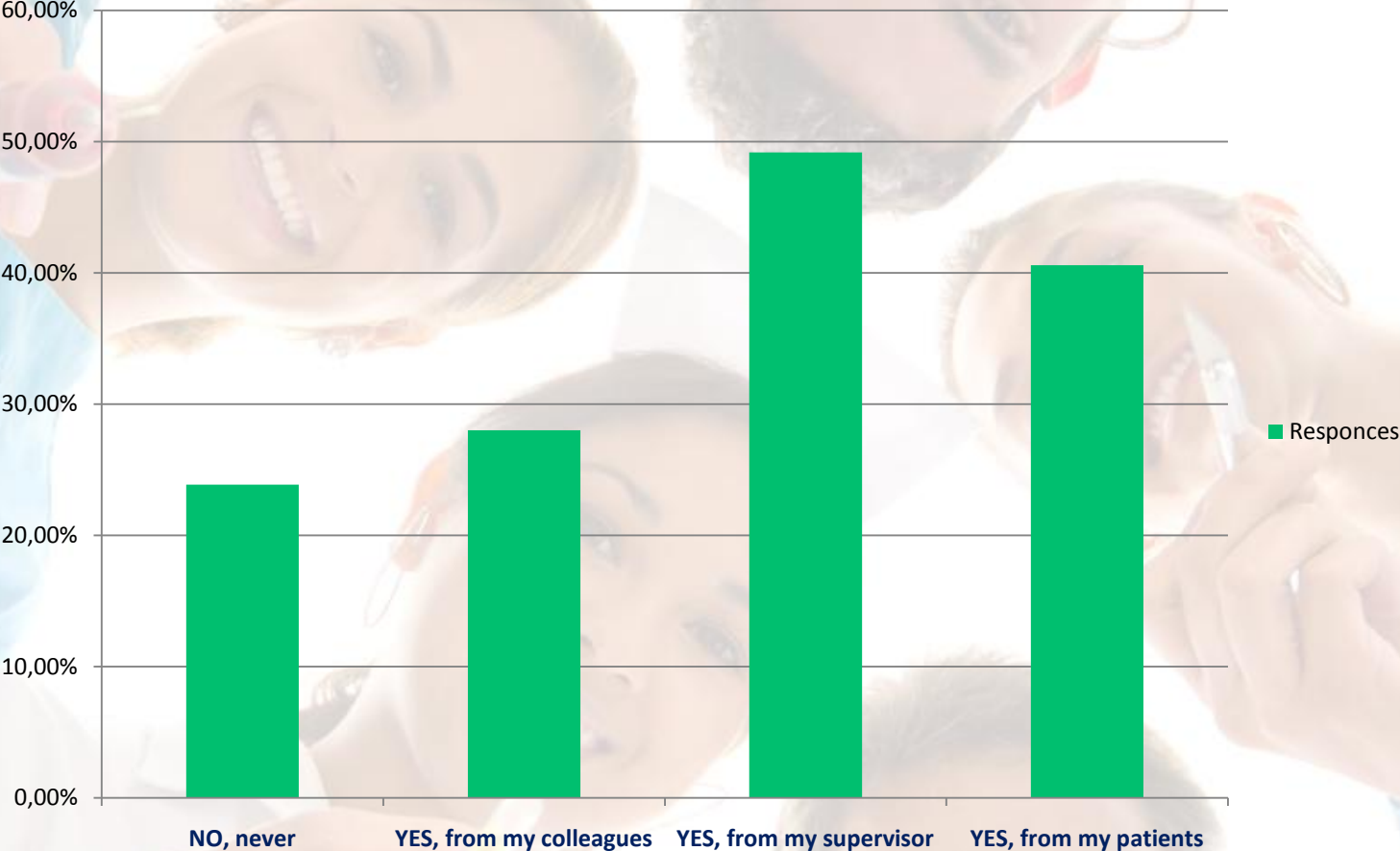
Woman-friendly work and organization in the healthcare system

HOW OLD ARE YOU?



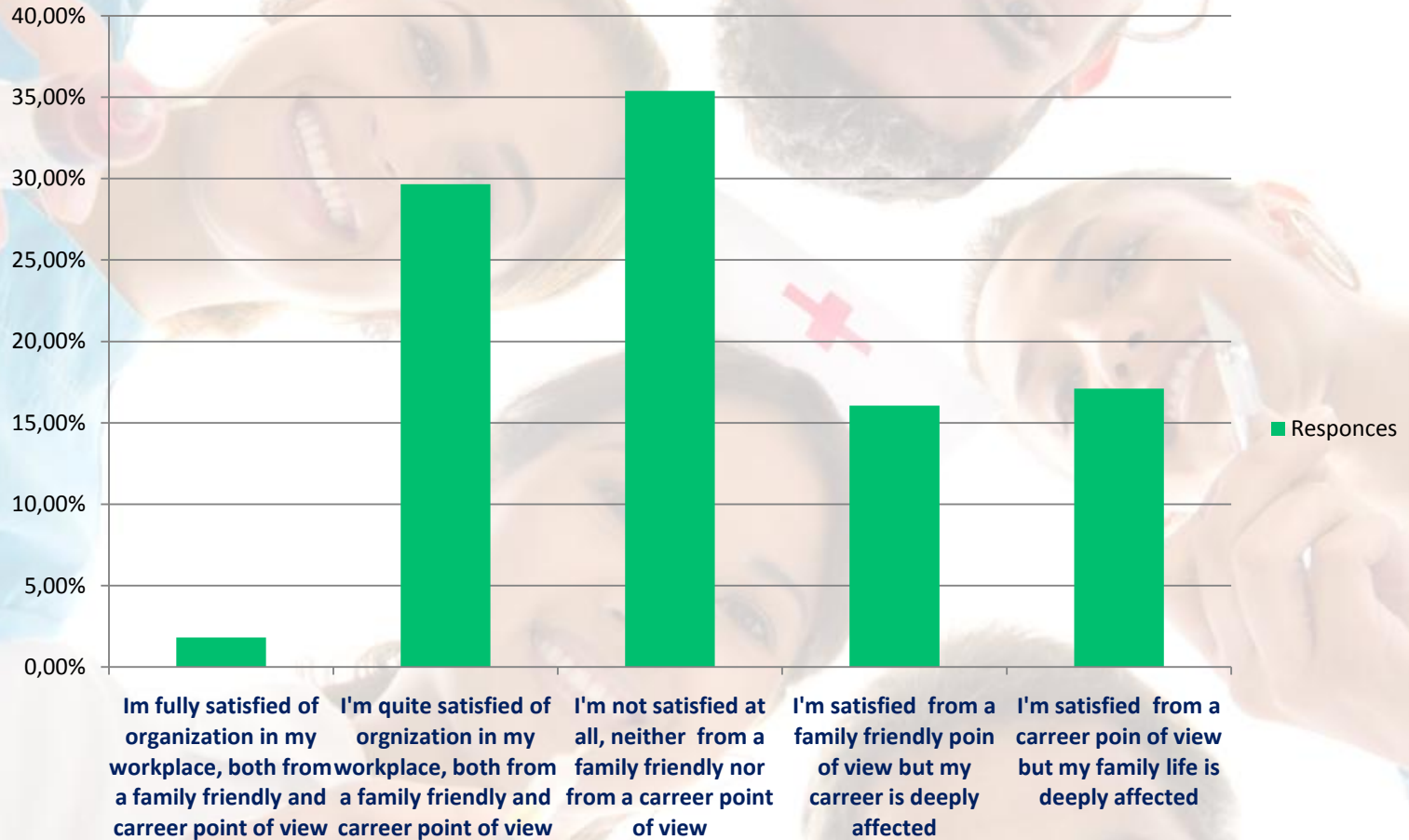
Woman-friendly work and organization in the healthcare system

In your work, have you ever experienced discrimination against as a woman doctor?



Woman-friendly work and organization in the healthcare system

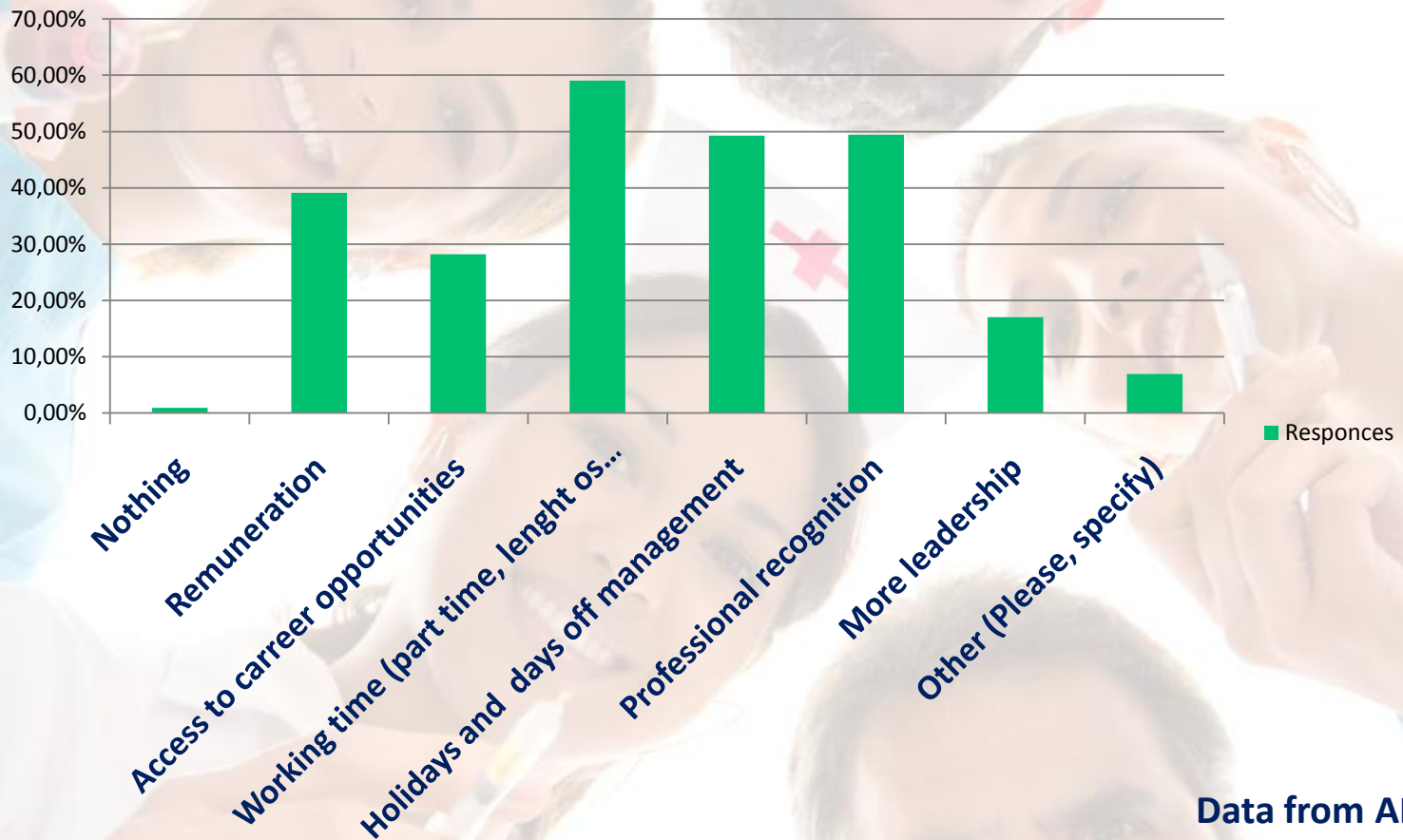
What is your opinion about work-life balance in your work organization?



Data from ANAAO

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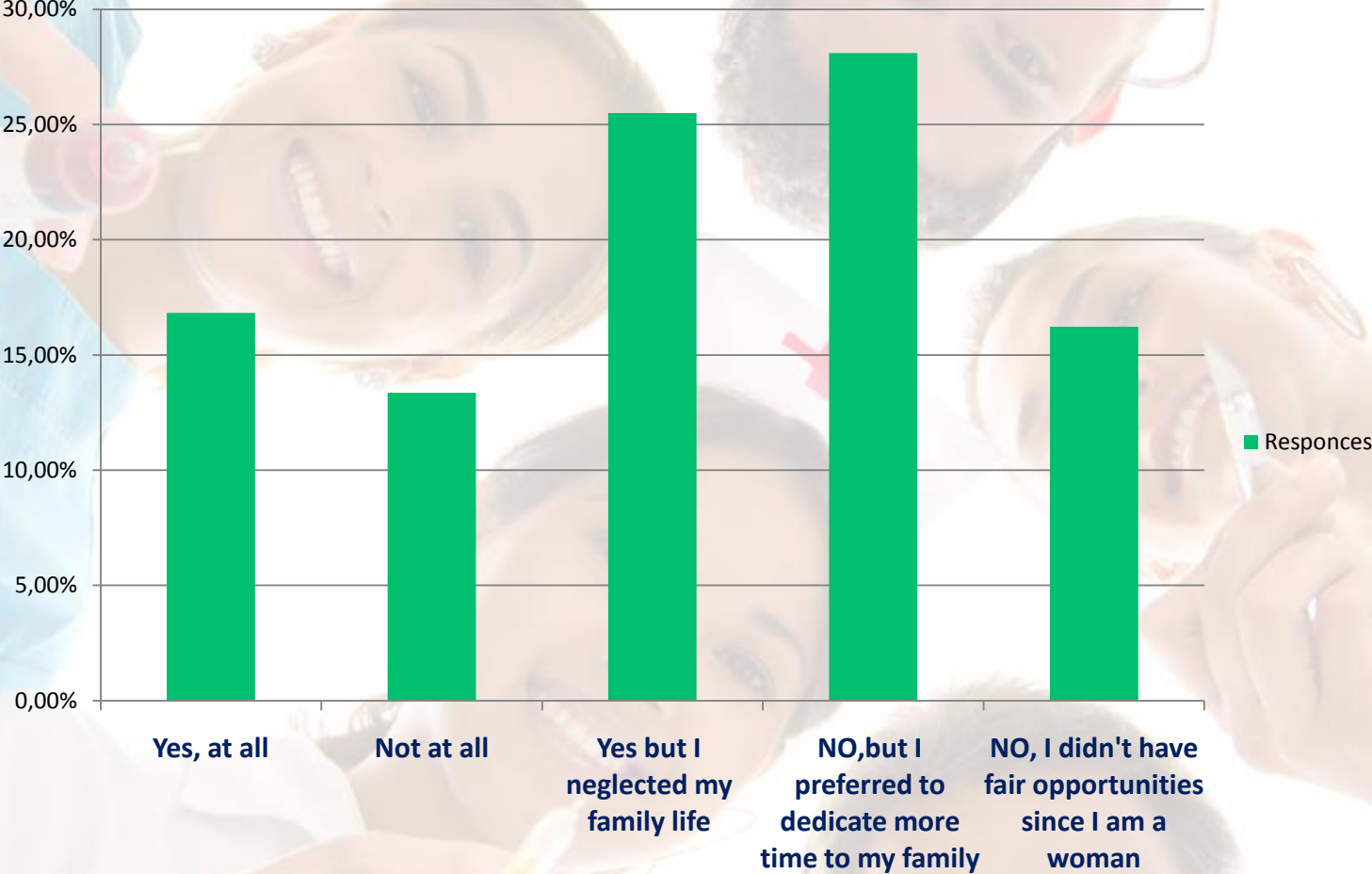
What would you improve in your work, for a more satisfying work-life balance?



Data from ANAAO

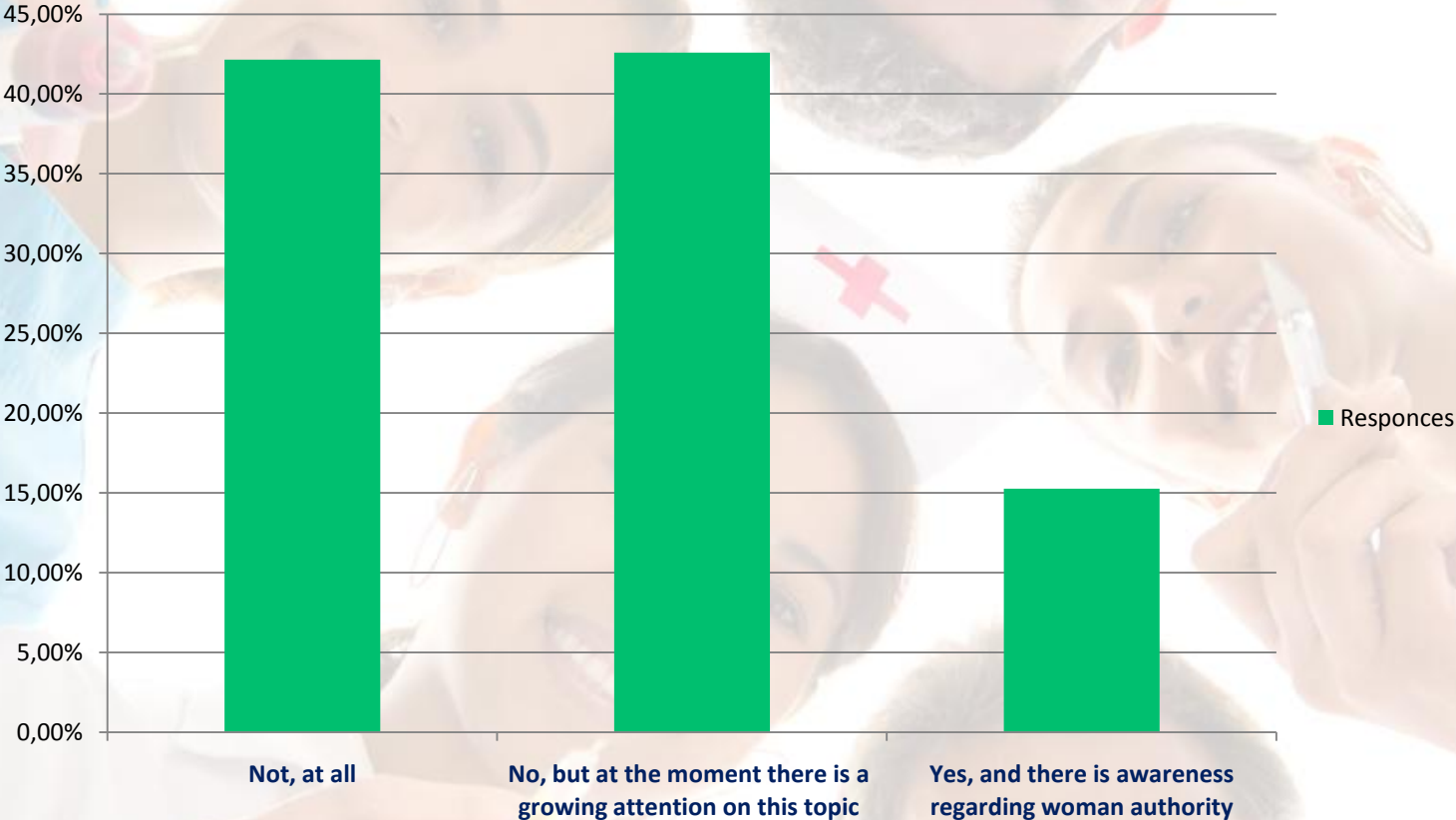
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Are you satisfied of your professional career?



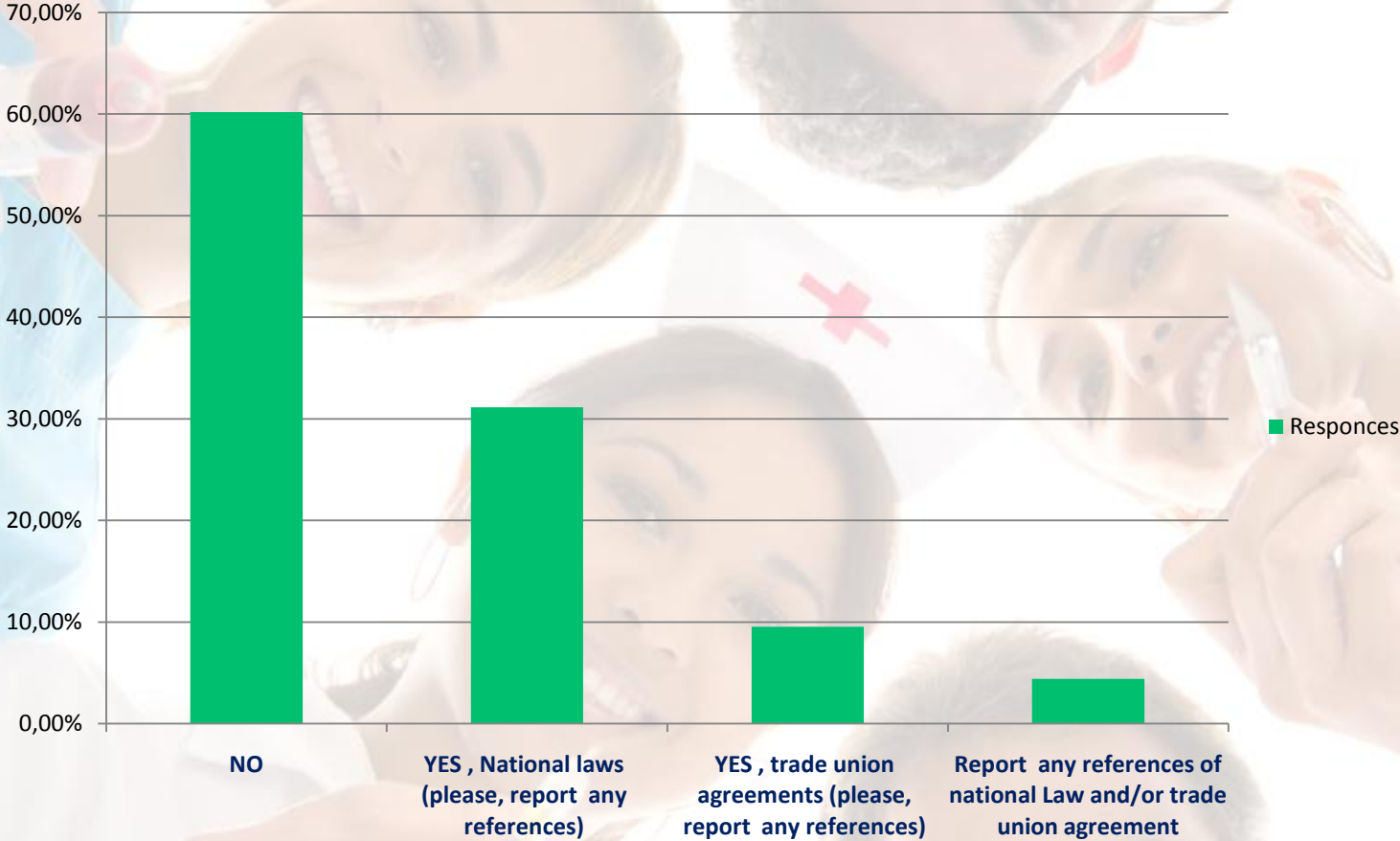
Woman-friendly work and organization in the healthcare system

Do you think , in your workplace, there is a fair involvement of woman doctors in management rules?



Woman-friendly work and organization in the healthcare system

In Italy, is there any low or collective agreement that is, in your opinion, woman or family oriented



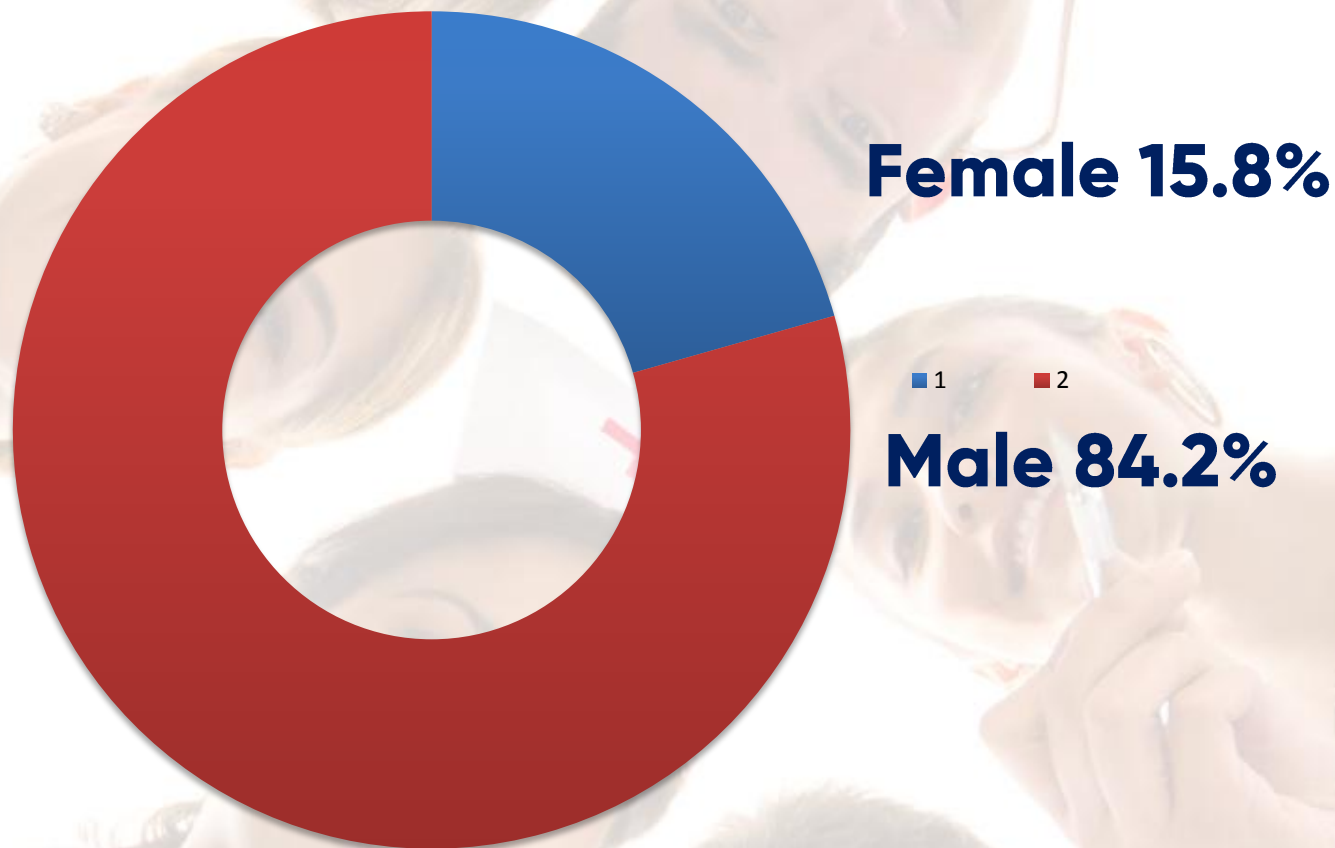
Woman-friendly work and organization in the healthcare system

DISTRIBUTION BY AGE AND GENDER OF ALL CERTIFIED MEMBERS OF THE GENERAL MEDICAL COUNCIL						
AGE RANGE	DOCTORS		DENTISTS		DOCTORS & DENTISTS	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
≤ 24 yo	1	2	7	14	0	0
25-29 yo	9.705	12.782	1.805	1.416	1	0
30-34 yo	12.621	19.213	2.581	1.935	23	10
35-39 yo	10.612	19.213	2.503	2.072	30	7
40-44 yo	11.342	18.504	3.046	2.089	39	18
45-49 yo	11.124	14.407	3.008	1.559	118	51
50-54 yo	15.862	15.583	3.580	1.515	1.080	381
55-59 yo	26.020	20.020	2.641	789	4.373	1.216
60-64 yo	41.046	23.950	1.426	328	9.273	1.924
65-69 yo	38.104	13.540	847	137	5.797	643
70-74 yo	17.424	3.494	315	39	1.587	110
≥ 75 yo	18.132	2.836	293	28	946	66
TOT	211.993	163.554	22.052	11.921	23.267	4.426

Courtesy by FNOMCeO 05.09.2018

number and % of Italian women doctors (grouped by age)

Woman-friendly work and organization in the healthcare system



How many woman heads of department are there in Italy?

ISS database 31.12.17 : total 6.556 Department Heads

(Courtesy R.Chervani)

Woman-friendly work and organization in the healthcare system

SNR	FEMALE	PERCENTAGE
DOCTOR		44%
BOARD MEMBER	7/45	16%
RESIDENTS	73	53%

ANAAO	FEMALE	PERCENTAGE
DOCTOR		47,7%
BOARD MEMBER	3/13	23%
REGIONAL SECRETARY	3/21	14.3%

AAROI-EMAC	FEMALE	PERCENTAGE
DOCTOR	6044	
BOARD MEMBER	237	3.92%

number and % of women doctors in trade union and in the board of trade union

Woman-friendly work and organization in the healthcare system

- 1. Fixed-term hiring of a replacement for each maternity leave**
- 2. Easy admission to part-time work**
- 3. Foster most flexibility in working time schedule**
- 4. Offer of a variety of fringe benefits (*such as childcare services/vouchers, on-site fitness centre, employee meals*)**
- 5. Appoint Control Bodies such as a CUG who will be responsible for advising and enforcing equal opportunity policy in health facilities.**

Thank you for your attention

