

## Women Doctors at Innsbruck Medical University Affirmative Action for Women vs. Feminisation of Medicine


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The Austrian University Law dictates affirmative action for women and the compatibility of work and family.

- 1) Can we see any effects or positive results?
- 2) What about the feminisation of medicine?



## Austrian University Law 2002

§ 1: Goals  
... to contribute to meeting the societal challenges in a changing humane and gender-appropriate society ...

§ 2: Guiding Principles  
9. Equal Opportunity for Women and Men

§ 3: Tasks  
9. Equal Opportunity for Women and Men and affirmative action for women

§ 41: Equal Opportunity for Women and Men, Affirmative Action Law, Affirmative Action Campaign, Quotas


§ 42: Working Group for Gender Equality



## Other Equal Treatment and Equal Opportunity Laws


- Austrian Equal Treatment Law
- Gender Mainstreaming Law
- „Compatibility of work and family“, childcare opportunities, re-entry programmes, temporary reduction in working hours, etc.

All these and still other laws provide the legal basis for anti-discrimination activities at the Austrian universities. At least on paper, Equal Opportunity and Equal Treatment are guaranteed.



The annual reports of Innsbruck Medical University Hospital were used for data compilation, and in 2002 and 2012 the female physicians at Innsbruck Medical University were surveyed using a standardised anonymous questionnaire.

„We weren't just standing around waiting for you!“  
Hochleitner, M. (2003): „Hier hat niemand auf Sie gewartet!“ Frau in der Medizin, „Ärztinnenstudie“ 2002. innsbruck university press. ISBN 3-901249-73-7.



### Women Doctors at Innsbruck Medical University Hospital 2002 and 2012

| Year | % women doctors |
|------|-----------------|
| 2002 | 35.8%           |
| 2012 | 44.1%           |



### Women Doctors in Temporary (usually training positions) and Permanent Positions

| Year | Permanent positions | Temporary positions |
|------|---------------------|---------------------|
| 2002 | 24.4%               | 74.9%               |
| 2012 | 49.0%               | 49.7%               |



### Age Distribution among Women Doctors

| Age distribution | 2002  | 2012  |
|------------------|-------|-------|
| <29 years        | 17.3% | 9.7%  |
| 30-39 years      | 53.9% | 49.7% |
| 40-49 years      | 24.7% | 22.1% |
| ≥50 years        | 3.3%  | 16.6% |



### Women Heading a University Clinic

| Year | Female Clinic Heads |
|------|---------------------|
| 2002 | 5%                  |
| 2012 | 5%                  |



### Women Doctor's Contentment referred to Advancement Opportunities

| Advancement opportunities | 2002  | 2012  |
|---------------------------|-------|-------|
| Very content              | 8.9%  | 11.0% |
| Content                   | 28.0% | 25.5% |
| Less content              | 40.2% | 31.0% |
| discontent                | 20.3% | 28.3% |



### Congress Participation of Women Doctors

| Congress participation | 2002  | 2012  |
|------------------------|-------|-------|
| > 5 times/year         | 12.5% | 12.4% |
| 2-4 times/year         | 50.9% | 60.0% |
| 1 time/year and less   | 36.5% | 24.8% |



### Women Doctors in Full-Time Employment

| Year | 100%  |
|------|-------|
| 2002 | 89.7% |
| 2012 | 75.2% |



### Employment desired by Women Doctors

| Desired employment | 2002  | 2012  |
|--------------------|-------|-------|
| 100%               | 47.2% | 47.6% |
| Less than 100%     | 51.3% | 49.0% |



### Children, Desire to Have a Child and Percentage of Women Doctors Living Alone without a Partner and/or Child

| year | Children | Want to Have a Child | Single |
|------|----------|----------------------|--------|
| 2002 | 37.6%    | 34.3%                | 58.3%  |
| 2012 | 46.9%    | 34.5%                | 53.1%  |



### As a Women, do you Experience Obstacles in Your Profession?

| Year | Yes   | No    |
|------|-------|-------|
| 2002 | 44.6% | 54.6% |
| 2012 | 49.7% | 43.4% |

After 10 years, women report encountering more obstacles in their profession. The Working Group for Gender Equality can not explain this. While it is possible that women now have an increased awareness for obstacles, a backlash caused by the downturn in the economy is a likely contributing factor.



### Have you Experienced Sexual Harassment During your Studies?

| Year | Yes   | No    |
|------|-------|-------|
| 2002 | 24.0% | 76.0% |
| 2012 | 13.8% | 83.4% |



### Have you Experienced Sexual Harassment on Your Job?

| Year | Yes   | No    |
|------|-------|-------|
| 2002 | 26.6% | 73.1% |
| 2012 | 30.3% | 66.2% |

This question, too, shows an increase after 10 years. This correlates with the reports made to the Working Group for Gender Equality, but is probably also related to the downturn in the economy and thus more aggression toward women's rights.



### Women Doctor's Wishes to the Employer

| increased remuneration | 2002  | 2012  |
|------------------------|-------|-------|
| Very important         | 34.3% | 47.6% |
| Important              | 47.2% | 37.2% |
| Less important         | 16.2% | 10.3% |
| unimportant            | 1.1%  | 0.7%  |



### Women Doctor's Wishes to the Employer

| Flexible work time | 2002  | 2012  |
|--------------------|-------|-------|
| Very important     | 64.6% | 56.6% |
| Important          | 26.9% | 30.3% |
| Less important     | 5.9%  | 10.3% |
| unimportant        | 1.5%  | 1.4%  |



### Women Doctor's Wishes to the Employer

| Support by employer | 2002  | 2012  |
|---------------------|-------|-------|
| Very important      | 45.4% | 63.4% |
| Important           | 36.9% | 25.5% |
| Less important      | 12.9% | 5.5%  |
| unimportant         | 2.6%  | 0.0%  |



### Women Training in Family Medicine and Women Licensed in Family Medicine

| Year | Training in Family Medicine | Licensed in Family Medicine |
|------|-----------------------------|-----------------------------|
| 2002 | 35.0%                       | -                           |
| 2012 | 80.0%                       | 100.0%                      |



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In these 10 years the number of female physicians rose by 50.6%.

The number of permanent positions held by women doubled.

In 2002 and 2012 two university clinics were headed by women alongside a field of 40 male clinic heads.

So, until now quotas and anti-discrimination laws have been able to increase the number of female doctors at the university clinic, but have not been very helpful in breaking the glass ceiling.



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There is no evidence for any feminisation of medicine.

And why should there be? After all, the jobs with the most prestige and the highest incomes, namely those of university clinic heads, have not been achieved by women at all.

By contrast, a new job category has evolved, that of Family Medicine doctors at the university clinics as a field populated exclusively by women doctors. This job category has the lowest prestige, the lowest income and no career chances whatsoever.



The facts presented here today leads us to ask one question: Do we see a trend developing to different career paths for women and men? For example, the permanent positions for Family Medicine doctors are becoming a women's ghetto. Part-time jobs and the number of children are also increasing.

Can all the laws supporting affirmative action for women take effect in this system of the Austrian university clinics, or do we first have to rethink and reorganise the system? For example, maybe part-time positions should also be possible for clinic heads.



In conclusion, affirmative action for women is able to increase the number of women doctors at the University Hospitals but seems not to be able to break the glass ceiling.

So, we cannot prove any feminisation of medicine!



Thank you very much for your interest