

Women Emergency Physicians in Your Department, What Every Manager Needs To Know?

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Every manager needs to know

- Women emergency physicians often part of ED team
- Women often lead the team
- Same professional expectations as men
 - Diagnose
 - Treat
 - Keep patients & families informed
 - Etc

OBJECTIVES

- EXPLAIN ADVANTAGES OF HAVING WOMEN PHYSICIANS IN ED
- EXPLAIN CHALLENGES OF HAVING WOMEN PHYSICIANS IN ED
- DISCUSS POSSIBLE SOLUTIONS TO THESE CHALLENGES

We Can Do It!







WOMEN PAID SAME/ WOMEN COST MORE?



EQUAL JOB
EQUAL PAY



MYTH

SUPPORT
EQUAL PAY
FOR EQUAL WORK

*The gender wage gap
puts women at a
career-long disadvantage*



In 2011, a typical 25-year-old woman working full time all year earned \$5,000 less than a typical 25-year-old man.

In just ten years, her cumulative lost wages will reach \$34,000. According to U.S. Census data, by age 65, the average woman will have lost \$431,000 over her working lifetime as a result of the earnings gap.

Send or share this card to show that you support equal pay for equal work:
Email it • Post it on Facebook • Use #EqualPay on Twitter



WH.GOV/EQUALPAY

ARDA

@SELVEDINFCB





WOMEN PROVIDE: MORE BURDEN & MORE BENEFITS



AN EXAMPLE OF BAD RESEARCH & BAD METHODS:

FACT: WOMEN PAID SAME AS MEN FOR SAME HRS IN EM

Differences in the Annual Incomes of Emergency Physicians Related to Gender

William B. Weeks, MD, MBA, Amy E. Wallace, MD, MPH

Abstract

Objectives: To examine the association between physician gender and income for emergency physicians (EPs) after correcting for factors likely to influence income.

Methods: The authors used survey responses collected during the 1990s from 392 actively practicing white EPs. Linear regression modeling was used to determine the association between provider gender and annual income after controlling for workload, provider characteristics, and practice characteristics.

Results: White female EPs reported seeing 7% fewer visits but worked 3% more annual hours than their white male counterparts. White female EPs had practiced medicine for fewer years than white male EPs, although the distribution of respondents across categories of years practicing medicine was not dramatically different. Female EPs were more likely to be employees, as opposed to having an ownership interest in the practice. Female EPs were less likely than their male counterparts to be board certified. After adjustment for work effort, provider characteristics, and practice characteristics, the mean annual income of white female EPs was \$193,570, or \$47,854 (20%) lower than that for white male EPs (95% confidence interval = -\$82,710 to -\$12,997; $p = 0.007$).

Conclusions: During the 1990s, female gender was associated with lower annual income among EPs. These findings warrant further exploration to determine what factors might cause the gender-based differences in income that were found.

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Keywords: gender, physician income, inequity

Every manager needs to know

CHALLENGES: SOME WOMEN WANT IT ALL....

Work life –balance

Family

Career in emergency medicine

BUT

CANNOT HAVE IT ALL AT THE SAME TIME

Every manager need to know

CHALLENGES

- Quality of work when take time off more
- Leave work for children
- Refuse to work less than men
- Do all procedures (like reductions, cast etc.)
- Women trainees take off time but don't extend residency length
- Work fewer nights than men when breast feeding
- Get more time off

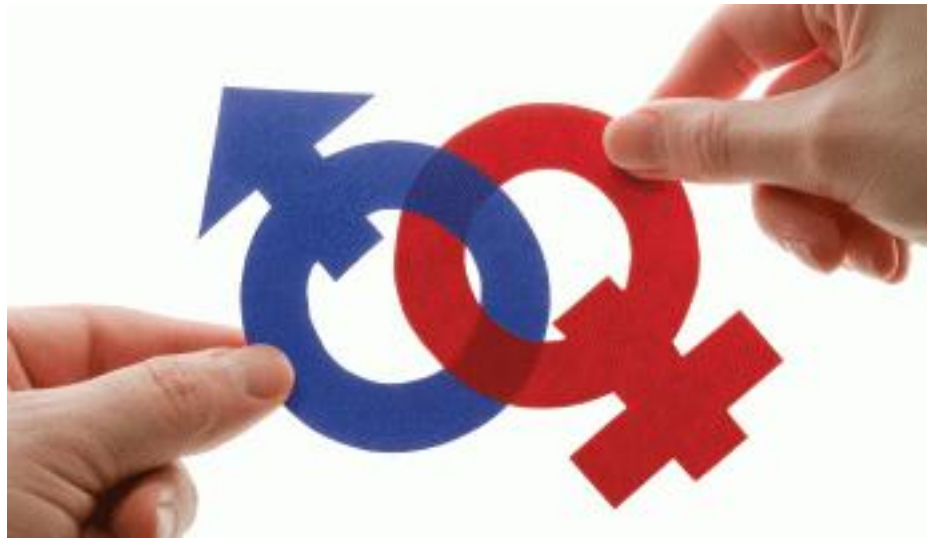
Every manager need to know

- Women emergency physicians likely need to take time off
- Pregnancy
- Breast feeding
- Menstruation
- Child care

In Turkey

- Positive discrimination for women
- Equal job, equal pay
- During pregnancy 6 months time off (3 months before, 3 months later giving birth)
- %50 of salary during period
- Right to 24 months off with no salary
- Saving position
- First 2 years work until midnight
- **These can effect effectiveness of emergency medicine residency bad way**
- Some centres prefer add these 6 months to end of residency

CHALLENGES/ SOLUTIONS



SOLUTIONS

- 1. MEN & WOMEN NEED TO APPRECIATE EACH OTHER ROLES IN SOCIETY
 - PREGNANCY IS A BLESSING AS WELL AS A SHARED BURDEN
 - INVESTMENT NOW PAYS BIG DIVIDENDS LATER FOR SOCIETY
- 2. WOMEN NEED TO CONSIDER
 - DELAYING PREGNANCY UNTIL AFTER TRAINING
 - EXTENDING TRAINING TO MAKE UP TIME FOR LOST TRAINING IF PREGNANT
 - WORKING NIGHTS & BANKING THEM EITHER BEFORE THEY GET PREGNANT OR DURING EARLY PREGNANCY
 - SEEKING OUTSIDE SUPPORT FOR HELP WITH HOME & CHILDCARE
 - NOT TO BE GREEDY TO TRY AND HAVE IT ALL AT ONCE!

