Questionnaire Results about mutual partnership between men and women

Women’s Committee, ACP Japan Chapter
**Introduction of Women’s Committee**

**Mission**
We survey the key factors which encourage Japanese women doctors to advance their careers and actively contribute to society. We suggest and practice the improvement strategies as a Women member of ACP.

**Goals and Objectives**

1. **Career advancement**

   **Education**
   - Continuing Medical Education
   - Re-education system

   **Family and Work**
   - Diverse working style
   - Re-employment system

   **Mutual Partnership**
   - Communication between men and women
   - Questionnaires

   **Network**
   - Mailing List
   - Tea party

2. **Activity and Contribution**

   - decision-making
   - act worldwide
   - contribution to society

We have built mailing list and held a tea party for networking. This network will help your activity and contribution. We will survey the problems facing women doctors and act for improvements. We believe it is important that male doctors also participate in this activity.

Solving the hardest problems requires the best people.
We would like to hear your opinion and appreciate your cooperation.

Thank you for your partnership.

Women’s Committee, ACP Japan Chapter
Chair: Keiko Hiyama    Vice-Chair: Mamiko Ohara
Member: Keiko Arai, Harumi G. Yano
Associate member: Akiko Tomonari, Masako Utsunomiya,
Student member: Kaori Endo, Masako Sugihara
Advisor: David H. Gremillion
Dear ACP members

Women’s Committee, ACP Japan Chapter

In Japan, “Women Doctor Support” is getting a lot more attention lately due to the shortage of doctors and the rapid increase of the ratio of women doctors. While the society is moving toward mutual partnership between men and women, not only the voices of women doctors but also of medical students and male doctors are important in order to take effective measures. Therefore we surveyed doctors and students of both sexes, regarding their opinions and measures they demand on taking care of their children or aged parents as well as keeping a good balance between work and home.

■Response rate

<table>
<thead>
<tr>
<th>Region</th>
<th>Response Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kameda</td>
<td>88%</td>
</tr>
<tr>
<td>ACP</td>
<td>39%</td>
</tr>
<tr>
<td>Hiroshima</td>
<td>24%</td>
</tr>
<tr>
<td>Yamanaishi</td>
<td>54%</td>
</tr>
<tr>
<td>Hokkaido</td>
<td>80%</td>
</tr>
<tr>
<td>Sapporo</td>
<td>60%</td>
</tr>
<tr>
<td>Amakusa</td>
<td>47%</td>
</tr>
</tbody>
</table>

Maximum 46.0 36.0 6.0 6.0
Avarage 23.5y 18.3y 6.0y 6.0y
Minimum 7.0y 7.0y 1.0y 1.0y
Standard Deviation 8.8 10.6 1.4 1.3

■Background of Response (Q1~4)

Q1 Which is your sex?
Q2 What grade do you belong? / How many years have passed after graduating?
Q3 ① Are you married?
Q4 ① Do you have children?
Q3 ② This question is only for those who chose the answer ‘No’ in question 3-①. Do you want to be married in the future?

Q4 ② This question is only for those who chose the answer ‘No’ in question 4-①. Do you want to have children?

Q4 ③ This question is only for those who chose the answer ‘No’ in question 4-②. Which one of 1-13 is the best reason?
**Q4**④ This question is only for those who chose the answer ‘No’ in question 4-②.
Which one of 1-13 is the best measure for motivation of having children?

**Q5** Please answer question 5 if you chose the answer ‘Yes’ in question 4-① or 4-②.
① Do/Did you participate in raising your child at home?

② Who do you think should take/took child-care leave?
Q5 ③ Do/Did you worry about having children and taking care of children?

<table>
<thead>
<tr>
<th></th>
<th>1 Yes</th>
<th>2 No</th>
</tr>
</thead>
<tbody>
<tr>
<td>Student (Women)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>n=250</td>
<td>54.7%</td>
<td></td>
</tr>
<tr>
<td>Student (Men)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>n=442</td>
<td>45.3%</td>
<td></td>
</tr>
<tr>
<td>Doctor (Women)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>n=16</td>
<td>47.1%</td>
<td></td>
</tr>
<tr>
<td>Doctor (Men)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>n=72</td>
<td>52.9%</td>
<td></td>
</tr>
</tbody>
</table>

Q5 ④ This question is only for those who chose the answer ‘Yes’ in question 5-③.
Which one of 1-13 is the best reason?

Q5 ⑤ This question is only for those who chose the answer ‘Yes’ in question 5-③.
Which one of 1-13 will achieve the best result regarding help for raising children while continuing work?
Q6 Please answer about elderly care
① Do you feel uneasy when your must quit/decrease your workload because of elderly care?

Q6 ② This question is only for those who chose the answer ‘Yes’ in question 6-①. Which one of 1-13 is the best reason?

Q6 ③ This question is only for those who chose the answer ‘Yes’ in question 6-①. Which one of 1-13 will achieve the best result regarding help for elderly care?
Q7 Please choose one from below about the reason you may take absence from work, other than taking care of children and elderly.

<table>
<thead>
<tr>
<th>Reason</th>
<th>Student (Women)</th>
<th>Student (Men)</th>
<th>Doctor (Women)</th>
<th>Doctor (Men)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1) To study in Japan</td>
<td>22.9</td>
<td>17.8</td>
<td>5.0</td>
<td>18.8</td>
</tr>
<tr>
<td>2) To study abroad</td>
<td>61.6</td>
<td>64.5</td>
<td>75.0</td>
<td>39.1</td>
</tr>
<tr>
<td>3) To prepare for work in other fields as a doctor</td>
<td>10.6</td>
<td>12.8</td>
<td>19.0</td>
<td>14.5</td>
</tr>
<tr>
<td>4) Other</td>
<td>4.5</td>
<td>5.4</td>
<td>5.0</td>
<td>27.3</td>
</tr>
</tbody>
</table>

Q8 ① Please choose one about your future career.

<table>
<thead>
<tr>
<th>Career</th>
<th>Student (Women)</th>
<th>Student (Men)</th>
<th>Doctor (Women)</th>
<th>Doctor (Men)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1) Doctor in university hospital</td>
<td>17.8</td>
<td>19.8</td>
<td>11.1</td>
<td>24.3</td>
</tr>
<tr>
<td>2) Doctor in hospitals other than university hospitals</td>
<td>57.0</td>
<td>52.7</td>
<td>44.4</td>
<td>47.1</td>
</tr>
<tr>
<td>3) Home doctor</td>
<td>11.0</td>
<td>14.2</td>
<td>44.4</td>
<td>8.6</td>
</tr>
<tr>
<td>4) Researcher</td>
<td>2.0</td>
<td>0.0</td>
<td>0.0</td>
<td>8.6</td>
</tr>
<tr>
<td>5) Public employee</td>
<td>0.0</td>
<td>0.0</td>
<td>0.0</td>
<td>0.0</td>
</tr>
<tr>
<td>6) Work abroad</td>
<td>0.0</td>
<td>0.0</td>
<td>0.0</td>
<td>0.0</td>
</tr>
<tr>
<td>7) Work part time</td>
<td>0.0</td>
<td>0.0</td>
<td>0.0</td>
<td>0.0</td>
</tr>
<tr>
<td>8) Other</td>
<td>0.0</td>
<td>0.0</td>
<td>0.0</td>
<td>0.0</td>
</tr>
</tbody>
</table>

Q8 ② Do you think about your gender when you chose your choice in Q8-①?

<table>
<thead>
<tr>
<th>Gender Consideration</th>
<th>Student (Women)</th>
<th>Student (Men)</th>
<th>Doctor (Women)</th>
<th>Doctor (Men)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>21.7</td>
<td>11.4</td>
<td>20.0</td>
<td>20.0</td>
</tr>
<tr>
<td>No</td>
<td>78.3</td>
<td>88.6</td>
<td>80.0</td>
<td>80.0</td>
</tr>
</tbody>
</table>

Do you think about your gender when you chose your choice in future career?
Q8 ③ This question is only for those who chose the answer “Yes” in question 8-②.
Which one of the following is the main reason you chose your work?

Q9 ① Which one of the following seems to be most attractive to you? Please choose one.

Q9 ② Which one of the following do you want to specialize in? Please choose one.
Q9 ③ Which reason did you think the most important when you decided your specialty? Please choose one.

Q10 ① Do you think your gender affected your choice of specialty?

Q10 ② This question is only for those who chose ‘Yes’ in question 10-①. Why did you choose your specialty? Please choose one.
Q11 ① Would you like to work until the official retirement age? Please choose one.

Q11 ② This question is only for those who chose the answer 2 or 3 in question 11-①. Which of the following seems to be the most important reason you cannot continue your work until the official retirement age? Please choose one.

Q11 ③ This question is only for those who chose the answer ‘Yes’ in question 11-①. Which of the following do you think is the most important effort in working until retirement age? Please choose one.
Renovation for Mutual Partnership between Men and Women: What the Questionnaire Results Show

Masako Sugihara, Ed.M, Ph.M
Student Member, Women's Committee, ACP Japan Chapter
Medical student (6th year),
School of Medicine, University of Yamanashi, Japan

Background

January 2007: Ministry of Health started ‘women doctors bank’.
April 2007: Ministry of Education started supporting model universities.

Support systems, symposiums, and surveys for women doctors have increased markedly.

However,

- Connections between them are not yet enough.
- Voices from men are also very important.
  (There are many male students around me who like to cook or like children.)
Purpose

We surveyed male and female doctors and students, regarding their opinions and expectations on child and elderly care as well as maintaining a good balance between work and home.

Methods

- **Date**: From December 2007 to January 2008
- **Subject**: Students of 5 Univ. (Asahikawa, Sapporo, Hokkaido, Yamanashi, and Hiroshima University)
  Doctors (Members of ACP Japan Chapter, and doctors in Kameda General Hospital)
- **Method**: through e-mail, computer input, or paper sheets
- **All numbers of Answers**: 958 individuals
Background of the Respondents

1. How many years have passed after entering the university?

<table>
<thead>
<tr>
<th>Respondents</th>
<th>Years (y)</th>
<th>Minimum</th>
<th>Average</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>Doctor (Men)</td>
<td>45.0y</td>
<td>10.0</td>
<td>18.2</td>
<td>45.0y</td>
</tr>
<tr>
<td>Doctor (Women)</td>
<td>36.0y</td>
<td>10.0</td>
<td>18.2</td>
<td>45.0y</td>
</tr>
<tr>
<td>Student (Men)</td>
<td>3.0y</td>
<td>1.0</td>
<td>1.0</td>
<td>3.0y</td>
</tr>
<tr>
<td>Student (Women)</td>
<td>3.0y</td>
<td>1.0</td>
<td>1.0</td>
<td>3.0y</td>
</tr>
</tbody>
</table>

2. Are you married?

3. Do you have children?

Collection Rate

- Kameda: 33%
- ACP: 9%
- Hiroshima: 4%
- Yamanashi: 54%
- Hokkaido: 30%
- Sapporo: 60%
- Asahikawa: 45%
Results

“Who do you think should take childcare leave?”

- Around half of the men want to take child-care leave either by themselves or in rotation.
- 41.6% of female students want to take it by themselves.

Results

“Which will help for raising children?”

- The rate of the female students who chose re-employment support and re-education facility and system was the largest.
- “Coverage by coworkers” and “diverse working style” ranked 1st and 2nd in all the groups.
Results

"Which will help for elderly care?"

- The rate of the female students who chose re-employment support and re-education facility and system was smaller.
- "Coverage by coworkers" was chosen more by all the groups.

Results

"Which of the following do you think is the most important effort in working until retirement age?"

Other than "fitness training", "Choice or change of facility of employment" was ranked 1st by male doctors, while "specialty choice or change" was ranked 1st by the other three groups.
Results (specialty choice)

1. "Which specialty is most attractive to you?"
2. "Which one do you want to specialize in?"
3. The real rate of specialty of all the doctors in Japan.

Pediatrics, obstetrics and gynecology, emergency, surgery ↓

- Male: Pediatrics ↓↓
- Female: Ophthalmology ↑↑

Free Comments No.1

- "I never have any free time." (many)
- "We need 'role models' who maintain a balance between family and work and information about support systems to do so." (female student)
- "We need 24-hour nurseries which will look after ill children" (female student)
- "It is important to improve work environments of doctors regardless of gender, as Osaka Kousei Nenkin Hospital did." (male doctor)
- The experience of child and elderly care can be a meaningful "clinical training" (male doctor)
Free Comments No.2

“Because we lack doctors, it is natural to let more men enter the medical major than women.” (male doctor)

“I am really sorry to hear such an opinion from many male physicians. The medical world should get away from the man society so as to improve labor circumstances not only of women but also of men.” (male doctor)

Discussions

Regarding child-care,
Female students have a much stronger sense of “interruption” of their work, while other groups have a less sense of it.

Regarding elderly care,
Continuation of the work is presupposed by all the groups.

To just to be able to continue to work,
Many doctors are compelled to change their specialty, working style, or change to only working part-time. In reality, 1/4 of women doctors and 1/5 of all the doctors are part-timers.
(> those of respondents who were interested in part-time work.)

For students,
there are few “role models” and few “model” hospitals.
Neither doctors who overwork or “super women doctors” can be “role models”.

Conclusions

On-site voices demand these policies!

<table>
<thead>
<tr>
<th></th>
<th>students</th>
<th>doctors</th>
</tr>
</thead>
<tbody>
<tr>
<td>female</td>
<td>male</td>
<td>female</td>
</tr>
<tr>
<td>male</td>
<td></td>
<td>male</td>
</tr>
<tr>
<td>re-employment &amp; re-education system</td>
<td></td>
<td></td>
</tr>
<tr>
<td>role models, model hospitals</td>
<td></td>
<td></td>
</tr>
<tr>
<td>a free choice of attractive specialty</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

- continuing to work without changing working style
- child or elderly care without interruption of work
  - diverse working styles (shortening, flex, shift, at home)
  - 24-hour nursery which will look after ill children

Proposal

Free choice of specialty and working style
Promotion of effective clinical clerkship

Recount the total number of doctors necessary in Japan and make a better plan

We will continue this survey to know on-site voices so as to improve national policies!
Acknowledgement

1. Department of Health Sciences, Interdisciplinary Graduate School of medicine and Engineering, University of Yamanashi
   HP: http://www.med.yamanashi.ac.jp/social/heal0sci/index.html

2. Hokkaido Medical Woman’s Association
   HP: http://www.ac.auone-net.jp/~kitajyo

3. Kameda Medical Center
   HP: http://www.kameda.com/

4. Nirinsou Center, Asahikawa Medical College
   HP: http://www.asahikawa-med.ac.jp/hospital/nirinsou/homepagemain.html

5. Sapporo Medical University Association

Welcome your comments and opinions to: acp@naika.or.jp

2008/04/12

Women’s Committee, ACP Japan Chapter
http://acpjc.naika.or.jp/