STOP THE MEDICAL COLLAPSE!!
by mutual cooperation among the
general public, medical professionals,
and policy makers.

Women's Committee, ACP Japan Chapter
Proposal from ejnet symposium 2008 (Dec. 7, 2008, Tokyo)

Consideration of the female physicians' work-life balance cannot be expected if male physicians work in a strict environment. If the female physicians do not keep working, work environment cannot be improved for the male physicians. To sever this vicious cycle, prevent further collapse of the medical system, and improve work environment for all male and female physicians, a symposium was held by ejnet, under the auspices of the ACP Japan Chapter and others. The objective was to share the problems and opinions on this issue from the standpoint of the general public, medical professionals, and policy makers. Our ACP Japan Chapter Women's Committee members also participated in the symposium and the following tentative proposals were submitted:

1. **To Policy Makers:**
   - Convert the medical expense reduction policy.
   - Secure necessary fiscal resources based on medical professionals and the general public's requests.
   - Implement effective measures to rapidly improve the exhausting medical work environment, increasing the number of doctors and nurses as well as adjusting their uneven distribution.
   - Reinforce medical education at the same time.

2. **To Medical Professionals:**
   - Continue to carry out their mission with pride and make an effort to inform the general public about the exhausting medical work environment.
   - Address serious issues such as uneven distribution of doctors and medical mistrust, on their own initiatives as professionals.

3. **To the General Public:**
   - Understand the fact that the mutual trust relationship among doctors, patients, and their families is the prerequisite to receive the best medical care.
   - Act as “a participant involved in public medical system” rather than “a user of medical services”.

**Appendix 1) What is “ejnet”:**
A non-profit organization for career development of female doctors, which was founded by Dr. T. Takino, Vice-chair of the Women's Committee, and other colleagues.
Appendix 2) Why a number of female doctors give up their careers in Japan:

**Introduction of Women’s Committee**

**Mission**
To survey the key factors which encourage Japanese female physicians to advance their careers and actively contribute to society. The Committee, as women Members of ACP, suggests and practices improvement strategies.

**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 a mailing list and held a tea/luncheon party to network and help your activity and contribution. We will survey the problems facing female physicians and act for improvements. We believe it is important that not only medical professionals but also the general public and policy makers cooperatively participate in such 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 (http://acpjc.naika.or.jp/)**
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Member: Harumi G. Yano, MD, Sayuri Motomura, MD, FACP, Naoko Aragane, MD
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