THE SWEDISH SURGEON

Ebba Kihlstedt 2014
The Global Gender Gap Index
published by the World Economic Forum

- Economic participation and opportunity
- Political empowerment
- Educational attainment
- Health and survival

<table>
<thead>
<tr>
<th>Country</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Iceland</td>
<td>0.87</td>
</tr>
<tr>
<td>Finland</td>
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<tr>
<td>Norway</td>
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<tr>
<td>Sweden</td>
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<td>Philippines</td>
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<td>Ireland</td>
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<td>New Zealand</td>
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<tr>
<td>Denmark</td>
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</tr>
<tr>
<td>Switzerland</td>
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<tr>
<td>Nicaragua</td>
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<td>Germany</td>
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<td>France</td>
<td>0.71</td>
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</tbody>
</table>

1 = equality  0 = inequality
Physicians working in Sweden

Medical Doctors < 65
Dec 2013

- Male: 54%
- Female: 46%

Salary 2013 (all MDs)
Source: Statistics Sweden, SCB

New MD during 2013

- Male: 52%
- Female: 48%

Specialists < 65
Dec 2014

- Male: 42%
- Female: 58%

New MD during 2013

- Male: 54%
- Female: 46%

Salary 2013 (all MDs)
Source: Statistics Sweden, SCB
Swedish Surgeons 2013

gastrointestinal, endocrine, breast and transplant surgery

2000 Swedish surgeons
< 65

female 21%

male 79%

Swedish Specialists in any Surgery over the last 20 years
Surgical specialists (all) 35-39 years old

Source: The National Board of Health and Welfare (Socialstyrelsen)
Licenced to cut in 2013
gastrointestinal, endocrine, breast and transplant surgery

New specialist 2013

- Males: 64
- Females: 32
- Total: 96

- Males: 67%
- Females: 33%
Physicians in Surgery 2013

gastrointestinal, endocrine, breast and transplant surgery
Members of the Swedish Medical Association

Source: The Swedish Medical Association
Swedens First Female Professor in Surgery

Prof. Malin Sund, University of Umeå
Mean Salary at a Surgical clinic

gastrointestinal, endocrine, breast and transplant surgery
Members of the Swedish Medical Association

Source: The Swedish Medical Association

SEK / month

- MD
- Resident
- Specialist
- Senior

- female
- male
In the Pipeline

Medical students 2014
Source: the Swedish Council for Higher Education

Surgical Residents 2013
Source: The Swedish Medical Association

female 53%
male 47%

female 53%
male 47%
My Situation
Norrköping, Östergötland

Head of The County Council

Head of The Center for Surgery, Orthopedics and Cancer Care

Head of The Surgical Clinic in Linköping

Head of The Surgical Clinic in Norrköping

Head of Upper GI section

Head of Lower GI section

Head of Trauma section
Examples from Abroad

* **UK** (Economic and Social Research Council -13, Royal College of Surgeons / BBC -13)
  * about 60 % female students in med school
  * 54 % female physicians < 35 yr
  * 16 % female residents in general surgery
  * 9 % female surgical consultants

* **USA** (Cochran. Jama surg -13)
  * about 50 % female students in med school
  * 36 % female residents in general surgery 2011
  * 8 % of female professors of surgery
The Choice of Speciality

- BAD MANAGING
- INDEPENDENCY
- VARIATED WORK
- INCOMPATIBILITY WITH FAMILY
- INTEREST
- PATIENT CONTACT
- NICE CLINIC

Surgery
Gender Equality in Surgery

**WHY?**

- to attract the best, most talented residents and specialists, regardless of gender
- to obtain a dynamic, diverse working environment
- because men and women have the same responsibility and possibility to raise their children
- new generation, different priorities
Obstacles?
Source: Cochran JAMA SURG -13,

* workload
* unpredictable work patterns
* rigid scheduling
* wage inequality
* parental leave
* stereotypes, prejudices
* self confidence, self-sufficiency
* lack of role models
* lack of women surgical leaders
* time investment required for promotion or research
Gender Equality in Surgery

HOW?

* encouragement
* mentors
* leadership training programs
* wise management
  * flexible scheduling
  * equal wage for equal performance
  * parental leave
* women on leading positions
* attractive culture on the clinic/institution
* action against gender-based discrimination
Important Steps in Sweden

- **Law of working hours**
  Arbetstidslagen 1982:673
  - 40 h working week

- **Law against discrimination**
  Diskrimineringslag 2008:567
  - working conditions
  - salary
  - parenthood
  - gender balance

- **Parental Leave Act**
  Föräldraledighetslag 1995:584
  - 480 days, min. 60 d/parent
  - part time, 75 %

- **Obligatory mentor, obligatory leadership courses during residency**

- **Well-built child and geriatric care**
To attract Great Surgeons we need to create an Appealing Working Environment

Fishing without a net is merely bathing.

Hausa, West African.