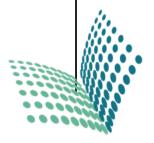




Women in Medicine in Israel

Ora Paltiel, MDCM, FRCPC



Dept of Haematology and Braun School of Public Health and Community Medicine Hebrew University of Jerusalem Hadassah Medical Organization

Gender equality in Israel – Myth and Reality





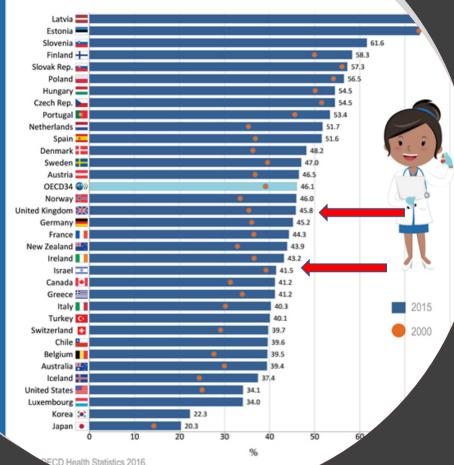






Share of female doctors

%, 2015 and 2000 (or nearest year)



Losing ground?

Med Students % Women 1989-199050.8% 2007-2008 55.1% 2016-2017 61%

CD Health Statistics 2016.

Background: Demography and Health in Israel		
Life expectancy	82.7 yrs (80.9)	
Physician Density	3.58/1000 (2.83)	
Physician Number	27000 (of which 7000 GPs in health plans)	
Acute Care Hospital Bed Density	3.1/1000 (2.8)	
Adult population above age 65 years	11.5%	

Care provided through 4 competing, nonprofit, health plans (HMOs)



Primary Care: Provided by GPs (50%) and Family Doctors (50% - 5 year residency training)
Universal access – same day appointments 67%!

Ref: Israel CBS

The first women doctors in Israel



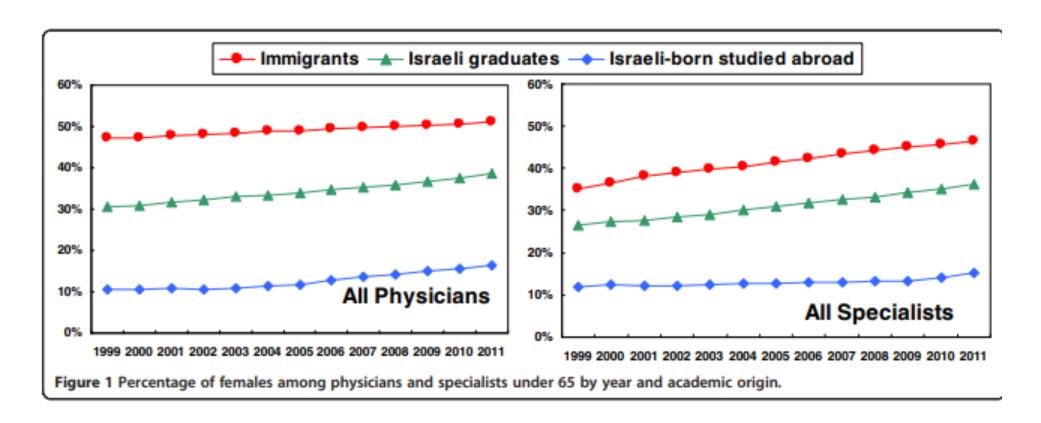
- 1948 founding of Israel Women's Medical Association (673/3369)
- Dr. Shoshana Shkop-Frankel (plastic surgeon), elected vice president of MWIA 1963

- Studied in Switzerland and France
- Often over fathers' objection
- 3 remained single; 7 married men with children or older bachelors
- Long lived!
- Specialized in gynecology and allowed women of all ethnicities to be cared for

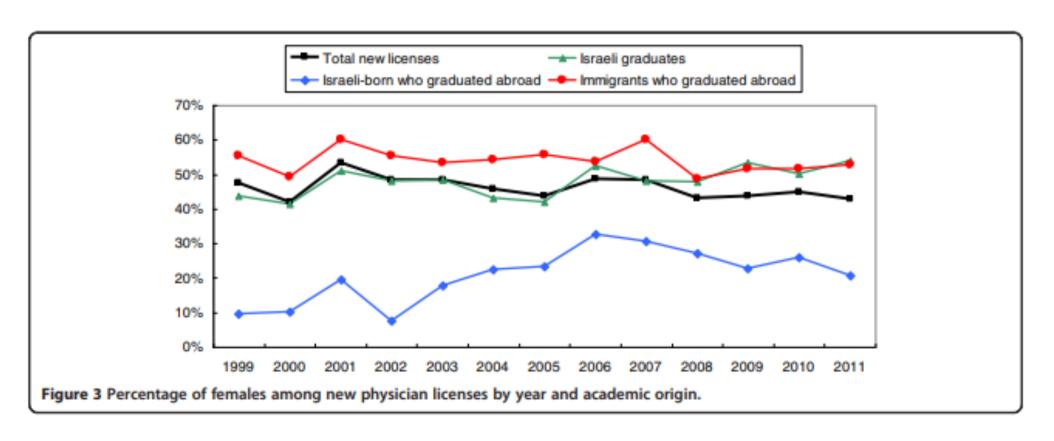


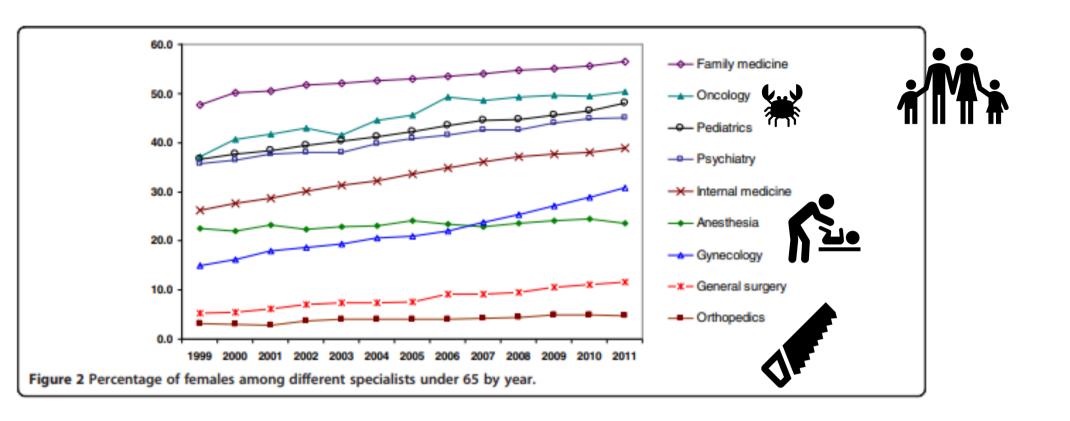


Gender gap by place of study



Percent women among new medical licenses

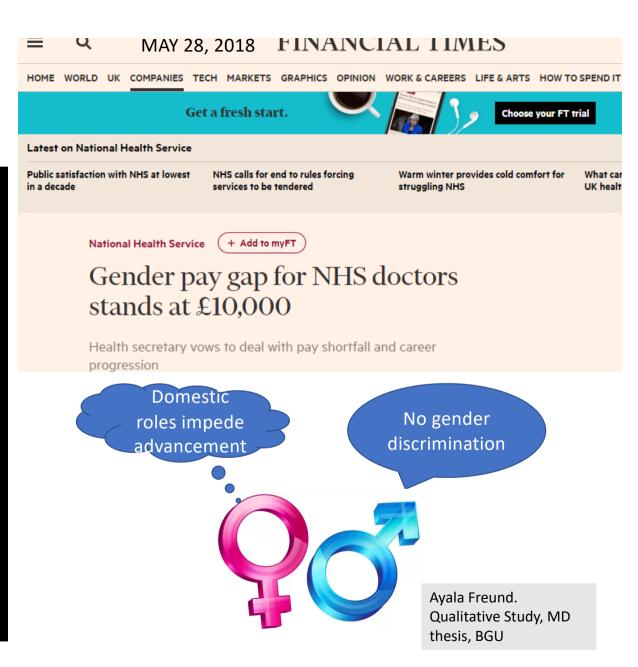




Choice of Specialties. Gender Preferences

Wage Gap

- Israel 33-37%
- Gap of 300,000 NIS in favour of men due to private income (Globes)
- But: only 23% female physicians in the 4 highest levels of management
- The higher the rank, the fewer the women.
 - 8% of directors, 24% deputy directors of government hospitals,
 - 20% in psychiatric hospitals,
 - and <u>not one</u> in any geriatric hospital.



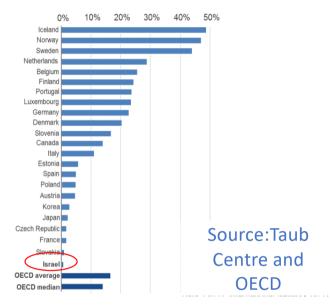
Parental leave policy

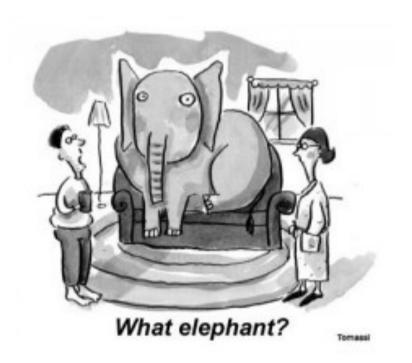
- Residents no in-hospital night call after 20 weeks
- 2 periods of maternal leave "allowed" during residency training

Across the workforce

- Job protection during pregnancy and for up to 1 year after birth
- 100% salary replacement during months of paid maternity leave
- 1-hour paid reduction in working hours 12 months following maternity leave
- Paternal leave 6 days (3 days paid by sick leave)-new
- Only 0.4% of fathers share in paid parental leave

Share of fathers taking parental leave out of all individuals taking leave*





Age group	% female	Average work hours/week		
		Male	Female	Ratio
Under 45	47.0	52.7	36.6	1.44
45-54	41.3	47.7	38.6	1.24
55-64	42.6	48.2	39.6	1.22
65+	27.9	30.7	23.2	1.32
Total	42.6	47.9	37.3	1.28

Based on CBS labour force survey.

The Elephant in the Room

Women in the academy

50% of PhDs Requirement for post-doc abroad

Wonderwomen











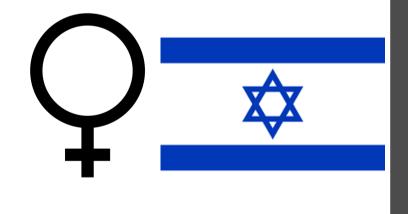






Policy translation

- IMA Task force
- Society of Women Physicians
- Academy of Medical Sciences
- Council for Higher Education policy
- Gender "officer" in Universities



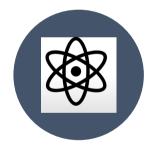
Some personal bits....







"YOU SHOULD BE A SOCIAL WORKER"



LOUSY IN PHYSICS



LOVED MY FIRST DEGREE – EVERYONE SHOULD DO ONE!





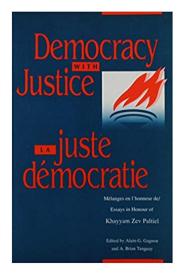
Working together for women's health: a framework for the development of policies and programs

Author: Anne Rochon Ford; Freda L Paltiel; Conference of Deputy Ministers of Health (Canada). Federal/Provincial/Territorial Working Group on Women's Health.

Publisher: [Toronto?]: The Working Group, 1990.

Edition/Format: Print book: Government publication: English View all editions and formats

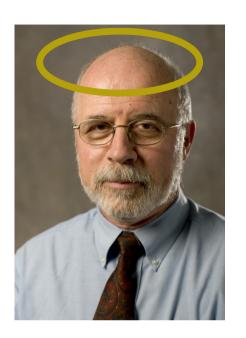
...where credit is due



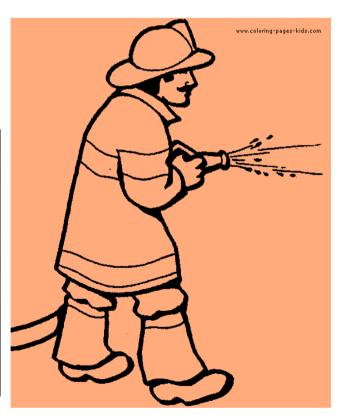


Support











Nannies (and grannies)





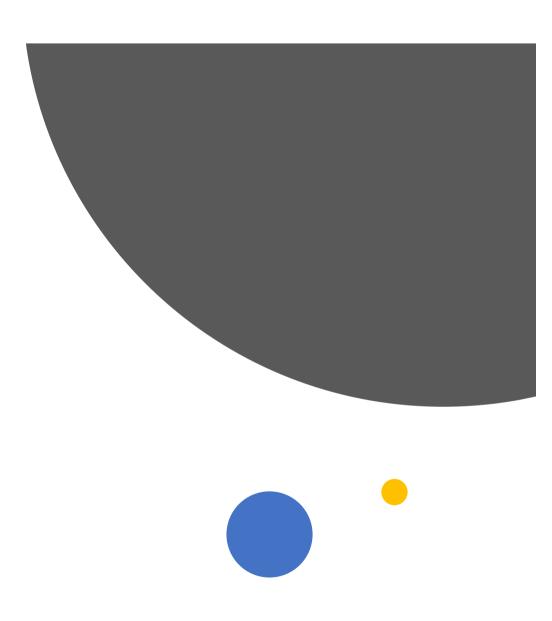
"Having it all"

"Feminization of the Profession"

Inherently sexist

- Sexual harassment
- Subtle and not so subtle

#metoo





Women in Medicine in Israel

Some suggestions...



- No regrets means doing more (training, volunteering, showing up) than is reasonable at any given time
- Remember, biology is fate
- Determine professional mix clinical, academic (teaching & research) it can change if you are well-trained
- Work-life balance requires decisions, not default options
- Choose your mate and nanny carefully
- Be a mentor to other women
- Enjoy life and the greatest privilege of all being a doctor!

The true pioneers



"If society will not admit of woman's free development, then society must be remodeled."



Elizabeth Blackwell (1821-1910)

Elizabeth Garrett Anderson (1836-1917)