Equality Lens

Gender equality across the medical profession 2010 -2015*

BMA equality, inclusion and culture
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*The data on which this analysis is based is from the GMC (2010-2014) and the UK national data carriers which cover the period 2011-15.
Background

- Gender equality in the workforce is an essential component of effective, high-performing NHS organisations.
- This detailed gender analysis of the medical profession provides a insight into levels of women doctors, which areas they are most likely to work in and areas which continue to be male-dominated.
- With increasing numbers of women entering the medical profession, the challenge for NHS organisations is to provide a career structure, flexible working options and support to retain staff. A gender analysis which covers all main branches of practice and medical specialities is a useful tool for workforce planning as well as broader health policies and strategies.
Key themes and findings

- Overall, the proportion of women doctors increased between 2011 and 2015, however men still form the majority (53%) of UK doctors*;

- Substantial gender gaps persist in some areas of medicine – for example, by 2015 66% of consultants were male and 34% female, and amongst GP partners, the ratio was 66%/44% male to female in 2015, indicating there are still constraints on gender equality at senior levels

- General surgery has the greatest underrepresentation of women: by 2014 the percentage of men was over eight times the percentage of women (11%)

- The picture amongst medical students and doctor in training – is more balanced, indicating greater gender equality at the bottom of the profession: by 2014 the gender ratio was 55% (women) to 45% (men) in students and amongst trainees, 54% to 46% (men to women) in 2015.

This figure is taken from data provided by the UK national carriers (HSCIC ISD, Statswales, DHSSPS NI, HSC)
UK men and women doctors 2011 – 2015

- Between 2011 and 2015, women doctors increased by 2.8%
- The percentage of male doctors is still 6% higher than women.
Men and women GPs
2011 – 2015
UK men and women GPs

- Since 2013, the proportion of women GPs has been greater than men
- The last five years has seen a reversal in workforce trends, with the decline in male GPs almost matched by the increase in women, who have increased by 6%
UK men and women GP partners

- There remains a significant gender gap in GP partners, although it has reduced slowly since 2011
- The decline in male GP partners has been matched by an equivalent percentage increase in female GP partners

Based on data from the national data carriers
UK men and women salaried GPs

- Women have been the dominant gender in salaried GP posts for the last five years
- The percentages of women salaried GPs are the highest of all the medical workforce groups
- However a trend of steady increase for women was halted in 2015 and it remains to be seen if this is temporary
Men and women doctors in training 2011 – 2015
UK men and women doctors in training 2011 – 2015

– This trend has seen considerable change over the four years with a recent fall in the proportion of women trainees
– It appears that the gender gap, which grew 2012-2014 is closing

Based on data from the national data carriers
Men and women consultants, staff and associate specialists 2011 – 2015
UK men and women consultants 2011 – 2015

- The substantial gender gap in male to female consultants has consistently reduced.

- However this is the branch of practice in which where the gender gap is most pronounced – the percentage of men remains double that of women.
UK men and women SAS doctors

- SAS doctors include specialty doctors, associate specialists, staff grades and a number of other career grades
- The gender balance of men and women SAS doctors has maintained fairly evenly balanced
- The gender gap narrowed steeply in 2014

Based on data from the national data carriers
Licensed doctors in the Medicine registered specialty group 2010 – 2014

- Both men and women have experienced similar rates of increase
- The number of licensed women doctors in Medicine has increased by 38.8% between 2010 and 2014
- The number of licensed male doctors in medicine has increased by 12.3% between 2010 and 2014

Data based on GMC LRMP and NTS census records

- Women in this specialty group have experienced a more constant rate of increase than men, increasing by 51% between 2010 and 2014

Data based on GMC LRMP and NTS census records
Licensed doctors in the Anaesthetics and Intensive Care registered specialty group 2010 – 2014

- Women in this specialty group have increased from 2010 to 2014 at a near consistent rate, whereas the number of men decreased slightly year on year between 2012 and 2014

Data based on GMC LRMP and NTS census records
Licensed doctors in the Obstetrics and Gynaecology registered specialty group 2010 – 2014

- The number of women in this specialty group increased by 36.4% over the time period at a consistent rate
- The number of men increased between 2010 and 2012, but then decreased by 2014 to almost the same level as it began
- In 2014, there were only 131 more men than women in this specialty

Data based on GMC LRMP and NTS census records
Licensed doctors in the Occupational Medicine registered specialty group 2010 – 2014

- Proportionally, there are considerably more men than women in this specialty group, and there has been very little change in numbers between 2010 and 2014 for both genders.

Data based on GMC LRMP and NTS census records
Licensed doctors in the Ophthalmology registered specialty group 2010 – 2014

- Both numbers of men and women in this specialty group increased during the time period – on average, there have been around 1000 more men than women in the specialty each year

- The number of men increased by 13.5% and the number of women increased by 33.7% from 2010 to 2014

Data based on GMC LRMP and NTS census records
Licensed doctors in the Paediatrics registered specialty group 2010 – 2014

– This is the only specialty group where the number of women in has exceeded the number of men – there were 74 more women in the specialty than men by 2014

– The number of women increased at a far greater rate than that of men, which had stabilised between 2013 and 2014

Data based on GMC LRMP and NTS census records
Licensed doctors in the Pathology registered specialty group 2010 – 2014

- The number of men in this specialty group decreased by 7.3% from 2010 to 2014, while the number of women increased by 9.7%
- The gap has narrowed between 2010 and 2014

Data based on GMC LRMP and NTS census records
Licensed doctors in the Psychiatry registered specialty group 2010 – 2014

- There are minor changes within this specialty group for both men and women over the period, but it is worth noting that the number of men decreased by a greater proportion than that of women between 2013 and 2014

Data based on GMC LRMP and NTS census records
Licensed doctors in the Public Health registered specialty group 2010 – 2014

- The number of men and women in this specialty group experienced very different trends, but have almost reached an equal level in 2014, with only 9 more men than women in the group by this point.

- The number of women increased marginally between 2010 and 2011, and then proceeded to decrease.

- The number of men has conversely experienced decrease, but at varying rates over the time period.

Data based on GMC LRMP and NTS census records
Licensed doctors in the Radiology registered specialty group 2010 – 2014

- The number of women in this specialty group has experienced a near consistent rate of increase between 2010 and 2014
- The number of men experienced a more acute increase between 2010 and 2011, levelling off between 2013 and 2014

Data based on GMC LRMP and NTS census records
Licensed doctors in the general Surgery registered specialty group 2010 – 2014

- This specialty group has the greatest underrepresentation of women – at the lowest point for both groups in 2010, there were still 9,660 more men than women in the profession
- By 2014, despite increases for both, there were 10,375 more men than women in the specialty group

Data based on GMC LRMP and NTS census records
Men and women medical students
2011 – 2014
Medical students 2011 - 2014

- Women have been a consistently higher proportion over the five years;
- Though the trend has maintained a steady level, it appears that the level of women students is increasing

Data taken from Medical Schools Annual Return (MSAR)
Men and women medical academics
UK medical academics (2015)

- This is a snapshot survey so the longer-term trends cannot be assessed
- Almost two thirds of medical academics are men indicating a major gender gap.

taken from Medical Schools Council (2016) A Survey of Staffing Levels of Medical Clinical Academics in UK Medical Schools as at 31 July 2015, Medical Schools Council, London. Please note that this data should be taken to be indicative.
Note – producing the data

- This analysis of the state of gender equality across the medical profession was produced as part of a wider study of equality in medicine. It was produced by the BMA equality, inclusion and culture department, in conjunction with the BMA research team.

- The analysis presents the percentage trends in numbers of men and women in medicine across all licensed doctors, divided into doctors in training, branch of practices and specialties.

- The department will look to publish annual updates to this data as and when it becomes available. If you are interested in finding out more about the analysis, please email info.eic@bma.org.uk.
Methodology

The data presented is taken from:

- registration data from the GMC’s LRMP (List of Registered Medical Practitioners) and NTS (national training survey) census records. The registration data is reported as on 31 December each year and was downloaded on 16 March 2015. The NTS data was downloaded in the June following each of the annual surveys in 2013, 2014 and 2015; comparable data was not available for previous years;

- the four national data carriers:
  - HSCIC in England (now NHS Digital) – data up to September 2015 and published on 30 March 2016
  - ISD in Scotland – data up to 31 March 2016 and published on 7 June 2016
  - Statswales in Wales – data up to 30 September 2015 and published on 11 May 2016
  - DHSSPS NI in Northern Ireland – data up to March 2015 and published on 17 September 2015
  - HSC in Northern Ireland – data up to October 2015 and published in 2016;

- the GMC MSAR (Medical Schools Annual Return) as submitted January 2016 for medical students, and

- Medical Schools Council (2016) A Survey of Staffing Levels of Medical Clinical Academics in UK Medical Schools as at 31 July 2015, Medical Schools Council, London. Please note that this data should be taken to be indicative.