

Promotion of women in urology at the USB: concept



Background:

Urology is typically viewed as a male physician dominated speciality. Historically, significantly more male physicians have been employed within the urology department in Basel. In addition, female physicians are considerably under-represented in administrative or leadership positions. To date no female physician has been appointed as the position of departmental chief or chair in urology or promoted to the academic rank of full time professor.

Since 2005, the number of female medical school graduates has exceeded the number of male graduates with an approximate 65%. When recruiting the next generation of trainees to meet demand in urology, it is essential that we actively support women in order to strive towards gender equity with regards to training opportunities, sub-speciality education and academic progression.



Current situation:

At present, the urology team consists of 25 physicians in full or part-time employment. The team includes two female junior doctors, one female senior doctor and two female consultants working part-time at 50% and 70%, respectively. Thus, only 28.5% of junior and 16.6% of senior doctor positions are currently filled by women.

Objective:

We aim to achieve an equal gender ratio of female to male physicians by 2030. By 2025, the proportion of junior female doctors must rise to at least 40%, and the share of senior female doctors to at least 30%. Female staff with an administrative role should ideally represent a minimum share of 25%.

Urology at the USB should be known for enabling an appropriate work/life balance. Equal opportunities for both genders should be available with respect to surgical training, further education and a pursuing an academic career. These career furthering opportunities should also be available to those working part-time.

Promotional tools:

Applications from qualified female physicians should be encouraged on the departmental website and through specific job postings. If two candidates have the same qualifications, women should be employed as a matter of preference until the targeted proportion of women is reached.

To this end, the departmental leadership committee will appoint a female lead who will be consulted on gender equity issues. She will be supported in her role with funded administrative time during regular working hours. She will also be expected to act as a mentor to female employees. Access to gender-specific promotional programmes will be supported actively (e.g. the "antelope" programme offered by Basel University).

Requests to work part-time will be fulfilled as long as this is feasible from a logistic standpoint. Returning to work after a career break will be facilitated through proactive and prospective personnel planning

Part-time employees with the appropriate qualifications will have equal access to career development opportunities.