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Importance of Career Design for Female Medical Students

**Takako Tsuda^{1),2)}, Yasuko Oda²⁾, Hiromi Matsui²⁾, Toyo Yamazaki²⁾,
Yoko Araki²⁾, Mariko Fujikawa²⁾ and Yasuko Uchigata²⁾**

**1) East Medical Center Higashi Municipal Hospital City of Nagoya,
Japan**

2) Japan Medical Women's Association

The number of women medical students and doctors in Japan is increasing



Passing Rate of M.D. Board Exam

| Year | Successful applicants | | Female□□□ |
|------|-----------------------|--------|-----------|
| | Total | Female | |
| 1992 | 7,806 | 2,001 | 25.6 |
| 2000 | 7,065 | 2,160 | 30.6 |
| 2002 | 7,881 | 2,424 | 30.8 |
| 2006 | 7,742 | 2,529 | 32.7 |
| 2010 | 7,538 | 2,449 | 33.2 |

Current Increase in Female M.D. in Japan

| | Number of registered M.D. | Number of female M.D. | Female ratio (%) |
|------|---------------------------|-----------------------|------------------|
| 1980 | 156,234 | 15,659 | 10.0 |
| 1996 | 240,908 | 32,259 | 13.4 |
| 2000 | 255,792 | 36,852 | 14.4 |
| 2004 | 270,371 | 44,628 | 16.5 |
| 2006 | 277,927 | 47,929 | 17.2 |
| 2008 | 286,699 | 51,997 | 18.1 |

Ministry of Health, Labor and Welfare

**Is the increasing proportion
of women medical doctors in
Japan a problem?**

**Is there a lack of
commitment to their work?**



State and evaluation of the support systems for female medical doctors in Japan



Considerable Support for Female Medical Students and Doctors Has Been Provided by Various Sectors

1. Government:

Support for day care centers.

Grants aimed at improving education for students and M.D.s returning from leaves of absence.

2. Academic Medical Associations:

Promote Gender Equality.

Improve training for returning female M.D.s.

3. Japan Medical Association:

Women Doctors' Bank System.

4. Individual Universities and Hospitals:

Flex-time working hours.

Annual seminars sponsored by the Japan Medical Women's Association and its local subdivisions

2007 Career design seminar for female medical students
 Accept your responsibilities

2008 Career design seminar for female medical students
 Work and life balance

2009 Career design symposium for female medical students
 Improving the workplace environment



Evaluation of the effectiveness of the support

This support, including the JMWA seminars, was not as effective as we hoped in increasing the number of women physicians in hospitals who wished to return to full-time employment after a leave of absence or women physicians who endeavored to maintain a high level of professional competency.



Recently, we have begun to realize the importance of educating students about the responsibilities inherent in becoming a physician

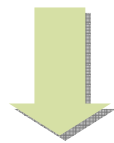
Our proposal:

It is necessary to introduce programs intended primarily for women medical **students to educate them about the responsibilities and rewards of becoming a physician**



Ministry of Education, Culture, Sports, Science and Technology (MEXT)

Establish a career education system which promotes a curriculum to acquire knowledge, ability and attitude to foster recognition of gender-equal rights and professionalism



This career education program will be introduced in the curriculum of Japanese Universities in the Spring of 2011

Curriculum in the Medical School Should Include Following Subjects:

- 1. Medical economics**
- 2. The responsibilities and rewards of the medical profession and how to design a career which attains a balance between the workplace and the home.**
- 3. Understanding laws regarding laborers' rights.**
- 4. Strategic policy to promote equal rights in the workplace.**
- 5. How to construct a gender equal society.**

Conclusion

It is crucial to introduce a curriculum which will foster a commitment to a medical career into medical education





**Ich danke Ihnen sehr
für Ihre
Aufmerksamkeit**

Thank you