

The 38th CMAAO General Assembly in Manila
Symposium “The Impact of Women in the Healthcare Workforce”

Support for Female Physicians in Japan

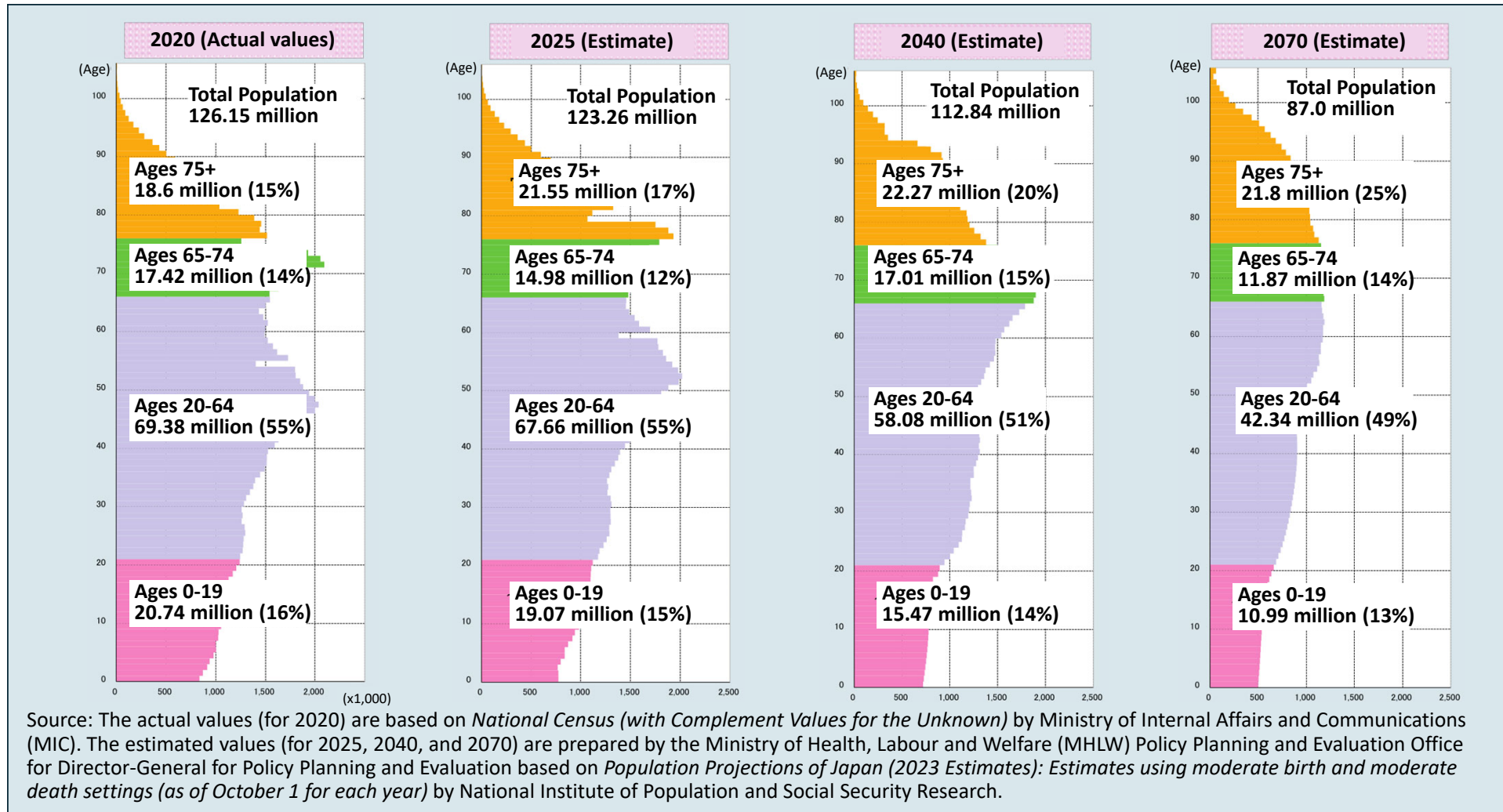
August 25, 2024

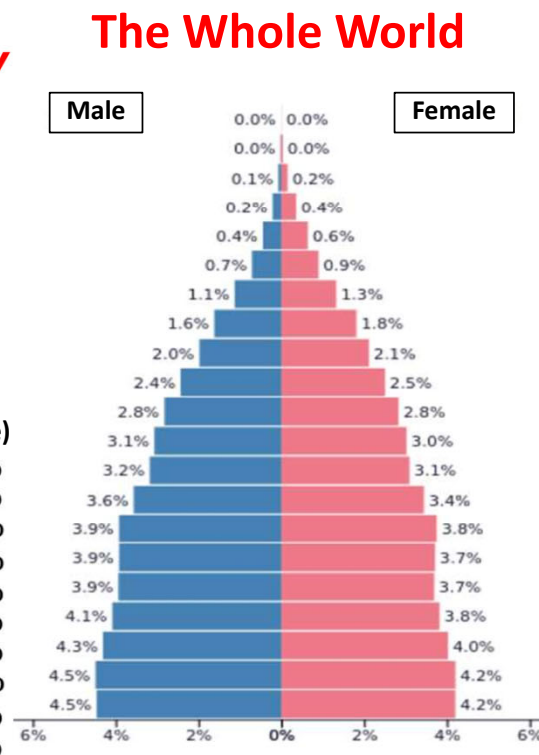
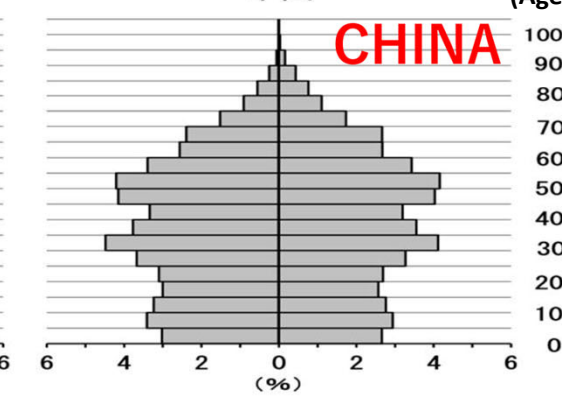
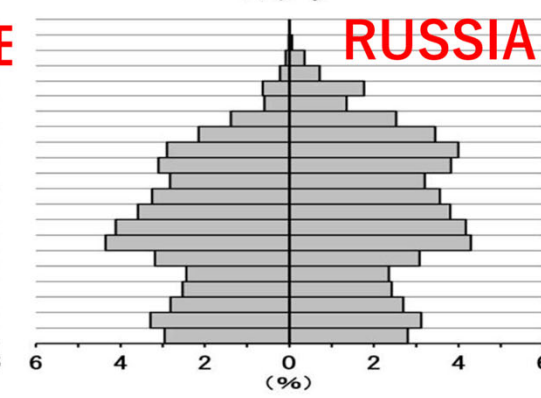
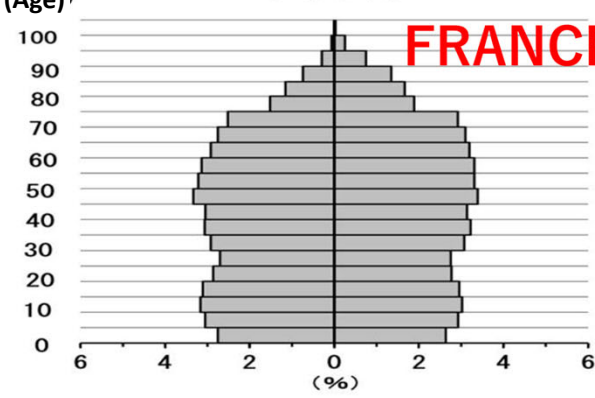
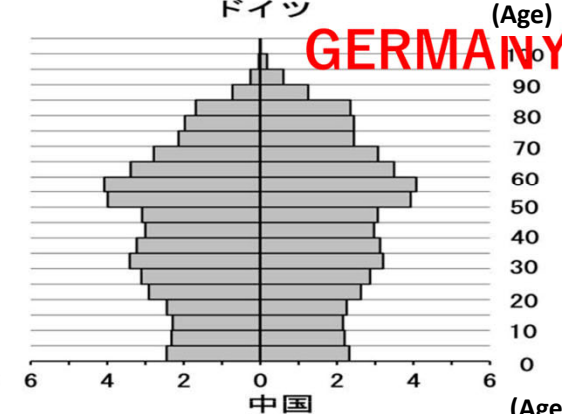
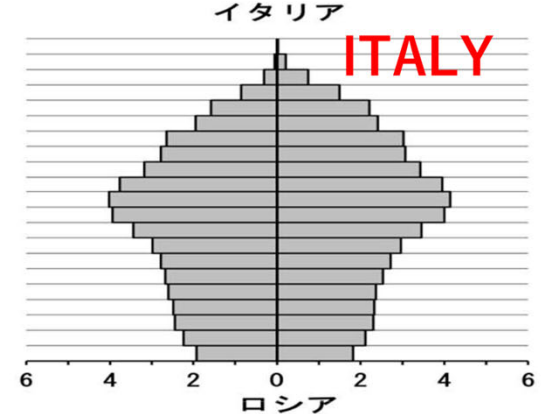
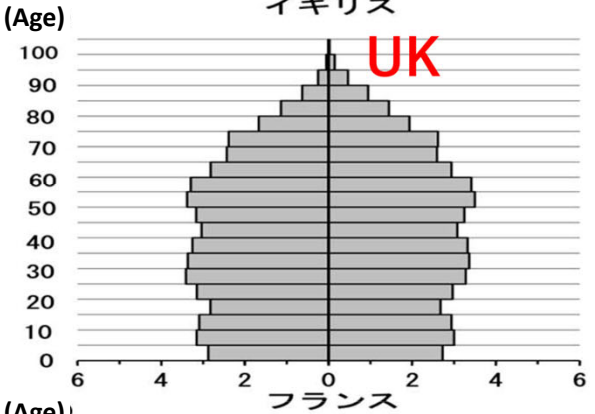
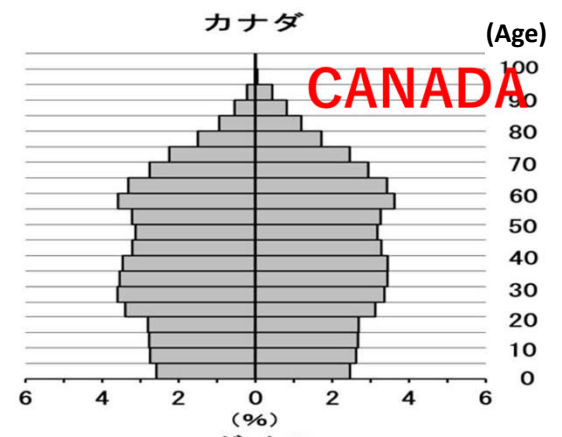
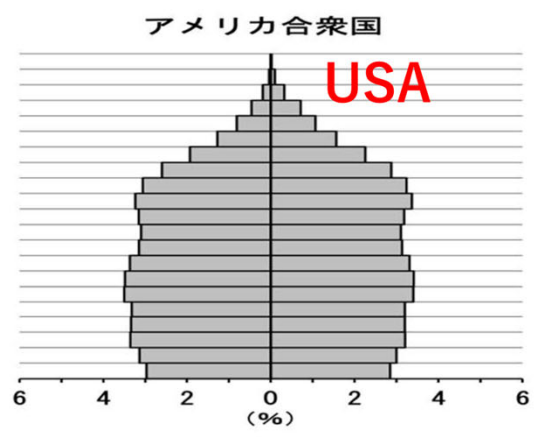
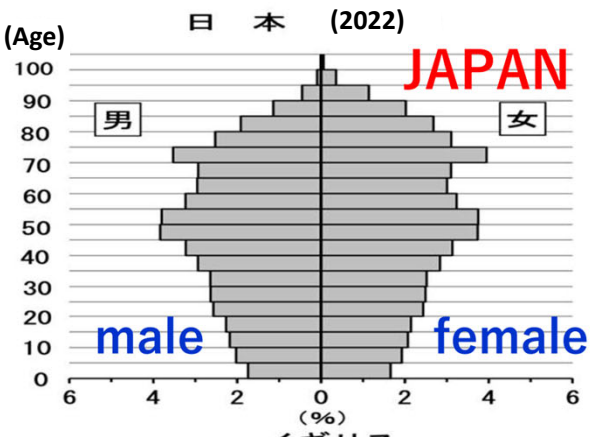
Tohru Kakuta
Vice President, Japan Medical Association

- 1. Changes in population structure of Japan**
 - Overall population pyramid
 - Population pyramid by gender: Comparison with major countries
 - Changes in the workforce
- 2. Changes in the number of physicians**
 - Overall
 - Medical school quotas and regionally reserved quotas by year
 - By gender
- 3. Changes in the workforce ratio**
 - All occupations
 - Physicians (by gender)

(Reference) Problems in Continuing Employment of Female Physicians
- 4. Changes in the environment surrounding working women**
- 5. JMA's efforts**
 - JMA Woman Doctor Support Center Program
 - JMA Woman Doctor Bank
 - Re-employment Seminar Program

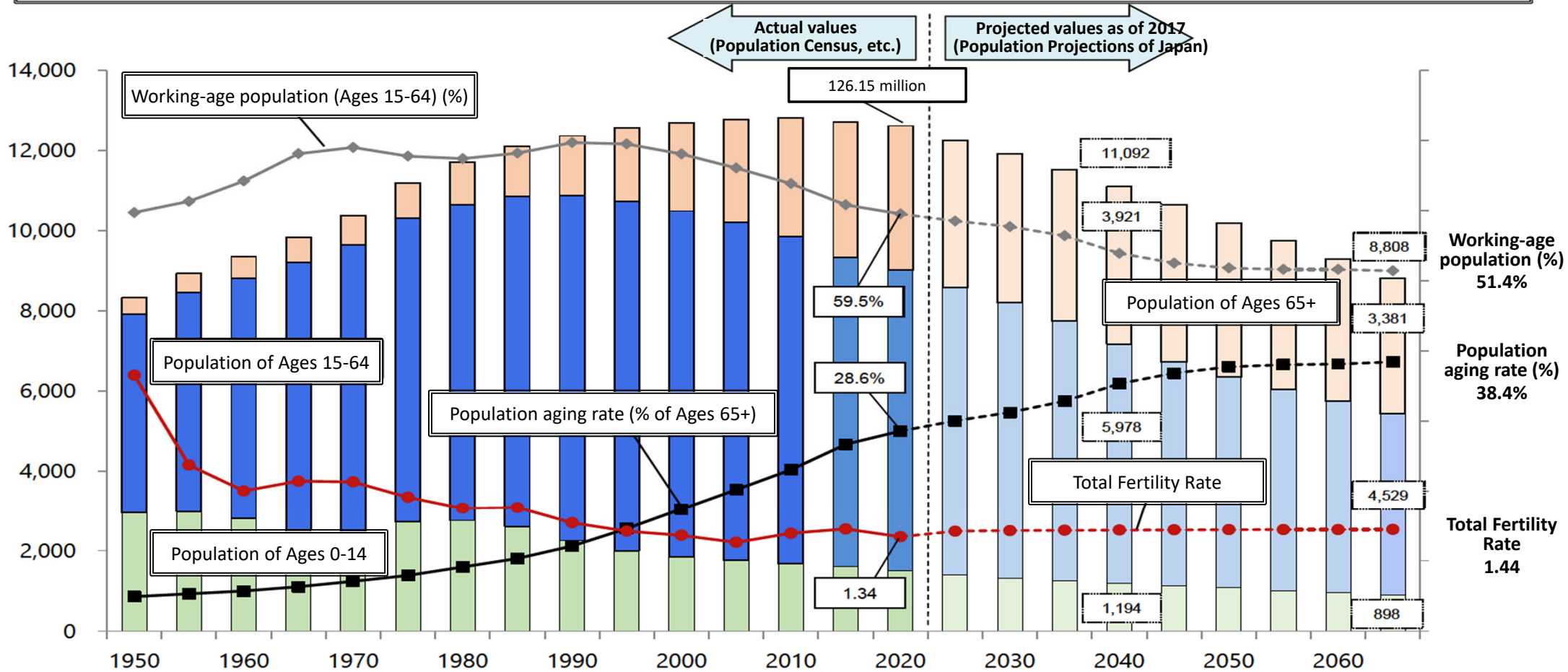
1. Changes in Population Structure of Japan





Population Trends in Japan

o The population of Japan has been in a declining phase in recent years. In 2065, the total population will fall below 90 million and the aging rate will be at 38% level.

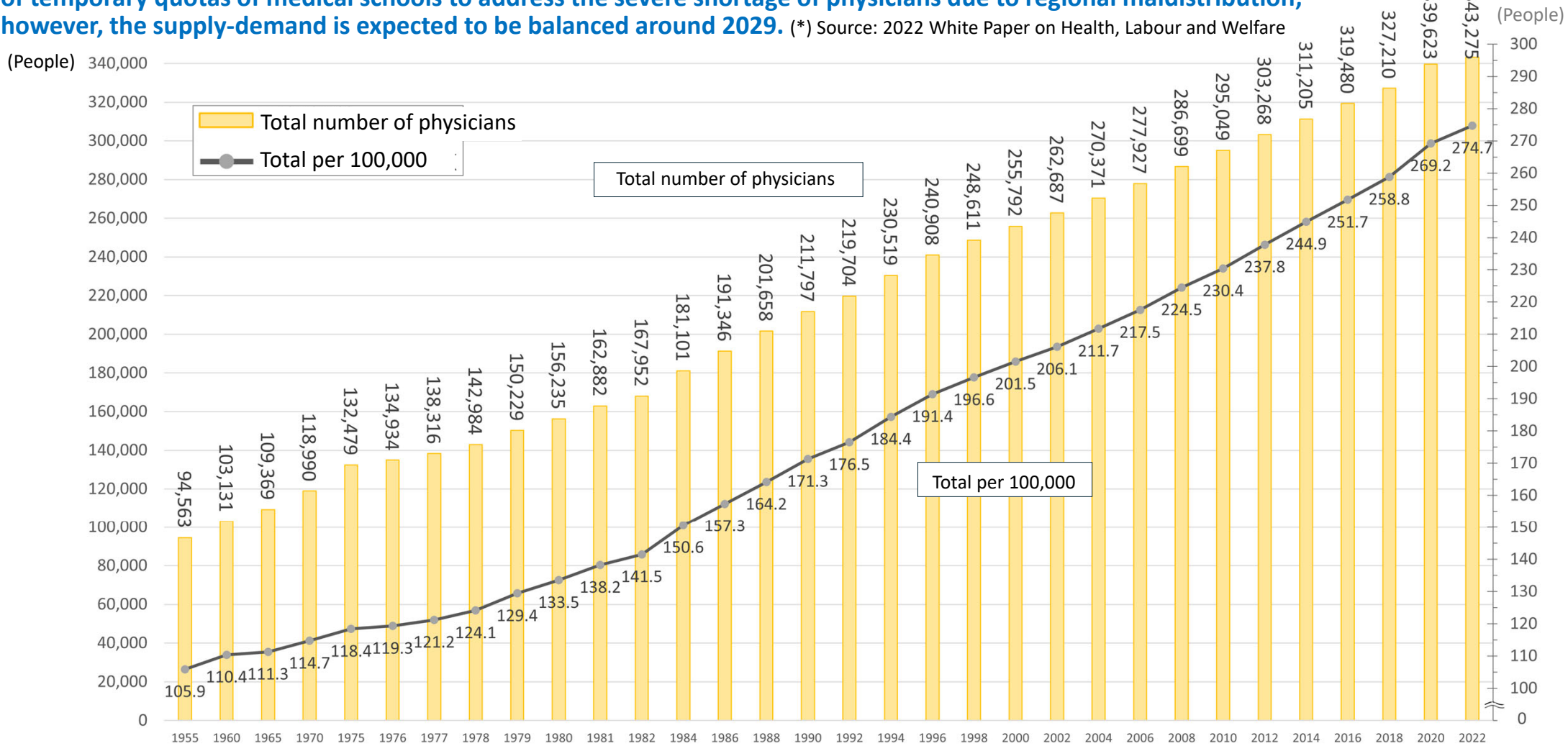


Source: For up to 2020, *Population Estimates* by MIC (as of October 1 of each year), etc. For total fertility rate, *Population Dynamics Estimates* by Ministry of Health, Labour and Welfare (MHLW). For 2025 and after, *Population Projections of Japan (2017 Estimates)*: Estimates using moderate birth and moderate death settings by IPSS.

2. Changes in the Number of Physicians

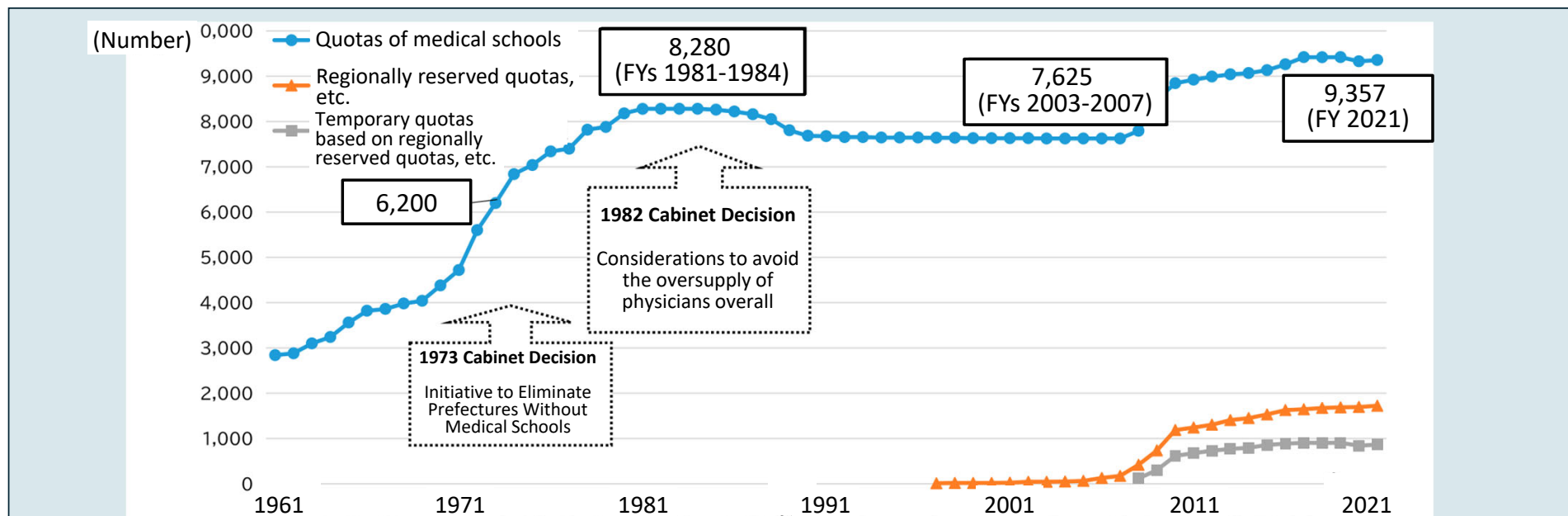
Changes in the Number of Physicians — Overall

The number of physicians has been increasing by approximately 3,500 to 4,000 annually since 2008 by increasing the number of temporary quotas of medical schools to address the severe shortage of physicians due to regional maldistribution; however, the supply-demand is expected to be balanced around 2029. (*) Source: 2022 White Paper on Health, Labour and Welfare



Source: MHLW 2022 Statistics on Physicians, Dentists and Pharmacists. "Annual change in the number of physicians, by type of main practice", "Annual change in the number of physicians per 100,000 population, by type of main practice", and "Total number of physicians".

Changes in the Number of Physicians — Yearly changes of the medical school quotas and regionally reserved quotas



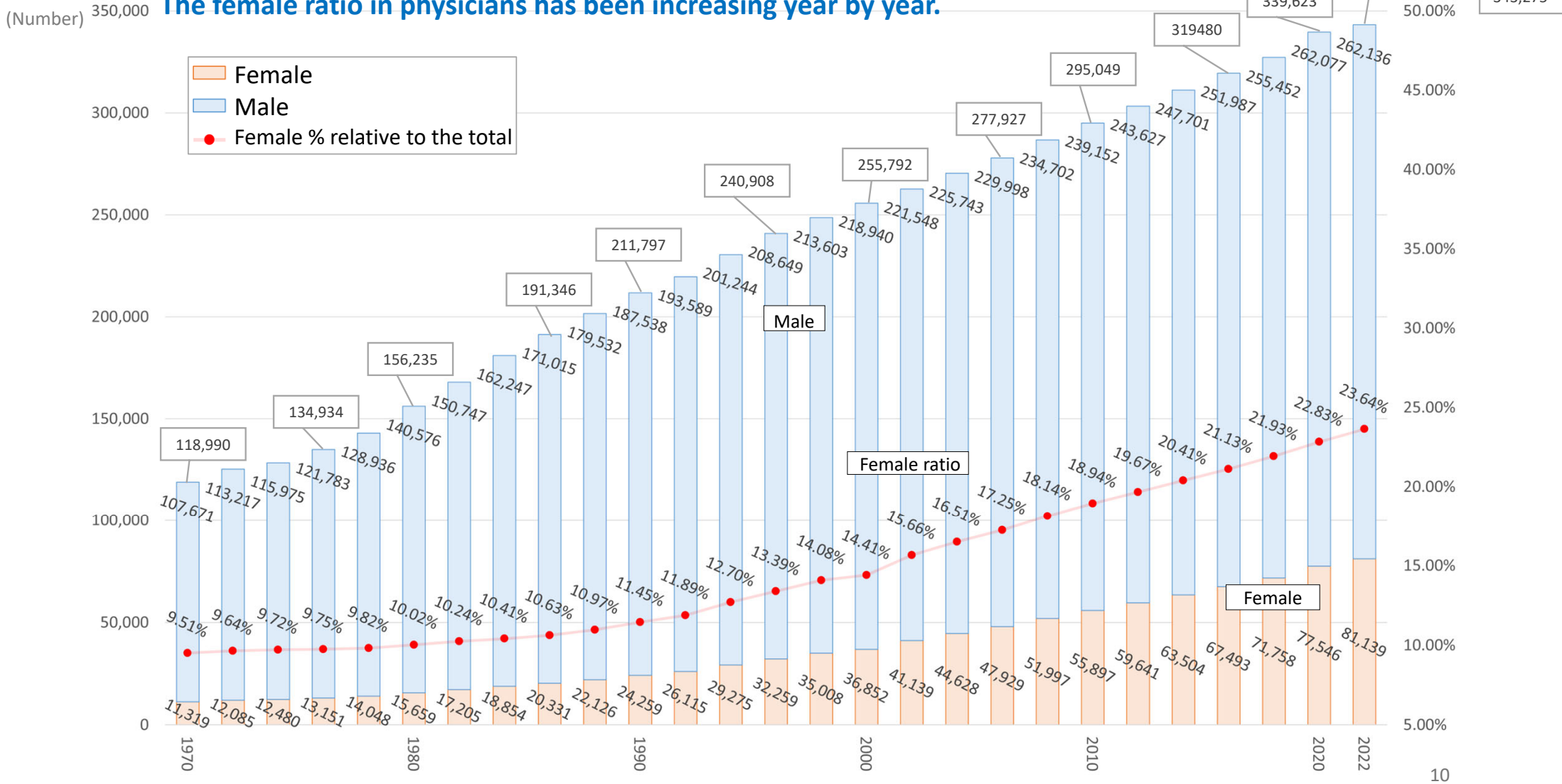
	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Quotas of medical schools	7625	7793	8486	8846	8923	8991	9041	9069	9134	9262	9420	9419	9420	9330	9357
Quotas of medical schools (excluding Jichi Medical Univ)	7525	7683	8373	8733	8810	8868	8918	8946	9011	9139	9297	9296	9297	9207	9234
Regionally reserved quotas, etc.	173	418	736	1186	1242	1304	1406	1450	1531	1627	1645	1674	1687	1695	1723
Regionally reserved quotas, etc. (%)	2.3%	5.4%	8.8%	13.6%	14.1%	14.7%	15.8%	16.2%	17.0%	17.8%	17.7%	18.0%	18.1%	18.4%	18.7%
Temporary quotas based on regionally reserved quotas, etc.	0	118	304	617	676	731	770	794	858	886	904	903	904	840	865
Temporary quotas based on regionally reserved quotas, etc. (%)	0%	1.5%	3.6%	7.1%	7.7%	8.2%	8.6%	8.9%	9.5%	9.7%	9.7%	9.7%	9.7%	9.1%	9.4%

Source: Prepared by MHLW Health Policy Bureau Medical Professions Division

(Note) The numbers of "regionally reserved quota, etc." and "temporary quota based on the regionally reserved quota, etc." were based on the survey by the Ministry of Education, Culture, Sports, Science and Technology (MEXT). Jichi Medical University is excluded from the "regionally reserved quota, etc." in view of the purpose of its establishment.

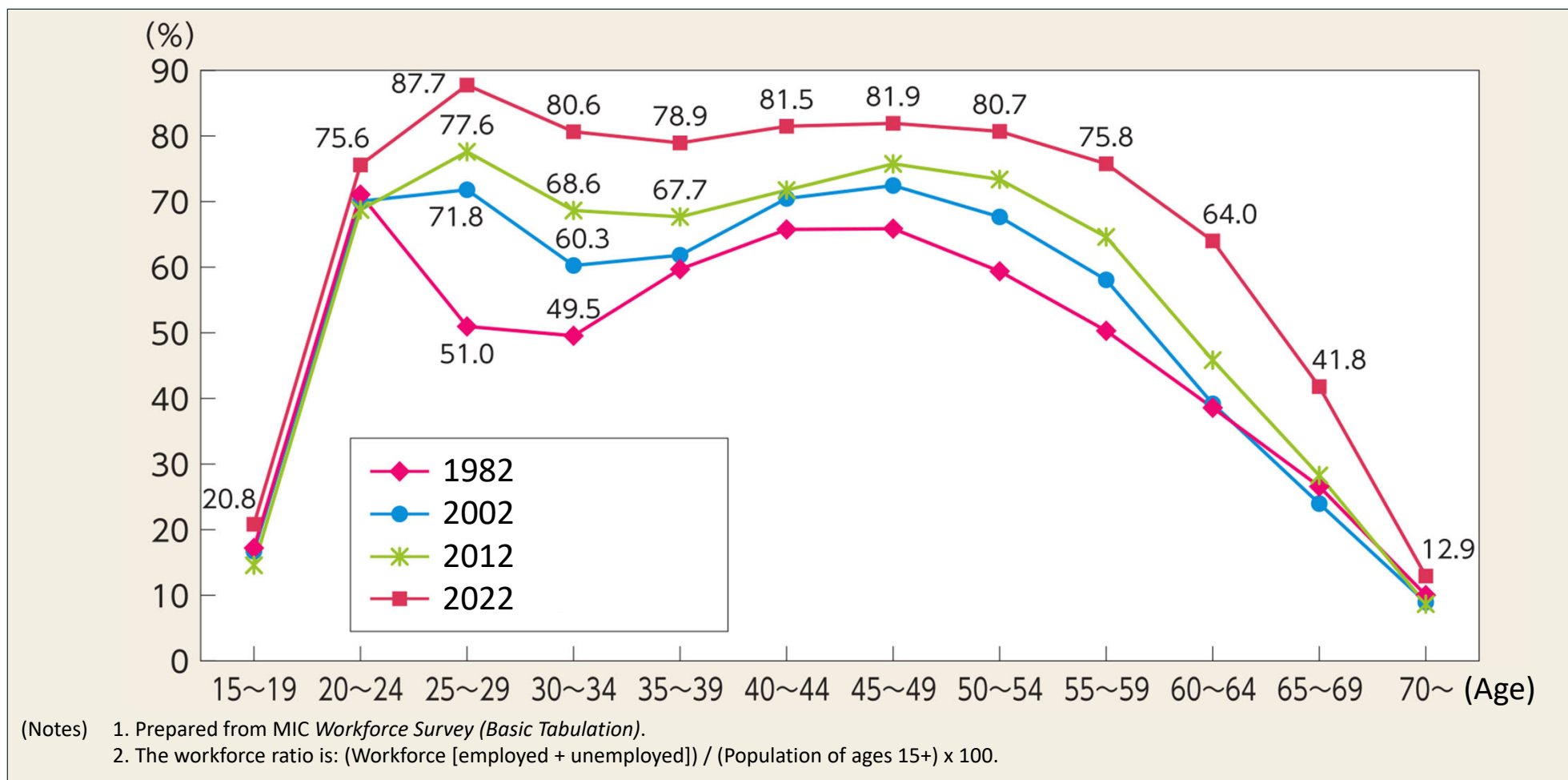
Changes in the Number of Physicians — By Gender

The female ratio in physicians has been increasing year by year.

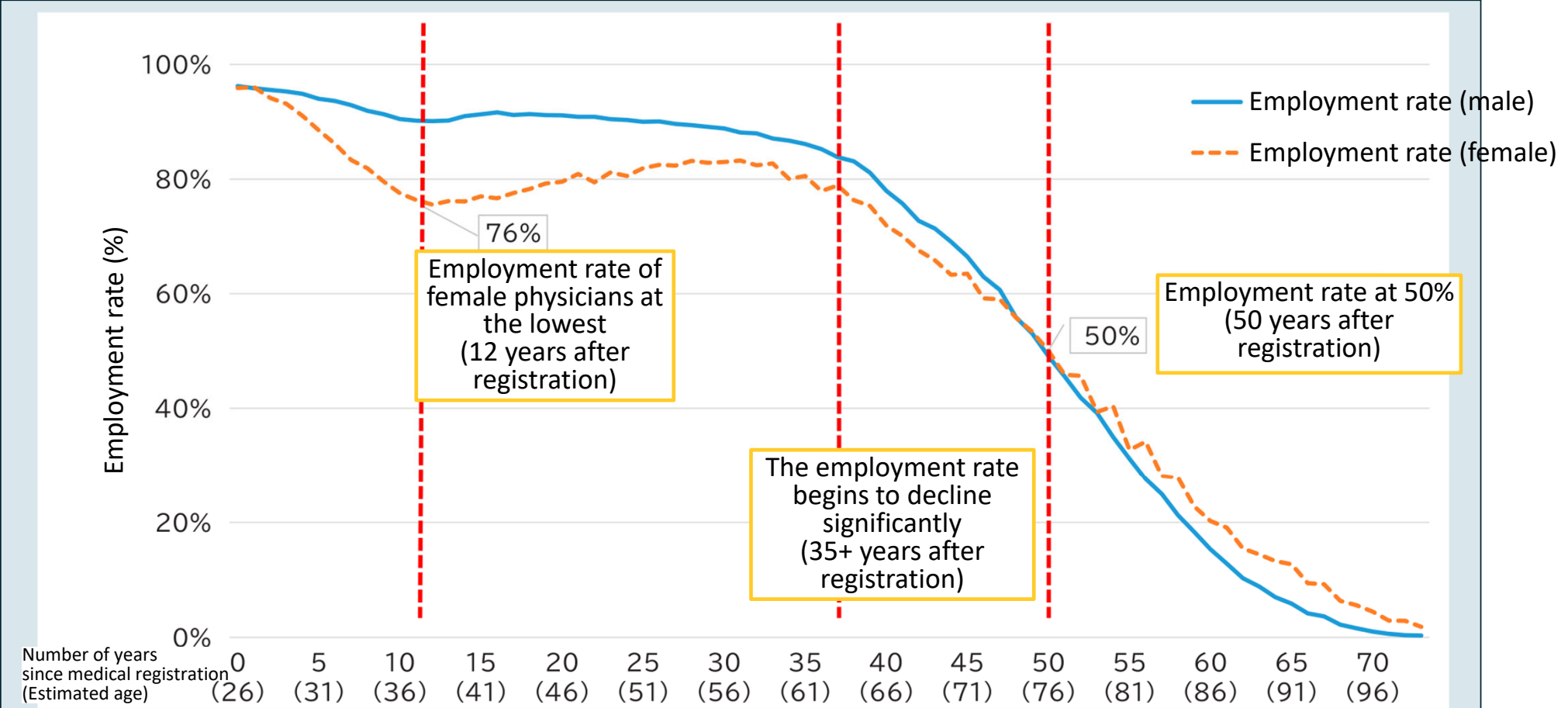


Source: MHLW 2022 Statistics on Physicians, Dentists and Pharmacists. "Annual change in the number of physicians, hospitals and clinics, by gender" and "Total number of physicians"

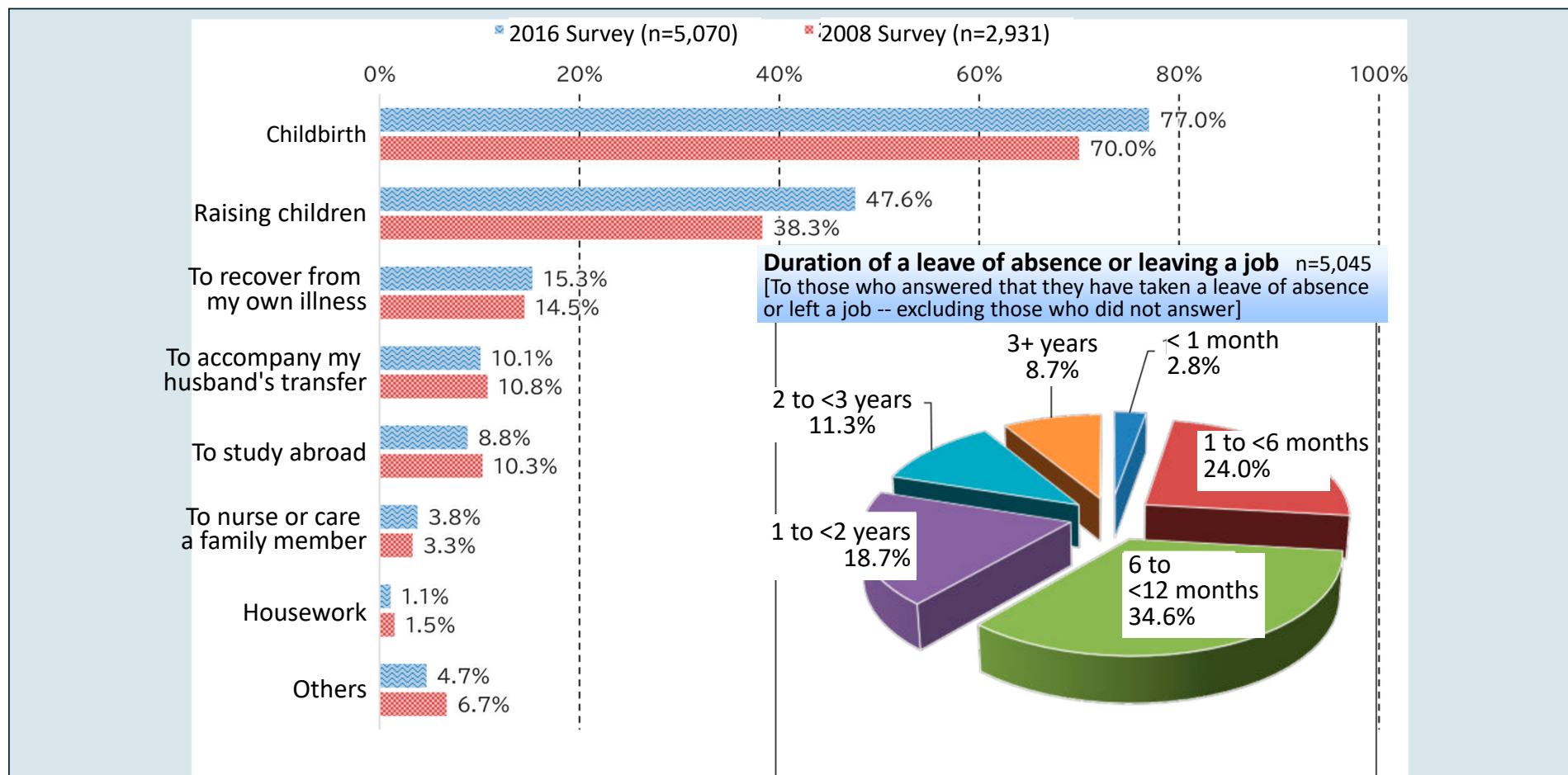
3. Changes in the Workforce Ratio



Workforce Ratio — Employment rate by the number of years since medical registration (Physicians by Gender)



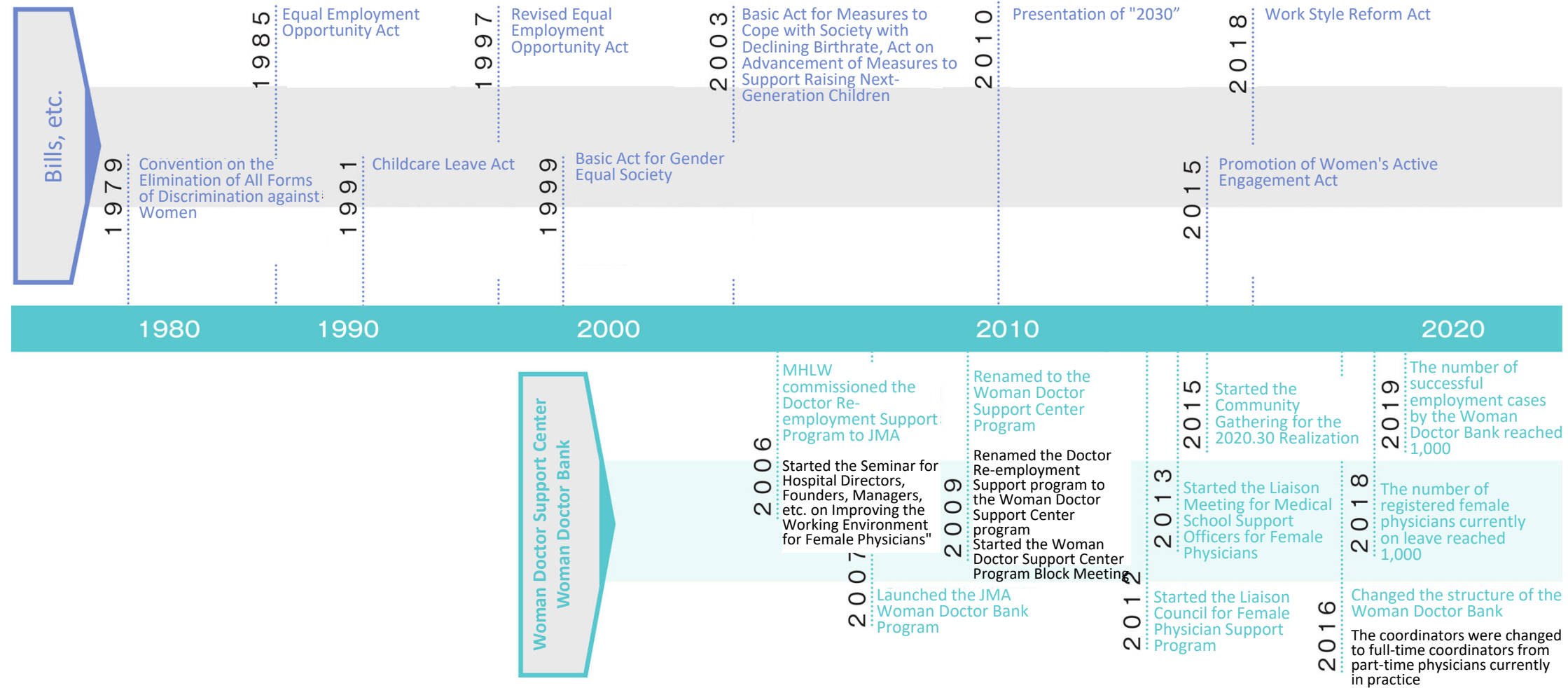
Source: Prepared by MHLW Health Policy Bureau Medical Professions Division based on: *Survey on Physicians, Dentists and Pharmacists*, 2008-2018, by MHLW Director-General for Policy Planning and Evaluation (for Statistics and Information Policy and Labor Management); and Physician Registry data (MHLW Health Policy Bureau Medical Professions Division). (Note) Estimated age is set based on the statistics that the average age of all physicians when registered anew (as of the end of December of that year) is 26.8 years old.



Source: JMA Committee for Gender Equality and JMA Woman Doctor Support Center. Survey Report on the Current Working Environment for Female Physicians (August 2017)
 (Note) The survey target was female physicians working at hospitals, with a response rate of 35.0%.

4. Changes in the Environment Surrounding Working Women

4. Changes in the Environment Surrounding Working Women



5. JMA's Efforts

2006

Nov

MHLW commissioned the Doctor Re-employment Support Program to JMA

- Renamed from FY2009 to the **Woman Doctor Support Center Program**
- Became a designated subsidized program from FY2020

1. Woman Doctor Bank Program

The purpose of this program is to build a computer database on female physicians, collect information on medical institutions that wish to employ female physicians, introduce female physicians whose preferable employment conditions match, and provide support until they are hired.

2. Re-employment Seminar Program

The purpose of this program is to secure female physicians by providing information on new medicine, technology and knowledge and holding re-employment seminars for those who wish to be re-employed to help them master up-to-date medical knowledge and skills to facilitate their return to work.

Excerpts from the 2006 Doctor Re-employment Support Program Implementation Outline

2007

Jan

Launched the JMA Woman Doctor Bank

JMA Woman Doctor Support Center Program

Opened on January 30, 2007, the Woman Doctor Bank provides support to female physicians who seek re-employment including consultation and job placement services.

Because securing substitutes for female physicians on childcare leave requires securing human resources **including male physicians**, the Center holds re-employment seminars for female physicians and others and conduct surveys to promote the employment of female physicians and others.

<Excerpt from the FY2024 Budget Requests Outline (MHLW Health Policy Bureau)>



JMA
Mascot



1. Woman Doctor Bank Program

Provided by JMA under the MHLW's designation, this job placement service supports physicians to work according to their life stages, such as marriage, childbirth, childcare, and care for family member, for the purpose of securing physicians.

[Achievements of the Woman Doctor Bank] (Number of cases)

■ Number of Job Placements

	Total	Monthly Average
FY 2019	256	21.3
FY 2020	484	40.3
FY 2021	843	70.3
FY 2022	569	47.4
FY 2023	296	24.7

★ Breakdown of Job Placements (Full-time)

	Total	Monthly Average
FY 2019	21	1.8
FY 2020	13	1.1
FY 2021	13	1.1
FY 2022	28	2.3
FY 2023	23	1.9

★ Breakdown of Job Placements (Part-time)

	Total	Monthly Average
FY 2019	173	14.4
FY 2020	166	13.8
FY 2021	326	27.2
FY 2022	205	17.1
FY 2023	229	19.1


★ Breakdown of Job Placements (Spot)

	Total	Monthly Average
FY 2019	62	5.2
FY 2020	305	25.4
FY 2021	504	42.0
FY 2022	336	28.0
FY 2023	44	3.7

Features of the JMA Woman Doctor Bank

- ☆ Job placement service opened on January 30, 2007
- ☆ All services, including job advertisement, job search, and job placement, are **free of charge**
- ☆ The service is available to all physicians, both female and male
- ☆ The service is available for JMA members as well as non-JMA members
- ☆ Matching is done by full-time coordinators throughout Japan
- ☆ Started to collaborate with Public Employment Security Offices called “Hello Work” (from May 2024)

JMA Woman Doctor Bank

Search 

2. Re-employment Seminar Program

a >> Support groups for medical students, resident physicians, etc.

The groups meet for the purpose of gaining deep understanding of "gender equality" and "work-life balance" among medical students, interns/residents, etc. to support career development and continuation of female physicians and others. The events are co-sponsored by Prefectural Medical Associations and respective medical societies, and JMA partially covers the costs of the event.

b >> Seminar for Hospital Directors, Founders, Managers, etc. on Improving the Working Environment for Female Physicians and Others

Preventing female physicians and others from leaving the workforce and enabling them to continue working in a way that suits their life stages without career interruption require the creation of attractive workplaces. The purpose of this seminar is to encourage hospital directors, etc. to promote flexible work style and help them understand and accept balancing between life events and career by clarifying work-related problems for female physicians and others.

* **Female physicians and others** means that male physicians who participate in childcare, etc., which contribute to supporting the employment of female physicians, are also included.

c >> Assistance for concurrently offering childcare service

To ensure learning opportunities for physicians raising children, JMA promotes offering childcare service when a Prefectural/Municipal Medical Association hosts a workshop/seminar and subsidizes the cost.

d >> Support groups for female physicians and others in communities

Balancing life events and careers for female physicians and others requires steady activities for the support of female physicians and others. The groups meet for the purpose of discussing the promotion of support activities and employment support (Doctor Bank) for female physicians and others. The events are co-sponsored by Prefectural Medical Associations, and JMA partially subsidizes the cost.

Handbook for Diverse Work Styles of Physicians

This handbook summarizes the essential information that a physician should know, for example the basic knowledge when working as a member of society, issues to face on childbirth and childcare, and helpful government programs to handle them. Since its publication in FY2021, the handbook has been used by many physicians, including medical students and young physicians such as interns/residents.



Table of Contents

- Chapter 1: Basic Knowledge When Working as a Member of Society
- Chapter 2: Necessary Knowledge When Working as a Hospital Physician
- Chapter 3: Issues Relating to Childbirth and Childcare and Support Programs

You can [download](https://www.med.or.jp/joseiishi/article037.html) from
the Woman Doctor Support Center Website
<https://www.med.or.jp/joseiishi/article037.html>

Job Placement in the Healthcare Field (Employment Service Agencies)

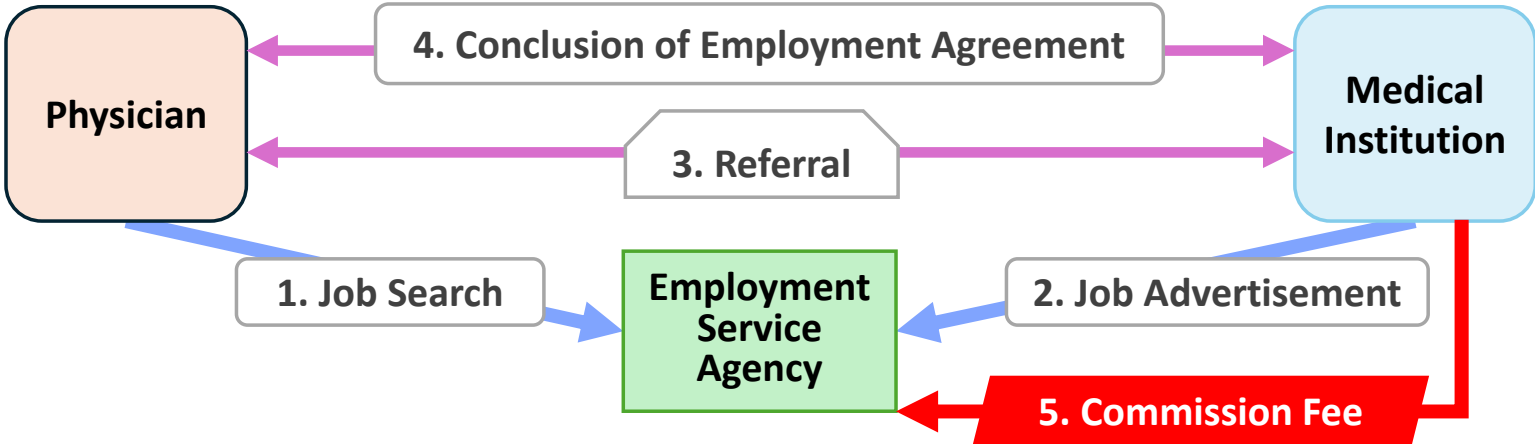
<Methods used for recruitment >

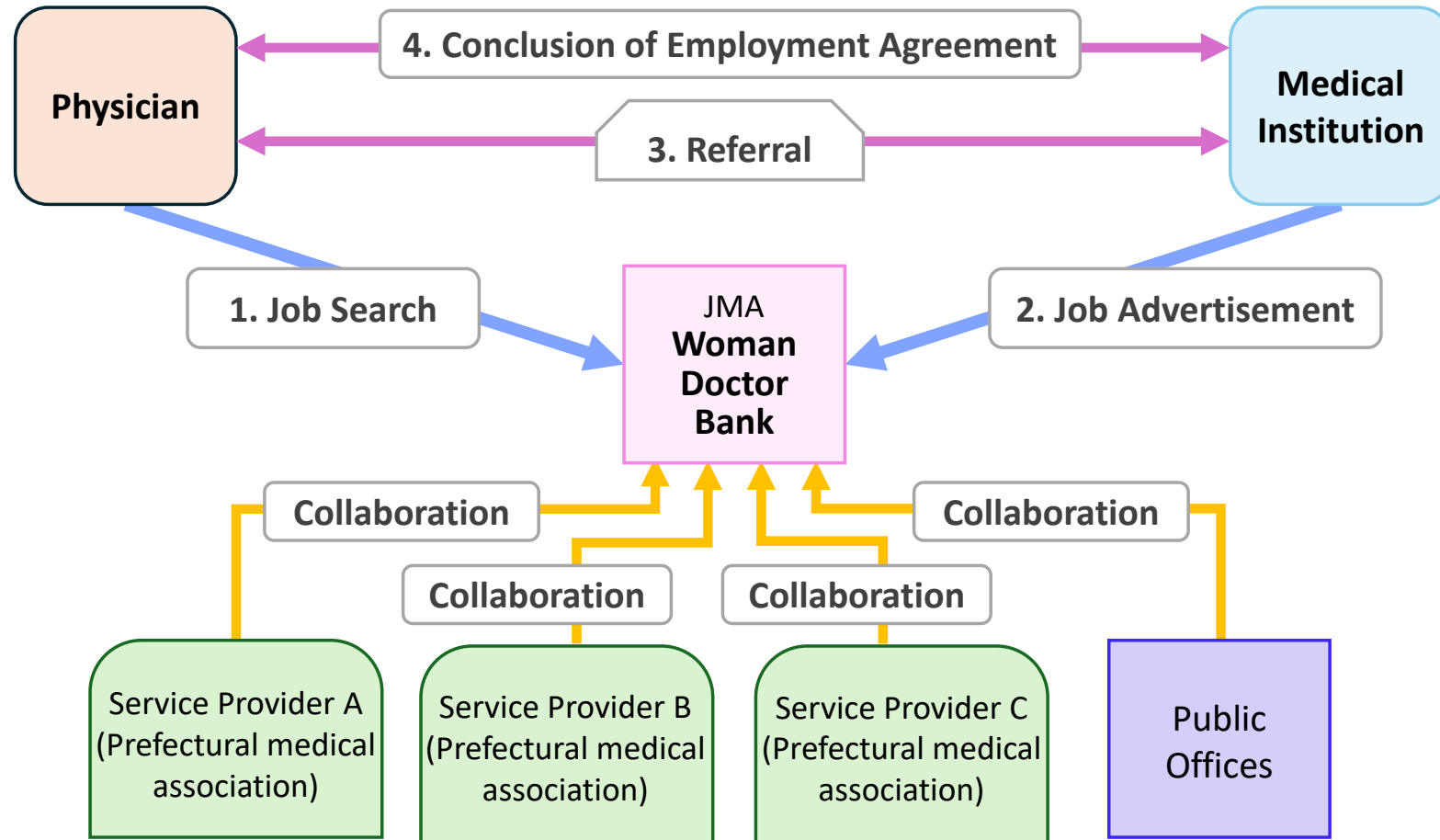
	Total (n = 964)	Private employ- ment agencies	Public employ- ment security offices	Social Welfare Councils	Job sites on the Internet /SNS	Job postings on magazines	News- paper ads	Local public organizations and chambers of commerce	Universities	Direct recruit- ment	Connec- tions	Others
Physician	100.0	55.8	4.7	0.1	17.6	3.0	0.9	1.8	6.2	29.9	18.0	2.6

<Commission paid to employment service agencies per hire>

	Physicians	Public health nurses & midwives	Nurses & assistant nurses	Nursing assistants	Pharmacists	Rehabilitation specialists
Commission (average)	2,766,000 yen	827,000 yen	918,000 yen	587,000 yen	1,225,000 yen	862,000 yen

*Source: MHLW Employment Security Bureau Demand and Supply Adjustment Division. *Results of the Questionnaire on Employment Services in the Medical and Long-Term Care Sectors (December 2019).*





Thank you for your attention!