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The Impact of Women in the Healthcare Workforce in Korea

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Current Status

Current Status

Current Status

Female doctor 25%
Female Medical Students 40%

Female Pharmacist : 60%
Nurses: 96%
Assistant Nurses: 96%

2010

Female doctor: 15,516
Female dentists: 4,204
Female Oriental Doctor: 2,082

2020

Female doctor: 25,351
Female dentists: 6,398
Female Oriental Doctor: 4,149

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Current Status



Nursing Workforce: 50%



Female Medical Workforce: 65%
(excluding doctor)

Current Status



Healthcare Workforce in Korea

- 1) Medical personnel (physicians, doctors of Korean medicine, dentists, nurses, midwives) and assistant nurses under the Medical Service Act**
- 2) Pharmacists and Korean medicine pharmacists under the Pharmaceutical Affairs Act**
- 3) Medical service technologists, health information managers, and opticians under the Act on Medical Technologists**
- 4) Emergency medical technicians under the Emergency Medical Service Act**
- 5) A person who has acquired a license, qualification, etc., as prescribed by healthcare-related laws and regulations, such as a nutritionist under the National Nutrition Management Act, as prescribed by Presidential Decrees**

Current Status



Percentage of female healthcare workers by occupation (working in nursing facilities/ as of 2020)

Occupation	Physicians	Dentists	Oriental Doctor	Pharmacists	Oriental medicine pharmacists	Nurses (Midwives)
Percentage (%)	25.5	25.2	20.6	62	40.3	95(100)
Occupation	Assistant nurses	Clinical pathologists	Radiologists	Physical therapists	Occupational therapists	Dental technicians
Percentage (%)	95.8	76.6	34.9	60.6	76	54.9
Occupation	Dental hygienists	Health information managers	Opticians	Emergency medical technicians (paramedics)	Nutritionists	Hygienists
Percentage (%)	99.2	86.7	67.7	68.6	99	89



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Issues related to the female health workforce.

Issues related to the female health workforce.

Unequal distribution of female healthcare workforce and unfairness in hiring

- **Women's participation in the healthcare labor market is still skewed by a number of variables**
- **The low percentage of female professors in medical schools and female hospital directors**
- **A culture of not hiring female residents and unfair treatment.**

Issues related to the female health workforce.

Insufficient establishment of the environment with access to the maternity protection system, career disruptions related to childbirth and childcare

- **Disadvantages due to pregnancy and childbirth**
- **Loss of skilled workers and increased medical errors**



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Directions to improve the conditions for female health workforce.

Directions to improve the conditions for female health workforce.

Maternity protection system and improving the workplace environment

- Improve the working environment by creating conditions to promote the smooth use of the maternity protection system**
- Addressing employment disadvantages due to childbirth and childcare to enhance job stability**

Directions to improve the conditions for female health workforce.

Increasing gender equality through awareness training and more

- Education and training for female healthcare workers, improvement of workplace culture**
- Promotion of gender diversity across the healthcare sector**
- Improvement of working conditions and provision of career development opportunities**



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The expected impact of increasing the female healthcare workforce.

Characteristics of the female healthcare workforce and the expected impact of increasing the female healthcare workforce



Patient-centered care

- Women physicians' strengths in patient care, communication, and empathy, along with their focus on preventive and patient-centered care, can significantly enhance patient satisfaction in the competitive healthcare industry.



Characteristics of the female healthcare workforce and the expected impact of increasing the female healthcare workforce

Excellence in a variety of medical fields

- As women physicians enter diverse fields, they are expected to excel across all areas of medicine.



Characteristics of the female healthcare workforce and the expected impact of increasing the female healthcare workforce



Improving community access to healthcare

- Female healthcare workers enhance community access to healthcare, particularly in maternal and child health, chronic disease management, and elderly care, including dementia prevention..

Characteristics of the female healthcare workforce and the expected impact of increasing the female healthcare workforce

Gender-balanced health policy development and research

- The growing female health workforce is crucial for incorporating women's perspectives into health policy development and research, ensuring that policies are comprehensive and balanced with a gender perspective.



Characteristics of the female healthcare workforce and the expected impact of increasing the female healthcare workforce



Contributing to a better workplace

-The expanding female healthcare workforce fosters a culture of work-life balance, enhancing job satisfaction and sustainability, while women in leadership roles drive organizational development from various perspectives.





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Suggestions

Suggestions

Creating a master plan

Conducting status surveys

Policy and institutional
development

Continuous monitoring and
feedback

Creating a master plan

In South Korea, the Framework Act on Health and Medical Services requires that a healthcare development plan be prepared every five years and includes major healthcare business plans and methods of implementation. As such, it is necessary to include projects to improve working conditions for female healthcare workers and to promote maternity protection in the preparation of such business plans so that such projects can be consistently and actively promoted in accordance with the Act.

Conducting status surveys

Career disruptions, limited working conditions, and lack of gender awareness significantly hinder the smooth supply of female health workers. As such, regular status reviews and factual surveys on the effectiveness of relevant policies and systems, including the improvement of working conditions for female health workers, are needed to provide evidence for improving issues related to female health workers.

Policy and institutional development

It is necessary to continuously revise, supplement, and improve the systems and policies related to maternity protection so that they reflect reality and operate effectively.

In addition, on June 19, 2024, the government declared a state of population emergency, activated a total response system to overcome the declining birthrate, and decided to continue to create related systems and policies. In relation to this, it is necessary to create new systems and policies that reflect the characteristics of medical institutions.

Continuous monitoring and feedback

Even if systems and policies are implemented to improve the working environment and awareness of female healthcare workers, it is not easy to solve in a short period of time. It is necessary to make realistic improvements step by step through continuous monitoring and feedback.



Thank you for your attention.

