

# The Role of **Female** Health Workers in Taiwan

Taiwan Medical Association  
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# The Evolving Situation of Female Physicians: Progress and Ongoing Challenges

- **Social and Legal Changes**

- Led to an increasing number of women entering the medical profession

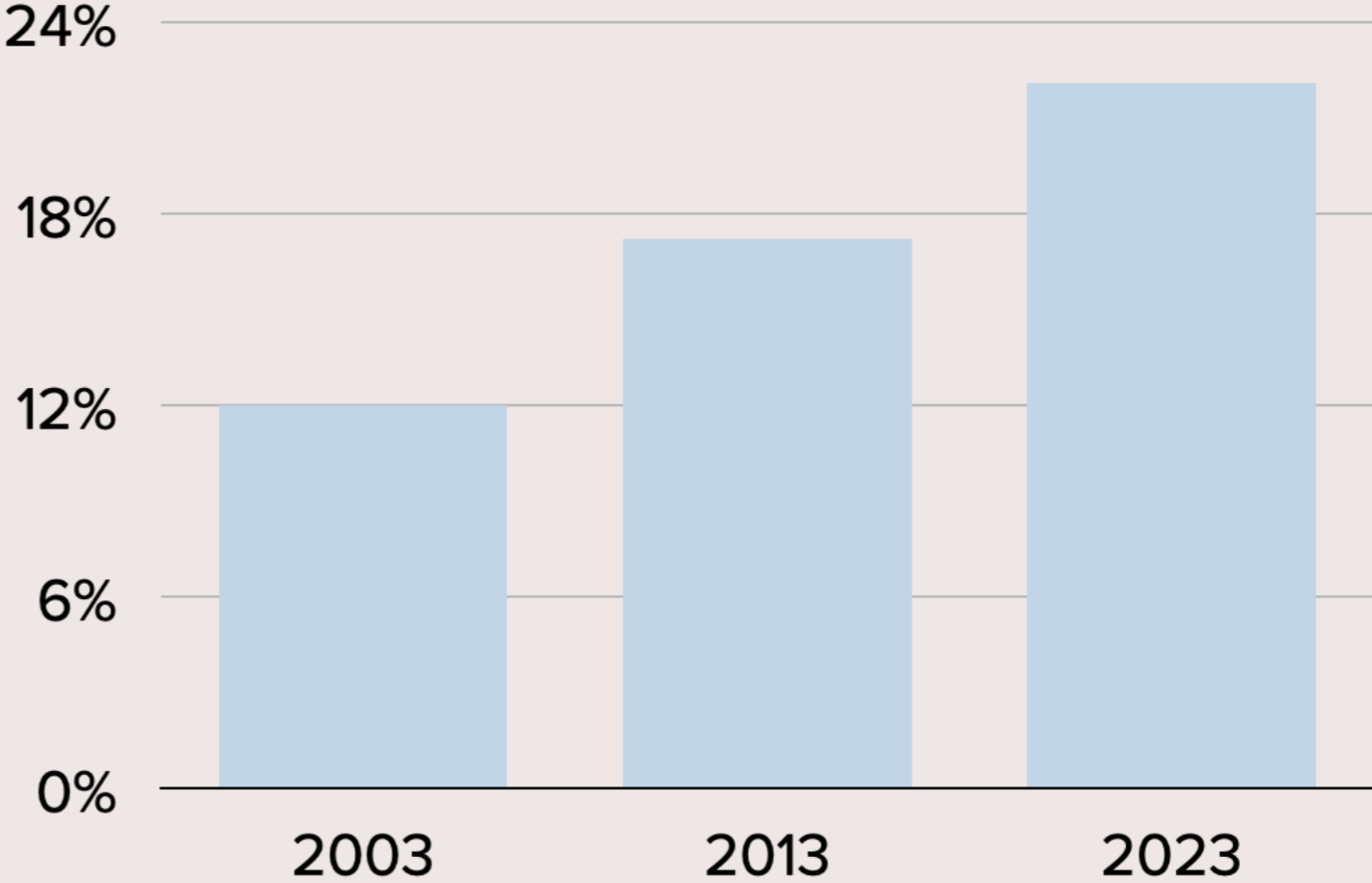
- **Ongoing Gender Constraints**

- Continue to limit the career development of female physicians
- Examples
  - Wage gaps
  - Discrimination by specialty
  - Sexual harassment

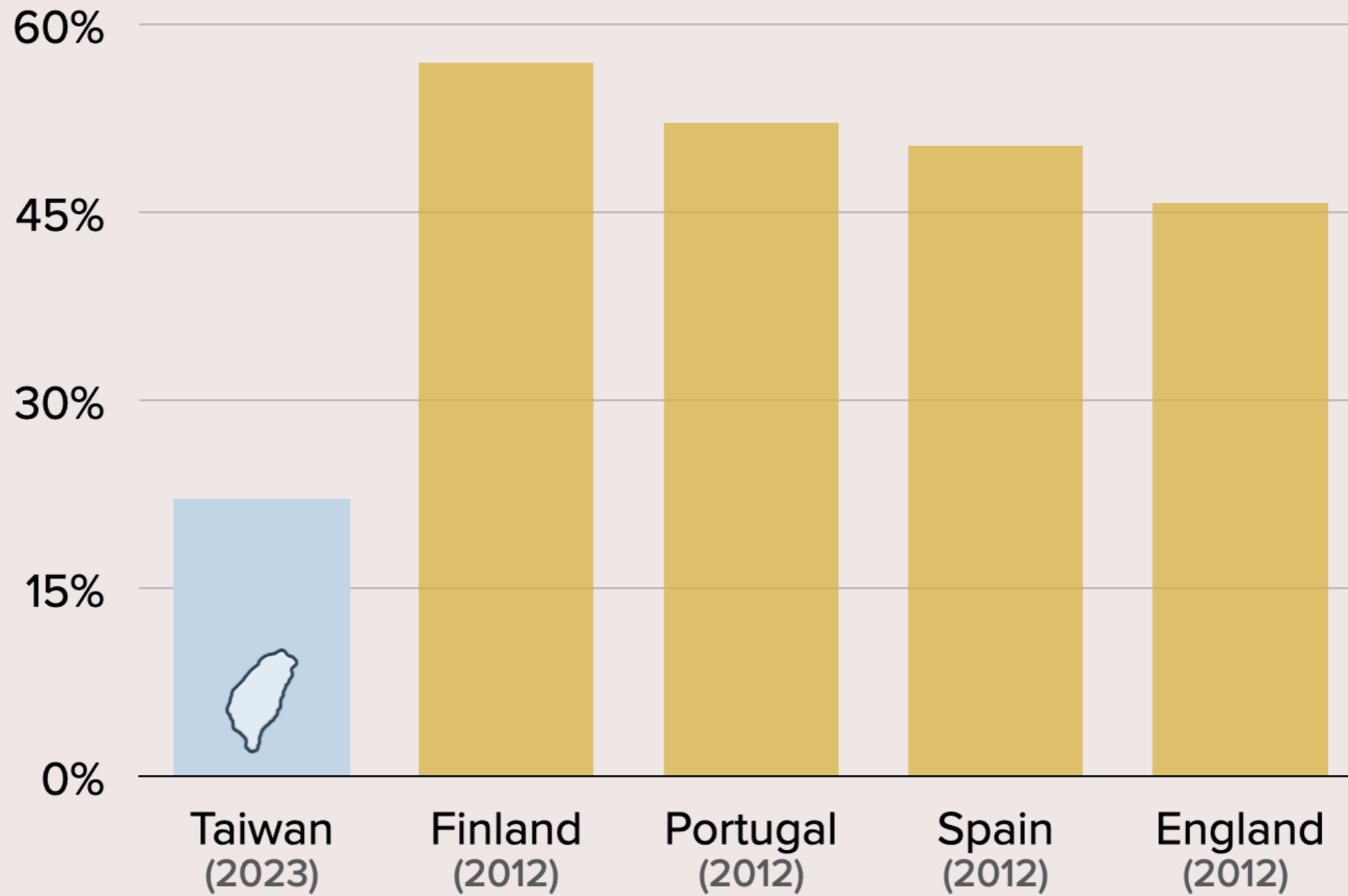
- **Resulting Consequences**

- Women must exert more effort than men to achieve the same work accomplishments
- Limited choices in specialty selection
- Barriers to entering management positions

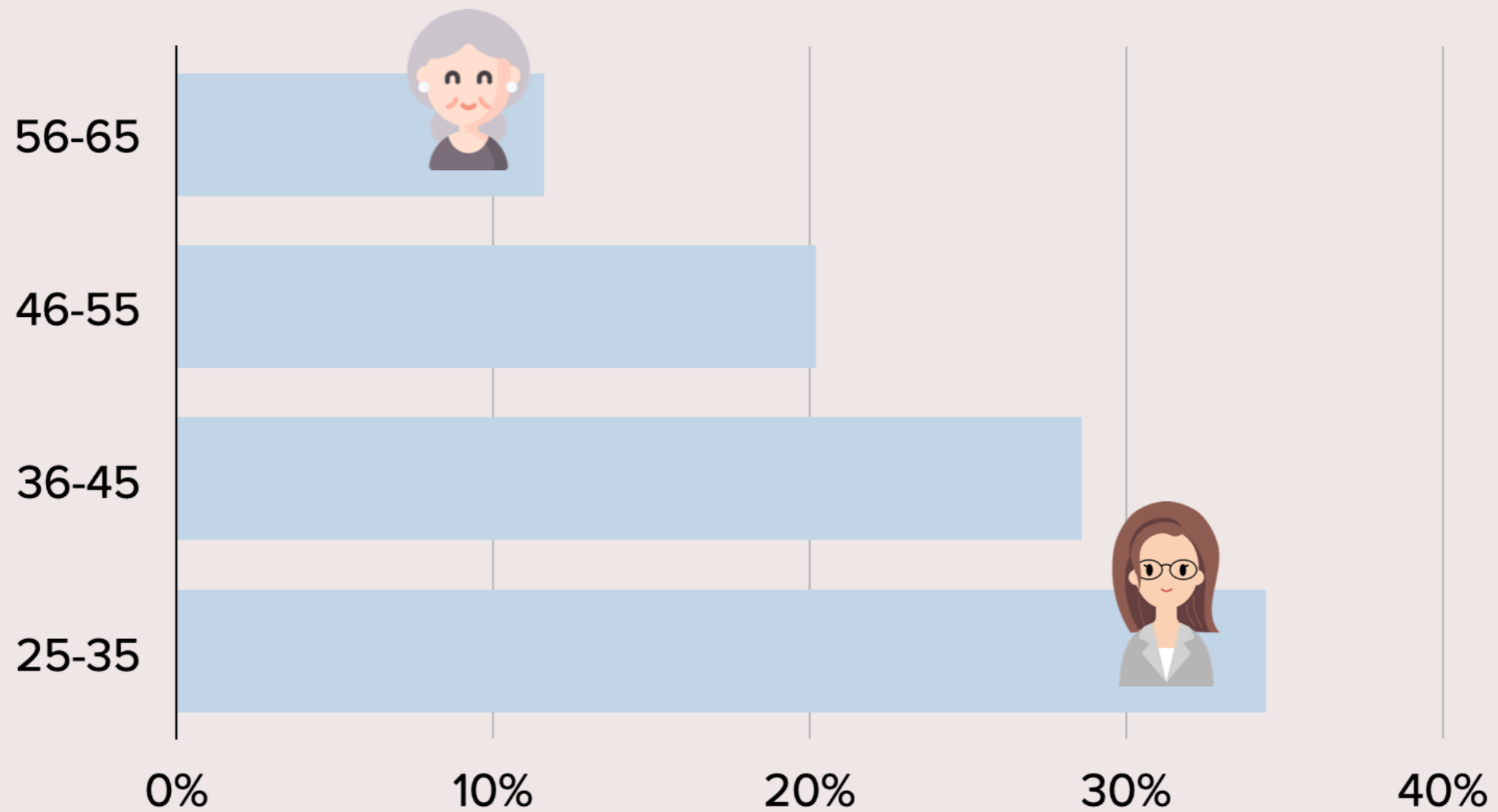
# Percentage of Female Physicians in Taiwan



# Percentage of Female Physicians in the World



# Percentage of Female Physicians By Age groups in Taiwan





## **Laws** related to women's rights in employment and education

### • **2002** Act of Gender Equality in Employment

- Menstrual leave: 1/month
- Maternity leave: 8 wks
- Parental leave: 2 yrs
- Breast feeding(pumping) 1hr/day
- Breast feeding room

### ✓ Law Source Retrieving System Labor Laws And Regulations

- Pregnant or breastfeeding female employees are exempt from night shifts





President (2016-2024)  
ING-WEN TSAI



Vice President (2000-2008)  
HSIU-LIEN LU

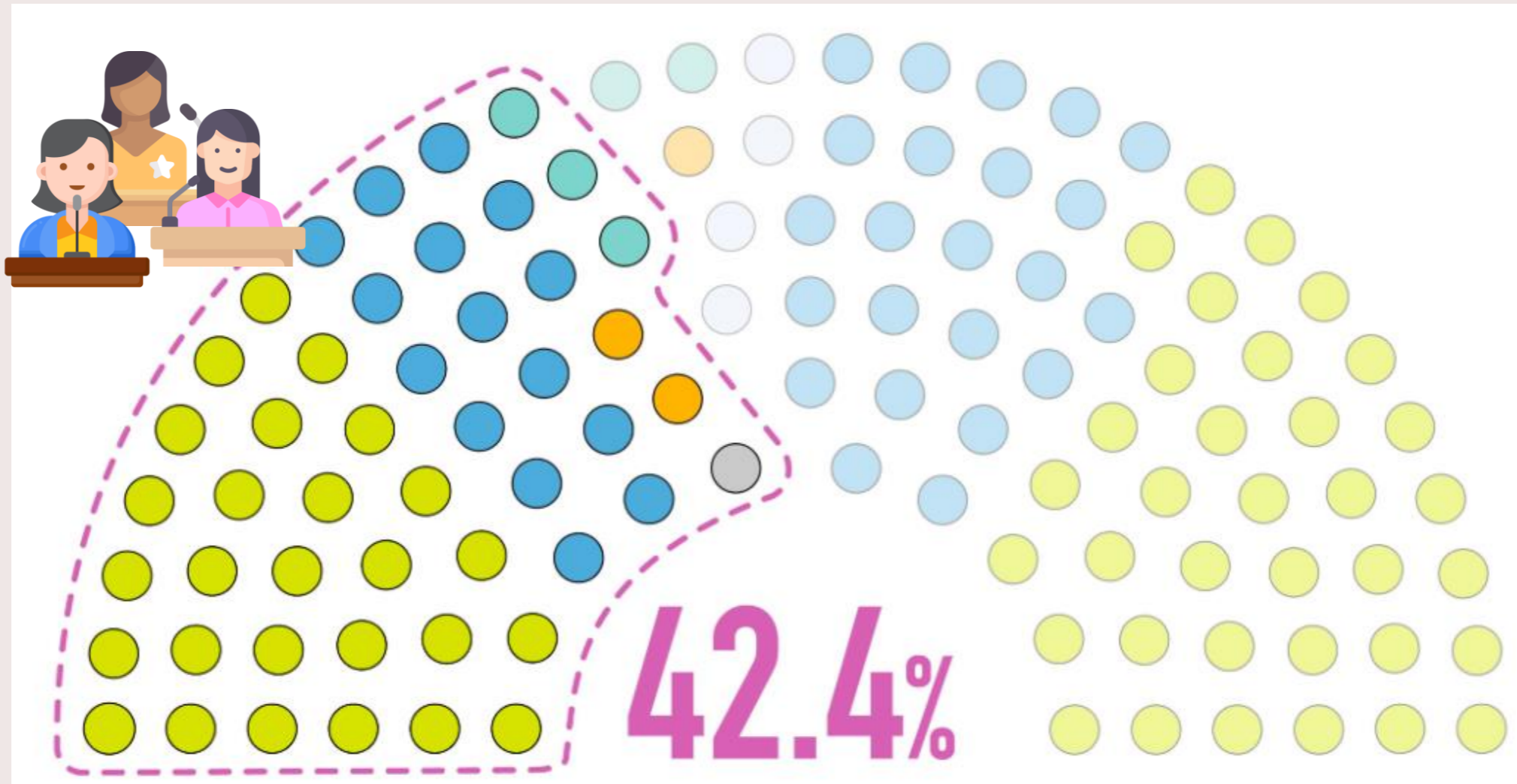
# Changes in social atmosphere

- **2000** The first woman vice president
- **2016** The first woman president
- **2019** The Legislative Yuan of Taiwan passed the "Same-Sex Marriage Act"





# Women occupy 42% of the seats in the Legislative Yuan of Taiwan





# Taiwan Medical Women's Association (TMWA)



- Founded in August **1954** with the following **purposes**
  - Promote professional interests and contribute to **national health**
  - Promote **connections** between women doctors
  - Enhance **understanding and friendship** among women doctors from all over the world

# Visions of TMWA

- Promote **gender equality**
- Encourage women doctors to **show their talents**
- Facilitate the **professional growth** of women doctors







**Successfully Hosted the Three-Day Conference  
(MWIA 2022) in Taiwan**







**MWIA 2022 – Welcome Reception  
at Taipei Guest House**





# Gender Differences and Their Impact on Medical Specialty Choice



- Pediatrics
- Internal medicine
- Ophthalmology
- Obstetrics and gynecology
- Family medicine



- Neurosurgery
- Urology
- Orthopedics
- Plastic surgery

- This is related to the same-gender social network culture among surgeons, which has a stronger tradition of **drinking culture**, making it more difficult for women to break into the '**brotherhood**' of male surgeons

# Survey on Job Stress of Taiwan Physicians

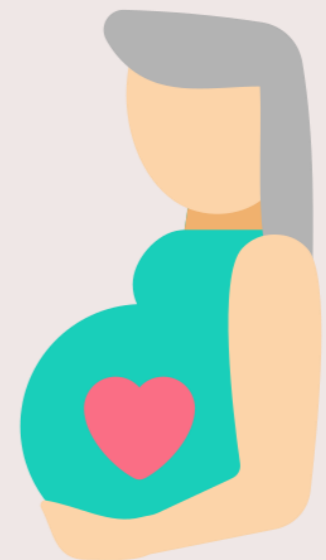
- Female physicians experience significantly **higher workplace stress** compared to male physicians
  - Source of stress: workplace justice, management communication, doctor-patient communication
- Women experience **higher** levels of **fatigue** than men in various areas
  - Source of stress: personal fatigue, work fatigue





# Career Aspiration of Medical Students by Gender

- There is no difference in expectations between males and females regarding whether **marriage** will impact career development
- Compared to males, more females believe that **childbirth** will impact career development
- Males have a higher **ambition** to hold managerial positions, while females are more likely than males to believe that childbirth will reduce the likelihood of becoming a manager in hospital



# Glass Ceiling Effect

- In the national medical centers
  - A total of 111 directors and deputy directors
  - **Only 3** are female doctors
  - **No** female directors
- Among medical centers
  - **Only 1** hospital has 21 % of its leaders as women
  - Other hospitals: below 18 %
- Pregnancy, childbirth, and caregiving responsibilities are still considered disadvantageous factors for women in advancing to leadership positions



# Dr. MEI-HWEI CHANG

- Professor of pediatrics
- President of Federation of International Societies of Pediatric Gastroenterology, Hepatology, and Nutrition in 2008
- **Infant stool color card** for biliary atresia screen
- Prove that **HBV vaccination** helps reduce the incidence of liver cancer

## BC INFANT STOOL COLOUR CARD SCREENING PROGRAM FOR BILIARY ATRESIA



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ORIGINAL ARTICLE



## Universal Hepatitis B Vaccination in Taiwan and the Incidence of Hepatocellular Carcinoma in Children

Authors: Mei-Hwei Chang, M.D., Chien-Jen Chen, Sc.D., Mei-Shu Lai, M.D., Hsu-Mei Hsu, M.P.H., Tzee-Chung Wu, M.D., Yan-Shan Kong, M.D., Der-Cherng Liang, M.D., Wen-Yi Shau, M.D., and Ding-Shinn Chen, M.D., for the Taiwan Childhood Hepatoma Study Group\* [Author Info & Affiliations](#)

Published June 26, 1997 | N Engl J Med 1997;336:1855-1859 | DOI: 10.1056/NEJM199706263362602

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# Dr. AIJ-LIE KWAN

- Professor of neurosurgery
- The first **female president** of the International College of Surgeons
- Providing free medical services and demonstration surgeries in remote areas around the world





## Dr. SHAO-YI CHENG

- Professor of family medicine
- Council member of Asia-Pacific Hospice Network (APHN)
- President of Taiwan Academy of Hospice Palliative Medicine
- Chair of Public relations and WONCA Affairs, Taiwan
- Representing Taiwan in various multinational palliative care research studies
- Representing TMA in multiple international medical affairs

## Dr. SHUR-FEN GAU

- Professor of Psychiatry
- Vice superintendent of National Taiwan University Hospital
- ADHD expert and a pioneer in the field of childhood mental disorders in Taiwan
- President of Taiwan Medical Women's Association







## Dr. CHYONG-HUEY LAI

- Professor of Gynecologic Oncology
- Led the establishment of the Asian Gynecologic Oncology Group and served as its Chairperson
- Former president of Taiwan Medical Women's Association

# Mentor-Mentee Program (MMP) of TMWA



## 23 Mentors

- Volunteered female physicians
- From hospitals and community clinics without restriction
- No limitation of specialty

- ✓ Experience sharing
- ✓ Troubleshooting
- ✓ Life planning assistance



## 44 Mentees

- Young physicians (PGY or Residents)
- No limitation of specialty

# What to Do Next

- More researches are needed for understanding the current status of gender equality in the medical field to establish **improvement policies**, e.g., the salary differences are still unclear
- Enhance societal and medical awareness of gender equality through **education**
- Improve **legal regulations** to provide a more equitable and inclusive workplace





Thank You for Listening