



ANZCA
FPM

ANZCA Gender Equity Results Summary

2022 SURVEY RESULTS

ANZCA DEMOGRAPHICS JUNE 2022

DEMOGRAPHICS				
Variable	Values taken	Overall	Male	Female
		%	%	%
1. What is your gender?	Male	34%		
	Female	63%		
	Non-Binary or other	1%		
	Prefer not to say	2%		
2. What is your age?	30 - 39 years	20%	14.4%	23.5%
	40 - 49 years	38%	30.0%	42.9%
	50 - 59 years	26%	26.3%	25.5%
	>= 60 years	16%	29.4%	8.2%
3. In what decade did you obtain your specialist anaesthetic qualification (e.g. FANZCA or equivalent specialist qualification)?	2000 or Prior	25%	37.0%	12.9%
	2001 - 2010	29%	25.5%	31.3%
	2011 - 2020	42%	34.2%	46.9%
	2021 - Present	4%	3.1%	4.1%

Overall	Male	Female
%	%	%
65%		
35%		
<1%		
19%	16%	25%
38%	36%	43%
27%	28%	24%
16%	21%	8%
18%	24%	11%
30%	31%	28%
44%	39%	52%
7%	6%	8%

ANAESTHETICS CAREER

Variable	Values taken	Male	Female
		%	%
4. How many hours of paid work do you do per week?	<= 10 hours	0.0%	1.7%
	11 - 20 hours	5.0%	3.4%
	21 - 30 hours	9.9%	17.3%
	31 - 40 hours	26.1%	41.5%
	41 - 50 hours	43.5%	29.3%
	51 - 60 hours	11.2%	5.4%
	> 60 hours	4.3%	1.4%
5a. Of the total number hours of paid work you do each week, what is the distribution of the hours you work in: Public clinical work	0 - 25%	21.0%	10.0%
	26 - 50%	21.0%	21.6%
	51 - 75%	26.1%	29.7%
	> 75%	31.9%	38.7%
5b. Of the total number hours of paid work you do each week, what is the distribution of the hours you work in: Private clinical work	0 - 25%	31.7%	51.2%
	26 - 50%	25.4%	20.1%
	51 - 75%	11.9%	10.0%
	> 75%	31.0%	18.7%
5c. Of the total number hours of paid work you do each week, what is the distribution of the hours you work in: Non-clinical / clinical support work	0 - 25%	87.3%	88.3%
	26 - 50%	9.3%	8.7%
	51 - 75%	1.7%	1.3%
	> 75%	1.7%	1.7%
6. What proportion of your non-clinical or clinical support work is unpaid?	<= 25%	61.3%	58.8%
	26 - 50%	12.4%	23.3%
	51 - 75%	5.1%	5.3%
	> 75%	21.2%	12.6%
7a. Considering your work at XXX Hospital Anaesthetic Department, how satisfied are you with the following? After-hours commitments	Very dissatisfied	0.6%	5.1%
	Dissatisfied	18.9%	16.8%
	Neutral	28.9%	27.7%
	Satisfied	39.0%	36.6%
	Very satisfied	12.6%	13.7%
7b. In the institution where you currently work the most, how satisfied are you with the following? Part-time work opportunities	Very dissatisfied	1.9%	2.7%
	Dissatisfied	7.5%	10.0%
	Neutral	33.5%	18.9%
	Satisfied	42.9%	46.7%
	Very satisfied	14.3%	21.6%
7c. In the institution where you currently work the most, how satisfied are you with the following? Job-sharing opportunities	Very dissatisfied	1.3%	4.9%
	Dissatisfied	8.3%	11.7%
	Neutral	57.7%	50.5%
	Satisfied	23.1%	23.3%
	Very satisfied	9.6%	9.5%
7d. In the institution where you currently work the most, how satisfied are you with the following? Flexibility relating to carer issues and urgent leave requests	Very dissatisfied	1.9%	3.1%
	Dissatisfied	10.7%	16.1%
	Neutral	30.2%	19.9%
	Satisfied	38.4%	39.7%
	Very satisfied	18.9%	21.2%
7e. In the institution where you currently work the most, how satisfied are you with the following? Leadership opportunities in clinical or administrative domains	Very dissatisfied	0.6%	8.3%
	Dissatisfied	9.5%	21.7%
	Neutral	36.7%	29.0%
	Satisfied	42.4%	27.2%
	Very satisfied	10.8%	13.8%

DISCRIMINATION, BULLYING AND HARRASSMENT

Variable	Values taken	Male	Female
		%	%
8a. During my anaesthetic career, I have experienced discrimination due to: Gender	Strongly disagree	36.9%	8.4%
	Disagree	40.1%	13.7%
	Neutral	8.9%	10.2%
	Agree	10.8%	38.6%
	Strongly agree	3.2%	29.1%
8b. During my anaesthetic career, I have experienced discrimination due to: Ethnicity	Strongly disagree	37.7%	28.7%
	Disagree	35.1%	29.5%
	Neutral	11.0%	19.2%
	Agree	14.3%	14.2%

	Strongly agree		1.9%	8.4%
8c. During my anaesthetic career, I have experienced discrimination due to: Relationship status	Strongly disagree		41.6%	21.2%
	Disagree		42.2%	34.2%
	Neutral		11.7%	21.2%
	Agree		1.9%	17.6%
	Strongly agree		2.6%	5.8%
8d. During my anaesthetic career, I have experienced discrimination due to: Age	Strongly disagree		32.5%	17.8%
	Disagree		42.0%	32.4%
	Neutral		10.8%	24.9%
	Agree		12.1%	19.9%
	Strongly agree		2.5%	5.0%
8e. During my anaesthetic career, I have experienced discrimination due to: Pregnancy	Strongly disagree		46.8%	10.3%
	Disagree		36.2%	28.5%
	Neutral		12.8%	16.5%
	Agree		0.0%	27.3%
	Strongly agree		4.3%	17.4%
9. Have you ever been subjected to sexual harassment in the anaesthesia workplace since qualifying as a specialist anaesthetist?	No		89.9%	79.4%
	Yes		10.1%	20.6%
10. Have you ever been subjected to bullying in the anaesthesia workplace since qualifying as a specialist anaesthetist?	No		65.6%	52.4%
	Yes		34.4%	47.6%
11. Did you feel that obtaining your desired position after completion of training was made more difficult because of your gender?	No		96.9%	64.1%
	Yes		3.1%	35.9%

LEADERSHIP, MENTORS AND RESEARCH

Variable	Values taken		Male	Female
			%	%
12. Mentors have played a valuable role in my anaesthetic career.	Strongly agree		31.4%	29.9%
	Agree		44.7%	42.3%
	Neutral		13.2%	12.7%
	Disagree		7.5%	9.9%
	Strongly disagree		3.1%	5.3%
13. It has been easy for me to find meaningful research opportunities in my anaesthetic career.	Strongly agree		5.1%	4.2%
	Agree		23.6%	14.1%
	Neutral		47.8%	42.4%
	Disagree		19.1%	26.9%
14. In the institution where I work the most, there is equal gender representation in decision making roles or roles of influence within my department or group.	Strongly agree		20.1%	13.4%
	Agree		40.9%	29.6%
	Neutral		11.9%	12.0%
	Disagree		23.3%	27.8%
	Strongly disagree		3.8%	17.3%

INCOME

Variable	Values taken		Male	Female
			%	%
15. What are your annual billings/ salary (pre-tax) from anaesthesia-related work?	<= \$200,000		8.2%	10.6%
	\$200,001 - 400,000		21.4%	48.8%
	\$400,001 - 600,000		35.8%	25.4%
	\$600,001 - 800,000		13.8%	7.8%
	\$800,001 - 1,000,000		5.7%	2.8%
	> \$1,000,001		3.8%	0.0%
	Prefer not to say		11.3%	4.6%

RELATIONSHIPS

Variable	Values taken		Male	Female
			%	%
16. What is your relationship status?	Unpartnered		9.1%	14.1%
	Partner who lives with you		87.7%	82.3%
	Partner who does not live with you		3.2%	3.6%
17. How many hours per week does your partner work in paid employment?	<= 10 hours/ week		33.1%	10.0%
	11 - 20 hours/ week		15.4%	3.9%
	21 - 30 hours/ week		18.5%	7.0%
	31 - 40 hours/ week		18.5%	27.1%
	41 - 50 hours/ week		10.8%	32.3%
	51 - 60 hours/ week		3.8%	13.1%
	> 60 hours/ week		0.0%	6.6%
18. What proportion does your partner contribute to domestic responsibilities? These include all tasks performed to ensure the basic needs of all household members are met, such as cooking, cleaning, bill paying and caring for dependents	< 25%		5.1%	22.0%
	26 - 50%		21.7%	48.7%
	51 - 75%		42.0%	23.3%
	> 75%		31.2%	5.9%
19a. To what extent do you feel your relationship status has adversely affected the following in your career? Employment opportunities	Not at all		85.2%	66.1%
	Somewhat		12.3%	26.3%
	Significantly		2.6%	7.7%
19b. To what extent do you feel your relationship status has adversely affected the following in your career? Proportion of private work	Not at all		73.2%	60.8%
	Somewhat		19.0%	27.5%
	Significantly		7.8%	11.7%
19c. To what extent do you feel your relationship status has adversely affected the following in your career? Hours worked per week	Not at all		49.4%	48.0%
	Somewhat		44.2%	36.7%
	Significantly		6.5%	15.3%
19d. To what extent do you feel your relationship status has adversely affected the following in your career? Leadership	Not at all		77.4%	59.0%

adversely affected the following in your career? Leadership opportunities	Somewhat		20.0%	26.4%
	Significantly		2.6%	14.7%
19e. To what extent do you feel your relationship status has adversely affected the following in your career? Involvement in research	Not at all		81.2%	70.8%
	Somewhat		17.5%	21.4%
	Significantly		1.3%	7.7%

DEPENDENTS AND CAREGIVING

Variable	Values taken		Male	Female
			%	%
20. Are you a caregiver for any dependents (e.g. children under 18, person with a disability and/or elderly relatives)?	No		49.4%	33.5%
	Yes		50.6%	66.5%
21. Has your anaesthesia career negatively affected the size or timing of your family (e.g. did you delay trying to conceive or commencing fertility treatments)?	Significantly		10.9%	33.7%
	Somewhat		29.0%	41.3%
	Not at all		60.1%	25.0%
22. If you have children or dependents, are you the primary caregiver in your household?	Yes		10.1%	52.5%
	No		44.0%	8.4%
	Shared equally		45.9%	39.1%
23a. To what extent do you feel having children has adversely affected the following in your career? Employment opportunities	Not at all		72.7%	33.0%
	Somewhat		20.1%	39.6%
	Significantly		7.2%	27.4%
23b. To what extent do you feel having children has adversely affected the following in your career? Proportion of private work	Not at all		60.2%	25.5%
	Somewhat		26.3%	36.8%
	Significantly		13.5%	37.7%
23c. To what extent do you feel having children has adversely affected the following in your career? Hours worked per week	Not at all		39.3%	15.7%
	Somewhat		43.6%	35.2%
	Significantly		17.1%	49.1%
23d. To what extent do you feel having children has adversely affected the following in your career? Leadership opportunities	Not at all		71.3%	31.9%
	Somewhat		20.6%	38.5%
	Significantly		8.1%	29.6%
23e. To what extent do you feel having children has adversely affected the following in your career? Involvement in research	Not at all		72.3%	43.4%
	Somewhat		20.8%	32.1%
	Significantly		6.9%	24.5%

CONCLUSION

Variable	Values taken		Male	Female
			%	%
24. In 2022, do you believe your gender is a barrier in the pursuit of a career in anaesthesia?	Significantly		0.6%	12.1%
	Somewhat		16.2%	38.2%
	Not at all		83.1%	49.6%