

## **WOMEN IN MEDICINE**

### **ACADEMY OF MEDICAL ROYAL COLLEGES STATEMENT**

The Academy of Medical Colleges Council considered the recent article by Professor Merion Thomas '*Why having so many women doctors is hurting the NHS*' published in the Daily Mail on 2 January 2014.

Since its publication there have been many articulate and well-argued responses, including those from member Colleges of the Academy, which correct the inaccuracies and assertions in Professor Thomas's article. The Council has, therefore, chosen not to produce its own detailed response as this has been well covered by others.

However, the Academy did wish to:

- Place on record its view that the arguments made in the article are profoundly mistaken and not evidence based
- Refute the notion that "*gender imbalance is already having a negative effect on the NHS*"
- Reject the suggestion that women in hospital medicine tend to avoid the more demanding specialties because of a lack of commitment
- Recognise that continuing gender disparity within particular specialties is not due to "failings" of women but wider issues relating to structures, culture and behaviors which need to be addressed by the profession as a whole
- Assert that the changing nature of the medical workforce should be seen as an opportunity rather than a threat
- State that opportunities for flexible working are increasingly sought by and benefit both male and female doctors.

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