

THE NETWORK: TOWARDS UNITY  
FOR HEALTH & FACULTAD DE MEDICINA,  
UNAM, PRESENT



THE NETWORK  
TOWARDS UNITY FOR HEALTH



Facultad de Medicina



# TUFH2020 MEXICO

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"PRIMARY HEALTH CARE: A PATH  
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SYSTEMS AND COMMUNITY BASED  
RESPONSES TO COVID-19

SEPTEMBER 23-25, 2020

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## TUFH 2020 Abstracts

Title	<b>Gender disparity in achieving seniority in Medical Education: the glass ceiling is yet to be broken</b>
Type	Oral Presentation <i>Building the Capacity of Future Leaders in a Socially Accountable World</i>
Presenting Author	LUTHFUN NESSA
Co-Authors	
Country	United Kingdom
Abstract N°	TUFH464
Content	<p>Background: The percentage of female Medical Educators achieving senior and leadership positions remains severely disproportionate. This has been a slowly recognized phenomenon since the early 1980's, yet little change has been made in achieving gender equity at senior positions and is estimated to take another 100 years. Objective: To identify factors specific to women which prevents their career progression in Medical Education. Method: Email invitations were sent to female members of the Academy of Medical Education leading to seven semi-structured telephone interviews. Qualitative analysis of six interview transcripts were carried using Nvivo11. Common themes from participants were collated and studied. Population/participants: The final cohort consisted of two deans of postgraduate medicine, one deputy dean of undergraduate medicine, one managing director, one clinical and one honorary lecturer. Findings: The most significant factors that affect career progression included: 1) The support of a partner 2) Design of the Institution infrastructure 3) Work-Life balance 4) Lack of role models and mentors 5) Networking opportunities. Conclusion: Interviewees expressed the importance of a support system which enables adequate management of work and life. All respondents expressed that having a supportive partner was key to their success, a theme which has not been previously identified in the literature. This calls for a change as a society to share domestic duties and for institutions to implement policies and interventions which aim to retain and promote women. This will allow women to reach their full potential and to prevent the loss of an extremely valuable workforce.</p>