

ANZCA Gender Equity Results Summary

DEMOGRAPHICS		2022 SURVEY RESULTS		
		Overall	Male	Female
Variable	Values taken			
	Male	24%	%	%
		34%		
1. What is your gender?	Female	63%		
	Non-Binary or other	1%		
2. What is your ago?	Prefer not to say	2%	44.40/	00.50/
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	2000 or Prior	25%	37.0%	12.9%
qualification (e.g. FANZCA or equivalent specialist qualification)?	2001 - 2010	29%	25.5%	31.3%
	2011 - 2020	42%	34.2%	46.9%
	2021 - Present	4%	3.1%	4.1%
ANAESTHETICS CAREER				
Variable	Values taken		Male	Female
Valuasio	raido tanon		%	%
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	0 - 25%		21.0%	10.0%
is the distribution of the hours you work in: Public clinical work			21.0%	
The state of the s	26 - 50%		26.1%	21.6%
	51 - 75%		26.1%	29.7%
5b. Of the total number hours of paid work you do each week, what	> 75%			
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	0 - 25%		87.3%	88.3%
support work	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	<= 25%		61.3%	58.8%
unpaid?	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,	Very dissatisfied		0.6%	5.1%
how satisfied are you with the following? After-hours commitments	Dissatisfied		18.9%	16.8%
	Neutral		28.9%	27.7%
	Satisfied		39.0%	36.6%
			12.6%	13.7%
7b. In the institution where you currently work the most, how	Very satisfied Very dissatisfied		1.9%	2.7%
satisfied are you with the following? Part-time work opportunities	,			
	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%
g	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	Very dissatisfied		1.9%	3.1%
issues and urgent leave requests	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	Very dissatisfied		0.6%	8.3%
satisfied are you with the following? Leadership opportunities in clinical or administrative domains	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
vui iusid	values taken		%	%
8a. During my anaesthetic career, I have experienced discrimination	Strongly disagree		36.9%	8.4%
due to: Gender	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	Strongly disagree		37.7%	28.7%
due to: Ethnicity	Disagree		35.1%	29.5%
			11.0%	19.2%
	Neutral		14.3%	19.2%
ı	Agree	l	14.3%	14.2%

ANZCA DEMOGRAPHICS JUNE 2022					
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%			

2022 SURVEY RESULTS

	Strongly agree	1.9%	8.4%
8c. During my anaesthetic career, I have experienced discrimination	Strongly disagree	41.6%	21.29
due to: Relationship status	Disagree	42.2%	34.29
	Neutral	11.7%	21.29
	Agree	1.9%	17.69
	Strongly agree	2.6%	5.8%
8d. During my anaesthetic career, I have experienced discrimination	Strongly disagree	32.5%	17.89
due to: Age	Disagree Disagree	42.0%	32.49
-	-		
-	Neutral	10.8%	24.99
-	Agree	12.1%	19.99
	Strongly agree	2.5%	5.0%
8e. During my anaesthetic career, I have experienced discrimination due to: Pregnancy	Strongly disagree	46.8%	10.39
due to. I regnancy	Disagree	36.2%	28.59
	Neutral	12.8%	16.59
	Agree	0.0%	27.39
	Strongly agree	4.3%	17.49
Have you ever been subjected to sexual harassment in the	No	89.9%	79.49
anaesthesia workplace since qualifying as a specialist anaesthetist?	Yes	10.1%	20.69
10. Have you ever been subjected to bullying in the anaesthesia	No	65.6%	52.49
workplace since qualifying as a specialist anaesthetist?	Yes	34.4%	47.69
11. Did you feel that obtaining your desired position after	No	96.9%	64.19
completion of training was made more difficult because of your			
gender?	Yes	3.1%	35.99
LEADERSHIP, MENTORS AND RESEARCH			
Variable	Values taken	Male	Femal
		%	%
12. Mentors have played a valuable role in my anaesthetic career.	Strongly agree	31.4%	29.99
	Agree	44.7%	42.39
	Neutral	13.2%	12.79
	Disagree	7.5%	9.9%
	Strongly disagree	3.1%	5.3%
13. It has been easy for me to find meaningful research		5.1%	4.2%
opportunities in my anaesthetic career.	Strongly agree	23.6%	14.19
-	Agree		
-	Neutral	47.8%	42.49
_	Disagree	19.1%	26.99
	Strongly disagree	4.5%	12.49
14. In the institution where I work the most, there is equal gender representation in decision making roles or roles of influence within	Strongly agree	20.1%	13.49
my department or group.	Agree	40.9%	29.69
	Neutral	11.9%	12.09
		11.070	12.07
	Disagree	23.3%	
INCOME			27.89
INCOME	Disagree Strongly disagree	23.3%	27.89 17.39
INCOME Variable	Disagree	23.3%	27.89 17.39
Variable 15. What are your annual billings/ salary (pre-tax) from anaesthesia-	Disagree Strongly disagree	23.3% 3.8% Male	27.89 17.39 Femal
Variable	Disagree Strongly disagree Values taken	23.3% 3.8% Male	27.89 17.39 Femal
Variable 15. What are your annual billings/ salary (pre-tax) from anaesthesia-	Disagree Strongly disagree Values taken <= \$200,000 \$200,001 - 400,000	23.3% 3.8% Male % 8.2% 21.4%	27.89 17.39 Femal % 10.69 48.89
Variable 15. What are your annual billings/ salary (pre-tax) from anaesthesia-	Disagree Strongly disagree Values taken <= \$200,000 \$200,001 - 400,000 \$4400,001 - 600,000	23.3% 3.8% Male % 8.2% 21.4% 35.8%	27.89 17.39 Femal % 10.69 48.89 25.49
Variable 15. What are your annual billings/ salary (pre-tax) from anaesthesia-	Values taken <= \$200,000 \$200,001 - 400,000 \$400,001 - 600,000 \$600,001 - 800,000	23.3% 3.8% Male % 8.2% 21.4% 35.8% 13.8%	27.89 17.39 Femal % 10.69 48.89 25.49
Variable 15. What are your annual billings/ salary (pre-tax) from anaesthesia-	Values taken <= \$200,000 \$200,001 - 400,000 \$400,001 - 600,000 \$800,001 - 800,000 \$800,001 - 1,000,000	23.3% 3.8% Male % 8.2% 21.4% 35.8% 13.8% 5.7%	27.89 17.39 Femal % 10.69 48.89 25.49 7.8%
Variable 15. What are your annual billings/ salary (pre-tax) from anaesthesia-	Values taken <= \$200,000 \$200,001 - 400,000 \$400,001 - 600,000 \$600,001 - 800,000 \$800,001 - 1,000,000 >\$1,000,001	23.3% 3.8% Male % 8.2% 21.4% 35.8% 13.8% 5.7% 3.8%	27.89 17.39 Fema % 10.69 48.89 25.49 7.8% 0.0%
Variable 15. What are your annual billings/ salary (pre-tax) from anaesthesia-	Values taken <= \$200,000 \$200,001 - 400,000 \$400,001 - 600,000 \$800,001 - 800,000 \$800,001 - 1,000,000	23.3% 3.8% Male % 8.2% 21.4% 35.8% 13.8% 5.7%	27.89 17.39 Fema % 10.69 48.89 25.49 7.8% 0.0%
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Variable 15. What are your annual billings/ salary (pre-tax) from anaesthesia- related work?	Values taken <= \$200,000 \$200,001 - 400,000 \$400,001 - 600,000 \$600,001 - 800,000 \$800,001 - 1,000,000 >\$1,000,001	23.3% 3.8% Male % 8.2% 21.4% 35.8% 13.8% 5.7% 3.8% 11.3%	27.89 17.39 Fema % 10.69 48.89 25.49 7.88% 0.0% 4.6%
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Variable 15. What are your annual billings/ salary (pre-tax) from anaesthesia-related work? RELATIONSHIPS Variable 16. What is your relationship status?	Disagree	23.3% 3.8% 3.8% Male % 8.2% 21.4% 35.8% 13.8% 5.7% 3.8% 11.3% Male % 9.1% 87.7% 3.2%	27.89 17.39 Femal % 10.69 48.89 25.49 7.89 4.6% 4.6% Femal % 14.19 82.39 3.6%
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Variable 15. What are your annual billings/ salary (pre-tax) from anaesthesia- related work? RELATIONSHIPS Variable 16. What is your relationship status? 17. How many hours per week does your partner work in paid employment? 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 19a. To what extent do you feel your relationship status has adversely affected the following in your career? Employment opportunities	Values taken	23.3% 3.8% 3.8% Male % 8.2% 21.4% 35.8% 13.8% 5.7% 3.8% 11.3% 11.3% Male % 9.1% 87.7% 3.2% 33.1% 15.4% 18.5% 10.8% 3.8% 0.0% 5.1% 21.7% 42.0% 31.2% 85.2% 12.3% 2.6%	Femal % 10.69 48.89 25.49 7.8% 4.6% 4.6% Femal 30 30 30 30 30 30 30 30 30 30 30 30 30
Variable 15. What are your annual billings/ salary (pre-tax) from anaesthesia- related work? RELATIONSHIPS Variable 16. What is your relationship status? 17. How many hours per week does your partner work in paid employment? 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 19a. To what extent do you feel your relationship status has adversely affected the following in your career? Employment opportunities 19b. To what extent do you feel your relationship status has adversely affected the following in your career? Employment opportunities	Values taken	23.3% 3.8% 3.8% 3.8% Male % 8.2% 21.4% 35.8% 13.8% 5.7% 3.8% 11.3% Male % 9.1% 87.7% 3.2% 33.1% 15.4% 18.5% 10.8% 10.8% 3.8% 0.0% 5.1% 21.7% 42.0% 331.2% 855.2% 12.3% 2.6% 73.2%	27.89 17.39 17.39 17.39 17.39 10.69 48.89 25.49 2.8% 0.0% 4.6% 10.09 3.9% 7.0% 27.19 32.33 13.19 6.6% 22.09 48.79 23.39 5.9% 66.11 26.39 7.7% 60.89
Variable 15. What are your annual billings/ salary (pre-tax) from anaesthesia- related work? RELATIONSHIPS Variable 16. What is your relationship status? 17. How many hours per week does your partner work in paid employment? 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 19a. To what extent do you feel your relationship status has adversely affected the following in your career? Employment opportunities	Values taken	23.3% 3.8% 3.8% Male % 8.2% 21.4% 35.8% 13.8% 5.7% 3.8% 11.3% 11.3% Male % 9.1% 87.7% 3.2% 33.1% 15.4% 18.5% 10.8% 3.8% 0.0% 5.1% 21.7% 42.0% 31.2% 85.2% 12.3% 2.6%	Femal % 10.69 48.89 25.49 7.8% 4.6% 4.6% Femal 30 30 30 30 30 30 30 30 30 30 30 30 30
Variable 15. What are your annual billings/ salary (pre-tax) from anaesthesia- related work? RELATIONSHIPS Variable 16. What is your relationship status? 17. How many hours per week does your partner work in paid employment? 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 19a. To what extent do you feel your relationship status has adversely affected the following in your career? Employment opportunities 19b. To what extent do you feel your relationship status has adversely affected the following in your career? Proportion of private work	Values taken	23.3% 3.8% 3.8% 3.8% Male % 8.2% 21.4% 35.8% 13.8% 5.7% 3.8% 11.3% Male % 9.1% 87.7% 3.2% 33.1% 15.4% 18.5% 10.8% 10.8% 3.8% 0.0% 5.1% 21.7% 42.0% 331.2% 855.2% 12.3% 2.6% 73.2%	27.89 17.39 17.39 17.39 17.39 17.39 10.69 48.89 25.49 4.6% 4.6% 4.6% 5-49 4.11 8.2.39 3.6.6% 10.09 3.9% 7.0% 27.19 32.39 3.6.6% 22.09 48.79 23.39 5.9% 66.19 26.39 7.7% 60.89
Variable 15. What are your annual billings/ salary (pre-tax) from anaesthesia- related work? RELATIONSHIPS Variable 16. What is your relationship status? 17. How many hours per week does your partner work in paid employment? 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 19a. To what extent do you feel your relationship status has adversely affected the following in your career? Employment opportunities 19b. To what extent do you feel your relationship status has adversely affected the following in your career? Proportion of private work 19c. To what extent do you feel your relationship status has adversely affected the following in your career? Proportion of private work	Values taken	23.3% 3.8% 3.8% Male % 8.2% 21.4% 35.8% 13.8% 5.7% 3.8% 11.3% Male % 9.1% 87.7% 3.2% 33.1% 15.4% 18.5% 10.8% 3.8% 0.0% 5.1% 21.7% 42.0% 31.2% 85.2% 12.3% 2.6% 73.2% 19.0%	27.89 17.39 Femal % 10.69 48.89 25.49 7.8% 0.0% 4.6% 14.19 82.39 3.6% 10.09 3.9% 7.0% 27.19 32.39 13.19 6.6.9 23.39 5.9% 66.19 26.39 7.7% 60.88
Variable 15. What are your annual billings/ salary (pre-tax) from anaesthesia- related work? RELATIONSHIPS Variable 16. What is your relationship status? 17. How many hours per week does your partner work in paid employment? 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 19a. To what extent do you feel your relationship status has adversely affected the following in your career? Employment opportunities 19b. To what extent do you feel your relationship status has adversely affected the following in your career? Proportion of private work 19c. To what extent do you feel your relationship status has adversely affected the following in your career? Proportion of private work	Disagree	23.3% 3.8% 3.8% Male % 8.2% 21.4% 35.8% 13.8% 5.7% 3.8% 11.3% Male % 9.1% 87.7% 3.2% 15.4% 18.5% 10.8% 10.8% 3.8% 0.0% 5.1% 21.7% 42.0% 31.2% 85.2% 12.3% 2.6% 73.2% 19.0% 7.8%	27.89 17.39 17.39 17.39 17.39 10.69 48.89 25.49 2.8% 0.0% 4.6% 10.09 3.9% 7.0% 27.19 32.33 13.19 6.6% 22.09 48.79 23.39 5.9% 66.11 26.39 7.7% 60.89
Variable 15. What are your annual billings/ salary (pre-tax) from anaesthesia- related work? RELATIONSHIPS Variable 16. What is your relationship status? 17. How many hours per week does your partner work in paid employment? 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 19a. To what extent do you feel your relationship status has adversely affected the following in your career? Employment opportunities 19b. To what extent do you feel your relationship status has adversely affected the following in your career? Proportion of private work 19c. To what extent do you feel your relationship status has adversely affected the following in your career? Proportion of private work	Values taken	23.3% 3.8% 3.8% Male % 8.2% 21.4% 35.8% 13.8% 5.7% 3.8% 11.3% 11.3% Male % 9.1% 97.7% 3.2% 33.1% 15.4% 18.5% 10.8% 3.8% 0.0% 5.1% 21.7% 42.0% 31.2% 85.2% 12.3% 2.6% 73.2% 19.0% 7.8% 49.4%	Femal % 10.69 48.89 25.49 1.89 2.89 4.69 4.69 4.69 4.69 4.69 4.70 4.70 4.70 4.70 4.70 4.70 4.70 4.70

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	Not at all	81.2%	70.8%
research	Somewhat	17.5%	21.4%
	Significantly	1.3%	7.7%
DEPENDENTS AND CAREGIVING	I		
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	Significantly	10.9%	33.7%
timing of your family (e.g. did you delay trying to conceive or commencing fertility treatments)?	Somewhat	29.0%	41.3%
	Not at all	60.1%	25.0%
22. If you have children or dependents, are you the primary	Yes	10.1%	52.5%
caregiver in your household?	No	44.0%	8.4%
	Shared equally	45.9%	39.1%
23a. To what extent do you feel having children has adversely	Not at all	72.7%	33.0%
affected the following in your career? Employment opportunities	Somewhat	20.1%	39.6%
	Significantly	7.2%	27.4%
23b. To what extent do you feel having children has adversely	Not at all	60.2%	25.5%
affected the following in your career? Proportion of private work	Somewhat	26.3%	36.8%
	Significantly	13.5%	37.7%
23c. To what extent do you feel having children has adversely	Not at all	39.3%	15.7%
affected the following in your career? Hours worked per week	Somewhat	43.6%	35.2%
	Significantly	17.1%	49.1%
23d. To what extent do you feel having children has adversely	Not at all	71.3%	31.9%
affected the following in your career? Leadership opportunities	Somewhat	20.6%	38.5%
	Significantly	8.1%	29.6%
23e. To what extent do you feel having children has adversely	Not at all	72.3%	43.4%
affected the following in your career? Involvement in research	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%
a career iii anaesinesia r	Somewhat	16.2%	38.2%
	Not at all	83.1%	49.6%