

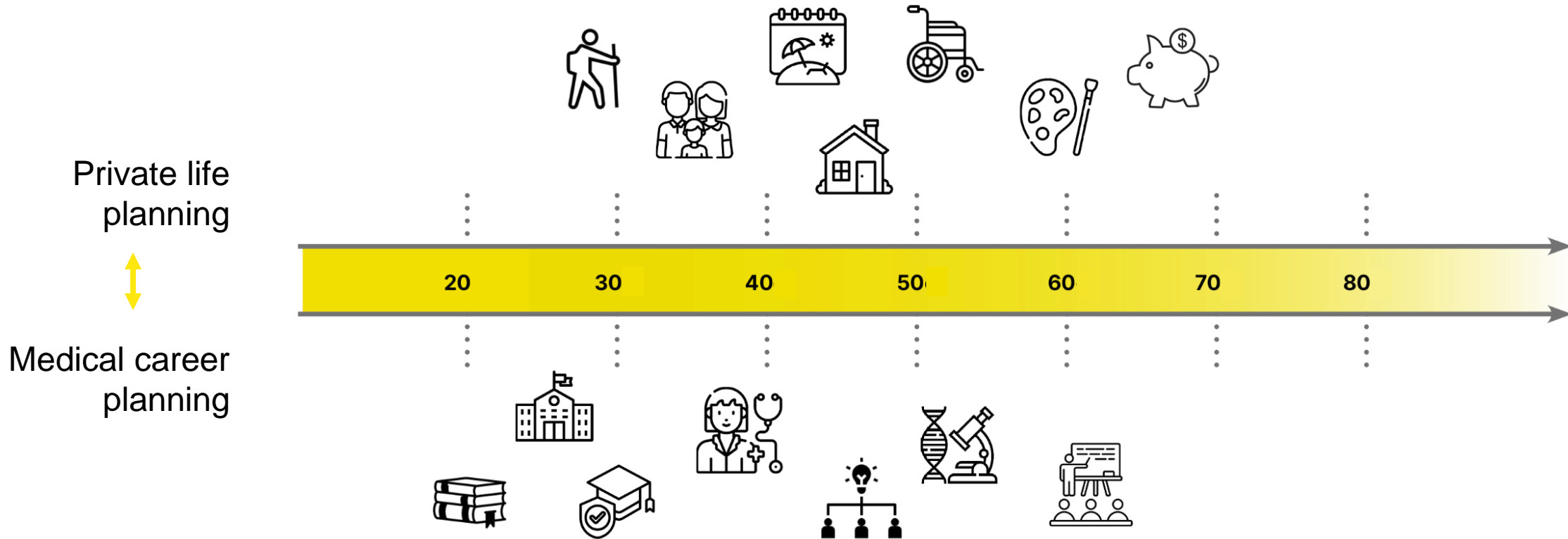
Working hours of physicians

**Gender stereotypical decisions
across different positions**

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May 2025



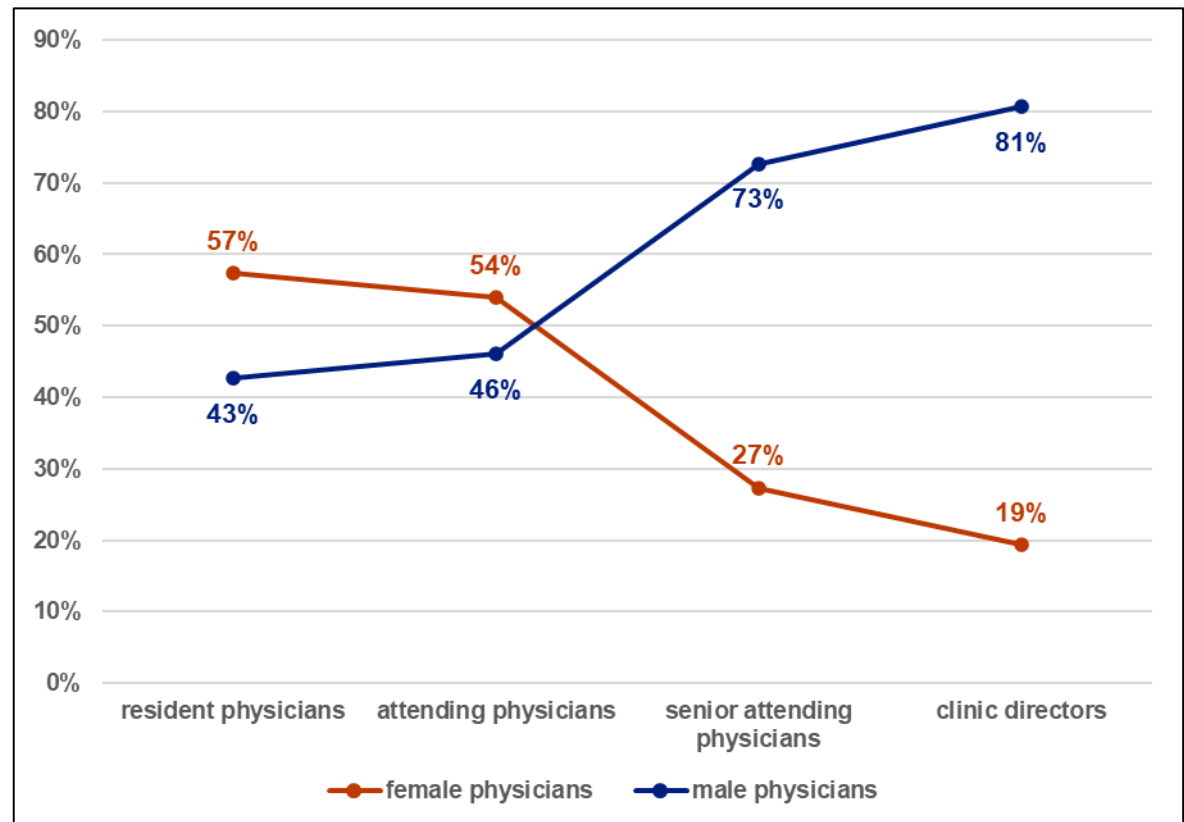


The project's objective is to establish **preventive measures to improve work organization** in Swiss hospitals, with the goal of **aligning medical careers to life-stage-specific requirements of employees.** (2023-2025)

Background

- The majority of medical students are women.
- Yet, in higher positions, the field is male dominated (leaky pipeline).

Leaky Pipeline in Swiss university hospitals 2023 (Seyler et al. 2024)



Background

- A full-time job of a physician equals 50 hours / week in Switzerland (comparing to 42 hours / week in other areas).
- The shift plans are quite strict.

- When working full time, the reconciliation of work and family life - especially when having duties of care - is not given. (Hofmeister, et al., 2010; Peter et al., 2021)



Solution on an individual level: reduce working hours → work part time
(or leave the profession (Bolliger et al, 2016))

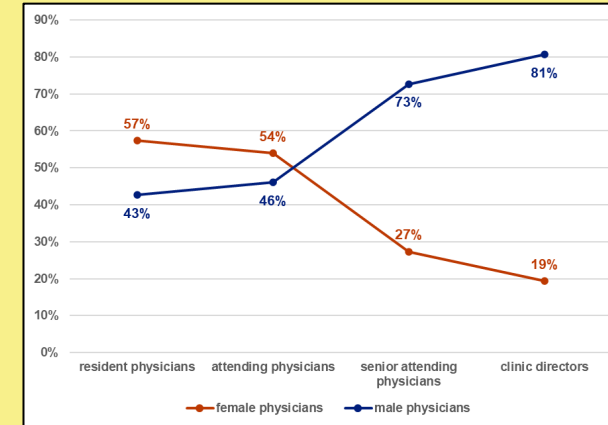
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According to gender stereotypes, women take on more care duties when having a family. (Gerson, 2017)

Background

Misfit with the “Ideal physician norm” (Germann et al., accepted):

“A good physician is still ‘all in’.”



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&

According to gender stereotypes, women take on more care duties when having a family. (Gerson, 2017)

Objective

- H1a: Female physicians reduce their working hours more often than male physicians.
- H1b: This gendered effect is stronger among those with care duties. (moderation)

- H2a: **Senior** female physicians reduce their working hours more often than **senior** male physicians.
- H2b: This gendered effect is stronger among those with care duties. (moderation)

Methods

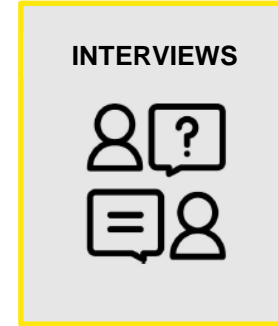
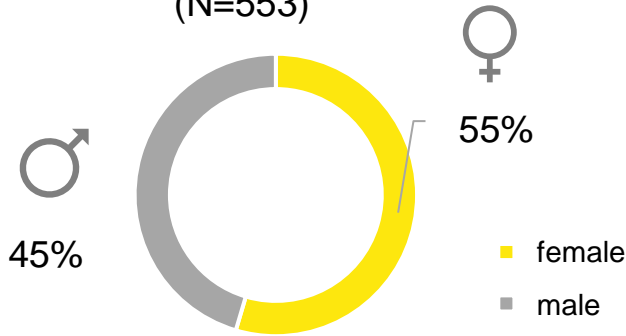
- Mixed-methods approach:
 - **Quantitative methods:** An online questionnaire was sent to physicians from seven hospital organizations in the German-speaking part of Switzerland including one bilingual (French and German) hospital
 - **Qualitative methods:** Interviews, based on a semi-structured question guide were conducted online via MS Teams

Sociodemographics



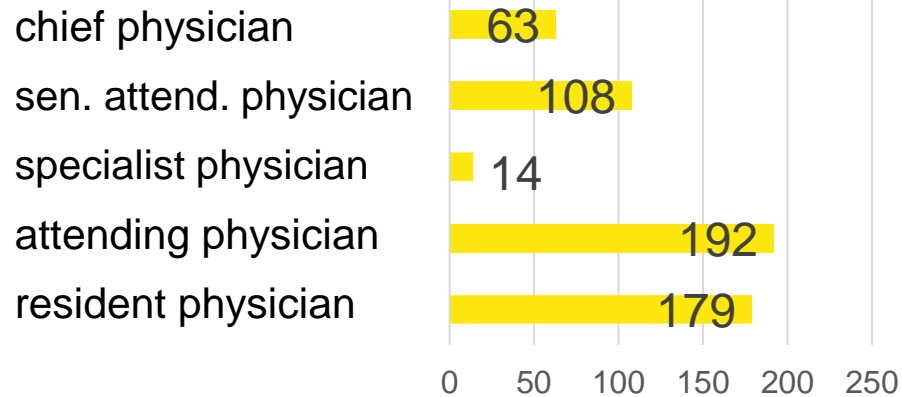
N = 553
response rate = 28.1%

Gender (N=553)

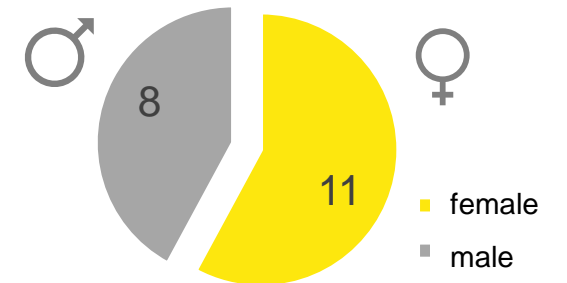
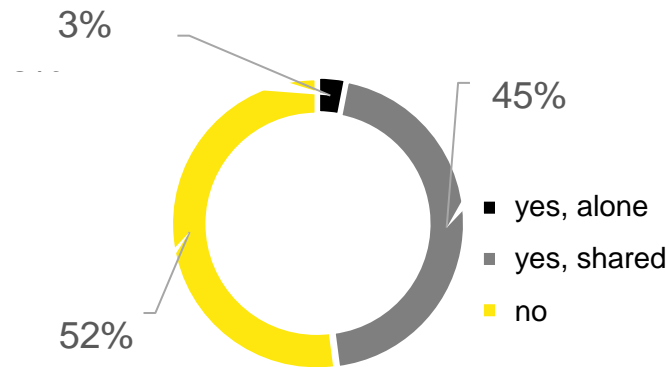


19 physicians from
different positions

Position (n=556)



Duty of Care (N=553)



Results H1a & H2a

- H1a: Female physicians reduce their working hours more often than male physicians.



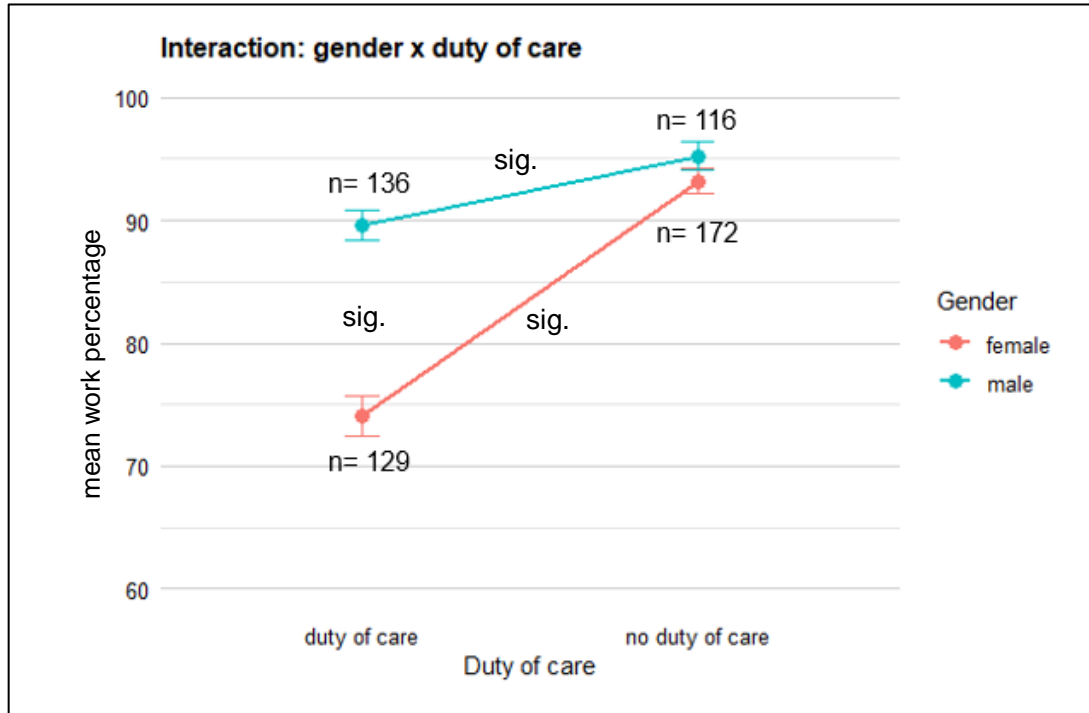
t-Test shows a significant higher work percentage for male (M = **92.22**, SD = 14.0) than female physicians (M= **84.98**, SD = 18.64) ($t = -5.079$). ($p < .001$)

- H2a: **Senior** female physicians reduce their working hours more often than **senior** male physicians.



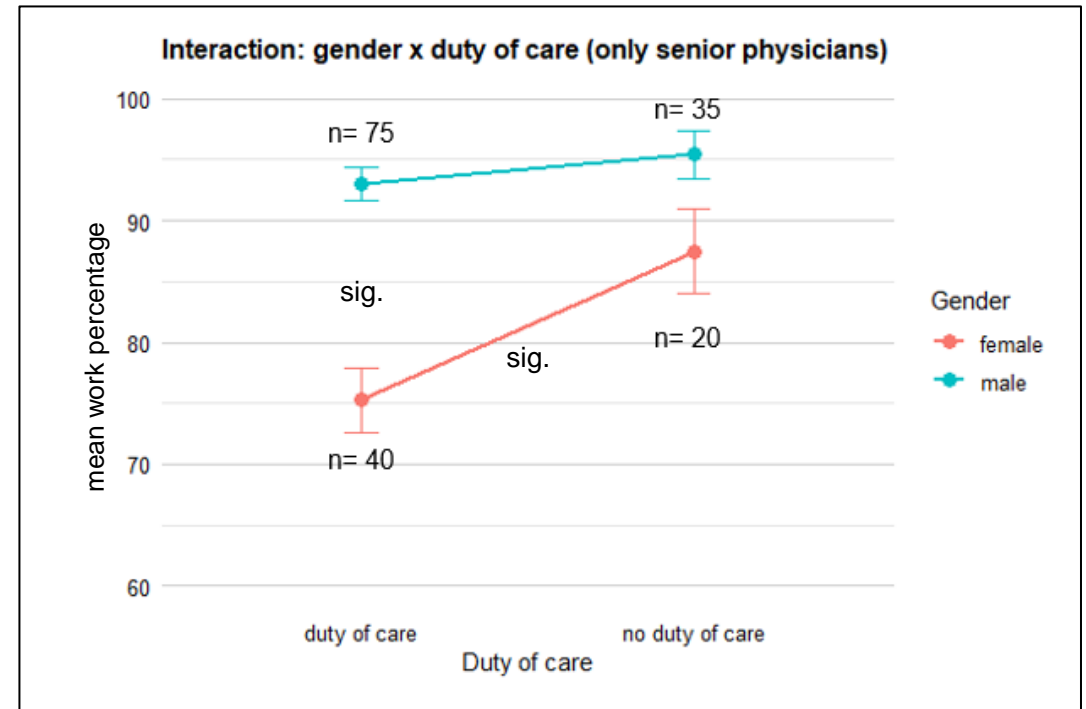
t-Test shows a significant higher work percentage for male (M = **93.82**, SD = 11.73) than female physicians (M= **79.33**, SD = 17.48) ($t = -6.438$). ($p < .001$)

Results H1b & H2b (Moderation)



♀: 301 (54%)
♂: 252 (46%)

H1b (moderation)



♀: 60 (35%)
♂: 110 (75%)

H2b (moderation)



Fix the people vs. Fix the system

- The gender stereotypical decisions concerning working hours are quite fixed.
(*≠ fix the people*)
- Solutions on a structural level have to be found to improve the reconciliation of work and family-life.
(*= fix the system*)

Fix the people vs. Fix the system

Prinzip 42+4: Der VSAO nimmt die Spitäler an die Hand

Eine Wegleitung soll dem Arbeitszeitmodell für Assistenzärzte im ganzen Land zum Durchbruch verhelfen.

rap. 8. Oktober 2024 um 10:05



Flashmob-Aktion für 42+4 in Zürich, Februar 2024 | Bild: Screenshot Youtube.

n|w Fachhochschule Nordwestschweiz
Hochschule für Angewandte Psychologie

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Dr. Janna Küllenberg & Julia Frey

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resulted from the project
(in German & soon in French)



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Thank you

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Confederaziun svizra

Eidgenössisches Departement des Innern EDI
Eidgenössisches Büro für die Gleichstellung von Frau und Mann EBG
Finanzhilfen

May 2025



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