

----- Original Message -----

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Sent: Wednesday, October 13, 1999 11:31 AM

Subject: Equal opportunities - UEMO

Dear Dr. Chapman,

Many thanks for your document concerning Equal Opportunities.

I think the paper has an excellent set up which extends the political area from the narrow sex role debate to a much more interesting political debate on precisely the equal opportunities which we have discussed in the working group.

I have some proposals for editorial changes and some comments:

I think the document would improve if you combine paragraph 1 and 2 into an introductory paragraph and I would suggest that the second paragraph in the first chapter "Introduction" be moved up as a first paragraph. The first paragraph of the first chapter will then be placed as a third paragraph, and the second sentence of this paragraph starting with "although they are of great...." should be removed.

Furthermore, I think the third paragraph beginning with "there is no good...." is too emotional to be mentioned in a statement.

In the meantime, I find that the 8 points about the UEMO policy concerning equal opportunities cover it all but maybe there are other points - a point 9 which more generally says that no discrimination must take place could round out the group of subjects.

In the chapter concerning "Particular Issues" I think that the term "Awareness Training" which appears a couple of times might be elaborated!

In paragraph 3. "Postgraduate education" I find that the first paragraph covers the content of the other paragraphs which could then be omitted.

In paragraph 4. "Employment" the term specialist perhaps should be left out as I think we relate to our own group!

In the same point, third subparagraph concerning "Doctors working in difficult and challenging circumstances..." I think this should be left out as it does not fall under the group of subjects of the document.

In paragraph 5. "Benefits", paternity leave is mentioned - perhaps maternity leave should also be mentioned.

The chapter about "Action Plan" sums up nicely although I find that point 5

a) "To support Networking of Women Doctors" is too specific when the document is extended to contain equal opportunities in a broader sense. I am also doubtful whether 5 C) ("to support competence development...") should be mentioned here.

All in all these are just modest proposals for changes in a document which the Danish delegation finds important and which as a UEMO document can serve as inspiration to other European medical organizations.

Yours sincerely,

Peter Mortensen, MD  
Danish Delegate to the UEMO