



## EUROPEAN UNION OF GENERAL PRACTITIONERS

Alment Praktiserende Lægers Europæiske Organisation – UEMO  
European Union of General Practitioners – UEMO  
Europäische Vereinigung der Allgemeinärzte – UEMO  
Union Européenne des Médecins Omnipraticiens – UEMO  
Unione Europea dei Medici di Medicina Generale – UEMO  
Europese Huisartsen Vereniging - UEMO  
Unión Europea de Médicos Generalistas – UEMO  
Uniao Europeia de Clínicos Gerais – UEMO  
Euroopan Yleislääkärijärjestö – UEMO  
Europeiska Allmänläkarorganisationen – UEMO



# UEMO 2001/100

### Minutes of the UEMO Working Group on Equal Opportunities Crowne Plaza, Malta 15th June 2001

**Chair:** Dr. Raffaella Michieli (Italy)  
**Rapporteur:** Dr. Roger Chapman (UK)

**Delegations Represented:** Italy, UK, Sweden, Portugal, Holland, Denmark, Switzerland, Spain, France, Croatia, Malta, Ireland, Belgium

#### 1. Approval of Report of Zurich Meeting (UEMO 2000/188)

The report was approved without amendment

#### 2. Report on the CP and Equal Opportunities Policies

Roger Chapman reported that the CP had still not been willing to adopt the UEMO Equal Opportunities Policy Statement, suitably amended for the context of the CP, as its own policy even though it had been welcomed as a good document and clearly thinking in the CP was much in line with that in UEMO. He was to meet Frank Montgomery in Bournemouth at the BMA's Annual Meeting in July they would be trying to develop a CP document and an action plan to be presented to the next CP in September.

He also reported that the CP had not officially received a request from UEMO to endorse the UEMO policy and the secretariat had been asked to do that for the next meeting of CP.

Raffaella Michieli reported that Mrs. Donnelly at the European Commission had been sent the policy but had made no response at all, not even an acknowledgment had been received. Subject to approval by the Plenum, it was decided to use the opportunity of a slightly amended policy statement to make a further approach to the Commission, also indicating our eagerness to maintain contact and to enter a dialogue.

Roger Chapman proposed an amendment to the Equal Opportunities Policy indicating that there should not be total exclusion from medicine on the grounds of clinical conditions which should not logically preclude the individual from all such participation. He gave the example of Hepatitis B status and non exposure prone procedures and practice.

The group agreed to present such an amendment to the plenum and asked for the precise wording to be formulated outside the meeting.

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**UEMO – PRESIDENCY**

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### **3. Oral Reports from working group members on progress in their individual countries**

Brief oral presentations were received from Sweden, France, UK, Italy, Belgium, Malta, Croatia, Holland, and Switzerland on the situations in their countries.

The common themes were:

- A radical increase in the number of female medical students
- A significant increase in the number of female GPs, to over 50% in many countries
- A lowering of the status of general practice, which could be the cause or the result of the feminisation of medicine,
- With some notable exceptions, few women doctors interested, willing or able to participate in the affairs of national medical organisations.
- Far too few doctors of either gender, especially GPs, in most European countries
- Variable opportunities for part time work

These were all considered to be reasons for continuing the work of this group.

### **4. Consider further action for UEMO and individual members**

See Item 2 (above) and Item 5 (below)

### **5. Return to work policies: first draft (UEMO 2001/061 Draft)**

The group considered and welcomed this document and decided, subject to two minor amendments to submit it to the Plenum.

With the agreement of the plenum, it was decided in preparation for the next meeting to circulate all countries with one question:

- Do you have any return to work policies in your country?

A positive responder would also be invited to submit details of the arrangements in that country.

### **6. Any other business**

Raffaella Michieli reinforced her determination to try to establish proper contact and to engage in a meaningful dialogue with the Commission to try to understand and manage the current trends in this area of medicine and to influence policy developments.

Peter Mortensen suggested, against the background of the re-examination of working groups, that the remit for the group should be:

- To continue to monitor for new areas of discrimination as they develop and to take appropriate action on these and existing areas.

There was no other business.

Roger Chapman, Rapporteur