



## **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 Clinicos Gerais – UEMO  
Euroopan Yleislääkärjärjestö – UEMO  
Europeiska Allmänläkarorganisationen – UEMO



### **UEMO 2003/07**

#### **Minutes of Equal Opportunities Working Group**

Chaired by Dr. Lynda Hamilton

Minutes taken by Mr. Joseph Richardson.

Present: Belgium, Hungary, Finland, Ireland, Slovenia, UK.

Item 1. Minutes.

Approved unanimously.

Item 2. Election of Chair.

Dr Lynda Hamilton was elected to chair the meeting.

Item 3. Report on Equal Opportunities Questionnaire.

The report on Equal Opportunities was discussed. It was noted that certain data were not available on ethnicity and disability. The data were easily available on female doctors because previous questionnaires had raised awareness of gender issues. The meeting agreed that these data should be available. It was felt that there was some difficulty in defining the operation of general practice particularly in regard to the notion of the “G.P. Principle”.

Item 4. Report on the Return to Work Questionnaire.

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#### **UEMO – PRESIDENCY**

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The meeting heard that the full time doctors were discriminated against because employers were offering better terms to part-timers to return or stay in work. The UK reported that re-validation would be introduced by 2005.

Item 5. Discussion of Reports.

The meeting decided that the absence any data on patient satisfaction was a problem and it should be rectified. Patient attitudes to treatment by part-time and full-time doctors need to be analysed. The meeting felt that the influence of feminisation on terms of conditions needed to be analysed. A large number of females work part-time but the meeting wondered if it was by choice or pressure of circumstances. Did female doctors want to be involved on NMAs or were they being excluded by various barriers. Were other groups excluded? The meeting felt the impact of the growing feminisation of General Practice on the status and conditions of General Practice should be analysed. The possibility of the comparing countries with a majority female general practitioner with those countries where it was male dominated was suggested as a fruitful course of action.

Item 6. Action Plan of Committee.

1. It was agreed that the Questionnaire 2002-116 should be improved to make it applicable to all delegations so that more data could be obtained when the Questionnaire is repeated.
2. To seek more data from delegations on matters arising from the Questionnaire.
3. To continue to ask for data on ethnicity, disability and returned to work GPs to stimulate NMAs' examination of these issues.

Item 7. Any Other Business.

No other business.

Dr. Lynda Hamilton

Chairperson (*pro tempore*)