



EUROPEAN UNION OF GENERAL PRACTITIONERS

Alment Praktiserende Lægers Europæiske Organisation – UEMO
European Union of General Practitioners – UEMO
Europäische Vereinigung der Allgemeinärzte – UEMO
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UEMO 2003/177

STANDING COMMITTEE ON EQUAL OPPORTUNITIES.

Friday, 2.10.2003, Cavtat, Croatia.

Chaired by: Dr. Isabel Caixeiro (Portugal)
Rapporteur: Dr. Lynda Hamilton (Ireland)

Present: Drs. Manuela Santos, Hilde Roels, Roger Bulley, Messrs Divo Ljubicic, Hrvoje Vrazic.

Item 1.

The agenda was accepted.

Item 2.

Minutes of the last meeting approved.

Item 3.

The results of the questionnaire on Equal Opportunities and Return to Work policies (UEMO 2002/166) were discussed. Dr Isabel Caixeiro will make a short presentation on the findings.

The discussion raised comments on the availability of data on gender. A majority of GPs are male (66%) and 33% female. Several countries (Denmark, Portugal, Slovenia, Spain) have a gender balance 50 – 50% and other countries (Switzerland, Ireland) reported younger female doctors' numbers were increasing to over 50%. Croatia had the highest number of females, Hungary the lowest. We wished to see if feminisation of General Practice affected the status of the GP and the nature of General Practice itself. There was little data on disability available, or on ethnicity. Data on EU v non-EU status was available and raised issues on training and support structures for non-EU doctors.

Item 4.

UEMO – PRESIDENCY

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Job Satisfaction was a major topic worthy of further study and perhaps a new working group to find out if doctors were satisfied with their conditions of employment, pensions, etc. Did they have access to part-time work, protected time, and special interests? This was important in attracting doctors into General Practice and retaining them. It applied to men as well as women. We welcomed the work taking place on men's health both for patients and doctors.

We discussed the Spanish Integral Care Programme for sick doctors and while many countries had an informal support system, we drew attention to the Irish College of General Practitioners Occupational Health Section's work on early intervention on stress in work. We call upon UEMO to endorse a confidential occupational health service (appropriately resourced) for physicians in each member state.

Item 5.

Dr. Caixeiro reported that CPME had accepted our policy statement on equal opportunities and return to work policy, issuing a similar statement for all doctors. They have initiated a questionnaire (CPME 2003/107REV1EN) written by Dr. Roger Chapman to the National Medical Organisations.

Any Other Business.

The group discussed a Working Group on Job Satisfaction and endorsed the provision of a confidential occupational health care system (appropriately resourced) in each member state.

The meeting closed at 4.40pm.

Dr. Lynda Hamilton