



INTERNATIONAL WOMEN'S DAY
March, 8th 2018
Women in Surgery

InciSioN recognises that women globally face particular barriers both in becoming surgeons and in accessing surgery.

In the surgical training pathway, women face discrimination within medical school, in training programmes or in consultancy positions. While the number of women in the surgical field is increasing steadily, still less than one third of surgeons globally are female. This is due to a number of complex and inter-relating factors, including the fact that women tend to take on a greater load of domestic and caring responsibilities (for both children and aging parents), that women are implicitly (and explicitly) encouraged towards non-procedural specialties, and that women face outright gender-based discrimination in surgical training.

InciSioN believes that women must be empowered and given the chance to fulfill their potential, regardless of gender or caring status. Whether or not a surgeon is a woman should not influence career opportunities. The gender pay gap within surgery also requires the attention of policy and advocacy experts, allowing equal work to get the same reward despite gender. InciSioN is committed to being a part of this change. In InciSioN, 24 out of our 42 International Team Members are female, even though we have no explicit gender quotas. This is a clear example of the fact that women can, should, and will play an important role in global surgery and that the interests, skills, and experience of our members are more important than gender itself.

In addition to the issues faced by women in surgical training, women globally face significant barriers in accessing appropriate surgical care. Women must have equal access to quality healthcare services, allowing preventable conditions to be properly treated and lives to be saved. Special attention should be given to maternal health, particularly the provision of caesarean sections and fistula care for both obstetric and traumatic fistulae. InciSioN also recognises the importance of policies that humanise birth and empower women during pregnancy.