

# Medical Training and Work-Life Balance

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# Introduction

- Is flexible training possible?
  - If the answer is yes it is not evident from the MABEL data
- We compare specialists in training with GPs/  
Specialists with/without young children w.r.t.
  - Employment/hours worked/hours worked conditional on employment by gender and age youngest child
  - Employment restrictions due to a lack of access to childcare either for themselves or their partners
  - Desire to increase/decrease hours
  - Satisfaction with life and work, and agreement that work and life are in balance

# Background/literature

- Stress and burnout, but also work-family conflicts for female resident physicians around pregnancy
  - Career threat: Willet et al. 2010;
  - <8 weeks maternity leave more likely: Lemer et al. 2010;
  - anger and resentment from colleagues/superiors: Finch, 2003
- Flexibility is important to keep high-educated women in the LF after childbirth
  - Nurses in Sweden: Fochsen et al. 2005; Harvard graduates: Herr and Wolfram, 2012

# Background/literature

- Different workplace practices and requirements by specialty may affect differences in specialty selection by gender:
  - Flexibility in hours: Johannessen and Hagen, 2012; Gjerberg (2003)
- Flexible workplaces lead to higher job satisfaction and satisfaction with work-life balance for women
  - Buddeberg-Fischer et al. 2010; Baxter and Chesters, 2011; Frank et al. 2009 found work control to be a strong factor in female job satisfaction

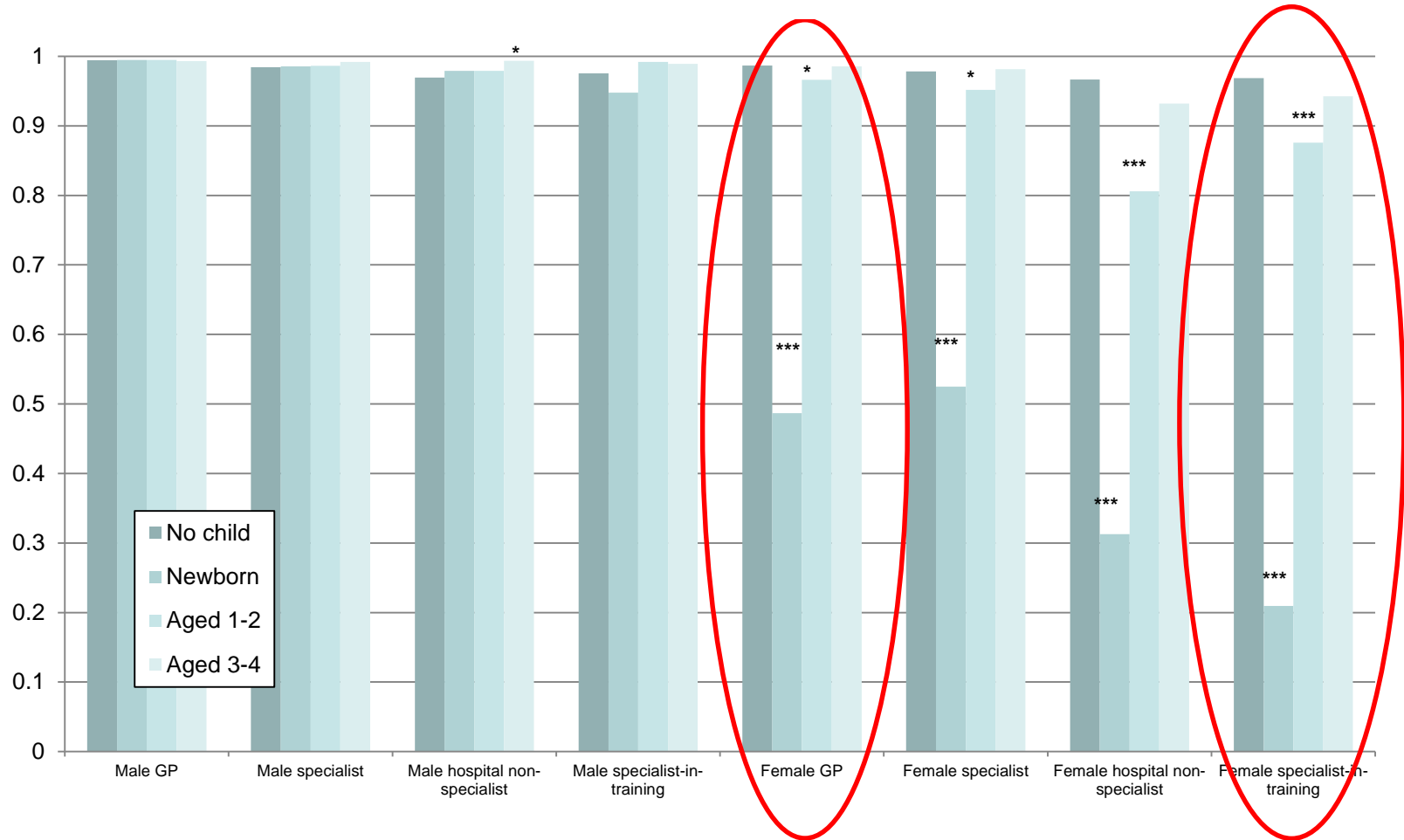
# Data

- Medicine in Australia: Balancing Employment and Life (MABEL)
  - Use all 7 waves currently available.
- Interest in impact of family circumstances (particularly very young children) so select doctors aged 44 and under.
- Impute information from one wave to the next, as much as possible to fill gaps, e.g. in age youngest child

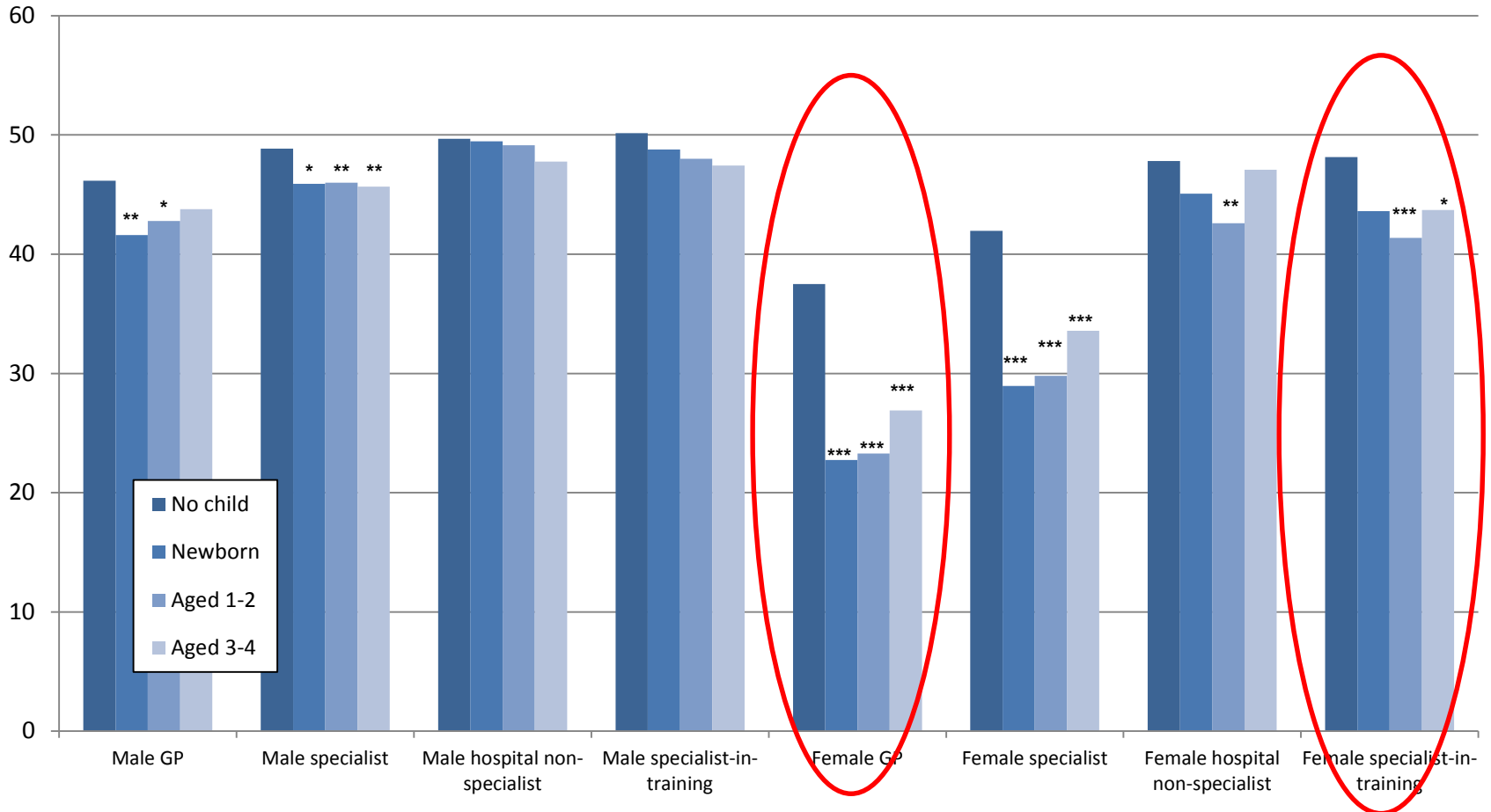
# Summary statistics

	Male GP	Male specialist	Male hospital non-specialist	Male specialist-in-training	Female GP	Female specialist	Female hospital non-specialist	Female specialist-in-training
<b>Employed</b>	0.975	0.980	0.961	0.963	0.911	0.924	0.927	0.904
<b>Working hours holding empl. constant</b>	44.21	46.57	49.48	49.53	31.02	35.67	47.89	47.00
<b>Working hours incl. non-empl.</b>	43.11	45.62	47.57	47.70	28.27	32.97	44.38	42.48
<b>Wants hour increase</b>	0.0414	0.0578	0.0876	0.0421	0.0567	0.0703	0.0516	0.0249
<b>Wants hour decrease</b>	0.404	0.443	0.362	0.426	0.301	0.386	0.409	0.506
<b>Satisfaction with job (0-4)</b>	3.116	3.185	2.952	3.036	3.278	3.249	2.974	3.064
<b>Satisfaction with work-life balance (0-4)</b>	2.267	2.304	2.085	1.949	2.589	2.437	2.081	1.850
<b>Satisfaction with life (1-10)</b>	7.410	7.531	7.228	7.064	7.698	7.582	7.257	7.076
<b>Observations</b>	2900	4915	3357	3183	5413	4103	5112	3766

# Predicted probability of employment

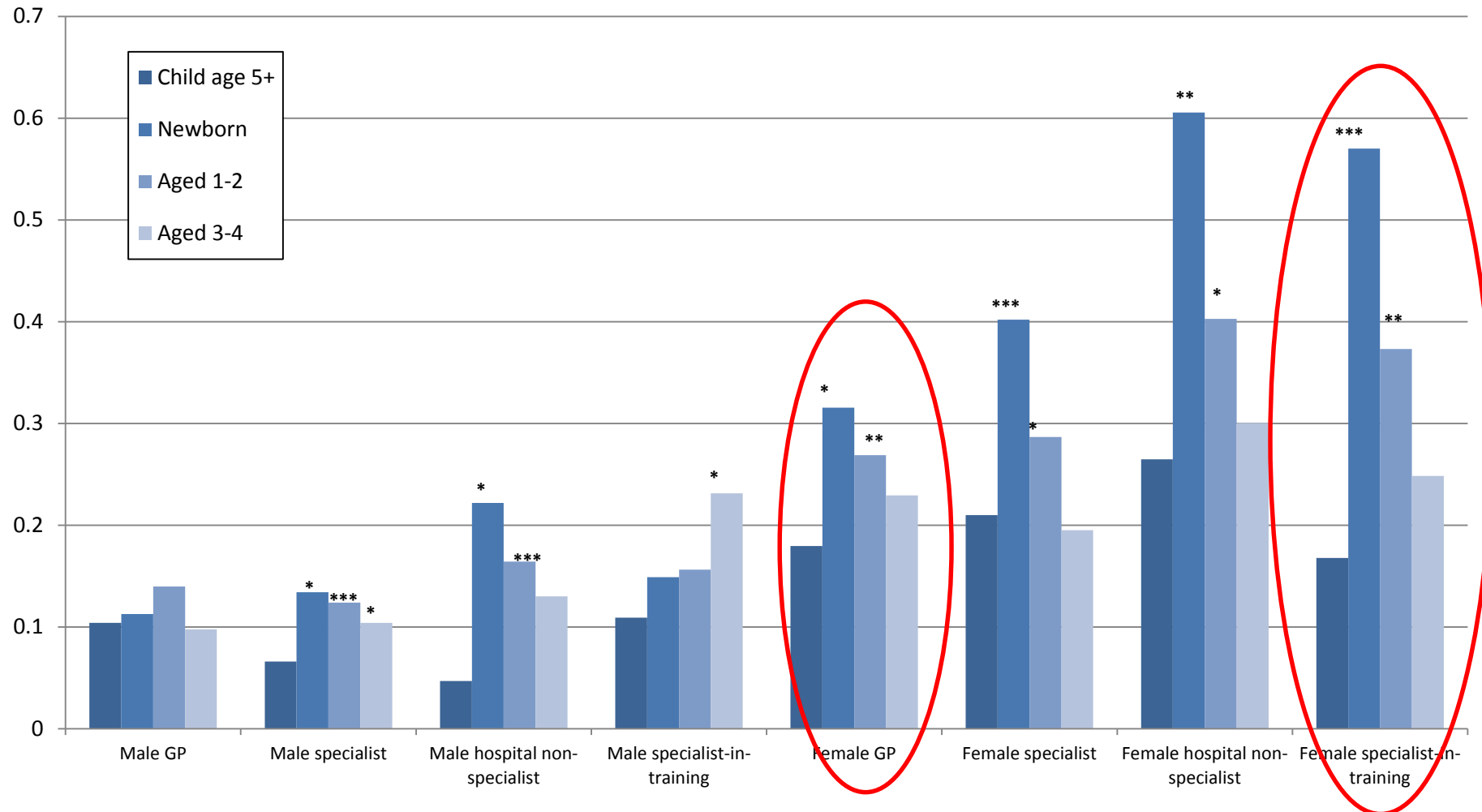


# Predicted working hours conditional on employment

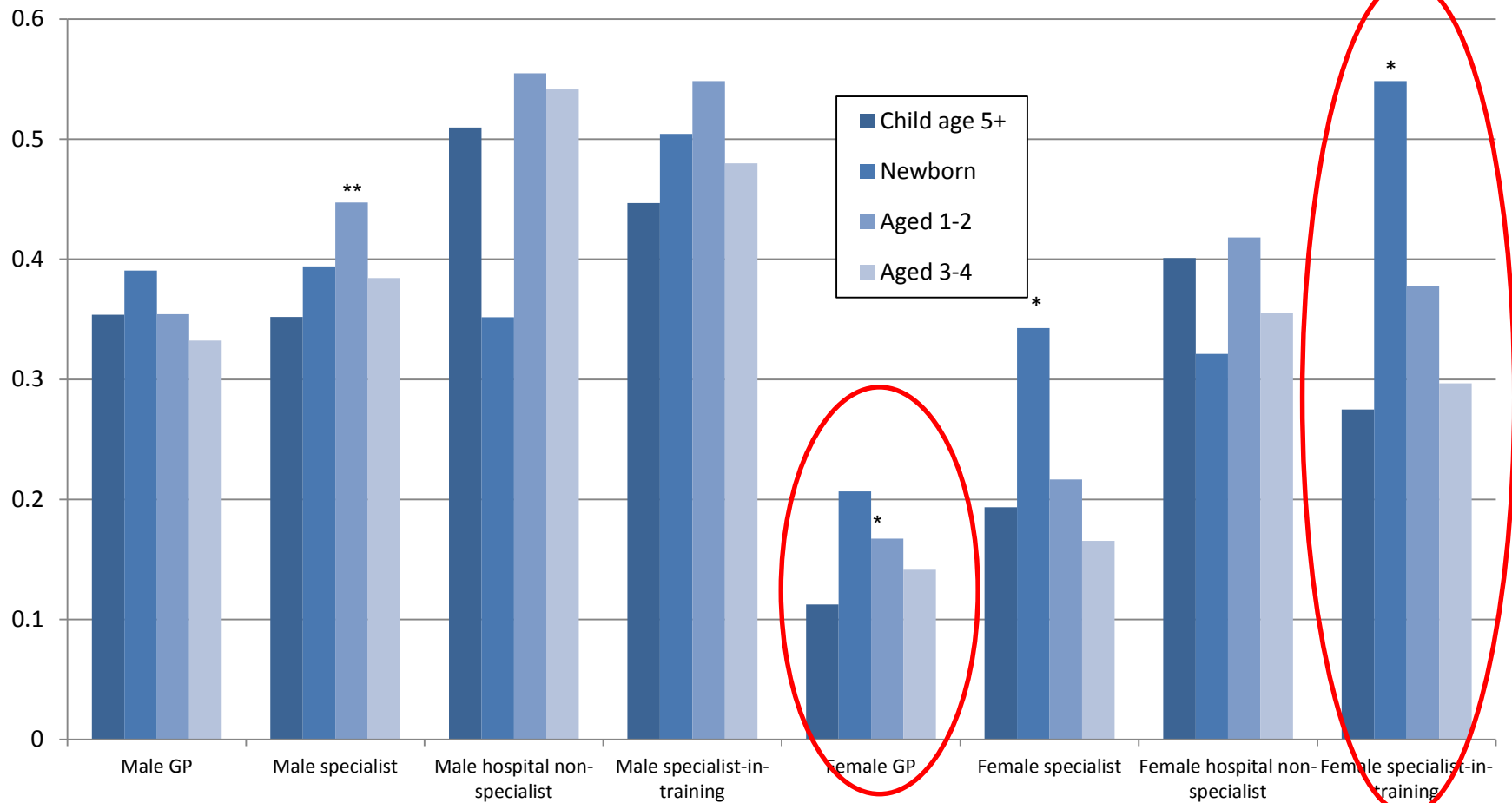




# Predicted probability of agreeing that lack of childcare restricts working hours



# Predicted probability of agreeing that lack of childcare restricts partner's working hours



# Summary statistics – children

	Female GP			Female specialist			Female specialist-in-training		
	under 35	35-39	40-44	under 35	35-39	40-44	under 35	35-39	40-44
<b>Number of children</b>	0.547	1.568	2.031	0.544	1.306	1.680	0.243	0.980	1.323
<b>No child/child over 15</b>	0.637	0.241	0.132	0.619	0.317	0.229	0.809	0.446	0.327
<b>Child aged 0</b>	0.0844	0.0751	0.0192	0.139	0.108	0.0383	0.0588	0.0683	0.0314
<b>Child aged 1-2</b>	0.211	0.307	0.107	0.209	0.388	0.179	0.105	0.285	0.0942
<b>Child aged 3-4</b>	0.0449	0.200	0.167	0.0241	0.123	0.205	0.0175	0.105	0.161
<b>Child aged 5-11</b>	0.0195	0.164	0.515	0.00804	0.0593	0.323	0.00820	0.0956	0.309
<b>Child aged 12-15</b>	0.00324	0.0127	0.0594	0	0.00529	0.0254	0.00143	0	0.0762
<b>Observations</b>	1853	1735	1717	377	1713	1931	2806	661	223

# Discussion/Conclusion

- Specialists in training seem to have less flexibility than other doctor types
  - Women are affected most (extra hurdle in path to spec.)
  - They are more likely to (temporarily) leave clinical practice with a newborn or 1-2 year old child
    - However, when working they do not reduce their hours as much as other groups (remains at over 40h/wk). It seems an all or nothing decision (full-time vs zero hours)
  - They are more restricted in empl. by lack of childcare
  - Not shown here, but men and women are less likely to want to increase hrs, and women are more likely to want to decrease hrs, especially when they have children; and they are least satisfied with work and life

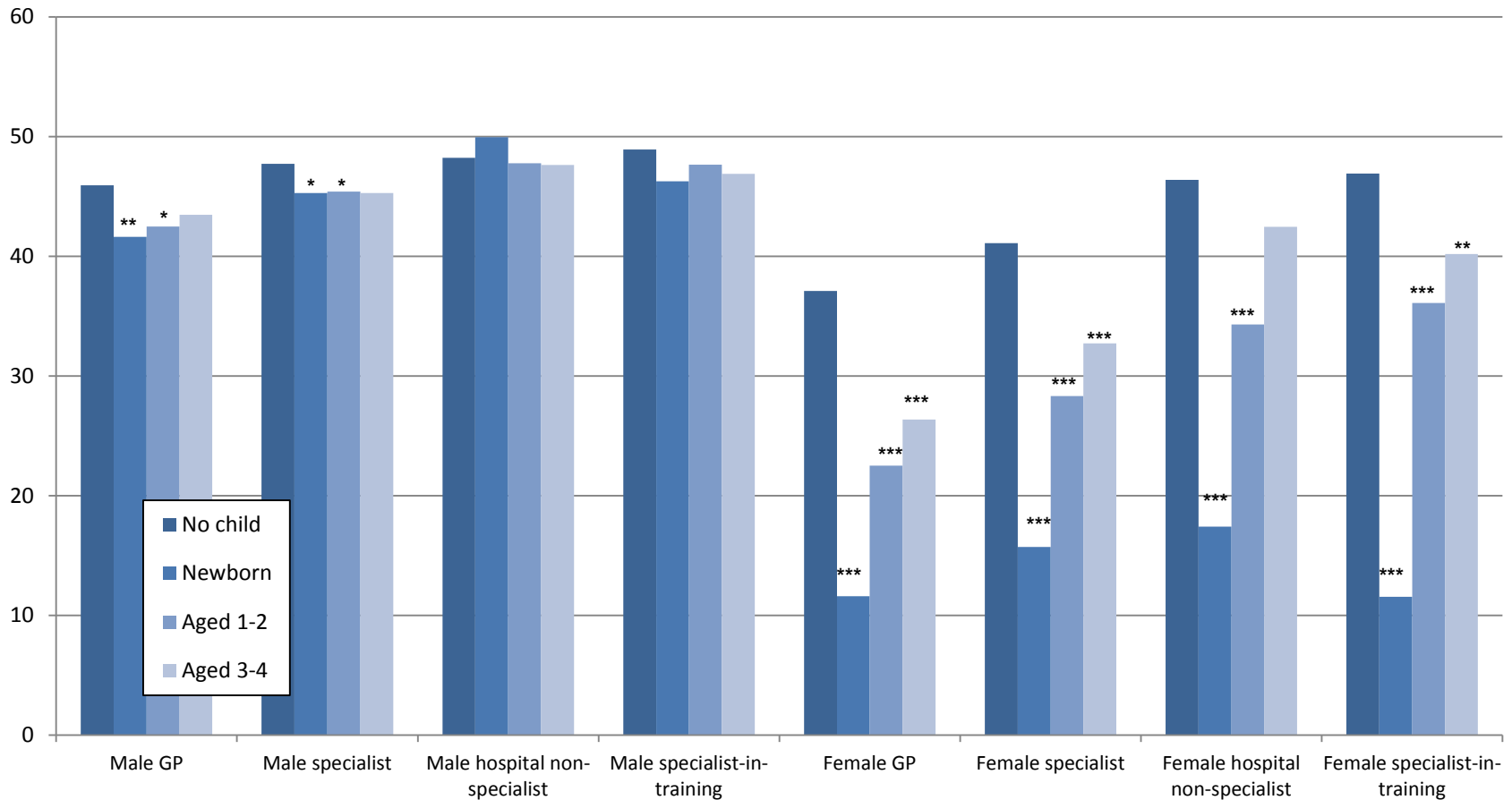


Thank you!

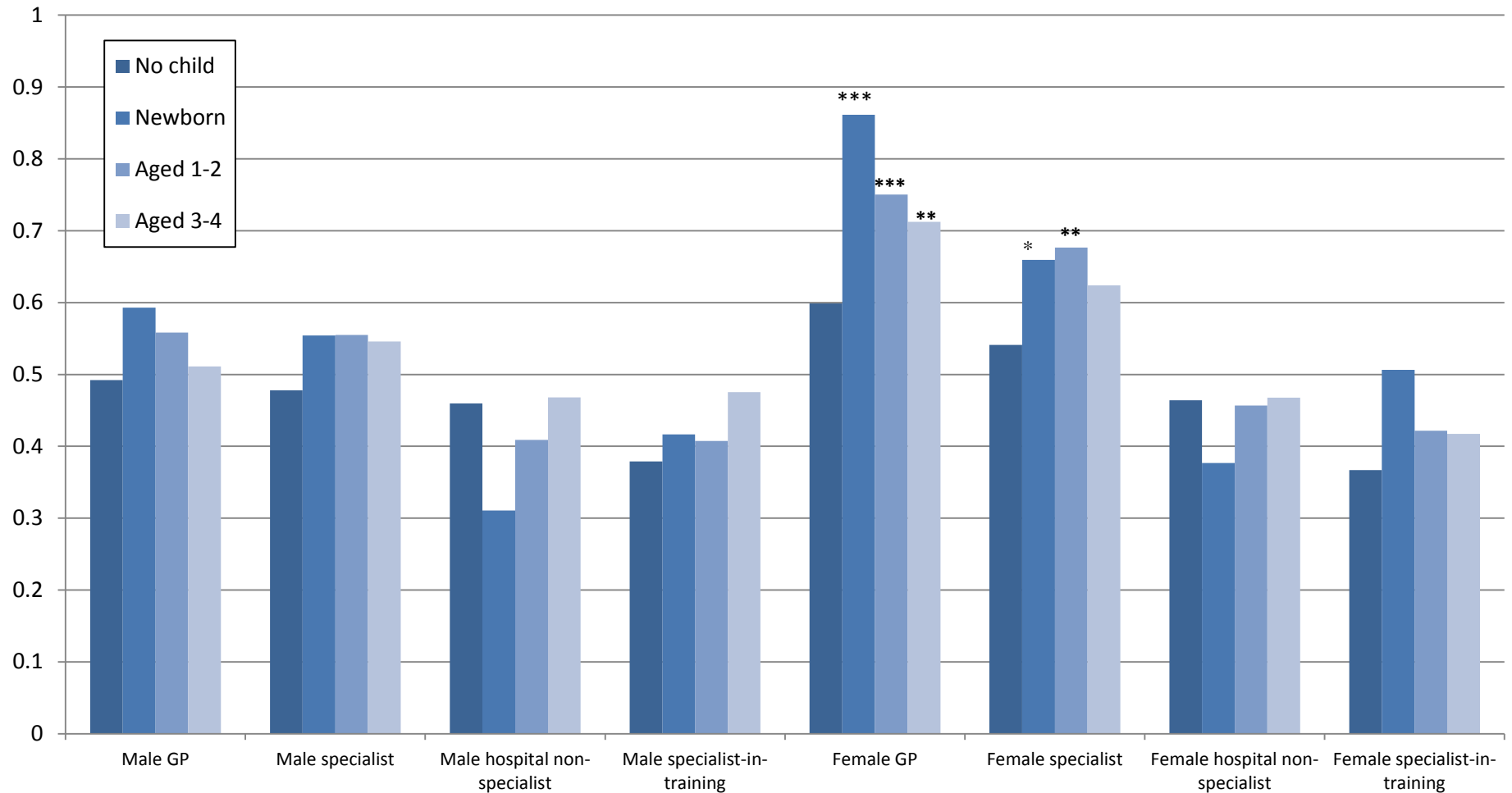
# Creation of specific dummy variables

- *Working hours restricted by childcare* is recoded to a dummy variable indicating whether a doctor agrees that their working hours are restricted by lack of access to childcare. (“strongly disagree”, “disagree” and “neutral” are converted to “0” for the dummy, while “agree” and “strongly agree” are converted to “1”)
- Raw *satisfaction with job overall* data ranges from “very dissatisfied” (0) through to “very satisfied” (4). With a mean value over 3: 4 is recoded as “1” and lower responses as “0”.
- Raw *work/life balance* data also ranges from 0 to 4: from “strong disagreement” to “strong agreement” that work and life are in balance. The mean is just over 2, so “agree” and “strongly agree” are coded as “1” and “neutral” and below as “0”.
- Raw *satisfaction with life overall* data is a ten-point scale with bipolar anchor points (1 = “very dissatisfied”, 10 = “very satisfied”). With a mean close to 7.5, 8 and above are coded to “1”, and 7 and below to “0”.

# Predicted working hours (incl. zero hours)



# Satisfied with work-life balance (work hrs excluded)





# Extra information

	Male GP	Male specialist	Male hospital non-specialist	Male specialist-in-training	Female GP	Female specialist	Female hospital non-specialist	Female specialist-in-training
Number of children	1.457	1.784	0.309	0.634	1.351	1.410	0.235	0.439
No child or child age > 15	0.303	0.188	0.821	0.632	0.345	0.303	0.860	0.716
Youngest child age 0	0.0563	0.0696	0.0216	0.0601	0.0604	0.0783	0.0291	0.0586
Youngest child age 1-2	0.236	0.293	0.0921	0.190	0.209	0.270	0.0511	0.136
Youngest child age 3-4	0.149	0.158	0.0278	0.0562	0.135	0.153	0.0216	0.0417
Youngest child age 5-11	0.232	0.272	0.0322	0.0575	0.227	0.182	0.0352	0.0420
Youngest child age 12-15	0.0244	0.0197	0.00557	0.00355	0.0243	0.0145	0.00263	0.00569
Doctor age under 35	0.266	0.0773	0.837	0.684	0.352	0.0943	0.880	0.761
Doctor age 35-39	0.321	0.388	0.102	0.223	0.326	0.428	0.0779	0.178
Doctor age 40-44	0.414	0.534	0.0608	0.0924	0.322	0.478	0.0423	0.0605
No partner	0.123	0.0545	0.412	0.220	0.142	0.161	0.429	0.279
Partner not working	0.360	0.341	0.168	0.251	0.102	0.0910	0.0985	0.0735
Partner part-time employed	0.319	0.426	0.107	0.168	0.107	0.169	0.0434	0.0784
Partner full-time employed	0.198	0.178	0.313	0.361	0.649	0.579	0.429	0.570
Major city	0.536				0.660			
Inner regional	0.232				0.184			
Outer regional	0.233				0.156			
Specialty flexibility:								
Percentage in top 20%		0.174				0.241		
Percentage in top 50%		0.392				0.556		
Reported health	3.032	3.201	3.177	3.022	3.183	3.242	3.115	3.039
Observations	2900	4915	3357	3183	5413	4103	5112	3766