

# Centre for Research Excellence in Medical Workforce Dynamics

Medicine in Australia: Balancing Employment and Life (MABEL)

## Overview of MABEL research in the Medical Workforce Participation theme

3rd MABEL Research Forum  
24 April 2015  
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FACULTY OF  
BUSINESS &  
ECONOMICS



MELBOURNE INSTITUTE®  
of Applied Economic and Social Research



MONASH University  
Medicine, Nursing and Health Sciences

# Introduction

- A quick reminder:
  - Aim of this theme is to:
    - understand the factors influencing doctors' decisions on the number of hours worked and investigate how these factors influence the allocation of working hours across sectors, and between clinical and non-clinical work

# Current papers

- Overall labour supply decisions of General Practitioners (GPs) and specialists
  - To be published as a working paper in 2 weeks & submitted to a refereed journal
- The public and private hours choice of specialists
  - published as a working paper & under review
- Working hours and on-call choices for GPs
  - close to completion (to be presented in this session)
- Specialists' Choice of public or private sector: DCE
  - Work in progress

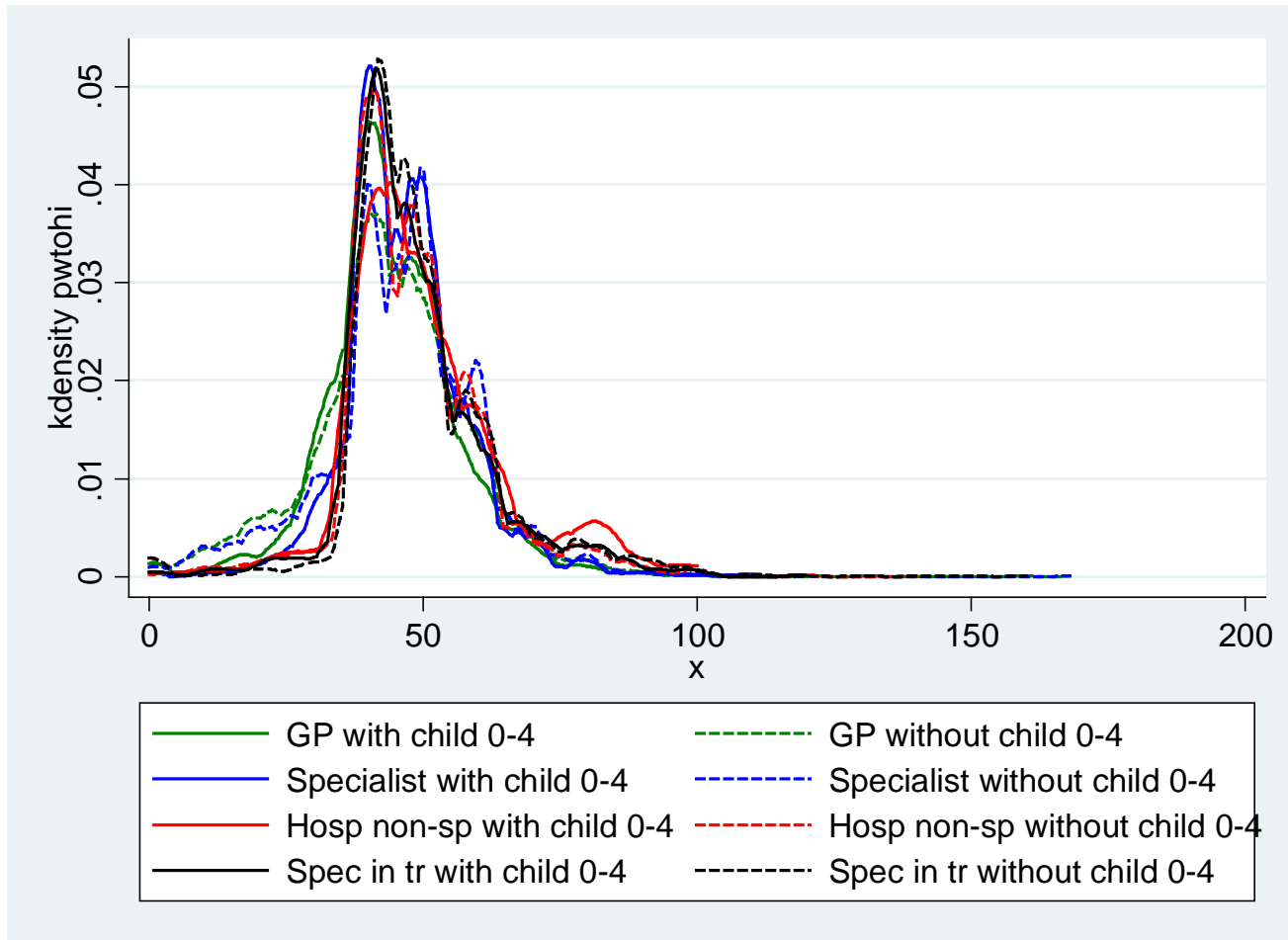
# Current papers

- So far: little impact of financial incentives on labour supply current doctors,
  - but big differences men vs women and with vs without young children
- Hours choices by doctors with young children: the role of employment and childcare restrictions
  - Recently started
  - Will show a few early descriptive results
  - At the moment for all doctor types
  - Would welcome feedback/suggestions of important factors and potential hurdles

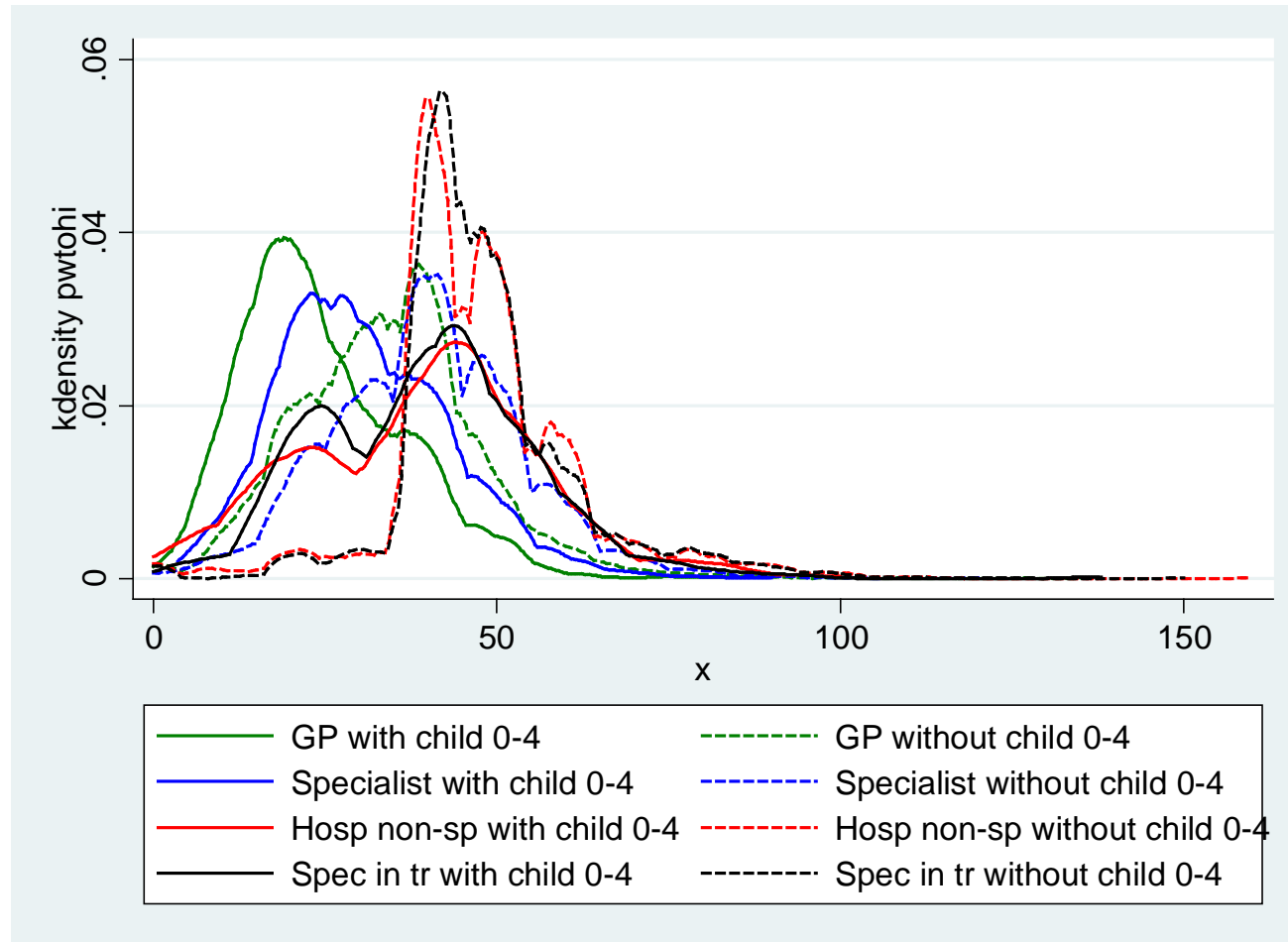
# Average hours worked

Age youngest child	Male doctors	Female doctors
age 0-4	46.24	26.99
age 5-9	47.43	32.41
age 10-15	48.39	34.85
no child/child>15	43.18	40.69

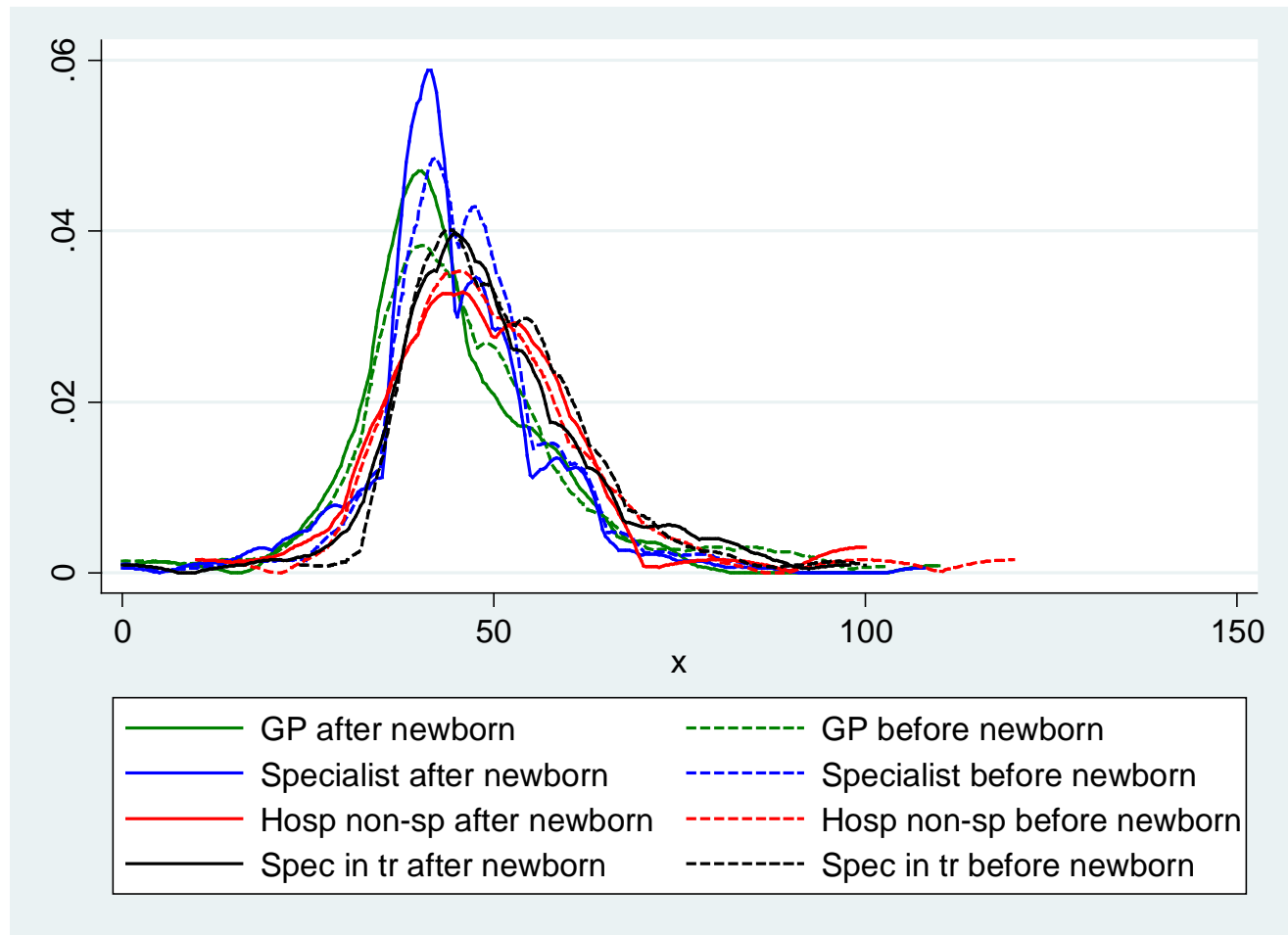
# Men: hours worked per week



# Women: hours worked per week

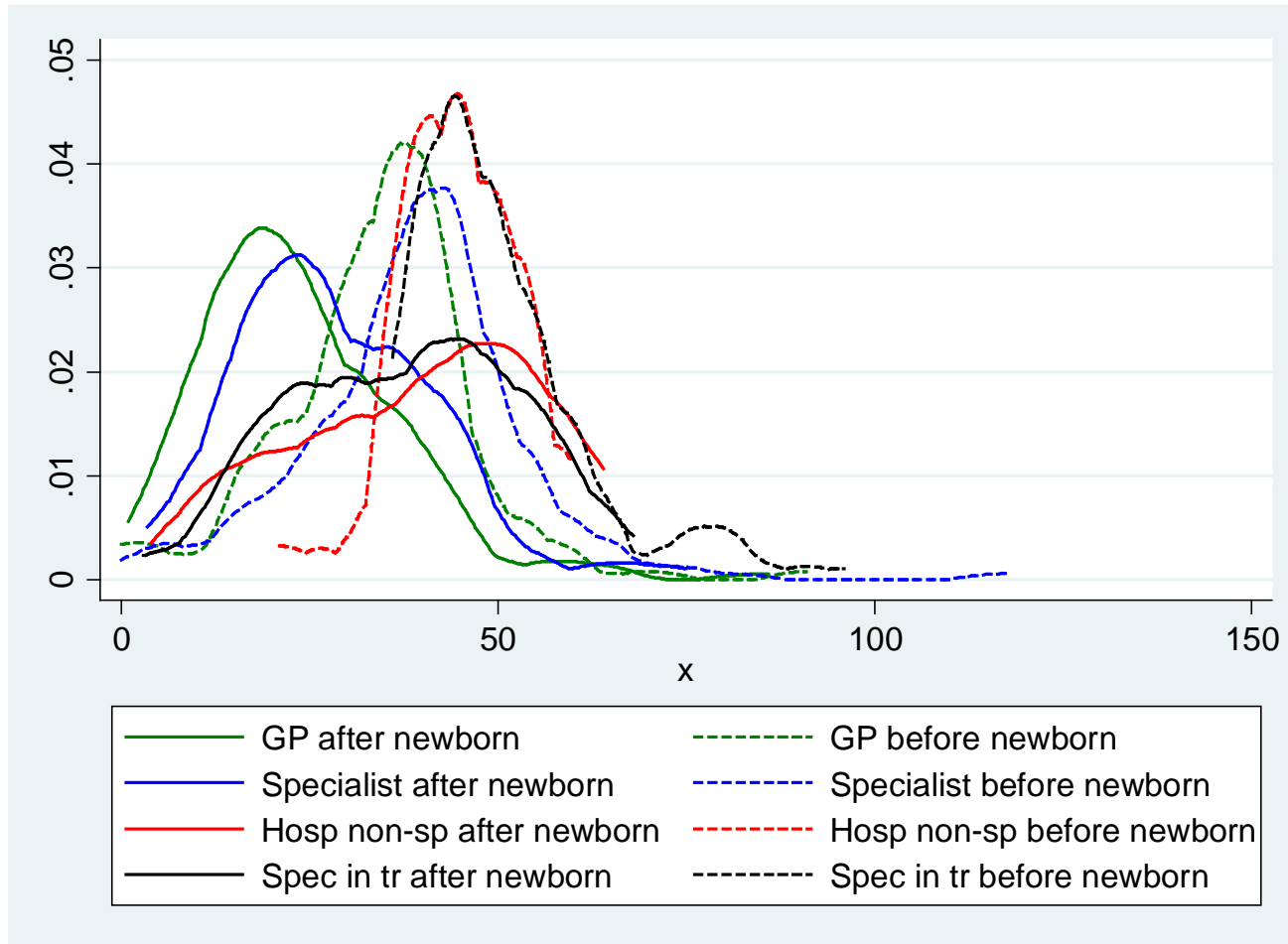


# Men: hours worked per week





# Women: hours worked per week



# Some descriptives

	Men with newborn	Men without newborn	Women with newborn	Women without newborn
Hours worked in previous year	47.54	45.90	39.87	37.79
Hours worked this year	45.75	44.31	29.38	35.99
Weeks of parental leave	1.01	0.07	13.63	0.63
Job satisfaction in previous year (0-4)	3.09	3.16	3.23	3.17
Job satisfaction this year (0-4)	3.14	3.19	3.29	3.20

# Restricted in employment due to a lack of childcare (all doctor types, in %)

	strongly disagree	disagree	neutral	agree	strongly agree	not applicable
<b>Male doctors</b>						
with child 0-4	25.30	46.66	10.22	8.92	3.32	5.58
with child 5-9	30.76	38.19	7.11	5.05	1.59	17.29
with child 10-15	34.75	24.78	3.80	2.23	0.53	33.92
with child >15/no child	13.60	4.63	1.30	0.27	0.21	79.98
<b>Female doctors</b>						
with child 0-4	14.93	43.03	9.36	20.41	9.16	3.10
with child 5-9	19.17	43.33	9.02	14.92	4.99	8.58
with child 10-15	22.33	33.48	6.68	7.50	2.34	27.67
with child >15/no child	6.60	3.93	1.01	0.35	0.26	87.85

# Restricted in employment due to a lack of childcare (all doctor types, in %)

Mean hours worked	strongly disagree	disagree	neutral	agree	strongly agree	not applicable
<b>Male doctors</b>						
with child 0-4	45.74	46.23	46.67	44.57	45.93	45.23
with child 5-9	47.31	46.65	45.83	47.32	45.92	47.33
with child 10-15	48.15	47.42	51.93	47.21	47.25	47.54
with child >15/no child	44.53	45.60	46.07	44.39	52.46	43.63
<b>Female doctors</b>						
with child 0-4	26.26	28.13	27.55	23.81	22.72	24.53
with child 5-9	32.47	32.32	34.10	32.15	32.54	32.32
with child 10-15	34.81	34.24	35.62	32.79	32.08	35.55
with child >15/no child	36.12	37.02	40.49	34.21	42.32	41.93

# Restricted in employment due to a lack of childcare (continued)

- Low hours women perhaps partly due to childcare issues
- Looking at the tables on the previous slides by wave
  - Very constant patterns over time, no improvement
- Also constant patterns over time in hours worked, job satisfaction, parental leave taken

# Doctors with (preschool) children

- Are they restricted in their labour supply?
- If yes:
  - Is it because of a lack of (suitable) childcare?
    - Maybe partly
  - Is it because their preferred hours of work are not offered?
- The latter we can only check from wave 8 onwards, but get an idea from question on whether would like to change hours worked.

# Would you like to change hours?

	Age 0-4	Age 5-9	Age 10-15	Age>15/ no child
Men				
No	52.23	45.12	38.85	48.75
Yes, increase	4.95	3.01	2.93	3.57
Yes, decrease	42.82	51.87	58.22	47.67
Women				
No	61.41	57.22	53.38	52.51
Yes, increase	7.44	5.17	4.79	3.85
Yes, decrease	31.15	37.61	41.84	43.64

# Would you like to change hours?

- Many women with children 0-4 and 5-9 seem to have the hours they want
- Examined the response to this question for several other subgroups
- More likely to want to decrease if doctor is a female specialist in training
- Female GPs most content with current hours



# Findings

- Strong reduction in hours for female GPs and specialists after childbirth
- Much weaker reduction for female hospital doctors and specialists in training [is PT a real option?]
- Female employment is more restricted by lack of childcare than male employment (as is male doctors' partners' employment)
- Women with young children/newborns are less likely to want to change hours worked

# Next steps

- Use panel data techniques to examine hours worked over time, controlling for as many relevant factors as are available [e.g. location, specialty]
  - For 70% of all participating doctors at least 2 waves
  - This should give a clearer view on the influencing factors.
- What determines desired hours of work over time?
  - E.g. around childbirth, children going to school, ageing, health
- What determines whether doctors can change to their desired hours?
- If they cannot, what are the hurdles?
  - Can these hurdles be removed?

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## Thank you

### Your insights and comments are very welcome



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# Partner restricted in employment due to a lack of childcare (all doctor types, in %)

	strongly disagree	disagree	neutral	agree	strongly agree	not applicable
<b>Male doctors</b>						
with child 0-4	11.57	30.42	11.67	23.65	15.39	7.30
with child 5-9	17.04	27.00	9.28	19.82	8.77	18.09
with child 10-15	25.13	21.42	6.51	9.06	3.06	34.82
with child >15/no child	12.26	4.23	1.44	0.70	0.38	80.99
<b>Female doctors</b>						
with child 0-4	21.02	45.91	7.39	13.27	7.19	5.22
with child 5-9	22.57	39.31	5.88	10.72	4.66	16.86
with child 10-15	23.43	29.92	4.97	4.36	1.66	35.67
with child >15/no child	5.99	3.52	0.92	0.39	0.11	89.08

# Partner restricted in employment due to a lack of childcare (all doctor types, in %)

Average hours worked	strongly disagree	disagree	neutral	agree	strongly agree	not applicable
<b>Male doctors</b>						
with child 0-4	43.94	45.12	45.89	46.87	48.04	44.81
with child 5-9	46.61	46.37	45.93	48.21	47.89	46.70
with child 10-15	47.43	46.93	48.93	50.63	50.22	47.64
with child >15/no child	44.73	46.48	45.57	47.97	48.50	43.57
<b>Female doctors</b>						
with child 0-4	22.12	24.79	28.08	31.97	34.63	28.33
with child 5-9	28.40	30.73	36.17	40.23	42.23	33.25
with child 10-15	31.65	33.89	37.18	39.95	42.24	36.06
with child >15/no child	35.75	36.72	40.10	44.44	46.20	41.84