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# WOMAN in DENTISTRY

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# FDI Women Dentists World Wide:



Mission Statement was adopted during the FDI Annual dental congress in Kuala Lumpur (2001). This document is known as the **Kuala Lumpur Declaration:**

- *FDI Women Dentists World Wide exists to coordinate the activities of the national groups: promote the collection of information about women dentists and their patterns of working; address inequalities where they exist; facilitate contacts between women worldwide and enhance their full participation in all branches of the profession.*

# Mission

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- The Mission of the WG Woman in dentistry is to organize the network of cooperation and support



# Aims and Objectives

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- to provide a world forum for the exchange of ideas, innovations and concepts within the areas of Women Dentist Worldwide
- to recruit and retain Members of the Section, to interact with these Members and to facilitate communication between the Members of the Section
- to develop and propose educational programs for the Annual World Dental Congress and for other FDI Conferences
- to develop and submit draft FDI Statements to the Council and to regularly update such Statements



# ERO WG Woman in dentistry

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Sometimes we just need to be reminded!



# The program of the WG

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- make the profession **conscious** about the phenomenon of the feminisation of the dental profession
- quantify it and gather the data
- look to the differences between men and women practice and their consequences
- gather information about the actions taken in relationship with the women dentists by their dental associations



## PROFESSION CONSCIOUS ABOUT THE PHENOMENON OF THE FEMINISATION OF THE DENTAL PROFESSION

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- The ERO board recognize extremely high percentage of female dentists in Europe, establish the WG Woman in dentistry 2004.



# QUANTIFY AND GATHER THE DATA



LATVIA 88	ARMENIA 60	TURKEY 40
ESTONIA 87	HUNGARY 57	GERMANY 39
LITHUANIA 83	SPAIN 53 *12%	FRANCE 39
POLAND 78	PORTUGAL 52	ISLAND 35
FINLAND 69	DANEMARK 50	ITALY 34
ROMANIA 68	BELGIUM 48	IRLANDE 33
BULGARIA 66	GREECE 46	LUXEMBURG 30
CZECH R. 65	SWEDEN 47	NEATHERLAND 28
CROATIA 65	NORWAY 45 *9%	MALTA 25
SLOVENIA 63	CYPRUS 43	SWITRERLAND 22
SLOVAKIA 61	UK 40 *10%	
RUSIA 60	AZERBEDIAN 40	
FYR MACEDONIA 60	AUSTRIA 39 *9%	<b>69% ARE WOMAN</b>



## LOOK TO THE DIFFERENCES BETWEEN MEN AND WOMEN PRACTICE AND THEIR CONSEQUENCES

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- Professional development
- Specialisations
- Positions on the decision making level in the associations/chambers councils
- Career break (maternity leave/family)
- Incomes
- Retirement



# Professional development

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- In Europe, especially in the "former eastern-block" countries, more than 65% woman work in preventive dentistry (with children)



# Specialisations

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- Only a few woman specialize
  - Orthodontics
  - Pedodontics
  - Oral surgery
  - Periodontics
  - Prosthetic dentistry



# Positions on the decision making level in the associations/chambers councils

- Despite the number of woman dentists in all European countries, only 24% of those on the decision making level are woman.



Country	F MDL	Country	F MDL
Austria	39-9,5	Poland	78-30
Belgium	41-10	Portugal	53-32
Croatia	69-10		
Cyprus	46-30	Romania	65-30
		Slovakia	60-20
France	35-4	Spain	42-12
Germany	39-6	Switzerland	19-10
Iceland	30-40	Sweden	36-50
Luxemburg	29-10	Turkey	49-12
		Uzbekistan	58 -15



# Career break (maternity leave/family)

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- Pregnancy - maternity leave
- Raise the family
- Professional restrictions
- Contracts with payors



# Incomes

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- In Europe there is no different incomes
- Different incomes are result of poor postgraduate education
- Woman are equally represented as owners and employers
- Woman are equally succesful in “dental buissnes”,
- Different incomes are result of poor postgraduate education
- More woman prefere part time job (familly reason)



# Retirement

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Retirement ages for man and woman are the same

except in Austria, Italy, Latvia, Lithuania, Poland, Romania, Slovakia and UK.





# Instead conclusion

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- From the standpoint of the equality, the position of woman dentists in Europe is satisfactory, or was satisfactory when woman where minority, but the female dentists are not minority and the branch needs the strategie with full respect of workforces!!!



# New challenges

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- To forget the prejudices about :  
different psychological profile  
different approach to the patients  
predisposition to hi-tech approach

WE HAVE ONLY ONE DENTISTRY



# New strategie

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- To help and support woman in postgraduate education
- To coach woman dealing with the staff
- To coach woman in the leadership
- To teach woman in practice management
- To developing the strong teamwork ethos
- To dealing with the “old boys” network



# Do we need the woman nets

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- YES WE STILL DO !!!
- support continued recruitment of women into dentistry to ensure that the profession always attracts the best and brightest;
- develop a database regarding the progress of women into and through leadership positions;
- develop a networking system that crosses the boundaries of academia, organized dentistry, industry, and science; recent personal communications lead me to believe that women dentists have not fully developed the fine art of networking across professional strata;
- identify and address barriers to women in leadership positions



THAK YOU FOR YOUR ATTENTION

