

# Gender pay equity in medicine

An update for OMA Board  
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# Agenda

- ❑ Review of work done to date
- ❑ Projects currently in progress
- ❑ Research agenda for next 1-2 years

# Work done to date

## How big is the gender pay gap in Ontario?

### Female-to-male gross clinical payment gap in fiscal year 2017/18

Annual, unadjusted



Daily, unadjusted



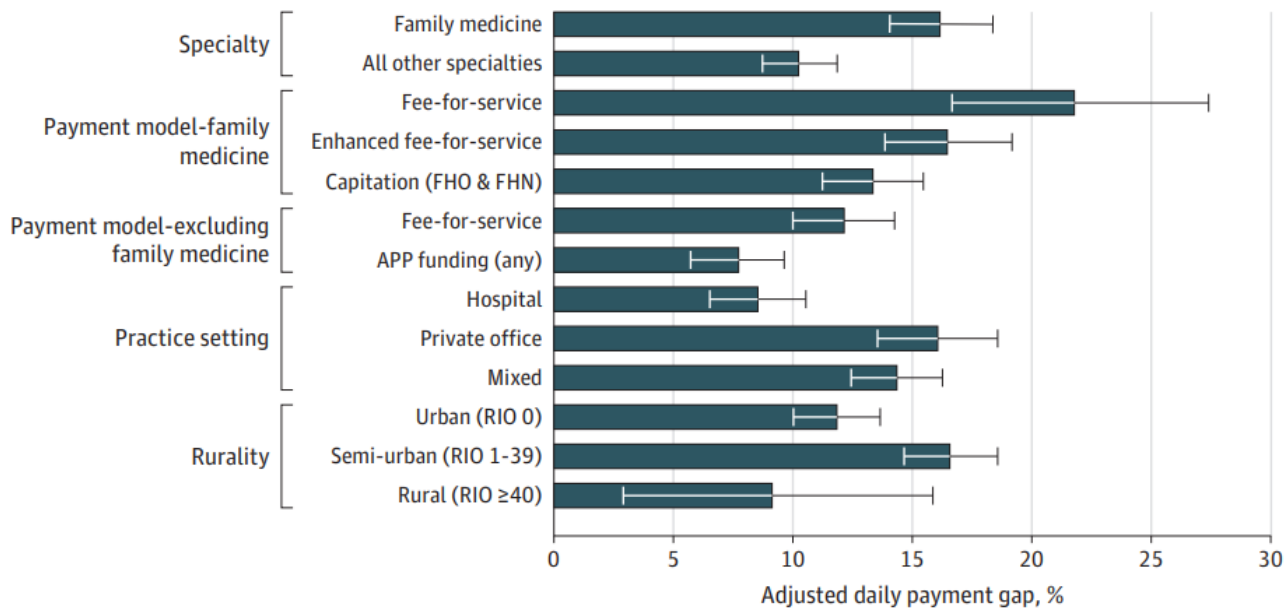
Daily, adjusted



## Work done to date

# How big is the gender pay gap in Ontario?

Figure 2. Adjusted Daily Payment Gap by Selected Practice Characteristics



Steffler M, Chami N, Hill S, Beck G, Cooper SC, Dinniwell R, Newbery S, Simkin S, Chang-Kit B, Wright JG, Kantarevic J, Weir S. Disparities in Physician Compensation by Gender in Ontario, Canada. JAMA Network Open. 2021 Sep 21;4(9):e2126107.

## Work done to date

# Factors that contribute to GPE: Referrals

### Specialist referrals in 2018/19

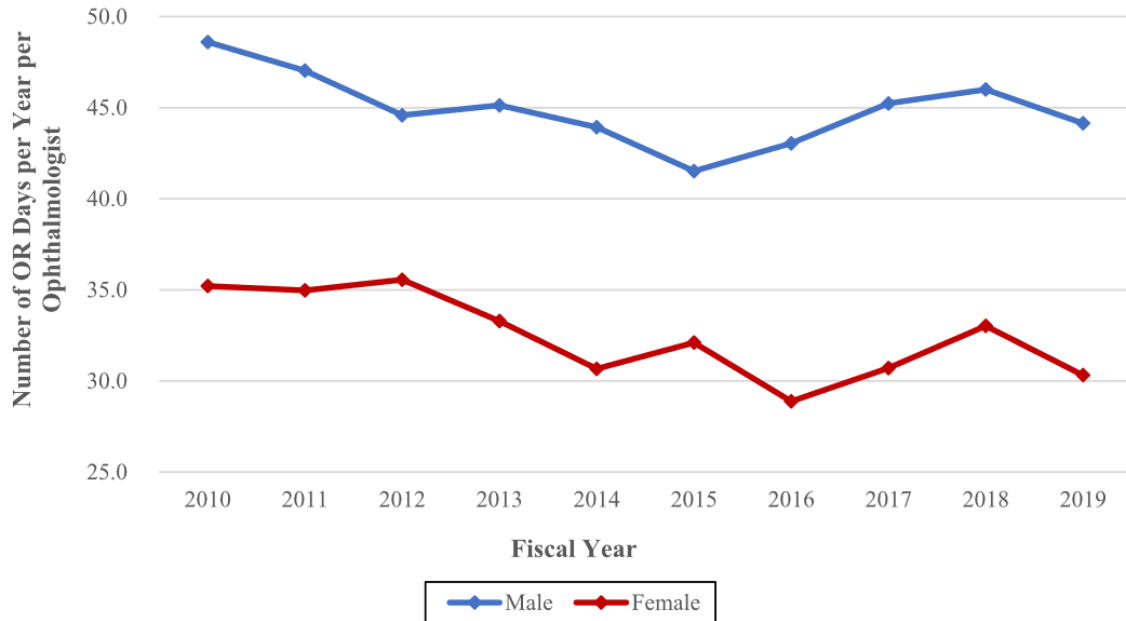
Per physician	Females	Males	Female-to-male gap
Number of referrals	433	633	32.6%
Revenue per referral	\$316	\$350	9.7%
Revenue for all referrals	\$136,749	\$221,693	38.3%

- A male physician referring to a female specialist was associated with a 4.0% lower referral revenue.
- Referring physicians had 6.6% higher odds of referring to specialists of the same sex as themselves.

# Work done to date

## Factors that contribute to GPE: OR time

Trends in number of OR days for male and female cataract surgeons



This OR distribution remained consistent across career stages.

Career Stage	OR Days per Ophthalmologist	
	Male	Female
Early	43.5 ± 6.2	29.5 ± 2.9
Middle	48.9 ± 1.8	36.5 ± 2.9
Late	42.6 ± 2.1	32.7 ± 3.5

# Projects currently in progress

## Collaboration with external partners

### Operating room time

- Evaluation of sex-based trends in distribution of surgeons, OR time, and case volume for all surgical disciplines in Ontario between 2010 and 2019.
- Departments of Ophthalmology: Queen's University, University of Toronto, McMaster University

### Cataract surgery complications

- Comparison of complication rates after cataract surgery by surgeon and patient sex between 2010 and 2019.
- Departments of Ophthalmology: Queen's University, University of Toronto, McMaster University

### Gender, Racial, & Immigrant Pay Gaps

- Survey of family physicians on physician time spent, measured in minutes, in providing specific broadly used service fee codes. Examine the distribution of physician effort in providing services -- by gender, visible minority status, immigrant status, urban/rural, and other characteristics.
- Department of Economics and Department of Family Medicine, McMaster University

### GPG in internal medicine

- Examining factors contributing to gender pay differences among physicians in procedural subspecialties of internal medicine.
- Departments of Gastroenterology: Women's College Hospital and University of Toronto

### GPG among Allergists

- Examining gender pay gap among physicians in allergy and immunology – FY2020 to FY2023.
- Departments of Ophthalmology: Western University, University of Toronto, McMaster University, University of British Columbia, BC Children's Hospital

### GPG in Otolaryngology

- Examining the Gender Pay Gap Among Otolaryngologists in Ontario in fiscal year 2021 and 2022.
- Departments of Otolaryngology: Western University, London Health Science Centre, University of Toronto

# Research agenda for next 1-2 years

- Time series - Trend in GPG over past 10-20 years
- Ongoing monitoring of GPG
- Recovery of physician earnings post-COVID, by gender
- Impact of family physicians' area of practice on GPG
- Systematic review of centralized referral systems



Thank you.

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