

# GENERAL SURGERY IS LEADING THE WAY IN GENDER EQUALITY

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## Introduction

There has been a recent strong emphasis by medical colleges, including the Royal Australasian College of Surgeons (RACS), on improving gender equality. An effective multi-level approach includes changes to selection processes, development of mentorship networks, and fostering a culture of inclusivity which is intended to increase the number of female consultant surgeons. There is however a lack of local data which reports the success/failure of these strategies at the “grass-roots” level of doctors entering surgical training.

## Aims:

The aim of this study is to investigate the impact of these strategies on gender distribution among surgical trainees at Liverpool hospital.

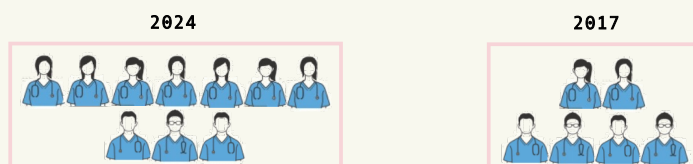
## Methods:

A survey was performed in the Colorectal and Upper GI departments at Liverpool Hospital to determine self-identified gender of surgical trainees in 2024, which was compared to data from 2017. Trainees were: fellow, accredited registrars or unaccredited registrars.

## Results:

Among the Colorectal & Upper GI units:

- In 2024 there were a total of 10 trainees (2 fellows, 3 accredited registrars and 5 unaccredited registrars)
  - 7 of these (70%) identify as female.
- In 2017, there was a total of 6 trainees
  - Only 2 of these (33%) identified as female.
- Interestingly, the subgroup of unaccredited trainees (most junior) increased from zero in 2017 up to 4 in 2024.



## Conclusion:

The proportion of female general surgery trainees at Liverpool Hospital has doubled over the last 7 years. Proactive initiatives implemented by RACS and Liverpool Hospital have contributed to a shift in the gender distribution of the next generation of specialist general surgeons.