

The role of [women](#) in Western society has changed dramatically in the past several decades. Despite this, many [gender inequality](#) still exist for professionals in the health care sector. In neurosurgery, a disproportionately small percentage of the [workforce](#) in the [United States](#) and [Canada](#) is [female](#). These figures are lower than most reported in other medical specialties. A review critically examines factors that may be influencing women's ability to advance in demanding subspecialties such as neurosurgery.

The literature on women in medicine, and surgery, in particular, were reviewed to identify different issues facing women currently in practice in neurosurgery. In addition, the concerns of prospective trainees were examined.

There remain many challenges for women entering neurosurgery, including unique [lifestyle](#) concerns, limited [mentorship](#), outdated career programs, and deep-seated societal beliefs. [Discrimination](#) and [harassment](#) are also contributing factors.

If neurosurgery is to continue to progress as a subspecialty, the issue of [gender inequality](#) needs to be scrutinized more closely. Innovative programs must be developed to meet the needs of current female faculty members and to ensure attracting the brightest individuals of both genders into a career in neurosurgery ¹⁾.

¹⁾

Woodrow SI, Gilmer-Hill H, Rutka JT. The neurosurgical workforce in North America: a critical review of gender issues. *Neurosurgery*. 2006 Oct;59(4):749-55; discussion 755-8. doi: 10.1227/01.NEU.0000232671.44297.DF. PMID: 17038940.

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