

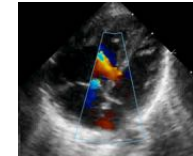
## «FRAUENKARRIERE IN DER SPITZENMEDIZIN – CHANCENOPTIMIERUNG»

Frauenförderung und Forschung in der Spitzenmedizin

Prof. Dr. med. Bea Latal MPH  
Kinderspital Zürich  
Abteilung Entwicklungspädiatrie

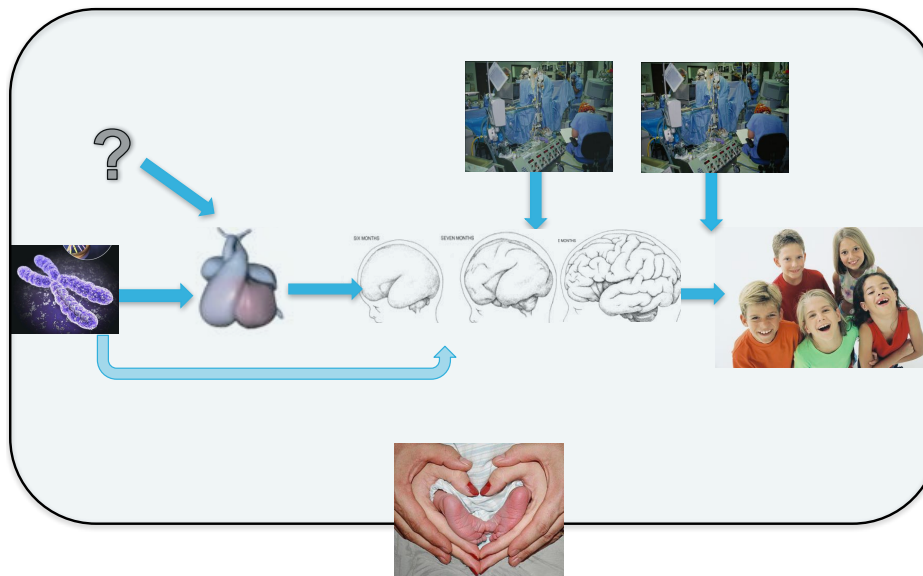
## My research: Congenital heart disease

- 1 in 100 children born with a heart defect
- 3 in 1000 children with a severe defect needing immediate surgical therapy
- Approximately 250 children born per year in Switzerland
- Prenatal diagnosis in around 1/3 of all children



*Van der Linde, J Am Coll Cardiol, 2011*

## A complex story



## Questions to address

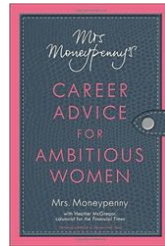
- Raising children and keeping a family together as an extremely busy, often travelling academician?
- How can I perform without being distracted?
- Is there something like a bad conscience towards children? Is it justified? How can it be overcome?
- What exact environmental, institutional and collegial factors are or were important?
- Which phases of the development of a female physician scientist are particularly vulnerable.
- How was I supported in critical situations?

## You cannot do it **all**

– Mrs Moneypenny alias Heather McGregor: *“Time is scarce and no woman can manage to excel both at work and at home—but that’s okay”*

– ....no man can either

– ....it helps to have a lot of energy

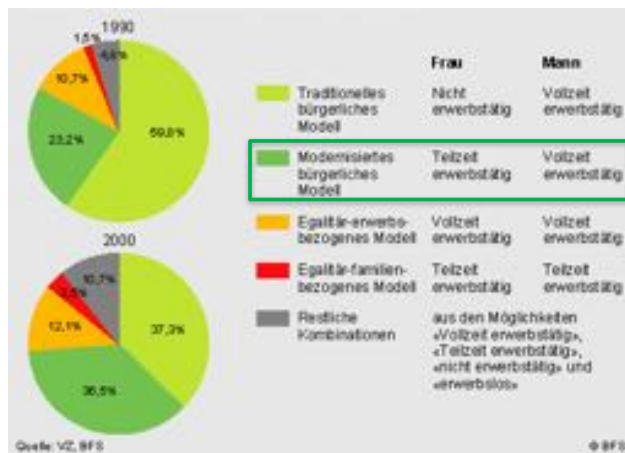


## You cannot do it **alone**

– Support at home  
– Flexible partner  
– Grandparents  
– Nanny, housekeeper

– Support at work  
– Daycare  
– Part-time work  
– Individual solutions

## Income-models for couples with children < 7 years 1970-2000



Quelle: VZ, BFS  
© BFS

## “Bad conscience” or what are the needs of children?

– “3 V”- Vertrautheit, Verfügbarkeit, Verlässlichkeit  
– Familiarity, Availability, Reliability

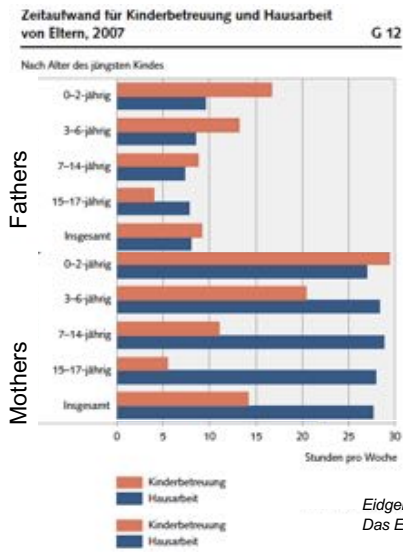
*Zürcher Fit-Konzept, Largo, Jenni 2005*

– More than 1 person (different models, resilience)

*“It takes a village to raise a child”*

– Stimulating environment ≠ “tiger mom” or intensive program

## Environmental factor: High work-load for household



The workload for child care decreases for both parents

Household work remains stable and is not equally distributed

If you work full-time with children you need help!!! Or men must do more!

9

## Institutional and collegial factors: Abroad

- Mentor
- Role model
- Academic environment
- Long-term network and peers

### American Pediatric Society 2015 Presidential Address: leaky pipes, glass ceilings, and changing landscapes—time to renovate the pediatric house

Donna M. Ferriero<sup>1,2</sup>

Presented at the PAS Annual Meeting, 25–28 April 2015, San Diego, CA.

Pediatr Res. 2015 Nov;78(5):589-93

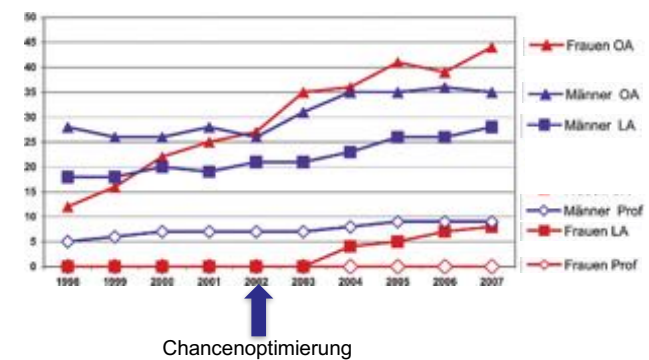
10

## Chancenoptimierung Children's Hospital Zürich

- Qualification assessment and career development
- Definition of different academic tracts
  - Research
  - Management
  - Teaching
  - Clinical specialist
- Part-time options
- Coaching for fellows and attendings

11

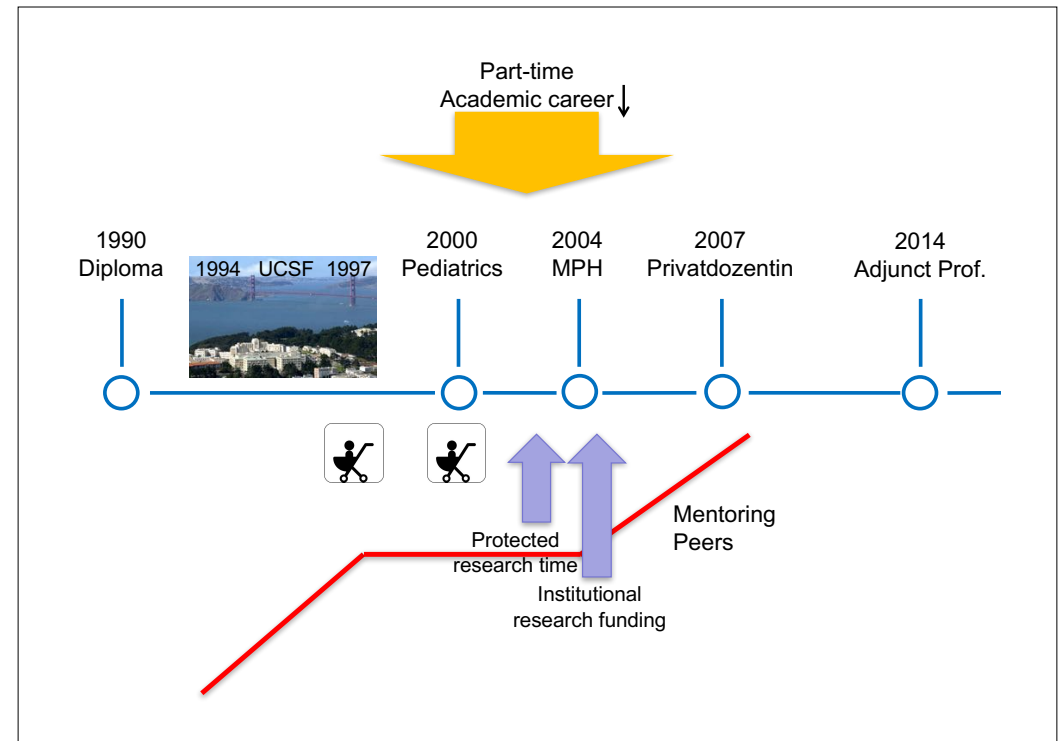
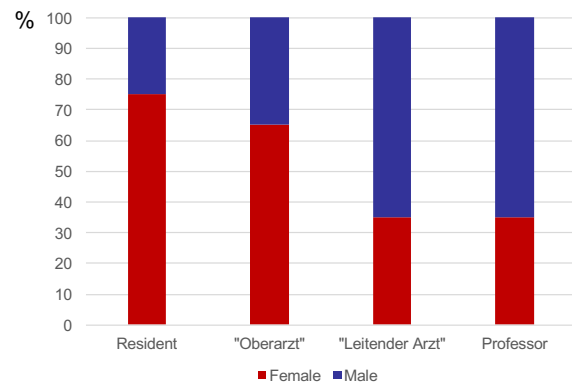
## Institutional and collegial factors: “at home”



Latal B, Saurenmann T. Feminisierung in der Medizin am Beispiel der Pädiatrie, Schweizerische 2009

12

## Situation in 2016 at the Children's Hospital Zurich



## Summary- what has made it possible

- Having been abroad!
- Child care: nanny or day care with flexible and long opening hours
- Protected and payed research time
- Part time work (but slows career down)
- Mentoring and Coaching
- Individual solutions-paths by head of department