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Women in Healthcare: Overcoming Persistent Obstacles to Career Advancement

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Introduction

Oftentimes in the work space, women are subjected to a gender bias; particularly in industries of financial services, automotive and industrial manufacturing. While some of these biases are also prevalent in the healthcare industry, it is certainly making progress and has seen measures taken to have female representation at higher levels of the organisation.



Key Highlights

1. 66% of all entry- level healthcare employees are women, as compared to the 49% across all US industries.
2. At a senior level, the share of women declines to 30% of C-suite positions, still outperforming other industries.
3. The sharpest decrease in the share of women in the healthcare and other industries is a drop of 10 percentage points. While this decrease occurs at the jump from manager to senior manager in healthcare, the pattern diverges in other industries where the decrease happens at an earlier stage from the first step to manager- also known as the “broken rung” of the ladder.
4. Nearly 75% of women have said that they are happy with their careers as compared to only 69% of men. An increase in this figure is observed as women rise through ranks. At entry levels, 71% of women report being happy, which increases to 91% at the Senior Vice President level.
5. In order to increase female representation at the top, external hiring of women saw a significant rise in the C-suite across healthcare organizations, from 33% 2017 to 42% in 2018.
6. The challenges that women as a whole face in the healthcare industry are magnified for women of colour. While the share of white women at entry- level starts at 46%, it gradually declines to 25% at the C-suite. Women of colour account for 20% of entry- level employees, and their share drops to just 5% at the C-suite.
7. It has been observed that greater diversity and inclusion throughout the organization equips the organization to understand, respect and work more closely with their patients and customers, thus strengthening the healthcare ecosystem.

Read more: <https://www.mckinsey.com/industries/healthcare-systems-and-services/our-insights/women-in-healthcare-moving-from-the-front-lines-to-the-top-rung>

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