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# Women Representation in Leadership Positions in Medical Education in Turkey: Data from 17939 Faculty Members, 112 Boards, and 246 Journals

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## Background

Gender equality, advocates for equal opportunities, treatment, and resources irrespective of gender. Despite progress, women hold only 28.2% of management positions globally, with Turkey reporting 19.6% women in leadership roles. This study aims to bridge the research gap by comprehensively assessing women's representation in leadership positions across Turkish medical education, revealing a Global South perspective often overlooked in the literature.

## Summary of Work

This cross-sectional study explores women's representation in leadership and management roles in Turkish medical education across three key areas: medical faculties, professional societies and conferences, and medical journals. The data collection process was conducted between August and December 2023 included 113 medical faculties, 112 specialty boards, and 250 journals based on publicly available information on websites of these entities. Using an Excel file, we recorded the number of individuals and women's presence in specific leadership positions.

## Summary of Results

In medical faculties, women held 22.5% of deans and 38.5% of vice deans and 40.44% of all faculty members. Women's representation in surgical departments was significantly lower compared to basic and internal sciences, both in terms of faculty members and chair positions ($p<0.01$). In boards, chair/president positions held by women was 30.48% while it was 34.21% in the conferences. In surgical boards, women representation in chair positions ($p<0.05$) and executive committee member positions ($p<0.01$) was significantly lower than that in basic sciences boards. Surgical boards had significantly lower women representation in executive committee member positions than internal sciences boards ($p<0.001$). In journals, women accounted for 27.15% of all editor-in-chief/editor positions.

## Discussion and Conclusions

The study reveals gender disparities in Turkish medical education leadership positions. In medical faculties, women hold fewer leadership roles, with notable underrepresentation in surgical departments. Similarly, boards, conferences, and journals exhibit lower female representation in executive positions. Acknowledging these disparities is the first step toward implementing effective strategies to empower women in leadership roles across medical education, fostering true gender equality.

## Take Home Messages

Gender disparities, a global issue including Turkey, should be addressed and analyzed especially in the leadership and management areas in medical education as it persists.