

An Analysis of Sex Distribution Trends Among Postgraduate Medical Trainees by Legal Status Over the Past Three Decades (1993/94 - 2023/24)

The 2023-24 CAPER Census is now available on our website ([link](#)). The landscape of medical education in Canada is continuously evolving, driven by the dynamic needs of our healthcare system and the aspirations of our future medical professionals. This fact sheet provides an overview of the trends in sex distribution in Canadian postgraduate training programs, focusing on the distribution of trainees by legal status. This highlights a positive shift towards equal representation of both sexes amongst medical trainees, reflecting a more equitable representation in the field.

Trends in Sex Distribution of Postgraduate Medical Trainees by Legal Status (1993/94 - 2023/24)



CC/PR = Canadian Citizen/Permanent Resident.

Legal Status	% Increase in Female Trainee (1993/94 – 2023/24)	1993/94 % of Female	2023/24 % of Female
CC/PR	15.5%	40.1%	55.6%
Visa	23.5%	18%	41.5%
Total	15.5%	37.6%	53.1%

Between 1993/94 and 2023/24, the proportion of female postgraduate medical trainees increased across all legal status categories, reflecting a broader shift toward gender parity in training programs. Among CC/PR, female representation rose from 40.1% to 55.6%, a 15.5 percentage point increase, indicating steady and sustained progress. Visa trainees, while starting from a lower baseline of 18%, experienced the most significant relative growth, climbing to 41.5%, a 23.5 percentage point gain. Overall, the total proportion of female trainees increased from 37.6% to 53.1%, underscoring a consistent upward trend in female participation across the board.

These findings highlight the ongoing transformation of Canada’s medical training environment toward greater inclusivity and gender equity. The 23.5 percentage point increase among visa trainees is particularly notable, suggesting that international medical graduates are contributing to this shift in meaningful ways. Meanwhile, the 15.5 percentage point rise among CC/PR trainees demonstrates sustained progress within the domestic training population. With over half (53.1%) of all postgraduate medical trainees now identifying as female, the data reflects a significant milestone in achieving a more balanced and representative medical workforce. Continued monitoring and support will be essential to maintain this momentum and address any remaining disparities across trainee groups.

The 2024–2025 Census is now underway, continuing our commitment to capturing timely and comprehensive data on postgraduate medical education in Canada. Sign up for [CAPER Counts](#) via our news page or follow us on our new [LinkedIn page](#) to be notified as soon as it is published.