

Appendix 1

Survey of Italian Surgeons in 2020—Women In Surgery Italia

FIRST SECTION: some general questions

Gender

- Female
- Male

How old are you? _____

Geographical work area

- Northern Italy
- Central Italy
- Southern Italy and islands

Surgical work area

- General surgery
- Cardiac surgery
- Thoracic surgery
- Vascular surgery
- Pediatric surgery
- Plastic, Reconstructive & Aesthetic Surgery
- Obstetrics & gynecology
- Orthopaedics and Traumatology
- Urology
- Maxillofacial surgery
- Neurosurgery
- Ophthalmology
- ENT Surgery
- Breast Surgery

DEMOGRAPHIC DATA

SECOND SECTION: some data regarding your career and family

How long (in years) have you been a surgeon? (including residency)

In what kind of hospital do you carry out > 80% of your activity?

- Public hospital activity
- University public activity
- Affiliated private activity
- Private activity not affiliated
- Other

Do you work in an academic unit?

- Yes
- No

Specify position (multiple answers allowed)

- Academic (including residents),
- Hospital

If academic position, specify which one:

- Resident
- PhD student
- Research fellow
- Researcher
- Associate professor
- Full professor

If hospital position, specify which one:

- Self-employed professional contract
- Intern specialist at ambulatory/outpatient care, fixed-term/temporary contract
- Intern specialist of ambulatory/outpatient care, permanent contract
- Consultant, temporary position
- Consultant, permanent position
- Chief of Unit /Department

Have you spent periods of surgical training or working abroad (longer than 3 months)?

- Yes
- No

If so, in which geographical area? (multiple answers allowed)

- Europe
- North America
- South America
- Africa
- Asia
- Oceania

In addition to the specialization, did you also achieve any the following? (multiple answers allowed)

- no
- I-II level master's degree
- Ph.D.
- Advanced course

What is your family situation?

- single/non-cohabiting partner
- cohabiting
- married
- Divorced/Separated
- widow

What is your partner's current occupation?

- employed, not a physician
- Physician (surgical area)
- Physician (Non-Surgical Area)
- Healthcare Professional, not a physician
- Not employed
- I don't have a partner

If you have a partner:

Compared to yours, your partner's workload is:

- Lighter
- Similar
- Heavier

Do you have children or would you like to have children?

- I don't have children, I don't want to have children in the future
- I don't have children, I want to have children in the future
- I don't have children, I'm uncertain about having children in the future
- I have 1 child
- I have more than 1 child

If you have children, how old were you when the firstborn came into life?

Would you have liked to have more children?

- no
- Yes

If yes, which are the reasons you didn't you have any/more?

- Personal
- economical
- Profession (job/career) related
- other

Do you think that your job/career pursuing has delayed the birth of your children, compared to when you would have wanted to have them?

- No
- yes
- I don't know

If you have children:

in your household, who spends more time to take care of them? (multiple answers allowed)

- me
- my partner
- our parents (mine or partner's)
- Babysitter
- other

Is there a company kindergarten in the place you work? (multiple responses allowed)

- no
- Yes

In your household, who mainly, spends more time on homecare? (multiple answers allowed)

- me
- My partner
- Our parents (mine or partner's)
- Domestic worker
- other

WORK PLANNING

THIRD SECTION: specific information on your work planning, also in relation to your aspirations

(25) How many surgeons (including the head of unit, excluding residents) does your surgical unit have?

(if you work in a surgical specialty with a wide range of clinical activity (ophthalmology, gynaecology, ENT...) indicate how many surgeons are mainly dedicated to the operating room. For e.g. exclude gynecologists who perform ONLY emergency caesarean sections, etc.)

26) How many of these surgeons are women?

27) In your unit are there women who do NOT attend the operating room? (e.g. included in this group female surgeons who go to the operating room ONLY for urgent C-sections, but not for elective surgery)

- no
- Yes, by "forced" choice
- Yes, by personal choice
- Yes, but they are in the same percentage as men

28) Did being a woman, led you to give up dedicating yourself to surgical interventions in order to dedicate to the ambulatory care activities?

- Not at all: I didn't leave the operating room
- A little
- enough
- A lot
- the operating room is not my interest

29) How many hours do you work, on average, in a week?

30) What percentage of the ambulatory/outpatient service hours of your unit are entrusted to you?

- less than 5%
- between 5 and 20%
- between 20 and 50%
- more than 50%

31) If your surgical department does also endoscopy, are you mainly entrusted to Endoscopy?

- No
- yes
- endoscopy is not present in the department where I work

32) What percentage of your working hours do you dedicate to the clinics (ambulatory/outpatient care, visits, follow-up, department)?

- less than 20% of your time
- between 20 and 50% of the time
- more than 50% of the time

33) What percentage of your working hours WOULD you LIKE to dedicate to the clinics (ambulatory/outpatient care, visits, follow-up, ward)?

- less than 20% of the time
- between 20 and 50% of the time
- more than 50% of the time

34) What percentage of your working hours do you dedicate to the operating room?

- less than 5% of your time
- between 5 and 20% of the time
- between 20 and 50% of the time
- more than 50% of the time

35) What percentage of your working hours would you WISH to dedicate to the operating room?

- less than 5% of the time
- between 5 and 20% of the time
- between 20 and 50% of the time
- more than 50% of the time

36) What percentage of your working hours do you dedicate to Research (scientific production, data collection)?

- I don't do research activity
- less than 5% of the time
- between 5 and 20% of the time
- between 20 and 50% of the time
- more than 50% of the time

37) What percentage of your working hours WOULD you LIKE to dedicate to research (scientific production, data collection)?

- less than 5% of the time
- between 5 and 20% of the time
- between 20 and 50% of the time
- more than 50% of the time

38) What percentage of your working hours do you dedicate to administrative work (hospital discharge forms, planning of the operative rooms ...) ?

- less than 5% of the time
- between 5 and 20% of the time
- between 20 and 50% of the time
- more than 50% of the time

39) What Percentage of Your Work Hours WOULD You LIKE to dedicate to administrative work (hospital discharge forms, Planning of the operative rooms...)?

- less than 5% of the time
- between 5 and 20% of the time
- between 20 and 50% of the time
- more than 50% of the time

40) On average, how many SURGERIES take place in a WEEK in your unit?

41) On average, how many surgeries are you assigned to in a week?

42) On average, how many surgeries are assigned to a surgeon in a week?

43) How many HIGH complexity surgeries are performed in a WEEK in your unit?

44) How many HIGH complexity surgeries do you participate in as FIRST operator, in a MONTH?

45) How many HIGHLY complex surgeries do you participate in as a second/third operator, in a MONTH?

46) How many surgeries of MEDIUM complexity are carried out in a WEEK?

47) How many MEDIUM complexity surgeries do you participate in as FIRST operator in a MONTH?

48) How many MEDIUM complexity surgeries do you participate in as a second or third operator, in a MONTH?

49) How many LOW complexity surgeries are performed in a WEEK in your unit?

50) How many LOW complexity surgeries do you participate in as the FIRST operator in a MONTH?

51) Which of the following critical issues do you think could be making your work in the operating room, more difficult for you? (multiple answers allowed)

- I didn't encounter any difficulties in the operating room
- I am often ignored by the OR team
- I have been poorly trained by the most experienced surgeons
- the physical disproportion between me and the other members of the team at the operating table
- the size/proportions of the Surgical instruments
- Lower physical strength
- other
- I prefer not to answer

52) How do you rate your overall working performance, compared to your colleagues?

- among the best
- above average
- average
- below average
- among the worst
- I don't know

53) How do you think your colleagues rate your overall work performance?

- among the best
- Above average
- average
- Below average
- among the worst
- I don't know

54) Overall, how much is your annual gross income?

- less than 30,000 euros?
- €30-45,000
- €45-60,000
- €60-80,000
- €80-100,000
- €100-150,000
- more than €150,000
- I prefer not to answer

55) Do you also work in private practice?

- no
- Yes, it increases my basic salary by less than 10%
- Yes, it increases my basic salary by 10-30%
- Yes, it increases my basic salary by 30-50%
- Yes, it increases my basic salary by 50-80%
- Yes, it increases my basic salary by more than 80%
- I work only in private practice
- I prefer not to answer

Environment perception and satisfaction

FOURTH SECTION: questions about the environment in which you work, your satisfaction and gender discrimination issues

Are you satisfied with your job?

- never or almost never
- rarely
- Sometimes
- often
- always or almost always

You are satisfied with your planning of working hours

- not at all
- a little
- neutral
- enough
- A lot

How satisfied you are with your current life/work balance?

- not at all
- a little
- neutral
- enough
- a lot

Do you do night shifts?

- no
- Yes, on-duty shifts
- Yes, on-call

On an active night shift, on average, how many hours can you sleep ?

- 1-3 hours
- 4-6 hours
- more than 6 hours

In your case, how true is this statement? "I prioritize work over my personal life"

- Not at all
- A little

- Neutral
- enough
- A lot

In your case, how true is this statement? "I prioritize family over my work"

- Not at all
- A little
- Neutral
- enough
- A lot

In your case, how true is this statement?

"I have to reduce the hours of sleep in order to spend time with my family"

- Not at all
- A little
- neutral
- enough
- A lot

In your case, how true is this statement? "I have to reduce the hours of sleep to devote time to myself/do what I like"

- Not at all
- little
- neutral
- enough
- A lot

What are the major sources of SATISFACTION in your work? (multiple answers allowed)

- helping patients
- the surgical act
- the reduction of operative time
- the economic gratification
- the social prestige
- the scientific recognitions
- the opportunity to do research
- other

What are the main sources of DISSATISFACTION in your job? (multiple answers allowed)

- the bad relationship with patients
- Inadequacy of surgical training
- Too much bureaucracy
- Lack of economic gratification
- Few opportunities for career advancement
- Few opportunities to engage in research
- Lack of work/life balance
- Lack of mentors
- Demansion
- High workload
- other

Which changes would you consider most important in order to make your profession more attractive?

- reducing the workload
- More flexible working hours
- Better training specialty schools
- Reduction of administrative work
- More opportunities for career growth
- Higher salary
- Individual autonomy, including in the allocation of economic resources
- Less psychological and emotional burden
- more prestige of the profession
- More variability in clinical practice
- closer physician-patient relationship
- Promoting long-term period patient care
- Promotion of multidisciplinary work teams
- other

Which surgical areas do you perceive as more "manly"? (multiple answers allowed)

- General surgery
- Cardiac surgery
- Thoracic Surgery
- Vascular Surgery
- Pediatric Surgery
- Plastic, Reconstructive and Aesthetic Surgery
- Gynaecology and Obstetrics
- Orthopedics and traumatology
- Urology
- Maxillofacial Surgery
- Neurosurgery
- Ophthalmology
- ENT
- None

Which surgical areas do you perceive as more "feminine"? (multiple answers allowed)

- General surgery
- Cardiac surgery
- Thoracic Surgery
- Vascular Surgery
- Pediatric Surgery
- Plastic, Reconstructive and Aesthetic Surgery
- Gynecology and Obstetrics
- Orthopedics and traumatology
- Urology
- Maxillofacial Surgery
- Neurosurgery
- Ophthalmology
- ENT
- None

Have you met Reference models during your education/career?

- no
- Yes

If yes, men or women?

- men
- women

Do you know professionally satisfied female surgeons?

- no
- Yes

Do you think you're treated differently compared to colleagues/superiors, for your being a woman?

- no
- Yes
- I don't know

If you answered yes, in what ways do you think being/have been treated differently compared to men? (multiple responses allowed)

- I have received more mentorship/teaching/support
- I received less mentorship/teaching/support
- I'm given more less rewarding assignments
- I'm given fewer less rewarding assignments
- I'm being considered more often
- I'm less often taken into consideration
- I'm being teased or harassed about being a woman
- More is expected from me than from a man
- Less is expected from me than from a man
- I tend to get better assignments
- I tend to get worse assignments
- I tend to receive overly positive evaluations about my work
- I tend to receive overly negative evaluations about my work
- I have a better chance of being selected for a promotion
- I have a worse chance of being selected for a promotion
- other

What influence does the proportion of women and men in the workplace, have on you?

- I don't care
- I prefer to work with men
- I prefer to work where the percentage of women and men is equivalent
- I prefer to work with women

Have you ever been a victim, in an unwelcome manner and against your will, of sexual background comments, unwanted contact or advances in your working environment?

- never
- yes, rarely
- yes, frequently
- I prefer not to answer

If you've been a victim of it, have you reported such behavior to a superior? (multiple answers allowed)

- no
- Yes
- No, because I handled it myself
- I prefer not to answer

If you made a report, what happened? (multiple answers allowed)

- I have been listened to, but the person responsible has not received a formal reprimand
- The person responsible has been informally recalled
- The person responsible has received a formal reprimand
- The harassment got worse as a result of my complaint
- My report has been ignored or devalued
- other

How often have you heard from colleagues that "surgery is not a job for women"?

- never
- rarely
- often

Have you ever been told by your colleagues that you're "too aggressive"?

- no
- Yes
- I don't remember

Male colleagues seem to support women at work?

- Most support them
- Most discourage them (directly or indirectly)
- Most are indifferent to the issue
- I don't know

Female colleagues seem to support women at work?

- most support them
- most discourage them (directly or indirectly)
- Most are indifferent to the issue
- I don't know

Would you choose your job again?

- Yes
- No, and I wouldn't choose medicine again
- I would choose medicine again, but not surgery
- I'd do the surgery again, but a different specialty
- I'd do surgery again, but abroad
- other