Appendix 1. Questionnaire, including all questions directed to participants from all nations

1. What is your sex? Female Male Diverse
How old are you? 18 to 20 21 to 30 31 to 40 41 to 50 51 to 60 61 to 70 71 or older
What is your current further education/professional position? Student Students in their practical year Resident 1st year Resident 2nd year Resident 3rd year Resident 4th year Resident 5th year Resident 6th year Resident >6th year Specialist physician Senior physician Chief physician Gynaecologist in outpatient practice
Your professional goal is this position: Chief physician (Leading) senior physician Employed medical specialist in the hospital Employed in outpatient practice Self-employed in outpatient practice Other (please specify)
Why would you not like to work in the hospital long-term? (multiple answers possible) Too much responsibility Too high workload Too little work/life balance Insufficient compatibility of family/work Night and weekend shifts Duties in the delivery room Financially unattractive Inflexible working hours
In which country do you work or study? Germany Austria Switzerland
Do you have children? Yes No
How many children do you have?
How old were you when you had your first child?

With your first child you were:
Student
Students in their practical year
Resident 1st year
Resident 2nd year
Resident 3rd year
Resident 4th year
Resident 5th year
Resident 6th year
Resident >6th year
Specialist physician
Senior physician
Chief physician
Gynaecologist in private practice

How long did you not work after giving birth? (for multiple children with different time-off, please use multiple answers)
2 years per child
1-2 years per child
9-12 months per child
6-8 months per child
3-5 months per child
<3 months per child
You did not take any family leave
Other option (please specify)

Why did you, as a parent, not take any family leave? (Multiple answers possible)
Not necessary/not desired due to family situation
Fear of professional disadvantage
Incompatible with career plans
Financial obligations
Other reasons (please specify)

Do you want to become a parent in the future?
Yes
No
You are not sure yet

How long would you like to pause work after the birth of your child as a parent?
2 years per child
1-2 years per child
9-12 months per child
6-8 months per child
3-5 months per child
<3 months per child
You do not want to take any family leave
You are not sure yet

Y**our workplace**
University hospital, department of gynecology
Non-university women's department with a total of >25 physicians
Non-university women's department with a total of 15-25 physicians
Non-university women's department with a total of <15 physicians
Outpatient practice (employed)
Outpatient practice (self-employed)
Student
Other (combination of outpatient and hospital, private practice in Austria...)

How many male residents are there in your team?
>50%
Ca. 50%
Ca. 40%
Ca. 30%
Ca. 20%
Ca. 10%
There is no male resident doctor

How many male senior physicians are there in the team?
100%
80-<100%
60-<80%
40-<60%
20-<40%
1-<20%
There is no male senior physician

Your head of department is:
Female
Male
Diverse
Other (position not filled, dual leadership...)

How many part-time positions do you think a department team of residencies can handle?
0%
1-20%
>20-40%
>40-60%
>60-80%
>80-99%
100%

How many part-time positions do you think a team of (senior) senior physicians can handle?
0%
1-20%
>20-40%
>40-60%
>60-80%
>80-99%
100%

What percentage of mothers in your department take family leave?
100->80%
>60-80%
>40-60%
>20-40%
1-20%
Mothers don't take family leave at your hospital
You do not know
There are no mothers at your hospital

What percentage of fathers in your department take family leave?
100->80%
>60-80%
>40-60%
>20-40%
1-20%
Fathers don't take family leave at your department
You do not know
There are no fathers at your department

How long does it take for fathers to return to work in your department after family leave?
Usually the same as for mothers
Usually shorter than for mothers
Usually longer than for mothers

The use of family leave for women leads to disadvantages in further medical training/professional careers:
Do not agree at all
Largely disagree
Rather disagree
Neither
Rather agree
Largely agree
Strongly agree

The use of family leave for men leads to disadvantages in further medical training/careers:
Do not agree at all
Largely disagree
Rather disagree
Neither
Rather agree
Largely agree
Strongly agree

Family leave at your workplace (university) is supported:
Do not agree at all
Largely disagree
Rather disagree
Neither
Rather agree
Largely agree
Strongly agree

In your opinion, after what period of time does a "career break" occur for parents on family leave?
From 3-6 months
From 6-9 months
From 9-12 months
From 1-2 years
From >2 years
Family leave does not cause a career break
Family leave causes a career break regardless of the duration

In your opinion, what percentage of part-time work results in a "career break?"
From 90%
From 80%
From 70%
From 60%
From 50%
From <50%
Part-time does not cause a career setback
Part-time causes a career setback regardless of the percentage share

Working part-time is at the expense of your own medical training/professional career
Do not agree at all
Largely disagree
Rather disagree
Neither
Rather agree
Largely agree
Strongly agree

Your preferred working time model is:
100%
90-99%
80-89%
70-79%
60-69%
50-59%
<50%

Your current working time model is:
100%
90-99%
80-89%
70-79%
60-69%
50-59%
<50%
You are currently on maternity leave
You are currently on family leave as a parent
You are currently looking for work/not yet employed

How many days do you work per week (not including on-call duty)?
1
2
3
4
5

What are your working hours on the days you work?
Full days
Shorter daily working hours
A mixture of full and shorter days

Did you reduce your working hours after the birth of your child?
I have no children
Yes
No

How long have you been working part-time?
Since the 1st year of residency
Since the 2nd year of residency
Since the 3rd year of residency
Since the 4th year of residency
Since the 5th year of residency
Since the 6th year of residency
Since the >6th year of residency
Since you have been a medical specialist
Since you have been a senior physician
Since you have been a head physician
Since you have been practising as a gynaecologist in private practice

To what extent do you agree with this statement: extending your training time by working part-time is a problem for you:
Do not agree at all
Largely disagree
Rather disagree
Neither
Rather agree
Largely agree
Strongly agree

Yo**ur reasons for working part-time are (multiple answers possible)**
Caring for children
Caring for relatives
Desire for a better work-life balance
Too extensive workload
Time needed for academic work
Other: (please specify)

How many hours/week do you spend caring for relatives?
<5 hours/week
5-10 hours/week
11-15 hours/week
>16 hours/week

Part-time workers lead to an increased burden on the team:
Yes, regardless of fixed days off or reduced daily hours
Yes, regardless of fixed days off or reduced daily hours
Yes, but only with reduced daily working hours
Yes, but only with fixed days off
No, not at all

What solutions would you propose for avoiding a possible personnel burden due to part-time workers? (multiple answers possible) (2)
Fixed job sharing
Fixed job sharing (2 physicians each 50% with duty splitting)
Part-time employees work exclusively full days with fixed days off
I do not know
Other (please specify)

The optimal time to become a parent is for you:
During medical school
During specialty training
As medical specialist
As senior (leading) physician
As chief physician
As a physician in outpatient practice
There is no optimal time

Can you imagine taking a sabbatical?
You do not want to take a sabbatical
Maximum 3 months
3-6 months
6-12 months
More than 12 months

A sabbatical at your workplace (university) is supported:
Do not agree at all
Largely disagree
Rather disagree
Neither
Rather agree
Largely agree
Strongly agree

To what extent do you agree with this statement: you support the decision of your colleagues who have decided to take a sabbatical.
Do not agree at all
Largely disagree
Rather disagree
Neither
Rather agree
Largely agree
Strongly agree

Does your workplace (university) have a concept for returning to work after a longer period of family leave (e.g. return to work with an initially reduced workload)?
Yes, a re-entry concept is available
No, I am not aware of the existence of such a concept. But I think it is desirable
No, I am not aware of the existence of such a concept and do not consider it necessary

What reintegration opportunities does your concept provide?
Free-text answer

Does your place of work (university) provide childcare with flexible hours and sufficient capacity?
Yes
No
You do not know

Would childcare close to the workplace be a factor when choosing an employer?
Yes, this would influence my choice of employer
No, it doesn‘t matter

Your highest academic title is:
Master’s degree
doctorate
Habilitation
Professorship
You do not have an academic title

You would like to achieve habilitation:
Yes
No
You do not know yet

In your opinion, which parts of specialty training in gynaecology and obstetrics cannot be adequately implemented due to family leave (multiple answers possible)?
Obstetrics training
Acquisition of special skills in gynaecological diagnostics (e.g. breast sonography, dysplasia)
Surgical training
Care of inpatients
Conservative management of gynaecological diseases
Management of gynaecological emergencies
All parts of the training are adequately implemented despite family leave

In your opinion, which parts of specialty training in gynaecology and obstetrics cannot be adequately implemented due to part-time work (multiple answers possible)
Obstetric training
Acquisition of special skills in gynaecological diagnostics (e.g. breast sonography, dysplasia)
Surgical training
Care of inpatients
Conservative management of gynaecological diseases
Management of gynaecological emergencies
All parts of the training are adequately implemented despite part-time work

Are gynaecologists in specialty training disadvantaged in their professional career because of gender? Do not agree at all Largely disagree Rather disagree Neither Rather agree Largely agree Strongly agree
What, in your opinion, would need to change in gynecology to ensure that no one feels disadvantaged in their professional life because of their gender? Free-text answer