

**Supplementary Table 1.** Full list of questions asked in the online survey.

- 1. How old are you?**
- 2. What is your gender?**
  - female
  - male
  - non binary
- 3. What is your marital status?**
  - single
  - married
  - accompanied
  - divorced/widower
- 4. Do you have any children?**
  - yes
  - no
- 5. What is your role?**
  - faculty
  - resident
- 6. How many years of experience have you gained (since you obtained your medical degree)?**
  - five or less
  - more than five
- 7. How many female attendings/consultant are there in your surgical division?**
- 8. How many male attendings/consultant are there in your surgical division?**
- 9. How many female residents are there in your surgical division?**
- 10. How many male residents are there in your surgical division?**
- 11. How many hours do you spend weekly in the following activities?**

	< 30%	30-50%	51-70%	>70%
Ward	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Outpatient clinic	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Operating theatre	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Research/Administrative	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**12. What is your main domain/area of professional activity?**

- open arterial surgery
- endovascular arterial surgery
- venous surgery/wound care
- clinic/vascular ultrasound
- research

**13. How often have you been the first surgeon on attended cases in the last three months?**

- less than 30% of cases
- 30-50% of cases
- 51-70% of cases
- more than 70% of cases

**14. How many scientific papers have you coauthored in the last five years?**

- less than five
- 5-10
- more than 10

**15. How frequently have you been a podium presenter at a medical conference in the last 2 years?**

- less than one/year
- one/year
- more than one/yeara

**16. Are you a member of any scientific societies?**

- yes
- no

**17. Do you serve as reviewer for any scientific journals?**

- yes
- no

**18. Are you a member of the editorial board of any scientific journals?**

- yes
- no

**19. How satisfied are you with you current job?**

Not at all	Little	Enough	To some extent	Very much
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**20. Are you satisfied with your choice of surgical subspecialty?**

Not at all	Little	Enough	To some extent	Very much
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**21. Would you suggest your surgical subspecialty to a male colleague?**

Not at all	Little	Enough	To some extent	Very much
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**22. Would you suggest your surgical subspecialty to a female colleague?**

Not at all	Little	Enough	To some extent	Very much
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**23. Do you believe that your job/specialty had an influence on personal life?**

Not at all	Little	Enough	To some extent	Very much
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**24. In your division, do you think that most of the opportunities for professional development are given to males?**

- yes
- no

**25. From which of the following do you feel supported the most at work?**

- preferentially from males
- preferentially from females
- equally from both genders
- low support independently from gender

**26. Did you ever perceive a different attitude/behaviour during your job-related tasks because of gender?**

- yes
- no
- If yes, by

- the chief
- male colleagues
- female colleagues
- male non physician sanitary workers
- female non physician sanitary workers
- male patients, family members, caregivers
- female patients, family members, caregivers

**27. Did you ever ever feel that your gender could influence your professional life?**

- yes
- no

If yes, which issues of your professional life

- Professional activity
- Scientific work
- Career progression

**28. Did you receive any verbal or non-verbal abuse at work?**

- yes
- no

If yes, by

- the chief
- male colleagues
- female colleagues
- male non physician sanitary workers
- female non physician sanitary workers
- male patients, family members, caregivers
- female patients, family members, caregivers

**Supplementary Table 2.** Multivariable logistic regression for independent associations with job satisfaction.

<i>Variable</i>	<i>OR</i>	<i>95%CI</i>	<i>P value</i>
Age >40 years	0.5	0.1-2.2	0.36
Married	0.3	0.8-2.3	0.29
Children	0.9	0.2-3.5	0.87
Coauthor on >5 peer-reviewed articles in the last five years	0.6	0.5-2.6	0.58
First surgeon (>50% of attended cases)	2.7	0.6-11.5	0.16
Female gender	3.5	1.6-7.5	<b>.001</b>