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| Table S2 - all specialties  |
| *Social and demographic data, and career aspirations, analysis by gender* |
|  | total n=462 | menn= 173 (37,4%) | womenn= 289 (62,6%) | p value |
| Age Mean (DS) | 27,08 (0,09) | 27,06 (1,98) | 27,10 (1,95) | .860 |
| semester of residency (1-10) Mean (DS) | 5,24 (0,12) | 5,18 (2,65) | 5,28 (2,65) | .719 |
| specialty |  |  |  | <.001 |
| medicalsurgicalanesthesia & resuscitationgynaecology-obstetricspediatrics | 265 (57,4%)47 (10,2%)55 (11,9%)67 (14,5%)28 (6,1%) | 92 (53,2%)31 (17,9%)34 (19,7%)10 (5,8%)6 (3,5%) | 173 (59,9%)16 (5,5%)21 (7,3%)57 (19,7%)22 (7,6%) |  |
| marital status |  |  |  | .626 |
| singleattachedmarried | 134 (29,0%)272 (58,9%)56 (12,1%) | 53 (30,6%)97 (56,1%)23 (13,3%) | 81 (28,0%)175 (60,6%)33 (11,4%) |  |
| number of children  |  |  |  | .082 |
| 0123>3 | 425 (92,0%)24 (5,2%)9 (1,9%)1 (0,2%)3 (0,6%) | 160 (92,5%)9 (5,2%)1 (0,6%)0 (0%)3 (1,7%) | 265 (91,7%)15 (5,2%)8 (2,8%)1 (0,3%)0 (0,0%) |  |
| academic partner\* |  |  |  |  |
| nodoesn't knowyes | 264/328 (80,5%)15/328 (4,6%)49/328 (14,9%) | 102 (85,0%)5 (4,2%)13 (10,8%) | 162 (77,9%)10 (4,8%)36 (17,3%) | .262 |
| partner support \*  |  |  |  |  |
| nodoesn't knowyes | 27/328 (8,2%)17/328 (5,2%)284/328 (86,6%) | 13 (10,8%)7 (5,8%)100 (83,3%) | 14 (6,7%)10 (4,8%)184 (88,5%) | .379 |
| academic father | 62 (13,4%) | 29 (16,8%) | 33 (11,4%) | .069 |
| academic mother | 80 (17,3%) | 27 (15,6%) | 53 (18,3%) | 0,268 |
| *Career aspirations, analysis by gender* |
|  | total n=462 | menn= 173 (37,4%) | womenn= 289 (62,6%) | p value |
| Master of science |  |  |  | .166 |
| unintendeddon't knowwished but not expecteddesired and plannedalready achieved | 267 (57,8%)36 (7,8%)41 (8,9%)62 (13,4%)56 (12,1%) | 90 (52,0%)12 (6,9%)20 (11,6%)29 (16,8%)22 (12,7%) | 177 (61,2%)24 (8,3%)21 (7,3%)33 (11,4%)34 (11,8%) |  |
| PhD in science |  |  |  | .120 |
| unintendeddon't knowwished but not expecteddesired and plannedalready achieved | 326 (79,6%)69 (14,9%)16 (3,5%)48 (10,4%)3 (0,6%) | 110 (63,6%)30 (17,3%)8 (4,6%)24 (13,9%)1 (0,6%) | 216 (74,7%)39 (13,5%)8 (2,8%)24 (8,3%)2 (0,7%) |  |
| Publication article |  |  |  | .052 |
| nonein progress1> 1 | 257 (55,6%)132 (28,6%)47 (10,2%)26 (5,6%) | 85 (49,1%)56 (32,4%)24 (13,9%)8 (4,6%) | 172 (59,5%)76 (26,3%)23 (8,0%)18 (6,2%) |  |
| Post-residency |  |  |  | <.001 |
| PHC-attachassistantdoesn't knowfellowship | 24 (5,2%)199 (43,1%)79 (17,1%)160 (34,6%) | 10 (5,8%)57 (32,9%)24 (13,9%)82 (47,4%) | 14 (4,8%)142 (49,1%)55 (19,0%)78 (27,0%) |  |
| Wants to do research | 117 (25,3%) | 61 (35,3%) | 56 (19,4%) | .001 |
| Wants to teach | 200 (43,3%) | 106 (61,3%) | 94 (32,5%) | <.001 |
| Career envisioned |  |  |  | <.001 |
| private practicehospital staff physicianacademic mediciendoesn't know | 77 (16,7%)220 (47,6%)54 (11,7%)111 (24,0%) | 33 (19,1%)74 (42,8%)37 (21,4%)29 (16,8%) | 44 (15,2%)146 (50,5%)17 (5,9%)82 (28,4%) |  |
| *Priorities, analysis by gender - mean (DS)Question asked: ‘For the following elements, please rank from 1 (least important) to 5 (most important) their importance for your future self-fulfilment?’* |  |
|  | total n=462 | men n= 173 (37,4%) | womenn= 289 (62,6%) | p value |
| Family Life | 4,50 (0,04) | 4,34 (0,89) | 4,60 (0,73) | .001 |
| Leisure | 4,06 (0,04) | 4,06 (0,93) | 4,07 (0,91) | .981 |
| Freedom of timetables | 3,76 (0,05) | 3,50 (1,09) | 3,92 (0,92) | .001 |
| Financial Compensation | 3,63 (0,04) | 3,71 (1,06) | 3,58 (0,88) | .169 |
| Social Recognition | 3,03 (0,05) | 3,06 (1,19) | 3,02 (1,06) | .728 |
| Interest of the professional activity | 4,09 (0,04) | 4,16 (0,76) | 4,05 (0,73) | .134 |
| Intellectual stimulation | 4,18 (0,04) | 4,26 (0,72) | 4,12 (0,77) | .062 |
| Transmission of knowledge | 3,39 (0,05) | 3,55 (1,13) | 3,29 (1,00) | .012 |
| *Potential obstacles to an academic career, in the total population and among thosewith academic aspirations, analysis by gender* |
|  | total n=462 | homme n= 173 (37,4%) | femme n= 289 (62,6%) | p value |
| Do you get advice from anacademic physician aboutyour future career? Yes (n,%) | 212 (45,9%) | 91 (52,6%) | 121 (41,9%) | .016 |
| Do you feel you aresupported when you workon a research project? Yes \* (n,%) | 145/229 (63,3%) | 60 (34,7%) | 85 (29,4%) | .479 |
| Do you think that it'spossible to reconcile (interms of time) researchactivity, teaching andclinical practice? Yes (n,%) | 213 (46,1%) | 87 (50,3%) | 126 (43,6%) | .097 |
| Among the academicdoctors on staff who youknow, would you say thatsome are models for you?Yes (n,%) | 297 (64,3%) | 119 (68,8%) | 178 (61,6%) | .133 |
| If yes, are they mainly thesame sex as you? Yes (n,%) | 150/297 (50,5%) | 83 (69,7%) | 67 (37,6%) | <.001 |
| Have you alreadyexperienced discriminationor prejudice due to yourgender? Yes (n,%) | 175 (37,9%) | 13 (7,5%) | 162 (56,1%) | <.001 |
| Do you have doubts aboutyour ability to pursue orsucceed at an academiccareer? Yes (n,%) | 239 (51,7%) | 61 (35,3%) | 178 (61,6%) | <.001 |
| Do you think that yourcareer plans would havebeen different if you were amember of the oppositesex? Yes (n,%) | 134 (29,0%) | 34 (19,7%) | 100 (34,6%) | <.001 |