

**Attachment 3: Views on work-life balance depending on whether you work in a surgical or conservative specialty**

Specialty	Physicians working in surgical disciplines, n=449*	Physicians working in conservative medicine, n=848*
<b>Do you have (a) child(ren)? N (%)</b> Yes No	295 (65,7) 154 (34,3)	595 (70,9) 244 (29,1)
<b>Do you want children? N (% of “no children”)</b> Yes No	113 (82,5) 24 (17,5)	120 (61,2) 76 (38,8)
<b>“I have/had the feeling that I had to choose between a career and a child.” N (%)</b> Disagree / Strongly Disagree Partially agree Tend to agree /Strongly Agree	39 (25,6) 35 (23,0) <b>116 (76,3)</b>	78 (32,6) 45 (18,8) <b>117 (48,7)</b>
<b>“I base my child planning on my career steps.” N (%)</b> Disagree / Strongly Disagree Partially agree Tend to agree /Strongly Agree	14 (12,5) 10 (8,93) <b>88 (78,6)</b>	23 (19,2) 28 (23,3) <b>69 (57,5)</b>
<b>“Can you imagine taking a break from work to take parental leave?” N (% of “no children”)</b> Yes, after training* Yes, during training* Not at all	<b>48 (60,0)</b> 27 (33,8) 5 (6,25)	28 (37,3) <b>43 (57,3)</b> 4 (5,33)
<b>“If you can imagine taking parental leave, how many months?” N (% of “no children”)</b> 1-2 months 3-6 months 7-12 months > 12 months	25 (19,4) 36 (27,9) 50 (38,8) 18 (13,9)	28 (13,5) 46 (22,2) 78 (37,7) 55 (26,6)
<b>“Did you interrupt your work due to parental leave?” N (% of “children present”)</b> Yes No	149 (58,9) 104 (41,1)	350 (69,9) 151 (30,1)
<b>“How long did you take parental leave?” N (% of “parental leave taken”)</b> 1-2 months 3-6 months 7-12 months > 12 months	6 (6,98) 18 (20,9) <b>35 (40,7)</b> 27 (31,4)	15 (7,4) 18 (8,9) 75 (37,1) <b>94 (46,5)</b>
<b>“I believe that parental leave will reduce my chances of promotion in the long term.” N (% of “not yet taken parental leave”)</b> Disagree / Strongly Disagree Partially agree Tend to agree /Strongly Agree	46 (17,4) 41 (15,6) <b>176 (67,0)</b>	97 (27,1) 73 (20,4) <b>188 (52,5)</b>
<b>“Taking parental leave will reduce my chances of promotion in the long term” N (%)</b> Disagree / Strongly Disagree Partially agree Tend to agree /Strongly Agree	33 (28,4) 20 (17,2) <b>63 (54,3)</b>	75 (28,5) 50 (19,0) <b>138 (52,5)</b>

<p><b>“I believe that taking parental leave can have a negative impact on the long-term career development of colleagues/employees.” N (%)</b></p> <p>Disagree / Strongly Disagree</p> <p>Partially agree</p> <p>Tend to agree /Strongly Agree</p>	<p>58 (25,5)</p> <p>41 (18,1)</p> <p><b>128 (56,4)</b></p>	<p>98 (24,8)</p> <p>98 (24,8)</p> <p><b>199 (50,3)</b></p>
<p><b>“Do you support other colleagues taking parental leave?” N (%)</b></p> <p>Yes, for both men and women</p> <p>Yes, for both men and women, but only up to two months</p> <p>No, same for men and women</p>	<p>195 (85,9)</p> <p>17 (7,5)</p> <p>15 (6,6)</p>	<p>365 (92,4)</p> <p>11 (2,8)</p> <p>19 (4,8)</p>
<p><b>“Do you support other colleagues/employees who wish to work part-time?” N (%)</b></p> <p>Yes, for both men and women</p> <p>Yes, for both men and women, but only for a limited period of time</p> <p>No, equally for men and women</p>	<p><b>180 (79,3)</b></p> <p>18 (7,9)</p> <p>29 (12,8)</p>	<p><b>373 (86,7)</b></p> <p>30 (6,9)</p> <p>27 (6,3)</p>
<p><b>Do you work full-time (≥ 100%) or part-time (&lt;100%)? N (%)</b></p> <p>Part-time</p> <p>Full-time</p>	<p>105 (24,5)</p> <p>323 (75,5)</p>	<p>303 (38,4)</p> <p>486 (61,6)</p>
<p><b>This is how domestic/family responsibilities are distributed. N (%)</b></p> <p>I am a single parent</p> <p>I do most of the domestic/family responsibilities</p> <p>Domestic/family responsibilities are shared equally</p> <p>My partner does most of the domestic/family responsibilities</p>	<p>18 (4,5)</p> <p>87 (21,9)</p> <p><b>198 (49,7)</b></p> <p>95 (23,9)</p>	<p>44 (6,8)</p> <p><b>238 (36,6)</b></p> <p><b>242 (37,2)</b></p> <p>127 (19,5)</p>
<p><b>“Do you think that career opportunities are different for men and women?” N (%)</b></p> <p>Yes</p> <p>No</p>	<p>359 (92,3)</p> <p>30 (7,71)</p>	<p>635 (91,5)</p> <p>59 (8,5)</p>

\* The numbers and % refer to the (percentage) shares of the questions answered in each case.