Questionnaire

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| **General Data** |

1. Age
* <30
* 30-40
* 40-50
* 50-60
* > 60
1. Institution where you practice
* Public Hospital
* Accredited Private Hospital
* University Hospital
* Other
1. Territory of practice
* North
* Center
* South / Islands
* Abroad

\*North: Valle d’Aosta, Lombardia, Piemonte, Liguria, Trentino Alto Adige, Veneto, Friuli Venezia Giulia, Emilia Romagna

Center: Toscana, Umbria, Marche, Lazio

South / Islands: Abruzzo, Molise, Campania, Puglia, Basilicata, Calabria / Sardegna, Sicilia

1. Neurosurgical sub-specialization (multiple response)
* Skull base
* Vascular
* Neuro-oncology
* Pediatric
* Functional
* Peripheral nerve
* Spinal
* Other

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| **The beginnings: Motivation** |

1. Was your choice to become a neurosurgeon influenced by others?
* No, it was a personal choice
* I was advised by someone else
* I was discouraged
* Other
1. Why Neurosurgery? (multiple response)
* To apply my individual talents
* Because of an interest in the field
* For the relationship with patients
* Because inspired by a role model
* Other
1. Who tried to convince you that it was not a suitable choice? (multiple response)
* My family
* Partner at that time
* Friends
* Professors at university
* Colleagues
* Nobody
1. Who supported you in your choice? (multiple response)
* My family
* Partner at that time
* Friends
* Professors at university
* Colleagues
* Nobody

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| **Reality 1: Studies and Professional Life** |

1. Did you experience discrimination as a woman in accessing the neurosurgery residency program?
* Yes
* No
* I do not know
1. Do you think you were discriminated against during your residency?
* Yes
* No
* I do not know
1. Who subjected you to gender discrimination during your residency?
* Fellow residents
* Tenured colleagues
* Teachers/tutors
* Staff
* Patients
* Nobody
1. What type of discrimination did you experience during your residency? (multiple response)
* Verbal
* Limitations in access to learning
* More frequently delegated to administrative and non-surgical tasks
* Less involvement in scientific activities
* None
1. In the workplace (both in the past and at your current job), do you believe you have been or are currently a victim of gender discrimination?
* Yes
* No
* I do not know
1. What type of discrimination have you experienced or are you experiencing in the workplace? (multiple response)
* Verbal
* Limitations in access to the operating room compared to male colleagues
* More frequently delegated to administrative and non-surgical tasks
* Less involvement in scientific activities
* Heavier on-call duties
* None
* Other
1. Do you believe that your director engages in gender discrimination?
* Yes
* No
* I do not know
1. If you have had the opportunity, do you consider it a positive experience to work with a more experienced female neurosurgeon?
* Yes
* No
* I do not know

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| **Reality 2: Work & Personal Life** |

1. Personal life
* Marriage/civil union/cohabitation
* Single
* Separated/divorced
* Other
1. Maternity
* No children
* 1 child
* 2 children
* 3 children
* > 3 children

**If you are a woman with children, please fill out the following questions 19-30:**

1. Have you chosen to postpone motherhood due to work issues?
* Yes
* No
1. Have you had trouble getting pregnant?
* Yes
* No
1. Have you experienced miscarriages?
* Si
* No
1. How much time have you been absent from work for maternity leave (in total)?

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1. Have you shortened your maternity leave (both for biological maternity and in the case of adoption) to avoid work-related issues?
* Yes
* No
1. Has your husband/partner taken paternity leave?
* Yes
* No
1. Do you believe that motherhood has imposed limitations on your career?
* Yes
* No
1. After your maternity leave, did your supervisor provide you with the same opportunities for professional growth that you had before or that other colleagues had?
* Yes
* No
1. After your maternity leave(s), did you decide to reduce your work commitment?
* Yes, I had to make sacrifices at work to balance family and work
* No, I chose to make sacrifices in my family life to continue working
* Not applicable
* Other
1. People/institutions that have supported you (multiple response)
* My parents
* My partner/husband
* Friends
* Daycare centers
* Other
1. If you had to make work-related sacrifices, what did you give up? (multiple response)
* Academic research/career
* Training/courses/conferences
* Time in the operating room
* Outpatient work/private practice
* Emergency room
* Other
1. If you have children, do you feel a sense of guilt or inadequacy for not being able to give your children the attention or time you would like because of your work?
* Yes
* No
1. If you have chosen not to have children, how much did this decision depend on the fear of not being able to balance career and family?
* Not at all, I wouldn't have wanted to have children anyway
* A little
* Partially
* Completely due to work
* Not applicable
1. If you are single/separated/divorced, do you believe that being a neurosurgeon has affected your personal relationship?
* Not at all, I wouldn't have wanted a couple's life anyway
* A little
* Partially
* Completely due to work
* Not applicable
1. Do you think that patients lack confidence in a female neurosurgeon?
* Yes
* No
* Partially
* It was in the past, but not anymore or only exceptionally
1. Do you believe that in Italy it is more difficult for a female neurosurgeon to access top positions compared to a male?
* Yes
* No
1. Do you believe that in Italy it is more difficult for a female neurosurgeon to advance in an academic career?
* Yes
* No
1. Do you think it is more difficult for a female neurosurgeon to be a moderator or speaker at congress sessions?
* Yes
* No
1. Do you believe that it is more difficult for a female neurosurgeon to access top positions within scientific societies?
* Yes
* No
1. Have you ever been interested in being part of the board of a scientific society?
* Yes, and I did it
* Yes, but I haven't tried to do it yet
* Yes, but I had to give it up because it was impossible
* No
1. Do you feel represented within Italian/international scientific societies?
* Yes
* No
* Other
1. If you have had work experience abroad, where?

Country:

1. If you have had work experience abroad, did you feel discriminated against compared to Italy?
* More
* Less
* I did not notice any differences
* Other

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| **The Future: Possible Corrections** |

1. To promote work/family balance, which of these measures would you like to see supported? (multiple response)
* Paternity leave (as it happens abroad)
* Promotion of daycare/nursery schools within workplaces
* Tax exemption for domestic collaboration contracts for healthcare professionals
* Access to lists with “regulated placements” in daycare/nursery schools for healthcare professionals
* Other
1. Are you in favor of introducing “gender quotas” in top roles in clinical and academic careers, as is done for managerial roles in some private companies?
* Yes, it can promote the inclusion of female neurosurgeons
* No, it is another way (albeit indirect) to perpetuate the discrimination against female neurosurgeons; we are all professionals regardless of gender, and selection should be based solely on professional quality
* Other
1. Are you in favor of introducing “gender quotas” in the scientific societies, as some have suggested?
* Yes, it can promote the inclusion of female neurosurgeons
* No, it is another way (albeit indirect) to perpetuate the discrimination against female neurosurgeons; we are all professionals regardless of gender, and selection should be based solely on professional quality
* Other
1. Do you think it is appropriate to create a “Women in Neurosurgery” section (modeled after WINS “Women in NeuroSurgery” of WFNS) within scientific societies?
* Yes
* No
1. Do you think it is useful to promote the participation of women in scientific societies by organizing “pink” sections within scientific conferences, webinars, etc., where only female neurosurgeons speak?
* Yes, it can be a valid way to highlight and value the work of female neurosurgeons, promoting networking and solidarity
* No, it would result in a form of self-segregation that risks dividing the neurosurgical community based on gender instead of promoting equality and professionalism beyond gender
* Other
1. Are you in favor of creating a “task force” within scientific societies to combat all forms of discrimination (gender, racial, religious, etc.), similar to what exists in EANS, ISPN, etc.?
* Yes
* No, I don’t see the need for it
* Other
1. If it has happened to you, briefly describe an episode of discrimination you have experienced:

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1. Do you have any suggestions for improving the future path?

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