

SUPPLEMENTARY TABLE 2

Additional comments and experiences shared by respondents

Experience where you were discriminated against due to your gender

1. Given easier surgeries during residency.
2. The male senior and the consultants feel my male colleague is able to handle intraoperative difficulty better, where if he is struggling, they stand behind and tell him what to do, but with me, they jump right in to take over. Their fantasy of rescuing a damsel in distress kicks in. The nurses and patient with their relatives take my male colleague seriously. One of my juniors listens and respects my colleague more than me and its very obvious from his behavior.
3. My senior and colleagues are very careful with what they say to me and in effect I feel like they sometimes become indifferent. The more mature and sensible ones are aware of my sensitivities and take it into consideration as necessary. My female nurses are easy to work with and they find me approachable. However, I had my issues with some senior nurses in the beginning who made my life difficult. Allied health - initially felt that they were speculative, but now have adjusted and behave the same with me and my male colleagues. My colleagues vary from being respectful to condescending depending on their personalities. My juniors probably think I am a nag and I have had frequent episodes of subordinate behavior. My patients find me approachable. Their families look at the male doctor who is with me for their affirmation.
4. My first day in Mch where no unit chief, HOD, or seniors wanted me in their unit because I am a female. They have a preformed idea that females work less, take more leave, less efficient, and difficult to accommodate in their community. However, I could prove everything was wrong finally.
5. Some of the VIP pts prefer to get examined by a male resident. Furthermore, I am called on to examine any female or female VIP pts. Pts don't decline flag out, but some seem reluctant/shy, but eventually agree.

Additional comments/suggestions/wisdom from experience

1. The first roadblock is in your head. Clear that, start your path, and let others follow!
2. Individual has to decide where to draw a line of satisfaction in life, personal or be it your career. Bottom line is you, as an urologist, should be happy as what you are and what you have chosen.
3. Early life decisions are made based on youthful energy and passion before responsibilities like children, elderly parents, etc., come in. It is not about being a woman. I have been able to come this far only with my family's support. Because they were willing to do what I could not. However, I do feel like I am sitting on the fence - weekend parenting and delayed professional growth, because I am not able to focus on one thing. This is my greatest cause for dissatisfaction. Maternity leave during residency is a break in your training though you spend the same time as your male colleagues, and you lose your train of thought and continuity in training. I do not believe it is a man's world, but I do believe women should speak to women who are urologists to educate themselves as to what to expect so that they accept their decision and feel less regret. Lastly, I think women are better functional and female urologists because there are practical issues that women who are female urologists will empathize with better.
4. Never restrict to urogynecology. We can excel in all other subspecialties also.
5. In my experience, I have so far had good colleagues. However, in my practice, I feel even female doctors (surgeon and gynecologist) prefer a male urologist for their cases. I am the only female urologist in my district for the past 7 years. However, none of the female doctors preferred to send me urogynecology patients except one or two. I think gender comes to play here, we are not so expressive of our achievement unlike our male colleagues.
6. I always wanted to be a surgeon, and urology is a wise choice for me. I feel urology is a great choice for women as it is more planned with fewer emergencies. We need to encourage more girls to follow this path.
7. I have been told that in private practice, female urologists are not very acceptable by the patients. In government setup at present that is not the case. Hope the private practice life is as acceptable.

Do you feel that your career has compromised your personal life and family responsibilities?

1. Career lag causes lot of irritability and intolerance at the family level.
2. Limited family time due to surgical residency, Difficulty in finding marriage prospect, qualification, and hectic work schedule being undesirable.
3. I still carry a lot of work home and am not able to attend to my children's nutrition education, etc., like I would have liked to.
4. Hectic schedule.
5. I was not there enough for my son when he was growing. He was 2 years old when I joined M.Ch. Urology. I hardly got to be there with him. I have never been there for any family function.