

Questionnaire to female doctors working at Kyoto University Hospital

Q1. Please select your current status.

(1) Age

- 1) Below 30
- 2) Between 30 and 39
- 3) Between 40 and 49
- 4) Between 50 and 59
- 5) 60 or above

(2) Years after graduation

- 1) Below 10
- 2) Between 10 and 19
- 3) Between 20 and 29
- 4) 30 or more

(3) Hospital department

- 1) Clinical residency
- 2) Internal medicine
- 3) Surgery
- 4) Obstetrics and Gynecology
- 5) Pediatrics
- 6) Psychiatry
- 7) Anesthesia

- 8) Radiology
- 9) Pathology
- 10) Ophthalmology
- 11) Otolaryngology
- 12) Dermatology
- 13) Plastic surgery
- 14) Oral and Maxillofacial Surgery
- 15) Other (Describe in detail:)

(4) What is your current position?

- 1) Professor
- 2) Associate professor
- 3) Lecturer (including special lecturer)
- 4) Teaching assistant (including hospital teaching assistant and special teaching assistant)
- 5) Medical staff
- 6) Senior resident
- 7) Resident (1st or 2nd year)
- 8) Other (Describe in detail:)

(5) My current working conditions are satisfying. (Select **the most appropriate number.**)

- 1) Strongly disagree
- 2) Disagree somewhat
- 3) Undecided

4) Agree somewhat

5) Strongly agree

(6) I believe that the reason for my answer in (5) is related to my gender being female. (Select **the most appropriate number.**)

1) Strongly disagree

2) Disagree somewhat

3) Undecided

4) Agree somewhat

5) Strongly agree

(7) **If you chose 1) or 2) in (5),** please select the reason(s) from below. (**Up to three** numbers can be selected.)

1) The work is not worthwhile.

2) The workload is too heavy.

3) Superiors lack understanding.

4) Co-workers lack understanding.

5) The environment is disadvantageous to women.

6) Working hours are too long.

7) There are too many chores.

8) It is too busy.

9) It is geographically inconvenient.

10) It is difficult to balance one's family life and career.

11) Other (Describe in detail: _____)

(8) **If you chose 4) or 5) in (5),** please select the reason(s) from below. (**Up to three** numbers can be selected.)

- 1) The work is worthwhile.
- 2) The workload is appropriate.
- 3) Superiors have an understanding.
- 4) Co-workers have an understanding.
- 5) The environment is not disadvantageous to women (workers are treated equally).
- 6) Working hours are appropriate.
- 7) There are not many chores.
- 8) It is geographically convenient.
- 9) It is possible to balance one's family life and career.
- 10) Other (Describe in detail: _____)

Q2. Marriage (If you have been married more than once, please answer regarding your most recent marriage.)

(1) Do you have a spouse (regardless of whether or not you have registered your marriage)?

- 1) No
- 2) Yes

(If you selected 1) , skip to Q3. If you selected 2) , proceed to (2) .)

(2) What is your spouse's occupation?

- 1) Doctor

2) Paramedic

3) Other

(3) Please state your age and status when you married.

Age ()

1) Medical student

2) Resident

3) Senior resident

4) Graduate student / Trainee / Research student

5) Medical staff

6) Other (Describe in detail: _____)

Q3. Children and childcare

(1) Do you have a child/children?

1) No

2) Yes

(If you selected 1), skip to (7). If you selected 2), proceed to (2).)

(2) Number of child/children ()

Number of preschoolers ()

Age at which you gave birth to your first child ()

(3) How do you feel about the timing of having your child?

1) Too early

2) Appropriate

3) Too late

(4) What/who was especially helpful in terms of childcare support?

(Up to three numbers can be selected.)

1) Spouse

2) Mother

3) Spouse's mother

4) Nursery in the hospital

5) Nursery outside the hospital

6) 24-hour childcare

7) After-hours childcare

8) Childcare for sick children

9) Kindergarten

10) After-school childcare

11) Babysitter

12) Other (Describe in detail: _____)

(5) I have felt that it is difficult to balance one's family life and career.

1) No

2) Yes

(6) I have thought about quitting my job due to the difficulty in balancing one's family life and career.

- 1) No
- 2) Yes

(7) **Please answer this question regardless of what you have selected so far.** What do you particularly expect from the hospital concerning female doctor support? (**Up to five** numbers can be selected).

- 1) Flextime system
- 2) Reduction of working hours
- 3) Allowing employees to work fewer days (such as working 3 days a week or less)
- 4) Establishing a nursery in the hospital
- 5) Extensive childcare for sick children
- 6) Exemption from night and on-call duties
- 7) Reinstatement support program (such as practical training)
- 8) Raising awareness of co-workers in the hospital
- 9) Extensive maternity and childcare leave
- 10) Securing a work-position at hospital
- 11) Not holding conferences in early mornings and evenings
- 12) Reducing paperwork and other routine duties
- 13) Performance evaluation with consideration given to child-raising and similar issues
- 14) Promoting childcare leave for males
- 15) Preventing X-ray exposure
- 16) Other (Describe in detail:)
- 17) Nothing in particular

Q4. Recent medical issues and female doctors

(1) What do you think is the biggest cause of the collapse of the medical system? (Select **the most appropriate number.**)

- 1) Litigation risk
- 2) Insufficient overall number of doctors
- 3) Uneven distribution of doctors
- 4) Uneven distribution of doctors in certain medical fields
- 5) Poor work environment for doctors
- 6) Declining medical expenses
- 7) Overloaded with medical information
- 8) Changing demands of society and patients
- 9) Other (Describe in detail: _____)

(2) Female doctors can play a role in the struggle against the collapse of the medical system and contribute to medical care in Japan. (Select **the most appropriate number.**)

- 1) Yes
- 2) No
- 3) Undecided

(3) Female doctors should work in fields generally said to be more convenient for them. (Select **the most appropriate number.**)

- 1) Strongly disagree

- 2) Disagree somewhat
- 3) Undecided
- 4) Agree somewhat
- 5) Strongly agree

(4) I have found it difficult to keep working due to my gender being female. (Select **the most appropriate number.**)

- 1) Yes
- 2) No
- 3) Undecided

(5) **If you selected 1) in (4),** when did you feel it? Please describe it in detail.

(6) Giving birth and childcare are the biggest obstacles for female doctors to keep working. (Select **the most appropriate number.**)

- 1) Strongly disagree
- 2) Disagree somewhat
- 3) Undecided
- 4) Agree somewhat
- 5) Strongly agree

(7) Keeping female doctors working will solve the problem of doctor shortage. (Select **the most appropriate number.**)

- 1) Strongly disagree

- 2) Disagree somewhat
- 3) Undecided
- 4) Agree somewhat
- 5) Strongly agree

Q5. Female doctor support

(1) Kyoto University Hospital should actively support female doctors.

(Select **the most appropriate number.**)

- 1) Strongly disagree
- 2) Disagree somewhat
- 3) Undecided
- 4) Agree somewhat
- 5) Strongly agree

(2) If you selected 1), please describe the reason.

(3) I would like the support program to include the following activities.

(Up to three numbers can be selected).

- 1) Holding lecture meetings
- 2) Establishing support networks and social meetings
- 3) Allowing sufficient maternity and childcare leave
- 4) Providing training and short courses for reinstatement
- 5) Establishing a nursery in the hospital
- 6) Making the work requirements more flexible

7) Improving the working environment in affiliated hospitals

8) Other (Describe in detail: _____)

9) Nothing in particular

(4) Along with female doctor support, the working conditions for male doctors should also be improved. (Select **the most appropriate number.**)

1) Strongly disagree

2) Disagree somewhat

3) Undecided

4) Agree somewhat

5) Strongly agree

(5) I would like to join Kyoto University Medical Women's Association.

(Select **the most appropriate number.**)

1) Yes

2) No

3) Undecided

Thank you for answering the questionnaire.