

SUPPLEMENT 1**EXPLORATORY STUDY ON THE CHALLENGES OF FEMALE ONCOLOGISTS IN INDIA**

1. Name
2. Phone number
3. Place of work
4. Age *
5. **Region of work***
 - Western India/Eastern India/Central India/North India/South India
6. **Primary profession ***
 - Medical oncologist
 - Clinical oncologist
 - Academic/scientific/clinical research
 - Trainee/resident
 - Others
7. **Setting of work***
 - University hospital
 - Private nursing home
 - Corporate hospital
 - Others
8. **Team details***
 - i. Manager: male/female
 - ii. Proportion of female and male oncologists in the team
 - iii. Role in the team
 - No leadership/managerial role
 - Leadership
 - Leadership or managerial not specified
 - Coordinating function
9. **As a female oncologist, what do you think you can uniquely bring to the oncology profession?***
 - Multi-tasking ability
 - Ability to listen to and enter into a dialogue
 - Understanding of the human side
 - Practical organizational skills
 - High professionalism
 - Smoother communication with patients
 - Holistic view of the disease
 - Effective management of working team
 - None of the above

10. As a female oncologist, what do you think are the 3 obstacles or challenges to your career progression?*

- Finding a balance between work and family
- Man perceived as natural leaders while women perceived more as a team members and supporters
- Managing and organising family commitments
- Barriers to travel to attend international meetings
- Cultural gender prejudice due to misconceptions about family and domestic responsibilities of women
- Difficulty to spend time abroad at different institute for research fellowship
- Maternity leave and difficulties in coming back to work
- Financial constraints related to lower salaries

11. Which of the following programs aimed at female professionals would you advise to implement to support the professional career development of female oncologists?*

- Flexible education/fellowship program
- Network of women oncologists
- Dedicated seats for women in committees
- Family friendly facilities at the congress
- Soft-skills training
- Online professional career development tools
- Mentorship program
- Bonus for re-entering work place

*Mandatory fields