

Full title: What explains wage differences between male and female Brazilian physicians? A cross-sectional nationwide study

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Supplementary documents

S1 Table. Bivariate analysis used to create order in entry multinomial multiple regression model

	χ^2 Value	p-Value
Gender	237,926	< 0.0001
Weekly workload (hours)	220,536	< 0.0001
NOWOC (per week)	221,914	< 0.0001
Time in practice (years)	195,663	< 0.0001
Physician office work	165,635	< 0.0001
Specialty types	116,242	< 0.0001

χ^2 Value is the value of chi-square statistic

S2 Table. Proportions of monthly wage, including 95% confidence interval (95% CI) according work characteristics, specialties and gender, including prevalence ratio (PR).

		Gender				PR (CI95%) ^a
		Male		Female		
		N	% (CI 95%)	N	% (CI 95%)	
Weekly workload (hours)						
< 20	≤ US\$ 3,857	31	36.9 (27.2 - 47.5)	29	72.5 (57.5 - 84.4)	1.96 (1.40 - 2.75)
	US\$ 3,857 - 5,381	18	21.4 (13.7 - 31.1)	4	10.0 (3.5 - 22.0)	0.46 (0.15 - 1.28)
	US\$ 5,381 - 7,175	10	11.9 (6.3 - 20.1)	3	7.5 (2.2 - 18.7)	0.63 (0.17 - 2.16)

	US\$ 7,175 - 8,969	6	7.1 (3.0 - 14.1)	1	2.5 (0.3 - 11.1)	0.35 (0.04 - 2.81)
	US\$ 8,969 - 10,762	4	4.8 (1.6 - 10.9)	1	2.5 (0.3 - 11.1)	0.52 (0.05 - 4.54)
	≥ US\$ 10,762	7	8.3 (3.8 - 15.7)	1	2.5 (0.3 - 11.1)	0.30 (0.03 - 2.35)
	Did not answer	8	9.5 (4.6 - 17.2)	1	2.5 (0.3 - 11.1)	0.26 (0.03 - 2.02)
	Total	84	-	40	-	
20 - 40	≤ US\$ 3,857	60	25.1 (19.9 - 30.9)	89	39.4 (33.2 - 45.9)	1.56 (1.19 - 2.05)
	US\$ 3,857 - 5,381	57	23.8 (18.8 - 29.5)	65	28.8 (23.2 - 34.9)	1.20 (0.88 - 1.63)
	US\$ 5,381 - 7,175	45	18.8 (14.3 - 24.1)	36	15.9 (11.6 - 21.1)	0.84 (0.56 - 1.26)
	US\$ 7,175 - 8,969	26	10.9 (7.4 - 15.3)	11	4.9 (2.6 - 8.3)	0.44 (0.22 - 0.88)
	US\$ 8,969 - 10,762	12	5.0 (2.8 - 8.3)	10	4.4 (2.3 - 7.7)	0.88 (0.38 - 1.99)
	≥ US\$ 10,762	31	13.0 (9.2 - 17.7)	6	2.7 (1.1 - 5.4)	0.20 (0.08 - 0.48)
	Did not answer	8	3.3 (1.6 - 6.2)	9	4.0 (2 - 7.1)	1.18 (0.46 - 3.03)
	Total	239	-	226	-	
40 - 60	≤ US\$ 3,857	55	10.0 (7.7 - 12.7)	102	21.2 (17.7 - 25.0)	2.12 (1.56 - 2.87)
	US\$ 3,857 - 5,381	102	18.5 (15.4 - 21.9)	164	34.0 (29.9 - 38.3)	1.84 (1.48 - 2.28)
	US\$ 5,381 - 7,175	120	21.7 (18.5 - 25.3)	112	23.2 (19.6 - 27.2)	1.06 (0.85 - 1.34)
	US\$ 7,175 - 8,969	100	18.1 (15.1 - 21.5)	48	10.0 (7.5 - 12.9)	0.54 (0.39 - 0.75)
	US\$ 8,969 - 10,762	47	8.5 (6.4 - 11.1)	18	3.7 (2.3 - 5.7)	0.43 (0.25 - 0.74)
	≥ US\$ 10,762	106	19.2 (16.1 - 22.6)	19	3.9 (2.5 - 6.0)	0.20 (0.12 - 0.32)
	Did not answer	22	4.0 (2.6 - 5.9)	19	3.9 (2.5 - 6.0)	0.98 (0.54 - 1.80)
	Total	552	-	482	-	
> 60	≤ US\$ 3,857	49	9.7 (7.4 - 12.5)	65	23.8 (19.1 - 29.1)	2.44 (1.74 - 3.44)
	US\$ 3,857 - 5,381	57	11.3 (8.8 - 14.3)	67	24.5 (19.7 - 29.9)	2.17 (1.57 - 2.99)
	US\$ 5,381 - 7,175	96	19.0 (15.8 - 22.6)	60	22.0 (17.4 - 27.2)	1.15 (0.86 - 1.53)
	US\$ 7,175 - 8,969	86	17.1 (14.0 - 20.5)	37	13.6 (9.9 - 18.0)	0.79 (0.55 - 1.13)
	US\$ 8,969 - 10,762	64	12.7 (10.0 - 15.8)	19	7.0 (4.4 - 10.4)	0.54 (0.33 - 0.89)
	≥ US\$ 10,762	133	26.4 (22.7 - 30.4)	19	7.0 (4.4 - 10.4)	0.26 (0.16 - 0.41)
	Did not answer	19	3.8 (2.4 - 5.7)	6	2.2 (0.9 - 4.5)	0.58 (0.23 - 1.44)
	Total	504	-	273	-	
NOWOC*						
Not on-call	≤ US\$ 3,857	107	14.1 (11.7 - 16.8)	152	27.4 (23.7 - 31.1)	1.94 (1.55 - 2.42)
	US\$ 3,587 - 5,381	148	19.5 (16.6 - 22.3)	162	29.2 (25.5 - 33)	1.49 (1.23 - 1.81)
	US\$ 5,381 - 7,175	129	17.0 (14.3 - 19.9)	111	20.0 (16.9 - 23.1)	1.17 (0.93 - 1.47)
	US\$ 7,175 - 8,969	110	14.5 (11.9 - 17.3)	54	9.7 (7.3 - 12.3)	0.67 (0.49 - 0.91)
	US\$ 8,969 - 10,762	66	8.7 (6.7 - 10.9)	25	4.5 (2.9 - 6.2)	0.51 (0.33 - 0.81)
	≥ US\$ 10,762	164	21.6 (18.6 - 24.6)	27	4.9 (3.2 - 6.6)	0.22 (0.15 - 0.33)
	Did not answer	35	4.6 (3.1 - 6.2)	24	4.3 (2.7 - 6.1)	0.93 (0.56 - 1.55)
	Total	759	-	555	-	-
≤ 2	≤ US\$ 3,857	66	15.6 (12.4 - 19.1)	94	30.1 (25.2 - 35.3)	1.93 (1.46 - 2.55)
	US\$ 3,587 - 5,381	62	14.7 (11.6 - 18.2)	101	32.4 (27.4 - 37.9)	2.2 (1.66 - 2.92)

	US\$ 5,381 - 7,175	88	20.8 (17.1 - 24.9)	59	18.9 (14.7 - 23)	0.9 (0.67 - 1.22)
	US\$ 7,175 - 8,969	73	17.3 (13.7 - 20.7)	24	7.7 (5.1 - 10.8)	0.44 (0.28 - 0.69)
	US\$ 8,969 - 10,762	41	9.7 (7 - 12.9)	14	4.5 (2.3 - 6.9)	0.46 (0.25 - 0.83)
	≥ US\$ 10,762	78	18.4 (14.9 - 22.3)	12	3.8 (1.9 - 6.1)	0.20 (0.11 - 0.37)
	Did not answer	15	3.5 (1.9 - 5.4)	8	2.6 (0.9 - 4.5)	0.72 (0.31 - 1.68)
	Total	423	-	312	-	-
> 2	≤ US\$ 3,857	22	11.2 (7.1 - 16.1)	39	25.3 (18.8 - 32.2)	2.26 (1.4 - 3.65)
	US\$ 3,587 - 5,381	24	12.2 (7.5 - 16.8)	37	24.0 (17.9 - 31.1)	1.97 (1.23 - 3.15)
	US\$ 5,381 - 7,175	54	27.4 (21.9 - 33.9)	41	26.6 (19.7 - 33.8)	0.97 (0.68 - 1.37)
	US\$ 7,175 - 8,969	35	17.8 (12.6 - 23.4)	19	12.3 (7.3 - 17.5)	0.69 (0.41 - 1.16)
	US\$ 8,969 - 10,762	20	10.2 (6.2 - 14.6)	9	5.8 (2.5 - 9.9)	0.57 (0.26 - 1.22)
	≥ US\$ 10,762	35	17.8 (12.4 - 23.2)	6	3.9 (1.2 - 7.3)	0.21 (0.09 - 0.5)
	Did not answer	7	3.6 (1.1 - 6.5)	3	1.9 (0 - 4.4)	0.54 (0.14 - 2.08)
	Total	197	-	154	-	-
Physician office work						
No PhO	≤ US\$ 3,857	112	23.0 (19.5 - 26.7)	170	36.3 (32.4 - 40.6)	1.57 (1.29 - 1.93)
	US\$ 3,587 - 5,381	108	22.2 (18.5 - 25.7)	133	28.4 (24.6 - 32.8)	1.28 (1.02 - 1.59)
	US\$ 5,381 - 7,175	102	20.9 (17.3 - 24.6)	95	20.3 (16.5 - 24.2)	0.96 (0.75 - 1.24)
	US\$ 7,175 - 8,969	66	13.6 (10.7 - 16.7)	37	7.9 (5.4 - 10.6)	0.58 (0.39 - 0.85)
	US\$ 8,969 - 10,762	32	6.6 (4.4 - 8.7)	14	3.0 (1.6 - 4.6)	0.45 (0.24 - 0.84)
	≥ US\$ 10,762	51	10.5 (7.8 - 13.2)	11	2.4 (1.1 - 3.7)	0.22 (0.11 - 0.42)
	Did not answer	16	3.3 (1.8 - 4.8)	8	1.7 (0.6 - 3.1)	0.52 (0.22 - 1.2)
	Total	487	-	468	-	-
Own PhO	≤ US\$ 3,857	50	7.8 (5.9 - 9.8)	60	17.0 (13.3 - 21.3)	2.17 (1.52 - 3.09)
	US\$ 3,587 - 5,381	84	13.1 (10.6 - 16.1)	99	28.0 (23.4 - 32.6)	2.13 (1.64 - 2.77)
	US\$ 5,381 - 7,175	114	17.8 (14.8 - 21)	74	21.0 (16.9 - 25.2)	1.17 (0.9 - 1.52)
	US\$ 7,175 - 8,969	107	16.7 (13.8 - 19.9)	43	12.2 (8.9 - 15.6)	0.72 (0.52 - 1.01)
	US\$ 8,969 - 10,762	71	11.1 (8.7 - 13.6)	27	7.6 (5.1 - 10.8)	0.68 (0.45 - 1.05)
	≥ US\$ 10,762	179	28.0 (24.5 - 31.7)	28	7.9 (5.2 - 11.0)	0.28 (0.19 - 0.41)
	Did not answer	34	5.3 (3.6 - 7.3)	22	6.2 (3.6 - 8.8)	1.17 (0.69 - 1.97)
	Total	639	-	353	-	-
Work PhO	≤ US\$ 3,857	33	13.0 (9.1 - 17.5)	55	27.5 (21.3 - 33.7)	2.10 (1.42 - 3.11)
	US\$ 3,587 - 5,381	42	16.6 (12 - 21)	68	34.0 (27.6 - 40.7)	2.04 (1.46 - 2.86)
	US\$ 5,381 - 7,175	55	21.7 (16.6 - 26.8)	42	21.0 (15.7 - 26.7)	0.96 (0.67 - 1.37)
	US\$ 7,175 - 8,969	45	17.8 (13.1 - 22.6)	17	8.5 (5.0 - 13.2)	0.47 (0.28 - 0.80)
	US\$ 8,969 - 10,762	24	9.5 (6.3 - 13)	7	3.5 (1.4 - 6.3)	0.36 (0.16 - 0.83)
	≥ US\$ 10,762	47	18.6 (13.8 - 23.9)	6	3.0 (1.0 - 5.6)	0.16 (0.07 - 0.37)
	Did not answer	7	2.8 (0.8 - 4.8)	5	2.5 (0.5 - 4.9)	0.90 (0.29 - 2.80)
	Total	253	-	200	-	-
Time in practice	Monthly wage					

< 10	≤ US\$ 3,857	87	24.9 (20.5 - 29.6)	139	39.9 (34.9 - 45.2)	1.60 (1.28 - 2)
	US\$ 3,587 - 5,381	77	22.0 (17.9 - 26.6)	109	31.4 (26.6 - 36.3)	1.42 (1.1 - 1.83)
	US\$ 5,381 - 7,175	71	20.2 (16.3 - 24.7)	57	16.4 (12.8 - 20.5)	0.80 (0.58 - 1.10)
	US\$ 7,175 - 8,969	37	10.6 (7.7 - 14.1)	24	6.9 (4.6 - 9.9)	0.65 (0.39 - 1.06)
	US\$ 8,969 - 10,762	28	8.0 (5.5 - 11.2)	6	1.7 (0.7 - 3.5)	0.21 (0.09 - 0.51)
	≥ US\$ 10,762	38	10.9 (7.9 - 14.4)	7	2.0 (0.9 - 3.9)	0.18 (0.08 - 0.40)
	Did not answer	12	3.4 (1.9 - 5.7)	6	1.7 (0.7 - 3.5)	0.50 (0.19 - 1.32)
	Total	350	-	348	-	
10 -- 30	≤ US\$ 3,857	25	5.0 (3.3 - 7.1)	80	17.5 (14.2 - 21.2)	3.53 (2.31 - 5.40)
	US\$ 3,587 - 5,381	66	13.1 (10.3 - 16.2)	143	31.3 (27.2 - 35.6)	2.39 (1.86 - 3.07)
	US\$ 5,381 - 7,175	103	20.4 (17.1 - 24.1)	109	23.9 (20.1 - 27.9)	1.16 (0.93 - 1.46)
	US\$ 7,175 - 8,969	91	18.0 (14.9 - 21.5)	48	10.5 (7.9 - 13.6)	0.58 (0.42 - 0.79)
	US\$ 8,969 - 10,762	63	12.5 (9.8 - 15.6)	31	6.8 (4.7 - 9.4)	0.54 (0.36 - 0.81)
	≥ US\$ 10,762	135	26.6 (23.0 - 30.7)	28	6.1 (4.2 - 8.6)	0.22 (0.15 - 0.33)
	Did not answer	22	4.4 (2.8 - 6.4)	18	3.9 (2.4 - 6.0)	0.90 (0.49 - 1.65)
	Total	505	-	457	-	
> 30	≤ US\$ 3,857	81	16.1 (13.1 - 19.5)	61	29.9 (23.9 - 36.4)	1.85 (1.38 - 2.48)
	US\$ 3,857 - 5,381	88	17.5 (14.4 - 21)	47	23.0 (17.7 - 29.2)	1.31 (0.96 - 1.80)
	US\$ 5,381 - 7,175	92	18.3 (15.1 - 21.8)	41	20.1 (15.0 - 26.0)	1.09 (0.78 - 1.52)
	US\$ 7,175 - 8,969	83	16.5 (13.5 - 19.9)	24	11.8 (7.9 - 16.7)	0.71 (0.46 - 1.08)
	US\$ 8,969 - 10,762	33	6.6 (4.6 - 9.0)	11	5.4 (2.9 - 9.1)	0.82 (0.42 - 1.59)
	≥ US\$ 10,762	103	20.4 (17.1 - 24.2)	9	4.4 (2.2 - 7.9)	0.21 (0.11 - 0.41)
	Did not answer	23	4.6 (3.0 - 6.7)	11	5.4 (2.9 - 9.1)	1.17 (0.58 - 2.37)
Specialty types**						
No specialty	≤ US\$ 3,857	80	18.0 (14.3 - 21.7)	109	33.5 (28.4 - 39.3)	1.86 (1.45-2.39)
	US\$ 3,587 - 5,381	85	19.1 (15.5 - 22.9)	89	27.4 (22.5 - 32.6)	1.43 (1.1-1.86)
	US\$ 5,381 - 7,175	98	22.0 (18.0 - 26.0)	62	19.1 (14.6 - 23.8)	0.86 (0.65-1.15)
	US\$ 7,175 - 8,969	75	16.9 (13.4 - 20.7)	30	9.2 (6.0 - 12.3)	0.54 (0.36-0.81)
	US\$ 8,969 - 10,762	31	7.0 (4.6 - 9.3)	15	4.6 (2.5 - 7.0)	0.66 (0.36-1.2)
	≥ US\$ 10,762	56	12.6 (9.4 - 15.8)	10	3.1 (1.2 - 4.9)	0.24 (0.12-0.47)
	Did not answer	20	4.5 (2.6 - 6.5)	10	3.1 (1.3 - 5.3)	0.68 (0.32-1.44)
	Total	445	-	325	-	-
IM based	≤ US\$ 3,857	50	13.7 (10.1 - 17.3)	116	26.4 (22.0 - 30.3)	1.92 (1.42-2.59)
	US\$ 3,587 - 5,381	71	19.5 (15.7 - 23.7)	135	30.8 (26.2 - 35.2)	1.57 (1.22-2.02)
	US\$ 5,381 - 7,175	80	22.0 (17.9 - 26.2)	102	23.2 (19.4 - 27.0)	1.05 (0.81-1.36)
	US\$ 7,175 - 8,969	54	14.8 (10.9 - 18.6)	37	8.4 (5.9 - 11.3)	0.56 (0.38-0.84)
	US\$ 8,969 - 10,762	37	10.2 (7.2 - 13.4)	18	4.1 (2.5 - 6.1)	0.40 (0.23-0.69)
	≥ US\$ 10,762	61	16.8 (12.8 - 20.9)	15	3.4 (1.8 - 5.3)	0.20 (0.11-0.35)
	Did not answer	11	3.0 (1.4 - 4.8)	16	3.6 (1.9 - 5.5)	1.20 (0.56-2.56)
	Total	364	-	439	-	-

Surgery based	≤ US\$ 3,857	38	13.3 (9.3 - 17.5)	20	22.7 (13.7 - 31.6)	1.71 (1.05-2.78)
	US\$ 3,587 - 5,381	30	10.5 (7.2 - 14.6)	28	31.8 (21.7 - 42.3)	3.03 (1.92-4.78)
	US\$ 5,381 - 7,175	53	18.5 (14.2 - 23.6)	12	13.6 (7.1 - 21.1)	0.73 (0.41-1.31)
	US\$ 7,175 - 8,969	36	12.6 (8.8 - 16.3)	11	12.5 (6.0 - 20.2)	0.99 (0.52-1.86)
	US\$ 8,969 - 10,762	28	9.8 (6.6 - 13.1)	7	8.0 (2.9 - 14.8)	0.81 (0.36-1.79)
	≥ US\$ 10,762	82	28.7 (23.4 - 33.8)	8	9.1 (3.5 - 15.7)	0.31 (0.15-0.62)
	Did not answer	19	6.6 (3.9 - 9.8)	2	2.3 (0.0 - 5.7)	0.34 (0.08-1.44)
	Total	286	-	88	-	-
Surgery and IM based	≤ US\$ 3,857	27	9.5 (6.3 - 13.1)	40	23.7 (18.1 - 30.1)	2.48 (1.58-3.90)
	US\$ 3,587 - 5,381	48	16.9 (12.7 - 21.6)	48	28.4 (21.5 - 35.5)	1.68 (1.18-2.38)
	US\$ 5,381 - 7,175	40	14.1 (10.1 - 18.5)	35	20.7 (14.9 - 26.8)	1.47 (0.97-2.21)
	US\$ 7,175 - 8,969	53	18.7 (14.0 - 23.4)	19	11.2 (6.7 - 16.2)	0.60 (0.36-0.98)
	US\$ 8,969 - 10,762	31	10.9 (7.6 - 14.6)	8	4.7 (1.8 - 8.1)	0.43 (0.2-0.92)
	≥ US\$ 10,762	78	27.5 (21.9 - 32.8)	12	7.1 (3.4 - 11.3)	0.25 (0.14-0.46)
	Did not answer	7	2.5 (0.7 - 4.3)	7	4.1 (1.4 - 7.3)	1.68 (0.59-4.70)
	Total	284	-	169	-	-

Prevalence ratio based on female/male

NOWOC – Number of weekly on-call shifts

PhO – Physician office

IM based – Internal medicine-based

*Number of weekly on-call shifts

** Missing data were observed for 3 individuals

S3 Table. Proportions of monthly wage (two categories), 95% confidence interval (95% CI) stratified by specialties and gender, including prevalence ratio (PR) for 2,400 Brazilian physicians.

		Gender				Total	RP (95%CI) ^a
		Male		Female			
Monthly wage per specialty	N	% (CI95%)	N	% (CI95%)			
Pediatrics							
≤ US\$5,381	28	44.4 (32.7 - 56.7)	106	57.6 (50.4 - 64.6)	134	1.29 (0.95 - 1.29)	
> US\$5,381	35	55.6 (43.3 - 67.3)	78	42.4 (35.4 - 49.6)	113	0.76 (0.57 - 0.76)	
Total	63	-	184	-	247		
Gynecology and obstetrics							
≤ US\$5,381	20	22.7 (14.9 - 32.3)	47	51.6 (41.5 - 61.7)	67	2.27 (1.47 - 2.27)	
> US\$5,381	68	77.3 (67.7 - 85.1)	44	48.4 (38.3 - 58.5)	112	0.62 (0.49 - 0.62)	
Total	88	-	91	-	179		
Internal medicine							
≤ US\$5,381	45	40.9 (32.1 - 50.2)	70	70.7 (61.2 - 79.0)	115	1.72 (1.33 - 1.72)	

> US\$5,381	65	59.1 (49.8 - 67.9)	29	29.3 (21.0 - 38.8)	94	0.49 (0.35 - 0.49)
Total	110	-	99	-	209	
General surgery						
≤ US\$5,381	44	30.8 (23.6 - 38.7)	18	66.7 (47.9 - 82.1)	62	2.16 (1.5 - 2.16)
> US\$5,381	99	69.2 (61.3 - 76.4)	9	33.3 (17.9 - 52.1)	108	0.48 (0.27 - 0.48)
Total	143	-	27	-	170	
Cardiology						
≤ US\$5,381	14	28.6 (17.4 - 42.2)	13	59.1 (38.5 - 77.5)	27	2.06 (1.17 - 2.06)
> US\$5,381	35	71.4 (57.8 - 82.6)	9	40.9 (22.5 - 61.5)	44	0.57 (0.33 - 0.57)
Total	49	-	22	-	71	
Anesthesiology						
≤ US\$5,381	19	21.1 (13.7 - 30.4)	19	48.7 (33.6 - 64.0)	38	2.30 (1.38 - 2.30)
> US\$5,381	71	78.9 (69.6 - 86.3)	20	51.3 (36.0 - 66.4)	91	0.65 (0.47 - 0.65)
Total	90	-	39	-	129	
OT						
≤ US\$5,381	25	29.4 (20.5 - 39.7)	3	50.0 (16.7 - 83.3)	28	1.70 (0.71 - 1.70)
> US\$5,381	60	70.6 (60.3 - 79.5)	3	50.0 (16.7 - 83.3)	63	0.70 (0.31 - 0.70)
Total	85	-	6	-	91	
OSS*						
≤ US\$5,381	18	18.0 (11.4 - 26.4)	7	38.9 (19.4 - 61.7)	25	2.16 (1.05 - 2.16)
> US\$5,381	82	82.0 (73.6 - 88.6)	11	61.1 (38.3 - 80.6)	93	0.74 (0.50 - 0.74)
Total	100	-	18	-	118	
Other specialties**						
≤ US\$5,381	125	28.6 (24.5 - 33.0)	203	59.0 (53.8 - 64.1)	328	2.06 (1.73 - 2.06)
> US\$5,381	312	71.4 (67.0 - 75.5)	141	41.0 (35.9 - 46.2)	453	0.57 (0.49 - 0.57)
Total	437	-	344	-	781	

Prevalence ratio based on female/male

OT - Orthopedics and trauma

* Other surgery specialties - cardiovascular surgery, hand surgery, head and neck surgery, digestive tract surgery, pediatric surgery, plastic surgery, thoracic surgery, vascular surgery, neurosurgery.

** Other specialties - acupuncture, allergy and immunology, angiology, dermatology, endocrinology and metabolism, endoscopy, medical genetics, geriatric medicine, hematology and hemotherapy, homeopathy, infectious disease, family and community medicine, occupational medicine, traffic medicine, sports medicine, physical medicine and rehabilitation, intensive medicine, legal medicine, nuclear medicine, social and preventive medicine, neurology, nutrology, pathology, clinical pathology and laboratory medicine, pulmonology, psychiatry, radiology and diagnostic imaging, radiotherapy, rheumatology, cancerology, coloproctology, gastroenterology, obstetrics and gynecology, mastology, nephrology, ophthalmology, otorhinolaryngology and urology.

S4 Table. Effect of gender and work characteristics estimated by a full multinomial multiple model.

	Monthly wage (estimated probability)
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	≤ US\$ 3,857	US\$ 3,587 -- 5,381	US\$ 5,381 -- 7,175	US\$ 7,175 -- 8,969	US\$ 8,969 -- 10,762	≥ US\$ 10,762
Gender						
Male	0.1218	0.2022	0.2373	0.1711	0.0965	0.1711
Female	0.2552	0.3211	0.2302	0.1042	0.0481	0.0412
Weekly workload (hours)						
< 20	0.5830	0.2073	0.1093	0.0403	0.0331	0.0271
20 -- 40	0.3397	0.2939	0.1978	0.0730	0.0471	0.0485
40 -- 60	0.1381	0.2830	0.2631	0.1600	0.0647	0.0911
> 60	0.1110	0.1811	0.2383	0.1930	0.1133	0.1634
NOWOC*						
Not on-call	0.1744	0.2824	0.2260	0.1394	0.0724	0.1054
≤ 2	0.2010	0.2544	0.2439	0.1414	0.0740	0.0852
> 2	0.1297	0.1868	0.3288	0.1730	0.0864	0.0953
Physician office work						
No PhO	0.2349	0.2794	0.2374	0.1280	0.0552	0.0650
Own PhO	0.1231	0.2238	0.2418	0.1592	0.1040	0.1481
Work PhO	0.1825	0.2720	0.2496	0.1424	0.0662	0.0873
Time in practice (years)						
< 10	0.3360	0.3055	0.1876	0.0805	0.0455	0.0450
10 -- 30	0.1029	0.2336	0.2662	0.1650	0.1037	0.1286
> 30	0.1540	0.2096	0.2468	0.1919	0.0694	0.1283
Specialty types						
No specialty	0.1715	0.2536	0.2628	0.1629	0.0709	0.0783
Internal medicine-based	0.1792	0.2723	0.2660	0.1262	0.0743	0.0820
Surgery-based	0.1880	0.2220	0.2172	0.1289	0.0836	0.1603
Surgery and IM-based	0.1608	0.2676	0.2049	0.1642	0.0758	0.1267

*NOWOC – Number of weekly on-call shifts
PhO – Physician office

S5 Table. Effects of interactions between work characteristics and gender estimated by multinomial multiple regression models.

	Wage categories	Male	Female
Model 1: Weekly workload (hours)*gender			
< 20			
	≤ US\$ 3,857	0.4079	0.7436
	US\$ 3,587 -- 5,381	0.2368	0.1026
	US\$ 5,381 -- 7,175	0.1316	0.0770
	US\$ 7,175 -- 8,969	0.0790	0.0256
	US\$ 8,969 -- 10,762	0.0526	0.0256
	≥ US\$ 10,762	0.0921	0.0256
20 -- 40			
	≤ US\$ 3,857	0.2597	0.4101
	US\$ 3,587 -- 5,381	0.2468	0.2995
	US\$ 5,381 -- 7,175	0.1948	0.1659
	US\$ 7,175 -- 8,969	0.1126	0.0507
	US\$ 8,969 -- 10,762	0.0519	0.0461
	≥ US\$ 10,762	0.1342	0.0277
40 -- 60			
	≤ US\$ 3,857	0.1038	0.2203
	US\$ 3,587 -- 5,381	0.1925	0.3542
	US\$ 5,381 -- 7,175	0.2264	0.2419
	US\$ 7,175 -- 8,969	0.1887	0.1037
	US\$ 8,969 -- 10,762	0.0887	0.0389
	≥ US\$ 10,762	0.2000	0.0410
≥ 60			
	≤ US\$ 3,857	0.1010	0.2435
	US\$ 3,587 -- 5,381	0.1175	0.2509
	US\$ 5,381 -- 7,175	0.1979	0.2247
	US\$ 7,175 -- 8,969	0.1773	0.1386
	US\$ 8,969 -- 10,762	0.1320	0.0712
	≥ US\$ 10,762	0.2742	0.0712
Model 2: NOWOC*gender			
Not on-call			
	≤ US\$ 3,857	0.1478	0.2863
	US\$ 3,587 -- 5,381	0.2044	0.3051

	US\$ 5,381 -- 7,175	0.1782	0.2090
	US\$ 7,175 -- 8,969	0.1519	0.1017
	US\$ 8,969 -- 10,762	0.0912	0.0471
	≥ US\$ 10,762	0.2265	0.0508
≤2			
	≤ US\$ 3,857	0.1618	0.3092
	US\$ 3,587 -- 5,381	0.1520	0.3322
	US\$ 5,381 -- 7,175	0.2157	0.1941
	US\$ 7,175 -- 8,969	0.1789	0.0789
	US\$ 8,969 -- 10,762	0.1005	0.0461
	≥ US\$ 10,762	0.1912	0.0395
>2			
	≤ US\$ 3,857	0.1158	0.2583
	US\$ 3,587 -- 5,381	0.1263	0.2450
	US\$ 5,381 -- 7,175	0.2842	0.2715
	US\$ 7,175 -- 8,969	0.1842	0.1258
	US\$ 8,969 -- 10,762	0.1053	0.0596
	≥ US\$ 10,762	0.1842	0.0397
Model 3: Physician office work*gender			
No PhO			
	≤ US\$ 3,857	0.2378	0.3696
	US\$ 3,587 -- 5,381	0.2293	0.2891
	US\$ 5,381 -- 7,175	0.2166	0.2065
	US\$ 7,175 -- 8,969	0.1401	0.0804
	US\$ 8,969 -- 10,762	0.0679	0.0304
	≥ US\$ 10,762	0.1083	0.0239
Own PhO			
	≤ US\$ 3,857	0.0826	0.1813
	US\$ 3,587 -- 5,381	0.1388	0.2991
	US\$ 5,381 -- 7,175	0.1884	0.2236
	US\$ 7,175 -- 8,969	0.1769	0.1299
	US\$ 8,969 -- 10,762	0.1174	0.0816
	≥ US\$ 10,762	0.2959	0.0846
Work PhO			
	≤ US\$ 3,857	0.1341	0.2820
	US\$ 3,587 -- 5,381	0.1707	0.3487
	US\$ 5,381 -- 7,175	0.2236	0.2154
	US\$ 7,175 -- 8,969	0.1829	0.0872
	US\$ 8,969 -- 10,762	0.0976	0.0359
	≥ US\$ 10,762	0.1911	0.0308
Model 4: Time in practice (years)*gender			
< 10			
	≤ US\$ 3,857	0.2486	0.4068
	US\$ 3,587 -- 5,381	0.2235	0.3107
	US\$ 5,381 -- 7,175	0.2123	0.1723
	US\$ 7,175 -- 8,969	0.1201	0.0706
	US\$ 8,969 -- 10,762	0.0866	0.0170
	≥ US\$ 10,762	0.1089	0.0226
10 -- 30			
	≤ US\$ 3,857	0.0517	0.1822
	US\$ 3,587 -- 5,381	0.1364	0.3257
	US\$ 5,381 -- 7,175	0.2128	0.2483
	US\$ 7,175 -- 8,969	0.1901	0.1093
	US\$ 8,969 -- 10,762	0.1302	0.0706
	≥ US\$ 10,762	0.2789	0.0638
≥30			
	≤ US\$ 3,857	0.1688	0.3161
	US\$ 3,587 -- 5,381	0.1833	0.2435
	US\$ 5,381 -- 7,175	0.1917	0.2124
	US\$ 7,175 -- 8,969	0.1729	0.1243
	US\$ 8,969 -- 10,762	0.0687	0.0570
	≥ US\$ 10,762	0.2146	0.0466
Model 5: Specialty types*gender			
No specialty			
	≤ US\$ 3,857	0.1882	0.3460
	US\$ 3,587 -- 5,381	0.2000	0.2825
	US\$ 5,381 -- 7,175	0.2306	0.1968
	US\$ 7,175 -- 8,969	0.1765	0.0952
	US\$ 8,969 -- 10,762	0.0729	0.0476
	≥ US\$ 10,762	0.1318	0.0318
IM-based			
	≤ US\$ 3,857	0.1417	0.2742

	US\$ 3,587 -- 5,381	0.2011	0.3192
	US\$ 5,381 -- 7,175	0.2266	0.2411
	US\$ 7,175 -- 8,969	0.1530	0.0875
	US\$ 8,969 -- 10,762	0.1048	0.0425
	≥ US\$ 10,762	0.1728	0.0355
Surgery-based			
	≤ US\$ 3,857	0.1423	0.2326
	US\$ 3,587 -- 5,381	0.1124	0.3255
	US\$ 5,381 -- 7,175	0.1985	0.1395
	US\$ 7,175 -- 8,969	0.1348	0.1280
	US\$ 8,969 -- 10,762	0.1049	0.0813
	≥ US\$ 10,762	0.3071	0.0930
Surgery and IM-based			
	≤ US\$ 3,857	0.0974	0.2469
	US\$ 3,587 -- 5,381	0.1733	0.2964
	US\$ 5,381 -- 7,175	0.1444	0.2160
	US\$ 7,175 -- 8,969	0.1914	0.1172
	US\$ 8,969 -- 10,762	0.1119	0.0494
	≥ US\$ 10,762	0.2816	0.0741

*NOWOC – Number of weekly on-call shifts

PhO – Physician office

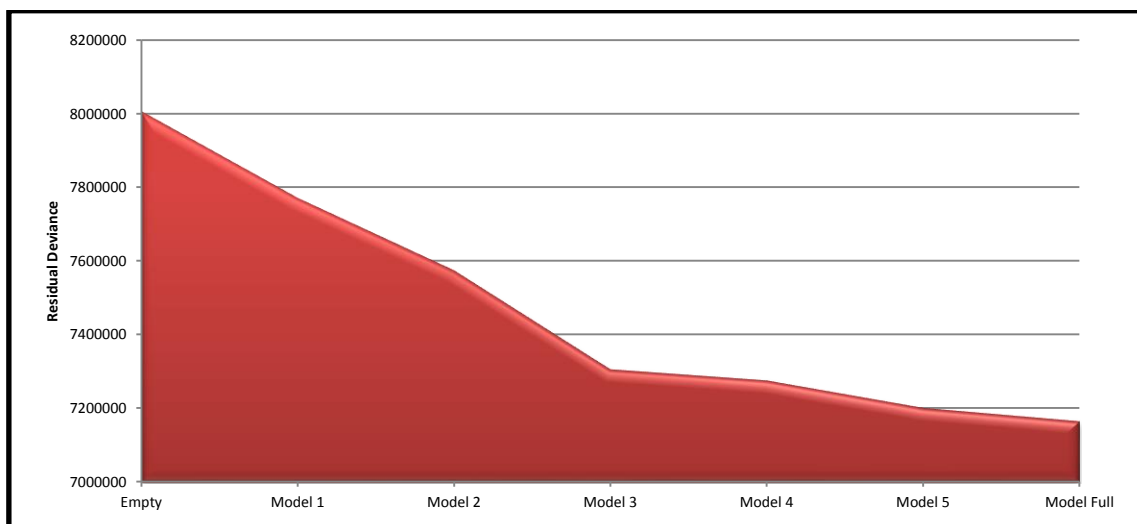
Model 1: adjusted for NOWOC, physician office work, time in practice and specialty types;

Model 2: adjusted for weekly workload, physician office work, time in practice and specialty types;

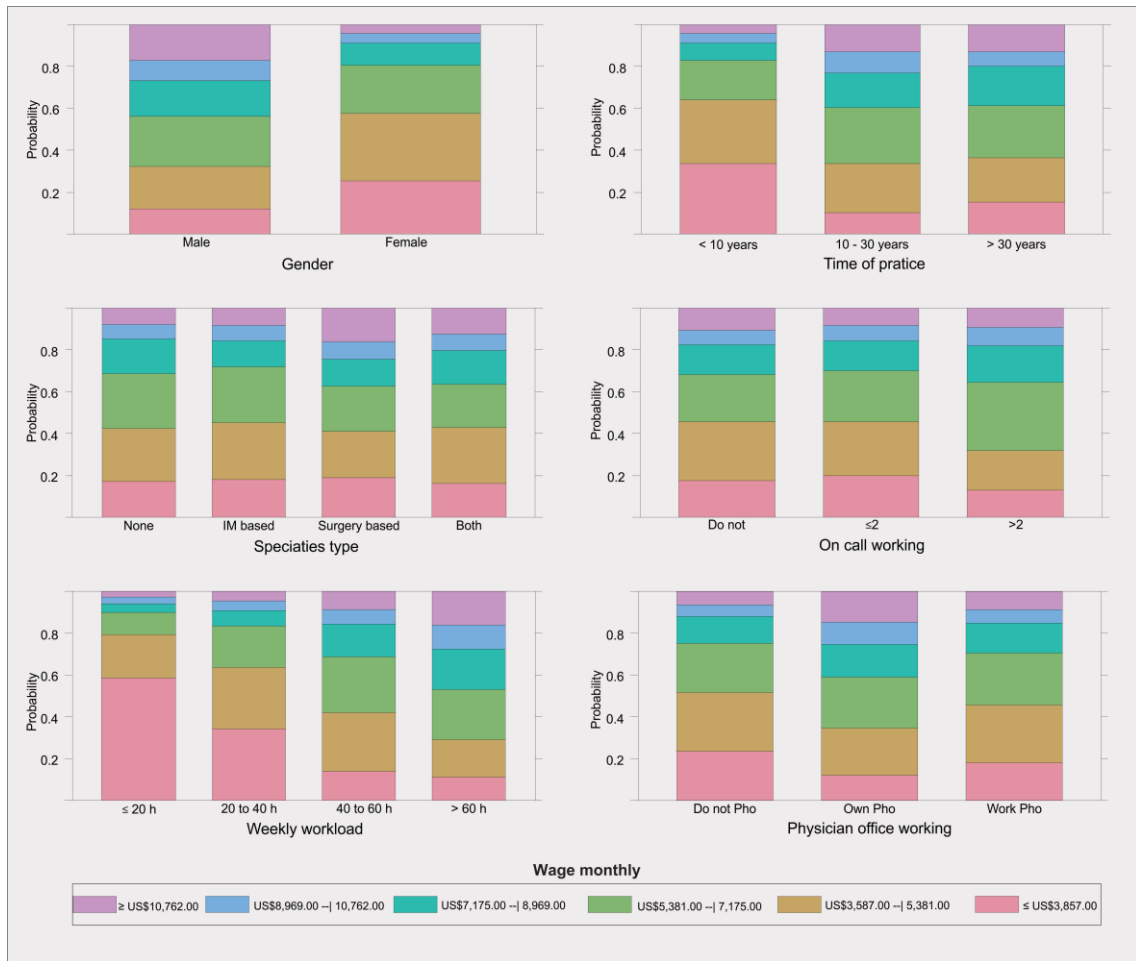
Model 3: adjusted for weekly workload, NOWOC, time in practice and specialty types;

Model 4: adjusted for weekly workload, NOWOC, physician office work and specialty types;

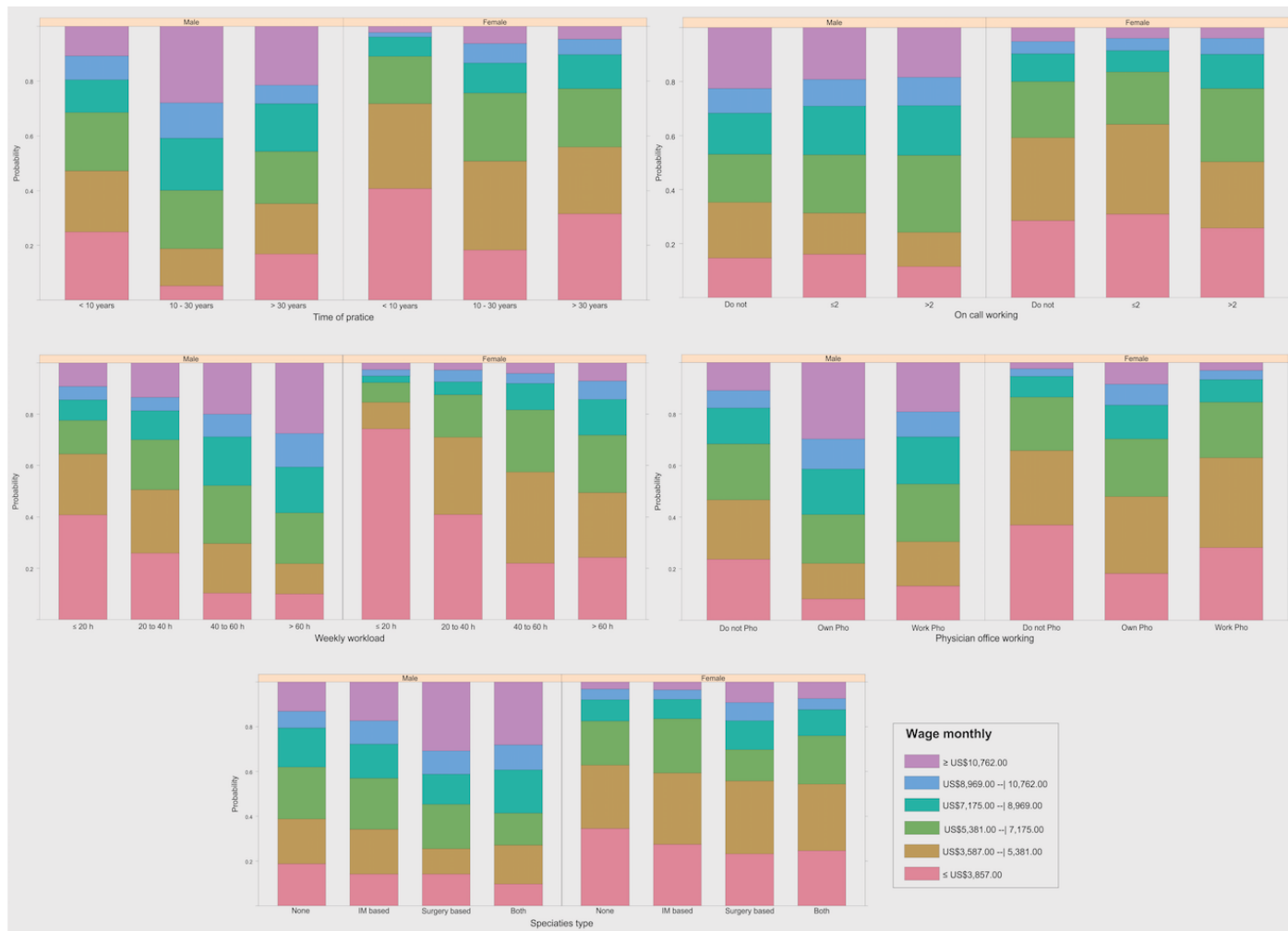
Model 5: adjusted for weekly workload, NOWOC, physician office work, time in practice



S1 Fig. Decrease in residual deviance observed among different models after insertion of work variables in the hierarchical model used to study wage difference between male and female Brazilian physicians.



S2 Fig. Effect of gender and work characteristics estimated by full multinomial multiple model.



Model 1: adjusted for NOWOC, physician office work, time in practice and specialty types;
 Model 2: adjusted for weekly workload, physician office work, time in practice and specialty types;
 Model 3: adjusted for weekly workload, NOWOC, time in practice and specialty types;
 Model 4: adjusted for weekly workload, NOWOC, physician office work and specialty types;
 Model 5: adjusted for weekly workload, NOWOC, physician office work, time in practice

S3 Fig. Effect of interaction between work characteristics and gender estimated by multinomial multiple regression models