

Supplementary Table 1. Workplace-based mistreatment ranking - the 2020 European Mistreatment Rank in Anaesthesiology: results for the generalised linear mixed model with a binary dependent variable and 5 independent variables (see footer). Lower regression coefficients indicate a better situation concerning mistreatment at the workplace.

countries	n=5358	betas
Serbia	89	1,64409685
Austria	287	1,64520407
Romania	216	1,70044952
Turkey	256	1,7594303
Denmark	91	1,76620912
Finland	101	1,80225499
Switzerland	112	1,81415501
Sweden	110	1,84245503
UK	342	1,86732313
Portugal	192	1,87765558
Russia	130	1,8973413
Italy	869	1,91434106
Ireland	60	1,94465811
Poland	170	1,94769137
Czech Republic	59	1,94963289
Germany	420	1,96608835
Belgium	133	1,98817537
Slovenia	80	1,99489775
Hungary	63	2,02086742
France	301	2,0930684
Ukraine	247	2,09749334
Bosnia and Herzegovina	55	2,14366276
Netherlands	124	2,19139828
Croatia	115	2,20329577
Greece	105	2,33153387
Spain	631	2,370301

Fixed effects in the model with their regression coefficients are: Intercept (-3.645), Women (1.96), Gender of the head of department – women (0.132), Gender disadvantage for leadership (0.787), Leadership role (0,495), disadvantage research (0,787), AIC (3979)

