

Supplementary Table 2. Workplace-based mistreatment ranking - the 2020 European Mistreatment Rank in Anaesthesiology: results for the generalised linear mixed model with a binary dependent variable and 9 independent variables (see footer). Lower regression coefficients indicate a better situation concerning mistreatment at the workplace.

countries	n=5358	betas
Serbia	89	1,58617695
Romania	216	1,67090382
Turkey	256	1,71478524
Austria	287	1,72540644
Italy	869	1,73369308
Portugal	192	1,76786021
Finland	101	1,76942935
Switzerland	112	1,77690769
UK	342	1,78152126
Denmark	91	1,78472887
Sweden	110	1,8278594
Czech Republic	59	1,83761998
Russia	130	1,84952292
Ireland	60	1,85908017
Slovenia	80	1,8816658
Hungary	63	1,88535263
Belgium	133	1,89840306
Poland	170	1,90953971
Germany	420	1,95440522
Bosnia and Herzegovina	55	1,96912038
Ukraine	247	1,99805126
Croatia	115	2,02831145
France	301	2,06695626
Netherlands	124	2,09314531
Greece	105	2,17966314
Spain	631	2,20542463

Fixed effects in the model with their regression coefficients are: Intercept (-1.892), Women (1.880), Gender of the head of department – women (0.144, Leadership role (0,514), disadvantage research (0,548), disadvantage leadership (0.696), Doctors_better_bin (-0.7269, Nurses better bin (-0.579), patients better bin (-0.281), sugeons better bin (-0.609) AIC (3697)