

Appendix.

Interview guide for semi-structured individual phone interview

1. Introduction

- Thank you for giving me your time today and offering to take part in this study.
- Confirm the unique code of the participant.
- I have a list of topics that I want to address.
- Feel free to ask questions at any stage during the interview. You can decline to answer any questions and finish discussion at any time you want.

2. Background information on the interviewee

- Residency year/ graduation year, age, residency program site, time to be pregnant and giving birth to a child
- After confirming the background information, start audiotaping. Start audio recording with code name and date of interview.

3. Maternal-fetal health

- 1) What concern on your and baby's health did you have during pregnancy?
- 2) How did you manage the concern? If no concern, go to question 4-1).

4. Mental health

1) What mental stresses did you have during pregnancy? probing on attitudes of colleagues, stigma on working place, pressure not to take long off, unable to ask for a help, challenges on communication with supervisors

2) What mental stresses did you get after giving birth?

probing on attitudes of colleagues, stigma on working place, pressure not to take long off, unable to ask for a help, challenges on communication with supervisors

3) What positive mental effect did your pregnancy bring to you?

5. Maternity leave & supporting system

- 1) How long maternity leave did you take?
- 2) How long maternity leave did you wish to take as optimal?
- 3) If there is any gap between 1) and 2), what was the reason of the gap?
- 4) What support did you receive from your residency program?

Probing working style (part-time, flexible rotation schedule etc)

6. Career development

- 1) How do you think your pregnancy affect your career?
- 2) Have you considered changing your career due to pregnancy and childbirth? Why?

7. Mothering – breastfeeding, childcare

- 1) How long did you breastfeed your baby?
- 2) How long did you wish to breastfeed your baby?
- 3) If there is a gap between 2) and 3), what is the reason?
- 4) If there is no gap between 2) and 3), what is the reason? Any support?
- 5) Who is taking care of your child while you are on work?
- 6) How are you satisfied with the childcare?
- 7) Any other challenges do you have as a mother and a resident?

8. Family Well-being

- 1) How do you think your residency and childbirth affect your family?
- 2) Was there any change on relationship with your partner after you returned to work?
- 3) If yes, what are the changes?

9. Is there anything else that was not fully discussed?

10. Explanation of member-checking process: After finishing all the interviews and analyzing the data, we will share the result of the analysis with all the participants by an email to get a feedback. The result does not contain any personal information. We would appreciate your feedback on the shared result.

11. Information of counseling service: For your information, there are free counseling services through Physician Health Program BC with phone number 1-800-663-6729 and UBC Resident Wellness Office, phone number 1-855-675-3873. Those services will support you mentally and emotionally if you need a support.

12. End of interview- thank you.