

**Table 3 Multi-level linear regression analysis to assess association between study variables and full-time equivalent hours**

Characteristic	$\beta$	95% CI		P-level	P-variable
		Lower limit	Upper limit		
<i>With dual practice</i>					
<b>Surgical specialization</b>					
<i>(Without dual practice)</i>					
General surgery	0.48	0.52	0.45	0.001	
Orthopaedics	0.44	0.49	0.38	0.001	
Urology	0.46	0.53	0.39	0.001	
Neurosurgery	0.48	0.60	0.36	0.001	
Nose, throat, head & neck	0.49	0.54	0.43	0.001	0.001
Obstetrics & gynaecology	0.40	0.43	0.37	0.001	
Ophthalmology	0.39	0.43	0.35	0.001	
Anaesthesiology	0.32	0.36	0.29	0.001	
Total	0.427	0.442	0.412	0.001	
<b>Physicians' characteristics</b>					
<b>Sex</b>					
Male					
Female	-0.049	-0.067	-0.030	0.001	0.001
<b>Age (years)</b>					
< 39					
39-45	0.01	-0.019	0.041	0.484	
45-55	0.03	0.010	0.059	0.006	0.001
55-65	0.12	0.092	0.155	0.001	
> 65	0.04	0.000	0.089	0.051	
<b>Experience (years)</b>					
≤ 5					
6-15	0.009	-0.020	0.039	0.529	
15-25	0.134	0.101	0.167	0.001	0.001
> 25	0.098	0.054	0.142	0.001	
<b>Recruitment type</b>					
<b>Permanent</b>					
Zarib K <sup>a</sup>	-0.086	-0.115	-0.056	0.001	
Payam avar <sup>b</sup>	-0.135	-0.405	0.135	0.328	
Peymani <sup>c</sup>	-0.040	-0.074	-0.006	0.022	0.001
Contractual	-0.084	-0.108	-0.061	0.001	
Other	-0.102	-0.139	-0.065	0.001	
<b>Faculty status</b>					
Non-faculty					
Faculty	0.160	0.138	0.182	0.001	0.001
<b>Full-time status</b>					
Not full-time					
<b>Geographic full-timed</b>	-0.082	-0.104	-0.060	0.001	0.001
<b>Provincial characteristics</b>					
<b>Population (000)</b>					
≤ 500					
501-2000	0.075	0.013	0.136	0.017	
2001-5000	0.051	-0.111	0.214	0.536	0.031
≥ 5001	0.197	0.005	0.389	0.044	
<b>Extent of regional development<sup>d</sup></b>	0.003	-0.032	0.031	0.992	0.992
<b>Share of private hospitals<sup>f</sup></b>	-0.073	-0.375	0.229	0.635	0.635

<sup>a</sup>A recruitment contract in which medical specialty graduates who are legally committed to certain obligations fulfil these obligations in a health-related centre. <sup>b</sup>A recruitment contract in which graduates who are committed to do obligatory military service work in health-related centres instead, mostly in deprived areas. <sup>c</sup>Semi-permanent. <sup>d</sup>Physicians who are supposed to be full time (54 hours per week) and are not allowed to be active in any other locations/sectors except their main occupation. <sup>e</sup>Estimated according to development coefficient in each province. <sup>f</sup>Estimated according to proportion of private hospitals in each province.