

Re: Pandit SR, Venugopal P, Keshavamurthy R, Chawla A. Challenges and gender-based differences for women in the Indian urological workforce: Results of a survey. *Indian J Urol* 2022;38:282-6

Pandit *et al.*^[1] are to be congratulated for reporting the first-ever nationwide survey to identify women's personal and professional challenges in Urology. The authors presented the results of the 26-item questionnaire, which found that gender discrimination in training and work, lack of mentorship, pregnancy-related complications, and compromised careers due to family responsibilities are the main challenges women face in urology in India.

We would like to highlight a few points for consideration. First, studies utilizing self-reported survey data have inherent limitations associated with reporting biases. Second, at least 70% response rates are desirable for external validity^[2]. To improve response rates, reminders

could be sent (reminders have a powerful and positive influence on response rates). Third, female members representation in the Urological Society of India^[3] was 35 of 3077 members (1.1%) in March 2022, so it is difficult to explain how in May 2021, 48 female urologists were quoted in the text? In the point of "Years in practice," the total is 34, and in the point of "Paid less compared to male counterparts," the total is 32, but actually, a total of 33 respondents exist.

All urologists must understand the struggles women in urology have undergone and still experience to continue to foster the careers of women in urology.^[4] By understanding the unique needs of women as surgeons, providing adequate mentorship to women interested in

surgical specialties, and exterminating sexual harassment, bias, and pigeonholing, let us, as a specialty, make urology a gender-neutral field.

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