

**Supplement Table 1.** Difficulties related to work and reasons to feel rewarding

Categories	Medical tourism special zone				Other regions			
	1st	2nd	3rd	Rank	1st	2nd	3rd	Rank
Factors that make work difficult								
Personality of patient and caregiver	45	41	22	1	22	25	45	2
Low wages compared to the intensity of the work	44	27	27	2	65	21	19	1
Poor working conditions	16	35	20	3	14	48	18	4
Lack of knowledge on care	16	15	31	4	8	9	11	5
My physical limits	10	13	20	5	18	23	13	3
Feud with co-workers	1	1	12	6	5	6	26	6
Factors that make work rewarding								
Restoration of patient health	99	10	17	1	77	29	12	1
Building a relationship of trust with patients and guardians	13	76	16	2	25	57	17	2
When receiving compensation for work	12	19	45	3	16	11	38	3
A friendly atmosphere with colleagues	5	9	17	4	11	17	30	4
Improving work skills	3	18	37	5	3	18	35	5

Unit: number.