**S1 Table. Summary of Descriptive Statistics.**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Germany** | | | | | | | | | **USA** | | | | | | | | |
|  | Men | | | | | Women | | | | Men | | | | Women | | | | |
|  | No children | | Children | | | No children | | Children | | No children | | Children | | No children | | Children | | |
|  | *M* | *SD* | | *M* | *SD* | *M* | *SD* | *M* | *SD* | *M* | *SD* | *M* | *SD* | *M* | *SD* | *M* | *SD* |
| Age | 36.0 | 4.8 | | 39.5 | 7.3 | 36.1 | 7.4 | 41.9 | 8.7 | 34.3 | 5.3 | 39.5 | 8.3 | 36.1 | 5.5 | 42.0 | 6.7 |
| Years since PhD | 4.1 | 3.1 | | 7.4 | 6.9 | 4.3 | 4.4 | 9.6 | 8.6 | 3.7 | 2.6 | 8.0 | 7.7 | 5.3 | 4.8 | 8.0 | 4.6 |
| Duration PhD | 4.7 | 2.1 | | 4.6 | 1.1 | 4.5 | 1.3 | 4.4 | 1.3 | 5.2 | 1.2 | 5.7 | 1.7 | 5.5 | 1.5 | 5.7 | 1.5 |
| Calling | 2.9 | 0.6 | | 2.9 | 0.7 | 2.7 | 0.6 | 2.8 | 0.7 | 2.9 | 0.8 | 3.0 | 0.7 | 3.1 | 0.6 | 3.1 | 0.6 |
| Mother-Child Ideology | 2.2 | 0.9 | | 2.2 | 1.1 | 2.1 | 1.2 | 1.9 | 0.9 | 2.2 | 0.8 | 2.1 | 1.0 | 2.0 | 0.8 | 2.0 | 0.8 |
| Actual work hours | 48.6 | 9.5 | | 46.8 | 6.2 | 47.1 | 10.3 | 38.2 | 10.8 | 54.4 | 11.7 | 47.7 | 12.3 | 52.6 | 11.4 | 49.3 | 11.5 |
| Ideal work hours | 40.8 | 8.0 | | 39.2 | 6.8 | 40.5 | 5.4 | 33.6 | 7.7 | 46.9 | 11.0 | 43.8 | 9.8 | 42.9 | 7.5 | 40.2 | 10.3 |

Note*.* Table depicts means (*M*) and standard deviations (*SD*) separately for men and women, early career researchers with and without children, and early career researchers from Germany and the United States, respectively.