**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.