

Table S11. Position variable names, sample size for each position and gender distribution by position.

| Category Number | Total Sample size | Women/Men Sample size | Category name |
|------------------------|--------------------------|------------------------------|--------------------------------|
| 0 | 51 | 40/11 | Other |
| 1 | 560 | 311/245 | Research student |
| 2 | 214 | 141/71 | Early career researcher |
| 3 | 213 | 153/59 | Intermediate career researcher |
| 4 | 268 | 181/83 | Senior researcher |