

Supplementary material - List of labels

Problem Label	Description
PMS	Physical problems during or before period
not_connected	Descriptions that only contain things that do not influence the work as a researcher
Ininternationality	no support for foreign students/researchers
not_only_female	Descriptions that describe problems also men have, e.g. 'my supervisor has no appointment for me'. Use it only if the description doesn't contain the female sex as reason. Add another label to describe the issue more detailed.
Meet_expectations	different expectations towards men and women
visibility	unintentional not seeing of women in research. (Not for visibility issues in discussions. For this, cf. Self_confidence). Examples for visibility: Men are talking to men on conferences, or invited more probable to talks/ debates, often people cite more familiar authors: if men then men
No_reason	Only if description is given, but no explanation/ detailed reason is given
Self_confidence	Women have problems to be confident like men, problems during discussions or when they try to share their ideas etc.; afraid to discuss some topics (in bottom up processes)
Undermining	This label is NOT meant if women are unintentionally undermined in debates (Then go to Self_confidence)! This label relates to an intentional process where men move themselves in the foreground and women are considered less, e.g. not accepted as first author even if the did the most work for a paper, or the wishes of women are intentionally ignored, often ignored, being talked over and ignored
Expertise_perception	describes the external perception of the person's expertise/competence
Restricted_access	The person was not allowed to attend a conference/event (NOT caused by the boss(go to Undermining), but by a country or the conference itself)
parenting	this label relates to parenting issues e.g. having less time because of children, you cannot move easily if you have children (as required as a researcher), doing housekeeping
conflict_ability_	verbal fights or hierarchical orders are used to fight against other women and to suppress them.
across_women	
cultural_clothing	In different countries, different clothes are considered appropriate for women, e.g., hijab. This label describes problems with finding out what is appropriate in the respective country as well as judgment because of traditional clothes she wants to wear.
Conventions	it is problematic to find out what to do/wear as a women because there are no established conventions for women (e.g., what to wear) or she does not want to follow existing conventions (e.g., not trying to do everything as expected from women (e.g., being nice and quiet) which does not help with pursuing a career and wastes a lot of time)
naming_problem	Problems related to name changing, spelling, etc.
Not_suitable_	Equipment is not suitable for women (e.g., too high) or they do not get appropriate equipment (e.g., only computer with small disk space). No availability to resources (e.g., papers, ...). Limited resources due to corona.
equipment	
no_safety	workplace or the way from/to there is not safe for women.
inequality_in_hiring	Women are not hired because employers are afraid they're going to get pregnant, will not be flexible because of family, prefer men first (for e.g., W3 professor position)
Work_conditions	Inequality in working conditions, no consideration for family, limited contract period
male_communication	Men communicate different than women; weird comments/disrespectful comments from men; also language that is men-oriented; offensive behaviour, insult, sexist communication (comments and behaviour), physical and verbal harassment, male ego

Problem Label	Description
family_planning childcare supervision	issues related to family planning, hard to organize childcare / childcare is not available difficult to get appointments with your supervisor, getting no proper guidance, no support by supervisor
no_collaboration mobbing elder_care pregnancy	no collaboration inside the group mobbing (adult bullying/emotional abuse at the workplace) taking care of parents or other family members problems related to pregnancy (e.g., concentration issues, responsibilities taken away after maternity leave, ...)
family_doctor	trouble to find a doctor (e.g., gynecologist) (used together with not_only_female label)
Prejudice Politics Salary_expectation	False notion, pre-defined thoughts about women politics in workplace, not playing fair game, biased opinion getting less paid compared to the male colleagues of equal capabilities and per- formance
Men_promote_men	men promote men, ignore women, male network (e.g., social events (maybe) unintentionally) men-oriented, old men network, less women in the team
Limited_religious_ freedom not_mentioned	limits in expressing religion at the workplace (e.g., not allowed to wear a cross necklace/hijab) no explanation provided
NO-Support-for- Equality-Projects	not support for equality projects available
Young_preferred	younger employees are preferred

Solution Label	Description
Giving_up No_solution	describes that no real solution was found and giving up describes no solution for the problem, ignores the problem or the person concerned
Strengthen_self- esteem help_by_others, help_other (used as synonyms)	focus on yourself, strengthen your self-confidence, be confident of your own re- sults/ abilities, being straight forward, communicate directly others help with that problem, talk to mentors about the problem, or use offers/ initiatives especially for women, females network, making new friend/exchange relationship, asking for help via E-Mail, coaching, searching for working groups with convenient atmosphere, communicate in written form and discuss
Be_role_model change_workplace sit_out	be role model for other women or show men that women are equal to men changed position/ changed workplace wait for the end of the problematic (time) period, or try to ignore it for that time
workaround solution	create a work around for the problem If the problem was solved properly (e.g., before there was a problem about safety for the way home when having to work late -> now employer pays for a taxi)
good_daycare not_mentioned	well-organized daycare no explanation provided