



**Utrecht
University**

Report

GSLs PhD survey 2023

APPENDIX A - supplemental figures and tables

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1.1 Appendix A

Background characteristics:

Table S1. I am...		
	<i>Percentage</i>	<i>n</i>
Man	35%	156
Woman	65%	293
Non-Binary	0%	1
Prefer not to say	0%	2
Total	100%	452

Table S2. What is your nationality or what are your nationalities? <i>Multiple answers possible</i>		
	<i>Percentage</i>	<i>n</i>
Dutch	67%	303
Non-Dutch, European	19%	84
Non-Dutch, Non-European	17%	76

Table S3. Did you have to relocate for your PhD?		
	<i>Percentage</i>	<i>n</i>
Yes, relocation within NL	10%	16
Yes, relocation from within EU (including CH, IS, UK)	40%	63
Yes, relocation from outside EU	23%	36
No	28%	44
Total	100%	159

Table S4. Where did you earn your (most recent) master's degree?		
	<i>Percentage</i>	<i>n</i>
At Utrecht University	41%	184
At another Dutch university	33%	150
At a university abroad	26%	118
Total	100%	452

Table S5. Where did you earn your (most recent) bachelor's degree?		
	<i>Percentage</i>	<i>n</i>
At Utrecht University	32%	145
At another Dutch university	35%	159
At a university abroad	33%	148
Total	100%	452

Table S6. When did you start your PhD?		
	<i>Percentage</i>	<i>n</i>
Before 2016	1%	4
In 2016	1%	4
In 2017	3%	13
In 2018	4%	16
In 2019	17%	78
In 2020	17%	79
In 2021	21%	93
In 2022	26%	118
In 2023	10%	47
Total	100%	452

Table S7. How many years was your original PhD contract (excluding extensions and assuming a GO after the first year)?		
	<i>Percentage</i>	<i>n</i>
Less than 3 years	4%	17
3 years	11%	48
Between 3 and 4 years	2%	7
4 years	78%	328
More than 4 years	5%	22
Total	100%	422

Table S8. How many months of extensions did you get so far (cumulative)?		
	<i>Percentage</i>	<i>n</i>
0 months	27%	35
1-5 months	49%	63
6 -10 months	48%	23
11 months or more	6%	8
Total	100%	94

Table S9. Do you have a Medical Doctor (MD) degree or a Doctor of Veterinary Medicine (DVM) degree?		
	<i>Percentage</i>	<i>n</i>
I have a MD degree	17%	75
I have a DVM degree	3%	14
I do not have a MD or DVM degree	80%	363
Total	100%	452

Table S10. Do you find your clinical duties hindering the progress of your research?		
<i>Only for MD and DVM degree holders</i>		
	<i>Percentage</i>	<i>n</i>
Yes	21%	19
No	36%	32
Not applicable	43%	39
Total	100%	90

Table S11. Did you have to take on clinical duties even though they were not part of your contract?*Only for MD and DVM degree holders*

	<i>Percentage</i>	<i>n</i>
Yes	16%	14
No	68%	61
Not applicable	17%	15
Total	100%	90

Table S12. Did or will you become a parent during your PhD?

	<i>Percentage</i>	<i>n</i>
Yes	9%	39
No	69%	314
I don't know	22%	99
Total	100%	452

Table S13. Which Collective Labour Agreement ('CAO') do you have?

	<i>Percentage</i>	<i>n</i>
I have a UU CAO	30%	137
I have a UMCU CAO	33%	149
I have a Princess Máxima Center CAO	15%	68
I have a KNAW (Hubrecht, Westerdijk) CAO	5%	23
I have a RIVM CAO	2%	8
I am not employed and hence don't have a CAO	4%	17
I have another CAO, namely:	4%	17
I don't know	7%	33
Total	100%	452

Table S14. According to your contract, did you have the right to use parental leave?*For PhD candidates who became a parent during their PhD*

	<i>Percentage</i>	<i>n</i>
Yes, I had <u>and</u> used the right to use parental leave	55%	22
Yes, I had the right to use parental leave, but did <u>not</u> or could <u>not</u> use it (fully)	28%	11
No	18%	7
Total	100%	40

Table S16. Are you content with the supervision of your supervisory team? [3/3]*Split by PhD programme of the PhD candidates.*

	Toxicology & Environmental Health [n=11]	I am not part of a program [n=21]	Total [n=452]
No, not at all	0%	0%	2%
No	0%	14%	8%
Neutral	18%	19%	14%
Yes	64%	38%	49%
Yes, very much	18%	29%	26%
Total	100%	100%	100%

Table S17. How do you rate the communication between the members of your supervisory team?*Split by the total number of supervisors and co-supervisors*

	1 (co-) supervisor	2 (co-) supervisors	3 (co-) supervisors	4 (co-) supervisors	More than 4 (co-) supervisors	All
Very good	13% (2)	28% (57)	36% (53)	36% (29)	x	31% (141)
Somewhat good	25% (4)	35% (72)	37% (54)	33% (26)	x	35% (157)
Neutral	19% (3)	20% (41)	14% (21)	21% (17)	x	18% (83)
Somewhat bad	13% (2)	10% (21)	10% (15)	9% (7)	x	10% (47)
Very bad	0% (0)	2% (4)	1% (2)	1% (1)	x	2% (7)
NA	31% (5)	5% (10)	1% (1)	0% (0)	x	4% (16)
Total	100% (16)	100% (205)	100% (146)	100% (68)	x	100% (451)
Average	3.5	3.8	4.0	3.9	x	3.9

Teaching:

Table S18. Do you currently have teaching tasks, or have you done this during your PhD project? Multiple answers possible

Split by institute of the PhD candidates.

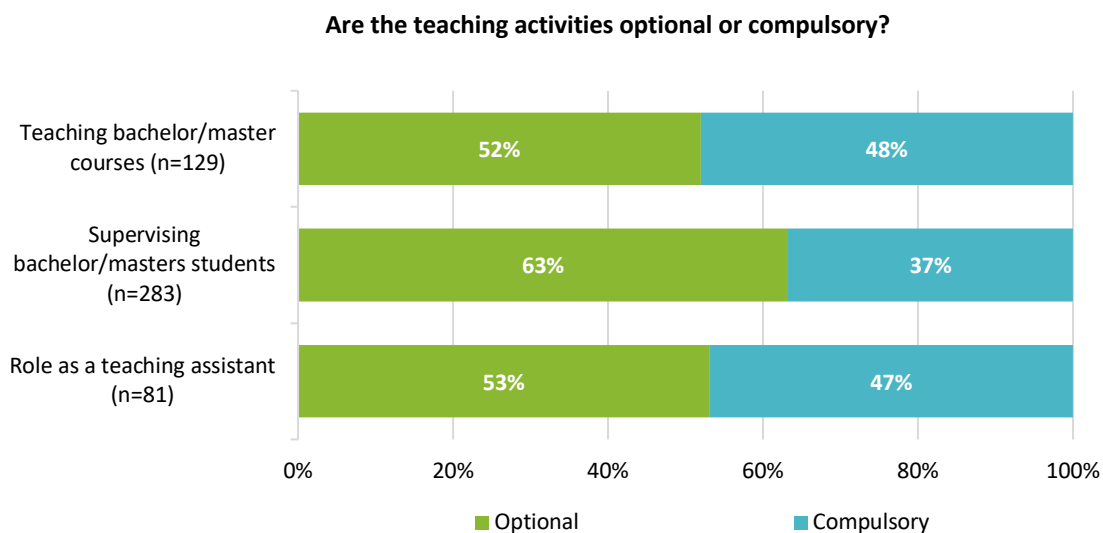
	Faculty of Science (UU) [n=126]	Faculty of Veterinary Medicine (UU) [n=42]	University Medical Centre Utrecht (UMCU) [n=170]	Hubrecht Institute [n=27]	Princess Maxima Centre (PMC) [n=72]	RIVM [n=7]	Another institute [n=8]	Total [n=452]
I teach (or have taught) bachelor/master courses	35%	48%	35%	4%	6%	0%	25%	29%
I supervise (or have supervised) bachelor/masters students	73%	67%	54%	52%	68%	71%	63%	63%
I have (or have had) a role as a teaching assistant	29%	17%	19%	4%	4%	0%	0%	18%
No, I don't do any teaching	19%	26%	27%	48%	29%	29%	38%	27%

Supplementary Table S19. Is teaching (including supervising) part of your contract?

Split by gender of the PhD candidates

	Male	Female	Non-Binary	Prefer not to say	All
Yes, but I teach less hours than stated in my contract	3% (4)	3% (8)	x	x	3% (12)
Yes, I teach the number of hours as stated in my contract	19% (30)	13% (39)	x	x	15% (69)
Yes, but I teach more hours than stated in my contract	5% (8)	6% (19)	x	x	6% (27)
Yes, but I have not taught yet	9% (14)	5% (14)	x	x	6% (28)
No, and I don't teach	20% (31)	21% (62)	x	x	21% (94)
No, but I do teach	28% (44)	32% (94)	x	x	31% (139)
I don't know	16% (25)	19% (57)	x	x	18% (83)
Total	100% (156)	100% (293)	x	x	100% (452)

Figure S1. Are the teaching activities optional or compulsory?



PhD work environment and planning:

Table S20. Working in weekends is not frowned upon within my department.

Split by institute of the PhD candidates.

	Faculty of Science (UU) [n=126]	Faculty of Veterinary Medicine (UU) [n=41]	University Medical Centre Utrecht (UMCU) [n=170]	Hubrecht Institute [n=27]	Princess Maxima Centre (PMC) [n=72]	RIVM [n=7]	Another institute [n=7]	Total [n=450]
Totally agree	18% (23)	22% (9)	18% (30)	33% (9)	19% (14)	14% (1)	43% (3)	20% (89)
Agree	37% (47)	34% (14)	32% (54)	41% (11)	36% (26)	57% (4)	0% (0)	35% (156)
Neutral	28% (35)	24% (10)	25% (43)	19% (5)	21% (15)	29% (2)	14% (1)	25% (111)
Disagree	10% (13)	10% (4)	18% (31)	7% (2)	19% (14)	0% (0)	29% (2)	15% (66)
Totally disagree	3% (4)	7% (3)	3% (5)	0% (0)	3% (2)	0% (0)	0% (0)	3% (14)
NA	3% (4)	2% (1)	4% (7)	0% (0)	1% (1)	0% (0)	14% (1)	3% (14)
Total	100% (126)	100% (41)	100% (170)	100% (27)	100% (163)	100% (7)	100% (7)	100% (450)
Average	3.6	3.6	3.4	4.0	3.5	3.9	3.7	3.6

Table S21. When assessing your PhD, do(es) your supervisor(s) take into account:

Split by starting year of PhD.

Quality of research

Starting year:	Before 2016	2016	2017	2018	2019	2020	2021	2022	2023	All
Yes very much	x	x	69% (9)	38% (6)	42% (33)	35% (28)	41% (38)	44% (52)	39% (18)	41% (187)
Yes	x	x	31% (4)	44% (7)	46% (36)	58% (46)	54% (50)	50% (59)	48% (22)	51% (229)
Neutral	x	x	0% (0)	6% (1)	6% (5)	6% (5)	3% (3)	2% (2)	2% (1)	4% (17)
No	x	x	0% (0)	13% (2)	4% (3)	0% (0)	1% (1)	0% (0)	0% (0)	1% (6)
No not at all	x	x	0% (0)	0% (0)	1% (1)	0% (0)	0% (0)	1% (1)	0% (0)	0% (2)
NA	x	x	0% (0)	0% (0)	0% (0)	0% (0)	1% (1)	3% (4)	11% (5)	2% (10)
Total	x	x	100% (13)	100% (16)	100% (78)	100% (79)	100% (93)	100% (118)	100% (46)	100% (351)
Average	x	x	4.7	4.1	4.2	4.3	4.4	4.4	4.4	4.3

Progress

Starting year:	Before 2016	2016	2017	2018	2019	2020	2021	2022	2023	All
Yes very much	x	x	23% (3)	19% (3)	18% (14)	28% (22)	19% (18)	23% (27)	17% (8)	21% (95)
Yes	x	x	62% (8)	69% (11)	67% (52)	63% (50)	68% (63)	68% (80)	65% (30)	67% (300)
Neutral	x	x	0% (0)	6% (1)	12% (9)	5% (4)	8% (7)	5% (6)	4% (2)	7% (30)
No	x	x	8% (1)	0% (0)	3% (2)	3% (2)	3% (3)	1% (1)	2% (1)	2% (11)
No not at all	x	x	8% (1)	6% (1)	0% (0)	0% (0)	1% (1)	0% (0)	0% (0)	1% (3)
NA	x	x	0% (0)	0% (0)	1% (1)	1% (1)	1% (1)	3% (4)	11% (5)	3% (12)
Total	x	x	100% (13)	100% (16)	100% (78)	100% (76)	100% (93)	100% (118)	100% (46)	100% (451)
Average	x	x	3.8	3.9	4.0	4.2	4.0	4.2	4.1	4.1

Personal development

<i>Starting year:</i>	<i>Before 2016</i>	<i>2016</i>	<i>2017</i>	<i>2018</i>	<i>2019</i>	<i>2020</i>	<i>2021</i>	<i>2022</i>	<i>2023</i>	<i>All</i>
Yes very much	x	x	0% (0)	13% (2)	19% (15)	15% (12)	17% (16)	19% (23)	20% (9)	17% (78)
Yes	x	x	46% (6)	56% (9)	47% (37)	56% (44)	51% (47)	57% (67)	57% (26)	53% (240)
Neutral	x	x	15% (2)	25% (4)	15% (12)	20% (16)	18% (17)	14% (17)	4% (2)	16% (72)
No	x	x	8% (1)	0% (0)	13% (10)	5% (4)	12% (11)	5% (6)	11% (5)	8% (38)
No not at all	x	x	31% (4)	6% (1)	5% (4)	1% (1)	1% (1)	1% (1)	0% (0)	3% (12)
NA	x	x	0% (0)	0% (0)	0% (0)	3% (2)	1% (1)	3% (4)	9% (4)	2% (11)
Total	x	x	100% (13)	100% (16)	100% (78)	100% (79)	100% (93)	100% (118)	100% (46)	100% (451)
Average	x	x	2.8	3.7	3.6	3.8	3.7	3.9	3.9	3.8

Amount of publications

<i>Starting year:</i>	<i>Before 2016</i>	<i>2016</i>	<i>2017</i>	<i>2018</i>	<i>2019</i>	<i>2020</i>	<i>2021</i>	<i>2022</i>	<i>2023</i>	<i>All</i>
Yes very much	x	x	38% (5)	25% (4)	21% (16)	9% (7)	14% (13)	12% (14)	7% (3)	14% (63)
Yes	x	x	54% (7)	44% (7)	49% (38)	63% (50)	57% (53)	63% (74)	46% (21)	57% (257)
Neutral	x	x	0% (0)	19% (3)	17% (13)	18% (14)	14% (13)	15% (18)	17% (8)	15% (69)
No	x	x	0% (0)	6% (1)	10% (8)	9% (7)	10% (9)	6% (7)	9% (4)	8% (36)
No not at all	x	x	8% (1)	6% (1)	3% (2)	1% (1)	2% (2)	0% (0)	2% (1)	2% (8)
NA	x	x	0% (0)	0% (0)	1% (1)	0% (0)	3% (3)	4% (5)	20% (9)	4% (18)
Total	x	x	100% (13)	100% (16)	100% (78)	100% (79)	100% (93)	100% (118)	100% (46)	100% (451)
Average	x	x	4.2	3.8	3.8	3.7	3.7	3.8	3.6	3.8

Presenting data at e.g. conferences

<i>Starting year:</i>	<i>Before 2016</i>	<i>2016</i>	<i>2017</i>	<i>2018</i>	<i>2019</i>	<i>2020</i>	<i>2021</i>	<i>2022</i>	<i>2023</i>	<i>All</i>
Yes very much	x	x	15% (2)	6% (1)	9% (7)	19% (15)	17% (16)	11% (13)	17% (8)	14% (62)
Yes	x	x	38% (5)	50% (8)	58% (45)	66% (52)	56% (52)	73% (86)	52% (24)	61% (274)
Neutral	x	x	15% (2)	31% (5)	22% (17)	13% (10)	19% (18)	11% (13)	17% (8)	17% (76)
No	x	x	8% (1)	6% (1)	10% (8)	1% (1)	5% (5)	2% (2)	0% (0)	5% (21)
No not at all	x	x	23% (3)	6% (1)	1% (1)	1% (1)	1% (1)	0% (0)	0% (0)	2% (7)
NA	x	x	0% (0)	0% (0)	0% (0)	0% (0)	1% (1)	3% (4)	13% (6)	2% (11)
Total	x	x	100% (13)	100% (16)	100% (78)	100% (79)	100% (93)	100% (118)	100% (46)	100% (451)
Average	x	x	3.2	3.4	3.6	4.0	3.8	4.0	4.0	3.8

Participating in training and courses

<i>Starting year:</i>	<i>Before 2016</i>	<i>2016</i>	<i>2017</i>	<i>2018</i>	<i>2019</i>	<i>2020</i>	<i>2021</i>	<i>2022</i>	<i>2023</i>	<i>All</i>
Yes very much	x	x	0% (0)	0% (0)	3% (2)	5% (4)	9% (8)	7% (8)	11% (5)	6% (27)
Yes	x	x	38% (5)	25% (4)	32% (25)	47% (37)	41% (38)	50% (59)	50% (23)	43% (193)
Neutral	x	x	15% (2)	56% (9)	32% (25)	34% (27)	32% (30)	25% (29)	17% (8)	30% (135)
No	x	x	23% (3)	6% (1)	23% (18)	10% (8)	13% (12)	14% (16)	11% (5)	14% (63)
No not at all	x	x	23% (3)	13% (2)	10% (8)	3% (2)	4% (4)	2% (2)	0% (0)	5% (22)
NA	x	x	0% (0)	0% (0)	0% (0)	1% (1)	1% (1)	3% (4)	11% (5)	2% (11)
Total	x	x	100% (13)	100% (16)	100% (78)	100% (79)	100% (93)	100% (118)	100% (46)	100% (451)
Average	x	x	2.7	2.9	2.9	3.4	3.4	3.5	3.7	3.3

Table S22a. Do you think you will finish your PhD before the end of your original/initial contract (finish = submit thesis)?										
<i>Split by starting year of PhD.</i>										
<i>Starting year:</i>	<i>Before 2016</i>	<i>2016</i>	<i>2017</i>	<i>2018</i>	<i>2019</i>	<i>2020</i>	<i>2021</i>	<i>2022</i>	<i>2023</i>	<i>All</i>
This has not been discussed yet	x	x	8% (1)	0% (0)	4% (3)	37% (29)	54% (50)	57% (67)	50% (23)	38% (173)
No, I will get a paid extension	x	x	31% (4)	56% (9)	56% (44)	26% (20)	10% (9)	7% (8)	2% (1)	21% (95)
Yes	x	x	0% (0)	0% (0)	18% (14)	22% (17)	28% (26)	33% (39)	35% (16)	25% (113)
No, I will work unpaid after the end of my contract (0 hour contract)	x	x	38% (5)	19% (3)	15% (12)	5% (4)	4% (4)	1% (1)	4% (2)	8% (35)
Other	x	x	23% (3)	25% (4)	6% (5)	10% (8)	4% (4)	3% (3)	9% (4)	8% (34)
Total	x	x	100% (13)	100% (16)	100% (78)	100% (78)	100% (93)	100% (118)	100% (46)	100% (450)

Table S22b. Do you think you will finish your PhD before the end of your original/initial contract (finish = submit thesis)?								
<i>Split by institute of the PhD candidates.</i>								
	<i>Faculty of Science (UU) [n=126]</i>	<i>Faculty of Veterinary Medicine (UU) [n=41]</i>	<i>University Medical Centre Utrecht (UMCU) [n=170]</i>	<i>Hubrecht Institute [n=27]</i>	<i>Princess Maxima Centre (PMC) [n=72]</i>	<i>RIVM [n=7]</i>	<i>Another institute [n=7]</i>	<i>Total [n=450]</i>
This has not been discussed yet	38% (48)	37% (15)	41% (69)	37% (10)	35% (25)	43% (3)	43% (3)	38% (173)
No, I will get a paid extension	17% (22)	15% (6)	21% (36)	48% (13)	19% (14)	29% (2)	29% (2)	21% (95)
Yes	28% (35)	29% (12)	25% (42)	0% (0)	28% (20)	29% (2)	29% (2)	25% (113)
No, I will work unpaid after the end of my contract (0 hour contract)	10% (13)	2% (1)	7% (12)	4% (1)	11% (8)	0% (0)	0% (0)	8% (35)
Other	6% (8)	17% (7)	6% (11)	11% (3)	7% (5)	0% (0)	0% (0)	8% (34)
This has not been discussed yet	38% (48)	37% (15)	41% (69)	37% (10)	35% (25)	43% (3)	43% (3)	38% (173)
Total	100% (126)	100% (41)	100% (170)	100% (27)	100% (163)	100% (7)	100% (7)	100% (450)

Table S23. Please state how each of the following aspects of your work experience has changed from the start of your PhD up to present-day.								
<i>Split by starting year of PhD.</i>								
<i>Your involvement in your research group.</i>								
<i>Starting year:</i>	<i>Before 2016</i>	<i>2016</i>	<i>2017</i>	<i>2018</i>	<i>2019</i>	<i>2020</i>	<i>2021</i>	<i>All</i>
Better	x	x	38% (5)	25% (4)	49% (38)	46% (36)	40% (37)	43% (123)
Somewhat better	x	x	15% (2)	25% (4)	23% (18)	33% (26)	29% (27)	27% (78)
About the same	x	x	15% (2)	25% (4)	13% (10)	11% (9)	22% (20)	16% (47)
Somewhat worse	x	x	23% (3)	25% (4)	10% (8)	6% (5)	6% (6)	9% (26)
Worse	x	x	8% (1)	0% (0)	4% (3)	1% (1)	0% (0)	2% (6)
NA	x	x	0% (0)	0% (0)	1% (1)	3% (2)	3% (3)	2% (7)
Total	x	x	100% (13)	100% (16)	100% (78)	100% (79)	100% (93)	100% (287)
Average	x	x	3.5	3.5	4.0	4.2	4.1	4.0

The quality of contact with your direct colleagues.

<i>Starting year:</i>	<i>Before 2016</i>	<i>2016</i>	<i>2017</i>	<i>2018</i>	<i>2019</i>	<i>2020</i>	<i>2021</i>	<i>All</i>
Better	x	x	31% (4)	25% (5)	42% (33)	44% (35)	42% (39)	41% (119)
Somewhat better	x	x	8% (1)	19% (3)	32% (25)	28% (22)	31% (29)	28% (81)
About the same	x	x	15% (2)	38% (6)	12% (9)	20% (16)	18% (17)	18% (52)
Somewhat worse	x	x	23% (3)	19% (3)	9% (7)	4% (3)	4% (4)	7% (20)
Worse	x	x	23% (3)	0% (0)	4% (3)	3% (2)	1% (1)	3% (9)
NA	x	x	0% (0)	0% (0)	1% (1)	1% (1)	3% (3)	2% (6)
Total	x	x	100% (13)	100% (16)	100% (78)	100% (79)	100% (93)	100% (287)
Average	x	x	3.0	3.5	4.0	4.1	4.1	4.0

Your level of pride in your work.

<i>Starting year:</i>	<i>Before 2016</i>	<i>2016</i>	<i>2017</i>	<i>2018</i>	<i>2019</i>	<i>2020</i>	<i>2021</i>	<i>All</i>
Better	x	x	38% (5)	38% (6)	29% (23)	28% (22)	31% (29)	31% (89)
Somewhat better	x	x	31% (4)	19% (3)	32% (25)	32% (25)	22% (20)	27% (77)
About the same	x	x	8% (1)	13% (2)	15% (12)	19% (15)	27% (25)	20% (58)
Somewhat worse	x	x	0% (0)	31% (5)	17% (13)	19% (15)	19% (18)	18% (51)
Worse	x	x	23% (3)	0% (0)	5% (4)	3% (2)	0% (0)	3% (10)
NA	x	x	0% (0)	0% (0)	1% (1)	0% (0)	1% (1)	1% (2)
Total	x	x	100% (13)	100% (16)	100% (78)	100% (79)	100% (93)	100% (287)
Average	x	x	3.6	3.6	3.6	3.6	3.7	3.6

The quality of contact with your supervisory team.

<i>Starting year:</i>	<i>Before 2016</i>	<i>2016</i>	<i>2017</i>	<i>2018</i>	<i>2019</i>	<i>2020</i>	<i>2021</i>	<i>All</i>
Better	x	x	15% (2)	19% (3)	19% (15)	23% (18)	32% (30)	25% (71)
Somewhat better	x	x	15% (2)	25% (4)	45% (35)	42% (33)	26% (24)	34% (99)
About the same	x	x	23% (3)	50% (8)	21% (16)	25% (20)	34% (32)	28% (81)
Somewhat worse	x	x	15% (2)	0% (0)	9% (7)	8% (6)	5% (5)	8% (22)
Worse	x	x	31% (4)	6% (1)	5% (4)	3% (2)	1% (1)	4% (12)
NA	x	x	0% (0)	0% (0)	1% (1)	0% (0)	1% (1)	1% (2)
Total	x	x	100% (13)	100% (16)	100% (78)	100% (79)	100% (93)	100% (287)
Average	x	x	2.7	3.5	3.6	3.7	3.8	3.7

The level of working together in your research group.

<i>Starting year:</i>	<i>Before 2016</i>	<i>2016</i>	<i>2017</i>	<i>2018</i>	<i>2019</i>	<i>2020</i>	<i>2021</i>	<i>All</i>
Better	x	x	8% (1)	19% (3)	22% (17)	29% (23)	30% (28)	26% (75)
Somewhat better	x	x	23% (3)	38% (6)	35% (27)	39% (31)	29% (27)	33% (95)
About the same	x	x	15% (2)	31% (5)	24% (19)	20% (16)	27% (25)	24% (69)
Somewhat worse	x	x	23% (3)	6% (1)	12% (9)	8% (6)	10% (9)	10% (29)
Worse	x	x	31% (4)	6% (1)	6% (5)	3% (2)	1% (1)	5% (13)
NA	x	x	0% (0)	0% (0)	1% (1)	1% (1)	3% (3)	2% (6)
Total	x	x	100% (13)	100% (16)	100% (78)	100% (79)	100% (93)	100% (287)
Average	x	x	2.5	3.6	3.5	3.9	3.8	3.7

Your level of job security after your PhD project.								
<i>Starting year:</i>	<i>Before 2016</i>	<i>2016</i>	<i>2017</i>	<i>2018</i>	<i>2019</i>	<i>2020</i>	<i>2021</i>	<i>All</i>
Better	x	x	8% (1)	25% (4)	15% (12)	15% (12)	20% (19)	18% (52)
Somewhat better	x	x	31% (4)	13% (2)	26% (20)	34% (27)	22% (20)	26% (74)
About the same	x	x	31% (4)	38% (6)	42% (33)	34% (27)	41% (38)	38% (109)
Somewhat worse	x	x	15% (2)	6% (1)	13% (10)	9% (7)	8% (7)	9% (27)
Worse	x	x	15% (2)	13% (2)	3% (2)	1% (1)	3% (3)	4% (11)
NA	x	x	0% (0)	6% (1)	1% (1)	6% (5)	6% (6)	5% (14)
Total	x	x	100% (13)	100% (16)	100% (78)	100% (79)	100% (93)	100% (287)
Average	x	x	3.0	3.3	3.4	3.6	3.5	3.5

Table S24. Did you feel that you had enough support during the start of your PhD?

Split by starting year of PhD.

<i>Starting year:</i>	<i>Before 2016</i>	<i>2016</i>	<i>2017</i>	<i>2018</i>	<i>2019</i>	<i>2020</i>	<i>2021</i>	<i>2022</i>	<i>All</i>
Yes, very much	x	x	0% (0)	0% (0)	14% (11)	11% (9)	10% (9)	8% (10)	10% (39)
Yes	x	x	31% (4)	50% (8)	31% (24)	46% (36)	35% (33)	53% (63)	42% (171)
Neutral	x	x	23% (3)	25% (4)	13% (10)	15% (12)	18% (17)	22% (26)	19% (75)
No	x	x	23% (3)	19% (3)	24% (19)	19% (15)	25% (23)	12% (14)	19% (77)
No, not at all	x	x	23% (3)	6% (1)	18% (14)	9% (7)	12% (11)	4% (5)	11% (43)
NA	x	x	0% (3)	0% (0)	0% (0)	0% (0)	0% (0)	0% (0)	0% (0)
Total	x	x	100% (13)	100% (16)	100% (78)	100% (79)	100% (93)	100% (118)	100% (405)
Average	x	x	2.6	3.2	3.0	3.3	3.1	3.5	3.2

Table S25. How useful were the following sources during your PhD (if you made use of them)?

Split by PhD programme of the PhD candidates.

	Biomembranes	Cancer, Stem Cells and Developmental Biology	Cardiovascular Research	Clinical and Experimental Neuroscience	Clinical and Translational Oncology	Computational Life Sciences	Drug Innovation	Environmental Biology	Epidemiology	Infection and Immunity	Life Sciences Education Research	Medical Imaging	Molecular Life Sciences	Regenerative Medicine	Toxicology & Environmental Health	I am not part of a program	All
My PhD programme (coordinator or website)																	
Very useful	8% (1)	12% (6)	11% (1)	0% (0)	13% (3)	18% (2)	16% (6)	23% (3)	29% (6)	0% (0)	33% (3)	0% (0)	7% (1)	8% (1)	13% (1)	0% (0)	12% (34)
Somewhat useful	25% (3)	33% (17)	33% (3)	57% (4)	52% (12)	45% (5)	34% (13)	46% (6)	10% (2)	31% (9)	11% (1)	43% (6)	20% (3)	54% (7)	75% (6)	29% (4)	35% (101)
Neutral	33% (4)	24% (12)	22% (2)	29% (2)	17% (4)	18% (2)	24% (9)	8% (1)	24% (5)	21% (6)	11% (1)	43% (6)	47% (7)	15% (2)	13% (1)	0% (0)	22% (64)
Not useful	25% (3)	12% (6)	11% (1)	0% (0)	4% (1)	0% (0)	16% (6)	8% (1)	14% (3)	28% (8)	0% (0)	14% (2)	13% (2)	23% (3)	0% (0)	14% (2)	13% (38)
Not at all useful	0% (0)	8% (4)	11% (1)	14% (1)	4% (1)	0% (0)	5% (2)	15% (2)	14% (3)	10% (3)	0% (0)	0% (0)	7% (1)	0% (0)	0% (0)	7% (1)	7% (19)
NA	8% (1)	12% (6)	11% (1)	0% (0)	9% (2)	18% (2)	5% (2)	0% (0)	10% (2)	10% (3)	44% (4)	0% (0)	7% (1)	0% (0)	0% (0)	50% (7)	11% (31)
Total	100% (12)	100% (51)	100% (9)	100% (7)	100% (23)	100% (11)	100% (38)	100% (13)	100% (21)	100% (29)	100% (9)	100% (14)	100% (15)	100% (13)	100% (8)	100% (14)	100% (287)
Average	3.2	3.3	3.3	3.3	3.7	4.0	3.4	3.5	3.3	2.8	4.4	3.3	3.1	3.5	4.0	3.0	3.4

Table S26. How useful were the following sources during your PhD (if you made use of them)?

Split by institute of the PhD candidates.

My institute website								
	Faculty of Science (UU)	Faculty of Veterinary Medicine (UU)	University Medical Centre Utrecht (UMCU)	Hubrecht Institute	Princess Maxima Centre (PMC)	RIVM	Another institute	All
Very useful	5% (4)	3% (1)	4% (4)	7% (1)	4% (2)	0% (0)	20% (1)	5% (13)
Somewhat useful	19% (13)	14% (4)	26% (25)	27% (4)	23% (12)	20% (1)	40% (2)	22% (64)
Neutral	27% (17)	21% (6)	23% (22)	7% (1)	13% (7)	0% (0)	0% (0)	21% (59)
Not useful	30% (34)	38% (11)	21% (20)	33% (5)	31% (16)	60% (3)	0% (0)	28% (81)
Not at all useful	3% (13)	7% (2)	14% (13)	13% (2)	13% (7)	0% (0)	0% (0)	9% (27)
NA	16% (6)	17% (5)	12% (11)	13% (2)	15% (8)	20% (1)	40% (2)	15% (43)
Total	100% (86)	100% (29)	100% (95)	100% (15)	100% (52)	100% (5)	100% (5)	100% (287)
Average	2.9	2.6	2.8	2.8	2.7	2.5	4.3	2.8

Table S27. Most and least useful sources during their PhD

Split by PhD programme of the PhD candidates.

	Biomembranes	Cancer, Stem Cells and Developmental Biology	Cardiovascular Research	Clinical and Experimental Neuroscience	Clinical and Translational Oncology	Computational Life Sciences	Drug Innovation	Environmental Biology	Epidemiology	Infection and Immunity	Life Sciences Education Research	Medical Imaging	Molecular Life Sciences	Regenerative Medicine	Toxicology & Environmental Health	I am not part of a program	All
Most useful	Peers	Peers	Peers	Peers	Peers	Supervisor (s)	Peers	Peers	Peers	Peers	Supervisor (s)	Supervisor (s)	Peers	Peers	Peers	Peers	Peers
Least useful	My institute website	My institute website	My institute website	My institute website	My institute website	My institute website	My institute website	My institute website	UU website	My institute website	My institute website	My institute website	My institute website	My institute website	My institute website	GSLS PhD Update	My institute website

Table S28. Most and least useful sources during the start of their PhD

Split by institute of the PhD candidates.

	Faculty of Science (UU)	Faculty of Veterinary Medicine (UU)	University Medical Centre Utrecht (UMCU)	Hubrecht Institute	Princess Maxima Centre (PMC)	RIVM	Another institute	All
Most useful	Peers	Peers	Peers	Peers	Peers	Peers	Supervisor(s)	Peers
Least useful	My institute website	My institute website	My institute website	My institute website	My institute website	My institute website	GSLS PhD Update	My institute website

Table S29. I do not feel constrained to take leave by my supervisors

Split by the overall content with the supervision

		<i>Are you content with the supervision of your supervisory team?</i>						
		No, not at all	No	Neutral	Yes	Yes, very much	NA	All
<i>I do not feel constrained to take leave by my supervisors</i>	Totally agree	9% (1)	15% (5)	29% (19)	24% (53)	52% (62)	x	31% (140)
	Agree	55% (6)	32% (11)	34% (22)	51% (114)	39% (46)	x	44% (199)
	Neutral	0% (0)	18% (6)	17% (11)	14% (32)	3% (4)	x	12% (53)
	Disagree	18% (2)	29% (10)	15% (10)	8% (17)	4% (5)	x	10% (44)
	Totally disagree	18% (2)	3% (1)	2% (1)	0% (1)	0% (0)	x	1% (5)
	NA	0% (0)	3% (1)	3% (2)	3% (6)	2% (2)	x	2% (11)
	Total	100% (11)	100% (34)	100% (65)	100% (223)	100% (119)	x	100% (452)
	Average	3.2	3.3	3.8	3.9	4.4	x	4.0

Equality, Diversity and Inclusivity:

Table S30. I feel welcome and included at my institute.

Split by institute of the PhD candidates.

	Faculty of Science (UU) [n=126]	Faculty of Veterinary Medicine (UU) [n=41]	University Medical Centre Utrecht (UMCU) [n=170]	Hubrecht Institute [n=27]	Princess Maxima Centre (PMC) [n=72]	RIVM [n=7]	Another institute [n=8]	Total [n=451]
Totally disagree	0%	0%	2%	0%	0%	0%	0%	1%
Disagree	4%	7%	6%	4%	1%	0%	0%	4%
Neutral	13%	15%	10%	11%	8%	0%	0%	11%
Agree	57%	49%	50%	67%	60%	57%	25%	54%
Totally agree	26%	29%	31%	19%	29%	43%	63%	29%
NA	0%	0%	2%	0%	1%	0%	13%	1%
Total	100%	100%	100%	100%	100%	100%	100%	100%

Table S31a. My institute gives equal opportunities to all people, regardless of ethnicity, religion, gender, sexual orientation, disability, etc.

Split by institute of the PhD candidates.

	Faculty of Science (UU) [n=126]	Faculty of Veterinary Medicine (UU) [n=42]	University Medical Centre Utrecht (UMCU) [n=170]	Hubrecht Institute [n=27]	Princess Maxima Centre (PMC) [n=72]	RIVM [n=7]	Another institute [n=8]	Total [n=452]
Totally disagree	6%	2%	2%	0%	1%	0%	0%	3%
Disagree	10%	17%	8%	15%	13%	0%	0%	10%
Neutral	15%	14%	18%	26%	26%	0%	13%	18%
Agree	44%	36%	46%	37%	43%	71%	50%	44%
Totally agree	24%	24%	21%	22%	11%	29%	13%	20%
NA	1%	7%	5%	0%	6%	0%	25%	4%
Total	100%	100%	100%	100%	100%	100%	100%	100%

Table S31b. My institute gives equal opportunities to all people, regardless of ethnicity, religion, gender, sexual orientation, disability, etc.

Split by nationality of the PhD candidates.

	Dutch	Non-Dutch, European	Non-Dutch, Non-European	Multiple nationalities	All
Totally disagree	1%	6%	6%	0%	3%
Disagree	9%	10%	19%	0%	10%
Neutral	18%	14%	24%	27%	18%
Agree	50%	40%	25%	45%	44%
Totally agree	18%	25%	22%	27%	20%
NA	4%	4%	4%	0%	4%
Total	100%	100%	100%	100%	100%

Table S34. My institute provides sufficient support to employees who do not speak Dutch.*Split by nationality of the PhD candidates.*

	Dutch	Non-Dutch, European	Non-Dutch, Non- European	Multiple nationalities	All
Totally agree	18% (54)	19% (15)	22% (16)	0% (0)	19% (85)
Agree	42% (122)	44% (34)	38% (27)	45% (5)	42% (188)
Neutral	16% (48)	17% (13)	13% (9)	27% (3)	16% (73)
Disagree	9% (27)	13% (10)	21% (15)	9% (1)	12% (53)
Totally disagree	1% (3)	5% (4)	7% (5)	0% (0)	3% (12)
NA	13% (39)	1% (1)	0% (0)	18% (2)	9% (42)
Total	100% (293)	100% (77)	100% (72)	100% (11)	100% (453)

Mental Health and Wellbeing

Table S35: Difference between actual working hours and hours according to contract

Split by PhD programme of the PhD candidates.

	Biomembranes	Cancer, Stem Cells and Developmental Biology	Cardiovascular Research	Clinical and Experimental Neuroscience	Clinical and Translational Oncology	Computational Life Sciences	Drug Innovation	Environmental Biology	Epidemiology	Infection and Immunity	Life Sciences Education Research	Medical Imaging	Molecular Life Sciences	Regenerative Medicine	Toxicology & Environmental Health	I am not part of a program	Total
Significantly less (more than 10 hours less)	0% (0)	1% (1)	8% (1)	0% (0)	0% (0)	0% (0)	0% (0)	5% (1)	3% (1)	0% (0)	0% (0)	0% (0)	0% (0)	0% (0)	0% (0)	0% (0)	1% (4)
Less (4-10 hours less)	0% (0)	0% (0)	8% (1)	0% (0)	4% (1)	7% (1)	0% (0)	0% (0)	6% (2)	0% (0)	0% (0)	0% (0)	0% (0)	5% (1)	0% (0)	6% (1)	2% (7)
More or less the amount of hours stated in my contract	47% (7)	11% (8)	8% (1)	40% (6)	50% (14)	50% (7)	51% (23)	60% (12)	36% (13)	20% (9)	85% (11)	48% (11)	41% (9)	26% (5)	64% (7)	29% (5)	36% (148)
More (4-10 hours more)	40% (6)	74% (56)	69% (9)	47% (7)	36% (10)	21% (3)	47% (21)	20% (4)	50% (18)	66% (29)	15% (2)	43% (10)	50% (11)	42% (8)	36% (4)	41% (7)	50% (205)
Significantly more (more than 10 hours more)	13% (2)	14% (11)	8% (1)	13% (2)	11% (3)	21% (3)	2% (1)	15% (3)	6% (2)	14% (6)	0% (10)	9% (2)	9% (2)	26% (5)	0% (0)	24% (4)	11% (47)
Total	100% (15)	100% (76)	100% (13)	100% (15)	100% (28)	100% (14)	100% (45)	100% (20)	100% (36)	100% (44)	100% (13)	100% (23)	100% (22)	100% (19)	100% (11)	100% (17)	100% (411)

Table S36: Difference between actual working hours and hours according to contract*Split by institute of the PhD candidates.*

	Faculty of Science (UU)	Faculty of Veterinary Medicine (UU)	University Medical Centre Utrecht (UMCU)	Hubrecht Institute	Princess Maxima Centre (PMC)	RIVM	Another institute	<i>Total</i>
Significantly less (more than 10 hours less)	1% (1)	0% (0)	1% (2)	0% (0)	1% (1)	0% (0)	0% (0)	<i>1% (4)</i>
Less (4-10 hours less)	1% (1)	2% (1)	2% (3)	0% (0)	3% (2)	0% (0)	0% (0)	<i>2% (7)</i>
More or less the amount of hours stated in my contract	48% (55)	56% (23)	32% (48)	15% (4)	21% (14)	29% (2)	40% (2)	<i>36% (148)</i>
More (4-10 hours more)	38% (43)	24% (10)	56% (84)	81% (22)	58% (39)	71% (5)	40% (2)	<i>50% (205)</i>
Significantly more (more than 10 hours more)	12% (14)	17% (7)	9% (13)	4% (1)	16% (11)	0% (0)	20% (1)	<i>11% (47)</i>
Total	100% (114)	100% (41)	100% (150)	100% (27)	100% (67)	100% (7)	100% (5)	100% (411)

A safe workplace

Table S37: In the past year, did you experience your working environment as being safe as described above?

Split by PhD programme of the PhD candidates.

	Biomembranes	Cancer, Stem Cells and Developmental Biology	Cardiovascular Research	Clinical and Experimental Neuroscience	Clinical and Translational Oncology	Computational Life Sciences	Drug Innovation	Environmental Biology	Epidemiology	Infection and Immunity	Life Sciences Education Research	Medical Imaging	Molecular Life Sciences	Regenerative Medicine	Toxicology & Environmental Health	I am not part of a program	Total
No	7% (1)	14% (11)	13% (2)	13% (2)	10% (3)	0% (0)	2% (1)	9% (2)	9% (4)	11% (5)	0% (0)	0% (0)	29% (7)	25% (5)	9% (1)	10% (2)	10% (46)
Partially	20% (3)	30% (24)	7% (1)	20% (3)	35% (11)	13% (2)	29% (15)	26% (6)	27% (12)	43% (20)	20% (3)	12% (3)	33% (8)	45% (9)	27% (3)	24% (5)	28% (128)
Yes	73% (11)	56% (44)	80% (12)	67% (10)	55% (17)	87% (13)	69% (35)	65% (15)	64% (29)	46% (21)	80% (12)	88% (22)	38% (9)	30% (6)	64% (7)	67% (14)	61% (277)
Total	100% (15)	100% (79)	100% (15)	100% (15)	100% (31)	100% (15)	100% (51)	100% (23)	100% (45)	100% (46)	100% (15)	100% (25)	100% (24)	100% (20)	100% (11)	100% (21)	100% (451)

Table S38: Did you experience any kind of inappropriate behaviour in the past 12 months by any of your supervisors at Utrecht University /your institution?

Split by PhD programme of the PhD candidates.

	Biomembranes	Cancer, Stem Cells and Developmental Biology	Cardiovascular Research	Clinical and Experimental Neuroscience	Clinical and Translational Oncology	Computational Life Sciences	Drug Innovation	Environmental Biology	Epidemiology	Infection and Immunity	Life Sciences Education Research	Medical Imaging	Molecular Life Sciences	Regenerative Medicine	Toxicology & Environmental Health	I am not part of a program	Total
Yes	0% (0)	15% (12)	20% (3)	0% (0)	16% (5)	0% (0)	6% (3)	0% (0)	4% (2)	15% (7)	0% (0)	0% (0)	21% (5)	35% (7)	0% (0)	10% (2)	10% (46)
No	100% (15)	82% (65)	80% (12)	94% (15)	84% (26)	100% (15)	90% (46)	91% (21)	96% (43)	76% (35)	93% (14)	100% (25)	67% (16)	65% (13)	100% (11)	86% (18)	86% (390)
I don't know	0% (0)	3% (2)	0% (0)	6% (1)	0% (0)	0% (0)	4% (2)	9% (2)	0% (0)	9% (4)	7% (1)	0% (0)	13% (3)	0% (0)	0% (0)	5% (1)	4% (16)
Total	100% (15)	100% (79)	100% (15)	100% (16)	100% (31)	100% (15)	100% (51)	100% (23)	100% (45)	100% (46)	100% (15)	100% (25)	100% (24)	100% (20)	100% (11)	100% (21)	100% (452)

Table S39: Did you experience any kind of inappropriate behaviour in the past 12 months by any of your supervisors at Utrecht University /your institution?

Split by institute of the PhD candidates.

	Faculty of Science (UU)	Faculty of Veterinary Medicine (UU)	University Medical Centre Utrecht (UMCU)	Hubrecht Institute	Princess Maxima Centre (PMC)	RIVM	Another institute	Total
Yes	7% (9)	12% (5)	8% (14)	7% (2)	21% (15)	0% (0)	13% (1)	10% (46)
No	88% (111)	79% (33)	91% (155)	85% (23)	76% (55)	100% (7)	75% (6)	86% (390)
I don't know	5% (6)	10% (4)	1% (1)	7% (2)	3% (2)	0% (0)	13% (1)	4% (16)
Total	100% (126)	100% (42)	100% (170)	100% (27)	100% (72)	100% (7)	100% (8)	100% (452)

Table S40: Did you experience any kind of inappropriate behaviour in the past 12 months by any of your other colleagues at Utrecht University?

Split by PhD programme of the PhD candidates.

	Biomembranes	Cancer, Stem Cells and Developmental Biology	Cardiovascular Research	Clinical and Experimental Neuroscience	Clinical and Translational Oncology	Computational Life Sciences	Drug Innovation	Environmental Biology	Epidemiology	Infection and Immunity	Life Sciences Education Research	Medical Imaging	Molecular Life Sciences	Regenerative Medicine	Toxicology & Environmental Health	I am not part of a program	Total
Yes	20% (3)	25% (20)	20% (3)	19% (3)	23% (7)	0% (0)	22% (11)	9% (2)	4% (2)	11% (5)	7% (1)	0% (0)	29% (7)	30% (6)	27% (3)	10% (2)	17% (75)
No	80% (12)	70% (55)	80% (12)	81% (13)	74% (23)	93% (14)	69% (35)	83% (19)	93% (42)	85% (39)	87% (13)	100% (25)	63% (15)	60% (12)	73% (8)	81% (17)	78% (354)
I don't know	0% (0)	5% (4)	0% (0)	0% (0)	3% (1)	7% (1)	10% (5)	9% (2)	2% (1)	4% (2)	7% (1)	0% (0)	8% (12)	10% (2)	0% (0)	10% (2)	5% (23)
Total	100% (15)	100% (79)	100% (15)	100% (16)	100% (31)	100% (15)	100% (51)	100% (23)	100% (45)	100% (46)	100% (15)	100% (25)	100% (24)	100% (20)	100% (11)	100% (21)	100% (452)

Table S41: Did you experience any kind of inappropriate behaviour in the past 12 months by any of your other colleagues at Utrecht University?

Split by institute of the PhD candidates.

	Faculty of Science (UU)	Faculty of Veterinary Medicine (UU)	University Medical Centre Utrecht (UMCU)	Hubrecht Institute	Princess Maxima Centre (PMC)	RIVM	Another institute	Total
Yes	18% (23)	24% (10)	10% (17)	33% (9)	21% (15)	14% (1)	0% (0)	17% (75)
No	73% (92)	69% (29)	88% (149)	67% (18)	74% (53)	86% (6)	88% (7)	78% (354)
I don't know	9% (11)	7% (3)	2% (4)	0% (0)	6% (4)	0% (0)	13% (1)	5% (23)
Total	100% (126)	100% (42)	100% (170)	100% (27)	100% (72)	100% (7)	100% (8)	100% (452)

Table S42: Did you experience any kind of inappropriate behaviour in the past 12 months by any of your supervisor or colleagues at Utrecht University?

Split by PhD programme of the PhD candidates.

	Biomembranes	Cancer, Stem Cells and Developmental Biology	Cardiovascular Research	Clinical and Experimental Neuroscience	Clinical and Translational Oncology	Computational Life Sciences	Drug Innovation	Environmental Biology	Epidemiology	Infection and Immunity	Life Sciences Education Research	Medical Imaging	Molecular Life Sciences	Regenerative Medicine	Toxicology & Environmental Health	I am not part of a program	Total
Yes	10% (3)	20% (32)	20% (6)	9% (3)	19% (12)	0% (0)	14% (14)	4% (2)	4% (4)	13% (12)	3% (1)	0% (0)	25% (12)	33% (13)	14% (3)	10% (4)	13% (121)
No	90% (27)	76% (120)	80% (24)	88% (28)	79% (49)	97% (29)	79% (81)	87% (40)	94% (85)	80% (74)	90% (27)	100% (50)	65% (31)	63% (25)	86% (19)	83% (35)	82% (744)
I don't know	0% (0)	4% (6)	0% (0)	3% (1)	2% (1)	3% (1)	7% (7)	9% (4)	1% (1)	7% (6)	7% (2)	0% (0)	10% (5)	5% (2)	0% (0)	7% (3)	4% (39)
Total	100% (30)	100% (158)	100% (30)	100% (32)	100% (62)	100% (30)	100% (102)	100% (46)	100% (90)	100% (92)	100% (30)	100% (50)	100% (48)	100% (40)	100% (22)	100% (42)	100% (904)

Table S43: Did you experience any kind of inappropriate behaviour in the past 12 months by any of your supervisor or colleagues at Utrecht University?

Split by institute of the PhD candidates.

	Faculty of Science (UU)	Faculty of Veterinary Medicine (UU)	University Medical Centre Utrecht (UMCU)	Hubrecht Institute	Princess Maxima Centre (PMC)	RIVM	Another institute	Total
Yes	13% (32)	18% (15)	9% (31)	20% (11)	21% (30)	7% (1)	6% (1)	13% (121)
No	81% (203)	74% (62)	89% (304)	76% (41)	75% (108)	93% (13)	81% (13)	82% (744)
I don't know	7% (17)	8% (7)	1% (5)	4% (2)	4% (6)	0% (0)	13% (2)	4% (39)
Total	100% (252)	100% (84)	100% (340)	100% (54)	100% (144)	100% (14)	100% (16)	100% (904)

Table S44: Which kind(s) of inappropriate behaviour did you experience in the past 12 months by supervisors and/or other colleagues at Utrecht University? Multiple answers possible
Split by PhD programme of the PhD candidates.

	Biomembranes	Cancer, Stem Cells and Developmental Biology	Cardiovascular Research	Clinical and Experimental Neuroscience	Clinical and Translational Oncology	Computational Life Sciences	Drug Innovation	Environmental Biology	Epidemiology	Infection and Immunity	Life Sciences Education Research	Medical Imaging	Molecular Life Sciences	Regenerative Medicine	Toxicology & Environmental Health	I am not part of a program	Total
Inappropriate manners	x	72% (18)	x	x	40% (4)	x	83% (10)	x	x	60% (6)	x	x	56% (5)	78% (7)	x	x	65% (64)
Discrimination	x	28% (7)	x	x	30% (3)	x	25% (3)	x	x	40% (4)	x	x	67% (6)	44% (4)	x	x	32% (32)
Bullying	x	16% (4)	x	x	50% (5)	x	33% (4)	x	x	20% (2)	x	x	67% (6)	22% (2)	x	x	25% (25)
Verbal intimidation/aggression	x	40% (10)	x	x	30% (3)	x	17% (2)	x	x	20% (2)	x	x	44% (4)	56% (5)	x	x	32% (32)
Physical intimidation/aggression	x	12% (3)	x	x	0% (0)	x	0% (0)	x	x	0% (0)	x	x	22% (2)	0% (0)	x	x	5% (5)
Sexual harassment	x	24% (6)	x	x	10% (1)	x	0% (0)	x	x	0% (0)	x	x	22% (2)	11% (1)	x	x	12% (12)
Other inappropriate behaviour, namely ...	x	12% (3)	x	x	20% (2)	x	33% (4)	x	x	30% (3)	x	x	44% (4)	33% (3)	x	x	24% (24)
I prefer not to say	x	0% (0)	x	x	0% (0)	x	8% (1)	x	x	0% (0)	x	x	0% (0)	0% (0)	x	x	2% (2)
Total	x	100% (25)	x	x	100% (10)	x	100% (12)	x	x	100% (10)	x	x	100% (9)	100% (9)	x	x	100% (99)

Table S45: Which kind(s) of inappropriate behaviour did you experience in the past 12 months by supervisors and/or other colleagues at Utrecht University? Multiple answers possible

Split by PhD programme of the PhD candidates.

	Faculty of Science (UU)	Faculty of Veterinary Medicine (UU)	University Medical Centre Utrecht (UMCU)	Hubrecht Institute	Princess Maxima Centre (PMC)	RIVM	Another institute	Total
Inappropriate manners	70% (19)	58% (7)	71% (17)	73% (8)	55% (12)	x	x	65% (64)
Discrimination	37% (10)	17% (2)	42% (10)	27% (3)	32% (7)	x	x	32% (32)
Bullying	41% (11)	25% (3)	13% (3)	9% (1)	32% (7)	x	x	25% (25)
Verbal intimidation/aggression	26% (7)	33% (4)	29% (7)	18% (2)	50% (11)	x	x	32% (32)
Physical intimidation/aggression	7% (2)	0% (0)	0% (0)	27% (3)	0% (0)	x	x	5% (5)
Sexual harassment	11% (3)	8% (1)	4% (1)	45% (5)	5% (1)	x	x	12% (12)
Other inappropriate behaviour, namely ...	30% (8)	42% (5)	25% (6)	9% (1)	18% (4)	x	x	24% (24)
I prefer not to say	4% (1)	0% (0)	0% (0)	0% (0)	0% (0)	x	x	2% (2)
Total	100% (27)	100% (12)	100% (24)	100% (11)	100% (22)	x	x	100% (99)

Table S46. What were the reasons for not discussing or reporting inappropriate behaviour? Multiple answers possible

For PhD candidates who experienced inappropriate behaviour and did not try to discuss or report this.

Split by starting year of the PhD candidates.

Starting year:	2016	2017	2018	2019	2020	2021	2022	2023	All
I didn't think it would better the situation.	x	x	x	50% (3)	62% (8)	57% (2)	57% (4)	x	64% (32)
I was uncertain about the consequences (e.g. future job prospects, negative impact for current work environment).	x	x	x	33% (2)	54% (7)	43% (4)	43% (3)	x	50% (25)
I didn't think it was necessary.	x	x	x	67% (4)	23% (3)	36% (5)	43% (3)	x	36% (18)
Because I am afraid no action can be taken if the report is done anonymously	x	x	x	0% (0)	15% (2)	21% (2)	14% (1)	x	16% (8)
Did not get help to find someone to report to.	x	x	x	0% (0)	15% (2)	0% (1)	0% (0)	x	6% (3)
Other	x	x	x	17% (1)	8% (1)	14% (2)	14% (1)	x	12% (6)
I prefer not to say.	x	x	x	0% (0)	8% (1)	0% (0)	0% (0)	x	2% (1)

Table S47. What were the reasons for not discussing or reporting inappropriate behaviour? Multiple answers possible
For PhD candidates who experienced inappropriate behaviour and did not try to discuss or report this.
Split by gender of the PhD candidates.

	Male	Female	Non-Binary	Prefer not to say	All
I didn't think it would better the situation.	78% (7)	60% (24)	x	x	64% (32)
I was uncertain about the consequences (e.g. future job prospects, negative impact for current work environment).	44% (4)	50% (20)	x	x	50% (25)
I didn't think it was necessary.	33% (3)	38% (15)	x	x	36% (18)
Because I am afraid no action can be taken if the report is done anonymously	33% (3)	13% (5)	x	x	16% (6)
Did not get help to find someone to report to.	11% (1)	3% (1)	x	x	6% (3)
Other	11% (1)	13% (5)	x	x	2% (6)
I prefer not to say.	0% (0)	3% (1)	x	x	12% (1)