

1.1 Appendix A

Background characteristics:

Table S1. I am...		
	<i>Percentage</i>	<i>n</i>
Male	29%	112
Female	70%	267
Non-Binary	1%	2
Prefer not to say	1%	3
Total	100%	384

Table S2. What is your nationality or what are your nationalities?	
<i>Multiple answers possible</i>	
	<i>n</i>
Dutch	265
Non-Dutch, European	70
Non-Dutch, Non-European	58

Table S3. Did you have to relocate for your PhD?		
	<i>Percentage</i>	<i>n</i>
Yes, relocation within NL	16%	62
Yes, relocation from within EU (including CH, IS, UK)	14%	53
Yes, relocation from outside EU	8%	30
No	62%	239
Total	100%	384

Table S4. Where did you earn your master's degree?		
	<i>Percentage</i>	<i>n</i>
At Utrecht University	43%	164
At another Dutch university	33%	128
At a university abroad	24%	92
Total	100%	384

Table S5. Where did you earn your bachelor's degree?		
	<i>Percentage</i>	<i>n</i>
At Utrecht University	33%	127
At another Dutch university	35%	136
At a university abroad	32%	121
Total	100%	384

Table S6. When did you start your PhD?		
	<i>Percentage</i>	<i>n</i>
In 2016	2%	7
In 2017	8%	32

In 2018	11%	41
In 2019	26%	100
In 2020	20%	77
In 2021	25%	97
In 2022	8%	30
Total	100%	384

Table S7. How many months was your original PhD contract (excluding extensions and assuming a GO after the first year)?

	<i>Percentage</i>	<i>n</i>
24 months or less	11%	38
25-47 months	16%	58
48 months	68%	240
49 months or more	5%	16
Total	100%	352

Table S8. How many months of extensions did you get so far (cumulative)?

	<i>Percentage</i>	<i>n</i>
0 months	53%	141
1-5 months	14%	37
6 -10 months	9%	25
11-20 months	16%	42
21 months or more	7%	19
Total	100%	364

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%	66
I have a DVM degree	4%	14
I do not have a MD or DVM degree	79%	304
Total	100%	384

Table S10. How much time do you spent on clinical duties per week?

Only for MD and DVM degree holders

	<i>Percentage</i>	<i>n</i>
0 hours (don't have these duties)	61%	49
0-4 hours/half day	18%	14
4-8 hours/full day	9%	7
16 hours/two days	1%	1
16-36 hours/two to four days	4%	3
Full time clinical duties (and research on the side)	8%	6
Total	100%	80

Table S11. Did or will you become a parent during your PhD?		
	<i>Percentage</i>	<i>n</i>
Yes	9%	35
No	91%	349
Total	100%	384

Table S12. Which Collective Labour Agreement ('CAO') do you have?		
	<i>Percentage</i>	<i>n</i>
I have a UMCU CAO	38%	147
I have a Hubrecht CAO	7%	26
I have a UU CAO	23%	87
I have a Princess Máxima Center CAO	11%	44
I have another CAO, namely:	8%	30
I don't know	13%	50
Total	100%	384

Table S13. According to your contract, did you have the right to use maternity/paternity leave?		
<i>For PhD candidates who became a parent during their PhD</i>		
	<i>Percentage</i>	<i>n</i>
Yes, I had and used the right to use maternity leave	43%	15
Yes, I had and used the right to use paternity leave	20%	7
Yes, I had the right to use maternity leave, but did not or could not use it (fully)	14%	5
Yes, I had the right to use paternity leave, but did not or could not use it (fully)	20%	7
No	3%	1
Total	100%	35

Table S17. Are you content with the supervision of your [first/second/third/fourth] co-supervisor? [2/3]
stratified per PhD Programme

	Environmental Biology [n=26]	Epidemiology [n=42]	Infection and Immunity [n=39]	Life Sciences Education Research [n=16]	Medical Imaging [n=16]	Molecular Life Sciences [n=6]	Regenerative Medicine [n=41]
No, not at all	0%	2%	0%	0%	0%	33%	2%
No	0%	2%	3%	25%	13%	0%	12%
Neutral	15%	2%	8%	0%	0%	17%	20%
Yes	42%	60%	38%	25%	25%	33%	27%
Yes, very much	42%	33%	44%	50%	63%	17%	34%
NA (Supervisor is not involved in my supervision)	0%	0%	8%	0%	0%	0%	5%
Total	100%	100%	100%	100%	100%	100%	100%

Table S17. Are you content with the supervision of your [first/second/third/fourth] co-supervisor? [3/3]
stratified per PhD Programme

	Toxicology & Environmental Health [n=24]	I am not part of a program [n=32]	Total [n=466]
No, not at all	0%	6%	2%
No	4%	0%	5%
Neutral	8%	13%	10%
Yes	33%	25%	37%
Yes, very much	50%	50%	43%
NA (Supervisor is not involved in my supervision)	4%	6%	3%
Total	100%	100%	100%

Table S18. 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-) super- visor	2 (co-) super- visors	3 (co-) super- visors	4 (co-) super- visors	More than 4 (co-) super- visors	All
Very good	31% (5)	34% (49)	35% (48)	37% (25)	41% (7)	35% (134)
Somewhat good	6% (1)	31% (44)	37% (51)	32% (22)	41% (7)	33% (125)
Neutral	19% (3)	19% (27)	20% (27)	21% (14)	6% (1)	19% (72)
Somewhat bad	6% (1)	7% (10)	7% (9)	4% (3)	6% (1)	6% (24)
Very bad	0% (0)	3% (4)	1% (1)	1% (1)	0% (0)	2% (6)
NA	38% (6)	7% (10)	1% (2)	4% (3)	6% (1)	6% (22)
Total	100% (16)	100% (144)	100% (138)	100% (68)	100% (17)	100% (383)
Average	4.0	3.9	4.0	4.0	4.3	4.0

Teaching:

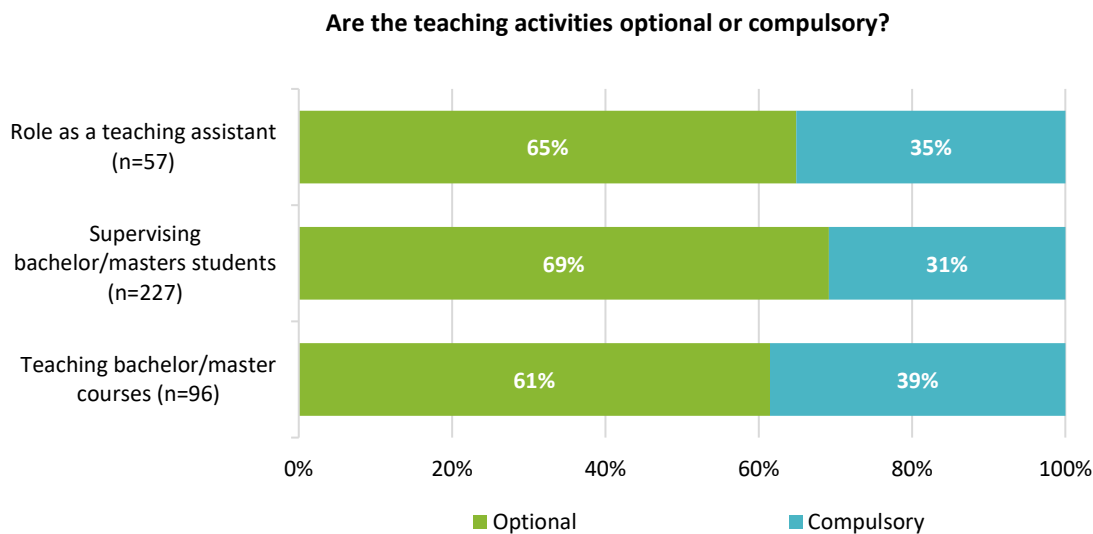
Table S19. Do you currently teach bachelor/master courses, supervise bachelor/master students or have a role as a teaching assistant, or have you done this during your PhD project? Multiple answers possible stratified per institute

	Faculty of Science (UU)	Faculty of Veterinary Medicine (UU)	Hubrecht Institute	Princess Maxima Centre (PMC)	University Medical Centre Utrecht (UMCU)	Another institute	Total
I teach (or have taught) bachelor/master courses	44%	29%	0%	2%	31%	14%	25%
I supervise (or have supervised) bachelor/masters students	73%	59%	47%	70%	57%	38%	60%
I have (or have had) a role as a teaching assistant	38%	10%	3%	0%	16%	5%	15%
No, I don't do any teaching	13%	33%	53%	30%	29%	57%	31%

Supplementary Table S20. Is teaching (including supervising) part of your contract? Split by gender of the PhD candidates

	Male	Female	Non-Binary	Prefer not to say	All
No, but I do teach	29% (32)	30% (79)	x	x	30% (113)
No, and I don't teach	28% (31)	26% (69)	x	x	26% (100)
Yes, I teach the number of hours as stated in my contract	10% (11)	7% (18)	x	x	8% (31)
Yes, but I have not taught yet	4% (4)	6% (17)	x	x	5% (21)
Yes, but I teach more hours than stated in my contract	5% (6)	4% (12)	x	x	5% (18)
Yes, but I teach less hours than stated in my contract	4% (4)	1% (2)	x	x	2% (6)
I don't know	21% (24)	26% (70)	x	x	24% (94)
Total	100% (112)	100% (267)	x	x	100% (382)

Figure S1. Are the teaching activities optional or compulsory?



PhD work environment and planning:

Table S21. Working in weekends is not frowned upon within my department.
Split by institute

	Faculty of Science (UU)	Faculty of Veterinary Medicine (UU)	Hubrecht Institute	Princess Maxima Centre (PMC)	University Medical Centre Utrecht (UMCU)	Another institute	All
Totally agree	14% (9)	17% (8)	37% (14)	30% (15)	19% (31)	14% (3)	21% (80)
Agree	43% (27)	42% (20)	26% (10)	26% (13)	40% (66)	33% (7)	37% (143)
Neutral	24% (15)	21% (10)	32% (12)	26% (13)	20% (33)	29% (6)	23% (89)
Disagree	13% (8)	13% (6)	5% (2)	14% (7)	15% (24)	5% (1)	13% (48)
Totally disagree	3% (2)	4% (2)	0% (0)	0% (0)	3% (5)	10% (2)	3% (11)
NA	3% (2)	4% (2)	0% (0)	4% (2)	2% (4)	10% (2)	3% (12)
Total	100% (63)	100% (48)	100% (38)	100% (50)	100% (163)	100% (21)	100% (383)
Average	3.5	3.6	3.9	3.8	3.6	3.4	3.6

Table S22. When assessing your PhD, do(es) your supervisor(s) take into account:
Split by starting year of PhD.

Quality of research								
Starting year:	2016	2017	2018	2019	2020	2021	2022	All
Yes very much	71% (5)	53% (17)	37% (15)	38% (38)	47% (36)	39% (38)	43% (13)	42% (162)
Yes	14% (1)	41% (13)	56% (23)	54% (54)	51% (39)	53% (51)	43% (13)	51% (194)
Neutral	0% (0)	6% (2)	7% (3)	3% (3)	1% (1)	4% (4)	3% (1)	4% (14)
No	0% (0)	0% (0)	0% (0)	2% (2)	0% (0)	0% (0)	0% (0)	1% (2)
No not at all	0% (0)	0% (0)	0% (0)	2% (2)	0% (0)	0% (0)	0% (0)	1% (2)
NA	14% (1)	0% (0)	0% (0)	1% (1)	0% (0)	4% (4)	10% (3)	2% (9)
Total	100% (7)	100% (32)	100% (41)	100% (100)	100% (76)	100% (97)	100% (30)	100% (383)
Average	4.8	4.5	4.3	4.3	4.5	4.4	4.4	4.4
Progress								
Starting year:	2016	2017	2018	2019	2020	2021	2022	All
Yes very much	14% (1)	22% (7)	32% (13)	24% (24)	30% (23)	15% (15)	43% (13)	25% (96)
Yes	71% (5)	63% (20)	51% (21)	63% (63)	61% (46)	72% (70)	40% (12)	62% (237)
Neutral	0% (0)	9% (3)	15% (6)	8% (8)	8% (6)	9% (9)	7% (2)	9% (34)
No	0% (0)	3% (1)	0% (0)	2% (2)	1% (1)	0% (0)	0% (0)	1% (4)
No not at all	0% (0)	0% (0)	2% (1)	1% (1)	0% (0)	0% (0)	0% (0)	1% (2)
NA	14% (1)	3% (1)	0% (0)	2% (2)	0% (0)	3% (3)	10% (3)	3% (10)
Total	100% (7)	100% (32)	100% (41)	100% (100)	100% (76)	100% (97)	100% (30)	100% (383)
Average	4.2	4.1	4.1	4.1	4.2	4.1	4.4	4.1
Personal development								
Starting year:	2016	2017	2018	2019	2020	2021	2022	All
Yes very much	29% (2)	28% (9)	15% (6)	15% (15)	17% (13)	18% (17)	37% (14)	19% (73)
Yes	0% (0)	31% (10)	39% (16)	46% (46)	66% (50)	58% (56)	47% (14)	50% (192)
Neutral	57% (4)	19% (6)	41% (17)	28% (28)	16% (12)	15% (15)	7% (2)	22% (84)
No	0% (0)	13% (4)	0% (0)	7% (7)	1% (1)	6% (6)	0% (0)	5% (18)

No not at all	0% (0)	9% (3)	5% (2)	2% (2)	0% (0)	0% (0)	0% (0)	2% (7)
NA	14% (1)	0% (0)	0% (0)	2% (2)	0% (0)	3% (3)	10% (11)	2% (9)
Total	100% (7)	100% (32)	100% (41)	100% (100)	100% (76)	100% (97)	100% (30)	100% (383)
Average	3.7	3.6	3.6	3.7	4.0	3.9	4.3	3.8
Amount of publications								
<i>Starting year:</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	14% (1)	9% (3)	37% (15)	16% (16)	13% (10)	9% (9)	23% (7)	16% (61)
Yes	29% (2)	59% (19)	41% (17)	64% (64)	54% (41)	56% (54)	27% (8)	54% (205)
Neutral	29% (2)	22% (7)	10% (4)	9% (9)	16% (12)	18% (17)	27% (8)	15% (59)
No	14% (1)	6% (2)	12% (5)	8% (8)	12% (9)	5% (5)	3% (1)	8% (31)
No not at all	0% (0)	3% (1)	0% (0)	0% (0)	0% (0)	0% (0)	0% (0)	0% (0)
NA	14% (1)	0% (0)	0% (0)	3% (3)	5% (4)	12% (12)	20% (6)	7% (26)
Total	100% (7)	100% (32)	100% (41)	100% (100)	100% (76)	100% (97)	100% (30)	100% (383)
Average	3.5	3.7	4.0	3.9	3.7	3.8	3.9	3.8

Table S23. Do you think you will finish your PhD before the end of your original/initial contract (finish = submit thesis)?

Split by starting year of PhD.

<i>Starting year:</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>
This has not been discussed yet	0% (0)	9% (3)	10% (4)	35% (35)	50% (38)	66% (64)	79% (23)	44% (167)
No, I will get a paid extension	14% (1)	53% (17)	59% (24)	27% (27)	14% (11)	5% (5)	3% (1)	23% (86)
Yes	29% (2)	6% (2)	20% (8)	20% (20)	33% (25)	25% (24)	17% (5)	23% (86)
No, I will work unpaid after the end of my contract (0 hour contract)	57% (4)	16% (5)	5% (2)	10% (10)	3% (2)	2% (2)	0% (0)	7% (25)
Other, namely...	0% (0)	16% (5)	7% (3)	8% (8)	0% (0)	2% (2)	0% (0)	5% (18)
Total	100% (7)	100% (32)	100% (41)	100% (100)	100% (76)	100% (97)	100% (29)	100% (18)

Table S24. Please state how each of the following aspects of your work experience has changed from the start of your PhD up to present-day.

Split by starting year of PhD.

Your involvement in your research group.						
<i>Starting year:</i>	<i>2016</i>	<i>2017</i>	<i>2018</i>	<i>2019</i>	<i>2020</i>	<i>All</i>
Better	43% (3)	31% (10)	56% (23)	38% (38)	38% (29)	40% (103)
Somewhat better	29% (2)	22% (7)	20% (8)	33% (33)	41% (31)	32% (81)
About the same	0% (0)	28% (9)	12% (5)	16% (16)	18% (14)	17% (44)
Somewhat worse	29% (2)	13% (4)	10% (4)	9% (9)	1% (1)	8% (20)
Worse	0% (0)	6% (2)	2% (1)	2% (2)	0% (0)	2% (5)
NA	0% (0)	0% (0)	0% (0)	2% (2)	1% (1)	1% (3)
Total	100% (7)	100% (32)	100% (41)	100% (100)	100% (76)	100% (256)
Average	3.9	3.6	4.2	4.0	4.2	4.0

<i>The quality of contact with your direct colleagues.</i>						
<i>Starting year:</i>	<i>2016</i>	<i>2017</i>	<i>2018</i>	<i>2019</i>	<i>2020</i>	<i>All</i>
Better	29% (2)	22% (7)	29% (12)	38% (38)	45% (34)	36% (93)
Somewhat better	29% (2)	13% (4)	27% (11)	30% (30)	38% (29)	30% (76)
About the same	14% (1)	44% (14)	22% (9)	20% (20)	12% (9)	21% (53)
Somewhat worse	29% (2)	13% (4)	15% (6)	6% (6)	4% (3)	8% (21)
Worse	0% (0)	9% (3)	7% (3)	5% (5)	0% (0)	4% (11)
NA	0% (0)	0% (0)	0% (0)	1% (1)	1% (1)	1% (2)
Total	100% (7)	100% (32)	100% (41)	100% (100)	100% (76)	100% (256)
Average	3.6	3.3	3.6	3.9	4.3	3.9
<i>Your level of pride in your work.</i>						
<i>Starting year:</i>	<i>2016</i>	<i>2017</i>	<i>2018</i>	<i>2019</i>	<i>2020</i>	<i>All</i>
Better	57% (4)	31% (10)	22% (9)	23% (23)	32% (24)	27% (70)
Somewhat better	14% (1)	25% (8)	32% (13)	36% (36)	34% (26)	33% (84)
About the same	0% (0)	19% (6)	27% (11)	24% (24)	24% (18)	23% (59)
Somewhat worse	0% (0)	9% (3)	10% (4)	9% (9)	8% (6)	9% (22)
Worse	29% (2)	16% (5)	10% (4)	8% (8)	3% (2)	8% (21)
NA	0% (0)	0% (0)	0% (0)	0% (0)	0% (0)	0% (0)
Total	100% (7)	100% (32)	100% (41)	100% (100)	100% (76)	100% (256)
Average	3.7	3.5	3.5	3.6	3.8	3.6
<i>The quality of contact with your supervisory team.</i>						
<i>Starting year:</i>	<i>2016</i>	<i>2017</i>	<i>2018</i>	<i>2019</i>	<i>2020</i>	<i>All</i>
Better	29% (2)	25% (8)	15% (6)	27% (27)	28% (21)	25% (64)
Somewhat better	43% (3)	22% (7)	29% (12)	32% (32)	37% (28)	32% (82)
About the same	0% (0)	31% (10)	37% (15)	28% (28)	22% (17)	27% (76)
Somewhat worse	29% (2)	16% (5)	10% (4)	7% (7)	11% (8)	10% (26)
Worse	0% (0)	6% (2)	10% (4)	4% (4)	0% (0)	4% (10)
NA	0% (0)	0% (0)	0% (0)	2% (2)	3% (2)	2% (4)
Total	100% (7)	100% (32)	100% (41)	100% (100)	100% (76)	100% (256)
Average	3.7	3.4	3.3	3.7	3.8	3.7
<i>The level of working together in your research group.</i>						
<i>Starting year:</i>	<i>2016</i>	<i>2017</i>	<i>2018</i>	<i>2019</i>	<i>2020</i>	<i>All</i>
Better	43% (3)	13% (4)	24% (10)	17% (17)	21% (16)	20% (50)
Somewhat better	43% (3)	31% (10)	34% (14)	47% (47)	41% (31)	41% (105)
About the same	0% (0)	44% (14)	22% (9)	20% (20)	30% (23)	26% (66)
Somewhat worse	0% (0)	6% (2)	12% (5)	10% (10)	5% (4)	8% (21)
Worse	14% (1)	6% (2)	7% (3)	5% (5)	1% (1)	5% (12)
NA	0% (0)	0% (0)	0% (0)	1% (1)	1% (1)	1% (2)
Total	100% (7)	100% (32)	100% (41)	100% (100)	100% (76)	100% (256)
Average	4.0	3.4	3.6	3.6	3.8	3.6
<i>Your level of job security after your PhD project.</i>						
<i>Starting year:</i>	<i>2016</i>	<i>2017</i>	<i>2018</i>	<i>2019</i>	<i>2020</i>	<i>All</i>
Better	43% (3)	28% (9)	24% (10)	7% (7)	16% (12)	16% (41)
Somewhat better	43% (3)	19% (6)	17% (7)	24% (24)	22% (17)	22% (57)

About the same	0% (0)	31% (10)	41% (17)	43% (43)	45% (34)	41% (104)
Somewhat worse	0% (0)	16% (5)	10% (4)	12% (12)	9% (7)	11% (28)
Worse	0% (0)	3% (1)	7% (3)	9% (9)	3% (2)	6% (15)
NA	14% (1)	3% (1)	0% (0)	5% (5)	5% (4)	4% (11)
Total	100% (7)	100% (32)	100% (41)	100% (100)	100% (76)	100% (256)
Average	4.5	3.5	3.4	3.1	3.4	3.3

Table S25. 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>2016</i>	<i>2017</i>	<i>2018</i>	<i>2019</i>	<i>2020</i>	<i>2021</i>	<i>All</i>
Yes, very much	0% (0)	3% (1)	2% (1)	16% (16)	12% (9)	11% (11)	11% (38)
Yes	57% (4)	41% (13)	37% (15)	34% (34)	45% (34)	38% (37)	39% (137)
Neutral	14% (1)	13% (4)	27% (11)	18% (18)	20% (15)	24% (23)	20% (72)
No	29% (2)	28% (9)	24% (10)	23% (23)	16% (12)	19% (18)	21% (74)
No, not at all	0% (0)	13% (4)	10% (4)	9% (9)	8% (6)	8% (8)	9% (31)
NA	0% (0)	3% (1)	0% (0)	0% (0)	0% (0)	0% (0)	0% (1)
Total	100% (7)	100% (32)	100% (41)	100% (100)	100% (76)	100% (97)	100% (353)
Average	3.3	2.9	3.0	3.3	3.4	3.3	3.2

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

Split by PhD programme of the PhD candidates.

	Biomembranes	Cancer, Stem Cells and Developmental	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
Very useful	9% (1)	6% (4)	7% (1)	0% (0)	6% (2)	10% (1)	8% (1)	0% (0)	5% (1)	9% (3)	0% (0)	0% (0)	0% (0)	6% (2)	18% (3)	12% (3)	6% (22)
Somewhat useful	0% (0)	39% (26)	20% (3)	20% (5)	29% (9)	10% (1)	75% (9)	19% (4)	16% (3)	35% (12)	19% (3)	40% (4)	38% (3)	25% (8)	41% (7)	20% (5)	29% (102)
Neutral	45% (5)	14% (9)	33% (5)	52% (13)	32% (10)	60% (6)	8% (1)	48% (10)	16% (3)	24% (8)	13% (2)	30% (3)	13% (1)	41% (13)	6% (1)	20% (5)	27% (95)
Not useful	18% (2)	18% (12)	20% (3)	16% (4)	16% (5)	20% (2)	8% (1)	14% (3)	32% (6)	12% (4)	13% (2)	10% (1)	13% (1)	19% (6)	24% (4)	4% (1)	16% (57)
Not at all useful	18% (2)	9% (6)	0% (0)	8% (2)	10% (3)	0% (0)	0% (0)	5% (1)	26% (5)	6% (2)	19% (3)	0% (0)	13% (1)	0% (0)	0% (0)	12% (3)	8% (28)
NA	9% (1)	14% (9)	20% (3)	4% (1)	6% (2)	0% (0)	0% (0)	14% (3)	5% (1)	15% (5)	38% (6)	20% (2)	25% (2)	9% (3)	12% (2)	32% (8)	14% (48)
Total	100% (11)	100% (66)	100% (15)	100% (25)	100% (31)	100% (10)	100% (12)	100% (21)	100% (19)	100% (34)	100% (16)	100% (10)	100% (8)	100% (32)	100% (17)	100% (25)	100% (352)
Average	2,6	3,2	3,2	2,9	3,1	3,1	3,8	2,9	2,4	3,3	2,5	3,4	3,0	3,2	3,6	3,2	3,1

Table S27. How useful were the following sources during the start of your PhD if you made use of them?

Split by institute of the PhD candidates.

<i>My institute</i>							
	Faculty of Science (UU)	Faculty of Veterinary Medicine (UU)	Hubrecht Institute	Princess Maxima Centre (PMC)	University Medical Centre Utrecht (UMCU)	Another institute	All
Very useful	2% (1)	16% (7)	15% (5)	4% (2)	2% (3)	17% (3)	6% (21)
Somewhat useful	24% (14)	33% (15)	44% (15)	53% (26)	28% (42)	44% (8)	34% (120)
Neutral	45% (26)	24% (11)	26% (9)	18% (9)	29% (43)	17% (3)	29% (101)
Not useful	19% (11)	16% (7)	6% (2)	10% (5)	18% (27)	11% (2)	15% (54)
Not at all useful	5% (3)	2% (1)	9% (3)	8% (4)	10% (15)	11% (2)	8% (28)
NA	5% (3)	9% (4)	0% (0)	6% (3)	12% (18)	0% (0)	8% (28)
Total	100% (58)	100% (45)	100% (34)	100% (49)	100% (148)	100% (18)	100% (352)
Average	3,0	3,5	3,5	3,4	2,9	3,4	3,2

Table S28. Most and least useful sources during the start of 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	Peers / Supervisor(s)	Supervisor(s)	Peers	Peers	Peers	Peers	Supervisor(s)	Peers	Peers	Peers	Peers	Peers
Least useful	My PhD programme website	UU website	UU website	UU website	My PhD programme website	My institute	My institute	My PhD programme website	My PhD programme website	UU website	My PhD programme website	UU website	My institute	My institute	GSLS update	UU website	UU website

Table S29. 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)	Hubrecht Institute	Princess Maxima Centre (PMC)	University Medical Centre Utrecht (UMCU)	Another institute	All
Most useful	Peers	Peers	Peers	Peers	Peers	Supervisor(s) / Peers	Peers
Least useful	My institute	My PhD programme website	UU website	UU website	UU website	UU website	UU website

Table S30. I do not feel constrained to take leave by my supervisors

Average for all supervisors split by the overall content with the supervision

		Are you content with the supervision of your supervisor (in Dutch: promotor)?						
		No, not at all	No	Neutral	Yes	Yes, very much	NA (Supervisor is not involved in my supervision)	All
<i>I do not feel constrained to take leave by my supervisors</i>	Totally agree	18% (2)	22% (11)	22% (26)	22% (72)	36% (86)	28% (22)	26% (219)
	Agree	18% (2)	34% (17)	45% (54)	52% (171)	42% (101)	41% (33)	46% (378)
	Neutral	0% (0)	20% (10)	18% (21)	15% (50)	13% (32)	14% (11)	15% (124)
	Disagree	27% (3)	18% (9)	11% (13)	9% (31)	6% (14)	15% (12)	10% (82)
	Totally disagree	9% (1)	6% (3)	3% (3)	1% (3)	0% (0)	3% (2)	1% (12)
	NA	27% (3)	0% (0)	2% (2)	1% (2)	3% (6)	0% (0)	2% (13)
	Total	100% (11)	100% (50)	100% (119)	100% (329)	100% (239)	100% (80)	100% (828)
Average	3,1	3,5	3,7	3,9	4,1	3,8	3,9	

Table S34. My institute provides sufficient support to employees who do not speak Dutch
stratified per institute

	Faculty of Science (UU) [n=63]	Faculty of Veterinary Medicine (UU) [n=49]	Hubrecht Institute [n=38]	Princess Maxima Centre (PMC) [n=50]	University Medical Centre Utrecht (UMCU) [n=162]	Another institute [n=21]	Total [n=383]
Totally disagree			3%		7%	5%	3%
Disagree	6%	10%	13%	16%	17%	19%	14%
Neutral	11%	20%	8%	24%	16%	14%	16%
Agree	46%	31%	32%	24%	36%	29%	35%
Totally agree	25%	29%	37%	22%	14%	14%	21%
NA	11%	10%	8%	14%	10%	19%	11%
Total	100%	100%	100%	100%	100%	100%	100%

Table S35. 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	21% (54)	17% (11)	29% (15)	11% (1)	21% (81)
Agree	34% (89)	35% (23)	35% (18)	33% (3)	35% (133)
Neutral	18% (46)	8% (5)	18% (9)	11% (1)	16% (61)
Disagree	11% (28)	28% (18)	10% (5)	33% (3)	14% (54)
Totally disagree	2% (5)	9% (6)	4% (2)	0% (0)	3% (13)
NA	14% (37)	3% (2)	4% (2)	11% (1)	11% (42)
Total	100% (259)	100% (65)	100% (51)	100% (9)	100% (384)

