**Supplemental Material to:**

Parenting and caregiving duties as career challenges among clinical microbiologists in Germany – a nationwide cross-sectional survey

**Survey Questions**

1. What is your age? (numeric entry)
2. Please indicate your gender identity. (multiple choice)
3. If you have children, please indicate the number of children. (numeric entry)
4. Do you have caregiving duties, e.g. for relatives? (yes/no)
5. Have you ever had a parental leave/sabbatical/leave for caregiving duties? (multiple choice)
6. How often have you taken a parental leave/sabbatical/leave for caregiving duties? (numeric entry)
7. For how long have you taken a parental leave/sabbatical/leave for caregiving duties? (multiple choice)
8. Please indicate your working environment/setting. (multiple choice)
9. Please indicate your professional background. (dropdown menu)
10. Please indicate the federal state in which you are working right now. (dropdown menu)
11. Please indicate the type of contract you are hired on. (multiple choice)
12. Please indicate the number of working hours per week stated in your contract. (numeric entry)
13. Please indicate the number of working hours per week you actually work. (numeric entry)
14. How important do you regard the topic career-family balance? (5-point likert scale)
15. Have you ever thought about changing jobs because of your employer’s attitude towards family/care duties?(yes/no)
16. Have you ever changed jobs because of your employer’s attitude towards family/care duties? (yes/no)
17. For which activities do you wish you had more time available? (multiple choice)
18. What is the amount of work hours you would favour working if possible and not associated with negative consequences? (numeric entry)
19. What do you think are the reasons for the discrepancy between actual and contractual work hours? (multiple choice)
20. What do you think are the reasons for the discrepancy between your favoured work hours and contractual work hours? (multiple choice)
21. Did you factor in compatibility with family and care duties when you chose microbiology as a career? (5-point likert scale)
22. How compatible with family and care duties do you regard microbiology as a specialty, compared to other specialties? (5-point likert scale)
23. Are the following available at your workplace? (matrix; yes/no/unsure)
24. How tangible is it to reduce work hours with regards to your employer? (matrix; 5-point likert scale)
25. What is the reaction to your work absence in case of, e.g., sick child? (matrix; 5-point likert scale)
26. What kind of support systems do you lack in order to gain a better family-career balance? (open answer)
27. What do you think are the reasons for the lack of support systems at your workplace? (open answer)
28. Please indicate workplace-related infrastructural factors that would influence your decision in favour of a new employer. (multiple choice)
29. How would you rate the authenticity of family-friendliness at your workplace? (matrix; 5-point likert scale)
30. Did you experience that parental or care leaves were the reason for non-extension of your contract(s)? (yes/no)
31. Do you have experienced job-related disadvantages because of care-related duties? (open answer)
32. Have you ever felt discriminated against because of your family situation? (open answer)
33. Did you ever not attend cientific conference due to care duties? (yes/no)
34. What facilitating factors would you envision to most greatly benefit you work-life balance? (open answer)
35. What do you consider to be reason for the lack of workplace family-friendliness? (multiple choice)
36. What other factors could be relevant to this? (open answer)
37. Do you have experienced colleagues’ support in order to meet care responsibilities, e.g. by taking over their workload? (matrix; 5-point likert scale)

**Supplementary Table 1.** Demographics of survey participants per gender; SD: standard deviation; IQR: interquartile range; CM: clinical microbiology

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|  | Women (n=76) | Men (n=24) | p-value |
| Age, mean (SD) | 37.4 (7.1) | 37.1 (5.6) | 0.82 |
| Participants with children, n (%) | 42 (55.3%) | 16 (66.7%) | 0.35 |
| Number of children, median (IQR) | 1 (0 – 2) | 1 (0 – 2) | 0.53 |
| Participants with caregiving duties for relatives, n (%) | 4 (5.3%) | 1 (4.2%) | 1.0 |
| Participants who took a leave for caregiving/parenting, n (%) | 41 (53.9%) | 12 (50%) | 0.82 |
| Trainee in CM, n (%) | 13 (17.1%) | 0 | **0.0343** |
| Specialist in CM, n (%) | 13 (17.1%) | 4 (16.7%) | 1.0 |
| Consultant, n (%) | 5 (6.6%) | 3 (12.5%) | 0.39 |
| Head, n (%) | 1 (1.3%) | 1 (4.2%) | 0.42 |
| Biologist without specialization, n (%) | 19 (25%) | 8 (33.3%) | 0.44 |
| Biologist with specialization, n (%) | 4 (5.3%) | 4 (16.7%) | 0.09 |
| Working at an academic setting, n (%) | 54 (71.1%) | 20 (83.3%) | 0.29 |
| Working on fixed-term contracts, n (%) | 36 (47.4%) | 13 (54.2%) | 0.64 |
| Actual work hours, mean (SD) | 42.3 (8.1) | 47.4 (7.9) | **0.0219** |
| Contractual work hours, mean (SD) | 36.6 (6.1) | 40.4 (2.1) | 0.06 |