

Supplementary File S1. Semistructured interview guide.

Main questions were open ended and were asked of all participants. Probing sub-questions were used flexibly to elicit further detail and were not necessarily asked in the order shown.

Introductory/warm-up questions

1. Please tell me a little about your academic role, your discipline, and how long you have been working at this institution.

Main question 1 (Perceptions of gender equity at the workplace)

2. What does gender equity mean to you in the context of your institution?

Probes: In your view, are male and female faculty members treated equitably here? What makes you say that?

Main question 2 (Recruitment and promotion experiences)

3. Can you describe your experience of recruitment, career progression, and promotion at this institution?

Probes: How were you recruited or appointed to your current post? How are promotion decisions made here? Do you feel the criteria are applied in the same way to male and female faculty? Can you recall a specific example that shaped this view?

Main question 3 (Organizational culture and implicit gender bias)

4. How would you describe the everyday working culture among faculty in your department?

Probes: Have you noticed differences in how male and female faculty are treated or perceived? Have you ever felt you had to prove your competence more than colleagues of the other gender?

Main question 4 (Work–life balance and institutional support)

5. How do you manage the demands of your academic role alongside responsibilities outside work?

Probes: What kinds of institutional support (e.g., flexible hours, childcare, leave) are available? How adequate do you find them? Do you think these expectations differ for men and women?

Main question 5 (Leadership and decision-making roles)

6. How are leadership roles and decision-making opportunities distributed among faculty at your institution?

Probes: Who tends to occupy senior and committee positions? What do you think influences who is selected? Have you sought or been offered such roles?

Main question 6 (Opportunities for mentorship and professional development)

7. What opportunities for mentorship and professional development are available to faculty members here?

Probes: Have you had a mentor, or acted as one? How are opportunities such as training, research involvement, or conference attendance allocated? Do you think male and female faculty have equal access to them?

Main question 7 (Sector and institutional context)

8. In your view, how does working in a public (or private) sector institution shape the experience of gender equity?

Probes: Do formal rules or informal networks matter more here? Can you give an example of how informal influence affects opportunities?

Main question 8 (Perceived gender-based facilitators and barriers)

9. In your experience, what are the main factors that help, or hinder, women and men in advancing their academic careers at this institution?

Probes: Which of these do you consider the most significant? Are there sociocultural expectations outside the workplace that affect professional life? What single change would make the greatest difference?

Closing question

10. Is there anything else about gender equity in your institution that you feel is important and that we have not discussed?