

1 **Supplementary File 1.** Headcounts and proportions of foreign-born women, native-born women, foreign-
 2 born men, and native-born men, all women and all foreign-born staff in grades A and C at Swedish,
 3 Norwegian and Finnish universities between 2012 and 2018.

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Year	Total, HC	Foreign- born women, %	Native- born women, %	Foreign- born men, %	Native- born men, %	Missing, %	All women, %	All foreign- born staff, %
SWEDEN								
2012								
Grade A	5956	5.7	16.4	15.4	58.8	3.8	22.1	21.0
Grade C	3133	18.5	27.2	25.8	27.3	1.2	45.7	44.3
2013								
Grade A	6224	5.7	17.0	15.3	58.2	3.8	22.7	21.0
Grade C	2932	20.3	25.0	29.0	24.4	1.3	45.3	49.4
2014								
Grade A	6405	5.9	17.2	15.5	57.5	3.9	23.1	21.4
Grade C	3089	21.4	23.9	31.9	21.6	1.3	45.3	53.2
2015								
Grade A	6488	6.4	17.8	15.8	56.1	3.9	24.2	22.2
Grade C	3103	24.2	21.1	33.3	20.2	1.3	45.3	57.5
2016								
Grade A	6590	6.8	18.1	16.1	54.9	4.1	24.9	22.9
Grade C	3346	26.0	18.2	36.0	18.5	1.3	44.2	62.0
2017								
Grade A	6615	6.9	18.7	16.3	53.9	4.3	25.5	23.1
Grade C	3696	28.4	16.7	37.1	16.4	1.4	45.1	65.5
2018								
Grade A	6600	7.4	19.3	16.4	52.7	4.2	26.7	23.8
Grade C	3950	29.8	15.4	38.4	15.0	1.4	45.2	68.2
NORWAY								
2012								
Grade A	3393	6.8	17.6	17.2	58.4	0.0	24.4	24.0
Grade C	1499	21.0	27.1	28.7	23.2	0.0	48.1	49.7
2013								
Grade A	3554	7.2	18.0	18.3	56.6	0.0	25.2	25.4
Grade C	1557	22.2	24.9	32.6	20.3	0.0	47.1	54.8
2014								
Grade A	3672	7.6	18.6	18.6	55.1	0.0	26.3	26.3
Grade C	1683	23.4	23.2	34.0	19.5	0.0	46.5	57.3
2015								
Grade A	3764	7.8	19.3	19.2	53.7	0.0	27.1	27.0
Grade C	1858	24.7	21.3	36.2	17.8	0.0	46.0	60.9
2016								
Grade A	3883	7.8	20.1	19.9	52.3	0.0	27.9	27.7
Grade C	1972	25.7	20.1	37.0	17.2	0.0	45.7	62.7
2017								
Grade A	4041	8.4	21.3	20.3	50.1	0.0	29.6	28.7

Grade C	2160	26.9	18.7	37.8	16.7	0.0	45.5	64.6
2018								
Grade A	4117	9.0	21.9	20.8	48.3	0.0	30.9	29.8
Grade C	2076	28.2	17.4	39.6	14.7	0.0	45.6	67.8

FINLAND

2012

Grade A	4317	1.2	22.7	6.8	69.3	0.0	23.9	8.0
Grade C	6901	7.9	37.5	16.7	37.9	0.0	45.4	24.6

2013

Grade A	4349	1.2	23.2	7.8	67.8	0.0	24.4	9.0
Grade C	8242	8.7	35.9	19.0	36.4	0.0	44.6	27.6

2014

Grade A	4009	0.9	24.8	6.6	67.6	0.0	25.8	7.6
Grade C	8116	9.2	35.9	19.9	35.0	0.0	45.1	29.1

2015

Grade A	4302	1.2	25.7	6.9	66.2	0.0	26.8	8.1
Grade C	8618	10.3	37.3	20.7	31.7	0.0	47.6	31.1

2016

Grade A	4000	1.4	26.1	7.2	65.4	0.0	27.4	8.6
Grade C	8094	10.5	35.7	21.1	32.7	0.0	46.2	31.6

2017

Grade A	3771	1.4	26.0	8.7	63.9	0.0	27.4	10.1
Grade C	8012	11.4	34.2	23.0	31.4	0.0	45.6	34.4

2018

Grade A	3419	1.5	26.0	8.9	63.6	0.0	27.5	10.4
Grade C	8129	11.9	32.8	25.2	30.1	0.0	44.7	37.1