

1 **Supplementary File 2.** Headcounts, proportions of foreign-born women, native-born women, foreign-born  
 2 men, native-born men, all women and all foreign-born staff in natural sciences and in engineering and  
 3 technology in grades A and C at Swedish, Norwegian and Finnish universities in 2012 and 2018.  
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Year and field of science	Total, HC	Foreign-born women, %	Native-born women, %	Foreign-born men, %	Native-born men, %	Missing, %	All women, %	All foreign-born staff, %
<b>SWEDEN</b>								
<b>Natural sciences</b>								
<b>2012</b>								
Grade A	1565	5.9	10.9	23.8	57.2	2.2	16.8	29.7
Grade C	920	18.0	16.7	34.7	29.7	0.9	34.8	52.7
<b>2018</b>								
Grade A	1647	7.5	11.9	25.9	52.0	2.7	19.4	33.3
Grade C	1311	27.2	7.9	49.1	15.1	0.8	35.0	76.3
<b>Engineering and technology</b>								
<b>2012</b>								
Grade A	935	3.4	8.9	19.0	65.1	3.5	12.3	22.5
Grade C	463	11.7	13.0	38.9	36.3	0.2	24.6	50.5
<b>2018</b>								
Grade A	1096	5.0	10.9	20.4	58.8	4.9	15.9	25.5
Grade C	602	22.8	10.1	48.3	17.8	1.0	32.9	71.1
<b>NORWAY</b>								
<b>Natural sciences</b>								
<b>2012</b>								
Grade A	674	5.8	11.1	22.1	61.0	0.0	16.9	27.9
Grade C	459	24.6	17.0	38.3	20.0	0.0	41.6	63.0
<b>2018</b>								
Grade A	755	7.3	12.5	27.5	52.7	0.0	19.7	34.8
Grade C	601	28.8	10.6	47.4	13.1	0.0	39.4	76.2
<b>Engineering and technology</b>								
<b>2012</b>								
Grade A	475	3.8	6.7	23.4	66.1	0.0	10.5	27.2
Grade C	231	22.9	10.4	44.6	22.1	0.0	33.3	67.5
<b>2018</b>								
Grade A	527	6.1	8.2	33.0	52.8	0.0	14.2	39.1
Grade C	391	25.8	4.9	55.8	13.6	0.0	30.7	81.6
<b>FINLAND</b>								
<b>Natural sciences</b>								
<b>2012</b>								
Grade A	1196	1.0	14.5	8.4	76.1	0.0	15.6	9.4
Grade C	2339	8.7	27.7	22.5	41.1	0.0	36.4	31.2
<b>2018</b>								

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Grade A	863	0.9	14.8	12.6	71.6	0.0	15.8	13.6
Grade C	2582	13.0	22.2	32.5	32.3	0.0	35.2	45.5

**Engineering and  
technology**

**2012**

Grade A	642	0.5	8.7	11.8	79.0	0.0	9.2	12.3
Grade C	1246	6.7	19.4	21.7	52.2	0.0	26.2	28.4

**2018**

Grade A	621	0.3	11.1	16.6	72.0	0.0	11.4	16.9
Grade C	2076	11.6	16.7	36.6	35.2	0.0	28.3	48.1

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