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## Appendix

**Table 3 Sample size per country**

| Name of Country | Number of respondents <sup>a</sup> | Name of Country  | Number of respondents <sup>a</sup> |
|-----------------|------------------------------------|--|------------------------------------|
| South Africa    | 1,721                              | Burkina Faso   | 64                                 |
| Nigeria         | 660                                | Côte d'Ivoire  | 61                                 |
| Algeria         | 286                                | Botswana   | 60                                 |
| Tunisia         | 275                                | Senegal  | 57                                 |
| Kenya           | 186                                | Benin  | 45                                 |
| Morocco         | 170                                | Malawi   | 37                                 |
| Egypt           | 149                                | Congo  | 24                                 |
| Ethiopia        | 143                                | Togo   | 20                                 |
| Uganda          | 133                                | Madagascar   | 18                                 |
| Cameroon        | 123                                | Niger  | 16                                 |
| Ghana           | 117                                | Mali   | 15                                 |
| Zambia          | 91                                 | Democratic Republic of the Congo   | 14                                 |
| Zimbabwe        | 88                                 | Gabon  | 10                                 |
| Tanzania        | 78                                 | Central African Republic, Guinea, Burundi, Seychelles, and Chad <sup>b</sup> | 15                                 |
| <b>Total</b>    |                                    |  | <b>4,676</b>                       |

Note: <sup>a</sup> The number of respondents by country is provided in appendix 1 (pp. 184-185) of the published book: The next Generation of Scientists in Africa: <https://www.africanminds.co.za/the-next-generation-of-scientists/>.

<sup>b</sup> For confidentiality reasons, and to respect the ethics certificate of this project, data where the number of respondents is less than 10 cannot be disclosed.

**Table 4 Variable description**

| Variable   | Type                    | Description  | Survey questions <sup>c</sup>   |
|--|-------------------------|--|---|
| <b>Dependent variable</b>                          |                         |  |   |
| <i>Number of articles</i>                          | Continuous              | Natural logarithm of the number of articles published/accepted (including co-authored) in refereed or peer-reviewed academic journals                            | "Please indicate how many of the following research output types you have produced over the last three years: articles published/accepted (including co-authored) in refereed or peer-reviewed academic journals"   |
| <b>Independent variables</b>                       |                         |  |   |
| <i>Main care &amp; housework</i>                   | Dummy                   | Takes the value 1 if the proportion of care-work and general housework for all dependents performed by the respondent is above 50% of the total, and 0 otherwise | First: "How is the care-work for all dependents distributed in your family or relationship? (in percentage) [ ]% me [ ]% partner [ ]% others (e.g. extended family, paid service)"<br>Second: "How is general housework distributed in your family or relationship? (in percentage) [ ]% me [ ]% partner [ ]% others (e.g. paid service)" |
| <i>Early-career researcher</i>                     | Dummy                   | Takes the value 1 if the respondent is an early-career researcher ( $\leq 40$ years of age), and 0 otherwise   |   |
| <i>Mid-career researcher</i>                       | Dummy                   | Takes the value 1 if the respondent is a mid-career researcher ( $< 40$ and $\geq 50$ years of age), and 0 otherwise   | "What is your year of birth?"   |
| <i>Late-career researcher (reference category)</i> | Dummy                   | Takes the value 1 if the respondent is a late-career researcher ( $< 50$ years of age), and 0 otherwise  |   |
| <i>Teaching hours</i>                              | Continuous <sup>a</sup> | Number of working hours spent on undergraduate and postgraduate teaching   | First "On average, how many hours do you spend on your main job per week?"  |
| <i>Supervising hours</i>                           | Continuous <sup>a</sup> | Number of working hours spent on training/supervising postgraduate students  | Combined with second "In a typical year, what percentage of your working time do you spend on each of the following tasks?"   |

| Variable                                    | Type                    | Description   | Survey questions <sup>c</sup>   |
|---|-------------------------|---|---|
| <b>Research hours</b>                       | Continuous <sup>a</sup> | Number of working hours spent on research   |   |
| <b>Admin hours</b>                          | Continuous <sup>a</sup> | Number of working hours spent on administration and management  |   |
| <b>Service hours</b>                        | Continuous <sup>a</sup> | Number of working hours spent on service (counselling of patients, voluntary services within or outside the organisation, article review, editorial duties)                                       |   |
| <b>Consultation hours</b>                   | Continuous <sup>a</sup> | Number of working hours spent on consultancy  |   |
| <b>Fundraising hours</b>                    | Continuous <sup>a</sup> | Number of working hours spent on raising funds/grants for research  |   |
| <b>Funding</b>                              | Continuous              | Total amount of research funding received during the past three years   | <i>“Which amount best correspond to the total amount of research funding you have received during the past three years?”</i>            |
| <b>Study-related mobility</b>               | Dummy                   | Takes the value 1 if the respondent obtained his/her highest degree from an institution in a country other than the country of his/her home country, and 0 otherwise                              | <i>“Did you complete all aspects of your doctoral (or equivalent) education in what you would consider to be your home country?”</i>    |
| <b>Work-related mobility</b>                | Dummy                   | Takes the value 1 if the respondent has worked in a country other than what he/she would consider his/her home country (i.e. abroad), and 0 otherwise   | <i>“During the past five years, have you lived or worked in a country other than what you would consider your home country?”</i>        |
| <b>Collaboration with own inst./country</b> | Dummy <sup>b</sup>      | Takes the value 1 if the respondent has collaborated often (4) or very often/always (5) with researchers from his/her own institution, and 0 otherwise  |   |
| <b>Collaboration with own country</b>       | Dummy <sup>b</sup>      | Takes the value 1 if the respondent has collaborated often (4) or very often/always (5) with researchers from his/her own country, and 0 otherwise  |   |
| <b>Collaboration within Africa</b>          | Dummy <sup>b</sup>      | Takes the value 1 if the respondent has collaborated often (4) or very often/always (5) with researchers from institutions in <b>other</b> African countries, and 0 otherwise                     |   |
| <b>Collaboration outside Africa</b>         | Dummy <sup>b</sup>      | Takes the value 1 if the respondent has collaborated often (4) or very often/always (5) with researchers institutions outside of Africa (e.g. Europe, North America, Asia, etc.), and 0 otherwise | <i>“How often during your career so far have you collaborated in joint research projects with the following groups of researchers?”</i> |
| <b>Moderating variable</b>                  |                         |   |   |
| <b>Woman</b>                                | Dummy                   | Takes the value 1 if the respondent is a woman, and 0 otherwise   | <i>“Are you: [ ] Male [ ] Female?”</i>  |
| <b>Control variables</b>                    |                         |   |   |
| <b>South Africa</b>                         | Dummy                   | Takes the value 1 if the respondent’s country of work is South Africa, and 0 otherwise  | <i>“In which country do you currently work / reside?”</i>   |
| <b>STEM fields</b>                          | Dummy                   | Takes the value 1 if the respondent’s research discipline is in Science, Technology, Engineering and Mathematics (STEM) fields, and 0 otherwise   |   |
| <b>Health fields</b>                        | Dummy                   | Takes the value 1 if the respondent’s research discipline is in the Health Science fields, and 0 otherwise  |   |
| <b>SSH fields</b>                           | Dummy                   | Takes the value 1 if the respondent’s research discipline is in the Social Sciences and Humanities fields, and 0 otherwise  | <i>“In which field did you obtain your highest qualification?”</i>  |

Note: <sup>a</sup> The number of hours was calculated by multiplying the total number of hours reported by the respondent and the corresponding proportion of their time devoted to a particular academic task.

<sup>b</sup> 5-point Likert scales (1 = Never or very rarely, 2 = Rarely, 3 = Sometimes, 4 = Often, 5 = Very often/always) transformed into dummy variables.

<sup>c</sup> A slightly modified version of the questionnaire used for this study is provided in appendix 2 of the published book: The next Generation of Scientists in Africa: <https://www.africanminds.co.za/the-next-generation-of-scientists/>.

**Table 5 Descriptive statistics**

| Variables  | Mean    | All<br>Std. Dev. | min | max       | Men<br>Mean | Men<br>Std. Dev. | Women<br>Mean | Women<br>Std. Dev. | Diff.<br>p |
|--|---------|------------------|-----|-----------|-------------|------------------|---------------|--------------------|------------|
| <b>Dependent variable</b>                              |         |                  |     |           |             |                  |               |                    |            |
| <i>Number of articles</i>                              | 8.3488  | (6.6592)         | 0   | 21        | 8.8994      | (6.7961)         | 7.1065        | (6.1634)           | ***        |
| <b>Independent variables</b>                           |         |                  |     |           |             |                  |               |                    |            |
| <i>Age<sup>a</sup></i>                                 | 46.1642 | (10.1235)        | 23  | 75        | 46.6401     | (10.2612)        | 45.0905       | (9.7241)           |            |
| <i>Early-career researcher</i>                         | 0.3317  | (0.4709)         | 0   | 1         | 0.3139      | (0.4641)         | 0.3719        | (0.4835)           | ***        |
| <i>Mid-career researcher</i>                           | 0.3518  | (0.4776)         | 0   | 1         | 0.3556      | (0.4788)         | 0.3433        | (0.4750)           |            |
| <i>Late-career researcher</i>                          | 0.3165  | (0.4652)         | 0   | 1         | 0.3306      | (0.4705)         | 0.2848        | (0.4515)           | ***        |
| <i>Proportion of care- &amp; housework<sup>a</sup></i> | 43.6276 | (26.5533)        | 0   | 100       | 37.4565     | (24.6117)        | 57.5513       | (25.4914)          | ***        |
| <i>Main care &amp; housework</i>                       | 0.4279  | (0.4948)         | 0   | 1         | 0.3164      | (0.4651)         | 0.6797        | (0.4668)           | ***        |
| <i>Teaching hours</i>                                  | 7.8602  | (8.4573)         | 0   | 69.7      | 8.1059      | (8.6217)         | 7.3057        | (8.0496)           | ***        |
| <i>Supervising hours</i>                               | 5.7495  | (5.8676)         | 0   | 50.0      | 5.4726      | (5.5534)         | 6.3743        | (6.4797)           | ***        |
| <i>Research hours</i>                                  | 10.5896 | (10.2197)        | 0   | 90.0      | 10.4045     | (9.9809)         | 11.0071       | (10.7309)          | *          |
| <i>Admin hours</i>                                     | 5.7383  | (7.7908)         | 0   | 68.8      | 5.3547      | (7.6133)         | 6.6038        | (8.1135)           | ***        |
| <i>Service hours</i>                                   | 2.6186  | (4.6384)         | 0   | 80.0      | 2.4549      | (4.4431)         | 2.9878        | (5.0335)           | ***        |
| <i>Consultation hours</i>                              | 1.8720  | (4.8592)         | 0   | 100.0     | 2.0049      | (4.9406)         | 1.5722        | (4.6581)           | ***        |
| <i>Fundraising hours</i>                               | 1.7458  | (2.9381)         | 0   | 33.3      | 1.7001      | (2.9201)         | 1.8488        | (2.9768)           |            |
| <i>Funding</i>   | 82,489  | (208226)         | 0   | 1,000,000 | 80,634      | (207475)         | 86,675        | (209921)           |            |
| <i>Study-related mobility</i>                          | 0.3606  | (0.4802)         | 0   | 1         | 0.4012      | (0.4902)         | 0.2688        | (0.4435)           | ***        |
| <i>Work-related mobility</i>                           | 0.3349  | (0.4720)         | 0   | 1         | 0.3654      | (0.4816)         | 0.2660        | (0.4420)           | ***        |
| <i>Collaboration with own inst.</i>                    | 0.6097  | (0.4879)         | 0   | 1         | 0.6244      | (0.4844)         | 0.5766        | (0.4943)           | ***        |
| <i>Collaboration with own country</i>                  | 0.3516  | (0.4775)         | 0   | 1         | 0.3627      | (0.4808)         | 0.3266        | (0.4691)           | **         |
| <i>Collaboration within Africa</i>                     | 0.1518  | (0.3589)         | 0   | 1         | 0.1660      | (0.3722)         | 0.1198        | (0.3248)           | ***        |
| <i>Collaboration outside Africa</i>                    | 0.3749  | (0.4841)         | 0   | 1         | 0.3830      | (0.4862)         | 0.3565        | (0.4791)           | *          |
| <b>Moderating variable</b>                             |         |                  |     |           |             |                  |               |                    |            |
| <i>Woman</i>   | 0.3071  | (0.4613)         | 0   | 1         |             |                  |               |                    |            |
| <b>Independent variables</b>                           |         |                  |     |           |             |                  |               |                    |            |
| <i>South Africa</i>                                    | 0.3482  | (0.4764)         | 0   | 1         | 0.2728      | (0.4455)         | 0.5181        | (0.4998)           | ***        |
| <i>STEM fields</i>                                     | 0.5357  | (0.4988)         | 0   | 1         | 0.5762      | (0.4942)         | 0.4443        | (0.4971)           | ***        |
| <i>Health fields</i>                                   | 0.2254  | (0.4179)         | 0   | 1         | 0.2108      | (0.4079)         | 0.2584        | (0.4379)           | ***        |
| <i>SSH fields</i>                                      | 0.2389  | (0.4264)         | 0   | 1         | 0.2130      | (0.4095)         | 0.2974        | (0.4573)           | ***        |

Note:  $N_{\text{total}} = 4,676$  observations;  $N_{\text{men}} = 3,240$  observations;  $N_{\text{women}} = 1,436$  observations.

\*\*\*, \*\*, \* represent significance at the 0.01, 0.05 and 0.1 levels.

<sup>a</sup> Age and the Proportion of care- & housework were transformed into dummy variables prior to being used in the regression analysis.

Table 6 Correlation table

| Variables                       |    | 1         | 2         | 3         | 4         | 5         | 6         | 7         | 8         | 9         | 10        | 11        | 12        |    |
|---------------------------------|----|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----|
| Number of articles <sup>a</sup> | 1  | 1         |           |           |           |           |           |           |           |           |           |           |           |    |
| Woman                           | 2  | -0.1257 * | 1         |           |           |           |           |           |           |           |           |           |           |    |
| Age <sup>b</sup>                | 3  | 0.1380 *  | -0.0706 * | 1         |           |           |           |           |           |           |           |           |           |    |
| Early-career researcher         | 4  | -0.1620 * | 0.0568 *  | -0.7408 * | 1         |           |           |           |           |           |           |           |           |    |
| Mid-career researcher           | 5  | 0.0838 *  | -0.0118   | -0.0673 * | -0.5190 * | 1         |           |           |           |           |           |           |           |    |
| Late-career researcher          | 6  | 0.0779 *  | -0.0454 * | 0.8190 *  | -0.4794 * | -0.5013 * | 1         |           |           |           |           |           |           |    |
| Main care & housework           | 7  | -0.1063 * | 0.3387 *  | -0.0808 * | 0.0810 *  | -0.0398 * | -0.0412 * | 1         |           |           |           |           |           |    |
| Teaching hours <sup>a</sup>     | 8  | 0.0889 *  | -0.0513 * | -0.0162   | -0.0497 * | 0.0623 *  | -0.0137   | -0.0019   | 1         |           |           |           |           |    |
| Supervising hours               | 9  | 0.2876 *  | 0.0541 *  | 0.1578 *  | -0.1749 * | 0.0642 *  | 0.1111 *  | -0.0186   | 0.3623 *  | 1         |           |           |           |    |
| Research hours <sup>a</sup>     | 10 | 0.1067 *  | 0.0159    | -0.0866 * | 0.0991 *  | -0.0410 * | -0.0582 * | 0.0268    | -0.1163 * | 0.1392 *  | 1         |           |           |    |
| Admin hours <sup>a</sup>        | 11 | -0.0090   | 0.0951 *  | 0.0645 *  | -0.0899 * | 0.0167    | 0.0738 *  | 0.0186    | -0.0424 * | 0.1356 *  | 0.0706 *  | 1         |           |    |
| Service hours <sup>a</sup>      | 12 | 0.0555 *  | 0.0593 *  | 0.0487 *  | -0.0516 * | 0.0261    | 0.0254    | -0.0100   | 0.0227    | 0.1362 *  | 0.0961 *  | 0.2123 *  | 1         |    |
| Consultation hours <sup>a</sup> | 13 | -0.0387 * | -0.0846 * | 0.0507 *  | -0.0335 * | 0.0068    | 0.0270    | -0.0593 * | -0.1107 * | -0.0323 * | -0.0185   | 0.0391 *  | 0.1372 *  |    |
| Fundraising hours <sup>a</sup>  | 14 | 0.1851 *  | 0.0269    | -0.0384 * | 0.0160    | 0.0163    | -0.0329 * | -0.0219   | -0.0896 * | 0.1915 *  | 0.3075 *  | 0.2432 *  | 0.1478 *  |    |
| Funding <sup>a</sup>            | 15 | 0.2345 *  | 0.0357 *  | 0.1351 *  | -0.1222 * | 0.0082    | 0.1153 *  | -0.0181   | -0.0403 * | 0.2041 *  | 0.2321 *  | 0.1247 *  | 0.0095    |    |
| Study-related mobility          | 16 | 0.0376 *  | -0.1272 * | 0.0285    | -0.0371 * | 0.0279    | 0.0090    | -0.0770 * | 0.0095    | -0.0252   | 0.0020    | -0.0684 * | -0.0519 * |    |
| Work-related mobility           | 17 | 0.0558 *  | -0.0972 * | -0.1343 * | 0.1180 *  | -0.0066   | -0.1127 * | -0.0377 * | -0.0169   | -0.0257   | 0.1080 *  | -0.0575 * | -0.0009   |    |
| Collaboration with own inst.    | 18 | 0.1770 *  | -0.0452 * | -0.0072   | -0.0109   | 0.0147    | -0.0041   | -0.0567 * | -0.0615 * | 0.0782 *  | 0.1296 *  | 0.0121    | 0.0095    |    |
| Collaboration with own country  | 19 | 0.1683 *  | -0.0348 * | 0.0093    | -0.0260   | 0.0222    | 0.0035    | -0.0367 * | -0.0859 * | 0.0371 *  | 0.0973 *  | 0.0256    | -0.0009   |    |
| Collaboration within Africa     | 20 | 0.1603 *  | -0.0595 * | 0.0082    | -0.0323 * | 0.0277    | 0.0042    | -0.0793 * | -0.0882 * | 0.0113    | 0.0769 *  | 0.0265    | -0.0255   |    |
| Collaboration outside Africa    | 21 | 0.1663 *  | -0.0252   | 0.0097    | -0.0154   | 0.0114    | 0.0039    | -0.0251   | -0.0966 * | 0.0763 *  | 0.1226 *  | -0.0014   | -0.0391 * |    |
| South Africa                    | 22 | -0.0948 * | 0.2375 *  | 0.1229 *  | -0.0276   | -0.0984 * | 0.1291 *  | 0.1418 *  | -0.0773 * | 0.1692 *  | 0.1258 *  | 0.2880 *  | 0.1185 *  |    |
| STEM fields                     | 23 | 0.0192    | -0.1220 * | -0.0653 * | 0.0447 *  | -0.0155   | -0.0294 * | -0.0260   | -0.0067   | -0.0212   | 0.0058    | -0.1041 * | -0.1810 * |    |
| Health fields                   | 24 | 0.1054 *  | 0.0525 *  | -0.0128   | 0.0048    | 0.0270    | -0.0326 * | -0.0238   | -0.0239   | 0.0200    | -0.0051   | 0.0397 *  | 0.2135 *  |    |
| SSH fields                      | 25 | -0.1258 * | 0.0913 *  | 0.0889 *  | -0.0570 * | -0.0084   | 0.0663 *  | 0.0537 *  | 0.0313 *  | 0.0051    | -0.0017   | 0.0828 *  | 0.0026    |    |
|                                 |    | 13        | 14        | 15        | 16        | 17        | 18        | 19        | 20        | 21        | 22        | 23        | 24        | 25 |
| Consultation hours <sup>a</sup> | 13 | 1         |           |           |           |           |           |           |           |           |           |           |           |    |
| Fundraising hours <sup>a</sup>  | 14 | 0.0700 *  | 1         |           |           |           |           |           |           |           |           |           |           |    |
| Funding <sup>a</sup>            | 15 | -0.0397 * | 0.3939 *  | 1         |           |           |           |           |           |           |           |           |           |    |
| Study-related mobility          | 16 | 0.0168    | 0.0657 *  | 0.0908 *  | 1         |           |           |           |           |           |           |           |           |    |
| Work-related mobility           | 17 | 0.0431 *  | 0.1273 *  | 0.0703 *  | 0.1598 *  | 1         |           |           |           |           |           |           |           |    |
| Collaboration with own inst.    | 18 | -0.0020   | 0.1461 *  | 0.1472 *  | 0.0046    | -0.0203   | 1         |           |           |           |           |           |           |    |
| Collaboration with own country  | 19 | 0.0230    | 0.1750 *  | 0.1399 *  | -0.0016   | 0.0260    | 0.2411 *  | 1         |           |           |           |           |           |    |
| Collaboration within Africa     | 20 | 0.0087    | 0.1765 *  | 0.1703 *  | 0.1229 *  | 0.1366 *  | 0.1479 *  | 0.2776 *  | 1         |           |           |           |           |    |
| Collaboration outside Africa    | 21 | -0.0306 * | 0.2015 *  | 0.2740 *  | 0.1251 *  | 0.1525 *  | 0.0790 *  | 0.2171 *  | 0.2632 *  | 1         |           |           |           |    |
| South Africa                    | 22 | -0.0147   | 0.0854 *  | 0.1649 *  | -0.1963 * | -0.1315 * | -0.0595 * | -0.0257   | -0.1016 * | 0.0080    | 1         |           |           |    |
| STEM fields                     | 23 | -0.0541 * | 0.0332 *  | -0.0105   | 0.0168    | -0.0117   | 0.0577 *  | 0.0739 *  | -0.0040   | 0.0655 *  | -0.1234 * | 1         |           |    |
| Health fields                   | 24 | 0.0464 *  | 0.0197    | 0.0045    | -0.0288 * | 0.0065    | 0.0749 *  | 0.0144    | 0.0313 *  | 0.0136    | -0.0483 * | -0.5795 * | 1         |    |
| SSH fields                      | 25 | 0.0178    | -0.0581 * | 0.0079    | 0.0086    | 0.0073    | -0.1409 * | -0.1005 * | -0.0260   | -0.0899 * | 0.1917 *  | -0.6018 * | -0.3022 * | 1  |

Note: Significance level: \*  $p < 0.05$ .

<sup>a</sup> All continuous variables were transformed using the natural logarithm:  $\ln(\text{variable} + 1)$ ;

<sup>b</sup> Age is not used in the regression analysis.

**Table 7 Interactive variable coefficient comparison tests (t-tests) – Gender vs Main care and housework**

|     |                       | Women                 |     |                       |     |
|-----|-----------------------|-----------------------|-----|-----------------------|-----|
|     |                       | Main care & housework |     |                       |     |
| Men | Main care & housework | NO                    | YES | Main care & housework |     |
|     | NO                    | ***                   | *** | NO vs YES [Women]     | *** |
|     | YES                   | **                    | *** | NO vs YES [Men]       | NS  |

Notes: \*\*\*, \*\*, \* represent significance at the 0.01, 0.05 and 0.1 levels.

**Table 8 Interactive variable coefficient comparison tests (t-tests) – Gender vs career stage**

|     |                       |     |     | Women                |                       |                     |
|-----|-----------------------|-----|-----|----------------------|-----------------------|---------------------|
|     |                       |     |     | Early- vs Mid-career | Early- vs Late-career | Mid- vs Late-career |
|     |                       |     |     | ***                  | ***                   | *                   |
|     |                       |     |     | Women                |                       |                     |
|     |                       |     |     | Early-career         | Mid-career            | Late-career         |
| Men | Early- vs Mid-career  | *** | Men | Early-career         | ***                   | NS                  |
|     | Early- vs Late-career | *** |     | Mid-career           | ***                   | *                   |
|     | Mid- vs Late-career   | NS  |     | Late-career          | ***                   | **                  |

Notes: \*\*\*, \*\*, \* represent significance at the 0.01, 0.05 and 0.1 levels.

**Table 9 Interactive variable coefficient comparison tests (t-tests) – Gender vs mobility**

|     |                      | Women                |     |                      |    |
|-----|----------------------|----------------------|-----|----------------------|----|
|     |                      | Study-based mobility |     |                      |    |
| Men | Study-based mobility | NO                   | YES | Study-based mobility |    |
|     | NO                   | ***                  | *** | NO vs YES [Women]    | NS |
|     | YES                  | ***                  | *** | NO vs YES [Men]      | *  |

  

|     |                     | Women               |     |                     |    |
|-----|---------------------|---------------------|-----|---------------------|----|
|     |                     | Work-based mobility |     |                     |    |
| Men | Work-based mobility | NO                  | YES | Work-based mobility |    |
|     | NO                  | ***                 | **  | NO vs YES [Women]   | *  |
|     | YES                 | ***                 | *** | NO vs YES [Men]     | NS |

Notes: a) study-related mobility; b) work-related mobility.  
 \*\*\*, \*\*, \* represent significance at the 0.01, 0.05 and 0.1 levels.

**Table 10 Interactive variable coefficient comparison tests (t-tests) – Gender vs Collaboration**

|     |                              | Women                        |     |                              |     |
|-----|------------------------------|------------------------------|-----|------------------------------|-----|
|     |                              | Collaboration with own inst. |     |                              |     |
| Men | Collaboration with own inst. | NO                           | YES | Collaboration with own inst. |     |
|     | NO                           | ***                          | NS  | NO vs YES [Women]            | *** |
|     | YES                          | ***                          | *** | NO vs YES [Men]              | *** |

  

|     |                                | Women                          |     |                                |     |
|-----|--------------------------------|--------------------------------|-----|--------------------------------|-----|
|     |                                | Collaboration with own country |     |                                |     |
| Men | Collaboration with own country | NO                             | YES | Collaboration with own country |     |
|     | NO                             | ***                            | NS  | NO vs YES [Women]              | *** |
|     | YES                            | ***                            | *** | NO vs YES [Men]                | *** |

  

|     |                             | Women                       |     |                             |     |
|-----|-----------------------------|-----------------------------|-----|-----------------------------|-----|
|     |                             | Collaboration within Africa |     |                             |     |
| Men | Collaboration within Africa | NO                          | YES | Collaboration within Africa |     |
|     | NO                          | ***                         | NS  | NO vs YES [Women]           | *** |
|     | YES                         | ***                         | NS  | NO vs YES [Men]             | **  |

  

|     |                              | Women                        |     |                              |     |
|-----|------------------------------|------------------------------|-----|------------------------------|-----|
|     |                              | Collaboration outside Africa |     |                              |     |
| Men | Collaboration outside Africa | NO                           | YES | Collaboration outside Africa |     |
|     | NO                           | ***                          | NS  | NO vs YES [Women]            | *** |
|     | YES                          | ***                          | *** | NO vs YES [Men]              | *** |

Notes: a) with own inst.; b) with own country; c) within Africa; d) outside Africa.  
 \*\*\*, \*\*, \* represent significance at the 0.01, 0.05 and 0.1 levels.