

Direct quotes of participants under each domain

Domains	Sub-domains	Direct quotes
Organizational Structures		<i>“The organization I work for has more female employees than male. They [Women] raise [concerns about] their situations and challenges during staff meetings. I know about a few cases and challenges that were resolved at the policy and management level. I don't think there are any challenges faced by female candidates which were not already faced by male candidates. I might not be aware [of that].” (Male, NGO)</i>
		<i>“Most of the managerial positions in this organization are led by women and they have their own kids, that's why it's [the organization is] quite flexible regarding time. I have said that I would attend the office from 9:30 to 5:30 because most of them have children, they need to send their children to school, and also have to do various household chores.” (Female, INGO)</i>
		<i>“If we look at the entry level, there is GESI [Gender Equality and Social Inclusion], there are quotas separated for those who enter via loksewa [Public Service Commission Examination], quotas for men, and women, quotas for Dalit [lower caste Hindu groups] and Janajati [ethnic minority groups] and such, so the gender is balanced. However, such system is not implemented after someone reaches a higher position in the government. For instance, the head of the nursing division would always be a doctor. So, there isn't such system in the government [to ensure balance in higher positions]. Yet, the balance occurs only at the entry level.” (Male, Governmental Organization)</i>
Barriers	Mobility	<i>“The office provides bikes, but we don't have scooters, and I don't know how to drive a car. There are practical challenges. I will have to rely on someone else, but the drivers only take office heads with them. They don't give us a ride. So, there are practical challenges.” (Female, NGO)</i>
		<i>“The female candidates wanted to go along with male candidates on field [for data collection], which required walking through jungle and secluded pathways. They had challenges due to the distance, had to walk alone in the community. It's said that women find it difficult to walk alone in the community, people might look at them differently [negatively]. So, their safety and security could be major challenges.” (Male, NGO)</i>
		<i>“For instance, if there is a vacancy for Dailekh [rural district in Nepal], then men don't hesitate to go, whereas women find it very difficult to go to such [remote] places. She will have her family, husband and everything that she cannot leave behind. She has to balance both the areas, it will be very difficult to manage dual roles. We are not discriminating, but it's in the [social] structure itself, so the structure has made it difficult.” (Male, INGO)</i>
		<i>“It's acceptable for my parents if I take rooms at any place. But if my sister did the same then parents would be conscious about her whereabouts. People in our society think that women at her adolescent's age, reproductive age, are vulnerable. And that is again linked to the pre-marital concept that a female before marriage shouldn't have sex... Such problems will create obstacles in mobility. The organization also demands frequent travelling and asks the women if they are willing to take it or not, or if they have any kids or not. In</i>

		<i>many places, they try to recruit women under 25, for the front desk job.” (Male, NGO)</i>
Effective communication and networking		<i>“I should accept the fact that I may have been a little less [capable] or incapable...Being a female, we are easily submissive. It would have been different for male, while confronting, expressing their opinions, for lobbying. So that could be gender, I don't want to disagree with that, that could be due to gender issues so often.” (Female, Academic Institution)</i>
		<i>“They don't even understand it [about sexual harassment]. Women are very clueless in our culture; they never get the exposure. People cannot speak openly about sex. I [as a male] can understand what men mean when they flirt...I have known about lots of those incidents that happen.” (Male, Academic Institution)</i>
		<i>“There is one person in our team itself...I found out that he negotiated a lot for his salary. He fought for it, and he got what he wanted. I do negotiate, but not to that extent. We get our per day fee, and my task team leader told me that it was the highest they could offer me. I was like fine, it's good.” (Female, INGO)</i>
		<i>“Even before the completion of PhD, he regularly visited the university, met with people, and got recommendations from them. That way, he was able to get promotion before me. I completed my PhD one and half years before him but [I] am not promoted yet.” (Female, Academic Institution)</i>
		<i>“Even if the male researcher is a new guy, from a non-research background, people in the community would listen more to him, and completely disregard what I say. [They] address him as “Sir,” and call me “Sister.” It has happened to me so many times.” (Female, INGO)</i>
		<i>“It was fine until now since I was more familiar with the old director. But now the new director has come in and he is a man. You know how things work in our society and system. It works better when you can engage in an informal gathering, go out to dinner and all...And if women have to be engaged in such things with government officials, or with some male colleagues, then they would feel it's culturally inappropriate and difficult at the same time. I have felt that such informal gatherings are the mechanism to build the network. When you aren't part of it then you tend to be sidelined at times.” (Female, INGO)</i>
		<i>“.. In order to work with the government, we need to walk and talk with them. It's easy for men but not possible for women. They cannot hang out with those officials and stay late... they can't always follow those people around. It's difficult due to the time and situation. And another is about family. If you are unmarried and stay late until night, then society wouldn't accept.” (Male, INGO)</i>
		<i>“I think that men at managerial and leadership positions have better relationships and reach with donors and stakeholders. If a female candidate is able to communicate with donors and bring projects for the organization, they will automatically be elected to the decision-making positions.” (Male, NGO)</i>
	Work Burden and productivity	

		<i>"I wish there wasn't any meeting on weekends. The organization usually organizes staff meetings, management meetings on the weekends. There are just two female employees, including me, who have been staying with our family. When we complain about it, they reply saying that no one else has any problem until now, so it will continue working this way. It's easy for men to stay away from their families, but it's not good to expect the same from women." (Female, NGO)</i>
	Gendered positions and roles	<i>"The technical lead, the country director is a man. [Organization name] consists of 4 men, 2 women [in management]. This organization works on promoting safe abortion and reproductive health rights of women. So, it's quite active and sensitive regarding gender balance [in projects]. Despite that, it's not the case with the senior management team." (Female, INGO)</i>
		<i>"It's said that women cannot handle big data and do the analysis; they are asked to just carry out the qualitative interviews. And we have to struggle a lot to ask for it. It takes a long time to change the perspective of people." (Female, Independent researcher)</i>
		<i>"Most of the time, men take the lead. But they take women, whenever they need to execute easy tasks, assuming that women readily obey to the commands. For example, they prefer women for intern and data entry positions. But again, they prefer men in the position of field coordinator." (Female, NGO)</i>
		<i>"While in the field, it would be quite disturbing, ...because even while leading the team, [women's] authority is completely disregarded in favor of man, because he is a man. It has happened to me many times." (Female, NGO)</i>
		<i>"Women are brainwashed and daunted in the earlier stages of their career. I have seen that there are very few commanding women. She should be rebellious to become a leader. If I am in a competition with a woman then she has to be more rebellious to get the role. She should be better than me to get the leadership position. Unfortunately, she can never be better than me. She is strongly brainwashed, is very shy to speak about anything." (Male, Academic Institution)</i>
	Mitigating Strategies	<i>"...there should be such things mentioned in the policy itself, talk about it with employees, while hiring them, while asking them to sign the contract, and ask them to read the content in the contract. They can add 1-2 paragraphs about gender, if they really want to address the issue. Gender issue doesn't just mean sexual harassment but rights as well. While hiring new employees, they [management] could educate them on how to behave with younger employees" (Male, Academic Institution)</i>
		<i>"(women) they should feel safe sharing their problems, and our goal should be that we should not limit our voice and perception among women only, but be more inclusive, and try to spread the messages [to male and female employees]. For instance, there are both men and women in an organization, and in most of the cases, men don't understand women's problems. Thus, we can create a safe space for women where we could all share our problems, and at the same time, we can create a channel from where we can circulate the message to all and not just limit [information] to women." (Female, INGO)</i>