

Cronbach's alpha	Internal consistency
$\alpha \geq 0.9$	Excellent
$0.9 > \alpha \geq 0.8$	Good
$0.8 > \alpha \geq 0.7$	Acceptable
$0.7 > \alpha \geq 0.6$	Questionable
$0.6 > \alpha \geq 0.5$	Poor
$0.5 > \alpha$	Unacceptable

Scale: 2 Cultural/general level

Case Processing Summary

		N	%
Cases	Valid	22	71,0
	Excluded ^a	9	29,0
	Total	31	100,0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
,648	14

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Q11_1: It is acceptable for man to cry	44,6364	17,100	,250	,643
Q11_2: Women are more likely than men to make decisions based on their emotions	45,7273	16,017	,110	,663

Q11_3: The most important role of a women is to take care of her home and family	44,6364	16,719	,472	,633
Q11_4: The most important role of a man is to earn money	44,8636	14,981	,680	,592
Q12_1: Gender equality has been achieved in _____ (inscribe a particular Consortium university and delete this) in politics	46,2727	15,351	,181	,653
Q12_2: Gender equality has been achieved in _____ at work	46,5000	16,643	,013	,683
Q12_3: Gender equality has been achieved in _____ in leadership positions in companies and other organizations	46,8182	17,013	,001	,674
Q13_1: Promoting gender equality is important to ensure a fair and democratic society	44,8182	15,965	,419	,621
Q13_2: Promoting gender equality is important for companies and for the economy	44,9545	15,760	,323	,626
Q13_3: Promoting gender equality is important for your faculty	45,0000	16,571	,080	,661
Q13_4: Promoting gender equality is important for you personally	45,0000	16,095	,307	,629
Q14_1: A woman should be prepared to cut down on her paid work for the sake of taking care of her family	44,5000	13,310	,510	,583
Q14_2: Men should take as much responsibility as women for the home and children	44,0455	13,379	,466	,592

Q14_3: When jobs are scarce, men should have more right to a job than women	43,9091	13,134	,759	,548
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Scale Statistics

Mean	Variance	Std. Deviation	N of Items
48,5909	17,587	4,19364	14

Scale: 3 Institutional level without question 20

Case Processing Summary

		N	%
Cases	Valid	7	22,6
	Excluded ^a	24	77,4
	Total	31	100,0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
,895	38

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Q15_1: In general, men and women are equally well represented (in terms of numbers) in my faculty	131,2857	452,238	,712	,886
Q15_2: In general, men and women are treated equally in my faculty	131,2857	457,571	,948	,884

Q15_3: My faculty is committed to promoting gender equality	130,1429	506,810	,179	,895
Q15_4: If I had any concerns about gender equality in my faculty, I would know who to approach	131,7143	451,905	,717	,886
Q15_5: My faculty is responsive to concerns about gender equality	131,2857	462,571	,702	,887
Q16_1: Allocation of desirable and sought-after tasks or roles are distributed independently from gender	131,7143	426,571	,931	,880
Q16_2: Distribution of office space are done independently from gender	130,4286	502,286	,310	,894
Q16_3 Mentoring and/or other guidance in making career decisions are done independently from gender	131,2857	496,238	,253	,895
Q16_4: Representation in senior positions are done independently from gender	131,1429	457,810	,975	,884
Q16_5: Allocation of administrative tasks are done independently from gender	131,8571	442,810	,812	,884
Q17_1: Attention from senior management are done independently from gender	131,5714	457,952	,714	,887
Q17_2: Access to informal circles of influence are done independently from gender	131,2857	466,905	,766	,887
Q17_3: Receiving positive feedback from management are done independently from gender	131,2857	453,905	,921	,884

Q17_4: Recruitment and selections for academic posts are done independently from gender	131,2857	463,238	,755	,887
Q17_5: Promotion decisions are done independently from gender	131,1429	466,143	,808	,887
Q18_1: Allocation of formal training and career development opportunities are done independently from gender	131,0000	482,333	,607	,890
Q18_2: Allocation of teaching are done independently from gender	131,0000	462,000	,940	,885
Q18_3: Participation in projects are done independently from gender	130,7143	485,571	,716	,890
Q18_4: Invitations to lectures, conferences, etc. are done independently from gender	130,7143	485,571	,716	,890
Q18_5: Appointments to editorships of journals are done independently from gender	130,5714	489,619	,850	,891
Q19_1: My supervisor has understanding for my caring responsibilities (at home, for children and elderly...)	131,1429	449,143	,946	,883
Q19_2: My faculty has policies put in place (effective) for life-work balancing	133,4286	482,286	,353	,894
Q19_3: My work schedule allows me to spend time with my family and friends	131,4286	447,619	,817	,884
Q19_4: I am able to set boundaries between work and life	132,8571	455,476	,609	,889
Q19_5: I am satisfied with my work-life balance	132,2857	425,238	,909	,881

Q21_1: Childcare related policies, including payments and benefits	135,0000	510,000	,000	,896
Q21_2: Facilities for continued baby feeding on return to work	135,0000	510,000	,000	,896
Q21_3: Contacts for supporting services (e.g. HR, occupational health)	135,0000	510,000	,000	,896
Q21_4: Time off for antenatal appointments	135,0000	510,000	,000	,896
Q21_5: How and when to notify your institution of your intentions regarding return to work	135,0000	510,000	,000	,896
Q21_6: Options for phased return, or other forms of workload adjustment on return	135,0000	510,000	,000	,896
Q21_7: Rest facilities are available during pregnancy	135,0000	510,000	,000	,896
Q22_1 Sexist behavior is tolerated at my faculty	134,2857	540,238	-,609	,906
Q22_2 During lectures and extracurricular communication with students the teachers at our Faculty sometimes express sexist attitudes	134,1429	547,143	-,679	,908
Q22_3 Sexual harassment occurs at my faculty	134,1429	523,476	-,269	,902
Q22_4 Sexual harassment of students by the teaching staff occurs at my faculty	133,7143	535,571	-,346	,908
Q22_5 Sexual harassment by senior position academics to lower positioned academic personnel occurs at my faculty.	133,4286	536,619	-,343	,909

Q22_6 Cases of sexual harassment in my faculty are treated as something to cover and hide.	133,4286	542,619	-,395	,911
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Scale Statistics

Mean	Variance	Std. Deviation	N of Items
136,0000	510,000	22,58318	38

Scale: 4 Educational level

Case Processing Summary

		N	%
Cases	Valid	24	77,4
	Excluded ^a	7	22,6
	Total	31	100,0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
,648	8

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Q23_1: Curricula at my faculty are gender sensitive	25,4583	51,911	-,592	,829

Q23_2: It is necessary to perform a critical reconsideration from the gender sensitive point of view of all the textbooks used at my faculty.	26,2500	28,891	,569	,551
Q23_3: Gender sensitive legal studies are important to the professional competences of the future lawyers, judges and members of other legal professions.	25,0000	28,261	,568	,548
Q23_4: As a rule, classes do not provide a gender perspective when learning about legal institutes.	24,2500	36,109	,283	,632
Q23_5: Gender perspective in legal studies is utterly irrelevant to the quality of content and the meaning of acquired legal knowledge.	24,8750	36,027	,169	,657
Q23_6: Additional education of teaching staff on matters of gender equality is necessary at my faculty.	25,4583	29,042	,617	,542
Q23_7: Introducing gender perspective in higher education curricula should be regulated by law.	26,0000	25,304	,839	,464
Q23_8: Standards for accreditation of study programs should have as a compulsory requirement the ability to understand and apply the principles of gender equality.	25,4167	26,514	,716	,502

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
28,9583	40,737	6,38258	8

Scale: Total EST (level 2, 3 and 4) without question 20

Case Processing Summary

		N	%
Cases	Valid	5	16,1
	Excluded ^a	26	83,9
	Total	31	100,0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
,859	60

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Q11_1: It is acceptable for man to cry	206,8000	563,700	-,075	,860
Q11_2: Women are more likely than men to make decisions based on their emotions	207,8000	531,200	,788	,851
Q11_3: The most important role of a women is to take care of her home and family	206,6000	562,300	,000	,859
Q11_4: The most important role of a man is to earn money	206,8000	563,700	-,075	,860

Q12_1: Gender equality has been achieved in _____ (inscribe a particular Consortium university and delete this) in politics	207,6000	572,800	-,205	,865
Q12_2: Gender equality has been achieved in _____ at work	208,6000	535,300	,382	,855
Q12_3: Gender equality has been achieved in _____ in leadership positions in companies and other organizations	208,8000	535,700	,501	,853
Q13_1: Promoting gender equality is important to ensure a fair and democratic society	206,8000	563,700	-,075	,860
Q13_2: Promoting gender equality is important for companies and for the economy	206,8000	563,700	-,075	,860
Q13_3: Promoting gender equality is important for your faculty	207,2000	567,700	-,113	,864
Q13_4: Promoting gender equality is important for you personally	206,8000	563,700	-,075	,860
Q14_1: A woman should be prepared to cut down on her paid work for the sake of taking care of her family	206,2000	570,700	-,215	,863
Q14_2: Men should take as much responsibility as women for the home and children	206,2000	570,700	-,215	,863
Q14_3: When jobs are scarce, men should have more right to a job than women	206,0000	565,500	-,094	,861

Q15_1: In general, men and women are equally well represented (in terms of numbers) in my faculty	206,4000	492,800	,770	,844
Q15_2: In general, men and women are treated equally in my faculty	206,0000	517,000	,713	,849
Q15_3: My faculty is committed to promoting gender equality	204,8000	562,700	-,028	,859
Q15_4: If I had any concerns about gender equality in my faculty, I would know who to approach	206,0000	512,500	,939	,846
Q15_5: My faculty is responsive to concerns about gender equality	205,6000	530,300	,673	,851
Q16_1: Allocation of desirable and sought-after tasks or roles are distributed independently from gender	206,2000	475,700	,910	,839
Q16_2: Distribution of office space are done independently from gender	205,0000	568,000	-,230	,861
Q16_3 Mentoring and/or other guidance in making career decisions are done independently from gender	206,2000	580,700	-,358	,866
Q16_4: Representation in senior positions are done independently from gender	205,8000	511,700	,829	,847
Q16_5: Allocation of administrative tasks are done independently from gender	206,8000	510,700	,512	,851
Q17_1: Attention from senior management are done independently from gender	206,4000	528,800	,368	,855
Q17_2: Access to informal circles of influence are done independently from gender	206,0000	536,500	,386	,855

Q17_3: Receiving positive feedback from management are done independently from gender	205,8000	511,700	,829	,847
Q17_4: Recruitment and selections for academic posts are done independently from gender	205,8000	531,200	,489	,853
Q17_5: Promotion decisions are done independently from gender	205,6000	530,300	,673	,851
Q18_1: Allocation of formal training and career development opportunities are done independently from gender	205,6000	554,800	,138	,859
Q18_2: Allocation of teaching are done independently from gender	205,8000	511,700	,829	,847
Q18_3: Participation in projects are done independently from gender	205,2000	548,700	,518	,856
Q18_4: Invitations to lectures, conferences, etc. are done independently from gender	205,2000	548,700	,518	,856
Q18_5: Appointments to editorships of journals are done independently from gender	205,2000	548,700	,518	,856
Q19_1: My supervisor has understanding for my caring responsibilities (at home, for children and elderly...)	205,8000	493,200	,910	,842
Q19_2: My faculty has policies put in place (effective) for life-work balancing	208,6000	558,800	,090	,859
Q19_3: My work schedule allows me to spend time with my family and friends	206,4000	492,800	,770	,844

Q19_4: I am able to set boundaries between work and life	207,8000	498,700	,756	,845
Q19_5: I am satisfied with my work-life balance	206,8000	493,200	,765	,844
Q21_1: Childcare related policies, including payments and benefits	209,6000	562,300	,000	,859
Q21_2: Facilities for continued baby feeding on return to work	209,6000	562,300	,000	,859
Q21_3: Contacts for supporting services (e.g. HR, occupational health)	209,6000	562,300	,000	,859
Q21_4: Time off for antenatal appointments	209,6000	562,300	,000	,859
Q21_5: How and when to notify your institution of your intentions regarding return to work	209,6000	562,300	,000	,859
Q21_6: Options for phased return, or other forms of workload adjustment on return	209,6000	562,300	,000	,859
Q21_7: Rest facilities are available during pregnancy	209,6000	562,300	,000	,859
Q22_1 Sexist behavior is tolerated at my faculty	209,2000	581,700	-,746	,865
Q22_2 During lectures and extracurricular communication with students the teachers at our Faculty sometimes express sexist attitudes	208,4000	596,800	-,568	,871
Q22_3 Sexual harassment occurs at my faculty	208,6000	548,300	,181	,859
Q22_4 Sexual harassment of students by the teaching staff occurs at my faculty	208,8000	544,700	,433	,855

Q22_5 Sexual harassment by senior position academics to lower positioned academic personnel occurs at my faculty.	208,4000	535,300	,419	,854
Q22_6 Cases of sexual harassment in my faculty are treated as something to cover and hide.	208,2000	544,700	,152	,861
Q23_1: Curricula at my faculty are gender sensitive	206,4000	581,800	-,303	,868
Q23_2: It is necessary to perform a critical reconsideration from the gender sensitive point of view of all the textbooks used at my faculty.	208,2000	549,700	,096	,862
Q23_3: Gender sensitive legal studies are important to the professional competences of the future lawyers, judges and members of other legal professions.	207,2000	575,700	-,216	,867
Q23_4: As a rule, classes do not provide a gender perspective when learning about legal institutes.	206,4000	535,300	,419	,854
Q23_5: Gender perspective in legal studies is utterly irrelevant to the quality of content and the meaning of acquired legal knowledge.	206,0000	544,500	,685	,854
Q23_6: Additional education of teaching staff on matters of gender equality is necessary at my faculty.	207,4000	593,800	-,427	,872
Q23_7: Introducing gender perspective in higher education curricula should be regulated by law.	208,0000	531,500	,328	,856

Q23_8: Standards for accreditation of study programs should have as a compulsory requirement the ability to understand and apply the principles of gender equality.	207,2000	520,700	,425	,854
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Scale Statistics

Mean	Variance	Std. Deviation	N of Items
210,6000	562,300	23,71287	60