Cronbach's alpha	Internal consistency
α ≥ 0.9	Excellent
0.9 > α ≥ 0.8	Good
0.8 > α ≥ 0.7	Acceptable
0.7 > α ≥ 0.6	Questionable
0.6 > α ≥ 0.5	Poor
0.5 > α	Unacceptable

Scale: 2 Cultural/general level

Case Processing Summary

			,
		N	%
Cases	Valid	22	71,0
	Excludeda	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

			Corrected	Cronbach's
	Scale Mean if	Scale Variance	Item-Total	Alpha if Item
	Item Deleted	if Item Deleted	Correlation	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

Canage C	Q11_3: The most important				ĺ
care of her home and family Q11_4: The most important role of a man is to earn money and particular Color of a man is to earn money and particular Consortium (inscribe a particular Consortium university and delete this) in politics Q12_2: Gender equality has been achieved in at work Q12_3: Gender equality has been achieved in at work Q12_3: Gender equality has been achieved in in leadership positions in companies and other organizations Q13_1: Promoting gender equality is important to ensure a fair and democratic society Q13_2: Promoting gender equality is important for companies and for the economy Q13_3: Promoting gender equality is important for your faculty (is important for your faculty) gender equality is important for your faculty (is important for your faculty) gender equality is important for you personally Q14_1: A woman should be prepared to cut down on her paid work for the sake of taking care of her family Q14_2: Men should take as much responsibility as women for the home and		44 6364	16 710	472	633
Q11_4: The most important role of a man is to earn money Q12_1: Gender equality has been achieved in		44,0304	10,719	,472	,033
role of a man is to earn					
money Q12_1: Gender equality has been achieved in		44 9636	14.091	690	500
Q12_1: Gender equality has been achieved in(inscribe a particular Consortium university and delete this) in politics Q12_2: Gender equality has been achieved inat work Q12_3: Gender equality has been achieved inat work Q12_3: Gender equality has been achieved inin leadership positions in companies and other organizations Q13_1: Promoting gender equality is important to ensure a fair and democratic society Q13_2: Promoting gender equality is important for companies and for the economy Q13_3: Promoting gender equality is important for companies and for the economy Q13_4: Promoting gender equality is important for your faculty Q13_4: Promoting gender equality is important for you personally Q14_1: A woman should be prepared to cut down on her paid work for the sake of taking care of her family Q14_2: Men should take as much responsibility as women for the home and Q13_3: Q13_4: Q13_		44,0030	14,961	,000	,592
been achieved in (inscribe a particular Consortium university and delete this) in politics Q12_2: Gender equality has been achieved in	-				
particular Consortium university and delete this) in politics Q12_2: Gender equality has been achieved in at work Q12_3: Gender equality has been achieved in in leadership positions in companies and other organizations Q13_1: Promoting gender equality is important to ensure a fair and democratic society Q13_2: Promoting gender equality is important for companies and for the economy Q13_3: Promoting gender equality is important for equality is important for companies and for the economy Q13_3: Promoting gender equality is important for outpanies and for the economy Q13_3: Promoting gender equality is important for your faculty Q13_4: Promoting gender equality is important for you personally Q14_1: A woman should be prepared to cut down on her paid work for the sake of taking care of her family Q14_2: Men should take as much responsibility as women for the home and 46,5000 16,643 17,013 .001 .664 .7592					
university and delete this) in politics Q12_2: Gender equality has been achieved in	· ·	46,2727	15,351	,181	,653
politics Q12_2: Gender equality has been achieved in 46,5000 16,643 .013 .683 at work Q12_3: Gender equality has been achieved in in leadership positions in companies and other organizations Q13_1: Promoting gender equality is important to ensure a fair and democratic society Q13_2: Promoting gender equality is important for companies and for the economy Q13_3: Promoting gender equality is important for companies and for the economy Q13_3: Promoting gender equality is important for your faculty Q13_4: Promoting gender equality is important for your faculty Q13_4: Promoting gender equality is important for you personally Q14_1: A woman should be prepared to cut down on her paid work for the sake of taking care of her family Q14_2: Men should take as much responsibility as women for the home and 46,5000	·				
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been achieved in in leadership in leadership positions in companies and other organizations Q13_1: Promoting gender equality is important to ensure a fair and democratic society Q13_2: Promoting gender equality is important for companies and for the economy Q13_3: Promoting gender equality is important for your faculty Q13_4: Promoting gender equality is important for your faculty Q13_4: Promoting gender equality is important for you personally Q14_1: A woman should be prepared to cut down on her paid work for the sake of taking care of her family Q14_2: Men should take as much responsibility as women for the home and 46,8182 17,013 17,013 1,001 1,674 15,965 15,965 15,965 15,760 15,760 1,323 1,626 15,760 1,323 1,626 1,626 1,627 1,629 1,307 1,510 1,583 1,583 1,592					
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companies and for the economy Q13_3: Promoting gender equality is important for your faculty Q13_4: Promoting gender equality is important for you personally Q14_1: A woman should be prepared to cut down on her paid work for the sake of taking care of her family Q14_2: Men should take as much responsibility as women for the home and 44,9545 15,760 ,323 ,626 ,626 ,626 45,0000 16,571 ,080 ,661 16,095 ,307 ,629 13,310 ,510 ,583 44,5000 13,310 ,510 ,583	Q13_2: Promoting gender				
companies and for the economy Q13_3: Promoting gender equality is important for your 45,0000 16,571 ,080 ,661 faculty Q13_4: Promoting gender equality is important for you 45,0000 16,095 ,307 ,629 personally Q14_1: A woman should be prepared to cut down on her paid work for the sake of taking care of her family Q14_2: Men should take as much responsibility as women for the home and 44,0455 13,379 ,466 ,592	equality is important for	44.0545	15 760	202	626
Q13_3: Promoting gender equality is important for your faculty Q13_4: Promoting gender equality is important for you personally Q14_1: A woman should be prepared to cut down on her paid work for the sake of taking care of her family Q14_2: Men should take as much responsibility as women for the home and 45,0000 16,571 ,080 ,661 45,0000 16,095 ,307 ,629 44,5000 13,310 ,510 ,583	companies and for the	44,9545	15,760	,323	,020
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equality is important for you personally Q14_1: A woman should be prepared to cut down on her paid work for the sake of taking care of her family Q14_2: Men should take as much responsibility as women for the home and 45,0000 13,310 ,510 ,583 44,0455 13,379 ,466 ,592	faculty				
personally Q14_1: A woman should be prepared to cut down on her paid work for the sake of taking care of her family Q14_2: Men should take as much responsibility as women for the home and 44,5000 13,310 ,510 ,583 44,5000 13,310 ,510 ,583	Q13_4: Promoting gender				
Q14_1: A woman should be prepared to cut down on her paid work for the sake of taking care of her family Q14_2: Men should take as much responsibility as women for the home and 13,379 44,5000 13,310 ,510 ,583 44,0455 13,379 ,466 ,592	equality is important for you	45,0000	16,095	,307	,629
prepared to cut down on her paid work for the sake of taking care of her family Q14_2: Men should take as much responsibility as women for the home and 44,0455 13,379 ,466 ,592	personally				
paid work for the sake of taking care of her family Q14_2: Men should take as much responsibility as women for the home and 44,0455 13,379 ,466 ,592	Q14_1: A woman should be				
paid work for the sake of taking care of her family Q14_2: Men should take as much responsibility as women for the home and 44,0455 13,379 ,466 ,592	prepared to cut down on her		12.212		
Q14_2: Men should take as much responsibility as women for the home and 44,0455 13,379 ,466 ,592	paid work for the sake of	44,5000	13,310	,510	,583
Q14_2: Men should take as much responsibility as women for the home and 44,0455 13,379 ,466 ,592	taking care of her family				
much responsibility as women for the home and 44,0455	_				
women for the home and 44,0455 13,379 ,466 ,592	_				_
		44,0455	13,379	,466	,592

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

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
	Excludeda	24	77,4
	Total	31	100,0

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

Reliability Statistics

rtonability otationio				
Cronbach's				
Alpha	N of Items			
,895	38			

			Corrected	Cronbach's
	Scale Mean if	Scale Variance	Item-Total	Alpha if Item
	Item Deleted	if Item Deleted	Correlation	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

committed to promoting gender equality Q15_4: If I had any concerns about gender equality in my faculty, I 131,7143 451,905 ,717 ,886 would know who to approach Q15_5: My faculty is responsive to concerns about gender equality Q16_1: Allocation of desirable and sought-after tasks or roles are distributed independently from gender Q16_2: Distribution of office space are done independently from gender Q16_3: Mentoring and/or other guidance in making career decisions are done independently from gender Q16_4: Representation in senior positions are done independently from gender Q16_5: Allocation of administrative tasks are done independently from gender Q17_1: Attention from senior management are done independently from gender Q17_2: Access to informal circles of influence are done independently from gender Q17_3: Receiving positive feedback from management are done independently from gender Q17_3: Receiving positive feedback from management gender G17_3: Receiving positive feedback from management are done independently from gender Q17_3: Receiving positive feedback from management are done independently from gender Q17_3: Receiving positive feedback from management are done independently from gender Q17_3: Receiving positive feedback from management are done independently from gender Q17_3: Receiving positive feedback from management are done independently from gender Q17_1: Attention from gender Q17_2: Access to informal circles of influence are done independently from gender Q17_3: Receiving positive feedback from management and gender Q17_1 and Q17_2 and Q17_3 are q17_4 and Q17_3 and Q17_3 are q18_4 and Q17_3 are q18_4 and Q17_3 are q18_4 and Q17_3 and Q17_4 are q18_4 and Q17_4 and Q17_	Q15_3: My faculty is				
Q15_4: If I had any concerns about gender equality in my faculty, I 131,7143 451,905,717,886 would know who to approach Q15_5: My faculty is responsive to concerns about gender equality Q16_1: Allocation of desirable and sought-after tasks or roles are distributed independently from gender Q16_2: Distribution of office space are done independently from gender Q16_3. Mentoring and/or other guidance in making career decisions are done independently from gender Q16_4: Representation in senior positions are done independently from gender Q16_5. Allocation of administrative tasks are done independently from gender Q17_1: Attention from senior management are done independently from gender Q17_2: Access to informal circles of influence are done independently from gender Q17_3: Receiving positive feedback from management 131,2857 453,905 .921 .884	committed to promoting	130,1429	506,810	,179	,895
concerns about gender equality in my faculty, I would know who to approach Q15_5: My faculty is responsive to concerns about gender equality Q16_1: Allocation of desirable and sought-after tasks or roles are distributed independently from gender Q16_2: Distribution of office space are done independently from gender Q16_3: Mentoring and/or other guidance in making career decisions are done independently from gender Q16_4: Representation in senior positions are done independently from gender Q16_5: Allocation of administrative tasks are done independently from gender Q17_1: Attention from senior management are done independently from gender Q17_2: Access to informal circles of influence are done independently from gender Q17_3: Receiving positive feedback from management 131,2857 453,905 ,717 ,702 ,887 462,571 ,702 ,887 ,702 ,887 ,703 ,887 ,704 ,887 ,705 ,886 462,571 ,702 ,887 ,702 ,887 ,886 462,571 ,702 ,887 ,886 462,571 ,702 ,887 ,886 462,571 ,702 ,887 ,886 462,571 ,702 ,887 ,886 462,571 ,702 ,887 ,886 462,571 ,702 ,887 ,886 462,571 ,702 ,887 ,886 462,571 ,702 ,887 ,886 462,571 ,702 ,887 ,886 462,571 ,702 ,887 ,886 462,571 ,702 ,887 ,886 462,571 ,931 ,880 ,887 ,886 462,571 ,931 ,880 ,887 ,886 462,571 ,931 ,880 ,887 ,886 462,571 ,931 ,886 462,571 ,931 ,880 ,887 ,886 462,571 ,931 ,886 462,571 ,931 ,886 462,571 ,931 ,887 ,886 462,571 ,931 ,886 462,571 ,931 ,887 ,886 462,571 ,931 ,886 462,571 ,931 ,887 ,887	gender equality				
equality in my faculty, I	Q15_4: If I had any				
would know who to approach Q15_5: My faculty is responsive to concerns about gender equality Q16_1: Allocation of desirable and sought-after tasks or roles are distributed independently from gender Q16_2: Distribution of office space are done independently from gender Q16_3 Mentoring and/or other guidance in making career decisions are done independently from gender Q16_4: Representation in senior positions are done independently from gender Q16_5: Allocation of administrative tasks are done independently from gender Q17_1: Attention from senior management are done independently from gender Q17_2: Access to informal circles of influence are done independently from gender Q17_3: Receiving positive feedback from management 131,2857 453,905 921 884	concerns about gender				
approach Q15_5: My faculty is responsive to concerns about gender equality Q16_1: Allocation of desirable and sought-after tasks or roles are distributed independently from gender Q16_2: Distribution of office space are done independently from gender Q16_3: Mentoring and/or other guidance in making career decisions are done independently from gender Q16_4: Representation in senior positions are done independently from gender Q16_5: Allocation of administrative tasks are done independently from gender Q17_1: Attention from senior management are done independently from gender Q17_2: Access to informal circles of influence are done independently from gender Q17_3: Receiving positive feedback from management 131,2857	equality in my faculty, I	131,7143	451,905	,717	,886
Q15_5: My faculty is responsive to concerns about gender equality Q16_1: Allocation of desirable and sought-after tasks or roles are distributed independently from gender Q16_2: Distribution of office space are done independently from gender Q16_3: Mentoring and/or other guidance in making career decisions are done independently from gender Q16_4: Representation in senior positions are done independently from gender Q16_5: Allocation of administrative tasks are done independently from gender Q17_1: Attention from senior management are done independently from gender Q17_2: Access to informal circles of influence are done independently from gender Q17_3: Receiving positive feedback from management 131,2857 453,905 ,921 884	would know who to				
responsive to concerns about gender equality Q16_1: Allocation of desirable and sought-after tasks or roles are distributed independently from gender Q16_2: Distribution of office space are done 130,4286 502,286 ,310 ,894 independently from gender Q16_3 Mentoring and/or other guidance in making career decisions are done independently from gender Q16_4: Representation in senior positions are done 131,1429 457,810 ,975 ,884 independently from gender Q16_5: Allocation of administrative tasks are done independently from gender Q17_1: Attention from senior management are done independently from gender Q17_2: Access to informal circles of influence are done independently from gender Q17_3: Receiving positive feedback from management 131,2857 453,905 ,921 ,884	approach				
about gender equality Q16_1: Allocation of desirable and sought-after tasks or roles are distributed independently from gender Q16_2: Distribution of office space are done independently from gender Q16_3 Mentoring and/or other guidance in making career decisions are done independently from gender Q16_4: Representation in senior positions are done 131,1429 457,810 496,238 ,253 ,895 administrative tasks are done independently from gender Q17_1: Attention from senior management are done independently from gender Q17_2: Access to informal circles of influence are done independently from gender Q17_3: Receiving positive feedback from management 131,2857 453,905 ,921 884	Q15_5: My faculty is				
Q16_1: Allocation of desirable and sought-after tasks or roles are distributed independently from gender Q16_2: Distribution of office space are done independently from gender Q16_3 Mentoring and/or other guidance in making career decisions are done independently from gender Q16_4: Representation in senior positions are done independently from gender Q16_5: Allocation of administrative tasks are done independently from gender Q17_1: Attention from senior management are done independently from gender Q17_2: Access to informal circles of influence are done independently from gender Q17_3: Receiving positive feedback from management 131,2857 453,905 .921 .884	responsive to concerns	131,2857	462,571	,702	,887
desirable and sought-after tasks or roles are distributed independently from gender Q16_2: Distribution of office space are done independently from gender Q16_3 Mentoring and/or other guidance in making career decisions are done independently from gender Q16_4: Representation in senior positions are done independently from gender Q16_5: Allocation of administrative tasks are done independently from gender Q17_1: Attention from senior management are done independently from gender Q17_2: Access to informal circles of influence are done independently from gender Q17_3: Receiving positive feedback from management 131,2857 453,905 .921 .884	about gender equality				
tasks or roles are distributed independently from gender Q16_2: Distribution of office space are done independently from gender Q16_3 Mentoring and/or other guidance in making career decisions are done independently from gender Q16_4: Representation in senior positions are done independently from gender Q16_5: Allocation of administrative tasks are done independently from gender Q17_1: Attention from senior management are done independently from gender Q17_2: Access to informal circles of influence are done independently from gender Q17_3: Receiving positive feedback from management 131,2857 453,905 ,921 ,884	Q16_1: Allocation of				
tasks or roles are distributed independently from gender Q16_2: Distribution of office space are done independently from gender Q16_3 Mentoring and/or other guidance in making career decisions are done independently from gender Q16_4: Representation in senior positions are done independently from gender Q16_5: Allocation of administrative tasks are done independently from gender Q17_1: Attention from senior management are done independently from gender Q17_2: Access to informal circles of influence are done independently from gender Q17_3: Receiving positive feedback from management 131,2857 453,905 .921 .884	desirable and sought-after	404 7440	406 E74	024	000
Q16_2: Distribution of office space are done 130,4286 502,286 ,310 ,894 independently from gender Q16_3 Mentoring and/or 496,238 ,253 ,895 career decisions are done independently from gender 131,2857 496,238 ,253 ,895 career decisions are done independently from gender 131,1429 457,810 ,975 ,884 independently from gender Q16_5: Allocation of 442,810 ,812 ,884 done independently from gender 131,8571 442,810 ,812 ,884 quite and continuation of the senior management are done independently from gender 131,5714 457,952 ,714 ,887 quite and continuation of the senior management are done independently from gender 131,2857 466,905 ,766 ,887 quite and continuation of the senior management independently from gender 131,2857 466,905 ,766 ,887	tasks or roles are distributed	131,7143	420,571	,931	,880
space are done independently from gender Q16_3 Mentoring and/or other guidance in making career decisions are done independently from gender Q16_4: Representation in senior positions are done independently from gender Q16_5: Allocation of administrative tasks are done independently from gender Q17_1: Attention from senior management are done independently from gender Q17_2: Access to informal circles of influence are done independently from gender Q17_3: Receiving positive feedback from management 131,2857 453,905 .921 884	independently from gender				
independently from gender Q16_3 Mentoring and/or other guidance in making career decisions are done independently from gender Q16_4: Representation in senior positions are done independently from gender Q16_5: Allocation of administrative tasks are done independently from gender Q17_1: Attention from senior management are done independently from gender Q17_2: Access to informal circles of influence are done independently from gender Q17_3: Receiving positive feedback from management 131,2857 496,238 .253 .895 .896 .8	Q16_2: Distribution of office				
Q16_3 Mentoring and/or other guidance in making career decisions are done independently from gender Q16_4: Representation in senior positions are done independently from gender Q16_5: Allocation of administrative tasks are done independently from gender Q17_1: Attention from senior management are done independently from gender Q17_2: Access to informal circles of influence are done independently from gender Q17_3: Receiving positive feedback from management 131,2857 453,905 .921 .884	space are done	130,4286	502,286	,310	,894
other guidance in making career decisions are done independently from gender Q16_4: Representation in senior positions are done independently from gender Q16_5: Allocation of administrative tasks are done independently from gender Q17_1: Attention from senior management are done independently from gender Q17_2: Access to informal circles of influence are done independently from gender Q17_3: Receiving positive feedback from management 131,2857 453,905 .921 .884	independently from gender				
career decisions are done independently from gender Q16_4: Representation in senior positions are done independently from gender Q16_5: Allocation of administrative tasks are done independently from gender Q17_1: Attention from senior management are done independently from gender Q17_2: Access to informal circles of influence are done independently from gender Q17_3: Receiving positive feedback from management 131,2857 453,905 ,921 ,884	Q16_3 Mentoring and/or				
career decisions are done independently from gender Q16_4: Representation in senior positions are done independently from gender Q16_5: Allocation of administrative tasks are done independently from gender Q17_1: Attention from senior management are done independently from gender Q17_2: Access to informal circles of influence are done independently from gender Q17_3: Receiving positive feedback from management 131,2857 453,905 .921 .884	other guidance in making	404.0057	400.000	050	005
Q16_4: Representation in senior positions are done independently from gender Q16_5: Allocation of administrative tasks are done independently from gender Q17_1: Attention from senior management are done independently from gender Q17_2: Access to informal circles of influence are done independently from gender Q17_3: Receiving positive feedback from management 131,2857 453,905 ,921 ,884	career decisions are done	131,2857	496,238	,253	,895
senior positions are done independently from gender Q16_5: Allocation of administrative tasks are done independently from gender Q17_1: Attention from senior management are done independently from gender Q17_2: Access to informal circles of influence are done independently from gender Q17_3: Receiving positive feedback from management [131,2857] 453,905 [921] .884	independently from gender				
independently from gender Q16_5: Allocation of administrative tasks are done independently from gender Q17_1: Attention from senior management are done independently from gender Q17_2: Access to informal circles of influence are done independently from gender Q17_3: Receiving positive feedback from management 131,2857 442,810 ,812 ,884 457,952 ,714 ,887 466,905 ,766 ,887	Q16_4: Representation in				
Q16_5: Allocation of administrative tasks are done independently from gender Q17_1: Attention from senior management are done independently from gender Q17_2: Access to informal circles of influence are done independently from gender Q17_3: Receiving positive feedback from management 131,2857 442,810 ,812 ,884 457,952 ,714 ,887 466,905 ,766 ,887	senior positions are done	131,1429	457,810	,975	,884
administrative tasks are done independently from gender Q17_1: Attention from senior management are done independently from gender Q17_2: Access to informal circles of influence are done independently from gender Q17_3: Receiving positive feedback from management 131,8571 442,810 ,812 ,884 457,952 ,714 ,887 466,905 ,766 ,887	independently from gender				
done independently from gender Q17_1: Attention from senior management are done independently from gender Q17_2: Access to informal circles of influence are done independently from gender Q17_3: Receiving positive feedback from management 131,8571 442,810 ,812 ,884 457,952 ,714 457,952 ,714 ,887 466,905 ,766 ,887	Q16_5: Allocation of				
done independently from gender Q17_1: Attention from senior management are done independently from gender Q17_2: Access to informal circles of influence are done independently from gender Q17_3: Receiving positive feedback from management 131,2857 453,905 .921 .884	administrative tasks are	404.0574	440.040	040	004
Q17_1: Attention from senior management are done independently from gender Q17_2: Access to informal circles of influence are done independently from gender Q17_3: Receiving positive feedback from management 131,2857 457,952 ,714 ,887 457,952 ,714 ,887 466,905 ,766 ,887	done independently from	131,8571	442,810	,812	,884
senior management are done independently from gender Q17_2: Access to informal circles of influence are done independently from gender Q17_3: Receiving positive feedback from management 131,2857 453,905 ,714 ,887 ,714 ,887 ,714 ,887 ,714 ,887 ,766 ,887 ,766 ,887	gender				
done independently from gender Q17_2: Access to informal circles of influence are done independently from gender Q17_3: Receiving positive feedback from management 131,2857	Q17_1: Attention from				
done independently from gender Q17_2: Access to informal circles of influence are done independently from gender Q17_3: Receiving positive feedback from management 131,2857 453,905 .921 .884	senior management are	404 5744	457.050	74.4	007
Q17_2: Access to informal circles of influence are done independently from gender Q17_3: Receiving positive feedback from management 131,2857 453,905 ,921 .884	done independently from	131,5714	457,952	,/14	,887
circles of influence are done 131,2857 466,905 ,766 ,887 independently from gender Q17_3: Receiving positive feedback from management 131,2857 453,905 ,921 .884	gender				
independently from gender Q17_3: Receiving positive feedback from management 131,2857 453,905 .921 .884	Q17_2: Access to informal				
Q17_3: Receiving positive feedback from management 131,2857 453,905 .921 .884	circles of influence are done	131,2857	466,905	,766	,887
feedback from management 131.2857 453.905 .921 .884	independently from gender				
feedback from management 131.2857 453.905 .921 .884	Q17_3: Receiving positive				
■ 131.2857 453.905 .921 .884 ■	feedback from management	404.00=	450 005		22.
are acree macromating from	are done independently from	131,2857	453,905	,921	,884

Q17_4: Recruitment and				
selections for academic				
posts are done	131,2857	463,238	,755	,887
independently from gender				
Q17_5: Promotion decisions				
are done independently from	131,1429	466,143	,808,	,887
gender				
Q18_1: Allocation of formal				
training and career				
development opportunities	131,0000	482,333	,607	,890
are done independently from				·
gender				
Q18_2: Allocation of				
teaching are done	131,0000	462,000	,940	,885
independently from gender				
Q18_3: Participation in				
projects are done	130,7143	485,571	,716	,890
independently from gender				
Q18_4: Invitations to				
lectures, conferences, etc.	400 7440	405 574	740	200
are done independently from	130,7143	485,571	,716	,890
gender				
Q18_5: Appointments to				
editorships of journals are	400 5744	400.040	050	004
done independently from	130,5714	489,619	,850	,891
gender				
Q19_1: My supervisor has				
understanding for my caring	131,1429	449,143	,946	,883
responsibilities (at home, for	131,1429	449,143	,940	,003
children and elderly)				
Q19_2: My faculty has				
policies put in place	133,4286	482,286	,353	,894
(effective) for life-work	133,4200	402,200	,333	,094
balancing				
Q19_3: My work schedule				
allows me to spend time	131,4286	447,619	,817	,884
with my family and friends				
Q19_4: I am able to set				
boundaries between work	132,8571	455,476	,609	,889,
and life				
Q19_5: I am satisfied with	132,2857	425,238	,909	,881
my work-life balance	102,2001	120,200	,555	,551

Q21_1: Childcare related				
policies, including payments	135,0000	510,000	,000	,896
and benefits	100,000	0.0,000	,000	,000
Q21_2: Facilities for				
continued baby feeding on	135,0000	510,000	,000	,896
return to work	100,000	0.10,000	,000	,000
Q21 3: Contacts for				
supporting services (e.g.	135,0000	510,000	,000	,896
HR, occupational health)	100,0000	010,000	,000	,000
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	135,0000	510,000	,000	,896
to work				
Q21_6: Options for phased				
return, or other forms of				
workload adjustment on	135,0000	510,000	,000	,896
return				
Q21_7: Rest facilities are	135,0000	510,000	,000	,896
available during pregnancy				
Q22_1 Sexist behavior is	134,2857	540,238	-,609	,906
tolerated at my faculty				
Q22_2 During lectures and				
extracurricular				
communication with	134,1429	547,143	-,679	,908
students the teachers at our				
Faculty sometimes express				
sexist attitudes				
Q22_3 Sexual harassment	134,1429	523,476	-,269	,902
occurs at my faculty				
Q22_4 Sexual harassment	100 7110	505 574	0.40	000
of students by the teaching	133,7143	535,571	-,346	,908
staff occurs at my faculty				
Q22_ 5 Sexual harassment				
by senior position				
academics to lower	133,4286	536,619	-,343	,909
positioned academic				
personnel occurs at my				
faculty.	l l			

Q22_6 Cases of sexual				
harassment in my faculty	122 1206	E42 640	205	011
are treated as something to	133,4286	542,619	-,395	,911
cover and hide.				

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

Scale: 4 Educational level

Case Processing Summary

and the control of th				
		N	%	
Cases	Valid	24	77,4	
	Excludeda	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

tom rotal otationos					
			Corrected	Cronbach's	
	Scale Mean if	Scale Variance	Item-Total	Alpha if Item	
	Item Deleted	if Item Deleted	Correlation	Deleted	
Q23_1: Curricula at my	25,4583	51.911	592	,829	
faculty are gender sensitive	25,4565	51,911	-,592	,029	

Q23_2: It is necessary to				
perform a critical				
reconsideration from the				
gender sensitive point of	26,2500	28,891	,569	,551
view of all the textbooks				
used at my faculty.				
Q23_3: Gender sensitive				
legal studies are important				
to the professional				
competences of the future	25,0000	28,261	,568	,548
lawyers, judges and	2,222	-, -	,	,
members of other legal				
professions.				
Q23_4: As a rule, classes				
do not provide a gender				
perspective when learning	24,2500	36,109	,283	,632
about legal institutes.				
Q23_5: Gender perspective				
in legal studies is utterly				
irrelevant to the quality of	24,8750	36,027	,169	,657
content and the meaning of				
acquired legal knowledge.				
Q23_6: Additional education				
of teaching staff on matters	05.4500	00.040	0.17	540
of gender equality is	25,4583	29,042	,617	,542
necessary at my faculty.				
Q23_7: Introducing gender				
perspective in higher	26 0000	25,304	920	,464
education curricula should	26,0000	25,304	,839	,404
be regulated by law.				
Q23_8: Standards for				
accreditation of study				
programs should have as a				
compulsory requirement the	25,4167	26,514	,716	,502
ability to understand and				
apply the principles of				
gender equality.				

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

			4
		N	%
Cases	Valid	5	16,1
	Excludeda	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

	Scale Mean if	Scale Variance	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	207,6000	572,800	-,205	,865
university and delete this) in				
politics				
Q12_2: Gender equality has				
been achieved in	208,6000	535,300	,382	,855
at work				
Q12_3: Gender equality has				
been achieved in				
in leadership	208,8000	535,700	,501	,853
positions in companies and	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		,	,
other organizations				
Q13_1: Promoting gender				
equality is important to				
ensure a fair and democratic	206,8000	563,700	-,075	,860
society				
Q13_2: Promoting gender				
equality is important for				
companies and for the	206,8000	563,700	-,075	,860
economy				
Q13_3: Promoting gender				
equality is important for your	207,2000	567,700	-,113	,864
faculty	201,2000	001,700	,110	,001
Q13_4: Promoting gender				
equality is important for you	206,8000	563,700	-,075	,860
personally	200,0000	000,700	,070	,000
Q14_1: A woman should be				
prepared to cut down on her				
paid work for the sake of	206,2000	570,700	-,215	,863
taking care of her family				
Q14_2: Men should take as				
much responsibility as				
women for the home and	206,2000	570,700	-,215	,863
children				
Q14_3: When jobs are				
scarce, men should have				
more right to a job than	206,0000	565,500	-,094	,861
women				
Wonien	l l		I	

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	204,8000	562,700	-,028	,859
gender equality				
Q15_4: If I had any				
concerns about gender				
equality in my faculty, I	206,0000	512,500	,939	,846
would know who to				
approach				
Q15_5: My faculty is				
responsive to concerns	205,6000	530,300	,673	,851
about gender equality				
Q16_1: Allocation of				
desirable and sought-after	206,2000	475,700	,910	,839
tasks or roles are distributed	200,2000	473,700	,910	,009
independently from gender				
Q16_2: Distribution of office				
space are done	205,0000	568,000	-,230	,861
independently from gender				
Q16_3 Mentoring and/or				
other guidance in making	206,2000	580,700	-,358	,866
career decisions are done	200,2000	000,700	-,000	,000
independently from gender				
Q16_4: Representation in				
senior positions are done	205,8000	511,700	,829	,847
independently from gender				
Q16_5: Allocation of				
administrative tasks are	206,8000	510,700	,512	,851
done independently from		,	,	,
gender				
Q17_1: Attention from				
senior management are	206,4000	528,800	,368	,855
done independently from	·	,	,	,
gender				
Q17_2: Access to informal				
circles of influence are done	206,0000	536,500	,386	,855
independently from gender				l

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	207,8000	498,700	,756	,845
and life	_5.,,,,,,	,.	,	,010
Q19_5: I am satisfied with				
my work-life balance	206,8000	493,200	,765	,844
Q21_1: Childcare related				
policies, including payments	209,6000	562,300	,000	,859
and benefits		,	,	,,,,,
Q21 2: Facilities for				
continued baby feeding on	209,6000	562,300	,000	,859
return to work		,	,	,
Q21_3: Contacts for				
supporting services (e.g.	209,6000	562,300	,000	,859
HR, occupational health)		,	,	,
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	209,6000	562,300	,000	,859
to work				
Q21_6: Options for phased				
return, or other forms of				
workload adjustment on	209,6000	562,300	,000	,859
return				
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	000 4000	500,000	500	074
students the teachers at our	208,4000	596,800	-,568	,871
Faculty sometimes express				
sexist attitudes				
Q22_3 Sexual harassment	000 0000	F40 000	404	050
occurs at my faculty	208,6000	548,300	,181	,859
Q22_4 Sexual harassment				
of students by the teaching	208,8000	544,700	,433	,855
staff occurs at my faculty				

Q22_ 5 Sexual harassment				
by senior position				
academics to lower	208,4000	535,300	,419	,854
positioned academic	200, 1000	333,333	,	,00.
personnel occurs at my				
faculty.				
Q22_6 Cases of sexual				
harassment in my faculty	208,2000	544,700	,152	,861
are treated as something to	200,2000	344,700	,132	,001
cover and hide.				
Q23_1: Curricula at my	000 4000	504.000	202	000
faculty are gender sensitive	206,4000	581,800	-,303	,868,
Q23_2: It is necessary to				
perform a critical				
reconsideration from the	222 222	-10 -0 -		
gender sensitive point of	208,2000	549,700	,096	,862
view of all the textbooks				
used at my faculty.				
Q23_3: Gender sensitive				
legal studies are important				
to the professional				
competences of the future	207,2000	575,700	-,216	,867
lawyers, judges and	·		ŕ	·
members of other legal				
professions.				
Q23_4: As a rule, classes				
do not provide a gender				
perspective when learning	206,4000	535,300	,419	,854
about legal institutes.				
Q23_5: Gender perspective				
in legal studies is utterly				
irrelevant to the quality of	206,0000	544,500	,685	,854
content and the meaning of	200,0000	044,000	,000	,004
acquired legal knowledge.				
Q23_6: Additional education				
of teaching staff on matters				
of gender equality is	207,4000	593,800	-,427	,872
necessary at my faculty.				
Q23_7: Introducing gender				
perspective in higher	208,0000	531,500	,328	,856
education curricula should				
be regulated by law.	ı	l		ı

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

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