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	71	84,5
	Excludeda	13	15,5
	Total	84	100,0

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

Reliability Statistics

Cronbach's	
Alpha	N of Items
,417	14

	Scale Mean if	Scale Variance	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Q11_1: It is acceptable for man to cry	42,2817	16,948	,056	,419
Q11_2: Women are more likely than men to make decisions based on their emotions	42,9859	14,443	,291	,346

C1 C1 C1 C2 C2 C3 C3 C3 C3 C3 C3	Q11_3: The most important				
care of her home and family Q11_4: The most important role of a man is to earn money		42 4507	15 709	246	272
Q11_4: The most important role of a man is to earn money Q12_1: Gender equality has been achieved in		42,4307	13,706	,240	,373
role of a man is to earn money Q12_1: Gender equality has been achieved in					
money Q12_1: Gender equality has been achieved in		42 2200	16 541	177	204
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 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 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_8: Promoting take as much responsibility as women for the home and Q14_2817 Q15_298 Q15_		42,3360	10,541	,177	,394
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 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 44,1972 18,532 -,206 44,193 17,994 -,135 -,178 4,465 465 465 465 465 470 48,193 48,383 48,383 48,383 48,385 48,485 48,485 48,4893 48,4893 48,383 48,385 48,385 48,385 48,4					
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politics Q12_2: Gender equality has been achieved in 44,3239 17,994 -,135 ,472					
Q12_2: Gender equality has been achieved in					
been achieved inat 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 companies and for the economy Q13_3: Promoting gender equality is important for your faculty Q13_4: Promoting gender equality is important for your 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 44,5493					
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Contact Sender 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 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 \$44,5493\$ 11,880 .387 .298 .365		44,3239	17,994	-,135	,472
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 outpanies and for the economy Q13_3: Promoting gender equality is important for your faculty Q13_4: Promoting gender equality is important for your 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 18,308 -,178 ,465 ,465 ,405 15,990 ,263 ,375 ,263 ,375 ,279 15,856 ,247 ,375 ,375 ,279 11,880 ,387 ,279 ,288 ,365					
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 deconomy Q13_3: Promoting gender equality is important for your faculty Q13_4: Promoting gender equality is important for your decouple 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					
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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 Q13_3: Promoting gender equality is important for your faculty Q13_4: Promoting gender equality is important for you 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 42,0704 16,952 11,25 14,05 15,990 15,990 15,990 15,990 15,856 1,247 15,856 1,247 15,856 1,247 15,890 11,880 11,880 11,880 11,880 11,880 11,880 11,880 12,298 13,365	positions in companies and				
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Q13_2: Promoting gender equality is important for companies and for the economy Q13_3: Promoting gender equality is important for your 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 42,1549 15,990 ,263 ,375 42,2676 15,856 ,247 ,375 42,1549 16,676 ,160 ,398 42,5493 11,880 ,387 ,279 42,5493 11,880 ,387 ,279	ensure a fair and democratic	42,0704	10,302	,120	,400
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Q13_3: Promoting gender equality is important for your faculty Q13_4: Promoting gender equality is important for you 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 42,2676 15,856 ,247 ,375 16,676 ,160 ,398 42,5493 11,880 ,387 ,279 42,5493 11,880 ,387 ,279 42,5493 365	companies and for the	42,1349	15,990	,203	,375
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 42,2676 15,856 ,247 ,375 ,160 ,398 42,1549 11,880 ,387 ,279 42,5493 11,880 ,387 ,279 42,5493 11,880 ,387 ,279	economy				
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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 42,1549 42,5493 11,880 ,387 ,279 42,5493 11,880 ,387 ,279 41,2817 15,720 ,298 ,365	faculty				
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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 42,5493 11,880 3,387 3,279 11,880 3,387 3,279	personally				
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Q14_2: Men should take as much responsibility as women for the home and 41,2817 15,720 ,298 ,365	paid work for the sake of	42,5493	11,880	,387	,279
much responsibility as women for the home and 41,2817 15,720 ,298 ,365	taking care of her family				
much responsibility as women for the home and 41,2817 15,720 ,298 ,365	_				
women for the home and 41,2817 15,720 ,298 ,365	_				
		41,2817	15,720	,298	,365

Q14_3: When jobs are				
scarce, men should have more right to a job than	42,0282	12,228	,267	,345
women				

Mean	Variance	Std. Deviation	N of Items
45,9718	17,742	4,21213	14

Scale: 3 Institutional level without question 20

Case Processing Summary

			•
		N	%
Cases	Valid	27	32,1
	Excludeda	57	67,9
	Total	84	100,0

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

Reliability Statistics

Cronbach's	
Alpha	N of Items
,916	38

	Scale Mean if	Scale Variance	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	136,4815	317,875	,193	,922
Q15_2: In general, men and women are treated equally in my faculty	134,9630	309,191	,629	,912

Q15_3: My faculty is				
committed to promoting	135,2963	315,909	,584	,913
gender equality				
Q15_4: If I had any				
concerns about gender				
equality in my faculty, I	135,8519	291,746	,744	,910
would know who to				
approach				
Q15_5: My faculty is				
responsive to concerns	135,4444	308,026	,699	,911
about gender equality				
Q16_1: Allocation of				
desirable and sought-after	135,1111	309,103	644	012
tasks or roles are distributed	135,1111	309,103	,641	,912
independently from gender				
Q16_2: Distribution of office				
space are done	134,8889	314,487	,822	,912
independently from gender				
Q16_3 Mentoring and/or				
other guidance in making	405 0000	000 400	770	044
career decisions are done	135,0000	308,462	,776	,911
independently from gender				
Q16_4: Representation in				
senior positions are done	135,3333	304,769	,704	,911
independently from gender				
Q16_5: Allocation of				
administrative tasks are	405.0744	040.070		211
done independently from	135,0741	310,379	,809	,911
gender				
Q17_1: Attention from				
senior management are	105 1111	000 705	700	040
done independently from	135,4444	300,795	,726	,910
gender				
Q17_2: Access to informal				
circles of influence are done	135,5185	304,259	,662	,911
independently from gender				
Q17_3: Receiving positive				
feedback from management	405 0000	200 472		000
are done independently from	135,2222	303,179	,868	,909
gender				

Q17_4: Recruitment and				
selections for academic				
posts are done	135,2963	301,909	,797	,910
independently from gender				
Q17_5: Promotion decisions				
are done independently from	135,4444	293,487	,907	,907
gender				
Q18_1: Allocation of formal				
training and career				
development opportunities	135,5185	292,875	,856	,908
are done independently from				
gender				
Q18_2: Allocation of				
teaching are done	134,9630	318,345	,590	,913
independently from gender				
Q18_3: Participation in				
projects are done	134,8889	319,333	,674	,913
independently from gender				
Q18_4: Invitations to				
lectures, conferences, etc.	124 9510	249.420	649	013
are done independently from	134,8519	318,439	,648	,913
gender				
Q18_5: Appointments to				
editorships of journals are	135,1852	310,234	,708	,911
done independently from	133, 1632	310,234	,708	,911
gender				
Q19_1: My supervisor has				
understanding for my caring	135,4815	306,182	,572	,913
responsibilities (at home, for	133,4013	300,102	,572	,910
children and elderly)				
Q19_2: My faculty has				
policies put in place	136,1852	304,157	,561	,913
(effective) for life-work	100,1002	001,101	,001	,010
balancing				
Q19_3: My work schedule				
allows me to spend time	135,6296	303,242	,588	,913
with my family and friends				
Q19_4: I am able to set				
boundaries between work	135,9630	296,268	,690	,911
and life				
Q19_5: I am satisfied with	136,2593	292,046	,703	,911
my work-life balance	' 'l	,	,	' [

policies, including payments and benefits C21_2: Facilities for continued baby feeding on return to work C21_3: Contacts for supporting services (e.g. 139,3704 335,011 -,113 9,18 HR, occupational health) C21_4: Time off for antenatal appointments and entenatal appointment of your intentions regarding return to work C21_5: How and when to notify your institution of your intentions regarding return to work C21_6: Options for phased return, or other forms of workload adjustment on return C21_7: Rest facilities are available during pregnancy and adjustment on return C21_7: Rest facilities are available during pregnancy and adjustment on return available during pregnancy available during pre	Q21_1: Childcare related				
Q21_2: Facilities for continued baby feeding on return to work 139,4444 333,564 ,000 ,917 return to work Q21_3: Contacts for supporting services (e.g. HR, occupational health) 139,3704 335,011 -,113 ,918 HR, occupational health) 139,4444 333,564 ,000 ,917 Q21_6: Time off for antenatal appointments 139,4444 333,564 ,000 ,917 antenatal appointments 139,4444 333,564 ,000 ,917 intentions regarding return to work 139,4444 333,564 ,000 ,917 workload adjustment on return 139,4444 333,564 ,000 ,917 workload adjustment on return 139,4444 333,564 ,000 ,917 Q21_7: Rest facilities are available during pregnancy 139,4444 333,564 ,000 ,917 Q22_1 Sexist behavior is tolerated at my faculty 139,0000 350,692 -,629 ,924 Q22_2 During lectures and extracurricular communication with students the teachers at our Faculty sometimes express sexist attitudes 349,960 -,542 ,924 Q22_3 Sexual harassment occurs at my faculty 139,3333 338,077 -,392 ,919<	policies, including payments	139,4444	333,564	,000	,917
continued baby feeding on return to work Q21_3: Contacts for supporting services (e.g. 139,3704 335,011 -,113 918 HR, occupational health) Q21_4: Time off for antenatal appointments Q21_5: How and when to notify your institution of your intentions regarding return to work Q21_6: Options for phased return, or other forms of workload adjustment on return Q21_7: Rest facilities are available during pregnancy Q22_1 Sexist behavior is tolerated at my faculty Q22_2 During lectures and extracurricular communication with students the teachers at our Faculty sometimes express sexist attitudes Q22_3 Sexual harassment of students of which the teaching staff occurs at my faculty Q22_5 Sexual harassment of students by the teaching staff occurs at my faculty Q22_5 Sexual harassment by senior positioned academic personnel occurs at my positioned academic personnel occurs at my 139,333 336,692 -,275 918	and benefits				
return to work Q21_3: Contacts for supporting services (e.g. 139,3704 335,011 -,113 918 HR, occupational health) Q21_4: Time off for antenatal appointments Q21_5: How and when to notify your institution of your intentions regarding return to work Q21_6: Options for phased return, or other forms of workload adjustment on return Q21_7: Rest facilities are available during pregnancy Q22_1 Sexist behavior is tolerated at my faculty Q22_2 During lectures and extracurricular communication with students the teachers at our Faculty sometimes express sexist attitudes Q22_3 Sexual harassment of students by the teaching staff occurs at my faculty Q22_5 Sexual harassment of students by the teaching staff occurs at my faculty Q22_5 Sexual harassment of students to lower positioned academic personnel occurs at my	Q21_2: Facilities for				
Q21_3: Contacts for supporting services (e.g. 139,3704 335,011 113 918 HR, occupational health) 139,3704 335,011 113 918 Q21_4: Time off for antenatal appointments 139,4444 333,564 000 917 Q21_5: How and when to notify your institution of your intentions regarding return to work 139,4444 333,564 000 917 Q21_6: Options for phased return, or other forms of workload adjustment on return 139,4444	continued baby feeding on	139,4444	333,564	,000	,917
supporting services (e.g. 139,3704 335,011 -,113 ,918 HR, occupational health) 221_4: Time off for antenatal appointments 139,4444 333,564 ,000 ,917 Q21_5: How and when to notify your institution of your intentions regarding return to work 139,4444 333,564 ,000 ,917 Q21_6: Options for phased return, or other forms of workload adjustment on return 139,4444 333,564 ,000 ,917 Q21_7: Rest facilities are available during pregnancy 139,4444 333,564 ,000 ,917 Q22_1 Sexist behavior is tolerated at my faculty 139,0000 350,692 -,629 ,924 Q22_2 During lectures and extracurricular communication with students the teachers at our Faculty sometimes express sexist attitudes 139,0370 349,960 -,542 ,924 Q22_3 Sexual harassment occurs at my faculty 139,3333 338,077 -,392 ,919 Q22_4 Sexual harassment by senior position 139,4074 334,174 -,092 ,917 yearly services at my faculty 139,4074 334,174 -,092 ,917 yearly services at my faculty of services at my faculty of services a	return to work				
HR, occupational health) Q21_4: Time off for antenatal appointments Q21_5: How and when to notify your institution of your intentions regarding return to work Q21_6: Options for phased return, or other forms of workload adjustment on return Q21_7: Rest facilities are available during pregnancy Q22_1 Sexist behavior is tolerated at my faculty Q22_2 During lectures and extracurricular communication with students the teachers at our Faculty sometimes express sexist attitudes Q22_3 Sexual harassment occurs at my faculty Q22_4 Sexual harassment of students by the teaching staff occurs at my faculty Q22_5 Sexual harassment by senior position academic personnel occurs at my	Q21_3: Contacts for				
Q21_4: Time off for antenatal appointments 139,4444 333,564 ,000 ,917 Q21_5: How and when to notify your institution of your intentions regarding return to work 139,4444 333,564 ,000 ,917 Q21_6: Options for phased return, or other forms of workload adjustment on return 139,4444 333,564 ,000 ,917 Q21_7: Rest facilities are available during pregnancy 139,4444 333,564 ,000 ,917 Q22_1 Sexist behavior is tolerated at my faculty 139,0000 350,692 -,629 ,924 Q22_2 During lectures and extracurricular communication with students the teachers at our Faculty sometimes express sexist attitudes 139,0370 349,960 -,542 ,924 Q22_3 Sexual harassment occurs at my faculty 139,3333 338,077 -,392 ,919 Q22_4 Sexual harassment of students by the teaching staff occurs at my faculty 139,4074 334,174 -,092 ,917 staff occurs at my faculty 22_5 Sexual harassment by senior position 139,3333 336,692 -,275 ,918 positioned academic personnel occurs at my 139,3333 336,692 -,275 ,918	supporting services (e.g.	139,3704	335,011	-,113	,918
antenatal appointments Q21_5: How and when to notify your institution of your intentions regarding return to work Q21_6: Options for phased return, or other forms of workload adjustment on return Q21_7: Rest facilities are available during pregnancy Q22_1 Sexist behavior is tolerated at my faculty Q22_2 During lectures and extracurricular communication with students the teachers at our Faculty sometimes express sexist attitudes Q22_3 Sexual harassment of students by the teaching staff occurs at my faculty Q22_4 Sexual harassment by senior position academics to lower positioned academic personnel occurs at my 139,4444 333,564 ,000 ,917 333,564 ,000 ,917 333,564 ,000 ,917 333,564 ,000 ,917 333,564 ,000 ,917 333,564 ,000 ,917 334,444 333,564 ,000 ,917 350,692 -629 ,924 -629 ,925 ,918	HR, occupational health)				
antenatal appointments Q21_5: How and when to notify your institution of your intentions regarding return to work Q21_6: Options for phased return, or other forms of workload adjustment on return Q21_7: Rest facilities are available during pregnancy Q22_1 Sexist behavior is tolerated at my faculty Q22_2 During lectures and extracurricular communication with students the teachers at our Faculty sometimes express sexist attitudes Q22_3 Sexual harassment occurs at my faculty Q22_4 Sexual harassment of students by the teaching staff occurs at my faculty Q22_5 Sexual harassment by senior position academics to lower positioned academic personnel occurs at my	Q21_4: Time off for				
notify your institution of your intentions regarding return to work Q21_6: Options for phased return, or other forms of workload adjustment on return Q21_7: Rest facilities are available during pregnancy Q22_1 Sexist behavior is tolerated at my faculty Q22_2 During lectures and extracurricular communication with students the teachers at our Faculty sometimes express sexist attitudes Q22_3 Sexual harassment occurs at my faculty Q22_4 Sexual harassment of students by the teaching staff occurs at my faculty Q22_5 Sexual harassment by senior position academics to lower positioned academic personnel occurs at my	antenatal appointments	139,4444	333,564	,000	,917
intentions regarding return to work Q21_6: Options for phased return, or other forms of workload adjustment on return Q21_7: Rest facilities are available during pregnancy Q22_1 Sexist behavior is tolerated at my faculty Q22_2 During lectures and extracurricular communication with students the teachers at our Faculty sometimes express sexist attitudes Q22_3 Sexual harassment of students by the teaching staff occurs at my faculty Q22_4 Sexual harassment by senior position academics to lower positioned academic personnel occurs at my	Q21_5: How and when to				
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tolerated at my faculty Q22_2 During lectures and extracurricular communication with students the teachers at our Faculty sometimes express sexist attitudes Q22_3 Sexual harassment occurs at my faculty Q22_4 Sexual harassment of students by the teaching staff occurs at my faculty Q22_5 Sexual harassment by senior position academics to lower positioned academic personnel occurs at my 139,0370 349,960 -,542 ,924 349,960 -,					
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extracurricular communication with students the teachers at our Faculty sometimes express sexist attitudes Q22_3 Sexual harassment occurs at my faculty Q22_4 Sexual harassment of students by the teaching staff occurs at my faculty Q22_5 Sexual harassment by senior position academics to lower positioned academic personnel occurs at my					
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students the teachers at our Faculty sometimes express sexist attitudes Q22_3 Sexual harassment occurs at my faculty Q22_4 Sexual harassment of students by the teaching staff occurs at my faculty Q22_5 Sexual harassment by senior position academics to lower positioned academic personnel occurs at my	communication with				
sexist attitudes Q22_3 Sexual harassment occurs at my faculty Q22_4 Sexual harassment of students by the teaching staff occurs at my faculty Q22_ 5 Sexual harassment by senior position academics to lower positioned academic personnel occurs at my 139,3333 338,077 -,392 ,919 334,174 -,092 ,917 334,174 -,092 ,917 336,692 -,275 ,918	students the teachers at our	139,0370	349,960	-,542	,924
sexist attitudes Q22_3 Sexual harassment occurs at my faculty Q22_4 Sexual harassment of students by the teaching staff occurs at my faculty Q22_ 5 Sexual harassment by senior position academics to lower positioned academic personnel occurs at my 139,3333 338,077 -,392 ,919 334,174 -,092 ,917 334,174 -,092 ,917 336,692 -,275 ,918	Faculty sometimes express				
occurs at my faculty Q22_4 Sexual harassment of students by the teaching staff occurs at my faculty Q22_5 Sexual harassment by senior position academics to lower positioned academic personnel occurs at my 139,3333 338,077 -,392 ,919 334,174 -,092 ,917 334,174 -,092 ,917 336,692 -,275 ,918					
occurs at my faculty Q22_4 Sexual harassment of students by the teaching staff occurs at my faculty Q22_ 5 Sexual harassment by senior position academics to lower positioned academic personnel occurs at my 139,3333 336,692 -,275 ,918	Q22_3 Sexual harassment				
of students by the teaching 139,4074 334,174 -,092 ,917 staff occurs at my faculty Q22_ 5 Sexual harassment by senior position academics to lower positioned academic personnel occurs at my	occurs at my faculty	139,3333	338,077	-,392	,919
staff occurs at my faculty Q22_ 5 Sexual harassment by senior position academics to lower positioned academic personnel occurs at my 336,692 -,275 ,918	Q22_4 Sexual harassment				
Q22_ 5 Sexual harassment by senior position academics to lower positioned academic personnel occurs at my 139,3333 336,692 -,275 ,918	of students by the teaching	139,4074	334,174	-,092	,917
by senior position academics to lower positioned academic personnel occurs at my 139,3333 336,692 -,275 ,918	staff occurs at my faculty				
academics to lower positioned academic personnel occurs at my 139,3333 336,692 -,275 ,918	Q22_ 5 Sexual harassment				
academics to lower positioned academic personnel occurs at my 139,3333 336,692 -,275 ,918	by senior position				
personnel occurs at my	academics to lower		222		
	positioned academic	139,3333	336,692	-,275	,918
	personnel occurs at my				

Q22_6 Cases of sexual				
harassment in my faculty	120,0000	242 520	226	022
are treated as something to	139,0000	343,538	-,326	,923
cover and hide.				

Mean	Variance	Std. Deviation	N of Items	
140,4444	333,564	18,26374	38	

Scale: 4 Educational level

Case Processing Summary

		N	%
Cases	Valid	34	40,5
	Excluded ^a	50	59,5
	Total	84	100,0

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

Reliability Statistics

Cronbach's	
Alpha	N of Items
,715	8

			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	26,7647	47.216	003	,778
faculty are gender sensitive	20,7047	47,210	-,003	,110

000 0.14 is masses and to				
Q23_2: It is necessary to				
perform a critical				
reconsideration from the	27,7353	36,746	,626	,640
gender sensitive point of				
view of all the textbooks				
used at my faculty.				
Q23_3: Gender sensitive				
legal studies are important				
to the professional				
competences of the future	25,8235	34,574	,687	,621
lawyers, judges and				
members of other legal				
professions.				
Q23_4: As a rule, classes				
do not provide a gender	07.4705	42.244	202	745
perspective when learning	27,1765	43,241	,203	,715
about legal institutes.				
Q23_5: Gender perspective				
in legal studies is utterly				
irrelevant to the quality of	25,8235	44,877	,182	,729
content and the meaning of				
acquired legal knowledge.				
Q23_6: Additional education				
of teaching staff on matters				
of gender equality is	27,1765	36,635	,630	,639
	26,6471	35,932	,629	,637
-				
l	26 1471	40 735	372	694
	20,	.0,. 00	,512	,551
to the professional competences of the future lawyers, judges and members of other legal professions. Q23_4: As a rule, classes do not provide a gender perspective when learning about legal institutes. Q23_5: Gender perspective in legal studies is utterly irrelevant to the quality of content and the meaning of acquired legal knowledge. Q23_6: Additional education	27,1765	43,241	,263	,715

Scale Statistics					
Mean	Variance	Std. Deviation	N of Items		
30.4706	50.196	7.08492	8		

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

Case Processing Summary

		N	%
Cases	Valid	9	10,7
	Excludeda	75	89,3
	Total	84	100,0

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

Reliability Statistics

Cronbach's	
Alpha	N of Items
,885	60

	Scale Mean if	Scale Variance	Corrected Item-Total	Cronbach's Alpha if Item
	Item Deleted	if Item Deleted	Correlation	Deleted
Q11_1: It is acceptable for man to cry	206,3333	583,500	-,456	,892
Q11_2: Women are more				
likely than men to make decisions based on their	206,6667	564,000	-,057	,888,
emotions				
Q11_3: The most important role of a women is to take	206,2222	538,194	,568	,881
care of her home and family	,	·		,
Q11_4: The most important role of a man is to earn	206,2222	551,444	,300	,884
money	,	,	,	,

Q12_1: Gender equality has been achieved in (inscribe a particular Consortium university and delete this) in	208,1111	564,611	-,087	,887
politics Q12_2: Gender equality has been achieved in at work	208,2222	552,444	,270	,884
Q12_3: Gender equality has been achieved in in leadership positions in companies and other organizations	208,4444	556,278	,240	,885
Q13_1: Promoting gender equality is important to ensure a fair and democratic society	205,7778	562,194	,000	,885
Q13_2: Promoting gender equality is important for companies and for the economy	205,7778	562,194	,000	,885
Q13_3: Promoting gender equality is important for your faculty	205,7778	562,194	,000	,885
Q13_4: Promoting gender equality is important for you personally	205,7778	562,194	,000	,885
Q14_1: A woman should be prepared to cut down on her paid work for the sake of taking care of her family	207,2222	544,944	,249	,885
Q14_2: Men should take as much responsibility as women for the home and children	205,3333	549,000	,300	,884
Q14_3: When jobs are scarce, men should have more right to a job than women	206,4444	511,028	,564	,879

Q15_1: In general, men and women are equally well	206,1111	519,111	,446	,882
represented (in terms of		2.2,	,	,
numbers) in my faculty				
Q15_2: In general, men and				
women are treated equally	204,6667	534,250	,414	,882
in my faculty				
Q15_3: My faculty is				
committed to promoting	205,0000	549,000	,320	,884
gender equality				
Q15_4: If I had any				
concerns about gender				
equality in my faculty, I	205,5556	510,778	,549	,880,
would know who to				
approach				
Q15_5: My faculty is				
responsive to concerns	205,3333	532,500	,545	,881
about gender equality				
Q16_1: Allocation of				
desirable and sought-after	004.7770	500 404	000	070
tasks or roles are distributed	204,7778	529,194	,696	,879
independently from gender				
Q16_2: Distribution of office				
space are done	204,4444	533,778	,854	,879
independently from gender				
Q16_3 Mentoring and/or				
other guidance in making	004 5550	500 500	770	070
career decisions are done	204,5556	526,528	,779	,878,
independently from gender				
Q16_4: Representation in				
senior positions are done	204,6667	521,000	,683	,878
independently from gender				
Q16_5: Allocation of				
administrative tasks are	004 4444	500 770	054	070
done independently from	204,4444	533,778	,854	,879
gender				
Q17_1: Attention from				
senior management are	004.0007	500,000	054	070
done independently from	204,6667	526,000	,651	,879
gender				
Q17_2: Access to informal				
circles of influence are done	205,0000	507,000	,848	,875
independently from gender				

Q17_3: Receiving positive				
feedback from management				
are done independently from	204,8889	514,111	,883,	,876
gender				
Q17_4: Recruitment and				
selections for academic				
posts are done	204,8889	524,861	,673	,879
independently from gender				
Q17_5: Promotion decisions				
are done independently from	205,1111	512,611	,867	,876
gender				
Q18_1: Allocation of formal				
training and career				
development opportunities	205,2222	505,444	,855	,875
are done independently from				
gender				
Q18_2: Allocation of				
teaching are done	204,4444	536,528	,621	,881
independently from gender				
Q18_3: Participation in				
projects are done	204,4444	545,028	,505	,882
independently from gender				
Q18_4: Invitations to				
lectures, conferences, etc.	204,5556	E46 070	201	992
are done independently from	204,5556	546,278	,391	,883,
gender				
Q18_5: Appointments to				
editorships of journals are	205,0000	519,500	,833	,877
done independently from	200,0000	313,300	,000	,011
gender				
Q19_1: My supervisor has				
understanding for my caring	205,1111	514,611	,628	,878
responsibilities (at home, for	200,1111	317,011	,020	,570
children and elderly)				
Q19_2: My faculty has				
policies put in place	205,5556	502,028	,932	,874
(effective) for life-work		===,==0	,552	,
balancing				
Q19_3: My work schedule				
allows me to spend time	205,3333	508,500	,863	,875
with my family and friends	l l			ı

Q19_4: I am able to set				
boundaries between work	205,3333	518,750	,638	,878
and life	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	,	,	, = =
Q19_5: I am satisfied with				
my work-life balance	206,1111	512,111	,631	,878,
Q21_1: Childcare related				
policies, including payments	208,7778	562,194	,000	,885
and benefits				
Q21_2: Facilities for				
continued baby feeding on	208,7778	562,194	,000	,885
return to work				
Q21_3: Contacts for				
supporting services (e.g.	208,5556	560,528	,039	,886
HR, occupational health)				
Q21_4: Time off for	000 7770	500 404	000	005
antenatal appointments	208,7778	562,194	,000	,885
Q21_5: How and when to				
notify your institution of your	200 7770	562,194	000	,885
intentions regarding return	208,7778	562,194	,000	,005
to work				
Q21_6: Options for phased				
return, or other forms of	208,7778	562,194	,000	,885
workload adjustment on	200,7770	302,194	,000	,003
return				
Q21_7: Rest facilities are	208,7778	562,194	,000	,885
available during pregnancy	200,7770	002,101	,000	,000
Q22_1 Sexist behavior is	208,2222	575,694	-,402	,889
tolerated at my faculty	200,2222	070,001	, 102	,000
Q22_2 During lectures and				
extracurricular				
communication with	208,2222	589,944	-,584	,893
students the teachers at our			,	,,,,,
Faculty sometimes express				
sexist attitudes				
Q22_3 Sexual harassment	208,6667	570,000	-,497	,887
occurs at my faculty	·	,	, -	, ·
Q22_4 Sexual harassment				
of students by the teaching	208,7778	562,194	,000	,885
staff occurs at my faculty		I		l .

Q22_ 5 Sexual harassment				
by senior position				
academics to lower	208,6667	565,000	-,184	,886
positioned academic		333,333	,	,000
personnel occurs at my				
faculty.				
Q22_6 Cases of sexual				
harassment in my faculty	208,3333	570,250	100	,889
are treated as something to	200,3333	370,230	-,188	,009
cover and hide.				
Q23_1: Curricula at my	005 7770	500 444	040	000
faculty are gender sensitive	205,7778	560,444	-,010	,890
Q23_2: It is necessary to				
perform a critical				
reconsideration from the	00= 1111			
gender sensitive point of	207,1111	525,861	,442	,882
view of all the textbooks				
used at my faculty.				
Q23_3: Gender sensitive				
legal studies are important				
to the professional				
competences of the future	204,7778	573,444	-,176	,893
lawyers, judges and	·	·	·	·
members of other legal				
professions.				
Q23_4: As a rule, classes				
do not provide a gender				
perspective when learning	207,0000	586,250	-,385	,894
about legal institutes.				
Q23_5: Gender perspective				
in legal studies is utterly				
irrelevant to the quality of	205,1111	516,611	,541	,880
content and the meaning of	200,	0.0,0	,0	,000
acquired legal knowledge.				
Q23_6: Additional education				
of teaching staff on matters				
of gender equality is	206,2222	583,944	-,305	,895
necessary at my faculty.				
Q23_7: Introducing gender				
perspective in higher				
education curricula should	205,6667	565,250	-,099	,887
be regulated by law.	ı	ı		ı

Q23_8: Standards for				
accreditation of study				
programs should have as a				
compulsory requirement the	205,5556	554,028	,071	,888,
ability to understand and				
apply the principles of				
gender equality.				

Mean	Variance	Std. Deviation	N of Items
209,7778	562,194	23,71064	60