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** 

		J	
		N	%
Cases	Valid	53	85,5
	Excluded <sup>a</sup>	9	14,5
	Total	62	100,0

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

**Reliability Statistics** 

,			
Cronbach's			
Alpha	N of Items		
,658	14		

		rtai Otatiotico		
			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	43,3774	26,970	,298	,646
man to cry				
Q11_2: Women are more				
likely than men to make	44,2830	25,515	,180	,658
decisions based on their	11,2000	20,010	,100	,000
emotions				
Q11_3: The most important				
role of a women is to take	44,1321	23,232	,447	,612
care of her home and family				

Q11_4: The most important role of a man is to earn money	43,9245	23,379	,510	,606
Q12_1: Gender equality has been achieved in (inscribe a particular Consortium university and delete this) in	44,7547	29,189	-,170	,709
politics Q12_2: Gender equality has been achieved in at work Q12_3: Gender equality has	44,5849	27,286	,052	,670
been achieved in in leadership positions in companies and other organizations	44,9245	28,494	-,098	,693
Q13_1: Promoting gender equality is important to ensure a fair and democratic society	43,5283	24,216	,581	,608
Q13_2: Promoting gender equality is important for companies and for the economy	43,7547	23,727	,535	,607
Q13_3: Promoting gender equality is important for your faculty	43,5849	24,017	,544	,609
Q13_4: Promoting gender equality is important for you personally	43,6415	23,965	,546	,608
Q14_1: A woman should be prepared to cut down on her paid work for the sake of taking care of her family	43,7358	21,237	,473	,602
Q14_2: Men should take as much responsibility as women for the home and children	42,4906	24,793	,401	,626
Q14_3: When jobs are scarce, men should have more right to a job than women	42,7358	25,198	,118	,679

**Scale Statistics** 

Mean	Variance	Std. Deviation	N of Items
47,1887	28,348	5,32432	14

Scale: 3 Institutional level without question 20

**Case Processing Summary** 

		N	%
Cases	Valid	19	30,6
	Excludeda	43	69,4
	Total	62	100,0

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

**Reliability Statistics** 

Cronbach's	
Alpha	N of Items
,912	52

	item-it	tal Statistics		
			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	402.2694	700.040	100	040
man to cry	192,3684	790,912	,190	,912
Q11_2: Women are more				
likely than men to make	193,2632	789,427	,094	,913
decisions based on their	193,2032	709,427	,094	,913
emotions				
Q11_3: The most important				
role of a women is to take	193,1579	799,585	-,096	,915
care of her home and family				
Q11_4: The most important				
role of a man is to earn	192,9474	794,942	-,012	,913
money				

Q12_1: Gender equality has been achieved in (inscribe a particular Consortium	193,7895	796,842	-,050	,914
university and delete this) in politics Q12_2: Gender equality has been achieved in at work	193,6842	799,339	-,112	,914
Q12_3: Gender equality has been achieved in in leadership positions in companies and other organizations	193,9474	801,942	-,155	,915
Q13_1: Promoting gender equality is important to ensure a fair and democratic society	192,3158	790,561	,248	,912
Q13_2: Promoting gender equality is important for companies and for the economy	192,5263	790,708	,123	,912
Q13_3: Promoting gender equality is important for your faculty	192,3158	790,561	,248	,912
Q13_4: Promoting gender equality is important for you personally	192,5789	790,924	,113	,913
Q14_1: A woman should be prepared to cut down on her paid work for the sake of taking care of her family	192,3158	782,117	,181	,913
Q14_2: Men should take as much responsibility as women for the home and children	191,4737	773,041	,527	,910
Q14_3: When jobs are scarce, men should have more right to a job than women	191,5789	804,146	-,163	,915

Q15_1: In general, men and women are equally well represented (in terms of numbers) in my faculty	192,1579	723,474	,677	,907
Q15_2: In general, men and women are treated equally in my faculty	191,7895	736,064	,758	,907
Q15_3: My faculty is committed to promoting gender equality	191,8421	726,140	,785	,906
Q15_4: If I had any concerns about gender equality in my faculty, I would know who to approach	191,8947	737,211	,539	,909,
Q15_5: My faculty is responsive to concerns about gender equality	191,2632	738,649	,826	,907
Q16_1: Allocation of desirable and sought-after tasks or roles are distributed independently from gender	191,6842	741,784	,564	,909,
Q16_2: Distribution of office space are done independently from gender	191,1579	731,474	,872	,906
Q16_3 Mentoring and/or other guidance in making career decisions are done independently from gender	191,1053	731,322	,835	,906
Q16_4: Representation in senior positions are done independently from gender	191,7895	727,287	,734	,906
Q16_5: Allocation of administrative tasks are done independently from gender	191,8947	727,988	,765	,906
Q17_1: Attention from senior management are done independently from gender	192,0526	721,275	,728	,906
Q17_2: Access to informal circles of influence are done independently from gender	192,1579	719,918	,679	,907

Q17_3: Receiving positive feedback from management are done independently from gender	191,3684	729,357	,910	,905
Q17_4: Recruitment and selections for academic posts are done independently from gender	191,6316	740,801	,716	,907
Q17_5: Promotion decisions are done independently from gender	191,0000	743,667	,745	,907
Q18_1: Allocation of formal training and career development opportunities are done independently from gender	191,0526	742,830	,738	,907
Q18_2: Allocation of teaching are done independently from gender	191,1579	737,474	,759	,907
Q18_3: Participation in projects are done independently from gender	190,8947	741,099	,801	,907
Q18_4: Invitations to lectures, conferences, etc. are done independently from gender	190,8421	743,807	,785	,907
Q18_5: Appointments to editorships of journals are done independently from gender	190,8947	739,544	,861	,906
Q19_1: My supervisor has understanding for my caring responsibilities (at home, for children and elderly)	191,2105	730,064	,824	,906
Q19_2: My faculty has policies put in place (effective) for life-work balancing	191,7895	726,398	,799	,906
Q19_3: My work schedule allows me to spend time with my family and friends	191,5263	740,819	,722	,907

Q19 4: I am able to set				I
boundaries between work	191,6316	735,246	,851	,906
and life	,,,,,,		,	,
Q19_5: I am satisfied with				
my work-life balance	191,7895	734,509	,805	,906
Q21_1: Childcare related				
policies, including payments	194,4211	810,257	-,239	,917
and benefits	,	, -	,	,-
Q21 2: Facilities for				
continued baby feeding on	195,2105	795,064	,000	,913
return to work	·	·	·	·
Q21_3: Contacts for				
supporting services (e.g.	194,7368	813,205	-,303	,917
HR, occupational health)				·
Q21_4: Time off for				2.42
antenatal appointments	194,9474	787,386	,155	,912
Q21_5: How and when to				
notify your institution of your	40.4.4707	040 500	000	0.47
intentions regarding return	194,4737	813,596	-,303	,917
to work				
Q21_6: Options for phased				
return, or other forms of	404 7000	040 040	400	047
workload adjustment on	194,7368	816,316	-,403	,917
return				
Q21_7: Rest facilities are	105 2405	705.004	000	042
available during pregnancy	195,2105	795,064	,000	,913
Q22_1 Sexist behavior is	402.0000	707 000	000	046
tolerated at my faculty	193,0000	797,889	-,060	,916
Q22_2 During lectures and				
extracurricular				
communication with	192,7368	789,316	,041	,915
students the teachers at our	192,7300	709,510	,041	,913
Faculty sometimes express				
sexist attitudes				
Q22_3 Sexual harassment	192,8421	790,363	,025	,915
occurs at my faculty	132,0421	1 90,303	,023	,510
Q22_4 Sexual harassment				
of students by the teaching	192,6842	791,117	,012	,916
staff occurs at my faculty				<b> </b>

Q22_ 5 Sexual harassment				
by senior position				
academics to lower	102.0526	705 075	024	016
positioned academic	193,0526	795,275	-,031	,916
personnel occurs at my				
faculty.				
Q22_6 Cases of sexual				
harassment in my faculty	400.0404	700 007	000	047
are treated as something to	192,8421	798,807	-,069	,917
cover and hide.				

**Scale Statistics** 

Mean	Variance	Std. Deviation	N of Items
196,2105	795,064	28,19689	52

## Scale: 4 Educational level

**Case Processing Summary** 

		g	
		N	%
Cases	Valid	44	71,0
	Excludeda	18	29,0
	Total	62	100,0

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

**Reliability Statistics** 

Reliability Statistics					
Cronbach's					
Alpha	N of Items				
,849	8				

item-rotal otatistics					
			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	29,5000	59,651	-,062	,903
faculty are gender sensitive	23,0000	00,001	-,002	,500
Q23_2: It is necessary to				
perform a critical				
reconsideration from the	29,0227	44,953	,675	,819
gender sensitive point of	29,0227	44,933	,073	,019
view of all the textbooks				
used at my faculty.				
Q23_3: Gender sensitive				
legal studies are important				
to the professional				
competences of the future	28,1591	45,393	,745	,812
lawyers, judges and				
members of other legal				
professions.				
Q23_4: As a rule, classes				
do not provide a gender	00.4545	54.000	405	0.40
perspective when learning	28,4545	51,696	,425	,848
about legal institutes.				
Q23_5: Gender perspective				
in legal studies is utterly				
irrelevant to the quality of	28,5682	44,763	,640	,824
content and the meaning of				
acquired legal knowledge.				
Q23_6: Additional education				
of teaching staff on matters				
of gender equality is	28,5227	44,906	,786	,808,
necessary at my faculty.				
Q23_7: Introducing gender				
perspective in higher	00.0400	10.504	700	007
education curricula should	28,8182	43,501	,766	,807
be regulated by law.				
Q23_8: Standards for				
accreditation of study				
programs should have as a				
compulsory requirement the	28,5227	42,488	,841	,797
ability to understand and				
apply the principles of				
gender equality.				

Mean	Variance	Std. Deviation	N of Items
32,7955	60,306	7,76570	8

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

**Case Processing Summary** 

		N	%
Cases	Valid	17	27,4
	Excludeda	45	72,6
	Total	62	100,0

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

**Reliability Statistics** 

Cronbach's	
Alpha	N of Items
,904	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	224,2941	847,221	,174	,904
Q11_2: Women are more likely than men to make decisions based on their emotions	225,2353	850,441	,001	,905
Q11_3: The most important role of a women is to take care of her home and family	225,0588	852,434	-,035	,905
Q11_4: The most important role of a man is to earn money	224,8824	853,610	-,061	,905

been achieved in	Q12_1: Gender equality has				
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 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 children Q14_3: When jobs are scarce, men should have more right to a job than  225,6471 859,618 -,190 ,905  ,906  459,618 -,190 ,907 ,907 ,907 ,907 ,907 ,908 ,909 ,909 ,909 ,909 ,909 ,909 ,909					
particular Consortium university and delete this) in politics Q12_2: Gender equality has been achieved in	(inscribe a				
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 (Q13_4: Promoting gender equality is important for your personally 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 children Q14_3: When jobs are scarce, men should have more right to a job than  225,6471	particular Consortium	225,6471	851,243	-,015	,905
Q12_2: Gender equality has been achieved in at work   Q12_3: Gender equality has been achieved in in leadership   225,9412   865,684   -,291   ,907   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   224,4118   843,757   ,213   ,903   ,903   ,903   ,903   ,903   ,903   ,903   ,903   ,903   ,903   ,903   ,903   ,904   ,904   ,904   ,904   ,904   ,904   ,904   ,904   ,904   ,904   ,904   ,904   ,904   ,904   ,904   ,904   ,905   ,905   ,906   ,907   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,	university and delete this) in				
Q12_2: Gender equality has been achieved in at work   Q12_3: Gender equality has been achieved in in leadership   225,9412   865,684   -,291   ,907   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   224,4118   843,757   ,213   ,903   ,903   ,903   ,903   ,903   ,903   ,903   ,903   ,903   ,903   ,903   ,903   ,904   ,904   ,904   ,904   ,904   ,904   ,904   ,904   ,904   ,904   ,904   ,904   ,904   ,904   ,904   ,904   ,905   ,905   ,906   ,907   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,908   ,					
Deen achieved in at work   C12_3: Gender equality has been achieved in in leadership positions in companies and other organizations   C13_1: Promoting gender equality is important to ensure a fair and democratic society   C13_2: Promoting gender equality is important for companies and for the economy   C13_3: Promoting gender equality is important for companies and for the economy   C13_3: Promoting gender equality is important for your faculty   C13_4: Promoting gender equality is important for your faculty   C13_4: Promoting gender equality is important for you personally   C14_1: A woman should be prepared to cut down on her paid work for the sake of taking care of her family   C14_2: Men should take as much responsibility as women for the home and children   C14_3: When jobs are scarce, men should have more right to a job than   C25,6471   S65,684  242   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .908   .90					
at work Q12_3: Gender equality has been achieved in in leadership		225,6471	859,618	-,190	,906
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 children Q14_3: When jobs are scarce, men should have more right to a job than	at work	·			
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 children Q14_3: When jobs are scarce, men should have more right to a job than	Q12 3: Gender equality has				
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 children Q14_3: When jobs are scarce, men should have more right to a job than  224,2353  845,316  ,307  ,903  843,757  ,213  ,903  845,316  ,307  ,903  843,890  ,202  ,903  843,890  ,202  ,903  843,890  ,202  ,903  843,890  ,202  ,903  ,904  843,890  ,202  ,903  ,904  843,890  ,202  ,903  ,904  843,890  ,202  ,903  ,904  843,890  ,202  ,903  ,904  843,890  ,202  ,903  ,904  843,890  ,202  ,903  ,904  843,890  ,202  ,903  ,904  843,890  ,202  ,903  ,904  843,890  ,202  ,908					
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 children Q14_3: When jobs are scarce, men should have more right to a job than  224,2353  845,316  ,307  ,903  843,757  ,213  ,903  845,316  ,307  ,903  843,890  ,202  ,903  843,890  ,202  ,903  843,890  ,202  ,903  843,890  ,202  ,903  ,904  843,890  ,202  ,903  ,904  843,890  ,202  ,903  ,904  843,890  ,202  ,903  ,904  843,890  ,202  ,903  ,904  843,890  ,202  ,903  ,904  843,890  ,202  ,903  ,904  843,890  ,202  ,903  ,904  843,890  ,202  ,903  ,904  843,890  ,202  ,908	in leadership	225,9412	865,684	-,291	,907
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 children Q14_3: When jobs are scarce, men should have more right to a job than  224,2353  845,316  ,307  ,903  843,890  ,202  ,903  843,890  ,202  ,903  843,890  ,202  ,903  843,890  ,202  ,903  ,904  843,890  ,202  ,903  ,904  843,890  ,202  ,903  ,904  843,890  ,202  ,903  ,904  ,904  ,904  ,904  ,906  ,907  ,907  ,908		·	·	,	·
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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 children Q14_3: When jobs are scarce, men should have more right to a job than   224,2353  837,816  ,180  ,904  827,257  ,530  ,901  827,257  ,530  ,901		·	·	·	·
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 children Q14_3: When jobs are scarce, men should have more right to a job than   224,2353  837,816  ,180  ,904  827,257  ,530  ,901  827,257  ,530  ,901  866,765  -,242  ,908	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 children Q14_3: When jobs are scarce, men should have more right to a job than  223,5294 8827,257 ,530 ,901  827,257 ,530 ,901  827,257 ,530 ,901					
Q14_2: Men should take as much responsibility as women for the home and children Q14_3: When jobs are scarce, men should have more right to a job than  223,4118  827,257  ,530  ,901  827,257  ,530  ,908	paid work for the sake of	224,2353	837,816	,180	,904
much responsibility as women for the home and children Q14_3: When jobs are scarce, men should have more right to a job than  223,4118 827,257 ,530 ,901 827,257 ,530 ,908	taking care of her family				
much responsibility as women for the home and children Q14_3: When jobs are scarce, men should have more right to a job than  223,4118 827,257 ,530 ,901 827,257 ,530 ,908	Q14 2: Men should take as				
women for the home and children Q14_3: When jobs are scarce, men should have more right to a job than  223,5294 866,765 -,242 ,908	much responsibility as				
Q14_3: When jobs are scarce, men should have more right to a job than  223,5294 866,765 -,242 ,908		223,4118	827,257	,530	,901
scarce, men should have more right to a job than 223,5294 866,765 -,242 ,908					
scarce, men should have more right to a job than 223,5294 866,765 -,242 ,908	Q14_3: When jobs are				
more right to a job than 223,5294 866,765 -,242 ,908					
		223,5294	866,765	-,242	,908

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Q15_1: In general, men and				
women are equally well	224,2941	780,596	,653	,898
represented (in terms of	, -	,	,	,
numbers) in my faculty				
Q15_2: In general, men and				
women are treated equally	223,8824	796,860	,692	,899
in my faculty				
Q15_3: My faculty is				
committed to promoting	223,9412	783,684	,752	,897
gender equality				
Q15_4: If I had any				
concerns about gender				
equality in my faculty, I	224,0000	802,000	,434	,901
would know who to				
approach				
Q15_5: My faculty is				
responsive to concerns	223,2941	795,471	,779	,898,
about gender equality				
Q16_1: Allocation of				
desirable and sought-after				
tasks or roles are distributed	223,7647	804,566	,469	,901
independently from gender				
Q16 2: Distribution of office				
space are done	223,1765	786,404	,837	,897
independently from gender	·	·		·
Q16_3 Mentoring and/or				
other guidance in making				
career decisions are done	223,1176	787,985	,773	,897
independently from gender				
Q16_4: Representation in				
senior positions are done	223,8824	789,735	,639	,899
independently from gender	,	,	,	,
Q16 5: Allocation of				
administrative tasks are				
done independently from	224,0000	790,625	,676	,898,
gender				
Q17_1: Attention from				
senior management are				
done independently from	224,1765	784,529	,637	,898
gender				
Q17_2: Access to informal				
circles of influence are done	224,2941	784,346	,581	,899
independently from gender	,	. 5 .,5 76	,551	,550
macpondently from gender	ı			

Q17_3: Receiving positive feedback from management are done independently from	223,4118	785,132	,878	,897
gender Q17_4: Recruitment and selections for academic posts are done	223,7059	804,471	,600	,900
independently from gender Q17_5: Promotion decisions are done independently from gender	223,0000	799,750	,697	,899,
Q18_1: Allocation of formal training and career development opportunities are done independently from	223,0588	800,059	,676	,899,
gender Q18_2: Allocation of teaching are done independently from gender	223,1765	795,279	,690	,898,
Q18_3: Participation in projects are done independently from gender	222,8824	797,485	,740	,898,
Q18_4: Invitations to lectures, conferences, etc. are done independently from gender	222,8235	799,904	,729	,899,
Q18_5: Appointments to editorships of journals are done independently from gender	222,8824	795,110	,810	,898,
Q19_1: My supervisor has understanding for my caring responsibilities (at home, for children and elderly)	223,2353	785,941	,777	,897
Q19_2: My faculty has policies put in place (effective) for life-work balancing	223,8824	785,485	,745	,898,
Q19_3: My work schedule allows me to spend time with my family and friends	223,5882	804,132	,603	,900

Q19_4: I am able to set	l I			
boundaries between work	223,7059	796,346	,772	,898
and life	,	,	,	·
Q19_5: I am satisfied with				
my work-life balance	223,8824	794,485	,753	,898,
Q21_1: Childcare related				
policies, including payments	226,4118	868,757	-,274	,908
and benefits		·		
Q21_2: Facilities for				
continued baby feeding on	227,1176	851,360	,000	,904
return to work				
Q21_3: Contacts for				
supporting services (e.g.	226,7647	878,316	-,473	,909
HR, occupational health)				
Q21_4: Time off for	222.222	007 770	222	000
antenatal appointments	226,8235	837,779	,262	,903
Q21_5: How and when to				
notify your institution of your	226 4706	070 200	440	000
intentions regarding return	226,4706	878,390	-,449	,909
to work				
Q21_6: Options for phased				
return, or other forms of	226,7059	878,346	501	,909
workload adjustment on	220,7039	676,340	-,501	,909
return				
Q21_7: Rest facilities are	227,1176	851,360	,000	,904
available during pregnancy	227,1170	031,300	,000	,904
Q22_1 Sexist behavior is	224,7059	835,096	,161	,905
tolerated at my faculty	224,7000	000,000	,101	,500
Q22_2 During lectures and				
extracurricular				
communication with	224,4118	822,257	,337	,902
students the teachers at our	== .,	0==,=0:	,00.	,552
Faculty sometimes express				
sexist attitudes				
Q22_3 Sexual harassment	224,5294	823,640	,295	,903
occurs at my faculty		3_0,0 .0	,_30	,556
Q22_4 Sexual harassment				
of students by the teaching	224,3529	823,618	,274	,903
staff occurs at my faculty	l l			ı

by senior position academics to lower positioned academics personnel occurs at my faculty.  Q22_6 Cases of sexual harassment in my faculty are treated as something to cover and hide.  Q23_1: Curricula at my faculty are gender sensitive 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.  Q23_3: Gender sensitive legal studies are important 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 of teaching staff on matters of gender equality is necessary at my faculty.  Q23_7: Introducing gender perspective in higher education curricula should be regulated by law.	Q22_ 5 Sexual harassment				
positioned academic personnel occurs at my faculty.  Q22_6 Cases of sexual harassment in my faculty are treated as something to cover and hide.  Q23_1: Curricula at my faculty are gender sensitive 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.  Q23_3: Gender sensitive legal studies are important 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 of gender quality is necessary at my faculty.  Q23_7: Introducing gender perspective in higher education curricula should	by senior position				
positioned academic personnel occurs at my faculty.  Q22_6 Cases of sexual harassment in my faculty are treated as something to cover and hide.  Q23_1: Curricula at my faculty are gender sensitive 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.  Q23_3: Gender sensitive legal studies are important 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 of teaching staff on matters of gender quality is necessary at my faculty.  Q23_7: Introducing gender perspective in higher education curricula should	academics to lower				201
faculty.  Q22_6 Cases of sexual harassment in my faculty are treated as something to cover and hide.  Q23_1: Curricula at my faculty are gender sensitive 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.  Q23_3: Gender sensitive legal studies are important 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 of teaching staff on matters of gender equality.  Q23_7: Introducing gender perspective in higher education curricula should	positioned academic	224,7059	828,971	,233	,904
Q22_6 Cases of sexual harassment in my faculty are treated as something to cover and hide. Q23_1: Curricula at my faculty are gender sensitive 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. Q23_3: Gender sensitive legal studies are important 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 sepsective in legal studies is utterly irrelevant to the quality of content and the meaning of acquired legal knowledge. Q23_6: Additional education of teaching staff on matters of gender equality is necessary at my faculty. Q23_7: Introducing gender perspective in higher education curricula should	personnel occurs at my				
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perspective in higher 223,7647 education curricula should 223,7647 843,191 ,084 ,905					
223,7647 843,191 ,084 ,905 education curricula should					
		223,7647	843,191	,084	,905
	be regulated by law.				

Q23_8: Standards for				
accreditation of study				
programs should have as a				
compulsory requirement the	223,5294	846,640	,049	,905
ability to understand and				
apply the principles of				
gender equality.				

### **Scale Statistics**

Mean	Variance	Std. Deviation	N of Items
228,1176	851,360	29,17808	60