

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

Scale: 2 Cultural/general level

Case Processing Summary

		N	%
Cases	Valid	53	85,5
	Excluded ^a	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

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Q11_1: It is acceptable for man to cry	43,3774	26,970	,298	,646
Q11_2: Women are more likely than men to make decisions based on their emotions	44,2830	25,515	,180	,658
Q11_3: The most important role of a women is to take care of her home and family	44,1321	23,232	,447	,612

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 politics	44,7547	29,189	-,170	,709
Q12_2: Gender equality has been achieved in _____ at work	44,5849	27,286	,052	,670
Q12_3: Gender equality has 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
	Excluded ^a	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-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Q11_1: It is acceptable for man to cry	192,3684	790,912	,190	,912
Q11_2: Women are more likely than men to make decisions based on their emotions	193,2632	789,427	,094	,913
Q11_3: The most important role of a women is to take care of her home and family	193,1579	799,585	-,096	,915
Q11_4: The most important role of a man is to earn money	192,9474	794,942	-,012	,913

Q12_1: Gender equality has been achieved in _____ (inscribe a particular Consortium university and delete this) in politics	193,7895	796,842	-,050	,914
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 boundaries between work and life	191,6316	735,246	,851	,906
Q19_5: I am satisfied with my work-life balance	191,7895	734,509	,805	,906
Q21_1: Childcare related policies, including payments and benefits	194,4211	810,257	-,239	,917
Q21_2: Facilities for continued baby feeding on return to work	195,2105	795,064	,000	,913
Q21_3: Contacts for supporting services (e.g. HR, occupational health)	194,7368	813,205	-,303	,917
Q21_4: Time off for antenatal appointments	194,9474	787,386	,155	,912
Q21_5: How and when to notify your institution of your intentions regarding return to work	194,4737	813,596	-,303	,917
Q21_6: Options for phased return, or other forms of workload adjustment on return	194,7368	816,316	-,403	,917
Q21_7: Rest facilities are available during pregnancy	195,2105	795,064	,000	,913
Q22_1 Sexist behavior is tolerated at my faculty	193,0000	797,889	-,060	,916
Q22_2 During lectures and extracurricular communication with students the teachers at our Faculty sometimes express sexist attitudes	192,7368	789,316	,041	,915
Q22_3 Sexual harassment occurs at my faculty	192,8421	790,363	,025	,915
Q22_4 Sexual harassment of students by the teaching staff occurs at my faculty	192,6842	791,117	,012	,916

Q22_5 Sexual harassment by senior position academics to lower positioned academic personnel occurs at my faculty.	193,0526	795,275	-,031	,916
Q22_6 Cases of sexual harassment in my faculty are treated as something to cover and hide.	192,8421	798,807	-,069	,917

Scale Statistics

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

Scale: 4 Educational level

Case Processing Summary

		N	%
Cases	Valid	44	71,0
	Excluded ^a	18	29,0
	Total	62	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,849	8

Item-Total Statistics

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

Q23_1: Curricula at my faculty are gender sensitive	29,5000	59,651	-,062	,903
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.	29,0227	44,953	,675	,819
Q23_3: Gender sensitive legal studies are important to the professional competences of the future lawyers, judges and members of other legal professions.	28,1591	45,393	,745	,812
Q23_4: As a rule, classes do not provide a gender perspective when learning about legal institutes.	28,4545	51,696	,425	,848
Q23_5: Gender perspective in legal studies is utterly irrelevant to the quality of content and the meaning of acquired legal knowledge.	28,5682	44,763	,640	,824
Q23_6: Additional education of teaching staff on matters of gender equality is necessary at my faculty.	28,5227	44,906	,786	,808
Q23_7: Introducing gender perspective in higher education curricula should be regulated by law.	28,8182	43,501	,766	,807
Q23_8: Standards for accreditation of study programs should have as a compulsory requirement the ability to understand and apply the principles of gender equality.	28,5227	42,488	,841	,797

Scale Statistics

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
	Excluded ^a	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

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Q11_1: It is acceptable for man to cry	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

Q12_1: Gender equality has been achieved in _____ (inscribe a particular Consortium university and delete this) in politics	225,6471	851,243	-,015	,905
Q12_2: Gender equality has been achieved in _____ at work	225,6471	859,618	-,190	,906
Q12_3: Gender equality has been achieved in _____ in leadership positions in companies and other organizations	225,9412	865,684	-,291	,907
Q13_1: Promoting gender equality is important to ensure a fair and democratic society	224,2353	845,316	,307	,903
Q13_2: Promoting gender equality is important for companies and for the economy	224,4118	843,757	,213	,903
Q13_3: Promoting gender equality is important for your faculty	224,2353	845,316	,307	,903
Q13_4: Promoting gender equality is important for you personally	224,4706	843,890	,202	,903
Q14_1: A woman should be prepared to cut down on her paid work for the sake of taking care of her family	224,2353	837,816	,180	,904
Q14_2: Men should take as much responsibility as women for the home and children	223,4118	827,257	,530	,901
Q14_3: When jobs are scarce, men should have more right to a job than women	223,5294	866,765	-,242	,908

Q15_1: In general, men and women are equally well represented (in terms of numbers) in my faculty	224,2941	780,596	,653	,898
Q15_2: In general, men and women are treated equally in my faculty	223,8824	796,860	,692	,899
Q15_3: My faculty is committed to promoting gender equality	223,9412	783,684	,752	,897
Q15_4: If I had any concerns about gender equality in my faculty, I would know who to approach	224,0000	802,000	,434	,901
Q15_5: My faculty is responsive to concerns about gender equality	223,2941	795,471	,779	,898
Q16_1: Allocation of desirable and sought-after tasks or roles are distributed independently from gender	223,7647	804,566	,469	,901
Q16_2: Distribution of office space are done independently from gender	223,1765	786,404	,837	,897
Q16_3 Mentoring and/or other guidance in making career decisions are done independently from gender	223,1176	787,985	,773	,897
Q16_4: Representation in senior positions are done independently from gender	223,8824	789,735	,639	,899
Q16_5: Allocation of administrative tasks are done independently from gender	224,0000	790,625	,676	,898
Q17_1: Attention from senior management are done independently from gender	224,1765	784,529	,637	,898
Q17_2: Access to informal circles of influence are done independently from gender	224,2941	784,346	,581	,899

Q17_3: Receiving positive feedback from management are done independently from gender	223,4118	785,132	,878	,897
Q17_4: Recruitment and selections for academic posts are done independently from gender	223,7059	804,471	,600	,900
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 gender	223,0588	800,059	,676	,899
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 boundaries between work and life	223,7059	796,346	,772	,898
Q19_5: I am satisfied with my work-life balance	223,8824	794,485	,753	,898
Q21_1: Childcare related policies, including payments and benefits	226,4118	868,757	-,274	,908
Q21_2: Facilities for continued baby feeding on return to work	227,1176	851,360	,000	,904
Q21_3: Contacts for supporting services (e.g. HR, occupational health)	226,7647	878,316	-,473	,909
Q21_4: Time off for antenatal appointments	226,8235	837,779	,262	,903
Q21_5: How and when to notify your institution of your intentions regarding return to work	226,4706	878,390	-,449	,909
Q21_6: Options for phased return, or other forms of workload adjustment on return	226,7059	878,346	-,501	,909
Q21_7: Rest facilities are available during pregnancy	227,1176	851,360	,000	,904
Q22_1 Sexist behavior is tolerated at my faculty	224,7059	835,096	,161	,905
Q22_2 During lectures and extracurricular communication with students the teachers at our Faculty sometimes express sexist attitudes	224,4118	822,257	,337	,902
Q22_3 Sexual harassment occurs at my faculty	224,5294	823,640	,295	,903
Q22_4 Sexual harassment of students by the teaching staff occurs at my faculty	224,3529	823,618	,274	,903

Q22_5 Sexual harassment by senior position academics to lower positioned academic personnel occurs at my faculty.	224,7059	828,971	,233	,904
Q22_6 Cases of sexual harassment in my faculty are treated as something to cover and hide.	224,5294	834,890	,138	,905
Q23_1: Curricula at my faculty are gender sensitive	225,0000	850,000	-,002	,906
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.	223,8824	822,485	,364	,902
Q23_3: Gender sensitive legal studies are important to the professional competences of the future lawyers, judges and members of other legal professions.	223,3529	819,368	,407	,902
Q23_4: As a rule, classes do not provide a gender perspective when learning about legal institutes.	223,2941	836,346	,307	,903
Q23_5: Gender perspective in legal studies is utterly irrelevant to the quality of content and the meaning of acquired legal knowledge.	223,7059	873,346	-,273	,909
Q23_6: Additional education of teaching staff on matters of gender equality is necessary at my faculty.	223,4706	848,765	,018	,905
Q23_7: Introducing gender perspective in higher education curricula should be regulated by law.	223,7647	843,191	,084	,905

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

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