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	41	74,5
	Excluded ^a	14	25,5
	Total	55	100,0

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

Reliability Statistics

Cronbach's	
Alpha	N of Items
,622	14

item-rotal 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	43,4146	25,349	.075	624	
man to cry	43,4140	25,349	,075	,624	
Q11_2: Women are more					
likely than men to make	44 2405	24.026	022	625	
decisions based on their	44,2195	24,926	,033	,635	
emotions					

Q11 3: The most important				
role of a women is to take	43,5122	25,106	,097	,623
care of her home and family	43,3122	25,100	,097	,023
_				
Q11_4: The most important	42 5954	25 200	000	626
role of a man is to earn	43,5854	25,399	-,009	,636
money				
Q12_1: Gender equality has				
been achieved in				
(inscribe a	45,2683	22,651	,277	,600
particular Consortium				
university and delete this) in				
politics				
Q12_2: Gender equality has				
been achieved in	45,5366	22,755	,317	,595
at work				
Q12_3: Gender equality has				
been achieved in				
in leadership	45,9756	24,524	,200	,614
positions in companies and				
other organizations				
Q13_1: Promoting gender				
equality is important to	43,5366	23,705	,237	,608
ensure a fair and democratic	.0,000	_0,.00	,_0.	,000
society				
Q13_2: Promoting gender				
equality is important for	43,7561	22,439	,346	,590
companies and for the	40,7001	22,400	,040	,000
economy				
Q13_3: Promoting gender				
equality is important for your	43,7805	22,276	,368	,586
faculty				
Q13_4: Promoting gender				
equality is important for you	43,6098	22,494	,513	,577
personally				
Q14_1: A woman should be				
prepared to cut down on her	43,5610	16,952	,416	,576
paid work for the sake of	43,3010	10,932	,410	,576
taking care of her family				
Q14_2: Men should take as				
much responsibility as	40.5040	20.000	054	500
women for the home and	42,5610	22,602	,354	,590
children				

Q14_3: When jobs are				
scarce, men should have more right to a job than	43,1220	18,460	,370	,585
women				

Mean	Variance	Std. Deviation	N of Items
47,3415	25,730	5,07252	14

Scale: 3 Institutional level without question 20

Case Processing Summary

		N	%
Cases	Valid	10	18,2
	Excludeda	45	81,8
	Total	55	100,0

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

Reliability Statistics

Cronbach's	
Alpha	N of Items
,835	38

item-rotal Statistics					
			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	124 9000	264 544	275	022	
represented (in terms of	134,8000	361,511	,275	,833	
numbers) in my faculty					
Q15_2: In general, men and					
women are treated equally	134,5000	327,833	,872	,816	
in my faculty					

Q15_3: My faculty is				
committed to promoting	134,1000	362,544	,265	,833
gender equality				
Q15_4: If I had any				
concerns about gender				
equality in my faculty, I	134,6000	352,933	,326	,831
would know who to				
approach				
Q15_5: My faculty is				
responsive to concerns	134,0000	352,667	,575	,828
about gender equality				
Q16_1: Allocation of				
desirable and sought-after	124 5000	206.044	004	007
tasks or roles are distributed	134,5000	306,944	,924	,807
independently from gender				
Q16_2: Distribution of office				
space are done	134,2000	326,178	,819	,816
independently from gender				
Q16_3 Mentoring and/or				
other guidance in making	40.4.4000	204.044	050	0.47
career decisions are done	134,1000	331,211	,858	,817
independently from gender				
Q16_4: Representation in				
senior positions are done	134,6000	311,600	,942	,809
independently from gender				
Q16_5: Allocation of				
administrative tasks are	404 0000	202 222		640
done independently from	134,3000	326,233	,840	,816
gender				
Q17_1: Attention from				
senior management are	124 5000	240 700	000	040
done independently from	134,5000	318,722	,823	,813
gender				
Q17_2: Access to informal				
circles of influence are done	135,0000	313,778	,866	,811
independently from gender				
Q17_3: Receiving positive				
feedback from management	40.4.0000	001.072	70.1	2.12
are done independently from	134,6000	331,378	,731	,819
gender				

Q17_4: Recruitment and				
selections for academic				
posts are done	134,4000	321,378	,917	,813
independently from gender				
Q17_5: Promotion decisions				
are done independently from	134,2000	328,622	,876	,816
gender				
Q18_1: Allocation of formal				
training and career				
development opportunities	133,9000	341,878	,792	,822
are done independently from		·		·
gender				
Q18_2: Allocation of				
teaching are done	134,5000	325,167	,742	,817
independently from gender				
Q18_3: Participation in				
projects are done	134,1000	328,544	,856	,816
independently from gender				
Q18_4: Invitations to				
lectures, conferences, etc.	404.0000	0.40.444	0.40	200
are done independently from	134,0000	342,444	,919	,822
gender				
Q18_5: Appointments to				
editorships of journals are	404 5000	040.070	007	044
done independently from	134,5000	316,278	,907	,811
gender				
Q19_1: My supervisor has				
understanding for my caring	124 0000	242 422	752	04.4
responsibilities (at home, for	134,9000	313,433	,753	,814
children and elderly)				
Q19_2: My faculty has				
policies put in place	135,5000	222 467	500	922
(effective) for life-work	135,5000	333,167	,598	,822
balancing				
Q19_3: My work schedule				
allows me to spend time	134,9000	359,656	,161	,836
with my family and friends				
Q19_4: I am able to set				
boundaries between work	135,4000	348,267	,269	,834
and life				
Q19_5: I am satisfied with	135,1000	359,878	,109	,840
my work-life balance	100,1000	000,070	,109	,0-0

policies, including payments and benefits Q21_2: Facilities for continued baby feeding on return to work Q21_3: Contacts for supporting services (e.g. 138,1000 376,989 -,255 ,840 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 attifudes Q22_3 Sexual harassment of susceptions and susception of sexists attifudes academics to lower positioned academic personnel occurs at my faculty Q22_5 Sexual harassment of such as a susception of sexists at the sexist of such as a susception of sexists and extracurricular or such as a susception of such as the such as a susception of such as a susce	Q21_1: Childcare related				
Q21_2: Facilities for continued baby feeding on return to work Q21_3: Contacts for supporting services (e.g. 138,1000 376,989 -,255 ,840 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 attifudes Q22_3 Sexual harassment of students by the teaching 137,6000 407,600 -,808 856 staff occurs at my faculty Q22_5 Sexual harassment of students by when teaching 137,6000 407,600 -,808 856 staff occurs at my faculty Q22_5 Sexual harassment by senior position academics to lower positioned academic personnel occurs at my	policies, including payments	138,0000	380,222	-,270	,843
continued baby feeding on return to work Q21_3: Contacts for supporting services (e.g. 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 students by the teaching staff occurs at my faculty Q22_2 Sexual harassment of students of students of the teaching staff occurs at my faculty Q22_5 Sexual harassment by senior position academics to lower positioned academic personnel occurs at my	and benefits				
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Q21_3: Contacts for supporting services (e.g. 138,1000	continued baby feeding on	138,0000	380,222	-,270	,843
supporting services (e.g. 138,1000 376,989 -,255 ,840 HR, occupational health) Q21_4: Time off for antenatal appointments 137,9000 387,211 -,506 ,846 Q21_5: How and when to notify your institution of your intentions regarding return to work 138,0000 380,222 -,270 ,843 Weak (Cather of the search of the second of the secon	return to work				
HR, occupational health) Q21_4: Time off for antenatal appointments Q21_5: How and when to notify your institution of your intentitions 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 by senior position academics personnel occurs at my	Q21_3: Contacts for				
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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 by senior position academics to lower positioned academic personnel occurs at my 137,6000 387,211 -,506 ,846 380,222 -,270 ,843 380,222 -,270 ,843 380,222 -,270 ,843 407,156 -,652 ,858 407,156 -,717 ,860 407,600 -,734 ,857 -,860 ,855	HR, occupational health)				
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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	137,9000	387,211	-,506	,846
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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 or 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	notify your institution of your				
Q21_6: Options for phased return, or other forms of workload adjustment on return 137,8000 390,400 -,479 ,848 Workload adjustment on return Q21_7: Rest facilities are available during pregnancy 138,0000 380,222 -,270 ,843 Q22_1 Sexist behavior is tolerated at my faculty 137,4000 407,156 -,652 ,858 Q22_2 During lectures and extracurricular communication with students the teachers at our Faculty sometimes express sexist attitudes 137,4000 411,156 -,717 ,860 Q22_3 Sexual harassment occurs at my faculty 137,4000 407,600 -,734 ,857 Q22_4 Sexual harassment of students by the teaching staff occurs at my faculty 137,6000 407,600 -,808 ,856 staff occurs at my faculty Q22_5 Sexual harassment by senior position 402,711 -,660 ,855 positioned academic personnel occurs at my 137,6000 402,711 -,660 ,855	intentions regarding return	138,0000	380,222	-,270	,843
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	to work				
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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	return, or other forms of				
Q21_7: Rest facilities are available during pregnancy 138,0000 380,222 -,270 ,843 Q22_1 Sexist behavior is tolerated at my faculty 137,4000 407,156 -,652 ,858 Q22_2 During lectures and extracurricular communication with students the teachers at our Faculty sometimes express sexist attitudes 137,4000 411,156 -,717 ,860 Q22_3 Sexual harassment occurs at my faculty 137,4000 407,600 -,734 ,857 Q22_4 Sexual harassment of students by the teaching staff occurs at my faculty 137,6000 407,600 -,808 ,856 staff occurs at my faculty Q22_5 Sexual harassment by senior position academics to lower positioned academic personnel occurs at my 137,6000 402,711 -,660 ,855	workload adjustment on	137,8000	390,400	-,479	,848
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	return				
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_7: Rest facilities are				
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	available during pregnancy	138,0000	380,222	-,270	,843
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	Q22_1 Sexist behavior is				
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 137,4000 411,156 -,717 ,860 -,717 ,860 407,600 -,734 ,857 407,600 -,808 ,856 407,600 -,808 ,856 402,711 -,660 ,855	tolerated at my faculty	137,4000	407,156	-,652	,858
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 137,4000 407,600 407,600 -,734 ,857 407,600 -,808 ,856 402,711 -,660 ,855	Q22_2 During lectures and				
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 137,4000 407,600 -,734 ,857 -,734 ,857 407,600 -,808 ,856 402,711 -,660 ,855	extracurricular				
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	students the teachers at our	137,4000	411,156	-,717	,860
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 137,4000 407,600 -,734 ,857 407,600 -,808 ,856 402,711 -,660 ,855	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 137,4000 407,600 -,734 ,857 407,600 -,808 ,856 407,600 -,808 ,856 402,711 -,660 ,855					
occurs at my faculty Q22_4 Sexual harassment of students by the teaching 137,6000 407,600 -,808 ,856 staff occurs at my faculty Q22_5 Sexual harassment by senior position academics to lower positioned academic personnel occurs at my	Q22_3 Sexual harassment				
of students by the teaching 137,6000 407,600 -,808 ,856 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	137,4000	407,600	-,734	,857
staff occurs at my faculty Q22_ 5 Sexual harassment by senior position academics to lower positioned academic personnel occurs at my 137,6000 402,711 -,660 ,855	Q22_4 Sexual harassment				
Q22_ 5 Sexual harassment by senior position academics to lower positioned academic personnel occurs at my 137,6000 402,711 -,660 ,855	of students by the teaching	137,6000	407,600	-,808	,856
by senior position academics to lower positioned academic personnel occurs at my 137,6000 402,711 -,660 ,855	staff occurs at my faculty				
academics to lower positioned academic personnel occurs at my 137,6000 402,711 -,660 ,855	Q22_5 Sexual harassment				
positioned academic personnel occurs at my 137,6000 402,711 -,660 ,855	by senior position				
personnel occurs at my	academics to lower	407.0000	400 744	222	25-
	positioned academic	137,6000	402,711	-,660	,855
familia.	personnel occurs at my				
таситу.	faculty.				

Q22_6 Cases of sexual				
harassment in my faculty	127 7000	275 790	164	940
are treated as something to	137,7000	375,789	-,164	,840
cover and hide.				

Mean	Variance	Std. Deviation	N of Items
139,3000	371,122	19,26453	38

Scale: 4 Educational level

Case Processing Summary

			,
		N	%
Cases	Valid	37	67,3
	Excludeda	18	32,7
	Total	55	100,0

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

Reliability Statistics

Cronbach's	
Alpha	N of Items
,788	8

itom i otal otaliolio				
			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	29,5676	70.252	088	,845
faculty are gender sensitive	29,3070	70,232	-,000	,043

Q23_2: It is necessary to				
perform a critical				
reconsideration from the				
gender sensitive point of	29,8378	51,417	,707	,729
view of all the textbooks				
used at my faculty.				
Q23_3: Gender sensitive				
legal studies are important				
to the professional				
competences of the future	28,6216	57,908	,481	,767
lawyers, judges and				
members of other legal				
professions.				
Q23_4: As a rule, classes				
do not provide a gender	00.0544	05.000	100	040
perspective when learning	29,3514	65,623	,129	,812
about legal institutes.				
Q23_5: Gender perspective				
in legal studies is utterly				
irrelevant to the quality of	28,8649	56,676	,471	,768
content and the meaning of				
acquired legal knowledge.				
Q23_6: Additional education				
of teaching staff on matters	20.9409	40.004	696	720
of gender equality is	29,8108	48,824	,686,	,728
necessary at my faculty.				
Q23_7: Introducing gender				
perspective in higher	29,3243	45,392	,856	,694
education curricula should	29,3243	40,392	,650	,094
be regulated by law.				
Q23_8: Standards for				
accreditation of study				
programs should have as a				
compulsory requirement the	29,2162	48,341	,748	,717
ability to understand and				
apply the principles of				
gender equality.				

Mean	Variance	Std. Deviation	N of Items
33,5135	70,423	8,39187	8

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

Case Processing Summary

		g	
		N	%
Cases	Valid	10	18,2
	Excludeda	45	81,8
	Total	55	100,0

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

Reliability Statistics

Cronbach's	
Alpha	N of Items
,691	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	215,3000	330,900	-,091	,693
Q11_2: Women are more likely than men to make decisions based on their emotions	215,8000	332,178	-,132	,694
Q11_3: The most important role of a women is to take care of her home and family	215,5000	336,944	-,300	,700
Q11_4: The most important role of a man is to earn money	215,7000	337,344	-,216	,702

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 217,2000 315,122 452 ,679 329,956 .000 329,956 .000 329,956 .000 329,956 .000 329,956 .000 329,956 .000 329,956 .000 329,956 .000 329,956 .000 329,956 .000 .691 .687 .685 .686 .687 .685 .686 .687 .6865 .688 .220 .688 .680 .687 .681 .687 .685 .686 .687 .685 .686 .687 .6865 .688 .200 .688 .680 .687 .688 .200 .688 .680 .687 .688 .200 .688 .688 .200 .688 .680 .687 .681 .686 .687 .685 .686 .687 .685 .686 .687 .686 .687 .6865 .688 .680 .680					
particular Consortium university and delete this) in politics Q12_2: Gender equality has been achieved in 217,3000 315,122 ,452 ,679	(inscribe a				
politics Q12_2: Gender equality has been achieved in	particular Consortium	217,2000	312,178	,447	,676
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Q14_3: When jobs are scarce, men should have more right to a job than 215,2000 331,511 -,072 ,702		214,6000	308,267	,452	,674
scarce, men should have 215,2000 331,511 -,072 ,702					
scarce, men should have 215,2000 331,511 -,072 ,702	Q14_3: When jobs are				
more right to a job than 215,2000 331,511 -,072 ,702					
		215,2000	331,511	-,072	,702

Q15_1: In general, men and				
women are equally well				
represented (in terms of	214,7000	317,567	,385	,681
numbers) in my faculty				
Q15_2: In general, men and				
women are treated equally	214,4000	291,156	,825	,654
in my faculty	_ 1,,,,,,,,,	201,100	,0_0	,00.
Q15_3: My faculty is				
committed to promoting	214,0000	319,556	,347	,683
gender equality	,	0.10,000	,	,
Q15_4: If I had any				
concerns about gender				
equality in my faculty, I	214,5000	309,611	,394	,676
would know who to		555,511	,	,
approach				
Q15 5: My faculty is				
responsive to concerns	213,9000	312,989	,559	,676
about gender equality	,,,,,,,	0.1_,000	,	,
Q16_1: Allocation of				
desirable and sought-after				
tasks or roles are distributed	214,4000	275,822	,813	,640
independently from gender				
Q16 2: Distribution of office				
space are done	214,1000	282,989	,920	,645
independently from gender	,	,,,,,,,	,-	,
Q16_3 Mentoring and/or				
other guidance in making				
career decisions are done	214,0000	295,111	,789	,658
independently from gender				
Q16_4: Representation in				
senior positions are done	214,5000	279,611	,833	,643
independently from gender				
Q16_5: Allocation of				
administrative tasks are	244 2222			
done independently from	214,2000	283,956	,923	,646
gender				
Q17_1: Attention from				
senior management are	044.4000	070 00-	222	244
done independently from	214,4000	278,267	,868,	,641
gender				
Q17_2: Access to informal				
circles of influence are done	214,9000	291,878	,579	,660
independently from gender				

Q17 3: Receiving positive				
feedback from management				
are done independently from	214,5000	294,278	,692	,659
gender				
Q17_4: Recruitment and				
selections for academic				
posts are done	214,3000	281,789	,947	,643
independently from gender				
Q17 5: Promotion decisions				
are done independently from	214,1000	289,433	,888,	,652
gender	211,1000	200,100	,555	,002
Q18_1: Allocation of formal				
training and career				
development opportunities	213,8000	307,956	,621	,671
are done independently from	_:0,000	331,033	,0	,0
gender				
Q18 2: Allocation of				
teaching are done	214,4000	284,267	,789	,648
independently from gender	,		,	,
Q18_3: Participation in				
projects are done	214,0000	288,444	,889	,651
independently from gender	,	,	,	,
Q18 4: Invitations to				
lectures, conferences, etc.				
are done independently from	213,9000	307,211	,765	,670
gender				
Q18_5: Appointments to				
editorships of journals are				
done independently from	214,4000	281,600	,841	,645
gender				
Q19_1: My supervisor has				
understanding for my caring	044.000	000 170	077	200
responsibilities (at home, for	214,8000	268,178	,877	,632
children and elderly)				
Q19_2: My faculty has				
policies put in place	045 4000	040.000	005	000
(effective) for life-work	215,4000	313,822	,235	,683
balancing				
Q19_3: My work schedule				
allows me to spend time	214,8000	330,622	-,054	,699
with my family and friends				

Q19 4: I am able to set		I		
boundaries between work	215,3000	319,344	,102	,692
and life	_ : 0,0000	0.0,0	,	,002
Q19_5: I am satisfied with				
my work-life balance	215,0000	343,111	-,240	,714
Q21_1: Childcare related				
policies, including payments	217,9000	348,322	-,544	,711
and benefits	211,0000	0.10,022	,011	,,
Q21 2: Facilities for				
continued baby feeding on	217,9000	348,322	-,544	,711
return to work	,		,	,
Q21_3: Contacts for				
supporting services (e.g.	218,0000	342,000	-,532	,704
HR, occupational health)	,,,,,,,	,,,,,,	,	, -
Q21_4: Time off for				
antenatal appointments	217,8000	346,844	-,560	,709
Q21_5: How and when to				
notify your institution of your				
intentions regarding return	217,9000	348,322	-,544	,711
to work				
Q21_6: Options for phased				
return, or other forms of				
workload adjustment on	217,7000	353,122	-,599	,716
return				
Q21_7: Rest facilities are	0.17.0000	0.40.000		744
available during pregnancy	217,9000	348,322	-,544	,711
Q22_1 Sexist behavior is	2.7			
tolerated at my faculty	217,3000	356,456	-,523	,722
Q22_2 During lectures and				
extracurricular				
communication with	247 2000	250 222	EEA	700
students the teachers at our	217,3000	358,233	-,554	,723
Faculty sometimes express				
sexist attitudes				
Q22_3 Sexual harassment	217,3000	354,678	-,544	,719
occurs at my faculty	217,3000	354,070	-,544	,7 19
Q22_4 Sexual harassment				
of students by the teaching	217,5000	356,500	-,637	,720
staff occurs at my faculty		l		

Q22_ 5 Sexual harassment				
by senior position				
academics to lower				
positioned academic	217,5000	353,389	-,531	,718
personnel occurs at my				
faculty.				
Q22_6 Cases of sexual				
harassment in my faculty				
are treated as something to	217,6000	328,267	,032	,692
cover and hide.				
Q23_1: Curricula at my				
faculty are gender sensitive	215,8000	310,400	,239	,683
Q23_2: It is necessary to				
perform a critical				
reconsideration from the				
gender sensitive point of	215,7000	352,011	-,388	,720
view of all the textbooks				
used at my faculty.				
Q23_3: Gender sensitive				
legal studies are important				
to the professional				
competences of the future	214,7000	286,456	,670	,653
lawyers, judges and	,		,-	,
members of other legal				
professions.				
Q23_4: As a rule, classes				
do not provide a gender				
perspective when learning	215,2000	342,844	-,257	,712
about legal institutes.				
Q23_5: Gender perspective				
in legal studies is utterly				
irrelevant to the quality of	214,0000	340,889	-,261	,707
content and the meaning of	,	,	, -	, -
acquired legal knowledge.				
Q23_6: Additional education				
of teaching staff on matters				
of gender equality is	215,8000	359,067	-,426	,730
necessary at my faculty.				
Q23_7: Introducing gender				
perspective in higher				
education curricula should	215,5000	363,833	-,496	,733
be regulated by law.				
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Q23_8: Standards for				
accreditation of study				
programs should have as a				
compulsory requirement the	214,4000	336,933	-,180	,703
ability to understand and				
apply the principles of				
gender equality.				

Mean	Variance	Std. Deviation	N of Items		
219,2000	329,956	18,16468	60		