

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	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-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	43,4146	25,349	,075	,624
Q11_2: Women are more likely than men to make decisions based on their emotions	44,2195	24,926	,033	,635

Q11_3: The most important role of a women is to take care of her home and family	43,5122	25,106	,097	,623
Q11_4: The most important role of a man is to earn money	43,5854	25,399	-,009	,636
Q12_1: Gender equality has been achieved in _____ (inscribe a particular Consortium university and delete this) in politics	45,2683	22,651	,277	,600
Q12_2: Gender equality has been achieved in _____ at work	45,5366	22,755	,317	,595
Q12_3: Gender equality has been achieved in _____ in leadership positions in companies and other organizations	45,9756	24,524	,200	,614
Q13_1: Promoting gender equality is important to ensure a fair and democratic society	43,5366	23,705	,237	,608
Q13_2: Promoting gender equality is important for companies and for the economy	43,7561	22,439	,346	,590
Q13_3: Promoting gender equality is important for your faculty	43,7805	22,276	,368	,586
Q13_4: Promoting gender equality is important for you personally	43,6098	22,494	,513	,577
Q14_1: A woman should be prepared to cut down on her paid work for the sake of taking care of her family	43,5610	16,952	,416	,576
Q14_2: Men should take as much responsibility as women for the home and children	42,5610	22,602	,354	,590

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

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
	Excluded ^a	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-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	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	134,8000	361,511	,275	,833
Q15_2: In general, men and women are treated equally in my faculty	134,5000	327,833	,872	,816

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

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

Q21_1: Childcare related policies, including payments and benefits	138,0000	380,222	-,270	,843
Q21_2: Facilities for continued baby feeding on return to work	138,0000	380,222	-,270	,843
Q21_3: Contacts for supporting services (e.g. HR, occupational health)	138,1000	376,989	-,255	,840
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
Q21_6: Options for phased return, or other forms of workload adjustment on return	137,8000	390,400	-,479	,848
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
Q22_5 Sexual harassment by senior position academics to lower positioned academic personnel occurs at my faculty.	137,6000	402,711	-,660	,855

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

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
	Excluded ^a	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

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	29,5676	70,252	-,088	,845

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.	29,8378	51,417	,707	,729
Q23_3: Gender sensitive legal studies are important to the professional competences of the future lawyers, judges and members of other legal professions.	28,6216	57,908	,481	,767
Q23_4: As a rule, classes do not provide a gender perspective when learning about legal institutes.	29,3514	65,623	,129	,812
Q23_5: Gender perspective in legal studies is utterly irrelevant to the quality of content and the meaning of acquired legal knowledge.	28,8649	56,676	,471	,768
Q23_6: Additional education of teaching staff on matters of gender equality is necessary at my faculty.	29,8108	48,824	,686	,728
Q23_7: Introducing gender perspective in higher education curricula should be regulated by law.	29,3243	45,392	,856	,694
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.	29,2162	48,341	,748	,717

Scale Statistics

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

		N	%
Cases	Valid	10	18,2
	Excluded ^a	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

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	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

Q12_1: Gender equality has been achieved in _____ (inscribe a particular Consortium university and delete this) in politics	217,2000	312,178	,447	,676
Q12_2: Gender equality has been achieved in _____ at work	217,3000	315,122	,452	,679
Q12_3: Gender equality has been achieved in _____ in leadership positions in companies and other organizations	217,9000	325,878	,220	,688
Q13_1: Promoting gender equality is important to ensure a fair and democratic society	215,2000	329,956	,000	,691
Q13_2: Promoting gender equality is important for companies and for the economy	215,5000	323,167	,377	,685
Q13_3: Promoting gender equality is important for your faculty	215,5000	316,500	,541	,679
Q13_4: Promoting gender equality is important for you personally	215,4000	325,156	,304	,687
Q14_1: A woman should be prepared to cut down on her paid work for the sake of taking care of her family	215,3000	334,233	-,116	,704
Q14_2: Men should take as much responsibility as women for the home and children	214,6000	308,267	,452	,674
Q14_3: When jobs are scarce, men should have more right to a job than women	215,2000	331,511	-,072	,702

Q15_1: In general, men and women are equally well represented (in terms of numbers) in my faculty	214,7000	317,567	,385	,681
Q15_2: In general, men and women are treated equally in my faculty	214,4000	291,156	,825	,654
Q15_3: My faculty is committed to promoting gender equality	214,0000	319,556	,347	,683
Q15_4: If I had any concerns about gender equality in my faculty, I would know who to approach	214,5000	309,611	,394	,676
Q15_5: My faculty is responsive to concerns about gender equality	213,9000	312,989	,559	,676
Q16_1: Allocation of desirable and sought-after tasks or roles are distributed independently from gender	214,4000	275,822	,813	,640
Q16_2: Distribution of office space are done independently from gender	214,1000	282,989	,920	,645
Q16_3: Mentoring and/or other guidance in making career decisions are done independently from gender	214,0000	295,111	,789	,658
Q16_4: Representation in senior positions are done independently from gender	214,5000	279,611	,833	,643
Q16_5: Allocation of administrative tasks are done independently from gender	214,2000	283,956	,923	,646
Q17_1: Attention from senior management are done independently from gender	214,4000	278,267	,868	,641
Q17_2: Access to informal circles of influence are done independently from gender	214,9000	291,878	,579	,660

Q17_3: Receiving positive feedback from management are done independently from gender	214,5000	294,278	,692	,659
Q17_4: Recruitment and selections for academic posts are done independently from gender	214,3000	281,789	,947	,643
Q17_5: Promotion decisions are done independently from gender	214,1000	289,433	,888	,652
Q18_1: Allocation of formal training and career development opportunities are done independently from gender	213,8000	307,956	,621	,671
Q18_2: Allocation of teaching are done independently from gender	214,4000	284,267	,789	,648
Q18_3: Participation in projects are done independently from gender	214,0000	288,444	,889	,651
Q18_4: Invitations to lectures, conferences, etc. are done independently from gender	213,9000	307,211	,765	,670
Q18_5: Appointments to editorships of journals are done independently from gender	214,4000	281,600	,841	,645
Q19_1: My supervisor has understanding for my caring responsibilities (at home, for children and elderly...)	214,8000	268,178	,877	,632
Q19_2: My faculty has policies put in place (effective) for life-work balancing	215,4000	313,822	,235	,683
Q19_3: My work schedule allows me to spend time with my family and friends	214,8000	330,622	-,054	,699

Q19_4: I am able to set boundaries between work and life	215,3000	319,344	,102	,692
Q19_5: I am satisfied with my work-life balance	215,0000	343,111	-,240	,714
Q21_1: Childcare related policies, including payments and benefits	217,9000	348,322	-,544	,711
Q21_2: Facilities for continued baby feeding on return to work	217,9000	348,322	-,544	,711
Q21_3: Contacts for supporting services (e.g. HR, occupational health)	218,0000	342,000	-,532	,704
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 to work	217,9000	348,322	-,544	,711
Q21_6: Options for phased return, or other forms of workload adjustment on return	217,7000	353,122	-,599	,716
Q21_7: Rest facilities are available during pregnancy	217,9000	348,322	-,544	,711
Q22_1 Sexist behavior is tolerated at my faculty	217,3000	356,456	-,523	,722
Q22_2 During lectures and extracurricular communication with students the teachers at our Faculty sometimes express sexist attitudes	217,3000	358,233	-,554	,723
Q22_3 Sexual harassment occurs at my faculty	217,3000	354,678	-,544	,719
Q22_4 Sexual harassment of students by the teaching staff occurs at my faculty	217,5000	356,500	-,637	,720

Q22_5 Sexual harassment by senior position academics to lower positioned academic personnel occurs at my faculty.	217,5000	353,389	-,531	,718
Q22_6 Cases of sexual harassment in my faculty are treated as something to cover and hide.	217,6000	328,267	,032	,692
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 view of all the textbooks used at my faculty.	215,7000	352,011	-,388	,720
Q23_3: Gender sensitive legal studies are important to the professional competences of the future lawyers, judges and members of other legal professions.	214,7000	286,456	,670	,653
Q23_4: As a rule, classes do not provide a gender perspective when learning about legal institutes.	215,2000	342,844	-,257	,712
Q23_5: Gender perspective in legal studies is utterly irrelevant to the quality of content and the meaning of acquired legal knowledge.	214,0000	340,889	-,261	,707
Q23_6: Additional education of teaching staff on matters of gender equality is necessary at my faculty.	215,8000	359,067	-,426	,730
Q23_7: Introducing gender perspective in higher education curricula should be regulated by law.	215,5000	363,833	-,496	,733

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.	214,4000	336,933	-,180	,703
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Scale Statistics

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