

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	34	85,0
	Excluded ^a	6	15,0
	Total	40	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,579	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	46,4706	13,348	,538	,515
Q11_2: Women are more likely than men to make decisions based on their emotions	46,8824	15,501	-,066	,622

Q11_3: The most important role of a women is to take care of her home and family	46,7941	13,623	,285	,548
Q11_4: The most important role of a man is to earn money	46,6471	12,296	,633	,482
Q12_1: Gender equality has been achieved in _____ (inscribe a particular Consortium university and delete this) in politics	47,8235	14,453	,085	,593
Q12_2: Gender equality has been achieved in _____ at work	48,0588	13,633	,211	,565
Q12_3: Gender equality has been achieved in _____ in leadership positions in companies and other organizations	48,4706	16,075	-,161	,653
Q13_1: Promoting gender equality is important to ensure a fair and democratic society	46,4706	14,863	,228	,565
Q13_2: Promoting gender equality is important for companies and for the economy	46,5882	14,310	,318	,550
Q13_3: Promoting gender equality is important for your faculty	46,5294	14,439	,395	,548
Q13_4: Promoting gender equality is important for you personally	46,5294	13,348	,654	,509
Q14_1: A woman should be prepared to cut down on her paid work for the sake of taking care of her family	46,2647	13,594	,084	,616
Q14_2: Men should take as much responsibility as women for the home and children	45,5882	12,250	,616	,482

Q14_3: When jobs are scarce, men should have more right to a job than women	45,4706	14,560	,264	,558
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Scale Statistics

Mean	Variance	Std. Deviation	N of Items
50,3529	15,750	3,96868	14

Scale: 3 Institutional level without question 20

Case Processing Summary

		N	%
Cases	Valid	11	27,5
	Excluded ^a	29	72,5
	Total	40	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,865	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	122,7273	372,418	,487	,859

Q15_2: In general, men and women are treated equally in my faculty	122,2727	356,818	,737	,853
Q15_3: My faculty is committed to promoting gender equality	121,4545	384,873	,539	,861
Q15_4: If I had any concerns about gender equality in my faculty, I would know who to approach	121,3636	347,655	,870	,849
Q15_5: My faculty is responsive to concerns about gender equality	121,9091	357,091	,881	,851
Q16_1: Allocation of desirable and sought-after tasks or roles are distributed independently from gender	121,9091	348,491	,804	,850
Q16_2: Distribution of office space are done independently from gender	121,2727	342,618	,817	,849
Q16_3 Mentoring and/or other guidance in making career decisions are done independently from gender	121,6364	344,055	,786	,849
Q16_4: Representation in senior positions are done independently from gender	121,7273	344,018	,793	,849
Q16_5: Allocation of administrative tasks are done independently from gender	122,2727	384,218	,148	,867
Q17_1: Attention from senior management are done independently from gender	121,6364	344,855	,926	,847
Q17_2: Access to informal circles of influence are done independently from gender	121,9091	348,291	,739	,851
Q17_3: Receiving positive feedback from management are done independently from gender	121,4545	351,273	,839	,850

Q17_4: Recruitment and selections for academic posts are done independently from gender	121,3636	374,055	,444	,860
Q17_5: Promotion decisions are done independently from gender	121,2727	371,618	,505	,859
Q18_1: Allocation of formal training and career development opportunities are done independently from gender	121,5455	344,873	,921	,848
Q18_2: Allocation of teaching are done independently from gender	121,4545	355,873	,849	,851
Q18_3: Participation in projects are done independently from gender	121,6364	342,455	,927	,847
Q18_4: Invitations to lectures, conferences, etc. are done independently from gender	121,4545	345,473	,909	,848
Q18_5: Appointments to editorships of journals are done independently from gender	121,8182	344,164	,914	,847
Q19_1: My supervisor has understanding for my caring responsibilities (at home, for children and elderly...)	121,3636	361,855	,627	,855
Q19_2: My faculty has policies put in place (effective) for life-work balancing	122,4545	362,473	,548	,857
Q19_3: My work schedule allows me to spend time with my family and friends	121,9091	394,091	,085	,865
Q19_4: I am able to set boundaries between work and life	122,4545	392,673	,072	,866
Q19_5: I am satisfied with my work-life balance	122,5455	373,273	,375	,861

Q21_1: Childcare related policies, including payments and benefits	124,7273	400,618	-,145	,869
Q21_2: Facilities for continued baby feeding on return to work	124,7273	400,618	-,145	,869
Q21_3: Contacts for supporting services (e.g. HR, occupational health)	124,7273	400,618	-,145	,869
Q21_4: Time off for antenatal appointments	124,7273	400,618	-,145	,869
Q21_5: How and when to notify your institution of your intentions regarding return to work	124,5455	400,873	-,139	,870
Q21_6: Options for phased return, or other forms of workload adjustment on return	124,7273	400,618	-,145	,869
Q21_7: Rest facilities are available during pregnancy	124,7273	400,618	-,145	,869
Q22_1 Sexist behavior is tolerated at my faculty	124,3636	415,055	-,476	,876
Q22_2 During lectures and extracurricular communication with students the teachers at our Faculty sometimes express sexist attitudes	123,9091	415,291	-,392	,877
Q22_3 Sexual harassment occurs at my faculty	123,7273	431,818	-,611	,884
Q22_4 Sexual harassment of students by the teaching staff occurs at my faculty	124,0000	410,400	-,308	,875
Q22_5 Sexual harassment by senior position academics to lower positioned academic personnel occurs at my faculty.	124,1818	431,164	-,806	,881

Q22_6 Cases of sexual harassment in my faculty are treated as something to cover and hide.	124,0909	427,891	-,621	,882
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Scale Statistics

Mean	Variance	Std. Deviation	N of Items
126,0000	396,200	19,90477	38

Scale: 4 Educational level

Case Processing Summary

		N	%
Cases	Valid	11	27,5
	Excluded ^a	29	72,5
	Total	40	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,795	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	27,1818	72,964	-,535	,874

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.	28,6364	39,455	,848	,703
Q23_3: Gender sensitive legal studies are important to the professional competences of the future lawyers, judges and members of other legal professions.	26,8182	47,564	,827	,730
Q23_4: As a rule, classes do not provide a gender perspective when learning about legal institutes.	29,4545	49,073	,736	,743
Q23_5: Gender perspective in legal studies is utterly irrelevant to the quality of content and the meaning of acquired legal knowledge.	27,0000	62,000	-,016	,847
Q23_6: Additional education of teaching staff on matters of gender equality is necessary at my faculty.	28,0909	45,891	,760	,731
Q23_7: Introducing gender perspective in higher education curricula should be regulated by law.	28,7273	43,018	,736	,729
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.	27,4545	44,073	,762	,727

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
31,9091	64,091	8,00568	8

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

Case Processing Summary

		N	%
Cases	Valid	4	10,0
	Excluded ^a	36	90,0
	Total	40	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,707	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	215,2500	176,250	,967	,648
Q11_2: Women are more likely than men to make decisions based on their emotions	214,5000	217,000	,000	,707
Q11_3: The most important role of a women is to take care of her home and family	214,7500	202,917	,971	,687
Q11_4: The most important role of a man is to earn money	215,2500	176,250	,967	,648

Q12_1: Gender equality has been achieved in _____ (inscribe a particular Consortium university and delete this) in politics	216,0000	208,667	,480	,696
Q12_2: Gender equality has been achieved in _____ at work	216,0000	189,333	,969	,667
Q12_3: Gender equality has been achieved in _____ in leadership positions in companies and other organizations	217,0000	208,667	,480	,696
Q13_1: Promoting gender equality is important to ensure a fair and democratic society	214,7500	224,250	-,501	,718
Q13_2: Promoting gender equality is important for companies and for the economy	214,5000	217,000	,000	,707
Q13_3: Promoting gender equality is important for your faculty	214,5000	217,000	,000	,707
Q13_4: Promoting gender equality is important for you personally	214,7500	202,917	,971	,687
Q14_1: A woman should be prepared to cut down on her paid work for the sake of taking care of her family	215,2500	211,583	,355	,700
Q14_2: Men should take as much responsibility as women for the home and children	214,0000	189,333	,969	,667
Q14_3: When jobs are scarce, men should have more right to a job than women	213,5000	217,000	,000	,707

Q15_1: In general, men and women are equally well represented (in terms of numbers) in my faculty	214,7500	208,917	,259	,700
Q15_2: In general, men and women are treated equally in my faculty	214,7500	182,917	,955	,658
Q15_3: My faculty is committed to promoting gender equality	213,7500	222,917	-,413	,716
Q15_4: If I had any concerns about gender equality in my faculty, I would know who to approach	213,5000	196,333	,874	,678
Q15_5: My faculty is responsive to concerns about gender equality	214,2500	210,250	,448	,698
Q16_1: Allocation of desirable and sought-after tasks or roles are distributed independently from gender	213,5000	196,333	,874	,678
Q16_2: Distribution of office space are done independently from gender	212,7500	218,917	-,146	,711
Q16_3: Mentoring and/or other guidance in making career decisions are done independently from gender	213,5000	177,667	,990	,650
Q16_4: Representation in senior positions are done independently from gender	213,5000	177,667	,990	,650
Q16_5: Allocation of administrative tasks are done independently from gender	214,5000	159,000	,979	,624
Q17_1: Attention from senior management are done independently from gender	213,5000	196,333	,874	,678
Q17_2: Access to informal circles of influence are done independently from gender	213,7500	218,917	-,146	,711

Q17_3: Receiving positive feedback from management are done independently from gender	213,0000	224,667	-,462	,719
Q17_4: Recruitment and selections for academic posts are done independently from gender	213,0000	224,667	-,462	,719
Q17_5: Promotion decisions are done independently from gender	213,0000	224,667	-,462	,719
Q18_1: Allocation of formal training and career development opportunities are done independently from gender	213,5000	196,333	,874	,678
Q18_2: Allocation of teaching are done independently from gender	213,5000	212,333	,168	,703
Q18_3: Participation in projects are done independently from gender	213,2500	210,250	,448	,698
Q18_4: Invitations to lectures, conferences, etc. are done independently from gender	213,2500	210,250	,448	,698
Q18_5: Appointments to editorships of journals are done independently from gender	213,2500	210,250	,448	,698
Q19_1: My supervisor has understanding for my caring responsibilities (at home, for children and elderly...)	213,2500	231,583	-,975	,728
Q19_2: My faculty has policies put in place (effective) for life-work balancing	215,0000	166,000	,870	,638
Q19_3: My work schedule allows me to spend time with my family and friends	214,5000	217,000	,000	,707

Q19_4: I am able to set boundaries between work and life	215,5000	197,667	,813	,680
Q19_5: I am satisfied with my work-life balance	215,2500	168,250	,762	,647
Q21_1: Childcare related policies, including payments and benefits	217,5000	217,000	,000	,707
Q21_2: Facilities for continued baby feeding on return to work	217,5000	217,000	,000	,707
Q21_3: Contacts for supporting services (e.g. HR, occupational health)	217,5000	217,000	,000	,707
Q21_4: Time off for antenatal appointments	217,5000	217,000	,000	,707
Q21_5: How and when to notify your institution of your intentions regarding return to work	217,5000	217,000	,000	,707
Q21_6: Options for phased return, or other forms of workload adjustment on return	217,5000	217,000	,000	,707
Q21_7: Rest facilities are available during pregnancy	217,5000	217,000	,000	,707
Q22_1 Sexist behavior is tolerated at my faculty	216,5000	260,333	-,993	,767
Q22_2 During lectures and extracurricular communication with students the teachers at our Faculty sometimes express sexist attitudes	216,0000	268,667	-,963	,778
Q22_3 Sexual harassment occurs at my faculty	216,0000	268,667	-,963	,778
Q22_4 Sexual harassment of students by the teaching staff occurs at my faculty	216,0000	268,667	-,963	,778

Q22_5 Sexual harassment by senior position academics to lower positioned academic personnel occurs at my faculty.	217,2500	215,583	,079	,706
Q22_6 Cases of sexual harassment in my faculty are treated as something to cover and hide.	216,7500	262,250	-,978	,769
Q23_1: Curricula at my faculty are gender sensitive	213,5000	233,667	-,694	,732
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.	215,5000	185,667	,563	,673
Q23_3: Gender sensitive legal studies are important to the professional competences of the future lawyers, judges and members of other legal professions.	213,2500	217,583	-,053	,712
Q23_4: As a rule, classes do not provide a gender perspective when learning about legal institutes.	215,7500	190,250	,592	,675
Q23_5: Gender perspective in legal studies is utterly irrelevant to the quality of content and the meaning of acquired legal knowledge.	213,0000	232,000	-,525	,732
Q23_6: Additional education of teaching staff on matters of gender equality is necessary at my faculty.	215,2500	217,583	-,053	,712
Q23_7: Introducing gender perspective in higher education curricula should be regulated by law.	215,0000	174,000	,704	,656

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.	214,0000	220,000	-,117	,728
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Scale Statistics

Mean	Variance	Std. Deviation	N of Items
218,5000	217,000	14,73092	60