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	34	85,0
	Excludeda	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-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	46,4706	13,348	539	,515
man to cry	40,4700	13,340	,538	,515
Q11_2: Women are more				
likely than men to make	46 9924	15 501	066	622
decisions based on their	46,8824	15,501	-,066	,622
emotions				

Q11_3: The most important				
role of a women is to take	46,7941	13,623	,285	,548
	40,7941	13,023	,205	,540
care of her home and family				
Q11_4: The most important	40.0474	40.000	622	400
role of a man is to earn	46,6471	12,296	,633	,482
money				
Q12_1: Gender equality has				
been achieved in				
(inscribe a	47,8235	14,453	,085	,593
particular Consortium		·	·	·
university and delete this) in				
politics				
Q12_2: Gender equality has				
been achieved in	48,0588	13,633	,211	,565
at work				
Q12_3: Gender equality has				
been achieved in				
in leadership	48,4706	16,075	-,161	,653
positions in companies and				
other organizations				
Q13_1: Promoting gender				
equality is important to				
ensure a fair and democratic	46,4706	14,863	,228	,565
society				
Q13_2: Promoting gender				
equality is important for				
companies and for the	46,5882	14,310	,318	,550
economy Q13_3: Promoting gender				
equality is important for your	46,5294	14,439	,395	,548
	40,3294	14,439	,393	,540
faculty				
Q13_4: Promoting gender	40 5004	40.040	054	500
equality is important for you	46,5294	13,348	,654	,509
personally				
Q14_1: A woman should be				
prepared to cut down on her	46,2647	13,594	,084	,616
paid work for the sake of				
taking care of her family				
Q14_2: Men should take as				
much responsibility as	45,5882	12,250	,616	,482
women for the home and	.0,0002	.2,200	,5.0	, 102
children				

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

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
	Excludeda	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

เเลา-างเลางเลารแจร				
			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	122,7273	372,418	.487	950
represented (in terms of	122,7273	372,410	,407	,859
numbers) in my faculty				

Q15_2: In general, men and		I		
women are treated equally	122,2727	356,818	,737	,853
, ,	122,2121	330,616	,737	,000
in my faculty				
Q15_3: My faculty is	404 4545	204.072	500	004
committed to promoting	121,4545	384,873	,539	,861
gender equality				
Q15_4: If I had any				
concerns about gender				
equality in my faculty, I	121,3636	347,655	,870	,849
would know who to				
approach				
Q15_5: My faculty is				
responsive to concerns	121,9091	357,091	,881	,851
about gender equality				
Q16_1: Allocation of				
desirable and sought-after	121 0001	249 404	904	950
tasks or roles are distributed	121,9091	348,491	,804	,850
independently from gender				
Q16_2: Distribution of office				
space are done	121,2727	342,618	,817	,849
independently from gender				
Q16_3 Mentoring and/or				
other guidance in making				
career decisions are done	121,6364	344,055	,786	,849
independently from gender				
Q16_4: Representation in				
senior positions are done	121,7273	344,018	,793	,849
independently from gender	,	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	,	,
Q16 5: Allocation of				
administrative tasks are				
done independently from	122,2727	384,218	,148	,867
gender				
Q17_1: Attention from				
senior management are				
done independently from	121,6364	344,855	,926	,847
gender				
Q17_2: Access to informal				
circles of influence are done	121,9091	348,291	,739	,851
independently from gender	121,0001	370,231	,7 39	,001
Q17_3: Receiving positive				
feedback from management				
are done independently from	121,4545	351,273	,839	,850
gender	ı l			<u> </u>

Q17_4: Recruitment and				
selections for academic				
posts are done	121,3636	374,055	,444	,860
independently from gender				
Q17_5: Promotion decisions				
are done independently from	121,2727	371,618	,505	,859
gender				
Q18_1: Allocation of formal				
training and career				
development opportunities	121,5455	344,873	,921	,848
are done independently from				
gender				
Q18_2: Allocation of				
teaching are done	121,4545	355,873	,849	,851
independently from gender				
Q18_3: Participation in				
projects are done	121,6364	342,455	,927	,847
independently from gender				
Q18_4: Invitations to				
lectures, conferences, etc.	101 1515	0.45.470	000	0.40
are done independently from	121,4545	345,473	,909	,848,
gender				
Q18_5: Appointments to				
editorships of journals are	404.0400	044.404	044	0.47
done independently from	121,8182	344,164	,914	,847
gender				
Q19_1: My supervisor has				
understanding for my caring	404 2020	264.055	607	055
responsibilities (at home, for	121,3636	361,855	,627	,855
children and elderly)				
Q19_2: My faculty has				
policies put in place	122 4545	262 472	E40	0.57
(effective) for life-work	122,4545	362,473	,548	,857
balancing				
Q19_3: My work schedule				
allows me to spend time	121,9091	394,091	,085	,865
with my family and friends				
Q19_4: I am able to set				
boundaries between work	122,4545	392,673	,072	,866
and life				
Q19_5: I am satisfied with	122,5455	373,273	,375	,861
my work-life balance	122,0400	010,210	,575	,001

policies, including payments and benefits Q21_2: Facilities for continued baby feeding on return to work Q21_3: Contacts for supporting services (e.g. 124,7273	Q21 1: Childcare related	1			
and benefits Q21_2: Facilities for 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 attifudes 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	_	124 7273	400 618	- 145	869
C21_2: Facilities for continued baby feeding on return to work C21_3: Contacts for supporting services (e.g. 124,7273 400,618 -,145 ,869 HR, occupational health) C21_4: Time off for antenatal appointments 124,7273 400,618 -,145 ,869 HR, occupational health) C21_5: How and when to notify your institution of your intentions regarding return to work C21_6: Options for phased return, or other forms of workload adjustment on return C21_7: Rest facilities are available during pregnancy C22_1 Sexist behavior is 124,3636 415,055 -,476 ,876		121,7270	100,010	,110	,000
Continued baby feeding on return to work C21_3: Contacts for supporting services (e.g. HR, occupational health) C21_4: Time off for antenatal appointments C21_5: How and when to notify your institution of your intentions regarding return to work C21_6: Options for phased return, or other forms of workload adjustment on return C21_7: Rest facilities are available during pregnancy C22_1 Sexist behavior is tolerated at my faculty C22_2 During lectures and extracurricular communication with students the teachers at our Faculty sometimes express sexist attitudes C22_3 Sexual harassment of students by the teaching staff occurs at my faculty C22_5 Sexual harassment of students to lower positioned academic personnel occurs at my positioned academic personnel occurs at my positioned academic personnel occurs at my my manufacturic and positioned academic personnel occurs at my					
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Q21_3: Contacts for supporting services (e.g. purporting services	-	124,1213	400,010	-, 140	,003
supporting services (e.g. 124,7273 400,618 -,145 ,869 HR, occupational health) 221_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 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 Staff occurs at my faculty openioned academic personnel occurs at my 124,1818 431,164 -,806 ,881					
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 academic personnel occurs at my positioned academic personnel occurs	_	124 7273	400 618	- 145	860
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 staff occurs at my faculty Q22_5 Sexual harassment by senior position 124,1818 431,164 -,806 .881 positioned academic personnel occurs at my 124,1818 431,164 -,806 .881		124,7275	400,010	-, 145	,009
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 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_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 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 Faculty sometimes express sexist attitudes Q22_3 Sexual harassment of students by the teaching staff 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 staff occurs at my faculty openior position 22_5 Sexual harassment by senior position 431,164 -,806 ,881 positioned academic personnel occurs at my 124,1818 431,164 -,806 ,881	_	124,7273	400,618	-,145	,869
124,5455 400,873 -,139 ,870					
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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_4 Sexual harassment by senior position academics to lower positioned academic personnel occurs at my Q31_4,7273 Q40,618 -,145 ,869 400,618 -,145 ,869 415,055 -,476 ,876 ,876 415,291 -,392 ,877 431,818 -,611 ,884	, ,	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 workload adjustment on return 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 Faculty sometimes express sexist attitudes 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 staff occurs at my faculty Q22_5 Sexual harassment by senior position 431,164 -,806 ,881 positioned academic personnel occurs at my 124,1818 431,164 -,806 ,881					
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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					
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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	_	124,7273	400,618	-,145	,869
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 124,1818					
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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		·			
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 123,7273					
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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		123.9091	415.291	392	.877
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 123,7273 431,818 -,611 ,884 -,611 ,884 -,611 ,885 410,400 -,308 ,875 431,164 -,806 ,881		,,,,,,	, ,	,	,-
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 123,7273 431,818 -,611 ,884 -,611 ,884 -,611 ,884 -,611 ,884 -,806 ,875	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 123,7273 431,818 -,611 ,884 -,611 ,884 -,611 ,884 -,611 ,884 -,611 -,308 ,875 410,400 -,308 ,875 431,164 -,806 ,881	sexist attitudes				
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 124,0000 410,400 -,308 ,875 410,400 -,308 -,806 ,875 431,164 -,806 ,881	Q22_3 Sexual harassment	123 7273	431 818	- 611	884
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	occurs at my faculty	120,7270	101,010	,011	,001
staff occurs at my faculty Q22_ 5 Sexual harassment by senior position academics to lower positioned academic personnel occurs at my 124,1818 431,164 -,806 ,881	Q22_4 Sexual harassment				
Q22_5 Sexual harassment by senior position academics to lower positioned academic personnel occurs at my 124,1818 431,164 -,806 ,881	of students by the teaching	124,0000	410,400	-,308	,875
by senior position academics to lower positioned academic personnel occurs at my 124,1818 431,164 -,806 ,881	staff occurs at my faculty				
academics to lower positioned academic personnel occurs at my 124,1818 431,164 -,806 ,881	Q22_5 Sexual harassment				
positioned academic personnel occurs at my 124,1818 431,164 -,806 ,881	by senior position				
positioned academic personnel occurs at my	academics to lower	12// 1818	131 161	_ ജ∩ഒ	ΩΩ1
	positioned academic	124,1010	431,104	-,000	,001
faculty.	personnel occurs at my				
	faculty.				

c	Q22_6 Cases of sexual				
h	narassment in my faculty	124,0909	427,891	621	992
а	are treated as something to	124,0909	427,091	-,021	,882
c	cover and hide.				

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

Scale: 4 Educational level

Case Processing Summary

	caco: recoconig cammany			
		N	%	
Cases	Valid	11	27,5	
	Excludeda	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

	itom i otal otaliono				
			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	27.1818	72.964	-,535	,874	
faculty are gender sensitive	27,1010	72,304	-,555	,074	

I				
Q23_2: It is necessary to				
perform a critical				
reconsideration from the	28,6364	39,455	,848	,703
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	26,8182	47,564	,827	,730
lawyers, judges and				
members of other legal				
professions.				
Q23_4: As a rule, classes				
do not provide a gender	29,4545	40.072	726	740
perspective when learning	29,4545	49,073	,736	,743
about legal institutes.				
Q23_5: Gender perspective				
in legal studies is utterly				
irrelevant to the quality of	27,0000	62,000	-,016	,847
content and the meaning of				
acquired legal knowledge.				
Q23_6: Additional education				
of teaching staff on matters				
of gender equality is	28,0909	45,891	,760	,731
necessary at my faculty.				
Q23_7: Introducing gender				
perspective in higher				
education curricula should	28,7273	43,018	,736	,729
be regulated by law.				
Q23_8: Standards for				
accreditation of study				
programs should have as a				
compulsory requirement the	27,4545	44,073	,762	,727
ability to understand and	,			ŕ
apply the principles of				
gender equality.				

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
	Excludeda	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

	Scale Mean if	Scale Variance	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Q11_1: It is acceptable for man to cry	215,2500	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	216,0000	208,667	,480	,696,
politics 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	214,7500	208,917	,259	,700
numbers) in my faculty 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	213,7500	222,917	-,413	,716
gender equality	210,7300	222,317	-,+10	,710
Q15_4: If I had any				
concerns about gender				
equality in my faculty, I	213,5000	196,333	,874	,678
would know who to				
approach				
Q15_5: My faculty is				
responsive to concerns	214,2500	210,250	,448	,698
about gender equality				
Q16_1: Allocation of				
desirable and sought-after	213,5000	196,333	,874	,678
tasks or roles are distributed	213,3000	190,333	,074	,070
independently from gender				
Q16_2: Distribution of office				
space are done	212,7500	218,917	-,146	,711
independently from gender				
Q16_3 Mentoring and/or				
other guidance in making	213,5000	177,667	,990	,650
career decisions are done	·		,	·
independently from gender				
Q16_4: Representation in				2-2
senior positions are done	213,5000	177,667	,990	,650
independently from gender				
Q16_5: Allocation of administrative tasks are				
done independently from	214,5000	159,000	,979	,624
gender				
Q17_1: Attention from				
senior management are				
done independently from	213,5000	196,333	,874	,678
gender				
Q17_2: Access to informal				
circles of influence are done	213,7500	218,917	-,146	,711
independently from gender				

Q17_3: Receiving positive				
feedback from management	040 0000	004.007	400	740
are done independently from	213,0000	224,667	-,462	,719
gender				
Q17_4: Recruitment and				
selections for academic	040,0000	004.007	400	740
posts are done	213,0000	224,667	-,462	,719
independently from gender				
Q17_5: Promotion decisions				
are done independently from	213,0000	224,667	-,462	,719
gender				
Q18_1: Allocation of formal				
training and career				
development opportunities	213,5000	196,333	,874	,678
are done independently from				
gender				
Q18_2: Allocation of				
teaching are done	213,5000	212,333	,168	,703
independently from gender				
Q18_3: Participation in				
projects are done	213,2500	210,250	,448	,698
independently from gender				
Q18_4: Invitations to				
lectures, conferences, etc.	213,2500	210,250	440	,698
are done independently from	213,2300	210,230	,448	,090,
gender				
Q18_5: Appointments to				
editorships of journals are	213,2500	210,250	,448	,698
done independently from	210,2000	210,200	,++0	,000
gender				
Q19_1: My supervisor has				
understanding for my caring	213,2500	231,583	-,975	,728
responsibilities (at home, for	210,2000	201,000	,070	,120
children and elderly)				
Q19_2: My faculty has				
policies put in place	215,0000	166,000	,870	,638
(effective) for life-work	210,0000	100,000	,0.0	,000
balancing				
Q19_3: My work schedule				
allows me to spend time	214,5000	217,000	,000	,707
with my family and friends				

Q19_4: I am able to set				l
boundaries between work	215,5000	197,667	,813	,680
and life	210,0000	107,007	,010	,000
Q19 5: I am satisfied with				
my work-life balance	215,2500	168,250	,762	,647
Q21_1: Childcare related				
policies, including payments	217,5000	217,000	,000	,707
and benefits	217,3000	217,000	,000	,707
Q21_2: Facilities for				
continued baby feeding on	217,5000	217,000	,000	,707
return to work	217,5000	217,000	,000	,707
Q21_3: Contacts for				
supporting services (e.g.	217,5000	217,000	,000	,707
HR, occupational health)	217,5000	217,000	,000	,707
Q21_4: Time off for				
	217,5000	217,000	,000	,707
antenatal appointments				
Q21_5: How and when to				
notify your institution of your	217,5000	217,000	,000	,707,
intentions regarding return to work				
Q21_6: Options for phased				
return, or other forms of				
	217,5000	217,000	,000	,707,
workload adjustment on return				
Q21_7: Rest facilities are	217,5000	217,000	,000	,707
available during pregnancy				
Q22_1 Sexist behavior is	216,5000	260,333	-,993	,767
tolerated at my faculty				
Q22_2 During lectures and extracurricular				
communication with				
students the teachers at our	216,0000	268,667	-,963	,778
Faculty sometimes express				
sexist attitudes Q22 3 Sexual harassment				
_	216,0000	268,667	-,963	,778
occurs at my faculty Q22_4 Sexual harassment				
	216 0000	260 667	oea.	770
of students by the teaching	216,0000	268,667	-,963	,778
staff occurs at my faculty	l			

Q22_5 Sexual harassment				
by senior position				
academics to lower				
positioned academic	217,2500	215,583	,079	,706
personnel occurs at my				
faculty.				
Q22_6 Cases of sexual				
harassment in my faculty				
are treated as something to	216,7500	262,250	-,978	,769
cover and hide.				
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	0			 -
gender sensitive point of	215,5000	185,667	,563	,673
view of all the textbooks				
used at my faculty.				
Q23_3: Gender sensitive				
legal studies are important				
to the professional				
competences of the future	213,2500	217,583	-,053	,712
lawyers, judges and				
members of other legal				
professions.				
Q23_4: As a rule, classes				
do not provide a gender	045.7500	400.050	500	075
perspective when learning	215,7500	190,250	,592	,675
about legal institutes.				
Q23_5: Gender perspective				
in legal studies is utterly				
irrelevant to the quality of	213,0000	232,000	-,525	,732
content and the meaning of				
acquired legal knowledge.				
Q23_6: Additional education				
of teaching staff on matters	215,2500	217,583	-,053	,712
of gender equality is	213,2300	217,505	-,033	,7 12
necessary at my faculty.				
Q23_7: Introducing gender				
perspective in higher	215,0000	174,000	,704	,656
education curricula should	2.0,0000	11 4,000	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	,000
be regulated by law.				

Q23_8: Standards for				
accreditation of study				
programs should have as a				
compulsory requirement the	214,0000	220,000	-,117	,728
ability to understand and				
apply the principles of				
gender equality.				

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