

| 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 | 221 | 81,3 |
| | Excluded ^a | 51 | 18,8 |
| | Total | 272 | 100,0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,586 | 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 | 43,6335 | 21,970 | ,203 | ,574 |
| Q11_2: Women are more likely than men to make decisions based on their emotions | 44,3982 | 20,795 | ,179 | ,578 |

| | | | | |
|---|---------|--------|-------|------|
| Q11_3: The most important role of a women is to take care of her home and family | 43,9367 | 20,760 | ,259 | ,563 |
| Q11_4: The most important role of a man is to earn money | 43,8643 | 20,745 | ,316 | ,555 |
| Q12_1: Gender equality has been achieved in _____ (inscribe a particular Consortium university and delete this) in politics | 45,2941 | 22,090 | ,026 | ,608 |
| Q12_2: Gender equality has been achieved in _____ at work | 45,4027 | 21,696 | ,082 | ,596 |
| Q12_3: Gender equality has been achieved in _____ in leadership positions in companies and other organizations | 45,7330 | 22,951 | -,051 | ,615 |
| Q13_1: Promoting gender equality is important to ensure a fair and democratic society | 43,6425 | 21,358 | ,296 | ,562 |
| Q13_2: Promoting gender equality is important for companies and for the economy | 43,7964 | 20,636 | ,334 | ,553 |
| Q13_3: Promoting gender equality is important for your faculty | 43,7919 | 20,584 | ,343 | ,551 |
| Q13_4: Promoting gender equality is important for you personally | 43,7376 | 20,776 | ,382 | ,550 |
| Q14_1: A woman should be prepared to cut down on her paid work for the sake of taking care of her family | 43,7873 | 16,695 | ,404 | ,521 |
| Q14_2: Men should take as much responsibility as women for the home and children | 42,7466 | 20,217 | ,370 | ,545 |

| | | | | |
|---|---------|--------|------|------|
| Q14_3: When jobs are scarce, men should have more right to a job than women | 43,1176 | 17,977 | ,299 | ,555 |
|---|---------|--------|------|------|

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|---------|----------|----------------|------------|
| 47,4525 | 23,222 | 4,81888 | 14 |

Scale: **3 Institutional level without question 20**

Case Processing Summary

| | | N | % |
|-------|-----------------------|-----|-------|
| Cases | Valid | 78 | 28,7 |
| | Excluded ^a | 194 | 71,3 |
| | Total | 272 | 100,0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,898 | 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 | 136,4103 | 469,778 | ,432 | ,895 |
| Q15_2: In general, men and women are treated equally in my faculty | 135,7308 | 465,550 | ,590 | ,892 |

| | | | | |
|--|----------|---------|------|------|
| Q15_3: My faculty is committed to promoting gender equality | 135,5385 | 479,524 | ,475 | ,894 |
| Q15_4: If I had any concerns about gender equality in my faculty, I would know who to approach | 135,9744 | 464,597 | ,534 | ,893 |
| Q15_5: My faculty is responsive to concerns about gender equality | 135,5769 | 466,455 | ,750 | ,891 |
| Q16_1: Allocation of desirable and sought-after tasks or roles are distributed independently from gender | 135,6667 | 459,134 | ,659 | ,891 |
| Q16_2: Distribution of office space are done independently from gender | 135,2051 | 467,178 | ,721 | ,891 |
| Q16_3 Mentoring and/or other guidance in making career decisions are done independently from gender | 135,3205 | 462,636 | ,753 | ,890 |
| Q16_4: Representation in senior positions are done independently from gender | 135,6923 | 458,242 | ,717 | ,890 |
| Q16_5: Allocation of administrative tasks are done independently from gender | 135,7564 | 463,330 | ,613 | ,892 |
| Q17_1: Attention from senior management are done independently from gender | 135,8333 | 457,621 | ,686 | ,890 |
| Q17_2: Access to informal circles of influence are done independently from gender | 135,9872 | 459,363 | ,624 | ,891 |
| Q17_3: Receiving positive feedback from management are done independently from gender | 135,5000 | 460,305 | ,818 | ,889 |

| | | | | |
|--|----------|---------|------|------|
| Q17_4: Recruitment and selections for academic posts are done independently from gender | 135,5897 | 464,894 | ,682 | ,891 |
| Q17_5: Promotion decisions are done independently from gender | 135,3974 | 462,113 | ,789 | ,890 |
| Q18_1: Allocation of formal training and career development opportunities are done independently from gender | 135,4359 | 460,041 | ,796 | ,889 |
| Q18_2: Allocation of teaching are done independently from gender | 135,3333 | 466,952 | ,719 | ,891 |
| Q18_3: Participation in projects are done independently from gender | 135,1923 | 466,287 | ,780 | ,890 |
| Q18_4: Invitations to lectures, conferences, etc. are done independently from gender | 135,1154 | 469,480 | ,784 | ,891 |
| Q18_5: Appointments to editorships of journals are done independently from gender | 135,3462 | 461,944 | ,803 | ,889 |
| Q19_1: My supervisor has understanding for my caring responsibilities (at home, for children and elderly...) | 135,6667 | 465,394 | ,577 | ,892 |
| Q19_2: My faculty has policies put in place (effective) for life-work balancing | 136,5000 | 462,097 | ,585 | ,892 |
| Q19_3: My work schedule allows me to spend time with my family and friends | 135,8205 | 469,812 | ,577 | ,892 |
| Q19_4: I am able to set boundaries between work and life | 136,2692 | 462,251 | ,605 | ,892 |
| Q19_5: I am satisfied with my work-life balance | 136,3333 | 457,991 | ,634 | ,891 |

| | | | | |
|--|----------|---------|-------|------|
| Q21_1: Childcare related policies, including payments and benefits | 139,1538 | 508,729 | -,142 | ,901 |
| Q21_2: Facilities for continued baby feeding on return to work | 139,3718 | 506,912 | -,144 | ,899 |
| Q21_3: Contacts for supporting services (e.g. HR, occupational health) | 139,2179 | 508,147 | -,137 | ,900 |
| Q21_4: Time off for antenatal appointments | 139,2949 | 504,496 | -,030 | ,899 |
| Q21_5: How and when to notify your institution of your intentions regarding return to work | 139,1410 | 511,214 | -,210 | ,901 |
| Q21_6: Options for phased return, or other forms of workload adjustment on return | 139,2308 | 512,414 | -,275 | ,901 |
| Q21_7: Rest facilities are available during pregnancy | 139,3718 | 506,912 | -,144 | ,899 |
| Q22_1 Sexist behavior is tolerated at my faculty | 138,3205 | 511,467 | -,145 | ,904 |
| Q22_2 During lectures and extracurricular communication with students the teachers at our Faculty sometimes express sexist attitudes | 138,1795 | 511,474 | -,141 | ,905 |
| Q22_3 Sexual harassment occurs at my faculty | 138,2949 | 507,795 | -,089 | ,904 |
| Q22_4 Sexual harassment of students by the teaching staff occurs at my faculty | 138,3205 | 504,350 | -,039 | ,903 |
| Q22_5 Sexual harassment by senior position academics to lower positioned academic personnel occurs at my faculty. | 138,3590 | 507,272 | -,081 | ,904 |

| | | | | |
|--|----------|---------|-------|------|
| Q22_6 Cases of sexual harassment in my faculty are treated as something to cover and hide. | 138,1538 | 504,937 | -,049 | ,904 |
|--|----------|---------|-------|------|

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|----------|----------|----------------|------------|
| 140,4487 | 504,043 | 22,45090 | 38 |

Scale: 4 Educational level

Case Processing Summary

| | | N | % |
|-------|-----------------------|-----|-------|
| Cases | Valid | 150 | 55,1 |
| | Excluded ^a | 122 | 44,9 |
| | Total | 272 | 100,0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,767 | 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 | 28,0800 | 60,262 | -,159 | ,841 |

| | | | | |
|---|---------|--------|------|------|
| 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. | 28,4600 | 42,116 | ,677 | ,703 |
| Q23_3: Gender sensitive legal studies are important to the professional competences of the future lawyers, judges and members of other legal professions. | 27,1400 | 44,296 | ,627 | ,715 |
| Q23_4: As a rule, classes do not provide a gender perspective when learning about legal institutes. | 27,7867 | 52,263 | ,224 | ,780 |
| Q23_5: Gender perspective in legal studies is utterly irrelevant to the quality of content and the meaning of acquired legal knowledge. | 27,3133 | 48,807 | ,372 | ,758 |
| Q23_6: Additional education of teaching staff on matters of gender equality is necessary at my faculty. | 28,0133 | 42,523 | ,679 | ,704 |
| Q23_7: Introducing gender perspective in higher education curricula should be regulated by law. | 27,9933 | 40,007 | ,762 | ,684 |
| 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. | 27,5800 | 42,165 | ,681 | ,703 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|---------|----------|----------------|------------|
| 31,7667 | 58,851 | 7,67146 | 8 |

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

Case Processing Summary

| | | N | % |
|-------|-----------------------|-----|-------|
| Cases | Valid | 45 | 16,5 |
| | Excluded ^a | 227 | 83,5 |
| | Total | 272 | 100,0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,856 | 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 | 215,9556 | 600,589 | ,037 | ,856 |
| Q11_2: Women are more likely than men to make decisions based on their emotions | 216,5333 | 601,164 | ,008 | ,857 |
| Q11_3: The most important role of a women is to take care of her home and family | 216,2000 | 603,164 | -,037 | ,858 |
| Q11_4: The most important role of a man is to earn money | 216,2444 | 602,598 | -,025 | ,858 |

| | | | | |
|---|----------|---------|------|------|
| Q12_1: Gender equality has been achieved in _____ (inscribe a particular Consortium university and delete this) in politics | 217,4000 | 597,382 | ,079 | ,857 |
| Q12_2: Gender equality has been achieved in _____ at work | 217,5556 | 591,525 | ,218 | ,855 |
| Q12_3: Gender equality has been achieved in _____ in leadership positions in companies and other organizations | 217,9556 | 598,271 | ,085 | ,856 |
| Q13_1: Promoting gender equality is important to ensure a fair and democratic society | 215,7556 | 601,053 | ,084 | ,856 |
| Q13_2: Promoting gender equality is important for companies and for the economy | 215,8667 | 599,755 | ,105 | ,856 |
| Q13_3: Promoting gender equality is important for your faculty | 215,8444 | 597,362 | ,164 | ,855 |
| Q13_4: Promoting gender equality is important for you personally | 215,8889 | 599,601 | ,108 | ,856 |
| Q14_1: A woman should be prepared to cut down on her paid work for the sake of taking care of her family | 216,0444 | 591,453 | ,137 | ,856 |
| Q14_2: Men should take as much responsibility as women for the home and children | 215,0889 | 583,856 | ,398 | ,852 |
| Q14_3: When jobs are scarce, men should have more right to a job than women | 215,4222 | 594,431 | ,082 | ,858 |

| | | | | |
|--|----------|---------|------|------|
| Q15_1: In general, men and women are equally well represented (in terms of numbers) in my faculty | 215,6889 | 559,719 | ,528 | ,849 |
| Q15_2: In general, men and women are treated equally in my faculty | 215,1333 | 567,527 | ,516 | ,849 |
| Q15_3: My faculty is committed to promoting gender equality | 214,9111 | 580,037 | ,358 | ,852 |
| Q15_4: If I had any concerns about gender equality in my faculty, I would know who to approach | 215,2667 | 566,745 | ,433 | ,851 |
| Q15_5: My faculty is responsive to concerns about gender equality | 214,8444 | 568,680 | ,635 | ,849 |
| Q16_1: Allocation of desirable and sought-after tasks or roles are distributed independently from gender | 215,0222 | 561,977 | ,515 | ,849 |
| Q16_2: Distribution of office space are done independently from gender | 214,4667 | 567,800 | ,611 | ,849 |
| Q16_3: Mentoring and/or other guidance in making career decisions are done independently from gender | 214,6444 | 564,416 | ,621 | ,848 |
| Q16_4: Representation in senior positions are done independently from gender | 215,0222 | 559,931 | ,561 | ,848 |
| Q16_5: Allocation of administrative tasks are done independently from gender | 215,1556 | 561,771 | ,520 | ,849 |
| Q17_1: Attention from senior management are done independently from gender | 215,1778 | 562,331 | ,492 | ,849 |
| Q17_2: Access to informal circles of influence are done independently from gender | 215,3778 | 563,831 | ,458 | ,850 |

| | | | | |
|--|----------|---------|------|------|
| Q17_3: Receiving positive feedback from management are done independently from gender | 214,8444 | 559,271 | ,714 | ,846 |
| Q17_4: Recruitment and selections for academic posts are done independently from gender | 214,9111 | 569,492 | ,518 | ,850 |
| Q17_5: Promotion decisions are done independently from gender | 214,6222 | 561,922 | ,706 | ,847 |
| Q18_1: Allocation of formal training and career development opportunities are done independently from gender | 214,6444 | 564,734 | ,647 | ,848 |
| Q18_2: Allocation of teaching are done independently from gender | 214,6889 | 564,310 | ,603 | ,848 |
| Q18_3: Participation in projects are done independently from gender | 214,4000 | 570,155 | ,631 | ,849 |
| Q18_4: Invitations to lectures, conferences, etc. are done independently from gender | 214,3778 | 574,286 | ,617 | ,850 |
| Q18_5: Appointments to editorships of journals are done independently from gender | 214,6000 | 560,973 | ,718 | ,847 |
| Q19_1: My supervisor has understanding for my caring responsibilities (at home, for children and elderly...) | 214,9111 | 550,946 | ,678 | ,845 |
| Q19_2: My faculty has policies put in place (effective) for life-work balancing | 215,8444 | 555,907 | ,581 | ,847 |
| Q19_3: My work schedule allows me to spend time with my family and friends | 215,2667 | 568,064 | ,509 | ,850 |

| | | | | |
|--|----------|---------|-------|------|
| Q19_4: I am able to set boundaries between work and life | 215,6667 | 561,909 | ,522 | ,849 |
| Q19_5: I am satisfied with my work-life balance | 215,6889 | 562,310 | ,488 | ,849 |
| Q21_1: Childcare related policies, including payments and benefits | 218,3333 | 607,955 | -,148 | ,859 |
| Q21_2: Facilities for continued baby feeding on return to work | 218,6000 | 606,155 | -,183 | ,857 |
| Q21_3: Contacts for supporting services (e.g. HR, occupational health) | 218,4444 | 612,934 | -,307 | ,860 |
| Q21_4: Time off for antenatal appointments | 218,4667 | 599,027 | ,088 | ,856 |
| Q21_5: How and when to notify your institution of your intentions regarding return to work | 218,3556 | 611,825 | -,251 | ,860 |
| Q21_6: Options for phased return, or other forms of workload adjustment on return | 218,4000 | 614,336 | -,326 | ,860 |
| Q21_7: Rest facilities are available during pregnancy | 218,6000 | 606,155 | -,183 | ,857 |
| Q22_1 Sexist behavior is tolerated at my faculty | 217,3111 | 597,446 | ,036 | ,859 |
| Q22_2 During lectures and extracurricular communication with students the teachers at our Faculty sometimes express sexist attitudes | 217,0667 | 597,609 | ,028 | ,859 |
| Q22_3 Sexual harassment occurs at my faculty | 217,2222 | 588,040 | ,152 | ,857 |
| Q22_4 Sexual harassment of students by the teaching staff occurs at my faculty | 217,2444 | 584,916 | ,183 | ,856 |

| | | | | |
|---|----------|---------|-------|------|
| Q22_5 Sexual harassment by senior position academics to lower positioned academic personnel occurs at my faculty. | 217,4222 | 585,249 | ,202 | ,855 |
| Q22_6 Cases of sexual harassment in my faculty are treated as something to cover and hide. | 217,2444 | 587,916 | ,143 | ,857 |
| Q23_1: Curricula at my faculty are gender sensitive | 216,0222 | 607,022 | -,094 | ,861 |
| 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. | 216,2222 | 576,404 | ,288 | ,854 |
| Q23_3: Gender sensitive legal studies are important to the professional competences of the future lawyers, judges and members of other legal professions. | 215,0222 | 583,522 | ,226 | ,855 |
| Q23_4: As a rule, classes do not provide a gender perspective when learning about legal institutes. | 215,6889 | 590,128 | ,141 | ,856 |
| Q23_5: Gender perspective in legal studies is utterly irrelevant to the quality of content and the meaning of acquired legal knowledge. | 214,9111 | 605,628 | -,076 | ,860 |
| Q23_6: Additional education of teaching staff on matters of gender equality is necessary at my faculty. | 215,8000 | 606,618 | -,087 | ,862 |
| Q23_7: Introducing gender perspective in higher education curricula should be regulated by law. | 215,7778 | 596,495 | ,044 | ,859 |

| | | | | |
|---|----------|---------|------|------|
| 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. | 215,2444 | 593,234 | ,098 | ,857 |
|---|----------|---------|------|------|

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|----------|----------|----------------|------------|
| 219,6667 | 602,318 | 24,54217 | 60 |