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	221	81,3
	Excludeda	51	18,8
	Total	272	100,0

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

Reliability Statistics

Tronability oracionou					
Cronbach's					
Alpha	N of Items				
,586	14				

			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	43,6335	21,970	,203	,574
man to cry	40,0000	21,370	,200	,574
Q11_2: Women are more				
likely than men to make	44,3982	20,795	,179	E70
decisions based on their	44,3962	20,795	,179	,578
emotions				

Q11_3: The most important				
role of a women is to take	43,9367	20,760	,259	,563
care of her home and family	43,9307	20,700	,239	,505
_				
Q11_4: The most important	42.9642	20.745	216	555
role of a man is to earn	43,8643	20,745	,316	,555
money				
Q12_1: Gender equality has				
been achieved in				
(inscribe a	45,2941	22,090	,026	,608
particular Consortium				
university and delete this) in				
politics				
Q12_2: Gender equality has				
been achieved in	45,4027	21,696	,082	,596
at work				
Q12_3: Gender equality has				
been achieved in				
in leadership	45,7330	22,951	-,051	,615
positions in companies and				
other organizations				
Q13_1: Promoting gender				
equality is important to	43,6425	21,358	,296	,562
ensure a fair and democratic	.0,0 .20	_ :,000	,=00	,00_
society				
Q13_2: Promoting gender				
equality is important for	43,7964	20,636	,334	,553
companies and for the	40,7304	20,000	,004	,000
economy				
Q13_3: Promoting gender				
equality is important for your	43,7919	20,584	,343	,551
faculty				
Q13_4: Promoting gender				
equality is important for you	43,7376	20,776	,382	,550
personally				
Q14_1: A woman should be				
prepared to cut down on her	42 7072	16 605	404	F04
paid work for the sake of	43,7873	16,695	,404	,521
taking care of her family				
Q14_2: Men should take as				
much responsibility as	40.7400	00.047	070	F.4.5
women for the home and	42,7466	20,217	,370	,545

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

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
	Excludeda	194	71,3
	Total	272	100,0

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

Reliability Statistics

rtonability o	tatiotioo
Cronbach's	
Alpha	N of Items
,898	38

			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 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	135,5385	479,524	,475	,894
gender equality				
Q15_4: If I had any				
concerns about gender				
equality in my faculty, I	135,9744	464,597	,534	,893
would know who to				
approach				
Q15_5: My faculty is				
responsive to concerns	135,5769	466,455	,750	,891
about gender equality				
Q16_1: Allocation of				
desirable and sought-after	135,6667	450 124	GEO	904
tasks or roles are distributed	135,0007	459,134	,659	,891
independently from gender				
Q16_2: Distribution of office				
space are done	135,2051	467,178	,721	,891
independently from gender				
Q16_3 Mentoring and/or				
other guidance in making	405 0005	400.000	750	000
career decisions are done	135,3205	462,636	,753	,890
independently from gender				
Q16_4: Representation in				
senior positions are done	135,6923	458,242	,717	,890
independently from gender				
Q16_5: Allocation of				
administrative tasks are	405.7504	462.222	040	000
done independently from	135,7564	463,330	,613	,892
gender				
Q17_1: Attention from				
senior management are	405 0000	457.004	000	000
done independently from	135,8333	457,621	,686	,890
gender				
Q17_2: Access to informal				
circles of influence are done	135,9872	459,363	,624	,891
independently from gender				
Q17_3: Receiving positive				
feedback from management	405 5000	400 005	040	000
are done independently from	135,5000	460,305	,818	,889
gender				

Q17_4: Recruitment and				
selections for academic				
posts are done	135,5897	464,894	,682	,891
independently from gender				
Q17_5: Promotion decisions				
are done independently from	135,3974	462,113	,789	,890
gender				
Q18_1: Allocation of formal				
training and career				
development opportunities	135,4359	460,041	,796	,889
are done independently from				
gender				
Q18_2: Allocation of				
teaching are done	135,3333	466,952	,719	,891
independently from gender				
Q18_3: Participation in				
projects are done	135,1923	466,287	,780	,890
independently from gender				
Q18_4: Invitations to				
lectures, conferences, etc.	135,1154	469,480	,784	,891
are done independently from	133,1134	409,460	,704	,691
gender				
Q18_5: Appointments to				
editorships of journals are	135,3462	461,944	,803	,889
done independently from	133,3402	401,944	,003	,609
gender				
Q19_1: My supervisor has				
understanding for my caring	135,6667	465,394	,577	,892
responsibilities (at home, for	133,0007	400,094	,577	,092
children and elderly)				
Q19_2: My faculty has				
policies put in place	136,5000	462,097	,585	,892
(effective) for life-work	100,000	102,007	,000	,002
balancing				
Q19_3: My work schedule				
allows me to spend time	135,8205	469,812	,577	,892
with my family and friends				
Q19_4: I am able to set				
boundaries between work	136,2692	462,251	,605	,892
and life				
Q19_5: I am satisfied with	136,3333	457,991	,634	,891
my work-life balance	·	´	, l	, , , , , , , , , , , , , , , , , , ,

Delicies, including payments and benefits Q21_2: Facilities for continued baby feeding on return to work Q21_3: Contacts for supporting services (e.g. 139,2179 508,147 -,137 ,900 HR, occupational health) Q21_4: Time off for antenatal appointments (221_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 138,3205 504,350 -,039 ,303 staff occurs at my faculty Q22_5 Sexual harassment by senior position academics to lower positioned academic personnel occurs at my faculty Q22_5 Sexual harassment by senior position academics to lower positioned academic personnel occurs at my faculty personnel occurs at my faculty Q22_5 Sexual harassment by senior position academic personnel occurs at my faculty personnel occurs at my faculty.	Q21_1: Childcare related			I	
and benefits Q21_2: Facilities for continued baby feeding on return to work Q21_3: Contacts for supporting services (e.g. 139,2179 508,147 -,137 9,000 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 by the teaching staff 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	_	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. 139,2179 139,2179 508,147 -,137 ,900 HR, occupational health) 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 10erated 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 511,474 -,141 ,905 Q22_3 Sexual harassment occurs at my faculty 138,2949 507,795 -,089 ,904 Q22_5 Sexual harassment of students by the teaching staff occurs at my faculty 138,3205 504,350 -,039 ,903 staff occurs at my faculty openitioned academics to lower positioned academic personne		100,1000	000,120	, 1 12	,001
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Q21_6: Options for phased return, or other forms of workload adjustment on return 139,2308 512,414 -,275 ,901 workload adjustment on return 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 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 staff occurs at my faculty Q22_5 Sexual harassment by senior position 138,3590 507,272 -,081 ,904 positioned academic personnel occurs at my 138,3590 507,272 -,081 ,904					
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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 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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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 138,3205 511,474 -,141 ,905 511,474 -,141 ,905 507,795 -,089 ,904 507,795 -,089 ,904 507,795 -,089 ,904 507,272 -,081 ,904					
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	_	138,3205	511,467	-,145	,904
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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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		138.1795	511.474	141	.905
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 138,2949 507,795 -,089 -,089 -,039 -,0			,	,	,
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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 138,2949 507,795 -,089 ,904 -,039 ,903 504,350 -,039 ,903 507,272 -,081 ,904	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 138,3590 504,350 -,039 ,903 504,350 -,039 -,039 ,903 507,272 -,081 ,904	Q22_3 Sexual harassment	138.2949	507.795	089	.904
of students by the teaching 138,3205 504,350 -,039 ,903 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	133,23.13	001,100	,,,,,	,00.
staff occurs at my faculty Q22_ 5 Sexual harassment by senior position academics to lower positioned academic personnel occurs at my 507,272 -,081 ,904	Q22_4 Sexual harassment				
Q22_ 5 Sexual harassment by senior position academics to lower positioned academic personnel occurs at my 138,3590 507,272 -,081 ,904	of students by the teaching	138,3205	504,350	-,039	,903
by senior position academics to lower positioned academic personnel occurs at my 138,3590 507,272 -,081 ,904	staff occurs at my faculty				
academics to lower positioned academic personnel occurs at my 138,3590 positioned academic	Q22_ 5 Sexual harassment				
positioned academic personnel occurs at my 138,3590 507,272 -,081 ,904	by senior position				
positioned academic personnel occurs at my	academics to lower	138 3500	507 272	_	904
	positioned academic	100,0000	501,212	-,001	,904
faculty.	personnel occurs at my				
	faculty.			l	

I	Q22_6 Cases of sexual				
	harassment in my faculty	138,1538	504,937	049	,904
	are treated as something to	136, 1336	504,937	-,049	,904
	cover and hide.				

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

Scale: 4 Educational level

Case Processing Summary

Just Freedoming Junimary					
		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

nom rotal otationes					
			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	28,0800	60,262	-,159	,841	
faculty are gender sensitive	20,0000	00,202	-, 103	,0+1	

28,4600	42,116	,677	,703
27,1400	44,296	,627	,715
27 7967	E2 262	224	700
21,1801	52,263	,224	,780
27,3133	48,807	,372	,758
28,0133	42,523	,679	,704
27,9933	40,007	,762	,684
27.5800	42.165	.681	,703
_:,==0	, : 66	,	,. 30
	27,1400 27,7867 27,3133	27,1400 44,296 27,7867 52,263 27,3133 48,807 28,0133 42,523 27,9933 40,007	27,1400

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
	Excludeda	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

	Scale Mean if	Scale Variance	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Q11_1: It is acceptable for man to cry	215,9556	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	217,4000	597,382	,079	,857
university and delete this) in				
politics				
Q12_2: Gender equality has				
been achieved in	217,5556	591,525	,218	,855
at work	,	,	,	,
Q12_3: Gender equality has				
been achieved in				
in leadership	217,9556	598,271	,085	,856
positions in companies and	,,,,,,	,	,	,
other organizations				
Q13_1: Promoting gender				
equality is important to				
ensure a fair and democratic	215,7556	601,053	,084	,856
society				
Q13_2: Promoting gender				
equality is important for				
companies and for the	215,8667	599,755	,105	,856
economy				
Q13_3: Promoting gender				
equality is important for your	215,8444	597,362	,164	,855
faculty	210,0111	331,332	,	,,,,,
Q13 4: Promoting gender				
equality is important for you	215,8889	599,601	,108	,856
personally	_ : 0,0000		,	,
Q14_1: A woman should be				
prepared to cut down on her				
paid work for the sake of	216,0444	591,453	,137	,856
taking care of her family				
Q14_2: Men should take as				
much responsibility as				
women for the home and	215,0889	583,856	,398	,852
children				
Q14_3: When jobs are				
scarce, men should have				
more right to a job than	215,4222	594,431	,082	,858
women				
-		ı		•

Q15_1: In general, men and				
women are equally well represented (in terms of	215,6889	559,719	,528	,849
numbers) in my faculty				
Q15_2: In general, men and				
women are treated equally	215,1333	567,527	,516	,849
in my faculty				
Q15_3: My faculty is				
committed to promoting	214,9111	580,037	,358	,852
gender equality				
Q15_4: If I had any				
concerns about gender				
equality in my faculty, I	215,2667	566,745	,433	,851
would know who to				
approach				
Q15_5: My faculty is				
responsive to concerns	214,8444	568,680	,635	,849
about gender equality				
Q16_1: Allocation of				
desirable and sought-after	215,0222	561,977	,515	,849
tasks or roles are distributed	210,0222	301,377	,515	,0+3
independently from gender				
Q16_2: Distribution of office				
space are done	214,4667	567,800	,611	,849
independently from gender				
Q16_3 Mentoring and/or				
other guidance in making	214,6444	564,416	,621	,848
career decisions are done	214,0444	304,410	,021	,040
independently from gender				
Q16_4: Representation in				
senior positions are done	215,0222	559,931	,561	,848
independently from gender				
Q16_5: Allocation of				
administrative tasks are	215,1556	561,771	,520	,849
done independently from	213,1330	301,771	,520	,049
gender				
Q17_1: Attention from				
senior management are	215 1770	562 221	402	,849
done independently from	215,1778	562,331	,492	,049
gender				
Q17_2: Access to informal				
circles of influence are done	215,3778	563,831	,458	,850
independently from gender				

feedback from management are done independently from gender Q17_4: Recruitment and selections for academic posts are done independently from gender Q17_5: Promotion decisions are done independently from gender Q18_1: Allocation of formal training and career development opportunities are done independently from gender Q18_2: Allocation of teaching are done Q14,6889 564,310 .603 .848 .647 .849 .649 .603 .848 .649 .603 .849 .649 .603 .849 .649 .678 .850 .85	Q17 3: Receiving positive				
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Q19_2: My faculty has policies put in place (effective) for life-work balancing Q19_3: My work schedule allows me to spend time 215,2667 568,064 ,509 ,850	responsibilities (at home, for	214,9111	550,946	,678	,845
Q19_2: My faculty has policies put in place (effective) for life-work balancing Q19_3: My work schedule allows me to spend time 215,2667 568,064 ,509 ,850	children and elderly)				
policies put in place (effective) for life-work balancing Q19_3: My work schedule allows me to spend time 215,8444 555,907 ,581 ,847					
(effective) for life-work 215,8444 555,907 ,581 ,847 balancing Q19_3: My work schedule 215,2667 568,064 ,509 ,850					
balancing Q19_3: My work schedule allows me to spend time 215,2667 568,064 ,509 ,850		215,8444	555,907	,581	,847
Q19_3: My work schedule allows me to spend time 215,2667 568,064 ,509 ,850					
allows me to spend time 215,2667 568,064 ,509 ,850	_				
		215.2667	568.064	.509	.850
	with my family and friends	_ : :,= :: :	2.5,00	,550	,555

Q19_4: I am able to set				
boundaries between work	215,6667	561,909	,522	,849
and life	_,,,,,,,,,	551,555	,	,0.10
Q19_5: I am satisfied with				
my work-life balance	215,6889	562,310	,488	,849
Q21_1: Childcare related				
policies, including payments	218,3333	607,955	-,148	,859
and benefits	_13,3333	551,555	,	,,,,,
Q21_2: Facilities for				
continued baby feeding on	218,6000	606,155	-,183	,857
return to work	,,,,,,	, , , , , ,	,	,
Q21_3: Contacts for				
supporting services (e.g.	218,4444	612,934	-,307	,860
HR, occupational health)	,	,,,,,,	,	,
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	218,3556	611,825	-,251	,860
to work				
Q21_6: Options for phased				
return, or other forms of				
workload adjustment on	218,4000	614,336	-,326	,860
return				
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	047.0007	507.000	000	050
students the teachers at our	217,0667	597,609	,028	,859
Faculty sometimes express				
sexist attitudes				
Q22_3 Sexual harassment	0.17.0000	500.040	450	057
occurs at my faculty	217,2222	588,040	,152	,857
Q22_4 Sexual harassment				
of students by the teaching	217,2444	584,916	,183	,856
staff occurs at my faculty				

by senior position academics to lower positioned academic personnel occurs at my faculty. Q22_6 Cases of sexual harassment in my faculty are treated as something to cover and hide. Q23_1: Curricula at my faculty are gender sensitive 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. Q23_3: Gender sensitive legal studies are important to the professional competences of the future lawyers, judges and members of other legal professions. Q23_4: As a rule, classes do not provide a gender perspective when learning about legal institutes. Q23_5: Gender perspective in legal studies is utterly irrelevant to the quality of content and the meaning of acquired legal knowledge. Q23_6: Additional education of teaching staff on matters of gender equality is necessary at my faculty. Q23_7: Introducing gender perspective in higher education curricula should be regulated by law.	Q22_5 Sexual harassment				
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Q22_6 Cases of sexual harassment in my faculty are treated as something to cover and hide. Q23_1: Curricula at my faculty are gender sensitive 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. Q23_3: Gender sensitive legal studies are important to the professional competences of the future lawyers, judges and members of other legal professions. Q23_4: As a rule, classes do not provide a gender perspective when learning about legal institutes. Q23_5: Gender sepsective in legal studies is utterly irrelevant to the quality of content and the meaning of acquired legal knowledge. Q23_6: Additional education of teaching staff on matters of gender equality is necessary at my faculty. Q23_7: Introducing gender perspective in higher education curricula should	personnel occurs at my				
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215,7778 596,495 ,044 ,859 education curricula should					
		215,7778	596,495	,044	,859
	be regulated by law.				

Q23_8: Standards for				
accreditation of study				
programs should have as a				
compulsory requirement the	215,2444	593,234	,098	,857
ability to understand and				
apply the principles of				
gender equality.				

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