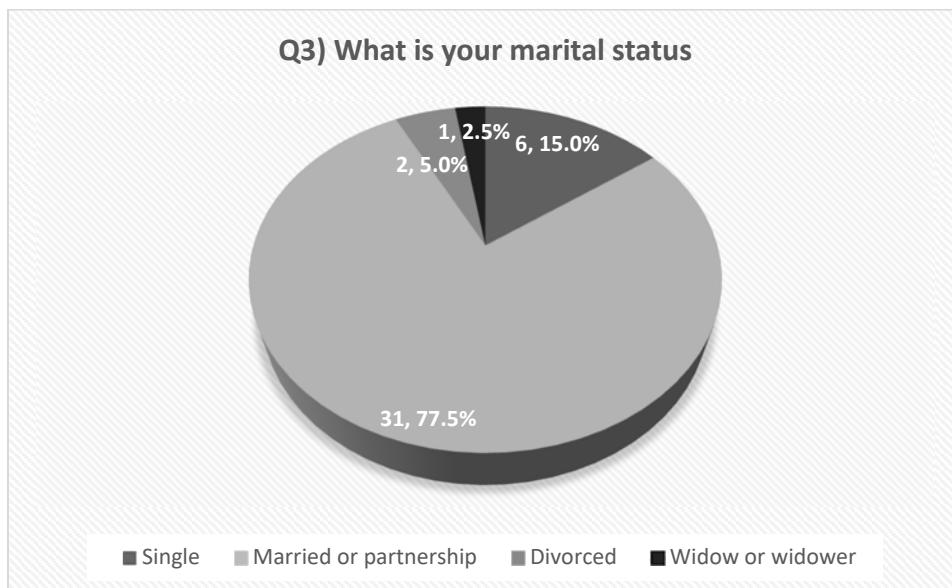
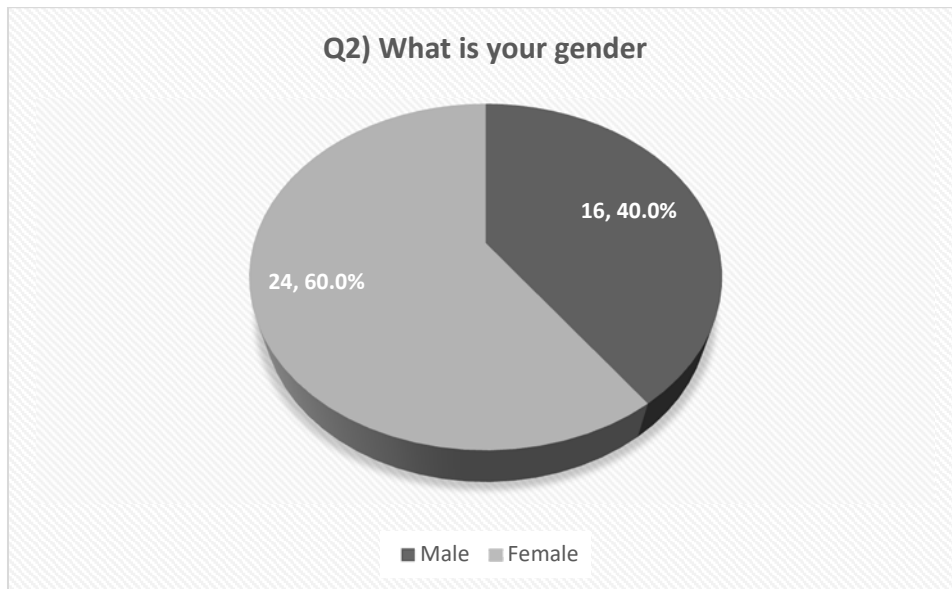
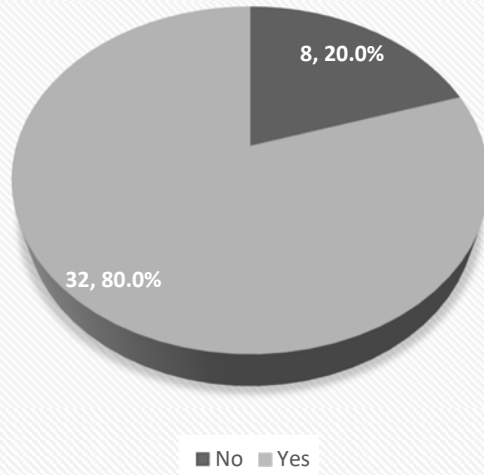


1 Background questions

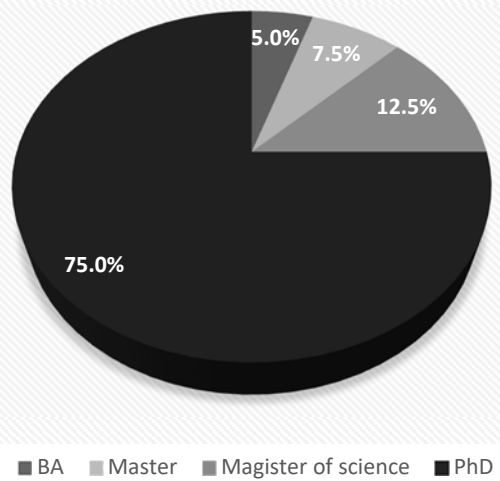
The first number indicates the frequency and the second the percentage.



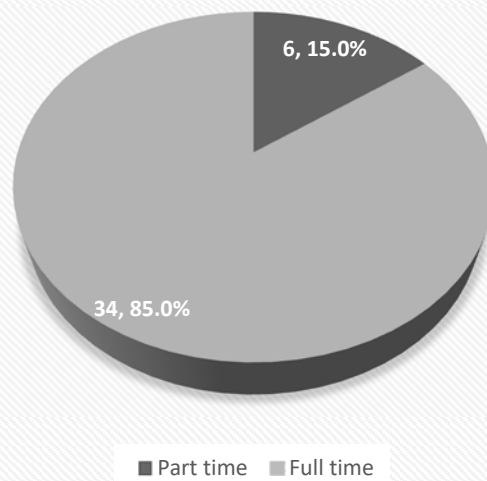
Q4) Are you a parent?



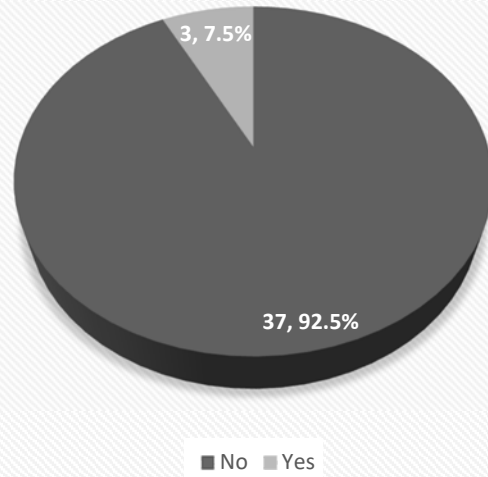
Q5) Academic degree



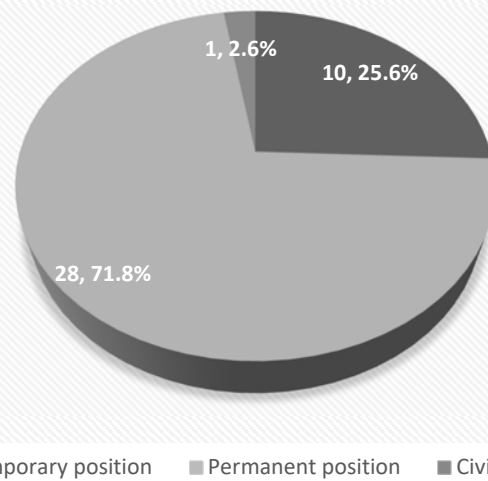
Q6) Type of contract



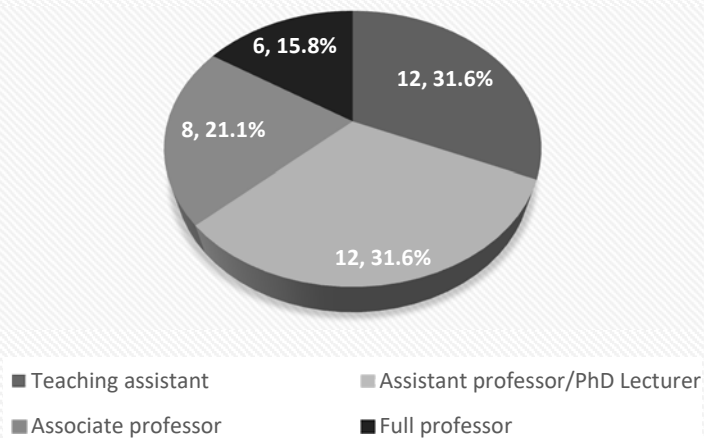
Q7) Are you on a substitute position?



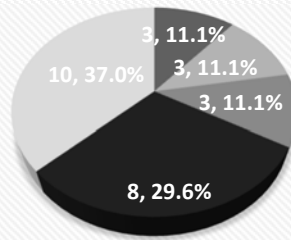
Q8) Duration of contract



Q9) Professional category

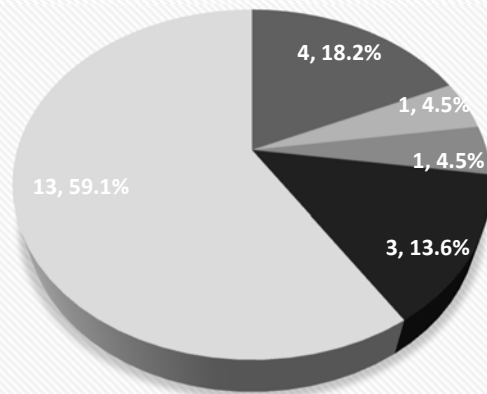


Q10_1: Hygiene, bathing



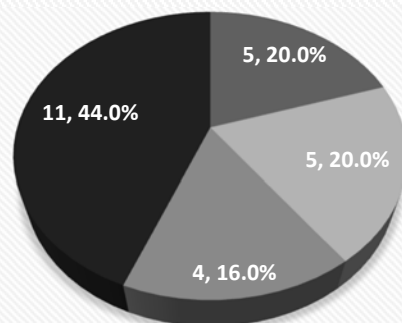
■ Never ■ Less often than once a week
■ Once or twice a week ■ Several times a week
■ Every day

Q10_2: Feeding



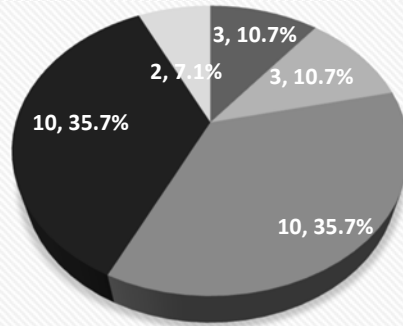
■ Never ■ Less often than once a week
■ Once or twice a week ■ Several times a week
■ Every day

Q10_3: Taking them to school



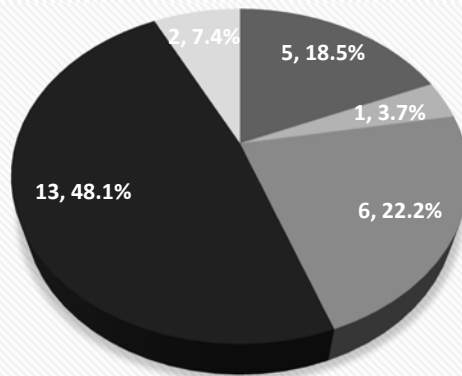
■ Never ■ Less often than once a week ■ Several times a week ■ Every day

Q10_4: After-school activities



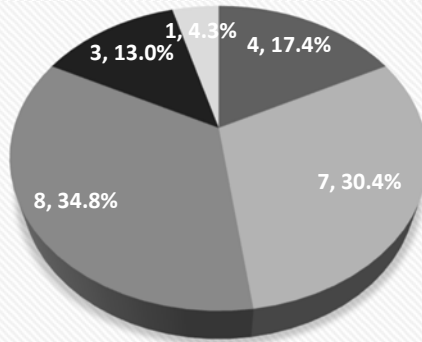
- Never
- Less often than once a week
- Once or twice a week
- Several times a week
- Every day

Q10_5: School tasks



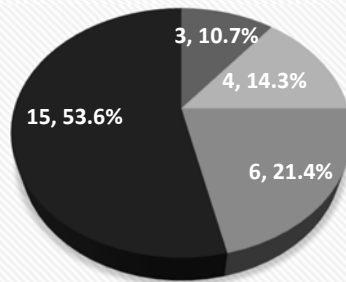
- Never
- Less often than once a week
- Once or twice a week
- Several times a week
- Every day

Q10_6: Going to the park



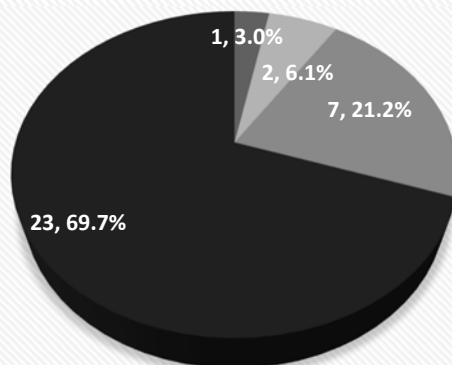
- Never
- Once or twice a week
- Less often than once a week
- Several times a week
- Every day

Q10_7: Other leisure activities



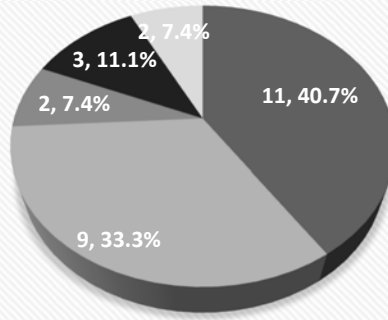
- Never
- Once or twice a week
- Less often than once a week
- Several times a week

Q10_8: Cooking and housework



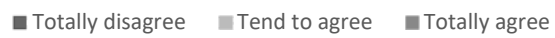
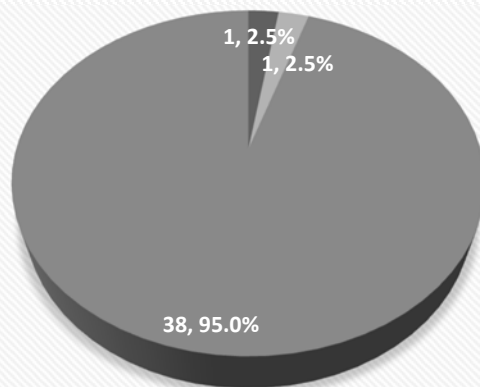
- Less often than once a week
- Once or twice a week
- Several times a week
- Every day

Q10_9: Caring for elderly/ disabled relatives

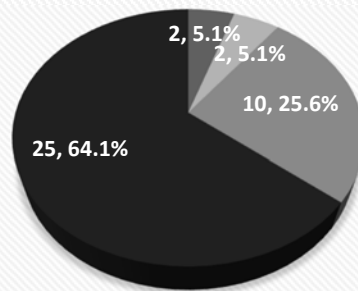


2 Cultural/general level

Q11_1: It is acceptable for man to cry

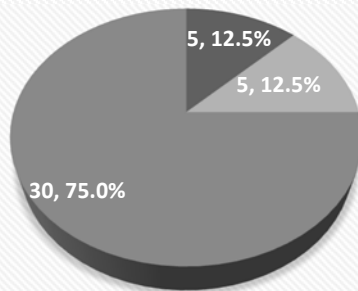


Q11_2: Women are more likely than men to make decisions based on their emotions



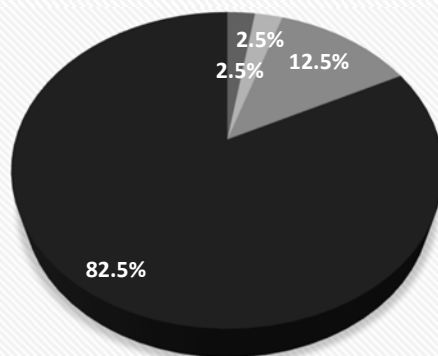
■ Totally agree ■ Tend to agree ■ Tend to disagree ■ Totally disagree

Q11_3: The most important role of a women is to take care of her home and family



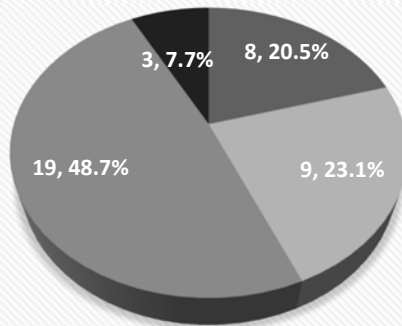
■ Tend to agree ■ Tend to disagree ■ Totally disagree

Q11_4: The most important role of a man is to earn money



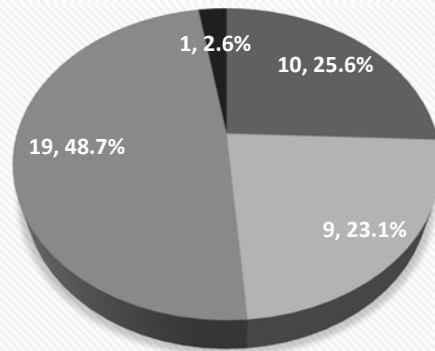
■ Totally agree ■ Tend to agree ■ Tend to disagree ■ Totally disagree

Q12_1: Gender equality has been achieved in _____ (inscribe a particular Consortium university and delete this) in politics



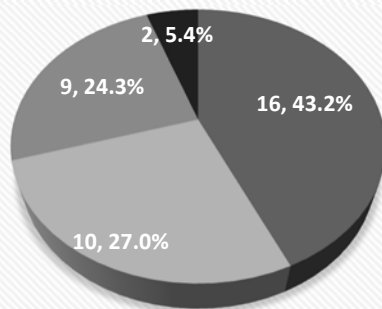
■ Totally disagree ■ Tend to disagree ■ Tend to agree ■ Totally agree

Q12_2: Gender equality has been achieved in _____ at work



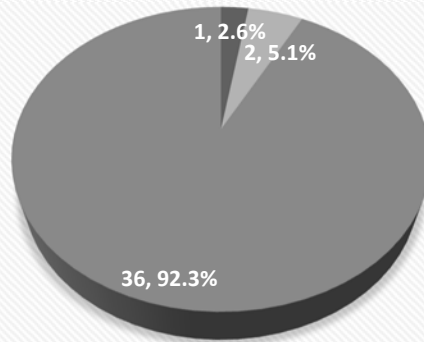
■ Totally disagree ■ Tend to disagree ■ Tend to agree ■ Totally agree

Q12_3: Gender equality has been achieved in _____ in leadership positions in companies and other organizations



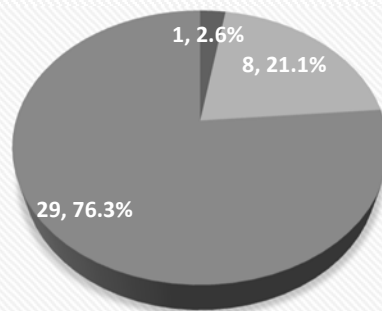
■ Totally disagree ■ Tend to disagree ■ Tend to agree ■ Totally agree

Q13_1: Promoting gender equality is important to ensure a fair and democratic society



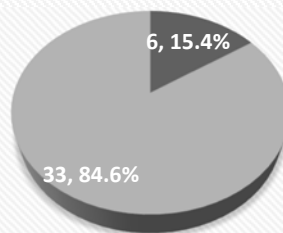
■ Tend to disagree ■ Tend to agree ■ Totally agree

Q13_2: Promoting gender equality is important for companies and for the economy



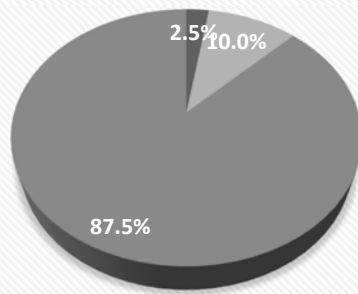
■ Tend to disagree ■ Tend to agree ■ Totally agree

Q13_3: Promoting gender equality is important for your faculty



■ Tend to agree ■ Totally agree

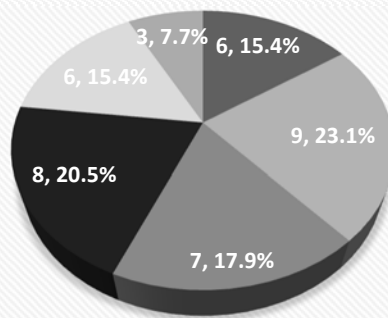
Q13_4: Promoting gender equality is important for you personally



■ Tend to disagree ■ Tend to agree ■ Totally agree

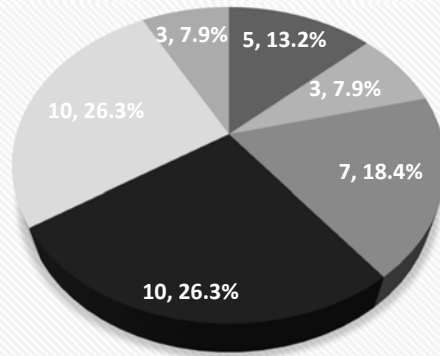
3 Institutional level

Q15_1: In general, men and women are equally well represented (in terms of numbers) in my faculty



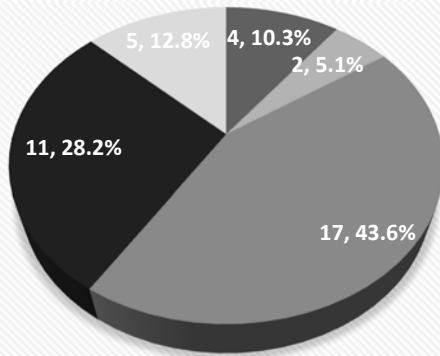
■ Strongly disagree ■ Disagree ■ Partly disagree
■ Partly agree ■ Agree ■ Strongly agree

Q15_2: In general, men and women are treated equally in my faculty



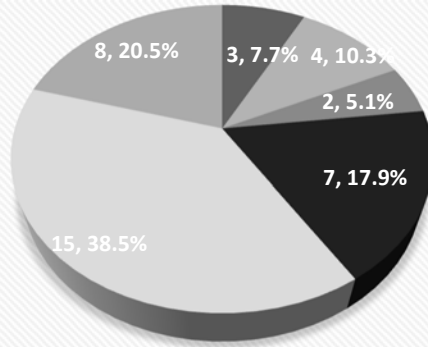
■ Strongly disagree ■ Disagree ■ Partly disagree
■ Partly agree ■ Agree ■ Strongly agree

Q15_3: My faculty is committed to promoting gender equality



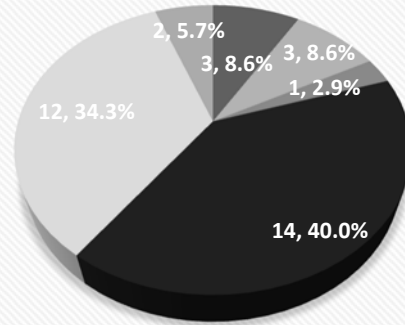
■ Disagree ■ Partly disagree ■ Partly agree ■ Agree ■ Strongly agree

Q15_4: If I had any concerns about gender equality in my faculty, I would know who to approach



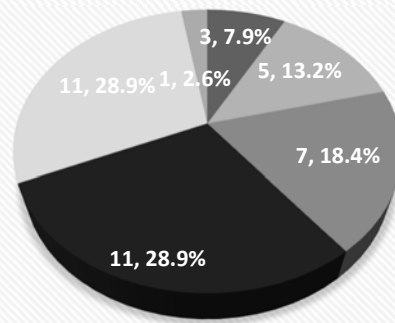
■ Strongly disagree ■ Disagree ■ Partly disagree
■ Partly agree ■ Agree ■ Strongly agree

Q15_5: My faculty is responsive to concerns about gender equality



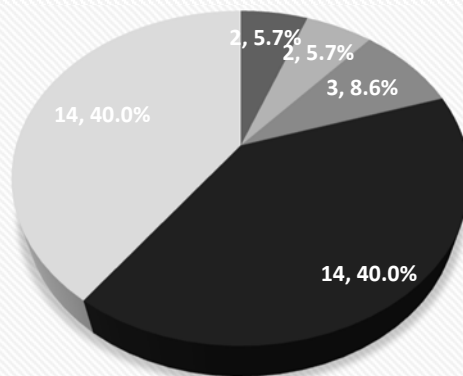
■ Strongly disagree ■ Disagree ■ Partly disagree
■ Partly agree ■ Agree ■ Strongly agree

Q16_1: Allocation of desirable and sought-after tasks or roles are distributed independently from gender



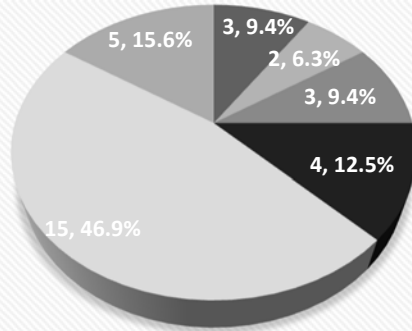
Strongly disagree
 Disagree
 Partly disagree
 Partly agree
 Agree
 Strongly agree

Q16_2: Distribution of office space are done independently from gender



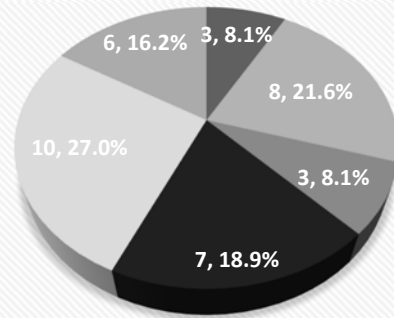
Strongly disagree
 Disagree
 Partly agree
 Agree
 Strongly agree

Q16_3 Mentoring and/or other guidance in making career decisions are done independently from gender



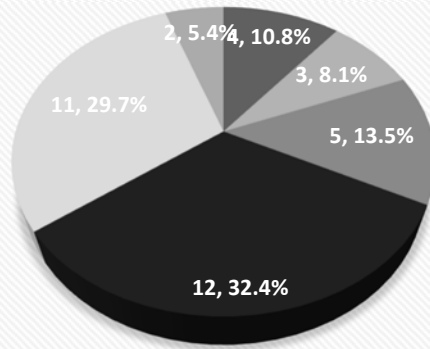
■ Strongly disagree ■ Disagree ■ Partly disagree
■ Partly agree ■ Agree ■ Strongly agree

Q16_4: Representation in senior positions are done independently from gender



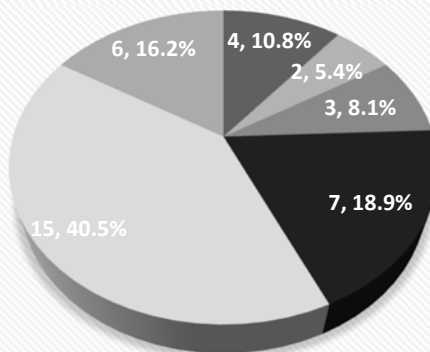
■ Strongly disagree ■ Disagree ■ Partly disagree
■ Partly agree ■ Agree ■ Strongly agree

Q16_5: Allocation of administrative tasks are done independently from gender



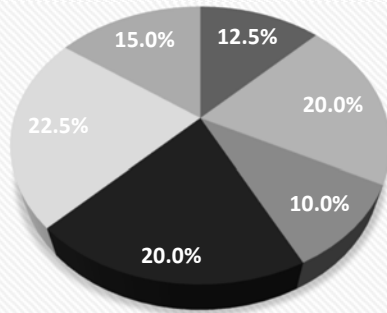
■ Strongly disagree ■ Disagree ■ Partly disagree
■ Partly agree ■ Agree ■ Strongly agree

Q17_1: Attention from senior management are done independently from gender



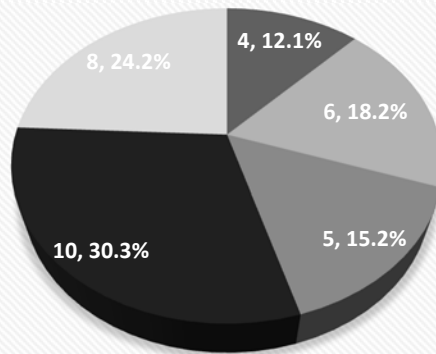
■ Strongly disagree ■ Disagree ■ Partly disagree
■ Partly agree ■ Agree ■ Strongly agree

Q17_2: Access to informal circles of influence are done independently from gender



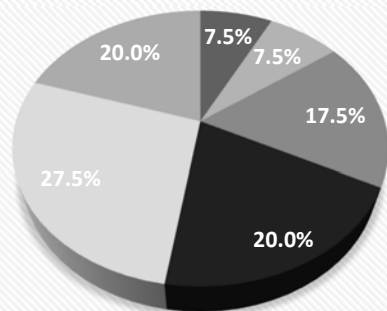
■ Strongly disagree ■ Disagree ■ Partly disagree
■ Partly agree ■ Agree ■ Strongly agree

Q17_3: Receiving positive feedback from management are done independently from gender



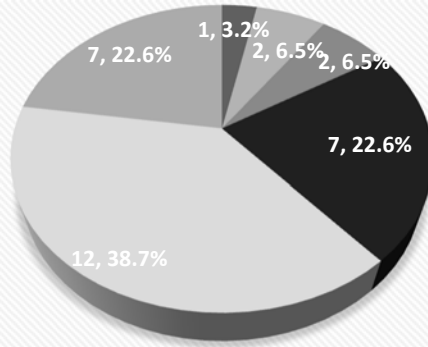
■ Disagree ■ Partly disagree ■ Partly agree ■ Agree ■ Strongly agree

Q17_4: Recruitment and selections for academic posts are done independently from gender



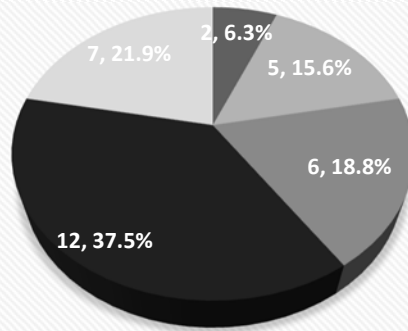
■ Strongly disagree ■ Disagree ■ Partly disagree
■ Partly agree ■ Agree ■ Strongly agree

Q17_5: Promotion decisions are done independently from gender



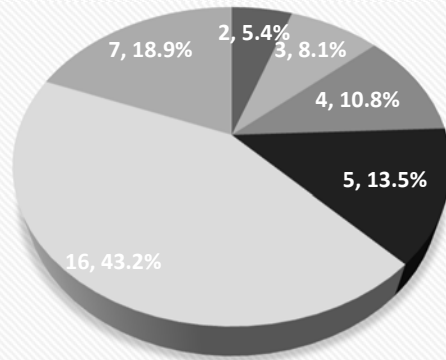
■ Strongly disagree ■ Disagree ■ Partly disagree
■ Partly agree ■ Agree ■ Strongly agree

Q18_1: Allocation of formal training and career development opportunities are done independently from gender



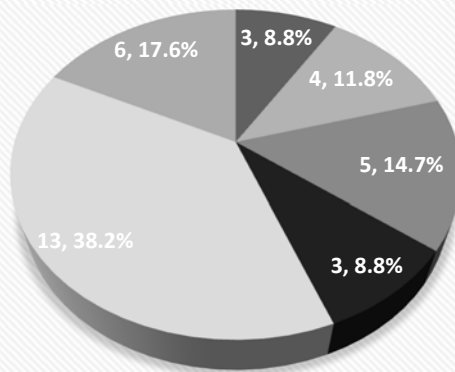
■ Strongly disagree ■ Partly disagree ■ Partly agree ■ Agree ■ Strongly agree

Q18_2: Allocation of teaching are done independently from gender



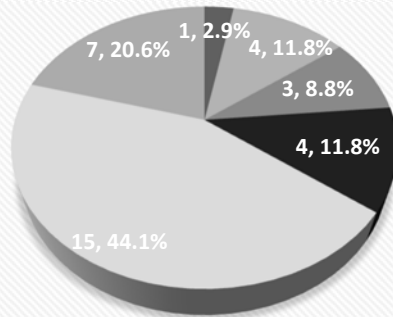
■ Strongly disagree ■ Disagree ■ Partly disagree
■ Partly agree ■ Agree ■ Strongly agree

Q18_3: Participation in projects are done independently from gender



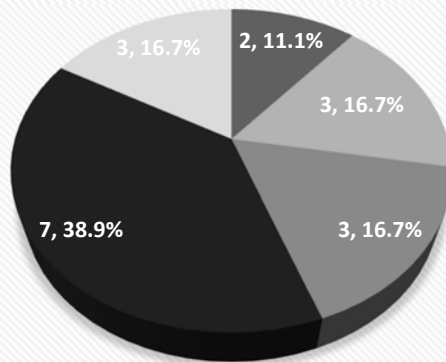
■ Strongly disagree ■ Disagree ■ Partly disagree
■ Partly agree ■ Agree ■ Strongly agree

Q18_4: Invitations to lectures, conferences, etc. are done independently from gender



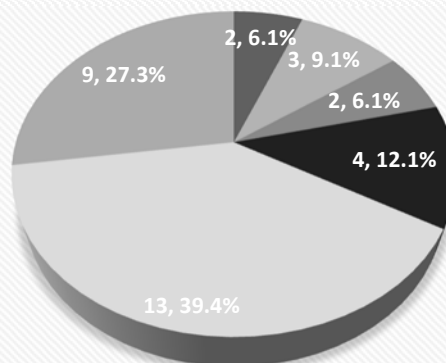
■ Strongly disagree ■ Disagree ■ Partly disagree
■ Partly agree ■ Agree ■ Strongly agree

Q18_5: Appointments to editorships of journals are done independently from gender



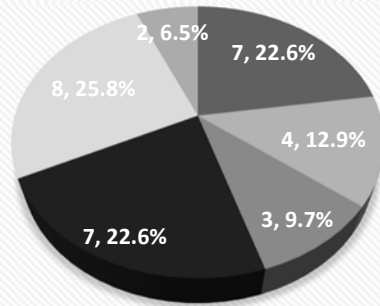
■ Strongly disagree ■ Partly disagree ■ Partly agree ■ Agree ■ Strongly agree

Q19_1: My supervisor has understanding for my caring responsibilities (at home, for children and elderly...)



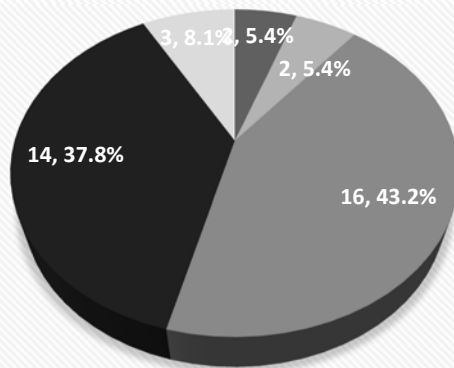
■ Strongly disagree ■ Disagree ■ Partly disagree ■ Partly agree ■ Agree ■ Strongly agree

Q19_2: My faculty has policies put in place (effective) for life-work balancing



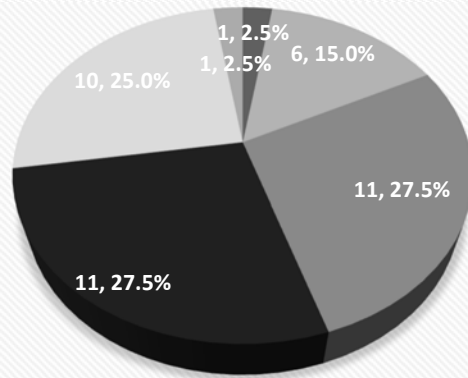
■ Strongly disagree ■ Disagree ■ Partly disagree
■ Partly agree ■ Agree ■ Strongly agree

Q19_3: My work schedule allows me to spend time with my family and friends



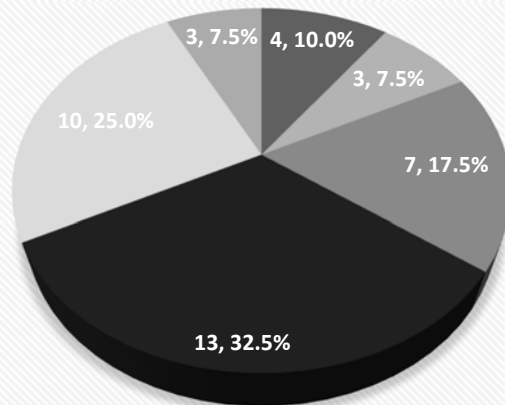
■ Disagree ■ Partly disagree ■ Partly agree ■ Agree ■ Strongly agree

Q19_4: I am able to set boundaries between work and life



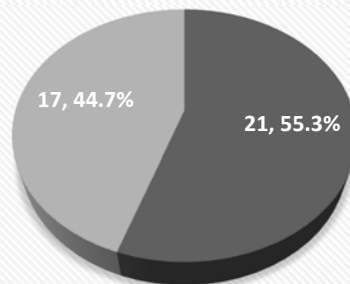
■ Strongly disagree ■ Disagree ■ Partly disagree
■ Partly agree ■ Agree ■ Strongly agree

Q19_5: I am satisfied with my work-life balance



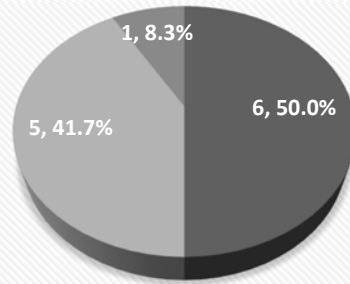
■ Strongly disagree ■ Disagree ■ Partly disagree
■ Partly agree ■ Agree ■ Strongly agree

Q20) Have you been on parental leave



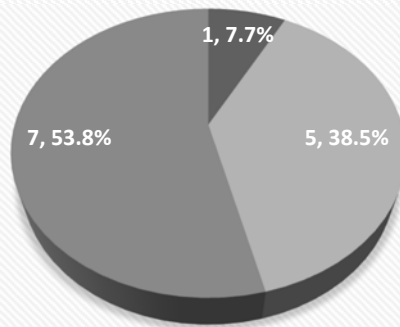
■ No ■ Yes

Q20_1: Keeping in touch with the department while away



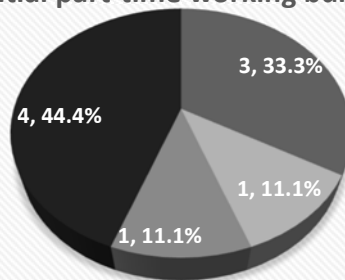
■ Does not exist ■ Informally ■ Exist and are implemented

Q20_2: Flexible working hours Frequency



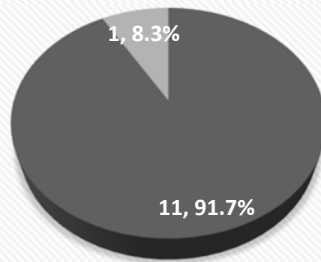
■ Does not exist ■ Informally ■ Exist and are implemented

Q20_3: Initial part-time working building up to full time



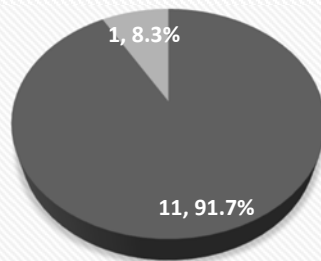
■ Does not exist
■ Informally
■ Exist, but not implemented

Q20_4: Lower initial teaching load



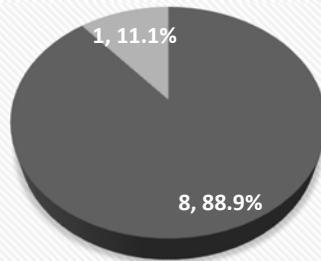
■ Does not exist ■ Exist and are implemented

Q20_5: Lower initial administrative load



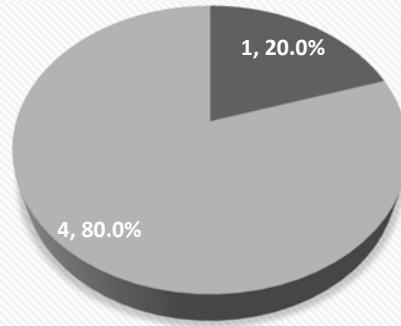
■ Does not exist ■ Exist and are implemented

Q20_6: Lower initial research supervision



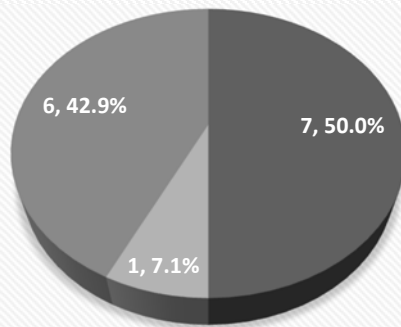
■ Does not exist ■ Exist and are implemented

Q20_8: Additional block of shared parental leave



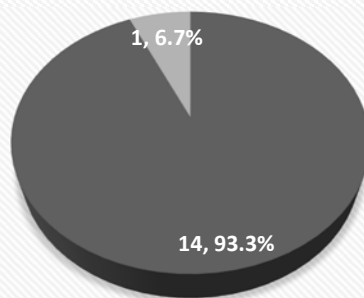
■ Does not exist ■ Exist and are implemented

Q20_9: Facilities for continued baby care



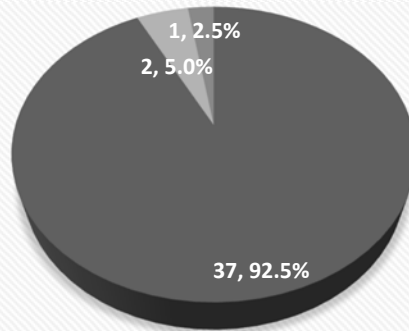
■ Does not exist ■ Informally ■ Exist and are implemented

Q20_10: Childcare services at workplace



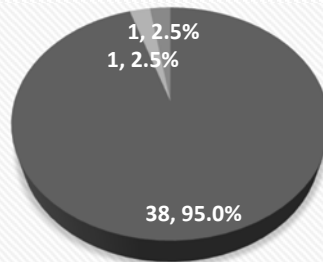
■ Does not exist ■ Exist and are implemented

Q21_1: Childcare related policies, including payments and benefits



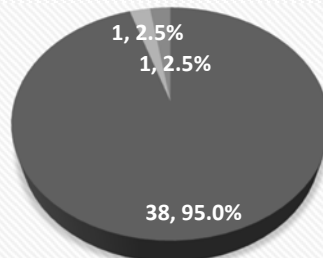
- They did not provide information and I did not ask
- I asked for and received information
- Information was provided without asking

Q21_2: Facilities for continued baby feeding on return to work



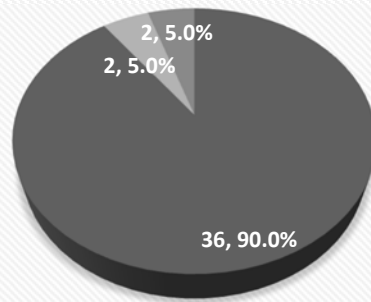
- They did not provide information and I did not ask
- I asked for and received information
- Information was provided without asking

Q21_3: Contacts for supporting services (e.g. HR, occupational health)



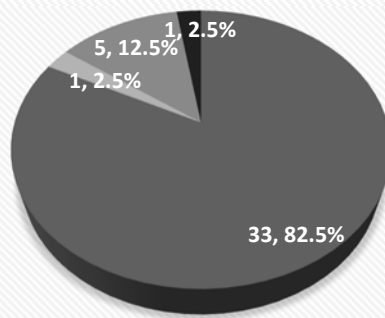
- They did not provide information and I did not ask
- I asked for and received information
- Information was provided without asking

Q21_4: Time off for antenatal appointments



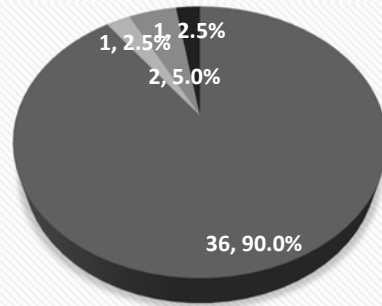
- They did not provide information and I did not ask
- I asked for and received information
- Information was provided without asking

Q21_5: How and when to notify your institution of your intentions regarding return to work



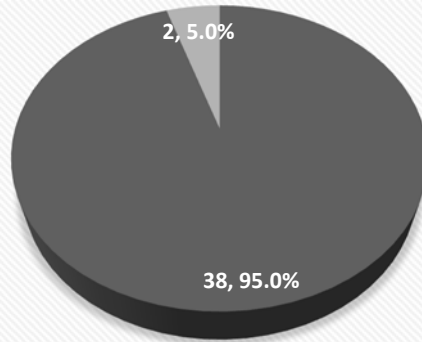
- They did not provide information and I did not ask
- I asked for information, but received none
- I asked for and received information
- Information was provided without asking

Q21_6: Options for phased return, or other forms of workload adjustment on return



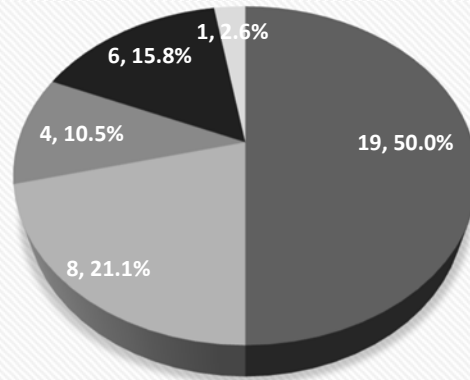
- They did not provide information and I did not ask
- I asked for information, but received none
- I asked for and received information
- Information was provided without asking

Q21_7: Rest facilities are available during pregnancy



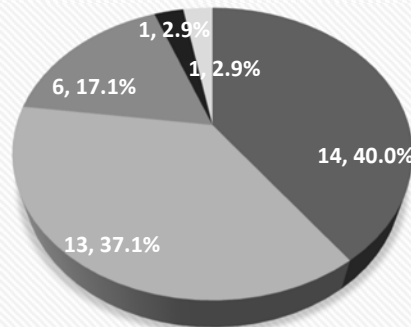
- They did not provide information and I did not ask
- Information was provided without asking

Q22_1 Sexist behavior is tolerated at my faculty



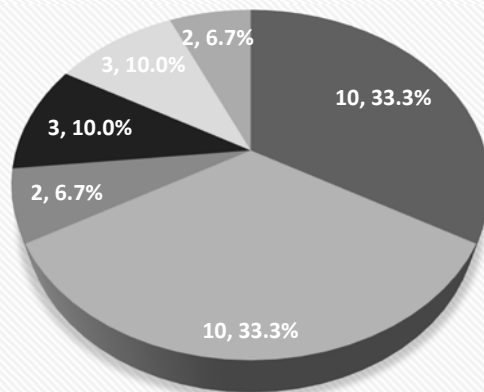
■ Strongly disagree ■ Disagree ■ Partly disagree ■ Partly agree ■ Strongly agree

Q22_2 During lectures and extracurricular communication with students the teachers at our Faculty sometimes express sexist attitudes



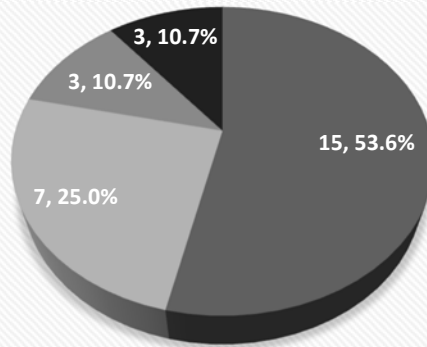
■ Strongly disagree ■ Disagree ■ Partly disagree ■ Partly agree ■ Strongly agree

Q22_3 Sexual harassment occurs at my faculty



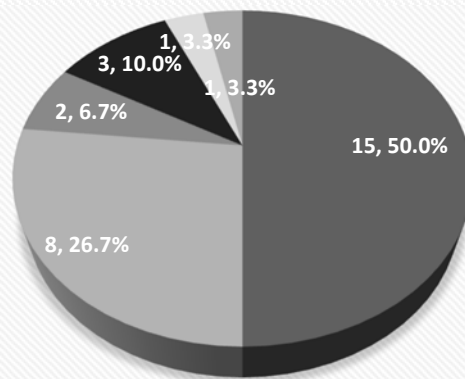
■ Strongly disagree ■ Disagree ■ Partly disagree
■ Partly agree ■ Agree ■ Strongly agree

Q22_4 Sexual harassment of students by the teaching staff occurs at my faculty



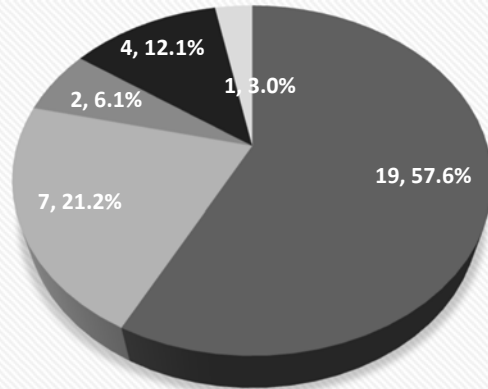
■ Strongly disagree ■ Disagree ■ Partly disagree ■ Agree

Q22_5 Sexual harassment by senior position academics to lower positioned academic personnel occurs at my faculty



■ Strongly disagree ■ Disagree ■ Partly disagree
■ Partly agree ■ Agree ■ Strongly agree

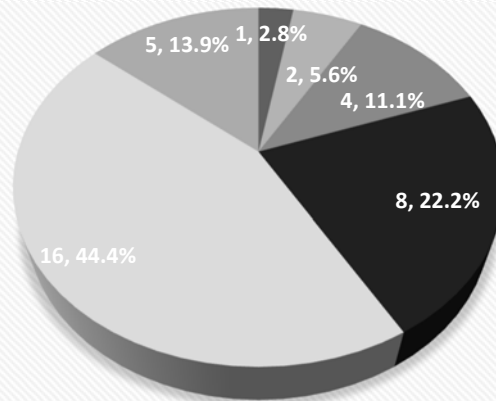
Q22_6 Cases of sexual harassment in my faculty are treated as something to cover and hide



■ Strongly disagree ■ Disagree ■ Partly disagree ■ Partly agree ■ Agree

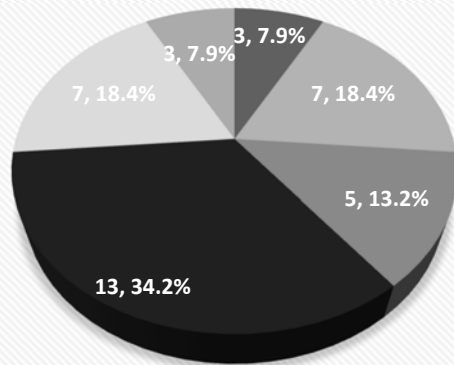
4 Educational level

Q23_1: Curricula at my faculty are gender sensitive



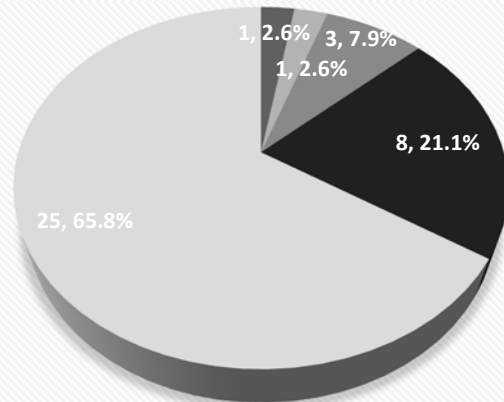
■ Strongly disagree ■ Disagree ■ Partly disagree
■ Partly agree ■ Agree ■ Strongly agree

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



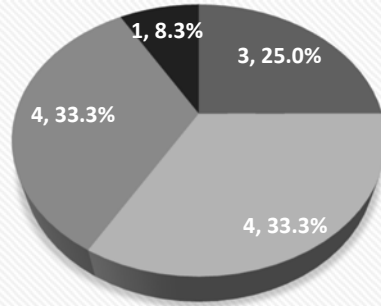
■ Strongly disagree ■ Disagree ■ Partly disagree
 ■ Partly agree ■ Agree ■ Strongly agree

Q23_3: Gender sensitive legal studies are important to the professional competences of the future lawyers, judges and members of other legal professions



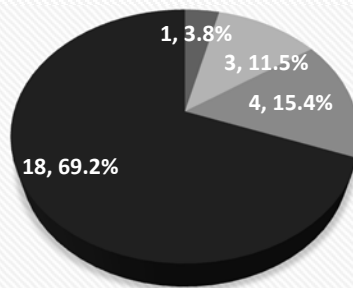
■ Disagree ■ Partly disagree ■ Partly agree ■ Agree ■ Strongly agree

Q23_4: As a rule, classes do not provide a gender perspective when learning about legal institutes



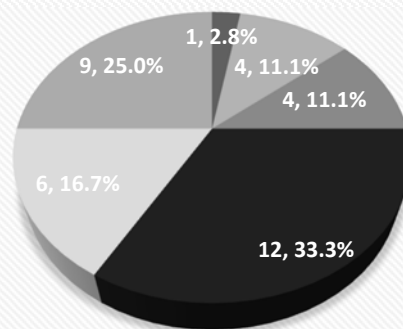
■ Strongly disagree ■ Disagree ■ Partly agree ■ Agree

Q23_5: Gender perspective in legal studies is utterly irrelevant to the quality of content and the ASing of acquired legal knowledge



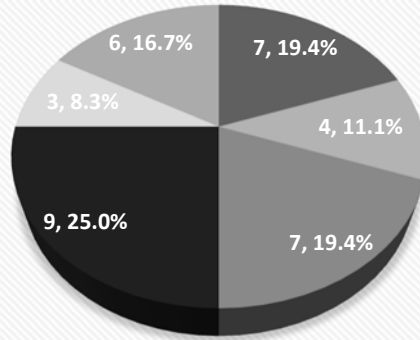
■ Strongly agree ■ Partly disagree ■ Disagree ■ Strongly disagree

Q23_6: Additional education of teaching staff on matters of gender equality is necessary at my faculty



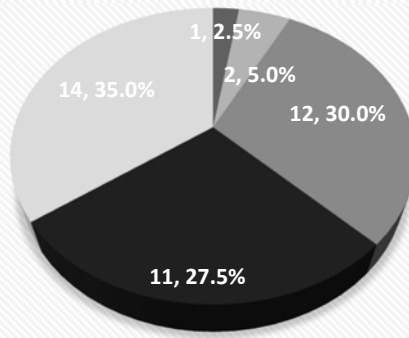
■ Strongly disagree ■ Disagree ■ Partly disagree
 ■ Partly agree ■ Agree ■ Strongly agree

Q23_7: Introducing gender perspective in higher education curricula should be regulated by law



■ Strongly disagree ■ Disagree ■ Partly disagree
■ Partly agree ■ Agree ■ Strongly agree

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



■ Strongly disagree ■ Disagree ■ Partly agree ■ Agree ■ Strongly agree