

1 Background questions

Q1) Age

	N	Minimum	Maximum	Mean	Std. Deviation
Q1) Age	54	25,00	72,00	48,8333	10,55042
N (listwise)	54				

Q2) What is your gender

	Frequency	Percent	Valid Percent
Male	22	40,0	41,5
Female	31	56,4	58,5
Total	53	96,4	100,0
Missing System	2	3,6	
Total	55	100,0	

Q3) What is your marital status

	Frequency	Percent	Valid Percent
Single	16	29,1	31,4
Married or partnership	30	54,5	58,8
Divorced	3	5,5	5,9
Widow or widower	1	1,8	2,0
Something else	1	1,8	2,0

Total	51	92,7	100,0
Missing System	4	7,3	
Total	55	100,0	

Q4) Are you a parent?

	Frequency	Percent	Valid Percent
No	21	38,2	41,2
Yes	30	54,5	58,8
Total	51	92,7	100,0
Missing System	4	7,3	
Total	55	100,0	

Q5) Academic degree

	Frequency	Percent	Valid Percent
BA	5	9,1	9,1
Magister of science	9	16,4	16,4
PhD	41	74,5	74,5
Total	55	100,0	100,0

Q6) Type of contract

	Frequency	Percent	Valid Percent
Part time	6	10,9	11,3
Full time	47	85,5	88,7
Total	53	96,4	100,0

Missing	System	2	3,6
Total		55	100,0

Q7) Are you on a substitute position?

	Frequency	Percent	Valid Percent
No	33	60,0	66,0
Yes	17	30,9	34,0
Total	50	90,9	100,0
Missing	System	5	9,1
Total		55	100,0

Q8) Duration of contract

	Frequency	Percent	Valid Percent
Temporary position	20	36,4	40,0
Permanent position	15	27,3	30,0
Civil servant	15	27,3	30,0
Total	50	90,9	100,0
Missing	System	5	9,1
Total		55	100,0

Q9) Professional category

	Frequency	Percent	Valid Percent
FPU intern or similar	3	5,5	5,7
Substitute	17	30,9	32,1

	Associated	4	7,3	7,5
	Doctor assistant	1	1,8	1,9
	Collaborator	1	1,8	1,9
	Hired doctor	10	18,2	18,9
	Headline	10	18,2	18,9
	Professor	7	12,7	13,2
	Total	53	96,4	100,0
Missing	System	2	3,6	
Total		55	100,0	

Q10_1: Hygiene, bathing

	Frequency	Percent	Valid Percent
Never	5	9,1	12,8
Less often than once a week	2	3,6	5,1
Once or twice a week	4	7,3	10,3
Several times a week	10	18,2	25,6
Every day	18	32,7	46,2
Total	39	70,9	100,0
Missing	System	16	29,1
Total	55	100,0	

Q10_2: Feeding

	Frequency	Percent	Valid Percent
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Never	6	10,9	15,0
Less often than once a week	2	3,6	5,0
Once or twice a week	2	3,6	5,0
Several times a week	10	18,2	25,0
Every day	20	36,4	50,0
Total	40	72,7	100,0
Missing System	15	27,3	
Total	55	100,0	

Q10_3: Taking them to school

	Frequency	Percent	Valid Percent
Never	6	10,9	15,0
Less often than once a week	6	10,9	15,0
Once or twice a week	1	1,8	2,5
Several times a week	10	18,2	25,0
Every day	17	30,9	42,5
Total	40	72,7	100,0
Missing System	15	27,3	
Total	55	100,0	

Q10_4: After-school activities

	Frequency	Percent	Valid Percent
Never	7	12,7	18,4

	Less often than once a week	4	7,3	10,5
	Once or twice a week	4	7,3	10,5
	Several times a week	13	23,6	34,2
	Every day	10	18,2	26,3
	Total	38	69,1	100,0
Missing	System	17	30,9	
Total		55	100,0	

Q10_5: School tasks

	Frequency	Percent	Valid Percent	
	Never	7	12,7	18,4
	Less often than once a week	5	9,1	13,2
	Once or twice a week	2	3,6	5,3
	Several times a week	8	14,5	21,1
	Every day	16	29,1	42,1
	Total	38	69,1	100,0
Missing	System	17	30,9	
Total		55	100,0	

Q10_6: Going to the park

	Frequency	Percent	Valid Percent	
	Never	6	10,9	16,7

Less often than once a week	1	1,8	2,8
Once or twice a week	5	9,1	13,9
Several times a week	22	40,0	61,1
Every day	2	3,6	5,6
Total	36	65,5	100,0
Missing System	19	34,5	
Total	55	100,0	

Q10_7: Other leisure activities

	Frequency	Percent	Valid Percent
Never	2	3,6	5,7
Less often than once a week	5	9,1	14,3
Once or twice a week	6	10,9	17,1
Several times a week	19	34,5	54,3
Every day	3	5,5	8,6
Total	35	63,6	100,0
Missing System	20	36,4	
Total	55	100,0	

Q10_8: Cooking and housework

	Frequency	Percent	Valid Percent
Never	3	5,5	6,4

	Less often than once a week	2	3,6	4,3
	Several times a week	17	30,9	36,2
	Every day	25	45,5	53,2
	Total	47	85,5	100,0
Missing	System	8	14,5	
Total		55	100,0	

Q10_9: Caring for elderly/ disabled relatives

	Frequency	Percent	Valid Percent	
	Never	13	23,6	38,2
	Less often than once a week	7	12,7	20,6
	Once or twice a week	1	1,8	2,9
	Several times a week	7	12,7	20,6
	Every day	6	10,9	17,6
	Total	34	61,8	100,0
Missing	System	21	38,2	
Total		55	100,0	

2 Cultural/general level

Q11_1: It is acceptable for man to cry

	Frequency	Percent	Valid Percent
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Tend to disagree	1	1,8	1,8
Tend to agree	3	5,5	5,5
Totally agree	51	92,7	92,7
Total	55	100,0	100,0

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

	Frequency	Percent	Valid Percent
Totally agree	1	1,8	2,1
Tend to agree	9	16,4	18,8
Tend to disagree	24	43,6	50,0
Totally disagree	14	25,5	29,2
Total	48	87,3	100,0
Missing System	7	12,7	
Total	55	100,0	

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

	Frequency	Percent	Valid Percent
Tend to agree	2	3,6	3,8
Tend to disagree	9	16,4	17,0
Totally disagree	42	76,4	79,2
Total	53	96,4	100,0
Missing System	2	3,6	
Total	55	100,0	

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

	Frequency	Percent	Valid Percent
Totally agree	1	1,8	1,9
Tend to agree	1	1,8	1,9
Tend to disagree	9	16,4	17,0
Totally disagree	42	76,4	79,2
Total	53	96,4	100,0
Missing System	2	3,6	
Total	55	100,0	

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

	Frequency	Percent	Valid Percent
Totally disagree	15	27,3	29,4
Tend to disagree	14	25,5	27,5
Tend to agree	20	36,4	39,2
Totally agree	2	3,6	3,9
Total	51	92,7	100,0
Missing System	4	7,3	
Total	55	100,0	

Q12_2: Gender equality has been achieved in _____ at work

	Frequency	Percent	Valid Percent
Totally disagree	19	34,5	35,2
Tend to disagree	18	32,7	33,3

	Tend to agree	16	29,1	29,6
	Totally agree	1	1,8	1,9
	Total	54	98,2	100,0
Missing	System	1	1,8	
Total		55	100,0	

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

	Frequency	Percent	Valid Percent
Totally disagree	28	50,9	53,8
Tend to disagree	19	34,5	36,5
Tend to agree	4	7,3	7,7
Totally agree	1	1,8	1,9
Total	52	94,5	100,0
Missing	System	3	5,5
Total	55	100,0	

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

	Frequency	Percent	Valid Percent
Totally disagree	2	3,6	3,8
Tend to agree	6	10,9	11,5
Totally agree	44	80,0	84,6
Total	52	94,5	100,0
Missing	System	3	5,5
Total	55	100,0	

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

	Frequency	Percent	Valid Percent
Totally disagree	2	3,6	3,9
Tend to disagree	3	5,5	5,9
Tend to agree	11	20,0	21,6
Totally agree	35	63,6	68,6
Total	51	92,7	100,0
Missing System	4	7,3	
Total	55	100,0	

Q13_3: Promoting gender equality is important for your faculty

	Frequency	Percent	Valid Percent
Totally disagree	2	3,6	3,9
Tend to disagree	3	5,5	5,9
Tend to agree	10	18,2	19,6
Totally agree	36	65,5	70,6
Total	51	92,7	100,0
Missing System	4	7,3	
Total	55	100,0	

Q13_4: Promoting gender equality is important for you personally

	Frequency	Percent	Valid Percent
Totally disagree	1	1,8	2,0
Tend to disagree	1	1,8	2,0
Tend to agree	10	18,2	20,0
Totally agree	38	69,1	76,0
Total	50	90,9	100,0
Missing System	5	9,1	
Total	55	100,0	

	N	Minimum	Maximum	Mean	Std. Deviation
Q14_1: A woman should be prepared to cut down on her paid work for the sake of taking care of her family A woman should not have to cut down on her paid work for the sake of taking care of her family	55	1,00	5,00	3,8000	1,65999

Respondents are between the stated attitudes.

	N	Minimum	Maximum	Mean	Std. Deviation
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Q14_2: Men should take as much responsibility as women for the home and children Men should not take as much responsibility as women for the home and children	55	1,00	5,00	4,8000	,70448
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Respondents are closer to the attitude that men should take as much responsibility as women for the home and children.

	N	Minimum	Maximum	Mean	Std. Deviation
Q14_3: When jobs are scarce, men should have more right to a job than women When jobs are scarce, men should not have more right to a job than women	54	1,00	5,00	4,2222	1,52547

Respondents are closer to the attitude that when jobs are scarce, men should not have more right to a job than women.

3 Institutional level

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

	Frequency	Percent	Valid Percent
Strongly disagree	3	5,5	5,7
Disagree	6	10,9	11,3
Partly disagree	1	1,8	1,9
Partly agree	16	29,1	30,2
Agree	13	23,6	24,5
Strongly agree	14	25,5	26,4
Total	53	96,4	100,0
Missing System	2	3,6	
Total	55	100,0	

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

	Frequency	Percent	Valid Percent
Strongly disagree	1	1,8	1,9
Disagree	4	7,3	7,4
Partly disagree	2	3,6	3,7
Partly agree	10	18,2	18,5
Agree	14	25,5	25,9
Strongly agree	23	41,8	42,6
Total	54	98,2	100,0

Missing	System	1	1,8
Total		55	100,0

Q15_3: My faculty is committed to promoting gender equality

	Frequency	Percent	Valid Percent
Strongly disagree	2	3,6	4,3
Disagree	1	1,8	2,2
Partly agree	6	10,9	13,0
Agree	16	29,1	34,8
Strongly agree	21	38,2	45,7
Total	46	83,6	100,0
Missing	System	9	16,4
Total		55	100,0

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

	Frequency	Percent	Valid Percent
Strongly disagree	4	7,3	8,3
Disagree	4	7,3	8,3
Partly disagree	3	5,5	6,3
Partly agree	4	7,3	8,3
Agree	18	32,7	37,5
Strongly agree	15	27,3	31,3
Total	48	87,3	100,0
Missing	System	7	12,7

Total	55	100,0
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Q15_5: My faculty is responsive to concerns about gender equality

	Frequency	Percent	Valid Percent
Strongly disagree	1	1,8	2,1
Partly disagree	2	3,6	4,2
Partly agree	10	18,2	20,8
Agree	14	25,5	29,2
Strongly agree	21	38,2	43,8
Total	48	87,3	100,0
Missing System	7	12,7	
Total	55	100,0	

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

	Frequency	Percent	Valid Percent
Strongly disagree	1	1,8	2,0
Disagree	1	1,8	2,0
Partly disagree	1	1,8	2,0
Partly agree	7	12,7	14,3
Agree	10	18,2	20,4
Strongly agree	29	52,7	59,2
Total	49	89,1	100,0
Missing System	6	10,9	
Total	55	100,0	

Q16_2: Distribution of office space are done independently from gender

	Frequency	Percent	Valid Percent
Disagree	1	1,8	1,9
Partly disagree	2	3,6	3,7
Partly agree	4	7,3	7,4
Agree	10	18,2	18,5
Strongly agree	37	67,3	68,5
Total	54	98,2	100,0
Missing System	1	1,8	
Total	55	100,0	

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

	Frequency	Percent	Valid Percent
Strongly disagree	1	1,8	1,9
Disagree	1	1,8	1,9
Partly disagree	1	1,8	1,9
Partly agree	3	5,5	5,8
Agree	13	23,6	25,0
Strongly agree	33	60,0	63,5
Total	52	94,5	100,0
Missing System	3	5,5	
Total	55	100,0	

Q16_4: Representation in senior positions are done independently from gender

	Frequency	Percent	Valid Percent
Strongly disagree	3	5,5	5,8
Disagree	3	5,5	5,8
Partly disagree	2	3,6	3,8
Partly agree	6	10,9	11,5
Agree	6	10,9	11,5
Strongly agree	32	58,2	61,5
Total	52	94,5	100,0
Missing System	3	5,5	
Total	55	100,0	

Q16_5: Allocation of administrative tasks are done independently from gender

	Frequency	Percent	Valid Percent
Disagree	2	3,6	4,0
Partly disagree	3	5,5	6,0
Partly agree	2	3,6	4,0
Agree	12	21,8	24,0
Strongly agree	31	56,4	62,0
Total	50	90,9	100,0
Missing System	5	9,1	
Total	55	100,0	

Q17_1: Attention from senior management are done independently from gender

	Frequency	Percent	Valid Percent
Strongly disagree	1	1,8	2,1
Partly disagree	3	5,5	6,3
Partly agree	2	3,6	4,2
Agree	11	20,0	22,9
Strongly agree	31	56,4	64,6
Total	48	87,3	100,0
Missing System	7	12,7	
Total	55	100,0	

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

	Frequency	Percent	Valid Percent
Strongly disagree	4	7,3	8,2
Disagree	3	5,5	6,1
Partly disagree	6	10,9	12,2
Partly agree	6	10,9	12,2
Agree	8	14,5	16,3
Strongly agree	22	40,0	44,9
Total	49	89,1	100,0
Missing System	6	10,9	
Total	55	100,0	

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

	Frequency	Percent	Valid Percent
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	Strongly disagree	1	1,8	2,3
	Disagree	1	1,8	2,3
	Partly disagree	3	5,5	6,8
	Partly agree	3	5,5	6,8
	Agree	14	25,5	31,8
	Strongly agree	22	40,0	50,0
	Total	44	80,0	100,0
Missing	System	11	20,0	
Total		55	100,0	

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

	Frequency	Percent	Valid Percent	
	Strongly disagree	1	1,8	1,9
	Disagree	2	3,6	3,8
	Partly disagree	3	5,5	5,7
	Partly agree	6	10,9	11,3
	Agree	14	25,5	26,4
	Strongly agree	27	49,1	50,9
	Total	53	96,4	100,0
Missing	System	2	3,6	
Total		55	100,0	

Q17_5: Promotion decisions are done independently from gender

	Frequency	Percent	Valid Percent
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	Strongly disagree	1	1,8	2,0
	Disagree	1	1,8	2,0
	Partly disagree	6	10,9	11,8
	Partly agree	3	5,5	5,9
	Agree	14	25,5	27,5
	Strongly agree	26	47,3	51,0
	Total	51	92,7	100,0
Missing	System	4	7,3	
Total		55	100,0	

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

	Frequency	Percent	Valid Percent	
	Strongly disagree	1	1,8	2,0
	Partly disagree	7	12,7	13,7
	Partly agree	2	3,6	3,9
	Agree	14	25,5	27,5
	Strongly agree	27	49,1	52,9
	Total	51	92,7	100,0
Missing	System	4	7,3	
Total		55	100,0	

Q18_2: Allocation of teaching are done independently from gender

	Frequency	Percent	Valid Percent	
	Disagree	2	3,6	3,7

	Partly agree	4	7,3	7,4
	Agree	13	23,6	24,1
	Strongly agree	35	63,6	64,8
	Total	54	98,2	100,0
Missing	System	1	1,8	
Total		55	100,0	

Q18_3: Participation in projects are done independently from gender

	Frequency	Percent	Valid Percent	
	Disagree	1	1,8	1,9
	Partly disagree	2	3,6	3,8
	Partly agree	4	7,3	7,5
	Agree	15	27,3	28,3
	Strongly agree	31	56,4	58,5
	Total	53	96,4	100,0
Missing	System	2	3,6	
Total		55	100,0	

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

	Frequency	Percent	Valid Percent	
	Strongly disagree	1	1,8	1,9
	Disagree	1	1,8	1,9
	Partly disagree	1	1,8	1,9
	Partly agree	5	9,1	9,4

	Agree	15	27,3	28,3
	Strongly agree	30	54,5	56,6
	Total	53	96,4	100,0
Missing	System	2	3,6	
Total		55	100,0	

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

	Frequency	Percent	Valid Percent
Strongly disagree	1	1,8	2,5
Disagree	1	1,8	2,5
Partly agree	3	5,5	7,5
Agree	10	18,2	25,0
Strongly agree	25	45,5	62,5
Total	40	72,7	100,0
Missing	System	15	27,3
Total	55	100,0	

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

	Frequency	Percent	Valid Percent
Strongly disagree	5	9,1	14,3
Disagree	5	9,1	14,3
Partly disagree	3	5,5	8,6
Partly agree	6	10,9	17,1
Agree	4	7,3	11,4

	Strongly agree	12	21,8	34,3
	Total	35	63,6	100,0
Missing	System	20	36,4	
Total		55	100,0	

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

	Frequency	Percent	Valid Percent
Strongly disagree	7	12,7	20,0
Disagree	6	10,9	17,1
Partly disagree	4	7,3	11,4
Partly agree	8	14,5	22,9
Agree	6	10,9	17,1
Strongly agree	4	7,3	11,4
Total	35	63,6	100,0
Missing	System	20	36,4
Total	55	100,0	

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

	Frequency	Percent	Valid Percent
Strongly disagree	6	10,9	11,1
Disagree	7	12,7	13,0
Partly disagree	3	5,5	5,6
Partly agree	14	25,5	25,9
Agree	10	18,2	18,5

	Strongly agree	14	25,5	25,9
	Total	54	98,2	100,0
Missing	System	1	1,8	
Total		55	100,0	

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

	Frequency	Percent	Valid Percent
Strongly disagree	8	14,5	15,4
Disagree	12	21,8	23,1
Partly disagree	7	12,7	13,5
Partly agree	9	16,4	17,3
Agree	11	20,0	21,2
Strongly agree	5	9,1	9,6
Total	52	94,5	100,0
Missing	System	3	5,5
Total	55	100,0	

Q19_5: I am satisfied with my work-life balance

	Frequency	Percent	Valid Percent
Strongly disagree	10	18,2	18,9
Disagree	10	18,2	18,9
Partly disagree	4	7,3	7,5
Partly agree	7	12,7	13,2
Agree	11	20,0	20,8

	Strongly agree	11	20,0	20,8
	Total	53	96,4	100,0
Missing	System	2	3,6	
Total		55	100,0	

Q20) Have you been on parental leave

	Frequency	Percent	Valid Percent
No	38	69,1	76,0
Yes	12	21,8	24,0
Total	50	90,9	100,0
Missing	System	5	9,1
Total	55	100,0	

Q20_1: Keeping in touch with the department while away

	Frequency	Percent	Valid Percent
Does not exist	1	1,8	9,1
Informally	6	10,9	54,5
Exist, but not implemented	2	3,6	18,2
Exist and are implemented	2	3,6	18,2
Total	11	20,0	100,0
Missing	System	44	80,0
Total	55	100,0	

Q20_2: Flexible working hours

	Frequency	Percent	Valid Percent
Does not exist	7	12,7	63,6
Exist, but not implemented	1	1,8	9,1
Exist and are implemented	3	5,5	27,3
Total	11	20,0	100,0
Missing System	44	80,0	
Total	55	100,0	

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

	Frequency	Percent	Valid Percent
Does not exist	7	12,7	63,6
Informally	2	3,6	18,2
Exist and are implemented	2	3,6	18,2
Total	11	20,0	100,0
Missing System	44	80,0	
Total	55	100,0	

Q20_4: Lower initial teaching load

	Frequency	Percent	Valid Percent
Does not exist	10	18,2	76,9
Informally	1	1,8	7,7
Exist and are implemented	2	3,6	15,4
Total	13	23,6	100,0
Missing System	42	76,4	

Total	55	100,0
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Q20_5: Lower initial administrative load

	Frequency	Percent	Valid Percent
Does not exist	9	16,4	75,0
Informally	1	1,8	8,3
Exist and are implemented	2	3,6	16,7
Total	12	21,8	100,0
Missing System	43	78,2	
Total	55	100,0	

Q20_6: Lower initial research supervision

	Frequency	Percent	Valid Percent
Does not exist	8	14,5	80,0
Exist, but not implemented	1	1,8	10,0
Exist and are implemented	1	1,8	10,0
Total	10	18,2	100,0
Missing System	45	81,8	
Total	55	100,0	

Q20_7: Parent's network, support group at work

	Frequency	Percent	Valid Percent
Does not exist	9	16,4	81,8
Informally	1	1,8	9,1

	Exist and are implemented	1	1,8	9,1
	Total	11	20,0	100,0
Missing	System	44	80,0	
Total		55	100,0	

Q20_8: Additional block of shared parental leave

		Frequency	Percent	Valid Percent
	Does not exist	8	14,5	88,9
	Exist and are implemented	1	1,8	11,1
	Total	9	16,4	100,0
Missing	System	46	83,6	
Total		55	100,0	

Q20_9: Facilities for continued baby care

		Frequency	Percent	Valid Percent
	Does not exist	8	14,5	66,7
	Informally	1	1,8	8,3
	Exist and are implemented	3	5,5	25,0
	Total	12	21,8	100,0
Missing	System	43	78,2	
Total		55	100,0	

Q20_10: Childcare services at workplace

		Frequency	Percent	Valid Percent
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	Does not exist	10	18,2	90,9
	Exist and are implemented	1	1,8	9,1
	Total	11	20,0	100,0
Missing	System	44	80,0	
Total		55	100,0	

Q21_1: Childcare related policies, including payments and benefits

	Frequency	Percent	Valid Percent
They did not provide information and I did not ask	51	92,7	92,7
I asked for and received information	3	5,5	5,5
Information was provided without asking	1	1,8	1,8
Total	55	100,0	100,0

Q21_2: Facilities for continued baby feeding on return to work

	Frequency	Percent	Valid Percent
They did not provide information and I did not ask	51	92,7	92,7
I asked for and received information	3	5,5	5,5
Information was provided without asking	1	1,8	1,8
Total	55	100,0	100,0

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

	Frequency	Percent	Valid Percent
They did not provide information and I did not ask	54	98,2	98,2
I asked for and received information	1	1,8	1,8
Total	55	100,0	100,0

Q21_4: Time off for antenatal appointments

	Frequency	Percent	Valid Percent
They did not provide information and I did not ask	52	94,5	94,5
I asked for and received information	3	5,5	5,5
Total	55	100,0	100,0

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

	Frequency	Percent	Valid Percent
They did not provide information and I did not ask	51	92,7	92,7
I asked for and received information	3	5,5	5,5

Information was provided without asking	1	1,8	1,8
Total	55	100,0	100,0

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

	Frequency	Percent	Valid Percent
They did not provide information and I did not ask	53	96,4	96,4
I asked for and received information	1	1,8	1,8
Information was provided without asking	1	1,8	1,8
Total	55	100,0	100,0

Q21_7: Rest facilities are available during pregnancy

	Frequency	Percent	Valid Percent
They did not provide information and I did not ask	53	96,4	96,4
I asked for information, but received none	1	1,8	1,8
Information was provided without asking	1	1,8	1,8
Total	55	100,0	100,0

Q22_1 Sexist behavior is tolerated at my faculty

	Frequency	Percent	Valid Percent
Strongly disagree	22	40,0	44,0
Disagree	14	25,5	28,0
Partly disagree	2	3,6	4,0
Partly agree	6	10,9	12,0
Agree	3	5,5	6,0
Strongly agree	3	5,5	6,0
Total	50	90,9	100,0
Missing System	5	9,1	
Total	55	100,0	

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

	Frequency	Percent	Valid Percent
Strongly disagree	16	29,1	38,1
Disagree	9	16,4	21,4
Partly disagree	2	3,6	4,8
Partly agree	8	14,5	19,0
Agree	4	7,3	9,5
Strongly agree	3	5,5	7,1
Total	42	76,4	100,0
Missing System	13	23,6	
Total	55	100,0	

Q22_3 Sexual harassment occurs at my faculty

	Frequency	Percent	Valid Percent
Strongly disagree	20	36,4	50,0
Disagree	8	14,5	20,0
Partly disagree	4	7,3	10,0
Partly agree	6	10,9	15,0
Strongly agree	2	3,6	5,0
Total	40	72,7	100,0
Missing System	15	27,3	
Total	55	100,0	

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

	Frequency	Percent	Valid Percent
Strongly disagree	16	29,1	47,1
Disagree	10	18,2	29,4
Partly disagree	3	5,5	8,8
Partly agree	1	1,8	2,9
Agree	2	3,6	5,9
Strongly agree	2	3,6	5,9
Total	34	61,8	100,0
Missing System	21	38,2	
Total	55	100,0	

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

		Frequency	Percent	Valid Percent
	Strongly disagree	19	34,5	52,8
	Disagree	9	16,4	25,0
	Partly disagree	1	1,8	2,8
	Partly agree	3	5,5	8,3
	Agree	3	5,5	8,3
	Strongly agree	1	1,8	2,8
	Total	36	65,5	100,0
Missing	System	19	34,5	
Total		55	100,0	

Q22. 6 Cases of sexual harassment in my faculty are treated as something to cover and hide

		Frequency	Percent	Valid Percent
	Strongly disagree	14	25,5	41,2
	Disagree	9	16,4	26,5
	Partly disagree	3	5,5	8,8
	Partly agree	3	5,5	8,8
	Strongly agree	5	9,1	14,7
	Total	34	61,8	100,0
Missing	System	21	38,2	
Total		55	100,0	

4 Educational level

Q23_1: Curricula at my faculty are gender sensitive

	Frequency	Percent	Valid Percent
Strongly disagree	5	9,1	11,1
Disagree	4	7,3	8,9
Partly disagree	7	12,7	15,6
Partly agree	9	16,4	20,0
Agree	14	25,5	31,1
Strongly agree	6	10,9	13,3
Total	45	81,8	100,0
Missing System	10	18,2	
Total	55	100,0	

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

	Frequency	Percent	Valid Percent
Strongly disagree	11	20,0	22,9
Disagree	7	12,7	14,6
Partly disagree	6	10,9	12,5
Partly agree	10	18,2	20,8
Agree	8	14,5	16,7
Strongly agree	6	10,9	12,5
Total	48	87,3	100,0
Missing System	7	12,7	
Total	55	100,0	

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

	Frequency	Percent	Valid Percent
Strongly disagree	4	7,3	7,4
Disagree	1	1,8	1,9
Partly disagree	4	7,3	7,4
Partly agree	6	10,9	11,1
Agree	16	29,1	29,6
Strongly agree	23	41,8	42,6
Total	54	98,2	100,0
Missing System	1	1,8	
Total	55	100,0	

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

	Frequency	Percent	Valid Percent
Strongly disagree	2	3,6	4,3
Disagree	6	10,9	12,8
Partly disagree	9	16,4	19,1
Partly agree	5	9,1	10,6
Agree	16	29,1	34,0
Strongly agree	9	16,4	19,1
Total	47	85,5	100,0
Missing System	8	14,5	
Total	55	100,0	

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

	Frequency	Percent	Valid Percent
Strongly agree	4	7,3	7,5
Agree	6	10,9	11,3
Partly agree	8	14,5	15,1
Partly disagree	8	14,5	15,1
Disagree	6	10,9	11,3
Strongly disagree	21	38,2	39,6
Total	53	96,4	100,0
Missing System	2	3,6	
Total	55	100,0	

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

	Frequency	Percent	Valid Percent
Strongly disagree	10	18,2	19,6
Disagree	11	20,0	21,6
Partly disagree	4	7,3	7,8
Partly agree	9	16,4	17,6
Agree	5	9,1	9,8
Strongly agree	12	21,8	23,5
Total	51	92,7	100,0
Missing System	4	7,3	
Total	55	100,0	

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

	Frequency	Percent	Valid Percent
Strongly disagree	10	18,2	19,2
Disagree	7	12,7	13,5
Partly disagree	5	9,1	9,6
Partly agree	6	10,9	11,5
Agree	9	16,4	17,3
Strongly agree	15	27,3	28,8
Total	52	94,5	100,0
Missing System	3	5,5	
Total	55	100,0	

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

	Frequency	Percent	Valid Percent
Strongly disagree	8	14,5	14,8
Disagree	8	14,5	14,8
Partly disagree	1	1,8	1,9
Partly agree	9	16,4	16,7
Agree	11	20,0	20,4
Strongly agree	17	30,9	31,5
Total	54	98,2	100,0
Missing System	1	1,8	
Total	55	100,0	

