

## 1 Background questions

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### Q1) Age

	N	Minimum	Maximum	Mean	Std. Deviation
Q1) Age	59	,00	70,00	37,8136	17,69617
N (listwise)	59				

### Q2) What is your gender

	Frequency	Percent	Valid Percent
Male	28	45,2	45,9
Female	33	53,2	54,1
Total	61	98,4	100,0
Missing System	1	1,6	
Total	62	100,0	

### Q3) What is your marital status

	Frequency	Percent	Valid Percent
Single	15	24,2	25,4
Married or partnership	35	56,5	59,3
Divorced	2	3,2	3,4
Widow or widower	1	1,6	1,7
Something else	6	9,7	10,2
Total	59	95,2	100,0
Missing System	3	4,8	
Total	62	100,0	

### Q4) Are you a parent?

	Frequency	Percent	Valid Percent
No	24	38,7	40,7
Yes	35	56,5	59,3
Total	59	95,2	100,0
Missing System	3	4,8	
Total	62	100,0	

**Q5) Academic degree**

	Frequency	Percent	Valid Percent
BA	2	3,2	3,3
Master	14	22,6	23,3
PhD	44	71,0	73,3
Total	60	96,8	100,0
Missing System	2	3,2	
Total	62	100,0	

**Q6) Type of contract**

	Frequency	Percent	Valid Percent
Part time	1	1,6	1,8
Full time	56	90,3	98,2
Total	57	91,9	100,0
Missing System	5	8,1	
Total	62	100,0	

**Q7) Are you on a substitute position?**

	Frequency	Percent	Valid Percent
No	57	91,9	100,0
Missing System	5	8,1	
Total	62	100,0	

**Q8) Duration of contract**

	Frequency	Percent	Valid Percent
Temporary position	41	66,1	68,3
Permanent position	19	30,6	31,7
Total	60	96,8	100,0
Missing System	2	3,2	
Total	62	100,0	

**Q9) Professional category**

	Frequency	Percent	Valid Percent
Graduate teaching assistant	4	6,5	7,0
Teaching assistant	9	14,5	15,8

	Assistant professor/PhD	16	25,8	28,1
	Lecturer			
	Associate professor	11	17,7	19,3
	Full professor	17	27,4	29,8
	Total	57	91,9	100,0
Missing	System	5	8,1	
Total		62	100,0	

#### Q10\_1: Hygiene, bathing

	Frequency	Percent	Valid Percent
Never	13	21,0	27,1
Less often than once a week	1	1,6	2,1
Once or twice a week	4	6,5	8,3
Several times a week	7	11,3	14,6
Every day	23	37,1	47,9
Total	48	77,4	100,0
Missing	System	14	22,6
Total	62	100,0	

#### Q10\_2: Feeding

	Frequency	Percent	Valid Percent
Never	9	14,5	18,4
Less often than once a week	4	6,5	8,2
Once or twice a week	7	11,3	14,3
Several times a week	10	16,1	20,4
Every day	19	30,6	38,8
Total	49	79,0	100,0
Missing	System	13	21,0
Total	62	100,0	

#### Q10\_3: Taking them to school

	Frequency	Percent	Valid Percent
Never	15	24,2	33,3
Less often than once a week	1	1,6	2,2
Once or twice a week	3	4,8	6,7

	Several times a week	8	12,9	17,8
	Every day	18	29,0	40,0
	Total	45	72,6	100,0
Missing	System	17	27,4	
Total		62	100,0	

#### Q10\_4: After-school activities

	Frequency	Percent	Valid Percent
Never	13	21,0	27,7
Less often than once a week	1	1,6	2,1
Once or twice a week	3	4,8	6,4
Several times a week	22	35,5	46,8
Every day	8	12,9	17,0
Total	47	75,8	100,0
Missing	System	15	24,2
Total	62	100,0	

#### Q10\_5: School tasks

	Frequency	Percent	Valid Percent
Never	13	21,0	29,5
Less often than once a week	3	4,8	6,8
Once or twice a week	6	9,7	13,6
Several times a week	11	17,7	25,0
Every day	11	17,7	25,0
Total	44	71,0	100,0
Missing	System	18	29,0
Total	62	100,0	

#### Q10\_6: Going to the park

	Frequency	Percent	Valid Percent
Never	12	19,4	25,0
Once or twice a week	11	17,7	22,9
Several times a week	14	22,6	29,2
Every day	11	17,7	22,9
Total	48	77,4	100,0
Missing	System	14	22,6

Total	62	100,0
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**Q10\_7: Other leisure activities**

	Frequency	Percent	Valid Percent
Never	10	16,1	21,7
Less often than once a week	2	3,2	4,3
Once or twice a week	10	16,1	21,7
Several times a week	17	27,4	37,0
Every day	7	11,3	15,2
Total	46	74,2	100,0
Missing System	16	25,8	
Total	62	100,0	

**Q10\_8: Cooking and housework**

	Frequency	Percent	Valid Percent
Never	4	6,5	8,7
Less often than once a week	2	3,2	4,3
Once or twice a week	11	17,7	23,9
Several times a week	15	24,2	32,6
Every day	14	22,6	30,4
Total	46	74,2	100,0
Missing System	16	25,8	
Total	62	100,0	

**Q10\_9: Caring for elderly/ disabled relatives**

	Frequency	Percent	Valid Percent
Never	16	25,8	35,6
Less often than once a week	7	11,3	15,6
Once or twice a week	7	11,3	15,6
Several times a week	9	14,5	20,0
Every day	6	9,7	13,3
Total	45	72,6	100,0
Missing System	17	27,4	
Total	62	100,0	

## 2 Cultural/general level

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### Q11\_1: It is acceptable for man to cry

	Frequency	Percent	Valid Percent
Totally disagree	1	1,6	1,6
Tend to agree	10	16,1	16,1
Totally agree	51	82,3	82,3
Total	62	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	4	6,5	6,5
Tend to agree	26	41,9	41,9
Tend to disagree	9	14,5	14,5
Totally disagree	23	37,1	37,1
Total	62	100,0	100,0

### Q11\_3: The most important role of a women is to take care of her home and family

	Frequency	Percent	Valid Percent
Totally agree	3	4,8	4,9
Tend to agree	21	33,9	34,4
Tend to disagree	10	16,1	16,4
Totally disagree	27	43,5	44,3
Total	61	98,4	100,0
Missing System	1	1,6	
Total	62	100,0	

### Q11\_4: The most important role of a man is to earn money

	Frequency	Percent	Valid Percent
Tend to agree	17	27,4	27,4
Tend to disagree	13	21,0	21,0
Totally disagree	32	51,6	51,6
Total	62	100,0	100,0

### Q12\_1: Gender equality has been achieved in \_\_\_\_\_ (inscribe a particular Consortium university and

delete this) in politics

	Frequency	Percent	Valid Percent
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	Totally disagree	12	19,4	20,3
	Tend to disagree	15	24,2	25,4
	Tend to agree	23	37,1	39,0
	Totally agree	9	14,5	15,3
	Total	59	95,2	100,0
Missing	System	3	4,8	
Total		62	100,0	

**Q12\_2: Gender equality has been achieved in \_\_\_\_\_ at work**

	Frequency	Percent	Valid Percent
Totally disagree	7	11,3	11,9
Tend to disagree	14	22,6	23,7
Tend to agree	32	51,6	54,2
Totally agree	6	9,7	10,2
Total	59	95,2	100,0
Missing	System	3	4,8
Total	62	100,0	

**Q12\_3: Gender equality has been achieved in \_\_\_\_\_ in leadership positions in companies and other organizations**

	Frequency	Percent	Valid Percent
Totally disagree	14	22,6	23,0
Tend to disagree	19	30,6	31,1
Tend to agree	23	37,1	37,7
Totally agree	5	8,1	8,2
Total	61	98,4	100,0
Missing	System	1	1,6
Total	62	100,0	

**Q13\_1: Promoting gender equality is important to ensure a fair and democratic society**

	Frequency	Percent	Valid Percent
Totally disagree	1	1,6	1,6
Tend to disagree	4	6,5	6,5
Tend to agree	13	21,0	21,0
Totally agree	44	71,0	71,0
Total	62	100,0	100,0

**Q13\_2: Promoting gender equality is important for companies and for the economy**

	Frequency	Percent	Valid Percent
Totally disagree	1	1,6	1,6
Tend to disagree	7	11,3	11,5
Tend to agree	18	29,0	29,5
Totally agree	35	56,5	57,4
Total	61	98,4	100,0
Missing System	1	1,6	
Total	62	100,0	

**Q13\_3: Promoting gender equality is important for your faculty**

	Frequency	Percent	Valid Percent
Totally disagree	1	1,6	1,6
Tend to disagree	5	8,1	8,1
Tend to agree	12	19,4	19,4
Totally agree	44	71,0	71,0
Total	62	100,0	100,0

**Q13\_4: Promoting gender equality is important for you personally**

	Frequency	Percent	Valid Percent
Totally disagree	2	3,2	3,3
Tend to disagree	3	4,8	4,9
Tend to agree	20	32,3	32,8
Totally agree	36	58,1	59,0
Total	61	98,4	100,0
Missing System	1	1,6	
Total	62	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	62	1,00	5,00	3,4032	1,24742
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Respondents are between the stated attitudes.

	N	Minimum	Maximum	Mean	Std. Deviation
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	62	2,00	5,00	4,6129	,83675

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	62	1,00	5,00	4,4032	1,29892

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

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**Q15\_1: In general, men and women are equally well represented (in terms of numbers) in my faculty**

	Frequency	Percent	Valid Percent
Strongly disagree	7	11,3	11,5
Disagree	1	1,6	1,6
Partly disagree	4	6,5	6,6
Partly agree	13	21,0	21,3
Agree	16	25,8	26,2
Strongly agree	20	32,3	32,8
Total	61	98,4	100,0
Missing System	1	1,6	
Total	62	100,0	

**Q15\_2: In general, men and women are treated equally in my faculty**

	Frequency	Percent	Valid Percent
Strongly disagree	3	4,8	4,8
Disagree	5	8,1	8,1
Partly disagree	3	4,8	4,8
Partly agree	12	19,4	19,4
Agree	23	37,1	37,1
Strongly agree	16	25,8	25,8
Total	62	100,0	100,0

**Q15\_3: My faculty is committed to promoting gender equality**

	Frequency	Percent	Valid Percent
Strongly disagree	1	1,6	1,7
Disagree	7	11,3	11,7
Partly disagree	5	8,1	8,3
Partly agree	12	19,4	20,0
Agree	20	32,3	33,3
Strongly agree	15	24,2	25,0
Total	60	96,8	100,0
Missing System	2	3,2	
Total	62	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	6,5	6,9
Disagree	11	17,7	19,0

	Partly disagree	1	1,6	1,7
	Partly agree	13	21,0	22,4
	Agree	13	21,0	22,4
	Strongly agree	16	25,8	27,6
	Total	58	93,5	100,0
Missing	System	4	6,5	
Total		62	100,0	

**Q15\_5: My faculty is responsive to concerns about gender equality**

	Frequency	Percent	Valid Percent	
	Strongly disagree	2	3,2	3,4
	Partly disagree	1	1,6	1,7
	Partly agree	18	29,0	31,0
	Agree	22	35,5	37,9
	Strongly agree	15	24,2	25,9
	Total	58	93,5	100,0
Missing	System	4	6,5	
Total		62	100,0	

**Q16\_1: Allocation of desirable and sought-after tasks or roles are distributed independently from gender**

	Frequency	Percent	Valid Percent	
	Strongly disagree	3	4,8	5,1
	Partly disagree	5	8,1	8,5
	Partly agree	13	21,0	22,0
	Agree	20	32,3	33,9
	Strongly agree	18	29,0	30,5
	Total	59	95,2	100,0
Missing	System	3	4,8	
Total		62	100,0	

**Q16\_2: Distribution of office space are done independently from gender**

	Frequency	Percent	Valid Percent	
	Strongly disagree	1	1,6	1,7
	Disagree	3	4,8	5,0
	Partly disagree	3	4,8	5,0
	Partly agree	5	8,1	8,3
	Agree	24	38,7	40,0
	Strongly agree	24	38,7	40,0

Total	60	96,8	100,0
Missing System	2	3,2	
Total	62	100,0	

**Q16\_3 Mentoring and/or other guidance in making career decisions are done independently from gender**

	Frequency	Percent	Valid Percent
Strongly disagree	2	3,2	3,4
Disagree	2	3,2	3,4
Partly agree	3	4,8	5,2
Agree	24	38,7	41,4
Strongly agree	27	43,5	46,6
Total	58	93,5	100,0
Missing System	4	6,5	
Total	62	100,0	

**Q16\_4: Representation in senior positions are done independently from gender**

	Frequency	Percent	Valid Percent
Strongly disagree	1	1,6	1,8
Disagree	5	8,1	8,9
Partly disagree	3	4,8	5,4
Partly agree	18	29,0	32,1
Agree	13	21,0	23,2
Strongly agree	16	25,8	28,6
Total	56	90,3	100,0
Missing System	6	9,7	
Total	62	100,0	

**Q16\_5: Allocation of administrative tasks are done independently from gender**

	Frequency	Percent	Valid Percent
Strongly disagree	2	3,2	3,5
Disagree	5	8,1	8,8
Partly disagree	5	8,1	8,8
Partly agree	14	22,6	24,6
Agree	16	25,8	28,1
Strongly agree	15	24,2	26,3
Total	57	91,9	100,0
Missing System	5	8,1	
Total	62	100,0	

**Q17\_ 1: Attention from senior management are done independently from gender**

	Frequency	Percent	Valid Percent
Strongly disagree	2	3,2	3,4
Disagree	5	8,1	8,6
Partly disagree	6	9,7	10,3
Partly agree	6	9,7	10,3
Agree	23	37,1	39,7
Strongly agree	16	25,8	27,6
Total	58	93,5	100,0
Missing System	4	6,5	
Total	62	100,0	

**Q17\_ 2: Access to informal circles of influence are done independently from gender**

	Frequency	Percent	Valid Percent
Strongly disagree	5	8,1	9,1
Disagree	5	8,1	9,1
Partly disagree	2	3,2	3,6
Partly agree	15	24,2	27,3
Agree	16	25,8	29,1
Strongly agree	12	19,4	21,8
Total	55	88,7	100,0
Missing System	7	11,3	
Total	62	100,0	

**Q17\_ 3: Receiving positive feedback from management are done independently from gender**

	Frequency	Percent	Valid Percent
Strongly disagree	1	1,6	1,8
Partly disagree	3	4,8	5,4
Partly agree	9	14,5	16,1
Agree	23	37,1	41,1
Strongly agree	20	32,3	35,7
Total	56	90,3	100,0
Missing System	6	9,7	
Total	62	100,0	

**Q17\_4: Recruitment and selections for academic posts are done independently from gender**

	Frequency	Percent	Valid Percent
Strongly disagree	1	1,6	1,7
Disagree	4	6,5	6,7
Partly disagree	5	8,1	8,3
Partly agree	6	9,7	10,0
Agree	26	41,9	43,3
Strongly agree	18	29,0	30,0
Total	60	96,8	100,0
Missing System	2	3,2	
Total	62	100,0	

**Q17\_5: Promotion decisions are done independently from gender**

	Frequency	Percent	Valid Percent
Strongly disagree	1	1,6	1,7
Partly disagree	2	3,2	3,4
Partly agree	5	8,1	8,6
Agree	27	43,5	46,6
Strongly agree	23	37,1	39,7
Total	58	93,5	100,0
Missing System	4	6,5	
Total	62	100,0	

**Q18\_1: Allocation of formal training and career development opportunities are done independently from gender**

	Frequency	Percent	Valid Percent
Strongly disagree	2	3,2	3,6
Partly agree	7	11,3	12,5
Agree	22	35,5	39,3
Strongly agree	25	40,3	44,6
Total	56	90,3	100,0
Missing System	6	9,7	
Total	62	100,0	

**Q18\_2: Allocation of teaching are done independently from gender**

	Frequency	Percent	Valid Percent
Strongly disagree	1	1,6	1,7
Disagree	2	3,2	3,4

	Partly disagree	2	3,2	3,4
	Partly agree	7	11,3	12,1
	Agree	25	40,3	43,1
	Strongly agree	21	33,9	36,2
	Total	58	93,5	100,0
Missing	System	4	6,5	
Total		62	100,0	

**Q18\_3: Participation in projects are done independently from gender**

	Frequency	Percent	Valid Percent	
	Strongly disagree	2	3,2	3,4
	Partly disagree	1	1,6	1,7
	Partly agree	5	8,1	8,6
	Agree	21	33,9	36,2
	Strongly agree	29	46,8	50,0
	Total	58	93,5	100,0
Missing	System	4	6,5	
Total		62	100,0	

**Q18\_4: Invitations to lectures, conferences, etc. are done independently from gender**

	Frequency	Percent	Valid Percent	
	Strongly disagree	1	1,6	1,7
	Disagree	1	1,6	1,7
	Partly agree	2	3,2	3,3
	Agree	27	43,5	45,0
	Strongly agree	29	46,8	48,3
	Total	60	96,8	100,0
Missing	System	2	3,2	
Total		62	100,0	

**Q18\_5: Appointments to editorships of journals are done independently from gender**

	Frequency	Percent	Valid Percent	
	Strongly disagree	2	3,2	3,4
	Disagree	1	1,6	1,7
	Partly disagree	1	1,6	1,7
	Partly agree	4	6,5	6,9
	Agree	21	33,9	36,2
	Strongly agree	29	46,8	50,0

Total	58	93,5	100,0
Missing System	4	6,5	
Total	62	100,0	

**Q19\_1: My supervisor has understanding for my caring responsibilities (at home, for children and elderly...)**

	Frequency	Percent	Valid Percent
Strongly disagree	2	3,2	3,9
Disagree	3	4,8	5,9
Partly agree	8	12,9	15,7
Agree	15	24,2	29,4
Strongly agree	23	37,1	45,1
Total	51	82,3	100,0
Missing System	11	17,7	
Total	62	100,0	

**Q19\_2: My faculty has policies put in place (effective) for life-work balancing**

	Frequency	Percent	Valid Percent
Strongly disagree	2	3,2	3,6
Disagree	5	8,1	8,9
Partly disagree	7	11,3	12,5
Partly agree	9	14,5	16,1
Agree	20	32,3	35,7
Strongly agree	13	21,0	23,2
Total	56	90,3	100,0
Missing System	6	9,7	
Total	62	100,0	

**Q19\_3: My work schedule allows me to spend time with my family and friends**

	Frequency	Percent	Valid Percent
Strongly disagree	1	1,6	1,7
Partly disagree	2	3,2	3,3
Partly agree	10	16,1	16,7
Agree	26	41,9	43,3
Strongly agree	21	33,9	35,0
Total	60	96,8	100,0
Missing System	2	3,2	
Total	62	100,0	

**Q19\_4: I am able to set boundaries between work and life**

	Frequency	Percent	Valid Percent
Strongly disagree	2	3,2	3,3
Disagree	2	3,2	3,3
Partly disagree	3	4,8	5,0
Partly agree	14	22,6	23,3
Agree	21	33,9	35,0
Strongly agree	18	29,0	30,0
Total	60	96,8	100,0
Missing System	2	3,2	
Total	62	100,0	

**Q19\_5: I am satisfied with my work-life balance**

	Frequency	Percent	Valid Percent
Strongly disagree	2	3,2	3,3
Disagree	3	4,8	4,9
Partly disagree	3	4,8	4,9
Partly agree	13	21,0	21,3
Agree	23	37,1	37,7
Strongly agree	17	27,4	27,9
Total	61	98,4	100,0
Missing System	1	1,6	
Total	62	100,0	

**Q20) Have you been on parental leave**

	Frequency	Percent	Valid Percent
No	43	69,4	74,1
Yes	15	24,2	25,9
Total	58	93,5	100,0
Missing System	4	6,5	
Total	62	100,0	

**Q20\_1: Keeping in touch with the department while away**

	Frequency	Percent	Valid Percent
Does not exist	3	4,8	18,8
Informally	10	16,1	62,5
Exist and are implemented	3	4,8	18,8

Total		16	25,8	100,0
Missing	System	46	74,2	
Total		62	100,0	

**Q20\_2: Flexible working hours**

		Frequency	Percent	Valid Percent
	Does not exist	3	4,8	20,0
	Informally	6	9,7	40,0
	Exist and are implemented	6	9,7	40,0
	Total	15	24,2	100,0
Missing	System	47	75,8	
Total		62	100,0	

**Q20\_3: Initial part-time working building up to full time**

		Frequency	Percent	Valid Percent
	Does not exist	5	8,1	55,6
	Informally	2	3,2	22,2
	Exist and are implemented	2	3,2	22,2
	Total	9	14,5	100,0
Missing	System	53	85,5	
Total		62	100,0	

**Q20\_4: Lower initial teaching load**

		Frequency	Percent	Valid Percent
	Does not exist	6	9,7	42,9
	Informally	5	8,1	35,7
	Exist and are implemented	3	4,8	21,4
	Total	14	22,6	100,0
Missing	System	48	77,4	
Total		62	100,0	

**Q20\_5: Lower initial administrative load**

		Frequency	Percent	Valid Percent
	Does not exist	2	3,2	15,4
	Informally	9	14,5	69,2
	Exist and are implemented	2	3,2	15,4
	Total	13	21,0	100,0
Missing	System	49	79,0	

Total	62	100,0
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**Q20\_6: Lower initial research supervision**

	Frequency	Percent	Valid Percent
Does not exist	11	17,7	68,8
Informally	4	6,5	25,0
Exist and are implemented	1	1,6	6,3
Total	16	25,8	100,0
Missing System	46	74,2	
Total	62	100,0	

**Q20\_7: Parent's network, support group at work**

	Frequency	Percent	Valid Percent
Does not exist	13	21,0	81,3
Informally	2	3,2	12,5
Exist, but not implemented	1	1,6	6,3
Total	16	25,8	100,0
Missing System	46	74,2	
Total	62	100,0	

**Q20\_8: Additional block of shared parental leave**

	Frequency	Percent	Valid Percent
Does not exist	3	4,8	37,5
Informally	1	1,6	12,5
Exist, but not implemented	1	1,6	12,5
Exist and are implemented	3	4,8	37,5
Total	8	12,9	100,0
Missing System	54	87,1	
Total	62	100,0	

**Q20\_9: Facilities for continued baby care**

	Frequency	Percent	Valid Percent
Does not exist	17	27,4	100,0
Missing System	45	72,6	
Total	62	100,0	

**Q20\_10: Childcare services at workplace**

	Frequency	Percent	Valid Percent
Does not exist	17	27,4	100,0
Missing System	45	72,6	
Total	62	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	49	79,0	79,0
I asked for information, but received none	1	1,6	1,6
I asked for and received information	7	11,3	11,3
Information was provided without asking	5	8,1	8,1
Total	62	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	59	95,2	95,2
I asked for and received information	2	3,2	3,2
Information was provided without asking	1	1,6	1,6
Total	62	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	87,1	87,1
I asked for information, but received none	1	1,6	1,6
I asked for and received information	2	3,2	3,2
Information was provided without asking	5	8,1	8,1

Total	62	100,0	100,0
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**Q21\_4: Time off for antenatal appointments**

	Frequency	Percent	Valid Percent
They did not provide information and I did not ask	57	91,9	91,9
I asked for and received information	3	4,8	4,8
Information was provided without asking	2	3,2	3,2
Total	62	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	46	74,2	74,2
I asked for and received information	13	21,0	21,0
Information was provided without asking	3	4,8	4,8
Total	62	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	54	87,1	87,1
I asked for and received information	6	9,7	9,7
Information was provided without asking	2	3,2	3,2
Total	62	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	59	95,2	95,2
I asked for and received information	2	3,2	3,2

Information was provided without asking	1	1,6	1,6
Total	62	100,0	100,0

**Q22\_1 Sexist behavior is tolerated at my faculty**

	Frequency	Percent	Valid Percent
Strongly disagree	7	11,3	11,9
Disagree	16	25,8	27,1
Partly disagree	8	12,9	13,6
Partly agree	12	19,4	20,3
Agree	11	17,7	18,6
Strongly agree	5	8,1	8,5
Total	59	95,2	100,0
Missing System	3	4,8	
Total	62	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	5	8,1	8,9
Disagree	15	24,2	26,8
Partly disagree	2	3,2	3,6
Partly agree	19	30,6	33,9
Agree	13	21,0	23,2
Strongly agree	2	3,2	3,6
Total	56	90,3	100,0
Missing System	6	9,7	
Total	62	100,0	

**Q22\_3 Sexual harassment occurs at my faculty**

	Frequency	Percent	Valid Percent
Strongly disagree	4	6,5	8,5
Disagree	15	24,2	31,9
Partly disagree	3	4,8	6,4
Partly agree	11	17,7	23,4
Agree	13	21,0	27,7
Strongly agree	1	1,6	2,1
Total	47	75,8	100,0

Missing	System	15	24,2
Total		62	100,0

**Q22\_4 Sexual harassment of students by the teaching staff occurs at my faculty**

	Frequency	Percent	Valid Percent
Strongly disagree	4	6,5	9,3
Disagree	12	19,4	27,9
Partly disagree	4	6,5	9,3
Partly agree	10	16,1	23,3
Agree	11	17,7	25,6
Strongly agree	2	3,2	4,7
Total	43	69,4	100,0
Missing	System	19	30,6
Total	62	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	7	11,3	14,3
Disagree	20	32,3	40,8
Partly disagree	3	4,8	6,1
Partly agree	10	16,1	20,4
Agree	7	11,3	14,3
Strongly agree	2	3,2	4,1
Total	49	79,0	100,0
Missing	System	13	21,0
Total	62	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	5	8,1	10,2
Disagree	17	27,4	34,7
Partly disagree	4	6,5	8,2
Partly agree	7	11,3	14,3
Agree	13	21,0	26,5
Strongly agree	3	4,8	6,1
Total	49	79,0	100,0
Missing	System	13	21,0

Total	62	100,0
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## 4 Educational level

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### Q23\_1: Curricula at my faculty are gender sensitive

	Frequency	Percent	Valid Percent
Strongly disagree	4	6,5	8,2
Disagree	14	22,6	28,6
Partly disagree	5	8,1	10,2
Partly agree	15	24,2	30,6
Agree	8	12,9	16,3
Strongly agree	3	4,8	6,1
Total	49	79,0	100,0
Missing System	13	21,0	
Total	62	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	6	9,7	11,3
Disagree	11	17,7	20,8
Partly disagree	3	4,8	5,7
Partly agree	16	25,8	30,2
Agree	12	19,4	22,6
Strongly agree	5	8,1	9,4
Total	53	85,5	100,0
Missing System	9	14,5	
Total	62	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	3	4,8	5,1
Disagree	4	6,5	6,8
Partly disagree	1	1,6	1,7
Partly agree	19	30,6	32,2
Agree	18	29,0	30,5

	Strongly agree	14	22,6	23,7
	Total	59	95,2	100,0
Missing	System	3	4,8	
Total		62	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	3,2	3,5
Disagree	5	8,1	8,8
Partly disagree	9	14,5	15,8
Partly agree	11	17,7	19,3
Agree	26	41,9	45,6
Strongly agree	4	6,5	7,0
Total	57	91,9	100,0
Missing	System	5	8,1
Total	62	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	3	4,8	5,2
Agree	8	12,9	13,8
Partly agree	5	8,1	8,6
Partly disagree	16	25,8	27,6
Disagree	14	22,6	24,1
Strongly disagree	12	19,4	20,7
Total	58	93,5	100,0
Missing	System	4	6,5
Total	62	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	4	6,5	6,8
Disagree	6	9,7	10,2
Partly disagree	5	8,1	8,5
Partly agree	17	27,4	28,8
Agree	22	35,5	37,3
Strongly agree	5	8,1	8,5

	Total	59	95,2	100,0
Missing	System	3	4,8	
Total		62	100,0	

**Q23\_7: Introducing gender perspective in higher education curricula should be regulated by law**

	Frequency	Percent	Valid Percent
Strongly disagree	7	11,3	12,7
Disagree	11	17,7	20,0
Partly disagree	2	3,2	3,6
Partly agree	14	22,6	25,5
Agree	15	24,2	27,3
Strongly agree	6	9,7	10,9
Total	55	88,7	100,0
Missing	System	7	11,3
Total	62	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	7	11,3	12,1
Disagree	5	8,1	8,6
Partly disagree	6	9,7	10,3
Partly agree	10	16,1	17,2
Agree	21	33,9	36,2
Strongly agree	9	14,5	15,5
Total	58	93,5	100,0
Missing	System	4	6,5
Total	62	100,0	