



INTERNATIONAL JOURNAL OF CREATIVE RESEARCH THOUGHTS (IJCRT)

An International Open Access, Peer-reviewed, Refereed Journal

Exploring Gender Roles and Attitudes Towards Equity Among the Married Population

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ABSTRACT

This research examines the perceptions of gender roles and attitudes toward equity among married individuals. Gaining insight into these concepts is crucial for evaluating the coexistence of traditional and progressive viewpoints in contemporary society, as well as their influence on both social dynamics and domestic interactions. Employing a quantitative methodology, the study focused on married individuals, gathering data through the Gender Role Attitude Scale (GRAS; Zeyneloğlu & Terzioğlu, 2011) and the Gender Equity Scale (Kostick, Schensul, Singh, Pelto, & Saggurti, 2011). These tools were designed to assess personal beliefs and perceptions related to gender roles and equity across various life domains. The anticipated outcomes of this study aim to deepen the understanding of contemporary gender norms among married adults. These findings will offer valuable insights for educators, policymakers, and social organizations engaged in efforts to challenge traditional gender constructs and foster practices that promote equality and inclusivity in both social and household environments.

Keywords: Gender roles, Gender equity, Married individuals, GRAS, Gender Equity Scale, Social perceptions.

CHAPTER I

Introduction

Gender Role

Gender roles are shaped by the varying expectations that individuals, groups, and societies hold regarding behaviour based on sex, as well as the values and beliefs each society has about gender. These roles form as the result of interactions between the individuals and their environments, providing information about what behaviours are considered appropriate for each sex. According to Blackstone (2003), these norms are internalised within us early in life through language, socialisation, visuals, and cultural contexts, often reinforcing hierarchies and structural inequalities. (Blackstone, 2003).

Dimensions Of the Gender Roles Attitude Scale (GRAS)

The Gender Roles Attitude Scale (GRAS), developed by Zeyneloğlu and Terzioğlu (2011), is designed to assess individuals' perceptions of gender norms across family, social, and professional life. The scale consists of 38 items grouped into five dimensions.

Egalitarian Gender Roles

This dimension measures attitudes that support equality between men and women in decision-making, household responsibilities, education, and professional opportunities.

Female Gender Roles

This dimension captures societal expectations, freedoms, and restrictions specifically imposed on women. It reflects traditional cultural attitudes toward women's sexuality, mobility, independence, and motherhood.

Marriage Gender Roles

This dimension examines gender-based norms within marriage, focusing on authority, fidelity, reproduction, and sexual autonomy. It also highlights whether marriage is viewed as a partnership or as a male-dominated institution.

Traditional Gender Roles

This dimension assesses adherence to conventional beliefs that position men as breadwinners and women as homemakers. It includes stereotypical views about professions, employment, and household authority.

Male Gender Roles

This dimension reflects patriarchal values that grant men greater authority, privilege, and control in education, employment, and family life.

Theoretical Perspective on Gender Roles

Gender Schema Theory

Sandra Bem's Gender Schema Theory, introduced in 1981, posits that individuals create cognitive frameworks known as gender schemas influenced by societal norms and expectations. These schemas significantly impact how we interpret information related to gender and guide our behaviours. For example, children may observe a mother washing dishes and label this behaviour as "feminine," internalising such notions and reinforcing traditional gender roles. Understanding this theory emphasises the importance of questioning and re-evaluating societal norms to encourage personal growth and development. (Bem, 1981)

Ambivalent Sexism Theory

Developed by Glick and Fiske in the mid-1990s, Ambivalent Sexism Theory identifies two interconnected forms of sexism. The first, Hostile Sexism, includes overtly negative perceptions, such as viewing women as incompetent or manipulative. The second, Benevolent Sexism, features seemingly positive stereotypes, like viewing women as pure or in need of protection. While these attitudes might seem contradictory, they actually reinforce women's lower status and pose significant barriers to gender equality, often going unnoticed in social interactions. (Glick and Fiske, 1996)

Role Congruity Theory

Eagly and Karau's Role Congruity Theory, proposed in 2002, asserts that prejudice arises when gender stereotypes conflict with the expected traits of individuals in certain roles, especially leadership. Leadership is frequently associated with masculinity, leading to beliefs that women do not fit these roles. This bias affects both the selection and evaluation of women leaders. The theory underscores the lack of female representation in various fields and suggests that these biases can be alleviated when women in leadership roles combine communal and agentic qualities. (Eagly and Karau, 2002)

Gender Polarization

Sandra Bem's concept of Gender Polarisation addresses the cultural exaggeration of differences between men and women. This tendency encourages rigid behaviours and expectations, resulting in minimal overlap between genders. Recognizing Gender polarisation is crucial to understanding how strict binary norms can restrict individual potential and hinder equity. (Bem, 1981)

Historical Development of Gender Roles Across Cultures

The evolution of gender roles has varied significantly across different cultures, often reflecting labour divisions and power dynamics within society. In early agricultural societies, gender roles were often practical—men engaged in physically demanding tasks and defence, while women took on caregiving and domestic responsibilities. Over time, these roles became deeply ingrained through cultural narratives, myths, and social structures that established male dominance and female subordination. However, it is important to recognise that gender roles are not static; they have changed throughout history and continue to evolve across different cultures. (England, 2010)

Socialisation and Cultural Transmission

Socialization Processes

Family

The process of shaping gender roles begins during childhood, primarily within the family unit. Children observe how responsibilities are divided among parents, allowing them to internalise expectations of what is considered appropriate behaviour for males and females. For instance, boys may be motivated to engage in competitive or outdoor activities, while girls are often directed toward caregiving and collaboration.

Schools

Schools play a significant role in reinforcing gender roles through their curricula, teacher expectations, and peer interactions. Research indicates that teachers might accidentally guide boys toward subjects like mathematics and science, while encouraging girls to indulge in reading and nurturing skills. These dynamics influence educational trajectories that correspond with gender, impacting future career possibilities.

Media

Another influential factor in socialisation is the media. Depictions in television shows, advertisements, and online platforms often portray men as dynamic and authoritative, whereas women are commonly represented in caregiving roles or in objectified contexts. Such portrayals help solidify gender stereotypes and perpetuate unequal perceptions of what is deemed appropriate for each gender. (Connell & Messerschmidt, 2005)

The Role of Parental Attitudes in Shaping Children's Gender Role Beliefs

Research demonstrates that children internalise gender norms from parents, impacting their beliefs and aspirations. For example, Marks, Lam, and McHale (2009) identified distinct family patterns in gender role attitudes—families where parents and children held egalitarian views fostered more flexible, equity-oriented beliefs among children, while traditional patterns were linked to gender-stereotyped outlooks.

Gender Role Portrayals in Children's Literature and Their Effects on Equity Attitudes

Children's books play a key role in how young readers understand gender roles. Studies have found that female characters are often not shown enough or are depicted in passive roles, while male characters are more commonly portrayed as active and in charge. These traditional portrayals help children accept and follow traditional gender norms, which may affect how they support or oppose gender equity in the future. On the other hand, when children read stories that show inclusive and equal gender roles, they are more likely to develop attitudes that are open to equality (Hamilton et al., 2006).

Gender Role Socialisation in Single-Parent Vs. Dual-Parent Households

Children who grow up in single-parent households often develop more flexible and less traditional views on gender roles compared to those from two-parent homes, where traditional gender roles are often more strictly enforced. For example, research suggests that single-parent families, due to their circumstances, often encourage children to be more versatile in their roles and model gender in a less divided way (Chen et al., 2024). This adaptability can lead to more equal attitudes toward gender, in contrast to the more fixed gender roles taught in dual-parent households.

Traditional Vs. Contemporary Roles

Although traditional gender roles continue to shape societal expectations, recent developments have led to significant changes. The increased participation of women in the workforce, higher education, and politics has blurred the lines between male and female domains. Feminist movements around the world have played a crucial role in challenging patriarchal structures and advocating for rights related to reproduction, equal pay, and political engagement.

Despite these advancements, structural inequalities remain. Issues like the persistent gender wage gap, the underrepresentation of women in leadership positions, and the unequal division of household responsibilities reflect the deep-rooted nature of traditional roles. Additionally, men are facing new pressures to balance the expectations of being the primary earners with the demands for emotional expression and involvement in caregiving.

At the same time, the forces of globalisation and digital media are reshaping gender roles. Exposure to various cultural perspectives has led to new and blended models of masculinity and femininity, while social media offers avenues for questioning and reinterpreting traditional roles. Furthermore, an increasing recognition of non-binary and transgender identities expands the understanding of gender beyond a binary framework, paving the way for more inclusive discussions on equity.

Equity

The World Health Organisation (WHO, 2010) describes equity as the elimination of preventable or correctable disparities among groups of people, regardless of whether these groups are categorised by social, economic, demographic, or geographic factors. (World Health Organisation: WHO, 2021)

Difference Between Equity and Equality

Equality provides the same resources or opportunities to all individuals or groups, while equity takes into account the unique circumstances of each person and distributes resources and opportunities in a way that enables everyone to achieve fair outcomes. (Juda, 2022)

Gender Equity

Gender equity refers to fair treatment tailored to the specific needs of women, men, and individuals of diverse genders—recognising that different starting points require different supports for achieving similar outcomes. (Mencarini, 2023)

Kabeer (2005) argues that gender equity requires not only formal equality in policies but also substantive equality in outcomes, such as women's empowerment, agency, and voice in decision-making processes.

Contextual Impacts of Gender Roles on Equity

The Impact of Traditional Gender Roles on Attitudes Toward Workplace Equity

Traditional gender roles—such as men as breadwinners and women as caregivers—significantly influence employees' and employers' attitudes toward workplace gender equity policies. Research shows that cultural values and individual conformity to traditional roles can predict preferences for or resistance to gender equity initiatives in professional settings (Siddiqi, 2023). Additionally, organisational structures that mirror traditional gender norms contribute to persistent inequities in leadership and promotion, as well as biased decision-making within HR practices (Reynolds et al., 2015).

Gender Role Socialisation and Its Effect on Support for Educational Equity

Socialisation processes often reinforce stereotypical expectations—boys are encouraged to be assertive and girls to be nurturing—which influence academic motivations and perceptions of fair educational opportunities (Martin & Ruble, 2004). Schools can either reinforce traditional roles or serve as contexts for promoting equity, depending on teachers' attitudes and curriculum.

Cross-Cultural Comparisons of Gender Roles and Attitudes Toward Gender Equity

Cultural norms profoundly shape gender role expectations and attitudes toward gender equity. Research comparing societies shows that cultures high in traditionalism and conformity are less supportive of gender equity than those with more egalitarian cultural values (Siddiqi, 2023). The intersection of culture and gender roles complicates the universality of equity policies, requiring culturally sensitive approaches.

The Role of Media in Shaping Gender Role Attitudes and Equity Perspectives

The media serves as a powerful socialisation agent that shapes public perceptions of gender roles and attitudes toward equity. Media portrayals often reinforce traditional stereotypes by depicting men as strong, assertive leaders and women as nurturing caregivers, which influences viewers' beliefs about appropriate gender behaviour (Gill, 2016).

The Influence of Social Media on Young Adults' Gender Role Attitudes

Social media platforms are becoming increasingly important in shaping how young adults view gender roles. These online spaces can both reinforce traditional gender stereotypes and offer opportunities to challenge them and promote equality. Research indicates that when young adults are exposed to a variety of nontraditional gender portrayals on social media, they are more likely to support equal and fair gender roles (van Oosten, Vandenbosch, & Peter, 2017).

Political, Legal, And Social Domains

The Impact of Gender Roles on Political Attitudes Toward Gender Equity Legislation

Gender role beliefs strongly influence political attitudes and support for legislation related to gender equity. Supporters of traditional roles are less likely to favour policies such as paid parental leave, affirmative action, or anti-discrimination laws (Eagly & Wood, 2012).

Gender Roles And Attitudes Toward Reproductive Rights and Equity

Support for reproductive rights, such as access to contraception and abortion, is closely connected to people's beliefs about gender roles. In the United States, individuals who use gender-inclusive terms like "pregnant person" tend to support reproductive rights more strongly and show less sexism (Reiman, 2025). This shows how having progressive views on gender can lead to stronger support for reproductive equity and challenge traditional gender expectations.

The Role of Gender Role Attitudes In Shaping Responses To Gender-Based Violence

Traditional perspectives on gender roles—particularly those that endorse male dominance and female submission—are strongly associated with greater acceptance of gender-based violence and reduced support for victims. A recent review of studies found that rigid gender expectations, both hostile and benevolent sexism, and acceptance of rape myths are significantly linked to victim-blaming, minimising the trauma experienced by survivors, and reluctance to hold perpetrators accountable (Trottier et al., 2025). Among adolescent boys, those with more egalitarian gender attitudes are more likely to intend to seek consent before sexual activity, whereas those who endorse rape myths and perceive peer approval of violent behaviour are less likely to prioritise consent (Dunn & Orchowski, 2022).

Collectively, these findings illustrate how gender role beliefs shape responses to violence and underscore the importance of addressing traditional gender attitudes in violence prevention efforts.

Gender Roles In Family and Couple Dynamics

Gender Roles And Attitudes Toward Domestic Labour Division in Married Couples

Gender role attitudes significantly influence the distribution of household responsibilities within marriages. Couples endorsing traditional beliefs tend to exhibit unequal divisions of domestic labour, with women performing a disproportionate share. Conversely, egalitarian attitudes are associated with more balanced sharing of household tasks, which in turn fosters greater marital satisfaction and perceptions of fairness (Shelton & John, 1996; Cunningham, 2007).

The Second Shift

The second shift describes the unequal division of household and caregiving responsibilities that women disproportionately shoulder in addition to paid employment. Despite increasing participation in the workforce, women are still primarily expected to manage childcare, cooking, and housework. This results in a "double burden" that undermines career advancement, work-life balance, and psychological well-being (Hochschild & Machung, 2012). Evidence indicates that although men's contributions to domestic labour have increased modestly, they have not kept pace with women's workforce involvement,

perpetuating gender inequities and shaping attitudes toward equity (Bianchi, Sayer, Milkie, & Robinson, 2012).

Motherhood Penalty and Fatherhood Bonus

The motherhood penalty refers to the systematic disadvantages mothers face in the labour market compared to women without children. Mothers are often judged as less competent, committed, and promotable—even when equally qualified and productive. Employers may assume reduced availability and dedication, leading to hiring biases, wage gaps, and stalled career progression (Correll, Benard, & Paik, 2007).

In contrast, men often experience a fatherhood bonus, where fatherhood is associated with stability, responsibility, and commitment, resulting in advantages in pay and promotion. This asymmetry highlights how workplace norms remain shaped by traditional gender expectations, reinforcing inequities in opportunities and leadership outcomes (Budig & Hodges, 2010).

Psychological And Individual Outcomes

Gender Role Expectations and Mental Health Outcomes Among Adolescents

Adolescents internalising rigid gender roles exhibit poorer mental health outcomes, with boys often discouraged from expressing emotions, leading to higher risks of externalising behaviours, and girls facing pressures related to appearance and compliance associated with depression/anxiety (Mahalik et al., 2005).

The Impact of Education Level On Gender Role Attitudes and Support for Equity

Kuteesa et al. (2024) conducted a comprehensive literature review exploring how education influences gender role attitudes and gender equity. This review highlights that higher education is a critical factor in promoting egalitarian gender-role beliefs because it exposes individuals to diverse perspectives, critical thinking, and global discourses on social justice. Specifically, education challenges traditional and rigid sociocultural viewpoints that often reinforce male dominance and restrict women's participation in public life. For example, individuals with secondary or higher education were found to be more supportive of women's participation in leadership, politics, and professional careers, compared to those with lower educational levels. This shift occurs because educational settings not only provide academic knowledge but also encourage dialogue, questioning of stereotypes, and interaction with people from diverse backgrounds. These outcomes reduce acceptance of patriarchal structures and foster equity-oriented social attitudes, such as supporting equal pay, parental leave policies, and women's representation in decision-making spaces.

Women's Experiences of Gender Role Conflict in Male-Dominated Workplaces

Women working in male-dominated workplaces often face gender role conflict, where expectations to conform to traditional feminine behaviours clash with the demands of assertiveness and competitiveness valued in these environments. This conflict leads to stress, reduced job satisfaction, and hindered career advancement (Settles, 2006). Women experience pressure to balance warmth and competence, often judged harshly if they deviate from gender norms.

The Effect of Masculinity Norms on Men's Attitudes Toward Gender Equity

Masculinity norms prescribe behaviours and attitudes that men are socially expected to exhibit, such as physical toughness, emotional stoicism, self-reliance, and dominance over women. These norms significantly influence men's perceptions and support for gender equity. Studies show that men who strongly endorse traditional masculinity norms tend to resist gender equity initiatives, viewing them as threats to their social privilege and identity. Moreover, adolescent boys exposed to rigid masculinity norms are more likely to endorse unequal gender attitudes compared to girls, due to social reinforcement and perceived privileges (Shand et al., 2017). Intervention programs aimed at transforming masculinity norms, such as small group participatory activities encouraging critical reflection, have shown promise in improving equitable gender attitudes among boys and men. However, sustaining broad social change requires comprehensive community engagement, including families, schools, and peers, to challenge systemic male entitlement and support positive masculinity (Heise et al., 2017). Early intervention during

adolescence is crucial, as this developmental stage is sensitive to shaping flexible gender attitudes and fostering support for equity.

Gendered Communication Styles

Gendered communication reflects how men and women adopt different interactional styles shaped by social norms and power relations. Men are more likely to use direct, assertive speech associated with establishing status, while women often employ rapport-building and supportive language. These contrasting styles can influence perceptions of credibility, authority, and competence in professional and social contexts (Mullany, 2007)

Emotional Labour Gap

The emotional labour gap highlights the disproportionate expectation that women manage, regulate, and display emotions in both professional and personal contexts. Hochschild (1983) introduced the concept in relation to service work, but research shows that women continue to bear a greater share of emotional labour in customer service roles, caregiving, and family life (Wharton, 2009). In workplaces, women are expected to provide emotional support, engage in “smile work,” and absorb interpersonal demands without recognition or compensation, reflecting enduring gender norms that frame women as nurturing and empathetic (Guy & Newman, 2004).

Gendered Double Bind in Leadership

The gendered double bind refers to the paradox women face in leadership roles. Leaders who display communal traits (nurturing, supportive) may be liked but judged as weak or ineffective, whereas those who display agentic traits (assertive, dominant) may be respected but disliked (Eagly & Karau, 2002). This double standard creates a no-win situation that constrains women’s advancement and reinforces barriers to equitable leadership representation.

Glass Cliff Phenomenon

The glass cliff phenomenon occurs when women and other marginalised groups are disproportionately appointed to leadership roles during periods of crisis, instability, or decline, where the likelihood of failure is high (Ryan & Haslam, 2005). While such appointments may appear to signal progress, they often set women up for greater scrutiny and blame if the organisation fails. Successes are frequently attributed to external circumstances rather than leadership competence (Bruckmüller & Branscombe, 2010). Unlike the glass ceiling, which blocks women from attaining leadership positions, the glass cliff places them in precarious, high-risk roles that reinforce stereotypes about women’s leadership ability.

Backlash Effect

The backlash effect refers to the negative social and professional consequences women encounter when they display agentic traits—such as assertiveness, dominance, or ambition—that contradict traditional feminine norms. While these qualities are often rewarded in men, women who exhibit them are more likely to be perceived as unlikable, untrustworthy, or overly aggressive. Such perceptions contribute to reduced hiring, promotion, and leadership opportunities. This dynamic creates a double bind: women must demonstrate competence to advance, yet risk social penalties for asserting themselves (Rudman & Fairchild, 2004).

Marriage is a crucial site where gender roles are enacted through the division of labour, caregiving, and decision-making, which, in turn, shape perceptions of fairness and satisfaction. Understanding how married couples negotiate equity offers key insights into the persistence of traditional roles and the emergence of more egalitarian partnerships.

Need for the study

Gender roles significantly influence perceptions of rights, responsibilities, and the distribution of resources within both families and society at large. Exploring how gender roles affect attitudes toward equity among married couples can guide the development of interventions such as policies, educational programs for couples, and community initiatives aimed at fostering gender equity in households and beyond. This study focuses on married individuals, which is a critical demographic for examining the dynamics of equity, particularly regarding household labour, decision-making processes, and resource distribution.

CHAPTER II

Review of literature

Patterson, J. M., & McCubbin, H. I. (1984) explored how traditional gender roles influence coping strategies within marital and family contexts. They suggested that men and women may employ different stress management approaches rooted in societal expectations. The findings indicate that women often utilise emotion-focused and interpersonal coping, while men may gravitate toward problem-focused strategies. These differences are highlighted as stemming from sociocultural norms rather than inherent tendencies.

Ickes (1993) examined how traditional gender role expectations contribute to both the formation and deterioration of interpersonal relationships. The study argues that while adherence to conventional roles can initially facilitate role clarity and relationship development, over time, these same constraints can undermine relational satisfaction and stability. The review highlights that rigid gender norms often restrict emotional expressiveness and mutual understanding, leading to conflict and diminishing intimacy.

Aronson and Buchholz's (2001) study examines how the post-feminist ideals have impacted heterosexual intimate relationships, particularly regarding gender role expectations. Women often feel they are still carrying a disproportionate emotional or relational burden, while men increasingly express confusion and dissatisfaction with their roles amidst shifting gender dynamics. Using a psychoanalytic and qualitative framework, the article emphasises that both genders are struggling to redefine intimacy and identity in a cultural landscape that promotes equality but continues to reflect deeply rooted traditional gender expectations. The authors highlight how this unresolved tension undermines relational satisfaction and call for a deeper understanding of how unconscious gender norms persist in shaping modern relationships.

Bartley, Blanton, and Gilliard (2005) investigated how decision-making dynamics and gender role beliefs affect perceived equity among 233 dual-earner couples in the U.S. Their findings revealed that wives typically spend more time on low-control tasks, while husbands engage more in high-control ones. Traditional patterns prevail even with both partners employed, contributing to unequal domestic labour divisions.

Moghadam, Knudson-Martin, and Mahoney (2009) explored how the cultural background shapes perceptions of the gendered power and fairness in couple relationships among the Iranian-American partners. Through a qualitative design, the researchers conducted semi-structured interviews and employed thematic analysis to understand how marriage ideals and gender role expectations influence relationship satisfaction. The findings indicate that not all couples define equality uniformly. While some participants perceived traditional gender roles as fair and even desirable, others strived for egalitarian partnerships. The study emphasises that Western definitions of equality may not align with all cultural contexts, and therapists must avoid imposing such frameworks when working with culturally diverse couples.

Kostick, K. M., et al. (2011) developed a gender equity scale, demonstrating strong psychometric properties and measuring concepts like autonomy and family decision-making.

Constantin, A., & Voicu, M. (2015) investigated attitudes toward gender roles in a study on content validity and cross-cultural measurement invariance, published in *Social Indicators Research*. They assessed the International Social Survey Programme (ISSP) and the World Values Survey (WVS) for content validity and measured invariance using multigroup confirmatory factor analysis. Although both scales showed configural and metric invariance, they lacked scalar invariance, suggesting that they are useful for exploring relationships but not for direct comparisons of equality across cultures.

Redlick's (2018) study on traditional gender roles and their connections to relational uncertainty and relational satisfaction found that a stronger endorsement of traditional gender roles is linked to lower relational uncertainty, and this, in turn, contributes to greater relational satisfaction. The key variables examined in this research were Traditional Gender Role Endorsement, Relational Uncertainty, and Relational Satisfaction with 294 participants.

Soltanpanah, J., Parks-Stamm, E. J., Martiny, S. E., & Rudmin, F. W. (2018) explored the relationship between egalitarian gender role attitudes and life satisfaction among 899 female university students from Kurdistan and Norway. They found that egalitarian attitudes predicted gender role satisfaction more strongly in Norway (student teachers: $r = .17$ vs. $.07$; nursing students: $r = .37$ vs. $.18$), while gender role satisfaction significantly influenced life satisfaction in both contexts (r ranging from $.40$ to $.49$).

Pourshahbaz, A., et al. (2020) examined whether gender role conflict predicts marital satisfaction in a cross-sectional study. Their findings indicated that gender role conflict negatively impacts marital satisfaction, with individuals in feminine or androgynous roles reporting higher satisfaction than those in rigidly traditional roles.

Croft et al. (2020) propose the Gender Roles Inhibiting Prosociality (GRIP) model, which explains how traditional gender roles can limit prosocial behaviours by shaping individuals' motivations and perceptions. This theoretical work integrates existing research to highlight the barriers created by gender norms, emphasising the importance of addressing these factors to promote prosocial actions across genders.

Hu, Y. (2021) explored the relationship between the couples' gender-role attitudes and wives' role overload using Polynomial regression, response surface analysis. Findings show that Wives' role overload was lowest when both partners had congruent gender-role attitudes, especially in egalitarian-egalitarian pairs. Incongruence, particularly husband traditional/wife egalitarian, led to more role stress for wives.

Raj, A., Johns, N. E., Bhan, N., Silverman, J. G., and Lundgren, R. (2021) examined the relationship between progressive gender role beliefs and outcomes related to marital safety, social connection, and digital connectivity among married adolescent girls in rural Bihar and Uttar Pradesh, India. Their study, based on a survey of 4,893 participants from 2015 to 2016, found that supportive beliefs about female marital choice and decision-making are linked to increased social connections and mobility. Views supporting male childcare responsibility correlate with internet access, while rejecting marital violence is associated with greater safety from spousal abuse. Mobile phone ownership is also positively linked to beliefs in female marital choice.

Rawia Hayik (2021) explored traditional gender roles in Arab classrooms through a literature-based instructional unit that included the book "Piggybook" by Browne (1986). By analyzing students' responses, she found that while some students began to question traditional gender roles through literary engagement, others retained conventional beliefs, reflecting the complex interaction between societal norms and personal interpretation.

Carreiro (2021) examined the link between gender role beliefs and household chores in modern marriages. Despite societal advances and increased workforce participation by women, traditional gender roles still dominate, with women handling most domestic responsibilities. This imbalance often leads to dissatisfaction, especially among women. Couples may vocalize support for equality, but the reality often remains unequal, highlighting the need for better measurement tools and the impact of cultural norms on gender inequalities in marriage.

Moreau, Li, Ahmed, Zuo, and Cislighi (2021) explored perceptions of gender norms among 8,977 adolescents aged 10–14 across four culturally diverse contexts. Their study revealed that adolescents held multiple and often inconsistent gender worldviews, indicating that shifts in one domain of gender norms did not necessarily lead to equitable views across others.

Wenhold and Harrison (2021) interviewed 20 undergraduate students (mean age $\approx$ 19 years) to investigate their experiences with gender norms and media representations. They found that participants used real-life experiences to challenge media portrayals. While most female participants anticipated primary responsibility for household duties, male participants expected a more equitable division of labour and financial contributions from future partners.

Sánchez, Concha-Salgado, Fernández-Suárez, Juarros-Basterretxea, and Rodríguez-Díaz (2021) conducted a study to validate the Gender Role Attitude Scale (GRAS) among 1,013 Chilean university students. They examined the two-factor structure distinguishing stereotyped and transcendent gender-role attitudes across family, social, and work domains, assessing its convergent validity with a measure of the sexual double standard. The results confirmed the GRAS as a reliable tool, showing that family-related attitudes were more flexible to change, while work-related attitudes were more resistant, highlighting the need for societal change to promote gender equality in Latin America.

Patel et al.'s (2021) study explores factors influencing adolescents' gender attitudes in India through the UDAYA study. It finds that girls consistently hold more egalitarian views than boys, influenced by individual, family, peer, societal factors, and community engagement. The study concludes that promoting equity in gender attitudes can enhance health and rights. It also identifies factors influencing adolescents' gender attitudes in India through the UDAYA study. It finds that girls consistently hold more egalitarian

views than boys, influenced by individual, family, peer, societal factors, and community engagement. The study concludes that promoting equity in gender attitudes can enhance health and rights.

Chao (2021) studied gender inequality in housework during the early 2000s, focusing on how relationship status and parenthood affect domestic labor contributions. The findings reveal that, while there have been some shifts toward more equal sharing, women still carry a disproportionately larger share of housework, particularly in families with children. The article highlights the ongoing challenges of achieving gender equality in domestic responsibilities and the implications for family policy.

Oláh, L. Sz., Vignoli, D., and Kotowska, I. E. (2021) examined gender roles and family structures, tracing the shift from traditional male breadwinner models to diverse family arrangements across Europe and the U.S. since the 1960s. They applied the concepts of multiple equilibria and the gender revolution to suggest that changes in the labor market, family life trajectories, and gender norms have led to more varied household roles. They particularly noted the delayed rise of male caregiving roles and the increased diversity in family types and transitions.

Moser and Branscombe (2021) investigate how supportive behaviors from men in the workplace can significantly benefit women, particularly in environments where they are underrepresented. Kvande (2021) studies the impact of individual parental leaves for fathers in Norway, revealing that when men actively support gender equality, it can mitigate the negative psychological effects often faced by women due to their minority status, such as feelings of isolation and stereotype threat. The presence of male allies contributes to a more inclusive and supportive work environment, thereby enhancing women's sense of belonging and well-being.

Vink et al. (2022) conducted a quantitative study to examine societal perceptions of role-reversed heterosexual relationships, where the woman holds a higher social or economic status than the man. Using vignette-based experimental manipulations and self-report rating scales, the study involved heterosexual adult participants from the Netherlands and the U.S. Results revealed that role-reversed couples were evaluated more negatively than traditional or egalitarian couples. Specifically, women in dominant roles were seen as overly agentic, while men were viewed as submissive or weak. Using ANOVA and t-tests, the study highlighted how gender stereotypes continue to shape how relationship dynamics are perceived, reinforcing social penalties for challenging traditional norms.

Smith and Sinkford (2022) focused on barriers to women's leadership in global health, noting that women constitute about 70% of the workforce yet hold only 25% of leadership roles. The COVID-19 pandemic worsened this situation, with no senior leadership vacancies filled by women in 2020, despite their increased unpaid labour. Key obstacles to gender parity include limited parental leave, caregiving roles, entrenched stereotypes, and insufficient policy advances.

Guthridge et al. (2022) systematically reviewed 78 studies on interventions to reduce gender inequality. While some education and media efforts improved gender inclusion, many social change programs were only partially effective, indicating that addressing deeper systemic issues is essential for meaningful progress.

Lau-DiCicco, V. W., Scott, V., Warren, M., & Bligh, M. C. (2022) studied gender equality interventions in the workplace using an ecological systems approach. They found that most interventions focus on individual and interpersonal levels, with few addressing organisational systems. As a result, practical solutions remain limited, highlighting the need for multi-level strategies to effectively promote workplace gender equality.

Filho et al. (2022) highlight the vital importance of gender equality in achieving the United Nations' Sustainable Development Goals (SDGs). They argue that gender equality is not only an independent objective (SDG 5) but also a critical factor that influences the effectiveness of other SDGs related to health, education, poverty alleviation, and environmental sustainability. Their analysis examines a variety of strategies and policies aimed at integrating gender perspectives within sustainable development initiatives. The authors stress the necessity of addressing systemic barriers, fostering inclusive decision-making, and enhancing women's involvement in science, technology, and environmental governance.

Davies, C. T. (2023) study on the gender norms and young intimate relationship roles explores how gender norms continue to shape the roles young adults adopt in romantic relationships, even in contemporary, ostensibly egalitarian contexts. Through qualitative analysis, the chapter highlights that young women,

despite valuing gender equality, often conform to traditional “girlfriend” roles to align with societal expectations and secure partner approval. The study suggests that individual beliefs do not solely shape relationship dynamics, but by deeply embedded in social scripts that reinforce gendered power imbalances. As a result, even progressive couples may unconsciously reproduce traditional hierarchies, complicating the pursuit of true equality in intimate life.

Hara, H., and Rodriguez-Planas, N. (2023) investigated the effects of gender-neutral curriculum reform in Japan on gender role attitudes and economic outcomes. Their quasi-experimental study, which utilised the Japanese Time Use Survey (2016) and labour market data, revealed that the 1990 reform significantly reduced gender disparities in domestic and employment activities. Men took on more traditionally female tasks, and women shifted away from traditionally male roles. The reform helped narrow the gender income gap and improved women’s job opportunities.

Nnubia, U. (2023) explored how marital structure and domestic gender role practices affect the well-being of working mothers in Nigerian primary schools. Using a quantitative observational survey, the study highlighted the relationship between household practices and the subjective well-being of these mothers.

Pinto, H. (2023) analysed gender roles and marital stability in selected counties of Kenya, finding a weak to moderate positive relationship between gender role perceptions and marital stability. Family socialisation significantly influences these expectations, leading to potential conflicts when perceptions do not align.

Magnier-Watanabe and Magnier-Watanabe (2023) explored how mandatory telework during the COVID-19 pandemic affected gender roles and work-family conflicts among Japanese dual-career couples with children who are regular employees. They found that telework increased work-family conflicts for both men and women, but women faced more significant challenges in balancing work and home responsibilities. The study emphasises the importance of organisational and policy initiatives to support gender equality and improve work-family balance in telework settings.

Guiso and Zaccaria (2023) explore the transition from patriarchal to egalitarian decision-making in household finances in Italy. Their research indicates that adopting more egalitarian norms can lead to increased participation in financial markets and improved investment outcomes, with the potential to boost retirement wealth by as much as 15%. This shift coincided with pension reforms in the 1990s that rendered traditional gender roles less financially viable.

Arora, M., & Chauhan, T. (2024) investigated the relationship between the sex roles and romantic relationship satisfaction, and the study's statistical analyses did not find a significant relationship between gender role classifications (masculinity, femininity, androgyny, undifferentiated) and relationship satisfaction; it did highlight that androgynous individuals tend to report higher satisfaction. The research employed established psychological tools, including the RAS and BSRI, and utilised ANOVA for statistical analysis, concluding a defined study population.

Wetzel, G. M., & Sanchez, D. T. (2024) highlighted persistent gender disparities in marriage, including household responsibilities and childcare. Despite more women joining the workforce, they remain primary caretakers, contributing to the “second shift” phenomenon.

Delgado-Herrera, M., Aceves-Gómez, A. C., and Reyes-Aguilar, A. (2024) conducted a study on the relationships among gender roles, motherhood beliefs, and mental health. Using expanded scales for attitudes toward gender roles and motherhood, they found that traditional gender attitudes correlated with traditional motherhood beliefs. Women were less likely to endorse traditional views but reported higher depression and anxiety levels than men.

Inessa Love, Boris Nikolaev, and Chandra Dhakal (2024) investigated the well-being of women entrepreneurs in relation to gender inequality and roles. Analysing data from the World Values Survey across 80 countries, they discovered that female entrepreneurs in low- and middle-income countries reported lower well-being compared to their male counterparts, while those in high-income contexts showed higher levels of well-being.

Chen, Yanan & Zhang, Xubin (2024) conducted a mixed-methods study about the gender differences in relation to gender role attitudes and happiness. They combined quantitative analysis from the Chinese General Social Survey (CGSS) with interviews of 10 participants. The study found that women with egalitarian views may feel less happy due to their intolerance of sexual unfairness, while egalitarian-minded men typically experience greater happiness from economic relief and reduced family responsibilities.

Victor Leocádio, Ana Paula Verona, and Simone Wajnman (2025) examined the link between gender equity and fertility in low-fertility settings. Their comprehensive literature synthesis critiques existing theories, highlighting that enhancing gender equity alone may not reverse fertility declines in high-income countries.

CHAPTER III

Methodology

Aim

To explore the Gender Role Attitudes and Equity Attitudes in the Married Population.

Objectives

1. To assess the relationship between Gender Role Attitudes and Gender Equity among Married Individuals.
2. To assess whether Gender Role Attitudes act as Predictors of Gender Equity among the Married Population
3. To examine whether the association between gender roles and attitudes toward equity differs by gender.

Hypotheses

H₁: There will be a significant relationship between Gender Role Attitudes and Gender Equity among married individuals.

H₂: Gender Role Attitudes will significantly predict Gender Equity among the married population.

H₃: The association between Gender Role Attitudes and Gender Equity will differ significantly by gender (male vs. female).

Variables

Independent variable (IV)

Gender-roles (Traditional / Egalitarian roles)

Dependent variable (DV)

Attitude toward equity.

Sample

The study sample comprised a total of 177 married individuals. Participants were chosen based on specific inclusion and exclusion criteria established for the study. Participants' ages ranged from 21 to 55 years. A convenience sampling technique was employed to recruit participants based on their accessibility and willingness to take part in the study.

The sample exhibited variation in education, occupation, and socioeconomic status, ranging from individuals with basic education to those with advanced degrees. Occupations included homemakers, service employees, and self-employed individuals.

All participants were currently married and cohabiting with their spouses. None reported any severe physical illnesses or significant psychiatric histories, and none were on long-term medication that could interfere with participation. The length of marriage varied among participants, ranging from 1 year to over 20 years, providing insights from both newly married and long-term married individuals.

Purposive sampling was used to target individuals who met these defined characteristics, ensuring that the sample was appropriate for exploring marital dynamics in depth. Participants were recruited through community networks and personal contacts. The sample represented diverse educational, occupational, and socioeconomic backgrounds and included both newly married and long-term married individuals, providing a comprehensive range of experiences.

Ethical Considerations

Ethical guidelines were strictly followed during data collection. Informed consent was obtained from all participants after explaining the study's purpose and procedures. Participation was voluntary, and individuals had the right to withdraw at any point. Confidentiality and anonymity were maintained by coding responses and not recording identifying information. Participants were assured that their data would be used only for research purposes. The study adhered to APA ethical standards and institutional ethical norms.

Inclusion criteria

- Currently married.
- Age 18 years and older.
- Able to provide informed consent.
- Sufficient literacy in the language of the instrument to complete self-report scales.

Exclusion criteria

- Currently unmarried, separated, divorced, or widowed individuals.
- Severe cognitive impairment, severe psychiatric illness, or conditions that prevent valid completion of questionnaires.
- Refusal to participate or withdrawal of consent.

Scale description

Gender-role Attitude Scale developed by Zeyneloğlu & Terzioğlu, 2011. The GRAS assesses attitudes toward traditional vs. egalitarian gender roles, originally developed for university students but adaptable for broader populations, including married adults. Reliability of the scale is 0.92.

Attitude toward equity scale developed by Kostick, Schensul, Singh, Peltó, and Saggurti. The Gender Equity Scale is a 29-item scale that measures individual perceptions and attitudes toward gender equity across various life domains, particularly focusing on adult populations in household and social contexts.

Both scales are reliable, have cross-cultural validation, and can be adapted for the Indian married population.

Data Collection

The data was collected through 2 means,

1. The questionnaires were distributed to the samples in person, and the relevant information was gathered.
2. The questionnaires were put in Google Forms and sent online to the samples, and the relevant information was gathered.

The purpose of the study was explained, and their consent was acquired before data collection. Due care was given to the data entry.

Statistical analysis

Pearson's Product-Moment Correlation was used to assess the relationship between Gender Role Attitudes (independent variable) and Gender Equity (dependent variable) among the married individuals. This helped in identifying the strength and direction of the linear association between the two variables.

Simple Linear Regression Analysis was conducted to determine whether Gender Role Attitudes significantly predict Gender Equity. This allowed for testing the predictive value of the independent variable and assessing how much variance in gender equity scores could be explained by gender role attitudes.

An Independent Samples t-Test was applied to examine gender differences (male vs. female) in both Gender Role Attitudes and Gender Equity scores. This helped in understanding whether the relationship between the variables varied by participant gender.

CHAPTER IV

Results and Discussion

Table 1 shows the personal and socio-demographic data of the participants (N = 177)

Demographic	Parameter	Frequency (N)	Percentage (%)
Gender	Male	87	49.2
	Female	90	50.8
Education	SSLC	1	0.6
	HSC	9	5.1
	Undergraduate	20	11.3
	Postgraduate	76	42.4
	M.Phil.	65	36.2
	Doctorate	6	2.8
Locality	Rural	110	62.1
	Semi-urban	25	14.1
	Urban	42	23.7
Socio-economic Status	Low	2	1.1
	Middle	133	75.1
	Upper	42	23.7
Family Type	Nuclear	158	89.3
	Joint	19	10.7
Birth Order	Eldest	68	38.4
	Middle	48	27.1
	Youngest	43	24.3
	Only child	18	10.2
Socialmediaexposure	Low	81	45.8
	Moderate	52	29.4
	High	44	24.9

This table shows the distribution of participants based on gender and education levels. The sample consisted of 177 married individuals, with a nearly equal representation of males and females and varied educational backgrounds.

Table 2 shows the Mean and Standard Deviation (SD) for the variables Gender Roles and Attitude towards Equity.

	Mean	Std. Deviation	N
gender role	80.54	15.117	177
attitudetoward equity	119.44	12.399	177

The mean scores indicate that participants reported moderately high attitudes toward equity ($M = 119.44$) and gender role perceptions ($M = 80.54$). The standard deviations suggest moderate variability among participants' responses.

Table 3 shows the correlation among the variables Gender Roles and Attitude towards Equity.

		Gender role	Attitude towards equity
Gender role	Pearson Correlation	1	.460**
	Sig. (2-tailed)		.000
	N	179	177
Attitude towards equity	Pearson Correlation	.460**	1
	Sig. (2-tailed)	.000	
	N	177	177

** . Correlation is significant at the 0.01 level (2-tailed).

This research examines the relationships between gender roles and attitudes toward equity among married individuals. The findings indicate a moderate positive correlation ($r = .46$, $p < .01$), suggesting that those with a strong belief in equity also tend to embrace more progressive gender roles. This shows that H1- There will be a significant relationship between Gender Role Attitudes and Gender Equity among married individuals is supported.

Table 4 shows the regression analysis among the variables Gender Roles and Attitude towards Equity.

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.460 ^a	.212	.207	12.371

a. Predictors: (Constant), attitude towards equity

Regression analysis revealed that attitudes toward equity were a significant predictor of gender role perceptions, explaining about 21% of the variance. This shows that H2 Gender Role Attitudes will

significantly predict Gender Equity among the married population is supported. Chao (2021) noted that some movement toward more equal sharing of responsibilities was emphasised, but the persistent hurdles in attaining gender equality, particularly in domestic tasks, continue (Chao,2021). While equity attitudes appear to be an important predictor, it is essential to recognise that other elements, including cultural influences, socialisation, and personal experiences, may also play a role in shaping views on equity.

Table 5 shows the mean, SD, and t value for Gender Roles and Attitude towards Equity between male and female participants.

Variable	Gender	N	Mean	SD	t	df	Sig. (2-tailed)
Attitude toward equity	Male	7	119.15	11.34	-0.307	171.98	.759
	Female	0	119.72	13.41			
Gender role	Male	7	79.85	12.66	-1.150	171.98	.252
	Female	0	82.24	14.97			

The independent samples t-test results indicated no significant gender differences regarding attitudes toward equity ($t(171.98) = -0.307, p > .05$) and attitudes toward gender roles ($t(171.98) = -1.150, p > .05$). This shows that H3 “The association between Gender Role Attitudes and Gender Equity will differ significantly by gender (male vs. female)” is not supported. This suggests that both male and female participants share similar viewpoints on gender equality and social roles. Additionally, female participants exhibited slightly higher mean scores in their attitudes toward gender roles ($M = 82.24, SD = 14.97$) compared to their male counterparts ($M = 79.85, SD = 12.66$), indicating a somewhat more egalitarian perspective among women. The greater standard deviation among females also indicates a wider variation in their attitudes toward gender roles.

Despite progress and increased participation of women in the workforce, traditional gender roles continue to prevail, with women often shouldering the majority of domestic tasks. This ongoing imbalance can lead to feelings of dissatisfaction, particularly among women. While couples may express support for equality, the reality frequently remains imbalanced. These dynamic underscores the necessity of improved measurement tools and the influence of cultural norms on marital gender inequalities (Carreiro, 2021). In summary, the results illustrate that a cohesive social perspective on equity serves as a crucial factor in shaping views on gender roles. However, the unexplained variance points to the importance of conducting further research to investigate other psychological, sociocultural, and demographic factors that may affect attitudes towards gender roles. Patel et al. (2021) found that girls generally maintain more egalitarian beliefs compared to boys, influenced by a range of factors including family, peers, societal expectations, and community involvement. Ultimately, the study suggests that fostering equitable attitudes toward gender can contribute positively to health and rights (Patel et al., 2021).

CHAPTER V

Summary and Conclusion

Summary

This study examined the relationship between gender role attitudes and perceptions of gender equity among married individuals. The results revealed a moderate positive correlation ($r = 0.406$), indicating that participants with more egalitarian views on gender roles were likely to have more favourable attitudes towards gender equity. Additionally, regression analysis demonstrated that gender role attitudes accounted for approximately 20% of the variance in gender equity scores, underscoring their importance as predictors of equity perceptions within marriage. An independent t-test found no significant gender differences, suggesting that both men and women in the sample expressed similar views on gender roles and equity.

Conclusion

The findings of this study highlight the importance of promoting egalitarian gender role attitudes to improve equitable practices in married life. By encouraging more equitable perspectives, it may be possible to foster a healthier and more balanced partnership between spouses, ultimately enhancing the overall quality of marriage for both individuals.

Limitations

The research was performed with a relatively limited number of participants, which may affect the ability to generalize the results to other groups or cultural settings. While the study included a balance between male and female participants, other socio-demographic factors like education, socioeconomic status, and locality were not proportionately represented, potentially impacting the attitudes observed. The reliance on quantitative methods alone may not sufficiently address the complexities of participants' beliefs and experiences concerning gender roles and equity. Incorporating qualitative approaches, such as interviews or focus groups, could have enriched the insights gained. Additionally, participants' views on gender equity might have been influenced by contemporary social trends, media portrayal, or institutional norms that weren't directly accounted for in the study. Responses could also have been swayed by social desirability bias, prompting participants to depict themselves as more progressive in their views.

Further Implications

This study underscores the necessity for awareness and educational initiatives that promote egalitarian gender role attitudes to foster equity in marriages. The findings may inform counselling and marital therapy practices, addressing role expectations and equity concerns among couples. Longitudinal studies could provide insights into how changes in gender role attitudes throughout the marriage impact perceptions of equity. Qualitative research can also enrich quantitative results by capturing nuanced perspectives on equity in marital relationships.

Furthermore, it is essential to involve both partners in discussions about gender roles, emphasising the importance of communication and mutual understanding in fostering equitable partnerships. Workshops or seminars that engage couples in exercises related to gender equity could enhance their ability to navigate traditional expectations and develop a collaborative approach to household responsibilities and decision-making.

Importantly, integrating these findings into pre-marital counselling could help couples establish a foundation of equality from the start, ultimately leading to more stable and fulfilling marriages. Additionally, exploring intersectionality within gender roles, such as how race, socioeconomic status, or cultural background influences perceptions of equity, could provide a more comprehensive understanding of marital dynamics.

Ultimately, fostering egalitarian attitudes in relationships not only benefits individual couples but also contributes to broader societal change, challenging outdated norms and promoting a culture of respect and equality.

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Appendices

APPENDIX A – Participant Information and Consent Form

I am Shivani S, currently pursuing my master's in applied psychology at PSG College of Arts and Science, Coimbatore. As a part of my curriculum, I am conducting research on “Exploring the relationship between Gender Role Attitudes and Gender Equity among Married Individuals” under the guidance of Ms. Anuranjana, Assistant Professor, Department of Psychology, PSG College of Arts & Science, Coimbatore. This consent form asks for permission for the researcher to record and display the answers to the questions to further understand the topic. This form also requests permission to use relevant observations as data for this study. The confidentiality of research records or data will be maintained. Participation in this study is entirely voluntary.

E-mail Id:

Name/Initial:

Age:

Gender:

- Male

- Female
- Others

Education:

- SSLC
- HSC
- Undergraduate
- Postgraduate
- Mphil
- Doctorate

Occupation:

Locality

- Rural
- Urban
- Semi urban

Socioeconomic status

- Upper
- Middle
- Low

Type of family

- Nuclear
- Joint

Birth order

- Eldest
- Middle child
- Youngest
- Only child

Social media exposure

- High
- Moderate
- Low



Appendices B

1. GENDER ROLE BELIEF SCALE

Read each statement and choose the option that suits you the best from below options

5 - Strongly agree

4 - agree

3 - undecided

2 - disagree

1 - Strongly disagree.

S. No	Statements	0	1	2	3	4
1	I believe men should be the primary earners in a family.					
2	Household chores should be shared equally between men and women.					
3	Men should be more dominant in decision-making.					
4	Women can pursue leadership roles in the workplace effectively.					
5	A husband should have the final say in financial matters.					
6	Women's primary responsibility is taking care of the family.					
7	Men and women should have equal opportunities in education.					
8	Men should not express emotions openly.					
9	Women should be encouraged to participate in politics.					
10	Men and women should equally contribute to child-rearing.					
11	Women should not work outside the home if they have children.					
12	Men should be the head of the household.					
13	Women should be responsible for managing household finances.					
14	Men should not be expected to help					

	with household chores.					
15	Women should dress modestly to avoid attracting attention.					
16	Men should be the ones to propose marriage.					
17	Women should be responsible for planning family activities.					
18	Men should not be caregivers for children.					
19	Women should be responsible for cooking meals.					
20	Men should not be expected to help with grocery shopping.					
21	Women should be responsible for cleaning the house.					
22	Men should be the ones to make major family decisions.					
23	Women should be responsible for managing family schedules.					
24	Men should not be expected to help with laundry.					
25	Women should be responsible for taking care of elderly family members.					
26	Men should be the ones to discipline children.					
27	Women should be responsible for organizing family events.					
28	Men should not be expected to help with home repairs.					
29	Women should be responsible for managing family budgets.					
30	Men should be the ones to handle family emergencies.					
31	Women should be responsible for managing children's education.					

32	Men should not be expected to help with childcare.					
33	Women should be responsible for managing family health care.					
34	Men should be the ones to handle family legal matters.					
35	Women should be responsible for managing family vacations.					
36	Men should not be expected to help with pet care.					
37	Women should be responsible for managing family traditions.					
38	Men should be the ones to handle family finances.					

2. Gender equity scale

Read each statements and choose the option that suits you the best from below options

5 - Strongly agree

4 - agree

3 - undecided

2 - disagree

1 - Strongly disagree.

S. No	Statements	0	1	2	3	4
1	Men and women should have equal say in household decisions.					
2	Women should have the same career opportunities as men.					
3	Men should participate equally in household chores.					
4	Women should have equal access to healthcare and education.					
5	Household income should be shared equally in decision-making.					
6	It is important to challenge traditional gender roles in society.					
7	Women should be equally represented in leadership positions.					

8	Both men and women should have equal rights to property.					
9	Men should support women pursuing higher education or careers.					
10	Gender equity should be promoted within families and communities.					
11	Women should have equal opportunities to participate in community activities.					
12	Men and women should share responsibilities for child-rearing.					
13	Women should have equal access to political participation.					
14	Men should be encouraged to express emotions openly.					
15	Women should have equal access to financial resources.					
16	Men and women should have equal opportunities to own businesses.					
17	Women should be equally represented in media and advertising.					
18	Men should support women's participation in sports.					
19	Women should have equal access to legal rights and protections.					
20	Men and women should share responsibilities for elder care.					
21	Women should have equal access to technology and information.					
22	Men should support women's participation in decision-making processes.					
23	Women should have equal access to public services and infrastructure.					
24	Men and women should share responsibilities for household maintenance.					
25	Women should have equal access to transportation and mobility.					

26	Men should support women's participation in religious activities.					
27	Women should have equal access to cultural and recreational activities.					
28	Men and women should share responsibilities for financial planning.					
29	Women should have equal access to social networks and support systems.					

