

Perspective of Youngsters towards Gender Equitable Norms using GEMS (Gender Equitable Men's Scale)

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Abstract

Gender Equality is a very sensitive issue until 70's and with the advent of industrialisation and proliferation of many MNCs in India it has become a topic of debate. There is a strong belief that any behaviour is influenced by attitude. Attitude can be measured through opinions and perspectives. This study is an attempt to understand the perspectives of young adults both male and female towards Gender Equitable norms. The GEMS scale has been partially adopted and variables such as Gender Norms, Masculinity and Violence have been identified for the study. A structured questionnaire has been adopted and survey was conducted. The finding reveals that opinion towards violence varies between male and female respondents who took part in the study. Educational status of parents was not an influencing demographic in determining the opinion towards Masculinity. Similarly Mother's employment profile had no impact on the attitude of youngsters Gender norms.

Key Words : GEMS, Violence, Masculinity, Gender Equitable Norms,

1. Introduction

Gender Equality is a topic much debated across the globe. Several Countries have progressed to a large extent in accommodating men and women alike in all fields. There are countries which have women at the helm of affairs in governance, corporate etc. On the contrary there are countries which have not given the space they deserve in the society. Even in countries where women hold high positions as ministers, CEOs, CFOs, Gender Equitable Norms exist at minimum level. Social changes happen as a result of continuous efforts, advocacy and wilful participation and cooperation of the different stake holders of the society. Youth have a predominant role in bringing about social changes towards Gender Equitable Norms. This study is an effort to understand the perspective of youngsters towards Gender Equitable Norms using GEMS (Gender Equitable Men Scale).

Numerous researches on Gender Equality have been done by researchers in the area of social sciences and Management. Research works in Management concentrated on Gender Issues at work place. Other research works focussed on several variables such as Violence, Masculinity, Gender Norms, Reproductive Health, Sexuality etc. This study has adopted a few items from the GEMS (Gender Equitable Mens) Scale to assess the perspective of youngsters towards Gender Equitable Norms.

2. Review of Literature

Gender Based Violence is the central theme of the training manual developed by Restless Development Sierra Leone (2013), a youth led development agency. The training manual explains Gender Based violence as the act of violence committed against an individual on the basis of their gender roles, expectations and norms. The manual highlights that men and boys are also affected by Gender Based Violence. It brings forth the fact that Gender Based Violence leaves life-long physical

and emotional scars on the victims sometimes even resulting in death. Minnesota Advocates for Human Rights (2003), describes Gender Based Violence as inclusive of Physical, Sexual and Psychological Violence such as Domestic Violence, Sexual Abuse etc.

Julie Pulerwitz & Gary Parker (2008) have used a 24 item Gender Equitable Men (GEM) Scale to measure the attitude of young men and women towards Gender Equitable Norms. The study hypothesised and found that less self reported partner violence, more contraceptive use and higher education levels are the variables that are associated with more support for equitable norms.

Ajay K Singh, Ravi Verma, & Gary Barker (2013), have conducted a study to measure the attitudes towards Gender Norms among youth in six countries namely India, Chile, Brazil, Croatia, Mexico and Rwanda. The research highlighted the country specific adoption of GEM scale. The study analysed the attitude of young women and men in the above six countries by way of International Men and Gender Equality Survey (IMAGES). It measured attributes such as Sexuality, Reproductive Health, Masculinity, Gender Norms and Violence. The study focussed on every item in the scale and came out with the results of the responses in relation to socio demographic factors such as Gender, Education on their attitudes. It was found that there was tremendous variation in their attitudes towards gender norms in all the six countries. India and Rwanda were the two countries where most inequitable attitudes were observed. It was also found that younger men showed more equitable attitudes. The study concluded that the GEMS scale is a valid and reliable instrument for measuring Gender attitudes towards Equitable Gender Norms.

3. Objectives of the study

This study has been undertaken with the following objectives:

- a. To understand the Gender Equitable norms from the perspective of youngsters.
- b. To measure the differences in attitude towards violence amongst youngsters in terms of Gender.
- c. To analyse the influence of demographic factors such as Education of parents and employment on the perspective of youngsters towards Gender Norms, Masculinity and Violence

4. Materials and Methods

A descriptive research design has been adopted by the researcher. The study was conducted among youngsters in Chennai and convenience sampling methodology was chosen as the topic of research related to the general public. A total of 107 respondents were contacted out of which 12 responses became invalid. So the sample size considered for the study is 95.

The research tool used for the study is Structured Questionnaire. The GEMS Scale formed the base for the development of the questionnaire. Several items from the GEMS scale were adopted in the questionnaire. The questionnaire consisted of 13 items with 5 items related to the construct Gender Norms, 4 items related to the construct Violence and 4 items related to the construct Masculinity were included to get the perspectives towards Gender Equality. The responses were solicited with the help of a Five Point Likert Scale which listed them as Strongly Disagree, Disagree, Partially Agree, Agree and Strongly Agree.

SPSS statistics 21.0 was used to analyse the data. Statistical Tools such as Independent Sample T Test and One Way Anova were used to analyse the data.

4.1 Sample Characteristics

Table 1. Describes the demographic characteristics of the respondents

SL.NO	CHARACTERISTICS	CLASSIFICATION	FREQUENCY	PERCENTAGE
1.	AGE	15-20	69	73
		20-25	21	22
		25-30	1	1
		30-35	4	4
2.	GENDER	MALE	41	43
		FEMALE	54	57
3.	EDUCATIONAL QUALIFICATION OF FATHER	BELOW 10 TH STANDARD	43	45
		DIPLOMA	4	4
		GRADUATE	34	36
		POST GRADUATE	12	13
		DOCTORATE	2	2
6.	EDUCATIONAL QUALIFICATION OF MOTHER	BELOW 10 TH STANDARD	49	52
		GRADUATE	34	35
		POST GRADUATE	10	11
		DOCTORATE	2	2
7.	EMPLOYMENT OF FATHER	GOVERNMENT SERVICE	29	30
		SELF – EMPLOYED	33	35
		PRIVATE SERVICE	33	35
8.	EMPLOYMENT OF MOTHER	HOME MAKER	59	62
		SELF- EMPLOYED	7	7
		EMPLOYED	29	31

95 responses were collected, which represented Age group from 15years to 35 years. 73 percentage of respondents are between 15 years to 20 years. About 57percentage were female respondents and 43 percentage were male. Among the respondents 36% of their fathers were graduates and 45 percentage were below class 10th. Similarly, on the educational qualification of respondent’s mother, 52 % were below 10th and 35% were graduates. Employment status of the respondent’s parents surveyed showed the frequency of respondent’s father as 30 percent on government service, 35% self-employed, 35percentage worked in private services. While the frequency of respondent’s mothers are 62 percentage homemakers, 31 percentage were employed and only 7 percentage were self-employed.

Table 2. T-Test : Differences between Gender and attitude towards violence

Group Statistics										
		GENDER	N	Mean	Std. Deviation	Std. Error Mean				
There are times when a women deserves to be beaten	Female		53	1.70	.992	.136				
	Male		39	1.92	1.036	.166				
A woman should tolerate violence in order to keep her family together	Female		54	1.87	.953	.130				
	Male		39	2.38	1.115	.179				
If someone insult me, I will defend my reputation	Female		54	3.30	1.223	.166				
	Male		39	3.23	1.245	.199				
If women cheat on a man it is okay for him to hit her	Female		54	2.26	.873	.119				
	Male		39	2.79	1.174	.188				
Independent Samples Test										
		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	Df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
There is times when a women	Equal variances assumed	.88	.350	-1.055	90	.29	-.22	.21	-.64	.199

deserves to be beaten	Equal variances assumed			-1.048	79.98	.29	-.22	.21	-.65	.20
	not assumed									
A women should tolerate violence in order to keep her family together	Equal variances assumed	3.36	.070	-2.391	91	.01	-.51	.215	-.94	-.08
	not assumed			-2.331	73.90	.02	-.51	.22	-.95	-.07
If someone insult me, I will defend my reputation	Equal variances assumed	.00	.989	.253	91	.80	.06	.25	-.45	.58
	not assumed			.252	81.14	.80	.06	.26	-.45	.58
If women cheats on a man it is okay for him to hit her	Equal variances assumed	3.97	.049	-2.525	91	.01	-.53	.21	-.95	-.11
	not assumed			-2.409	66.77	.01	-.56	.22	-.97	-.09

In the opinion that a woman deserves to be beaten, t statistics, $t(79.98) = -1.048$ (equal variances not assumed) and sig value is 0.298 (p value not less than 0.05) which infers there is no statistically significant difference in female and male on their opinion that women deserves to be beaten.

In the opinion that women should tolerate violence in order to keep her family together, the t-statistics, $t(73.9) = -2.331$, and sig value is 0.022 (p value is less than 0.05) it can be inferred that there is a significant difference in female and male towards their opinion that women should tolerate violence in order to keep her family together.

In the opinion that if someone insult me, I will defend my reputation, with force, the t statistics, $t(81.4) = 0.252$, and sig value is 0.252 (p value is less than 0.05) which infers that there is no significant difference in female and male in this stated option.

In the opinion, if a women cheats on a man it is okay for him to hit her, the t statistics, $t(66.77) = -2.40$, and sig value is 0.01 (p value is less than 0.05) which infers that there is a significant difference in female and male on this opinion.

This proves that there is a difference between the genders on the attitude towards violence.

Table 3. One-way ANOVA: Difference between Education of Mother and Attitude towards violence

Descriptives									
		N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Min	Max
						Lower Bound	Upper Bound		
A women should tolerate violence in order to keep her family together	Graduation	33	2.21	1.111	.193	1.82	2.61	1	4
	Post-graduation	10	1.60	.699	.221	1.10	2.10	1	3
	Doctorate	2	2.00	.000	.000	2.00	2.00	2	2
	below 10th std	47	2.13	1.076	.157	1.81	2.44	1	4
	Total	93	2.09	1.049	.109	1.87	2.30	1	4
If women cheats on a man it is okay for him to hit her	Graduation	33	2.70	1.075	.187	2.32	3.08	1	5
	Postgraduation	10	1.90	.994	.314	1.19	2.61	1	4
	Doctorate	2	3.00	1.414	1.000	-9.71	15.71	2	4
	below 10th std	47	2.43	.994	.145	2.13	2.72	1	5
	Total	93	2.48	1.039	.108	2.27	2.70	1	5
If someone insult me, I will defend my reputation	Graduation	33	3.39	1.144	.199	2.99	3.80	1	5
	Postgraduation	10	2.80	1.476	.467	1.74	3.86	1	5

	Doctorate	2	2.00	1.414	1.000	-10.71	14.71	1	3
	below 10th std	47	3.34	1.221	.178	2.98	3.70	1	5
	Total	93	3.27	1.226	.127	3.02	3.52	1	5
There is times when a women deserves to be beaten	Graduation	32	1.66	.865	.153	1.34	1.97	1	4
	Post-graduation	10	1.50	.972	.307	.80	2.20	1	4
	Doctorate	2	1.00	.000	.000	1.00	1.00	1	1
	below 10th std	47	1.98	1.113	.162	1.65	2.31	1	4
	Total	92	1.79	1.011	.105	1.58	2.00	1	4

ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
A women should tolerate violence in order to keep her family together	Between Groups	4.163	4	1.041	.943	.443
	Within Groups	97.149	88	1.104		
	Total	101.312	92			
If women cheats on a man it is okay for him to hit her	Between Groups	5.867	4	1.467	1.382	.247
	Within Groups	93.359	88	1.061		

	Total	99.226	92			
If someone insult me, I will defend my reputation	Betwe en Group s	6.248	4	1.562	1.041	.391
	Within Group s	132.032	88	1.500		
	Total	138.280	92			
There is times when a women deserves to be beaten	Betwe en Group s	4.379	4	1.095	1.074	.375
	Within Group s	88.697	87	1.020		
	Total	93.076	91			

From the above table determined by one-way Anova, it can be inferred that the educational qualification of mother does not influence attitude towards violence. So Young adults have the same attitude towards violence irrespective of mother's educational levels.

Table 4. One-way ANOVA Relationship between Employment status of Mother and attitude towards Gender Norms

Descriptives									
		N	Mean	SD	Std. Error	95% Confidence Interval for Mean		Min	Max
						Lower Bound	Upper Bound		
						Women's most important role is to take care of her home and cook	Homemaker		
	Self-employed	7	1.86	.90	.34	1.03	2.69	1	3
	Employed	29	2.34	1.04	.19	1.95	2.74	1	5
	Total	93	2.52	1.22	.12	2.26	2.77	1	5
Changing diapers giving kids a bath and feeding kids are mothers responsibility	Homemaker	57	2.30	1.01	.13	2.03	2.57	1	4
	Self-employed	7	2.14	1.21	.45	1.02	3.27	1	4
	Employed	29	2.72	1.27	.23	2.24	3.21	1	5
	Total	93	2.42	1.12	.11	2.19	2.65	1	5
The participation of the father is important in raising children	Homemaker	57	4.46	.781	.103	4.25	4.66	2	5
	Self-employed	7	4.00	1.528	.577	2.59	5.41	1	5
	Employed	29	4.38	.820	.152	4.07	4.69	2	5
	Total	93	4.40	.861	.089	4.22	4.58	1	5
Men can take care of children just as well as women can	Homemaker	57	4.12	.946	.125	3.87	4.37	1	5
	Self-employed	7	3.57	1.272	.481	2.39	4.75	2	5
	Employed	29	4.55	.783	.145	4.25	4.85	2	5
	Total	93	4.22	.954	.099	4.02	4.41	1	5
Women has the same right as men to study and to work outside of the house	Homemaker	57	4.49	.826	.109	4.27	4.71	1	5
	Self-employed	7	4.29	.756	.286	3.59	4.98	3	5
	Employed	29	4.83	.468	.087	4.65	5.01	3	5
	Total	93	4.58	.742	.077	4.43	4.73	1	5

ANOVA-		Sum of Squares	df	Mean Square	F	Sig.
Women's most important role is to take care of her home and cook	Between Groups	5.501	2	2.751	1.879	.159
	Within Groups	131.725	90	1.464		
	Total	137.226	92			
Changing diapers giving kids a bath and feeding kids are mothers responsibility	Between Groups	4.065	2	2.033	1.625	.203
	Within Groups	112.580	90	1.251		
	Total	116.645	92			
The participation of the father is important in raising children	Between Groups	1.312	2	.656	.881	.418
	Within Groups	66.968	90	.744		
	Total	68.280	92			
Men can take care of children just as well as women can	Between Groups	6.672	2	3.336	3.898	.024
	Within Groups	77.027	90	.856		
	Total	83.699	92			
Women has the same right as men to study and to work outside of the house	Between Groups	2.833	2	1.417	2.666	.075
	Within Groups	47.812	90	.531		
	Total	50.645	92			

From the above table determined by one-way Anova, there is no significant relationship between the employment status of mother and their attitude towards Gender Norms. There is no influence of employment status of mother and attitude towards Gender Norms.

Table 5. One-way ANOVA- Difference between education of Father and Attitude towards masculinity

Descriptives									
		N	Mean	SD	Std. Error	95% Confidence Interval for Mean		Min	Max
						Lower Bound	Upper Bound		
To be a man you need to be tough	Graduation	34	2.50	.82	.14	2.21	2.79	1	4
	Post-graduation	12	2.33	1.23	.35	1.55	3.12	1	5
	Doctorate	2	2.00	1.41	1.00	-10.71	14.71	1	3
	Below 10th STD	41	2.41	1.18	.18	2.04	2.79	1	5
	Diploma	4	3.00	.81	.40	1.70	4.30	2	4
	Total	93	2.45	1.04	.10	2.24	2.67	1	5
I think it is ridiculous for a boy to play with dolls.	Graduation	34	2.44	1.35	.23	1.97	2.91	1	5
	Post-graduation	12	2.00	1.20	.34	1.23	2.77	1	5
	Doctorate	2	2.00	1.41	1.00	-10.71	14.71	1	3
	Below 10th STD	41	2.68	1.25	.19	2.29	3.08	1	5
	Diploma	4	2.25	.95	.47	.73	3.77	1	3
	Total	93	2.47	1.27	.13	2.21	2.74	1	5
It is important for men to have friends to talk about his problems	Graduation	34	3.56	1.10	.19	3.17	3.94	1	5
	Post-graduation	12	4.25	.75	.21	3.77	4.73	3	5
	Doctorate	2	3.50	.707	.500	-2.85	9.85	3	4
	Below 10th STD	41	3.71	1.209	.189	3.33	4.09	1	5
	Diploma	4	4.00	.000	.000	4.00	4.00	4	4

	Total	93	3.73	1.095	.114	3.51	3.96	1	5
A man always deserves the respect of his wife and children	Graduation	34	3.82	.797	.137	3.55	4.10	2	5
	Post-graduation	12	3.67	.778	.225	3.17	4.16	2	5
	Doctorate	2	4.00	.000	.000	4.00	4.00	4	4
	Below 10th STD	41	4.34	.617	.096	4.15	4.54	3	5
	Diploma	4	4.00	.000	.000	4.00	4.00	4	4
	Total	93	4.04	.736	.076	3.89	4.19	2	5

ANOVA -Education of Father and Attitude towards masculinity

		Sum of Squares	df	Mean Square	F	Sig.
To be a man you need to be tough	Between Groups	1.91	4	.479	.425	.790
	Within Groups	99.11	88	1.126		
	Total	101.03	92			
I think it is ridiculous for a boy to play with dolls.	Between Groups	5.17	4	1.293	.790	.535
	Within Groups	144.01	88	1.636		
	Total	149.18	92			
It is important for men to have friends to talk about his problems	Between Groups	4.65	4	1.165	.971	.428
	Within Groups	105.62	88	1.200		

	Total	110.28	92			
A man always deserves the respect of his wife and children	Between Groups	7.00	4	1.750	3.596	.009
	Within Groups	42.82	88	.487		
	Total	49.82	92			

From the above table determined by one-way Anova, there is no significant relationship between the Education of the father and their children's attitude towards masculinity. But there is an influence of father's education upon their desire to get respect from his wife and children.

5. Results and Discussion

The analysis of Gender Norms, Masculinity and gender-based violence on the demography showed that there is difference between the genders on their attitude towards violence. The educational levels of respondent's mother have no influence on the respondent's attitude towards violence.

On the reference of employed mother of the youngsters has imposed their broader attitude towards Gender norms was disproved. The statistical result inferred that employment status of mother had no influence on the attitude towards the respondents Gender Norms.

Masculinity respondents were related to education of their father was disproved. There is no difference in the masculinity behaviour of the respondents irrespective of the educational level of respondent's father. There is an influence of respondent's father education levels on their expectation of respect from their wife and children, which attributes to masculinity

6. Conclusion

The perspectives of youngsters on the Gender Equitable Norms are measured. Their attitude towards violence is positively influenced by their gender. The youngster's attitude towards gender norms are no much influenced by mother employment status. Also, the attitude of violence and masculinity amongst the youngsters is not impacted from educational levels of their mother and father.

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