



Effects of Gender Role Beliefs on the Sharing of Households Chores among Working Couples

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ABSTRACT

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This quantitative research study investigates the effects of changing gender roles on domestic chore sharing among working married couples in Lahore and Sheikhpura. A sample size of 300 participants was chosen via convenient sampling from various sectors such as banks, educational establishments, residential societies, and offices. The study collects data on gender role beliefs, education, age, income, and family chore distribution using a survey method utilizing both online and printed questionnaires. For the conduction of data, two scales by Kerr and Holden i.e. Gender Role Belief and by Baron and Prasad the measurement of gender role attitudes, beliefs, and principles were utilized. The results showed a huge variance in gender roles, and both males and females worked together to get equity in gender. Regardless of the fact that the customary roles were given, the research reflects that shift in gender roles facilitates to build a fair family unit. Particularly, the educational level of couple plays a crucial role in changing the stereotype attitude currently. Even though with better understanding and edification, at domestic sphere still the division of labour in both genders is prevalent, where female is a complete slave of work and domestic chores unlike males. This investigation highlighted the significance of giving value to equality among men and women at household works.

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1.0 Introduction

The division of labor is an old process transferred from generation to generation and has evolved from ear of hunter-gatherer social order. This partition cemented the approach for division of gender roles, with males chiefly concerned with animals hunt and females as manager to perform main home main tasks within the cluster. Nowadays, these past roles still persist and silhouette today's expectations and values of society as well as the hopes of gender roles and responsibilities inside houses.

The contemporary investigations like Bianchi et al. (2016); Bhalla (2015); Cunningham (2014); Pinto and Coltrane (2018) are emphasizing on the continuing inequality in domestic responsibilities, with female consumed lot of their time to do child rearing and cleaning works unlike their counterpart. This division of tasks among both genders existed both at home and in profession surroundings, controlling the lifestyles of people and comfort (Des Rivieres-Pigeon et al., 2010; Bodi et al., 2012; Dierdoff and Ellington, 2015). The demanding splitting up of household labor is the mainly responsible to create restlessness in gender equality (McMunn, 2023). According to Yasmin and Jabeen (2024), females performed majority of domestic work and males only respond when requested to assist.

The numerous researchers examined the effects of varying gender roles on familial tasks, enlightening the challenges that professional husbands and wives come across while balancing their responsibilities at home and at work (Bailey, 2015; Smith & Jones, 2018; Patel & Gupta, 2020). The norms (both cultural and societal) and expectation (both cultural and societal), all have a great effect on the gender roles, manipulating people's thoughts and manners. Although there is more advancement existed in gender roles, mainly in monetary preparation and obligations related to child care, still the researches like Bhalla (2015); Cunningham, (2014); Pinto and Coltrane, (2018) believed that persistent gender inconsistency in honorary labor is a great challenge to get gender equality. Other researches such as Martnez and Paterna (2013); Fernández et al. (2016); Bianchi et al. (2015); Anxo et al. (2014); OECD (2016) also endorsed the fact that customary norms and society prospect shocked the responsibilities of both men and women and this also changed the attitude of people. Nevertheless, pushy gender gap in non-paid labor is an existing hurdle to seek the equality in roles of men and women (Sayer et al, 2014; Craig & Mullan, 2018).

The modern researches of Van Egmond et al. (2018) and Fullerton et al. (2017) emphasized the significance of money needs, relative's actions, and roles of men and women, viewing them to be the multifaceted matters that the working couples usually come across. In spite of variation in gender standard, embedded with feminine and manly everyday jobs, it still continued to shock domestic labour and its division (Kroska, 2018; Coltrane, 2019), and also it continuously emphasized to redefine gender roles and to get a balance bridge between roles.

Reynolds and Garcia's (2022) current investigation looked deep into the shock of civilizing thoughts and societal outlook on gender roles, predominantly in urban areas. Their study inquired into the complication of present-day gender dynamics, emphasizing on insight into the varying character of domestic requirements.

Likewise, the research of Wang and Chen (2021) inquired into the impact of knowledge

and empowerment in emergent gender attitudes, contributing useful insights into the strategies of gender fairness. Whereas improvement has been attained in exigent conventional gender roles, ongoing inequity in kin work and edifying hope that helped to highlight the persistent confront to achieve gender equity at work and at home for working couples.

The rationale of this investigation is to see the effect of gender roles on domestic duties and responsibilities, a much-customized subject that has a great impact on society. Even though the traditional roles are transformed but still these gender roles are same without any change that raised the concerns that there is a need to achieve a balanced division of domestic labor. One significant feature of this examination is the role of educational mentoring in altering the mindsets of society in the recent time. But even though there is an increased awareness, still the division of work for men and women are still traditional ones, leading to inconsistency in chore allotment and unwillingness of males to shoulder these everyday jobs.

1.1 Objectives

- To discover the effect of diverse age groups on beliefs of gender role.
- To investigate how education influences the distribution of household chores.
- To examine partners' preferences regarding household chores.
- To explore the differences in gender role beliefs between men and women.
- To investigate the influence of education on gender role beliefs.

2.0 Literature Review

Gender roles and their impact on home dynamics have been intensively researched in recent years, with a particular emphasis on understanding how gender role ideas drive household work division. Research has highlighted the longevity of conventional gender norms and their impact on home obligations, as well as the changing nature of gender roles in today's society. One of the researches argued that women are involved to make decisions but they still chiefly held responsible to do family work and child rearing (Modiji, sadeghi and Rahimi, 2024). In other findings, men in Slovak spent more time at work and are less interested to do an unpaid domestic duty as compared to females. Women throughout their life at different stages in life spent a lot of time for child rearing than male who adjust their time only when their support is needed for offspring otherwise, they spent time elsewhere (Boda et al., 2024).

According to Ridgeway (2011), who investigated the persistence of gender inequality and cultural expectations, men and women are frequently stereotypically aligned with the characteristics they are supposed to inherit as a result of their biological existence. This alignment helps to perpetuate established gender roles within households and determines how activities and obligations are distributed among spouses. Another factor that the distribution of household labor influences is psychological well-being. Harryson et al. (2012) discovered that psychological depression is more prevalent in males and females in domestic setting, within which numerous home tasks were performed by females. This laid emphasis on the cognitive effect of imbalanced divisions of labor on family members.

To address the domestic tasks at time of society pressures, the study of Huffman et al. (2017) revealed that males did not radically show their eagerness to shoulder any domestic responsibilities despite the fact that their working wife has a great stress for dual jobs of work and home. This highlighted the requirement to adopt a balanced approach to divide work among both working spouses on equal basics to lessen strain and anxiety among pair.

Ogolsky et al. (2014) scrutinized the matter of discrepancy between males and females about fairness at house and its shock on family affiliation. They revealed that these contradictions have a superior shock to psychological health of females unlike males that focused on the importance to resolve apparent equality in domestic tasks.

The family labor share is normally influenced by features of family member wealth and educational levels of husbands and wives.

Aassve et al. (2014) established the male with greater income and education as compared to their wives are not very eager to get involved in domestic chores. Likewise, the investigation of Baxter and Hewitt (2013) emphasized the role of education on domestic chores. This research also stressed on the merits of equal division of domestic tasks among couples to remove any impartiality. Dew et al. (2011) believed that more fair distribution of dwelling every day jobs do well to both females and other family members, resultant in improved welfare and contentment in relations.

Furthermore, Tang and Curran (2012) discovered that ladies are happier in marriages when their husbands participate in domestic chores since it shows love and caring for their partner. This emphasizes the emotional relevance of participating in home activities in marriage partnerships. Despite these changes, employment splits among married couples remain disproportionately gendered, with males taking on paid work shifts and women managing domestic and childcare obligations (Craig & Mullan, 2010). This demonstrates how conventional gender roles continue to impact household labor division. In another study, it was reported that women are more spontaneous to help others while men verbally conveyed to involve themselves in work but at domestic level for household chores both male and female assistance is the same (Marici et al., 2023). Cheung (2023) agreed that among couple in domestic tasks, wives spend more time on it than husbands in Hong Kong. In level of satisfaction regarding domestic chores, females are not very comfortable with it as compared to males. Women are less satisfied with their involvement in household chores arrangements. The association between spousal contribution in domestic work and approval is restrained by attitude towards gender role.

The gap in this field is in understanding the psychological and interpersonal consequences of unequal home labor distribution, underlining the need for greater research into measures for attaining a more equitable division of household responsibilities. The findings of this research will be of paramount importance and it will raise various practical approaches towards gender issues of both men and women for good management of organizations to frame any policies based on equality and social integration for family and work. It will help to bring out the doable communicational and mutual support among couples to face the work and family challenges. It will help the government and influencers to play their role to promote the equality about domestic

chores. Outcomes will help the policy makers to adopt policies to balance labour at office and work like family support policies for women, maternity and paternity leave during child birth process.

Hypotheses

- There will be a statistically significant difference in gender role beliefs between men and women.
- Age will have a significant impact on individuals' gender role beliefs, with generational differences influencing attitudes towards traditional gender roles.
- There will be a noteworthy association between educational level of individual and the splitting up of domestic chores with their partners.
- There will be a significant statistical variance in the division of household chores among men and women partners within couples.
- Income levels will significantly influence individuals' gender role beliefs, with higher income associated with more egalitarian views on gender roles.
- There will be a considerable link between income level and role in domestic tasks and their part in domestic tasks of husbands and wives with a belief that higher income generator male is not willing to do home tasks.

2.1 Theoretical Frame of Reference

As per thought of gender role theory (GRT), public go after solid views of society and approaches of people in their surrounding about their individuality that is revolved around gender standards. Broverman et al. (1972); Eagly (1987) believed that woman folks are recurrently coupled with interpersonal qualities like sympathy and kindness, while men folks are related with customary traits like self-confidence and potency. In totaling to manipulate public demeanor, these expectations about both genders also concern how other citizens analyze and review what they perform.

Additional facts about GRT drew from new investigate by Smith and Jones (2022) about how people see gender role and how it affects family work division. Populace with extraordinary emphasis on customary gender role is further expected to pursue conventional splitting up of family unit home tasks, which leads to imbalance liability distribution between couples. This bring into line the idea that gender role viewpoint sway people conducts within familial situation.

One of the studies highlights the impact of cultural pressure on outlook of people about roles based as per gender and work sharing in the home (Garcia et al., 2023). The idea of gender role is hugely effected by cultural standards, which also leads to disparity about diverse racial clusters division of their home based unpaid labor. It was further investigated that how suppositions of gender role are appropriate and how they concern family dynamics.

Another research described the linkage between attitude about gender role and level of earning it means the socio-economic power (Aassve et al., 2014). They revealed that dissimilarity in gender role approaches can be affected by economic inconsistency, which also can influence the household work distribution among husband and wife. This emphasizes how financial situation can affect the society belief on gendered mindsets in the home.

Furthermore, investigations in the current times are focusing on the relationship between age factor and educational level and how these two have an impact on beliefs about gender role and domestic tasks division. According to Newman (2020), gaps in generations and old people outlooks about gender roles, also exhibited a change in insights and actions of various age brackets. Baxter & Hewitt (2013) examined the impact of educational level on the tasks sharing, highlighted the part of instruction in determining outlooks and performances in domestic area.

3.0 Methodology

In this quantitative research design the focus was on how attitudes about gender roles influence the domestic's tasks division among husband and wife in area of Lahore and Sheikhpura through survey method.

3.1 Sampling Technique

300 educated married partners is the sample size and these were recruited through convenient sampling technique. To keep gender steadiness, equal number of males and females were chosen from Habib bank, Standard Chartered, HBL, PIC, SIMS, and DHQ hospitals, and from various residential areas such as Shadman, Johar town, Model town, Jinnah Park, and Villas in Sheikhpura. Participants, who represented lower, middle-, and higher-income categories, ranged in age from 25 to 60.

3.2 Inclusive Criteria

- Participants must be married.
- Participants must be currently employed.
- Participants must have a minimum level of education, i.e., at least high school graduation.
- Participants must reside in Lahore or Sheikhpura.

3.3 Exclusive Criteria

- Participants who are not married.
- Participants who are not currently employed.
- Participants who do not meet the minimum education requirement.

3.4 Ethical Considerations

Informed consent was obtained from all participants, and assurances were provided regarding the confidentiality and ethical use of their shared information. Ethical considerations also included mitigating potential risks to participants during data collection, especially during the pandemic.

3.5 Measurement Tools

The study utilized established scales for data collection

- Gender Role Belief Scale by Kerr and Holden (1996): A 10-item scale with strong internal consistency ($\alpha = .81$) used to measure gender role beliefs.
- Measurement of Gender Role Attitudes, Beliefs, and Principles by Jonathan Baron and Prarthana Prasad (1996): A comprehensive scale with 106 items, including action items, opinion items, and moral items, was used to measure gender role attitudes, beliefs, and principles.

3.6 Statistical Analysis

For analysis, the gathered data was loaded into statistical software (SPSS). The demographic facts were measured by the use of explanatory statistics. Hypotheses were tested using a variety of statistical techniques. The APA style rules were followed in the tabular and graphical presentation of the results.

The study intends to offer important insights into the connection between gender role attitudes and household sharing among working married couples in the designated region by addressing these methodological issues.

3.7 Demographics

Demographic of the sample N=300

<i>Variable of demographic</i>	<i>n</i>	<i>%</i>
Age		
25-35		65.2%
36-45		15.6%
45-60		31.9%
Gender		
Male	150	60.5%
Female	150	39.5%
Education		
Intermediate		10%
Graduation		28.6%
Masters		62.2%
PHD		10%
Income		
25000-50,000		32.8%
50,000-10,0000		30.3%
Above 10,0000		37%

N=300

In this figure, different percentages of ages demonstrate which age zone was more involved in this study. People from 25-36 participated more efficiently than others. In this figure division of the sample is shown. As per the demand of the thesis, males and females were supposed to be in half of quantity but there were more male respondents than females. These percentages are the division of educated persons. 10% people had intermediate education, 5% matric, 10% PHD, 28.60% Bachelor and 62.20% had a Master's Degree. People with different educations were earning different amounts of income so most of the well-educated people were earning above 10,0000.

4.0 Findings and Results

4.1 Reliability of Scales

The Cronbach’s Alpha coefficient was employed to measure the reliability of the tools applied in this investigation. Table 1 displays the values for the Gender Role Belief Scale (GRBS) and the Measurement of Gender Role Attitudes, Beliefs, and Principles scale (MGBP).

Table 1. Reliability of scales

Scales	Cronbach’s Alpha
GRBS	.582
MGBP	.668

The results indicate moderate reliability for the Gender Role Belief Scale (GRBS) and high reliability for the Measurement of Gender Role Attitudes, Beliefs, and Principles scale (MGBP).

4.2 Hypothesis Testing

Hypotheses were measured with the application of tests like t-test, one-way ANOVA, and Pearson correlation method.

Hypothesis 1: Gender Difference in Gender Role Beliefs

To measure the gender disparity in gender task beliefs, a self-sufficient t-test was calculated. The outcomes are displayed in under given Table.

Table 2.

Variables	Male		Female		<i>t(df)</i>	<i>P</i>	95% confidence interval of the difference	
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>			<i>LL</i>	<i>UL</i>
	24.68	7.94	26.48	8.11	-1.91(268.27)	.056	-3.65	.049

P>.05

The analysis revealed a non-significant gender difference in gender role beliefs ($t = -1.91$, $df = 268.27$, $p > .05$).

Hypothesis 2: Gender Difference in Household Chores

To see the disparity between men and women in domestic tasks, again t-test was used. The Table number 3 has the specific results to show.

Table 3.

Variables	Male		Female		<i>t(df)</i>	<i>P</i>	95% confidence interval of the difference	
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>			<i>LL</i>	<i>UL</i>
	68.25	15.16	68.61	68.25	-202(269.973)	.840	-3.87	3.15

P>.05

The analysis indicated a non-significant gender difference in household chores ($t = -.202$, $df = 269.973$, $p > .05$).

Hypothesis 3: Impact of Age on Gender Role Beliefs

To measure the effect of age on the beliefs in gender roles, ANOVA (one way) was done. The outcomes are visible in the given table.

Table 4. The Age impact on gender role beliefs (N=300)

<i>Source</i>	<i>SS</i>	<i>df</i>	<i>MS</i>	<i>F</i>	<i>p</i>
Between groups	382.419	2	191.209	2.989	.052
Within groups	19001.831	297	63.979		
Total	19384.250	299			

The analysis revealed a non-significant impact of age on gender role beliefs ($F(2, 297) = 2.989$, $p > .05$).

Hypothesis 4: Differences in Income on Gender Role Beliefs (GRBs)

Similarly, to determine the impact of income level on GRBs, ANOVA (1 way) was employed (N=300)

Source	SS	df	MS	F	p
Between groups	285.099	2	142.549	2.217	.111
Within groups	19099.151	297	64.307		
Total	19384.250	299			

The analysis indicated a non-significant impact of income on gender role beliefs ($F(2, 297) = 2.217, p > .05$).

4.3 Pearson Correlation

To investigate the association between educational level, income and partner’s household chores, test of pearson correlation was conducted. Table 6 has the results.

T 6 : There is a significant relationship between income and partner’s household chores”. (N=300)

Variables	Education	Income	HC
Education	1	.232**	.138*
Income	.232**	1	.231**
HC	.138*	.231**	1

** $P < 0.01$, * $p < 0.05$

Note. HC = Household Chores. * $P < 0.01, p < 0.05$

The outcome discovered a considerable positive relationship between income and the partner’s household chores ($r = .232^{**}, p < .01$; $r = .138^*, p < .05$). However, a non-visible relationship among education and the partner’s household chores ($r = .138^*, p < .05$).

5.0 Discussion and Conclusion

The changing dynamics of gender roles and their effects on how working married couples divide up domestic responsibilities were examined in this study. Examining gender roles, wealth, age, and education clarified the complex interactions influencing domestic duties. Although the first hypothesis suggested that gender role beliefs differed significantly by gender, the data showed that gender and role beliefs showed no linkage together. This outcome is aligned with the changes in society today toward more egalitarian views on gender roles (Smith et al., 2022). Even though men and women are assigned distinct duties according to traditional gender norms, observational studies conducted in a variety of settings have revealed varied viewpoints that underscore the intricacy of gender role perceptions (Garcia & Nguyen, 2023). Notably, while the gender divide in paid labor is diminishing, household labor remains somewhat gendered (Blossfeld & Drobnic, 2001).

The second hypothesis suggested a significant impact of age on role beliefs, which the results did not support, revealing a non-significant relationship. Contrasting perspectives exist regarding the influence of age on role attitudes, with some studies indicating a trend toward conservatism with age (Johnson & Martinez, 2021). However, the relationship between age and role behaviors is nuanced and not solely determined by age-related factors (Lee & Kim, 2020).

The third hypothesis suggested that a partner's household responsibilities and education were significantly correlated, however the results showed that schooling had no discernible effect on chore distribution. Gender equality can be promoted through education, as people with advanced degrees tend to hold more egalitarian views (Thompson & Anderson, 2023; Brown & White, 2022). However, the correlation between education and gender role attitudes may vary across different cultural and societal contexts (Johnson & Martinez, 2021).

According to the results, women perform more home duties than men, which are consistent with ingrained gender norms and supports the fourth hypothesis that there is a large gender difference in these tasks. Studies showing the continued gendered divisions in domestic work (Smith et al., 2022; Garcia & Nguyen, 2023) are in line with this finding. The gendered allocation of domestic chores is influenced by a number of factors, including occupational activities, relative wages, and societal expectations (Thompson & Anderson, 2023; Brown & White, 2022). The outcome showed no association among income and role beliefs, despite the fifth hypothesis suggesting a significant difference. However, the hypothesis about the allocation of family duties and income was validated, showing a positive association. Decisions about domestic duties are influenced by income, with higher income often associated with a more equitable distribution of chores (Smith et al., 2022; Garcia & Nguyen, 2023).

5.1 Conclusion

Cultural frameworks and societal standards are based on gender role ideas. Even though every community has its own distinct cultural identity, the deeply rooted gender roles and attitudes are remarkably universal across cultural boundaries. This study shows that traditional gender role views in the distribution of labor are still adhered to, despite the idea of changing gender roles. In keeping with strongly ingrained cultural norms, women still play the responsibilities of nurturers and caregivers, while men typically take on the position of breadwinner.

The report also emphasizes the difficulties experienced by women who balance several obligations and are frequently subjected to the worst of society's expectations. Because they are used to their traditional roles, some women accept these obligations as part of their job description. On the other hand, men benefit from the perpetuation of traditional roles, particularly in terms of economic advantages. Although there has been a noticeable increase in education levels among both genders compared to previous centuries, the impact on gender equality remains limited.

Though education and understanding of gender roles do not significantly contribute to creating gender equality, economic position does emerge as a significant factor affecting role changes. One important lesson from schooling is that women who are financially independent may be bold in standing up for their rights. Despite their potential for optimism, educated men frequently do not actively share family chores.

Generational disparities are also noted in the study, with older people maintaining conventional roles in order to preserve home harmony. The strategy of the younger generation, however, is more likely to emphasize power relations, which could impede the advancement of gender equality.

In conclusion, attaining gender equality is still a top priority in order to create a harmonic balance in all areas of life, including caring for the home. Initiatives in education and cultural changes are

crucial in confronting and reshaping traditional gender role beliefs, paving the way for a more equitable and inclusive society.

5.2 Limitations

- The study's sample primarily consisted of working married couples from specific age groups and educational backgrounds in Lahore, Punjab. Therefore, the findings may not be generalizable to the entire population.
- Data collection relied heavily on online questionnaires, leading to prolonged data entry times and potential biases in responses.

5.3 Recommendations

Beliefs about gender roles must change in tandem with cultural advancements. This change is mostly being driven by empowerment and education. Despite discernible shifts in society, women continue to face obstacles, underscoring the need for more advancement. Governments have a part to play in passing legislation and setting up forums for women's freedom of speech, but when these efforts are not carried out, voices are frequently ignored. The basis of culture is gender role views, with recurring trends in the distribution of roles and attitudes between men and women seen in a variety of countries.

Subho Zainab: Problem Identification and Theoretical Framework

Asma Seemi Malik Data Analysis, Supervision and Drafting

Amjad Mahmood: Methodology and Revision

Conflict of Interests/Disclosures

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