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### What encourages the pro-equality norms? A Global Economic Perspective

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#### Chronicle

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#### Abstract

The main objective is to investigate pro-equality norms and the influence of significant elements that might contribute towards it globally. We aim to explore whether pro-equality norms lead towards a greater percentage of female employment and better self-reported health, as well as the influence of political confidence on gender equality attitudes, using the world value survey (wave 7). The following variables are measured in our model: age, marital status, highest level of education acquired, subjective health status, employment status, confidence in political parties, and attitudes toward gender parity in job opportunities. We demonstrate that human capital, measured by education and health, has a positive effect on pro-equality norms globally. Employment indicates a positive relationship, illustrating that employed individual tend to be more supportive of pro-equality norms on a global scale. Individuals who are affiliated with political parties are more likely to endorse pro-equality principles. Interestingly, aging has a negative association with pro-equality norms, with the elderly being less supportive of them. Furthermore, using logistic regression (since our dependent variable is categorical), we discovered that married people exhibited less support for pro-equality standards. These findings shed light on the factors influencing pro-equality norms and underscore the importance of education and political affiliation in promoting such norms. Valuable intuitions may be offered by results towards the advancement of pro-equality ideals for policymakers.

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**Keywords:** World value survey, survey data, Employment, Pro-equality norms, Political affiliations.

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## INTRODUCTION

In order to attain other Sustainable Development Goals (SDGs) and encourage inclusive growth, gender equality is more than just a global aspiration (Stevens, 2015; Esquivel & Sweetman, 2016; Fredman et al., 2016). (Sadiq et al., 2018; Aslam, 2020; Aslam & Farooq, 2019). In line with SDGs 5 (Gender Equality) and 10 (Reduced Inequalities), the research aims to investigate global factors influencing pro-equality norms, with a concentration on gender equality. Gender parity views are directly impacted by pro-equality standards in several diverse areas, which leads to higher employment rates for women and better health results. In the meantime, the governmental policies depend on trust in political parties, which stressing the impact of political confidence on mentalities and links positively with supportive views on gender equality in workstations. This study is advanced since it examines issues that are hardly studied, highlighting the importance of addressing a variety of socioeconomic difficulties in order to achieve gender equality on a global

level. Gender equality must be achieved in order to advance the SDGs and promote inclusive economic growth. Nevertheless, long-standing social norms and discriminatory laws deliver significant obstacles to progress. Gender differences in full-time employment are a consequence of important pro-equality norm determinants, such as unequal access to education, restrictive paternity leave laws, and gender pay gaps. The existing social factors are carefully observed and traditional gender roles, which continue to hinder women's entree to work opportunities. Thus, encouraging pro-equality norms remains an important contributor to shaping approaches towards gender equality and influencing outcomes, such as health status and female full-time employment rates.

Diminishing the gender gap causes a force of positive outcomes, fundamental rights, enhancing health, and overall well-being across several life aspects (Sudkamper et al., 2020; Taukobong et al., 2016). Regardless of this, the path to gender parity is fraught with challenges. Intensely rooted social norms and beliefs, result in discriminatory government policies, institutional biases, and unequal resource access (Doepke et al., 2012; Ahmad et al., 2023; Bishu & Alkadry, 2017; Jayachandran, 2020). Unfair marriage and divorce regulations further marginalize women, and limited access to central services disproportionately affects them (Iversen et al., 2005; Schoon et al., 2005; Genadek et al., 2007; Roy, 2019). However gender disparity affects all genders, this study primarily focuses on its effects on women and men, due to the occurrence of binary data in this field.

Fairness of women's and men's contribution are observed frequently in full-time employment alongside other indicators to assess gender equality by researchers and policymakers globally (Bardhan & Klasen, 1999). Those in full-time work typically report a stronger sense of purpose, broader social networks (Aribah et al., 2020), and greater economic independence (Clark et al., 2008; Bambra, 2010; Rosenthal et al., 2012) compared to those not in full-time employment. Numerous institutional, material, and social factors contribute to the gender gap in full-time employment. Despite a narrowing gap, and a reversed trend favoring women in some regions (Klasen & Lamanna, 2009), unequal access to education still plays a role. National labor policies often lack comprehensive paternal leave programs, pressuring women to take extended career breaks (Ciccica & Verloo, 2012; Castro-García & Pazos-Moran, 2016). Religious practices, discouraging women's employment outside the home, further complicate the issue (Tlaiss, 2014). Additionally, insufficient safe and accessible transportation for women creates barriers (Alkadry & Tower, 2006). Gender pay gaps also incentivize heterosexual couples to prioritize men's employment when caregiving responsibilities arise (Wolf et al., 2016).

Even when structural and material factors like reducing the education gap, introducing paternal leave, or narrowing the pay gap are addressed, women's FTE may still lag behind men's. One possible explanation lies in the enduring influence of social factors, particularly gender norms – the unwritten rules dictating acceptable and unacceptable behaviors for men and women (Cislaghi & Heise, 2019). These deeply ingrained norms create behavioral expectations based on gender, often restricting women's access to employment. Consider norms suggesting that women should primarily be responsible for childcare and family caregiving (Jayachandran, 2020), or that men are expected to be the primary breadwinners, perpetuating traditional notions of masculinity (Thebaud, 2010). Gender norms can also influence career choices, with certain professions deemed more suitable for specific genders (e.g., nursing for women, finance for men) (Couch &

Sigler, 2001; Yasukawa & Nomura, 2014). It aims to understand how marital status, age, political affiliation employment status and education level shape attitudes towards gender equality. The study highlights how crucial it is to implement focused policies and interventions based on socioeconomic factors into place in order to advance gender equality in the workplace. The study examines the influence of pro-equality norms on inclusive growth and gender equality, emphasizing the role of political participation, health, and employment globally. How education and health contribute positively to these norms is crucial to understand. This study focuses on pro-equality norms as the dependent variable. PEN is measured by questioning respondents a question about job scarcity and preferential hiring of men.

The study additionally observes how several characteristics, like age, marital status, political affiliation, work position, and degree of education, influence perspectives towards gender equality globally. The investigation utilizes data from the latest wave of the World Value Survey, encompassing both open and limited access settings on a global scale. The World Values Survey (WVS) uses different sampling techniques to achieve wide geographic and demographic inclusiveness while collecting data through nationally representative polls performed in many nations. Face-to-face interviews are carried out to investigate cultural, social, political, and economic values and beliefs with randomly selected individuals. This approach aims to offer an inclusive understanding of global societal attitudes and changes over time.

This research aims to shed light on the following dimensions using Logistic regressions: (i) Does political confidence in parties influence gender equality attitudes?(ii) Do pro-equality norms translate into higher rates of female full-time employment and improved self-reported health? The introduction of the paper is given in Section 1, where the goals of the study are briefly summarized, along with how they correlate to the broader topic of gender equality and how enhanced political rights would contribute to its accomplishment. A survey of the literature on gender norms is covered in Section 2, with a focus on the global context. Section 4 presents the paper's empirical findings after Section 3, examines conceptual connections and methods. The paper's conclusion is covered in the last part.

## **A Review of Gender Norms and Their Global Impact**

Gender equality remains a central challenge globally, and understanding the factors that influence pro-equality norms is crucial for progress. This review examines existing research on the interplay between societal expectations, political participation, and health outcomes related to gender. Cislighi et al. (2022) display how, in nearly 100 nations, social hopes distress women's full-time employment (FTE). Their investigation discovered that greater ratios of female FTE participation were detected in nations with further equal gender perceptions. This relationship confirmed the dynamic link among FTE and self-reported health and remained accurate in a variety of traditional circumstances. Employed full-time was typically connected with higher well-being, dependent on the values of society. They underscored the vital influence of traditional expectations on women's career chances and well-being by using advanced statistical models to justify variables including age, gender, and education. Gupta et al. (2019) highlighted the deleterious effect of fixed gender norms and discrepancies on health-related activities and threats. The study displays how gender dynamics and health are

interrelated, but it doesn't specifically report how pro-equality standards and health are linked. It does, however, offer light on the association between gender, social norms, and health outcomes and deal with a thorough action plan to eradicate gender disparity and the related health effects. Campana et al. (2018) observed the gendered separation of labor within Latin American families. According to their findings, there is less of a difference in the whole number of hours worked by men and women in nations where gender norms are more unbiased. They observed how gender norms and total work time are associated, using data from time-use surveys and the World Values Survey. The analysis exposed that woman constantly enthusiastic more hours to entire work, encompassing both funded and unfunded labor, likened to men. This research highlights the significance of endorsing pro-equality norms to attain an unbiased division of domestic responsibilities.

Kenny and Patel (2017) discovered the factors shaping societal views about women's roles, examining the links among these views, legal frameworks, and gender equality consequences. They acknowledged an association among pro-equality norms, helpful legal frameworks, and female labor strength participation. However, the study recognized limitations in analytic, exact causal mechanisms. Although the investigation did not find strong causal associations at a national level, it emphasized the potential influence of reforming discriminatory laws to encourage gender parity outcomes. O'Rourke (2017) examined the starring role of global gender equality norms in determining local peacemaking struggles, concentrating on the Northern Ireland peace development. The study examined the influence of a UN Special Rapporteur's report on gender equality in indigenous peacemaking. This study highlights how essential it is to include international standards in regional peacemaking initiatives in order to assure inclusive and sustainable peace.

Considering the literature cited above, we hypothesize that human capital, measured by education and health (Aslam et al., 2023), positively impacts pro-equality norms and leads towards gender equality. Preceding studies have delivered valuable intuitions into these dynamics. Nevertheless, a critical gap remains: none have widely discovered the association between pro-equality norms and health, employment status, and political participation on a global scale (Aslam, A., Naveed, A., & Shabbir, G. 2021). Many current studies either fail to fully capture the complexity of these associations or apply methodologies inappropriate for such a comprehensive investigation. Based on the available data, researchers can employ a variety of techniques to assess gender equality and pro-equality norms.

One methodology includes using global health surveys to generate measures for gender norms, such as attitudes and behaviors, to study their influence on health outcomes (Innovative methods to examine the influence of gender norms on adolescent health using global health survey data, 2022). Gender norms can impact women's access to full-time employment and their self-reported health in various nations and circumstances. This can be examined with time-series data from European Values Survey and World Values Survey (Beniamino, Cislighi et al., 2022). Additionally, exponential smoothing, soft-computing approaches and clustering investigation can be applied to databases, following the development of anti-discrimination laws and gender equality rules, offering intuitions into global development and challenges associated with gender equality (David, Dominguez et al., 2019). By merging these methodologies, researchers can gain

an inclusive understanding of pro-equality norms and gender equality, informing the development of effective policies and interventions aimed at encouraging gender equality globally. Drawing from existing literature, our research approach utilized data from the World Values Survey (WVS) to examine global pro-equality norms at the individual or cross-sectional level. Data collection was conducted during the seventh wave of the WVS, which took place from 2017 to 2022. The sample examined was diverse, incorporating data on respondents' marital status, age, and educational context, to ensure inclusive intuitions into pro-equality norms globally. This study focuses on political engagement in particular, observes the global factors that influence pro-equality norms in order to close this gap (Aslam, A., & Shabbir, G., 2021).

we aim to deepen our understanding of the factors determining pro-equality norms. Our approach expands on earlier research by providing a thorough investigation of political engagement as a major factor influencing pro-equality norms (Aslam, A., & Shabbir, G., 2021). We claim that political engagement plays an essential role in determining societal attitudes towards gender equality. In conclusion, our study endeavors to fill a significant gap in understanding the global factors influencing pro-equality norms. We want to offer useful intuitions for activists and policymakers working to advance gender equality and greater social inclusion by focusing on the relationship between political engagement and human capital indicators like health and education globally. (Aslam et al., 2017).

### **Conceptual Linkages**

This section outlines an inclusive investigation into the association between social order, institutional structures, and gender equality globally (Ghouse et al., 2022; Aslam & Shabbir, 2019). It also demonstrates the effects of adhering to disparate gender norms on health behaviors and risk perceptions, such as trying masks during the COVID-19 pandemic (DeSalvo et al., 2022). Gender norms play a vital role in determining the involvements of diverse genders in society, influencing various aspects of life. Studies highlight how misunderstandings of gender norms can hinder progress towards gender equality (Bursztyn et al., 2023). Moreover, research highlights the influence of restrictive gender norms on poverty dynamics, demonstrating how these norms affect understandings of poverty changeovers and chances for men and women (Petesch & Badstue, 2020). Additionally, the investigation of Syrian refugee adolescent girls in Jordan exposes how gender norms influence their lives, particularly in terms of mobility limitations and domestic workloads, highlighting the complex interplay among gender norms and social and financial outcomes (Krafft et al., 2021).

These conclusions collectively reveal the multifaceted ways in which gender norms shape the experiences of individuals across diverse contexts and societies. The theoretical foundation is based on the notion that gender equality in employment, education, and health, as well as social organization and institutional frameworks, have a major influence on economic performance (Ayesha Aziz et al., 2021). The methodological approach to recognize gender norms or pro-equality norms includes utilizing different data sources, sampling techniques, and analytical tools. The World Values Survey and the European Values Survey are two important global health surveys that deliver valuable data on norms, attitudes, and values in different nations (Beniamino et al., 2022). These surveys deliver nationwide demonstrative data on attitudes and behaviors related to gender norms. Sampling techniques include selecting adult

inhabitants in each nation to gather diverse views on gender norms (Beniamino et al., 2022). Analytical techniques comprise cross-sectional and longitudinal studies, as well as logistic regression models with controls for demographic dynamics including age, sex, and education to examine associations between pro-equality norms and employment status, (Beniamino et al., 2022). Four key variables will be observed: (i) Pro-Equality Norms (PEN): This main variable (dependent variable) measures attitude to gender equality in job scarcity. Respondents are presented with the statement "if jobs are scarce, men should have more right to a job than women do?" and their answers are coded into a four categories variable (4 = Pro-equality, 0 = Not pro-equality). (ii) Full-Time Employment (FTE): This binary variable categorizes respondents who reported working full-time versus those engaged in part-time work, self-employment, retired, students, homemakers, unemployed, or with another employment status. (iii) Self-Reported Health (SRH): These categorical variable measures perceived health status, ranging from 1 (Very Poor) to 5 (Very Good). (iv) Political Confidence in Parties: This variable gauge the level of trust women have in political parties.

Individual-level or cross-sectional data is utilized to create average estimates and conduct sex-stratified analyses for each variable. Ordered logistic regression models is employed to analyze the relationships between pro-equality norms (dependent variable) and the other variables (independent variables). The study uses a global sample of countries including Argentina, Bangladesh, Bolivia, Brazil, Myanmar, Colombia, Cyprus, Ecuador, Ethiopia, Greece, Guatemala, Iran, Iraq, Jordan, Kenya, Kazakhstan, Libya, Malaysia, Maldives, Mexico, Mongolia, Morocco, Nigeria, Pakistan, Peru, Philippines, Romania, Russia, Serbia, Vietnam, Zimbabwe, Australia, Canada, Germany, Hong Kong SAR, South Korea, Netherlands, New Zealand, Singapore, and United States. Data for the study is drawn from the seventh wave of the World Values Survey (WVS). The WVS is a renowned research project that captures a wealth of information on norms, beliefs, and values of representative adult populations across various nations. Publicly available data from the WVS website will be utilized, specifically the integrated dataset encompassing surveys conducted between 2017 and 2022. This selection ensures a diverse sample for analysis. Additionally, the sample will be restricted to respondents with information on marital status, age, and education.

The study's findings have the potential to inform policy development aimed at fostering gender equality by addressing the factors that shape pro-equality norms within different social and institutional contexts. The final model is as below;

$$PEN = \beta_0 + \beta_1 Hlth + \beta_2 Empl + \beta_3 PolP + \beta_4 Edu + \beta_5 Age + \beta_6 Marr + \epsilon \dots \text{ (Equation 1)}$$

Where, PEN = pro- equality norms , Hlth = health, Empl= Employed, PolP= political parties, Edu = education, Age= age and Marr= married. Details of each variable is presented in Table 1 below;

**Table 1.**  
**Description of Variables**

Variables in our Model	Question From WVS	Description/ Full Question
Pro-equality Norms	Q33	Jobs scarce: Men should have more right to a job than women
Healthy person	Q47	state of health (subjective)

Employed	Q279	Employment status
Political Parties	Q72	Confidence: The Political Parties
Education	Q275	Highest educational level: Respondent [ISCED]
Age	Q262	Age
Married	Q273	Marital Status (0= no, otherwise yes)

**Table 2.**  
**Summary Statistics**

Variables	Observations	Mean	Std.	Min.	Max
Pro-equality	37,996	3.1892	1.3382	1	4
Healthy	37,996	0.20884	0.40648	0	1
Employed	37,996	0.61196	0.48731	0	1
Political Parties	37,996	2.89683	0.99924	0	4
Education	37,996	3.50795	2.01601	0	8
Age	37,996	42.0549	15.8203	16	103
Married	37,996	0.63649	0.48102	0	1

The statistical summary table 2 provide valuable insights into the data spread for each variable. The range of values for "pro-equality" (1 to 4) indicates a spectrum of pro-equality perspectives, with higher values reflecting stronger support. Similarly, the mean and standard deviation for "Education" suggest a diverse range of educational attainment levels within the sample.

## RESULTS

A key finding from Table 3 is the positive correlation between employment status (Masood Ahmed et al., 2020) and pro-equality norms. This suggests that individuals with full-time jobs tend to hold stronger pro-equality views. Notably, this connection is particularly pronounced in countries characterized by open access social orders and robust institutional frameworks. Conversely, in nations with limited access and weaker institutions, the association appears less evident.

**Table 3.**  
**Regression Results (o-Logit Model)**

Dep var: Pro-equality norms	Results
Healthy	0.0333
	-0.0234
Employed	0.264***
	-0.0201
Political Parties	0.196***
	-0.0094
Education	0.229***
	-0.005
Age	-0.00139**
	-0.0006
Married	-0.310***
	-0.0194
/cut1	-0.531***
	-0.0461

/cut2	0.756***
	-0.0458
/cut3	1.357***
	-0.0461
/cut4	3.025***
	-0.0482
<b>Observations</b>	37,996

Standard errors in parentheses

\*\*\* p<0.01, \*\* p<0.05, \* p<0.1

The analysis reveals a negative association between age and pro-equality norms. Younger individuals exhibit a greater inclination towards gender equality in the workplace compared to their older counterparts. Additionally, education level plays a significant role. Individuals with higher educational attainment demonstrate a stronger propensity to endorse pro-equality norms across diverse countries. The model also suggests a positive link between reported health and pro-equality norms, indicating that healthy individuals are more likely to support gender equality in the workplace. Furthermore, political party affiliation demonstrates a positive influence on pro-equality norms. This suggests that individuals with higher trust (Aribah Aslam & Ghulam, 2022) in political parties tend to hold more favorable views on gender equality within the labor market.

The study uncovers a negative correlation between marital status and pro-equality norms. Married individuals are less likely to endorse the statement that men should have greater rights to scarce jobs compared to women. While the reasons for this association warrant further exploration, it highlights the complexity of the factors influencing gender equality attitudes. Highlighting the main results, we can safely say that Pro-equality views are linked to holding full-time jobs, but the link to health is weaker. Interestingly, trusting political parties (Aslam & Ghouse, 2023) goes hand-in-hand with stronger gender equality beliefs.

## CONCLUSION

While the model doesn't differentiate by gender, a positive and statistically significant relationship exists between pro-equality norms and full-time employment, suggesting individuals with stronger pro-equality views are more likely to be employed full-time (Aslam et al., 2020). The link between pro-equality norms and self-reported health is less clear, with a positive coefficient but not statistically significant at the same level. Interestingly, the analysis reveals a positive and statistically significant relationship between political confidence and pro-equality norms. This suggests individuals with higher trust in political parties tend to hold more favorable views on gender equality in the workplace. Our findings indicate the potential effect of pro-equality norms on employment and political trust, while the connection to health remains inconclusive based on this data. Promoting gender equality may be more effectively accomplished through targeted mediations that express the unique demands and difficulties that diverse demographic groups confront. We underscore the multifaceted nature of factors influencing pro-equality norms in a global sample using Ordered Logit model. By addressing and applying targeted strategies based on socio-economic attentions, countries can generate a more equitable and gender-inclusive work environment globally. A more equitable work environment may be generated by involvements based



on socioeconomic factors, giving everyone the chance to prosper and contribute equally.

## LIMITATION OF THE STUDY

A limitation of this study is the deficiency of a gender investigation to differentiate the distinction impact of gender norms on men and women distinctly. This might recover the study's comprehensiveness and usefulness by offering greater intuitions into how pro-equality norms seem and are perceived across genders.

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