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**Social norms and individual beliefs
as crucial macro and micro factors in female employment**

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Abstract

This study aims at exploring the effect of individual gender beliefs on woman's employment, type of employment and job satisfaction. It also explores the moderating role of social norms on individual level relationship between woman employee's individual views and their job satisfaction. Data used is taken from European Value Survey- a large cross-national survey. To answer the Research Question two typological contexts were used: Turkey as a representative of a country with strong conservative norms and Nordic countries (Norway, Denmark, Finland, Iceland, Sweden): as representative of countries with strong egalitarian norms. Results show that individual gender beliefs do affect a chance of being employed, but not the type of employment. Analysis also revealed that gender beliefs affect the way women evaluate their job satisfaction. Finally, it was found that social norms have a moderating role in a link between individual views and job satisfaction. The nature of this role differed depending on the types of contexts. In egalitarian context social norms tend to decrease egalitarians women's reported job satisfaction. In conservative context social norms tend to increase egalitarians women's reported job satisfaction.

Key Words

Gender beliefs, social norms, job satisfaction, female employment

1. Introduction

Female Labor Force Participation Rate experienced a global scale increase in the past decades (Bayanpourtehrani & Sylwester 2013). In fact, European FLFP rose from 55% in the early 90s to more than 66% in 2008 (Cipollone, Patacchini & Vallanti, 2014). That comes as no surprise since constant productivity growth demands an increase in workers involved. And women virtually constituting half of the population is a great pool to fulfil this demand. At the same time, humans are not merely economical agents, we also act in response with our personal beliefs. Even the choice of whether and how to work may be shaped by gender ideology that a person upholds. For instance, conservative women, who believe that care taking of the family is their primary duty, may be less likely to pursue career. Cross national comparison in Britain, USA and West Germany showed that women working part-time are twice as conservative as their full-time counterparts (Hakimi, 1995). Women who hold traditional values were also found to be less likely to work or work fewer hours if they are employed (Stam, Verbakel & de Graaf, 2014). At the same time, women who hold egalitarian gender ideology are much more likely to work and combine work and family responsibilities (Huang & Gamble, 2015).

When individual acts in accordance with their beliefs they report higher wellbeing compared to those who fail to do so. Same logic applies to an individual decision regarding their job. Subjective preferences that are matched are significant determinants of high personal job satisfaction (Huang & Gamble, 2015).

However, individual choices and preferences are also shaped by the societies in which people live. Cultural norms about women's roles inside and outside the home also influence individual choice sets and behaviour. Norms can be defined as “a society's informal rules about appropriate or acceptable behavior” (Jayachandran, 2020, p.1) Like personal gender ideologies, norms may shape individual's decisions about whether, how much to work and their satisfaction with work.

Personal gender beliefs can very much reflect the macro level social norms of a country. However, we see more and more discrepancy between personal beliefs and social norms. For instance, immigrants and to less extent their kids are known to still adhere to social norms of their country of origin (Röder & Mühla, 2014). Not adhering to social norms may have social sanctions imposed to those who break the norms (Stam, Sieben, Verbakel & de Graaf, 2016).

In this study, I will investigate how country-level and individual-level gender ideology shape women's choices about whether to work, what type of work to pursue and their job satisfaction.

To study women- two typological contexts will be used: Turkey and Nordic countries (Denmark, Finland, Sweden, Norway, Iceland). Nordic countries are considered to be one of the most gender egalitarian countries in the world. Vast majorities of those countries' population strongly believe in gender egalitarianism which is also reflected by their progressive social policy (Eydal et al., 2015). On the other side Turkey, residing at the 59th place in the world on Gender Inequality Index has very strong patriarchal gender ideals that were proven many times to negatively affect women's labor behaviour (United Development Programme, 2020). Women are still widely viewed as mothers and housekeepers by general population (Goksel, 2013; Bugra, 2014). Using those typological regions will help illuminate the moderating role of culture on connection between individual gender beliefs and job satisfaction.

Summing up the above-mentioned puzzle the **Research Question** of my Thesis is: How do individual gender ideology and country-level norms interact to influence women's decision to work and their job satisfaction?

Most of the research on the topic of job satisfaction studies the objective predictors of job satisfaction ignoring the cultural issues (Clark, 1996; Ejaz et al, 2008; Van der Meer & Wielers 2011). Little research, however, addresses the moderating role of social norms. They often fail to incorporate people's own, often subjective, and not obvious considerations, when studying job satisfaction. This thesis may contribute to the topic and elaborate the factors scholars can study when researching job satisfaction.

Societal relevance derives from that fact that contemporary societies become less and less homogenous. Immigration, secularization and other phenomenon result in people finding themselves in societies where their desires do not match local homogenous norms. It is unclear how do those people act and how does the local culture affect their behavior and wellbeing. Moreover, those issues have recently been highly politicised and constitute a salient topic for politicians and society. Understanding those processes may bring more objectivity in the debate. For instance, policy makers may use such studies as an argument for or against policies regarding naturalisation regulations.

2. Theoretical Framework

It is important to remember that people are not mere reflections of their surroundings. Individual beliefs may affect decisions and the ways people evaluate their lives. Therefore, in order to study the phenomenon of women's employment and job satisfaction it is important to study individual and macro level interactions.

Theoretical framework is reflected in conceptual model in figure 1.

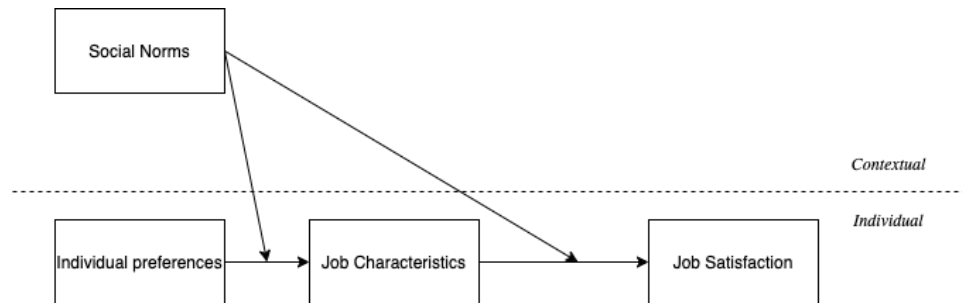


Figure 1: Conceptual Table

2.1 Individual Gender beliefs

Gender ideology (or gender beliefs) are beliefs that reflect personal opinions on gender roles. Gender beliefs tend to be constant throughout the time and people try to follow the internalised gender ideology they have been exposed to during impressionable child age (Nordenmark, 2004; Ridgeway & Correll, 2004). Different gender beliefs on individual level can be a predictor for certain behavior. For instance, a conservative woman is more likely to consider family as her top priority. Whereas an egalitarian woman may be more career driven. As individuals, women make their choice on whether to be employed, or if employed- to go part-time or full-time. Their desire to go for a certain option reflects their personal gender beliefs (Hakim, 1995; Fortin, 2005).

The question is: which women strive for what options. As it turns out the factor that is most important to women, on average, is job flexibility (Rubery, 2015; Bender, Donohue, & Heywood, 2005). That is not surprising considering the combination of norms that women often find themselves being target of: a moral obligation to be a mother and a necessity to also earn money (Liefbroer & Billari, 2010). Egalitarian women are less likely to follow traditional gender roles unlike conservative women who are more likely to do so (Baeza, Gonzalez & Wang, 2018). Flexibility is crucial to women because of their felt obligation to be a caretaker for the family. Such belief is a traditional

way of looking at gender relationship. When taken to a maximum a woman may not want to work at all to focus solely on the family. Thus, the first hypothesis is:

Hypothesis 1: The more progressive woman's gender ideology is- the more she is likely to be employed.

However, it is clear that individual is not always free to do whatever one wants. What often happens is that one partner can not allow to be a full-time caretaker of the family. In this case woman would try to combine both of her roles with flexible job. Therefore,

Hypothesis 2: The more progressive woman's gender ideology is- the more she is likely to be employed full-time rather than part-time

2.2 Job Satisfaction

Interestingly enough women who, on average, have worse conditions at their jobs (salaries, security, prospects of growth) still regularly express higher job satisfaction compared to men. (Huang & Gamble, 2015). The answer to this paradox is given by the Expectation Theory. It assumes that job satisfaction derives from alignment of what an individual wants and what one gets from a job. If one gets what one wants- this person will be more satisfied (Huang & Gamble, 2015). In this light job satisfaction is an extent to which individual's expectations are fulfilled. And whether person's skills match the job they have (Yih-teen Lee & Antonakis, 2014)

An issue which is, on average, most relevant to women is flexibility. Flexibility is so crucial due to work-family conflict. Women value flexibility so much to be able to combine their job with taking care of the family (Huang & Gamble, 2015). The extent to which they consider caring for the family depends on their gender beliefs. Thus, a will for flexibility can be conceptualised as deriving from individual gender beliefs.

Having established that link we are ought to ask again: what is the mechanism behind women feeling less satisfied when failing to pursue a job (or non-employment) she wanted to? The answer may be *internalisation hypothesis*. Internalisation hypothesis assumes that people internalise certain beliefs and that those beliefs are capable of affecting one's wellbeing. If an individual fails to pursue an option they view appropriate- this individual can start feeling shame and intrinsic guilt

(Stam et al, 2016). Beliefs are internalised during impressionable children age, so they are not mere reflection of general social norms (Röder & Mühlau, 2014). For example, a woman raised in a highly religious and conservative household in Sweden may grow up aiming to be a mother as her sole responsibility despite the fact that her aspirations go against egalitarian Swedish social norms. And failing in becoming a mother and family caretaker may very much decrease such woman's personal well-being or job satisfaction (since she prefers part-time due to flexibility).

Flexibility is more crucial for conservative women since they view family as their top priority and less important for egalitarian women (Hakim, 1995; Fortin, 2005). Therefore, next hypothesis is:

Hypothesis 3: The more progressive woman's gender ideology is- the higher her job satisfaction is.

2.3 Social Norms

However, often people have to go against the general norm. That has social consequences. Social actors function in societies and their choices are also evaluated by the people around. Whether their choice is celebrated or not can be explained with social norms.

Social norms can be defined as 'an expectation about acceptable behaviour that is shared by a group of people' (Liefbroer & Billari, 2010, p. 290). Liefbroer and Billari argue that social norms have significant effects on peoples' behavior. It is related to the necessity of undertaking certain behavior, characteristic of a certain group and what is of the most interest to us is imposable sanctions (Liefbroer & Billari, 2010). Social norms provide incentives to adopt a certain type of behavior. Failing to adhere to social norms may impose social sanctions. Those sanctions can be strong enough to make an individual change their behavior or decrease wellbeing if one does not adhere (Gerber, Green, & Larimer 2008).

The mechanism that sheds light on social norms effects on job satisfaction is the ***stigmatisation hypothesis***. Stigmatisation hypothesis assumes that people who do not adhere to social norms face informal social sanctions such as gossiping or exclusion. Such sanctions decrease person's wellbeing. At the same time, by adhering to social norms- peoples' wellbeing increases (Stam et al, 2016). Stigmatisation hypothesis is an example of external social sanctions.

As we know social norms are expectations about appropriate behaviour (Liefbroer & Billari, 2010). Social norms differ considerably across countries. Norms about women and the role which is

attributed to them is also strong enough to be a significant predictor for Female Labor Force Participation Rate cross-nationally and even for the conditions in which women work (Goksel, 2013; Bayanpourtehrani & Sylwester, 2013; Hummelsheim & Hirschle, 2010; et al, 1991; Giavazzi, 2009; Bugra, 2014 and others). And this is why the aspect of social norms which is of most interest to the Research Question of this thesis is gender ideology.

2.4 Employment in Turkey and Nordic countries

European Female Labor Force Participation has been actively increasing in the past decades (Cipollone et al, 2014). Across the world women have also been getting more opportunities. One of the most significant notions of this trend is women's increase rate of educational attainment. Modernisation theory postulates that growing economy leads to increasing educational attainment which is crucial for a future employment. Women's labor participation is a great example of that theory (Heyne, 2017).

However, modernisation theory fails to explain cases that go against the trend. Such example is Turkey, for instance (Goksel, 2013). Despite economic growth the FLFP in Turkey has been decreasing in the past years. Such paradox can be explained by the local culture that is strong enough to undermine economic processes (Bugra, 2014; Goksel, 2013). Turkish society, on average, considers women's sole responsibility to be looking after her family. At the same time, traditional gender segregation creates obstacles for women in the labor market. Local men tend to believe that women and men should have their separate spaces, so when they interact at job- pressure is put on women (Bugra, 2014). As a result, women in Turkey are less likely to be employed despite economic trends.

In other cases, cultural norms may actually enhance the egalitarian norms. Nordic countries constitute a great example of such cultural space. Their population express very strong egalitarian beliefs which is reflected both in their strong opinions and progressive policies (Eydal et al, 2015). For example, Nordic governments have been implementing policies that support equal division of house labor, public facilities such as kinder gardens are also widely available which allows men and women to strive for equal duties. Conscious policies lead to more equal societies. Nordic women have a higher labor participation rate, are less economically dependent on their husbands and spend less time doing housework compared to most other countries in the world (Oláh & Michael Gähler, 2014; Eydal et al, 2015).

Turkey and Nordic countries clearly constitute different types of cultures. Where Turkey is more traditional and conservative, Nordic countries are more egalitarian and progressive. What is culture in

this context? *Culture* refers to a group of people, who live in a certain geographical region and share social norms. These norms include religious, moral beliefs and family values (Stangor et al, 2011). Cultural effects are strong enough to influence the level of Female Labor Force Participation across the world (Clark, Ramsbey & Adler, 1991; Giavazzi, Schiantarelli & Serafinelli, 2009). This fact is clear, the question is thus: how? What is the mechanism through which culture affects human behavior? The answer is through social norms (Goksel, 2013; Liefbroer, & Billari, 2010; Stam et al, 2016; Jayachandran, 2020).

2.5 Culture context

In order to explore moderating role of the social norms on individual I will explore its effects on their own evaluation, namely job satisfaction.

Culture plays a moderating role between job status and job satisfaction (Huang, & Van de Vliert, 2003). How exactly does it happen? It depends on whether individuals' preferences reflect the local social norms. If women's employment status reflects the local norms- she should not experience effects of stigmatisation (sanctions) by local population. On the other hand, if woman breaks the norm- she should be less happy with her job due to the social pressure she experiences. In other words, my expectation is that egalitarian full-time employed woman in one of the Nordic countries should be happier with her job compared to a full-time employed egalitarian woman in Turkey. That is because an egalitarian woman in conservative society should be exposed to social sanctions by society as the norm breaker. This logic assumes that egalitarian women that are employed in a traditional context should be less satisfied with their position compared to the same type of women in an egalitarian context and vice versa.

This is the case if we assume that contextual pressure is strong enough to influence women's perception of their own position. However, while it is clear that social norms can put pressure on individuals and individual views effect their evaluation- we are yet to see how those influences work combined.

To see how and whether cultural context affects extent to which women are satisfied with their positions I propose a following hypothesis.

H4: Relationship between individual views and job satisfaction varies by normative context

3. Methodology

3.1 Data

In this study I use the European Value Survey (EVS). EVS is a large-scale cross-sectional survey conducted cross nationally. EVS adopts their survey questions in such a way that results could be compared. EVS focuses on people's beliefs and human values. Those include wide range of topics including work and ideological beliefs. EVS provides high quality data regarding employment and job satisfaction variables. I will be using data from 2008 module since that is the latest round that includes all required questions for my thesis. Survey has been conducted in 47 countries in two years.

In order to test proposed hypotheses 6 countries will be used: Turkey as a typology for conservative society and Nordic countries as a typology for progressive society, namely Sweden, Norway, Iceland, Finland and Denmark. Turkish surveys were conducted from 11-26-2008 to 03-01-2009. Surveys in the Nordic countries were conducted in a period from 04-01-2008 to 03-15-2010. Decision to compare Turkey with 5 Nordic countries was made due to a low percentage of conservative women in any of the Nordic countries separately. In order to overcome that issue, I made a decision to combine them into one group due to their likelihood in terms of social norms and gender beliefs in particular.

3.2 Sample

My analysis sample will consist only of women. Two samples will be used. First sample will look at all women. The second sample will only include working women. After eliminating missing cases from main covariates to narrow down the final sample the total number of participants is equal to 3401 (Table 1). 1125 women come from Turkey and 2276 come from Nordic countries.

Table 1. Exclusion per step

		Frequency	Percent	Cummulative Percent
Valid	Sample	3401	5.1%	5.1%
	Gender Ideology Answers Missing	13732	20.7%	25.9%
	Men	22017	33.2%	59.1%
	Unstudied Countries	27128	40.9%	100%
	Missing Gender	3	0	100%
	Total	66281	100%	

Source: European Value Survey (2008)

Working sample population is equal to 1620. Working Nordic Female Population is 1497 people. Working Turkish Female Population is 123 people which includes part-time, full-time and self-employed workers.

3.3 Independent Variables

3.3.1 Cultural context

First crucial independent variable is cultural context. Since I use typological countries, a dummy variable will be used. Turkey is going to be a conservative society and Nordic an egalitarian one.

3.3.2 Individual gender beliefs

European Value Survey includes multiple questions measuring gender views. In order to capture gender views most accurately I have run exploratory factor analysis and later reliability test to see which variables go together. 10 variables that measure gender views were used in Factor Analysis. All 10 variables alongside factor analysis can be seen in the Appendix. All of those variables were recoded into dummy variables with answers “yes” and “no” to make sure they are compatible.

Having run a Factor Analysis with all those variables three components were produced. Out of three components- first one produced the most significant results. First component deals with questions that can tackle beliefs regarding women’s role and her abilities and will to combine care-taking and working mother roles. It can be roughly titled as “*women’s role*” That is v159,v160,v161,v161, v103 and v149. All of those variables produced positive values on the component matrix. Second factor deals more with women’s perceptions of father’s role which is

less applicable to my thesis (v163,v164,v165,v166, v103. v149). Final component addresses similar topics as the first one but with less significant results on eigenvalues and less theoretical precision. Therefore, component one “women’s role” was picked. “Women’s role” reflects the concept of gender beliefs as question tackle gender roles more than anything else (Nordenmark, 2004). This component includes following statements: v159 “*A working mother can establish just as warm and secure a relationship with her children as a mother who does not work*”. v160 “*A pre-school child is likely to suffer if his or her mother works*”; v161 “*A job is alright but what most women really want is a home and children*”; v162 “*Being a housewife is just as fulfilling as working for pay*”; v103 “*When jobs are scarce, men have more right to a job than women*” v149 “*Do you think that a woman has to have children in order to be fulfilled or is this not necessary?*”.

Reliability test showed Cronbach’s alpha of 0.723 making first component an acceptable measure to capture gender views.

After deciding on factor used I constructed a sum scale in which variables from first component were used. All of them were recoded into dummy variables with agree/disagree as answers. Statements were coded in such a way in which “agree” would signify an egalitarian stance and “disagree” a conservative one. For each “yes” one point was given and 0 for a “no” answer.

As a result a scale variable SumGenderViews was constructed ranging from 0 to 6 where 0 is a score given to the most conservative women and 6 is a score given to the most egalitarian ones.

3.4 Dependent Variables

3.4.1 Employment Status

A job will be considered full-time if the respondent works 30 hours a week or more, part-time job if respondent works less than 30 hours per a week based on European Value Survey questionnaire categories. Respondent will also be considered working if they report being self-employed, however there is no indication of their working hours so they will only be analysed in general sample models. The last category is respondents out of the labor force.

3.4.2 Job Satisfaction

Job Satisfaction was measured with a scale variable. It answers the question: How satisfied are you with your job? Answers range from 1 (dissatisfied) to 10 (satisfied).

3.4.3 Control Variables

Based on prior research conducted there are several known factors that can affect employment status and job satisfaction. These variables are: age, amount of children, marriage/cohabitating status and education level (Stam et al.,2016).

Age was chosen since it may have an effect on whether person wants to be employed and the way they evaluate their job. Education level is a constant predictor for employment status and potentially could also affect the way person evaluates their job satisfaction. Amount of children is crucial since the more children the family has- the less likely the woman is to be full-time employed or employed at all. Finally, marriage and cohabitating may have effect on employment status due to potential income earned by the partner.

Age, amount of children are continuous variables and have been measured directly. Marriage status was coded into two dummy variables. First one with values: married/cohabitating vs never married. Second one with values: never married before vs married now/cohabitating.

3.5 Data Analysis

Having narrowed down the sample and figuring out main covariates I ran descriptive analyses to check if there are any anomalies. Descriptive analysis is in the results sections. Having done that I have then used four models testing links in my conceptual model.

3.6 Data Security

European Values Survey has already anonymized the data, so the respondents data is already protected. I provide more details on security procedures in the appendix.

3.7 Statistical Models

3.7.1 Model 1

First model studies the relationship between individual beliefs (independent variable) and whether a woman works or not (dependent variable). To do so I first ran a linear regression to see if individual beliefs predict employment status. Later I run another linear regression, this time with control variables to test if effect stems from individual views rather than explained by other variables. Those control variables are: level of education, amount of children, age, marriage and cohabitation status.

3.7.2 Model 2

Second model studies the relationship between individual beliefs (independent variable) and whether a person works full-time or part-time (dependent variable). Just like in the first model a linear regression was run. After the initial regression a linear regression with control variables was also run. Control variables include: level of education, age, amount of children, marriage and cohabitation status. Linear regression allows to see how gender views may affect type of employment.

3.7.3 Model 3

Model 3 studies the relationship between individual beliefs (independent variable) and reported job satisfaction (dependent variable). In order to test it I have run a linear regression. Linear regression shows the mathematical relationship between individual beliefs and consequential job satisfaction. After the initial regression I included control variables for more robustness. Those control variables are: age, level of education, marriage and cohabitation status, amount of children.

3.7.4 Model 4

Model 4 deals with interaction between macro level (social norms) and micro level (individual beliefs effect on job satisfaction). Individual beliefs is an independent variable, social norm act as a moderating factor while job satisfaction is a dependent variable. In order to assess moderating effect of context on the micro level connections a linear regression was run. After the initial regression same control variables as in Model 3 were added. In order to explore the social norms effects two new

variables were added to the model. The first one being a dummy variable which only includes Turkish women working population (full-time, part-time and self-employed) and the other variable being Turkish women interacted with gender ideology responses. Those variables allow me to compare results in Nordic countries and in Turkey and thus make conclusions on the way social norms change the studied relationship.

3.7.5 Note on significance level

In my thesis I decided to consider marginally significant values ($p < 0.1$) sufficient enough to make conclusions. My thinking is based on the fact that employment status is mostly an economic phenomenon. And most accurate models regarding employment statuses stem from objective economic variables. Since I work with individual beliefs, an individual cultural factor that produces even marginally significant results is still extremely important. It highlights strength of individual agency based on one's views.

4. Results

4.1 Descriptive analysis

One of the first things that is easily noticeable is the proportion of working women in Nordic countries and in Turkey. Turkish female population in the sample equals 1125 and only 123 (10.9%) of them report that they are employed. That includes those who work full-time, part-time and self-employed. At the same time a vast majority of Turkish women report being housewives. That is 849 women constituting 75.5 % of Turkish female population. Nordic countries' employment rate shows opposite tendencies. Total Nordic female sample equals 2276 women- 1498 (65.8%) report being employed and only 53 (2.3%) report being housewives. Turkish and Nordic female employment rates are not only different, but practically constitute two opposite situations.

In both Nordic countries and Turkey full-time employment constitutes a majority of employed women. In Nordic countries 1144 (50.3%) of women in general are full-time workers (76% of workers population). Whereas only 259 women work part-time (11.4% of total population and 17% of working population). In Turkey 82 women (7.3%) work full-time (66% of working population) and only 16 women (1.4%) are part-time workers (13% of worker's

population). Full-time and part-time work distribution is similar in Nordic countries and Turkey, however in Nordic context female employment constitutes a social norm, whereas in Turkey vast majority of women are not employed.

Where Nordic and Turkish women also differ strongly is in their views towards equality. European Value Survey included multiple questions that measure such views. In order to maximize their accuracy a scale out of 6 variables was constructed to measure individual's beliefs where 0 means that women are most conservative and 6 that they are most progressive. When we look at Nordic women responses we see that 1522 women (66.8%) answers lie between 4 and 6 putting them in the more progressive tier. Whereas only 244 women (10.7%) belong to the more conservative tier.

That signifies an extremely strong egalitarian norm in Nordic countries. In Turkish context, the situation, once again, is completely different. Out of 1125 women only 48 (4.2%) belong to the more progressive group. At the same time 987 (87.7%) Turkish women belong to the more conservative group. What is especially astonishing is the 300 (26.7%) Turkish women that strike 0 on the scale of Gender views. Finally, mean score on the individual beliefs scale of Turkish women is 1.2 whereas average score for Nordic women is 3.8. That means that a substantive and second biggest (after 38.1% that strike 1 out of 6) group of women in Turkey belongs to the most conservative tier of population. That is not mirrored in Nordic countries where only 14 women score 6 on the gender beliefs scale.

Another factor that strongly affects FLFP is level of education (Jaba, Pârțachi, Chistrugă, Balan, 2015; Tzannatos, 1999) In Turkey only 7.5% of the population has received higher education and 77.6% has only acquired the lower education. Moreover, 23.1% percent of Turkish women have received no school education whatsoever. Contrary to that almost half of Nordic women (45.1%), also being the most represented group, have acquired the highest possible education. Only 469 (20.6%) have stopped education at lower levels and only 9 people (0.4%) have no school education. Education will be used as a control variable in regression models to account for such striking differences.

Another crucial factor that highlights differences between Turkey and Nordic countries is relationship status. Contrary to the intuitive prediction that Turkish women will be much more likely to be married due to their conservatism, the actual difference between cultural contexts is not that large. In Nordic countries 1300 women are married (52.9%). In Turkey 838 women are married (74.5%). Both in

Turkey and Nordic countries most of the women are married. The percentage of women who were never married is equal to 24.5% in Nordic countries and lower 14% in Turkey. Previously married (widowed and divorced) constitute up to 15.5% in Nordic countries and 3.1% in Turkey.

Another interesting observation that highlights cultural difference is the percentage of non-marital cohabitation. In Nordic countries the non-married women that live together with their partners constitute 31% of dating non-married population (292 people). In Turkey though that is virtually a non-existing phenomenon. Out of 274 dating non-married women who date only 4 people cohabitate with their partners. That is 0.014%. That is important because it could be that in Nordic countries non-married cohabitation practically entails the married lives as seen in other western countries (Heuveline & Timberlake, 2004). For instance, in Norway this trend was already spotted in early 90s (Ramsøy, 1994). Dating couples do live together and have kids. That is, however, unacceptable in highly conservative society where bearing children is almost uniquely connected to formal marriage (Kavas & Thornton, 2020)

4.2 Model 1

Since first hypothesis studies the micro-level connection between individuals' gender beliefs and their decision to enter the labor market, I run a linear regression that predicts employment status based on gender beliefs. Sample consists of 3401 consisting of employed ($n=1620$) and unemployed ($n=1781$). Linear regression showed that gender views have significant predictor power when it comes to employment (Table 2). With $b=0.147$, $SE=0.005$ and significance level lower than 0.05. Having established this relationship I have added control variables which are: age, amount of children, level of education, marriage and cohabitation status (Table 2).

New linear regression still produced significant results. Gender views b is equal to 0.104 and $SE=0.005$ while significance level is still 0. That means that with each step on gender views scale (from conservative to more progressive) woman's likelihood of being employed increases by 0.104. In other words, women's personal views increase her chances of being employed. Therefore, I accept Hypothesis 1 which claims that there is a positive linear relationship between individual views and women's employment.

Table 2. Regression analysis on womens' employment status based on gender views

	Model 1		Model 1 with Control Variables	
	b	se	b	se
Gender Views	0.147**	0.005	0.104***	0.005
Amount of Children			0.004	0.005
Level of Education			0.180***	0.010
Age			-0.004***	0.001
Never Married or Married			-0.140***	0.022
Previously Married or Married			-0.120***	0.032

n= 3401. *** significant at $p < 0.01$ ** significant at $p < 0.05$ * significant at $p < 0.1$
Source: *European Value Survey (2008)*

Table 2

4.3 Model 2

At this point we know that gender views do affect whether woman decides to go for employment option or not. That allows me to continue exploring relationship between gender views and employment status. Hypothesis 2 assumes that women with egalitarian views should be more likely to be employed full-time and conservative women should be more likely to be employed part-time.

Linear regression demonstrated no significant results even without control variables as can be seen in the table 2 with Gender Views producing $p = 0.105$ (Table 3). Contrary to my expectations I find no support for H2, thus I reject hypothesis H2. Out of control variables used the only significant predictor was the education level. Suggesting that more educated women are more likely to work full-time.

Table 3

Table 3. Regression analysis on womens' employment status (part-time/full-time) based on gender views

	Model 2		Model 2 with Control Variables	
	b	se	b	se
Gender Views	0.014	0.009	0.006	0.009
Amount of Children			-0.011	0.10
Level of Education			0.042***	0.014
Age			0.00	0.001
Never Married or Married			-0.025	0.032
Previously Married or Married			-0.086	0.079
n= 1781 *** significant at p < 0.01 ** significant at p<0.05 * significant at p<0.1 Source: <i>European Value Survey (2008)</i>				

4.4 Model 3

Third hypothesis tests the assumption that progressive women should be happier with their jobs and evaluate them higher since they match their gender ideology. Initial linear regression shows p value at 0.029 meaning that there is a significant relationship between individual views and women' job satisfaction (Table 4). After adding control variables gender views effect dropped to non-significant value. That means that while individual level relationship between gender views and consequential job satisfaction exists, it is mostly explained through other variables. For instance, in this case amount of children and age came out as significant factors. Therefore I reject hypothesis 3. That means that internalisation hypothesis effects are not strong enough to decrease or increase women's job satisfaction. However, there is still a possibility of stigmatisation hypothesis being significant.

4.5 Model 4

Model four attempts to test the central assumption of my thesis. Idea that social norms interact with the connection between individual beliefs and consequential job satisfaction. In other words, I am curious if social norms can affect the way a person evaluates their job satisfaction. And if so, how does it happen?

To test whether the association between gender ideology interacted with context and job satisfaction remains once I control for covariates, I used linear regression.

Model is significant since $p = 0$. Gender views have B at $-.088$ level at a marginally significant value ($p < 0.1$). Therefore, I accept hypothesis 4. B for Turkey produces value of -1.533 at $p = 0$ significance (Table 4). That means that in Nordic countries participant's job satisfaction decreases 0.088 for each step on the individual beliefs scale controlling for age, level of education, marriage and cohabitation status, and number of children. Having interacted Turkey and gender beliefs I can see that Turkey produces different numbers. Interacted beliefs and Turkey as a context gives b at 0.228 at a marginally significant value ($p < 0.1$). That means that while in Nordic countries as woman becomes more progressive- she is more likely to evaluate her job more negatively, whereas in Turkey it is the opposite. For each step on gender beliefs scale Turkish women's job satisfaction is increased by 0.228 with all control variables in mind.

Table 4. Regression analysis on womens' job satisfaction based on gender views (and social norms)

Model 3			Model 3 with Control Variables	
	b	se	b	se
Gender Views	0.088***	0.040	0.62	0.042
Amount of Children			0.105***	0.044
Level of Education			0.101	0.063
Age			0.011***	0.004
Never Married or Married			-0.088	0.149
Previously Married or Married			-0.571	0.354
Model 4			Model 4 with Control Variables	
	b	se	b	se
Gender Views	-0.96*	0.05	-0.88*	0.051
Turkish Working Population	-1.533***	0.339		
Turkish Gender Views	0.228*	0.135		
Amount of Children			0.081*	0.044
Level of Education			0.069	0.063
Age			0.009***	0.004
Never Married or Married			-0.078	0.148
Previously Married or Married			-0.498	0.352
n = 1781			*** significant at p < 0.01 ** significant at p<0.05 * significant at p<0.1	
Source: European Value Survey (2008)				

Difference between Nordic and Turkey is illustrated by a graph (Figure 3) built based on the regression equation. Here I predicted job satisfaction for a woman aged 40 who is married with two children, with a middle level of education level of with different levels of gender egalitarianism in the Nordic countries and Turkey.

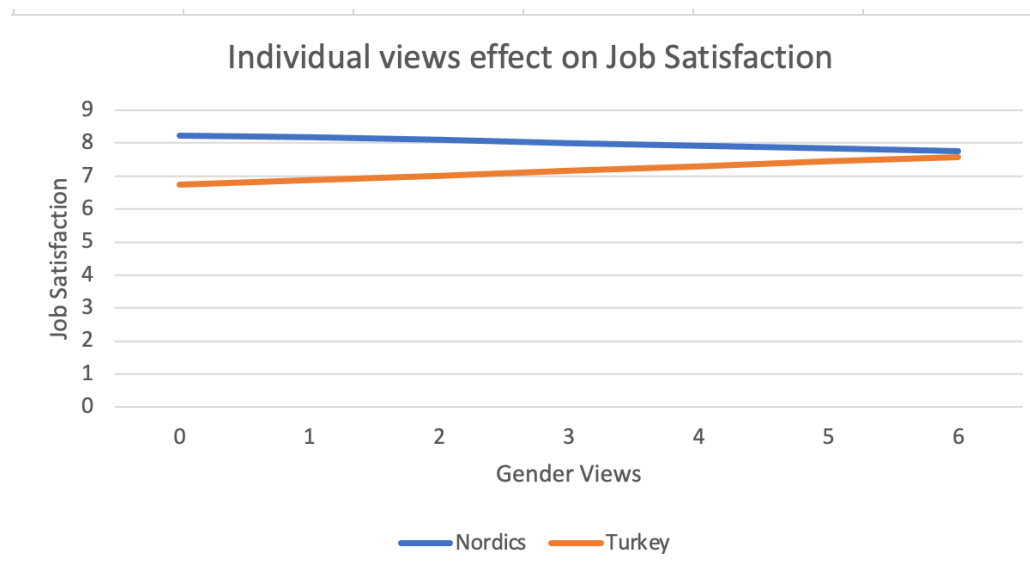


Figure 2

That is quite striking. As women in the Nordic countries become more egalitarian- they evaluate their job satisfaction lower, whereas women from Turkey show the opposite pattern. As they become more egalitarian- they tend to evaluate their job satisfaction higher. However, in Sweden there is not much difference in job satisfaction of conservative and egalitarian women. Whereas in Turkey the difference is much bigger.

Another interesting finding shows that the most egalitarian women in both Turkey and Nordic countries show practically the same level of job satisfaction. I will discuss what this may entail in more detail in the discussion section.

5. Conclusion

This article focuses on the question: how do individual gender ideology and country-level norms interact to influence women's decision to work and her job satisfaction? In order to answer this question, I have tested four hypotheses. Firstly, I have checked how individual beliefs affect the likelihood of being employed. Secondly, I have checked how individual beliefs affect the type of employment. Thirdly, I have tested how individual beliefs affect job satisfaction. Finally, I have tested the way social norms moderate the link between individual beliefs and job satisfaction.

Results from the first hypothesis (H1) shows that gender ideology has a strong effect on women's employment status. As expected, women with more progressive views are more likely to be employed. Whereas women with more conservative gender views tend to be out of the labor force at higher rates. That is in line with previous research done on the topic (Hakimi, 1995; Stam, Verbakel & de Graaf, 2014). While not shocking that is still a valuable piece of knowledge since it applies both to Nordic and Turkish cultural contexts. That means that despite social pressures and institutions designed to reflect national's ideas- individual beliefs are still a significant predictor of women's life choices.

The idea that egalitarian women tend to work full-time rather than part-time has been rejected (H2) even though that would be in line with previous studies (Hakimi, 1995; Fortin, 2005). This may have to do with a changing nature of part-time work. Part-time work has been becoming more and more popular in the past decades, both for men and women. Moreover, it has become a successful tool that promotes egalitarian lifestyle rather than opposes it. For instance, Nordic countries have been carefully constructing policies that would allow both fathers and mothers to take parental leaves as well as shorting the amount of hours they work to focus on the family (Eydal et al., 2015). As a result, egalitarian women may be willing to work part-time without feeling that it violates their own principles.

Third hypothesis was cautiously rejected after including control variables in the model (H3). While it does seem that egalitarian women do tend to derive certain satisfaction from the fact they are employed since their employment aligns with their beliefs- model shows that their job satisfaction is better explained by control variables which eliminate the direct effect. Expectation theory would predict a direct effect on job satisfaction based on the fulfilment of expectations. Conservative women and especially extremely conservative women do not share egalitarian ideals. Traditional upbringing assumes a very rigid role of woman as a full-time family caretaker. In such case employment is a necessity that does not align with women's ideals or in worst case scenario even contradicts them (Huang & Gamble, 2015). *At the same time, conservative women do tend to be less happy with their job in general. That is in line with the internalisation hypothesis as they may feel guilt due to the misalignment of their desires as the housekeeper and the reality of being employed. However, we see no strong evidence of that if we only look at the micro level relation.* Despite my theoretical expectations my model did not produce results that would suggest that internalisation hypothesis significantly affect women's

job satisfaction. However the fact that there is a relationship between gender views and consequential job satisfaction leaves space for studying this relationship from a different perspective. That is what model 4 has attempted to do.

Fourth hypothesis tested the moderating role of social norms in the relationship between individual beliefs and job satisfaction. Hypothesis H4 was accepted. My analyses demonstrate that social norms moderation does affect the way women evaluate their job satisfaction. Moreover, it changes the nature of this relationship depending on the context. In as society with strong conservative norms (Turkey) the more progressive a woman is- the more likely she is to evaluate her job satisfaction higher. This picture is the opposite in highly egalitarian context (Nordics). The more progressive a woman is- the more likely is she to evaluate her job satisfaction lower. That is fascinating since it demonstrates the strength social norms may have on individual level relationship. Moreover, based on prior literature one would expect that working egalitarian women in conservative context would experience social sanctions from the public and have a decreased job satisfaction, but empirical findings show the opposite.

Considering all the findings the answer to the Research Question can be summed up in the following way: Gender ideology does affect women's employment rates as can be seen in prior research and numbers available. However, it is also a significant predictor for employment on an individual level. Individual beliefs and social norms interact to affect people's evaluations of their jobs. That demonstrates that individual beliefs and social norms together affect person lives. Social norms in different contexts also produce different results: both the direction and the strength of the effect.

6. Discussion

In order to evaluate my thesis it is important to mention a few limitations my study has.

My first limitation is a narrow working population sample from Turkey (123). Moreover, when exploring the relationship between gender views and employment type (full-time/part-time) 25 working women were excluded. That has to do with their self-reported status "self-employed" which does not specify the amount of hours worked per week. Since the general Turkish sample is 1125. I could work and make conclusions, but despite EVS representativeness and high-quality data with a sample that narrow all conclusions should be made carefully.

My second limitation is the absence of non-working population in model 3 and 4. I could only study the way working population experiences the moderating effect of social norms. But non-working population can be faced with similar effects. However, by deciding to focus on job satisfaction I automatically leave out the non-working population. In order to overcome this challenge next research could try to look at general wellbeing rather than job satisfaction. That would decrease the focus of the employment but allow for broader conclusions.

Nevertheless, this study was able to discover new insights into the complicated micro-macro interactions as well as document the strength individual beliefs can have on person's life.

Employment is a phenomenon which is largely affected by external factors such as economics, politics, culture (Eydal et al., 2015; Barin, Kundak & Cenikli, 2020). In literature regarding Female Labor Force Participation culture tends to be studied more thoroughly as a factor, however, it is still mostly viewed as a macro level external factor. My research demonstrates that individual wills do matter and they have actual effects on the world.

My study has also complemented a growing number of literature that studies precarious jobs and part-time work in particular. Though, already known, my thesis demonstrates that part-time work is no longer a lesser version of full-time work, but a separate entity which is suitable both for conservative women who value flexibility and progressive women who use it as an egalitarian tool.

Interestingly enough, not only people's beliefs affect their decisions, but they also affect the way people evaluate their positions. Though, somewhat, intuitively obvious- it is still an interesting finding to bear in mind. The fact that even job satisfaction, a phenomenon which usually is studied from a set of objective predictors (salaries, flexibility, working conditions)- is also affected by cultural expectations of the employee (Clark, 1996).

Finally, the moderation of social norms on the link between individual beliefs and job satisfaction has showed that not only context matters, but it can produce different effects based on its characteristics. Strong conservative norm in Turkey has seemingly increased the job satisfaction that egalitarian women experience in Turkey. That goes contrary to the literature that suggests that breaking the norm would impose social sanctions on the person. Yet we see the opposite picture. In Nordic countries, for instance, as women become more progressive- they tend to evaluate their job satisfaction lower.

Discovering the reasons for such difference would make a very insightful new research. My assumptions are that this may have to do with an extremely strong social norms of working in Nordic countries. An expectation to work is so strong it does not even arise as a question for women to be considered, it is a given. Therefore, the mere fact of working does not bring any joy, rather the opposite. As women become more egalitarian they may be more attentive and critical of the patriarchal biases and inequalities that exist even in such egalitarian countries as Nordic ones. In Turkey situation is completely different. The norm for women in Turkey is to be housekeepers, however, with economic growth and a rise of highly urban areas- women are faced with a choice of whether to join a labor market or not. Going for an employment option in Turkey is in direct contradiction with local social norms. It is a major decision woman has to make. And it seems that as their egalitarian views become stronger and thus their decision to join the labor factor becomes more in line with their beliefs (more conscious one can argue)- the mere fact of employment becomes a source of enjoyment. As we see- the stronger their views are- the more satisfaction they derive from their jobs.

That is quite fascinating as it shows that just as social norms can trump individual's views effects (such as in Nordic countries), they can also create a soil for a conscious enjoyment of a non-normative act (Turkey). The exact reasons for such picture can not be based solely on my thesis done. The reasons for such different reactions in different context with strong social norms is up to debate and a scientific work about this topic can greatly contribute to scholarly knowledge and society at large.

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Appendix

Syntaxis

```
COMPUTE sample = 0.
```

```
* Missing on key covariates, except job satisfaction (v90).
```

```
IF ((MISSING(v302)) OR (MISSING(country)) OR (MISSING(v103)) OR (MISSING(v149)) OR  
(MISSING(v159)) OR (MISSING(v160)) OR (MISSING(v161)) OR (MISSING(v162)) OR  
(MISSING(v337))) sample = 1.
```

```
* Exclude men and those missing gender.
```

```
IF ((v302~= 2) & sample = 0) sample = 2.
```

```
* Exclude if not Nordic or Turkey.
```

```
IF ((country ~= 792 AND country ~= 208 AND country ~= 246 AND country ~= 352 AND country ~=  
578 AND country ~= 752 AND sample=0)) sample = 3.
```

```
EXECUTE.
```

```
*sample for employed.
```

```
COMPUTE sample_emp = sample.
```

```
* Exclude those who are in not paid employment or self-employed
```

```
IF ((v337 > 4) AND sample_emp = 0) sample_emp = 4.
```

```
EXECUTE.
```

```
USE ALL.
```

```
COMPUTE filter_$(sample= 0).
```

```
VARIABLE LABELS filter_$ 'sample= 0 (FILTER)'.  
VALUE LABELS filter_$ 0 'Not Selected' 1 'Selected'.  
FORMATS filter_$ (f1.0).  
FILTER BY filter_$.  
EXECUTE.
```

```
USE ALL.
```

```
COMPUTE filter_$(sample_emp= 0).
```

```
VARIABLE LABELS filter_$ 'sample_emp= 0 (FILTER)'.  
VALUE LABELS filter_$ 0 'Not Selected' 1 'Selected'.  
FORMATS filter_$ (f1.0).  
FILTER BY filter_$.
```

EXECUTE.

USE ALL.

COMPUTE filter_\$=(sample= 0 AND country = 792).

VARIABLE LABELS filter_\$ 'sample= 0 AND country = 792 (FILTER)'.
VALUE LABELS filter_\$ 0 'Not Selected' 1 'Selected'.
FORMATS filter_\$ (f1.0).
FILTER BY filter_\$.
EXECUTE.

EXECUTE.

FREQUENCIES VARIABLES=v337

/STATISTICS=STDDEV VARIANCE RANGE MEAN MEDIAN MODE

/ORDER=ANALYSIS.

FREQUENCIES VARIABLES=SumGenderViews

/STATISTICS=STDDEV VARIANCE RANGE MEAN MEDIAN MODE

/ORDER=ANALYSIS.

FREQUENCIES VARIABLES=v336_r

/STATISTICS=STDDEV VARIANCE RANGE MEAN MEDIAN MODE

/ORDER=ANALYSIS.

FREQUENCIES VARIABLES=v313

/STATISTICS=STDDEV VARIANCE RANGE MEAN MEDIAN MODE

/ORDER=ANALYSIS.

USE ALL.

COMPUTE filter_\$=(sample= 0 AND country~= 792).

VARIABLE LABELS filter_\$ 'sample= 0 AND country~= 792 (FILTER)'.
VALUE LABELS filter_\$ 0 'Not Selected' 1 'Selected'.
FORMATS filter_\$ (f1.0).
FILTER BY filter_\$.
EXECUTE.

EXECUTE.

FREQUENCIES VARIABLES=v337

/STATISTICS=STDDEV VARIANCE RANGE MEAN MEDIAN MODE

/ORDER=ANALYSIS.

FREQUENCIES VARIABLES=SumGenderViews

/STATISTICS=STDDEV VARIANCE RANGE MEAN MEDIAN MODE

/ORDER=ANALYSIS.

FREQUENCIES VARIABLES=v336_r

/STATISTICS=STDDEV VARIANCE RANGE MEAN MEDIAN MODE

/ORDER=ANALYSIS.

```
FREQUENCIES VARIABLES=v313
/STATISTICS=STDDEV VARIANCE RANGE MEAN MEDIAN MODE
/ORDER=ANALYSIS.
```

*recoding variables to run a factor analysis.

```
RECODE v159 (1 thru 2=1) (3 thru 4=2) (ELSE=Copy) INTO Rv159.
VARIABLE LABELS Rv159 'v159 recoded to agree/disagree'.
```

```
RECODE v160 (1 thru 2=1) (3 thru 4=2) (ELSE=Copy) INTO Rv160.
VARIABLE LABELS Rv160 'v160 recoded to agree/disagree'.
```

```
RECODE v161 (1 thru 2=1) (3 thru 4=2) (ELSE=Copy) INTO Rv161.
VARIABLE LABELS Rv161 'v161 recoded to agree/disagree'.
```

```
RECODE v162 (1 thru 2=1) (3 thru 4=2) (ELSE=Copy) INTO Rv162.
VARIABLE LABELS Rv162 'v162 recoded to agree/disagree'.
```

```
RECODE v163 (1 thru 2=1) (3 thru 4=2) (ELSE=Copy) INTO Rv163.
VARIABLE LABELS Rv163 'v163 recoded to agree/disagree'.
```

```
RECODE v164 (1 thru 2=1) (3 thru 4=2) (ELSE=Copy) INTO Rv164.
VARIABLE LABELS Rv164 'v164 recoded to agree/disagree'.
```

```
RECODE v165 (1 thru 2=1) (3 thru 4=2) (ELSE=Copy) INTO Rv165.
VARIABLE LABELS Rv165 'v165 recoded to agree/disagree'.
```

```
RECODE v166 (1 thru 2=1) (3 thru 4=2) (ELSE=Copy) INTO Rv166.
VARIABLE LABELS Rv166 'v166 recoded to agree/disagree'.
EXECUTE.
```

```
USE ALL.
COMPUTE filter_$=(sample= 0).
VARIABLE LABELS filter_$ 'sample= 0 (FILTER)'.
VALUE LABELS filter_$ 0 'Not Selected' 1 'Selected'.
FORMATS filter_$ (f1.0).
FILTER BY filter_$.
EXECUTE.
```

```
RECODE Rv159 (1=2) (2=1) (ELSE= copy) INTO R2v159.
VARIABLE LABELS R2V159 'v159 recoded to agree/disagree, agree/disagree flipped'.
Execute.
```

FACTOR

```
/VARIABLES R2v159 Rv160 Rv161 Rv162 Rv163 Rv164 Rv165 Rv166 v103 v149  
/MISSING LISTWISE  
/ANALYSIS R2v159 Rv160 Rv161 Rv162 Rv163 Rv164 Rv165 Rv166 v103 v149  
/PRINT UNIVARIATE INITIAL EXTRACTION ROTATION  
/FORMAT BLANK(.2)  
/PLOT EIGEN  
/CRITERIA MINEIGEN(1) ITERATE(25)  
/EXTRACTION PC  
/CRITERIA ITERATE(25) DELTA(0)  
/ROTATION OBLIMIN  
/METHOD=CORRELATION.
```

RELIABILITY

```
/VARIABLES=R2v159 Rv160 Rv161 Rv162 v103 v149  
/SCALE('ALL VARIABLES') ALL  
/MODEL=ALPHA  
/SUMMARY=TOTAL.
```

*recoding variables into dummy to make a sum scale.

```
RECODE R2v159 (2=0) (1=1) (ELSE=SYSMIS) INTO R3v159D.  
VARIABLE LABELS R3v159D 'R3v159D'.  
EXECUTE.
```

```
RECODE v103 (1=0) (2=1) (3=0) (ELSE=SYSMIS) INTO v103D.  
VARIABLE LABELS v103D 'v103D'.  
EXECUTE.
```

```
RECODE v149 (1=0) (2=1) (ELSE=SYSMIS) INTO v149D.  
VARIABLE LABELS v149D 'v149D'.  
EXECUTE.
```

```
RECODE Rv160 (1=0) (2=1) (ELSE=SYSMIS) INTO Rv160D.  
VARIABLE LABELS Rv160D 'Rr160D'.  
EXECUTE.
```

```
RECODE Rv161 (1=0) (2=1) (ELSE=SYSMIS) INTO Rv161D.  
VARIABLE LABELS Rv161D 'Rv161D'.  
EXECUTE.
```

```
RECODE Rv162 (1=0) (2=1) (ELSE=SYSMIS) INTO Rv162D.  
VARIABLE LABELS Rv162D 'Rv162D'.  
EXECUTE.
```

```
COMPUTE SumGenderViews=SUM(v103D,v149D, R3v159D, Rv160D, Rv161D, Rv162D).  
EXECUTE.
```

*preparing for testing models.

*employment dummy variable

```
RECODE v337 (1 thru 3=1) (4 thru 10=0) (ELSE=SYSMIS) INTO Rv337Corr.  
VARIABLE LABELS Rv337Corr 'Rv337Corr'.  
EXECUTE.
```

*dummy for full-time and part-time employment

```
RECODE v337 (1=1) (2=0) (ELSE=SYSMIS) INTO Rv337PartCorr12.
```

*4 models.

*1 model.

```
USE ALL.
```

```
COMPUTE filter_$=(sample= 0).
```

```
VARIABLE LABELS filter_$ 'sample= 0 (FILTER)'.  
VALUE LABELS filter_$ 0 'Not Selected' 1 'Selected'.  
FORMATS filter_$ (f1.0).  
FILTER BY filter_$.
```

```
EXECUTE.
```

*first regression.

```
REGRESSION  
  /MISSING LISTWISE  
  /STATISTICS COEFF OUTS R ANOVA  
  /CRITERIA=PIN(.05) POUT(.10)  
  /NOORIGIN  
  /DEPENDENT Rv337Corr  
  /METHOD=ENTER SumGenderViews.
```

*second regression with control variables.

```
REGRESSION  
  /MISSING LISTWISE  
  /STATISTICS COEFF OUTS R ANOVA  
  /CRITERIA=PIN(.05) POUT(.10)  
  /NOORIGIN  
  /DEPENDENT Rv337Corr  
  /METHOD=ENTER SumGenderViews Rv321 Rv336_r RAge D_nevermar D_prevmar.
```

*2 model.

```
USE ALL.  
COMPUTE filter_$=(sample_emp= 0).  
VARIABLE LABELS filter_$ 'sample_emp= 0 (FILTER)'.  
VALUE LABELS filter_$ 0 'Not Selected' 1 'Selected'.  
FORMATS filter_$ (f1.0).  
FILTER BY filter_$.  
EXECUTE.
```

```
* REGRESSION  
/MISSING LISTWISE  
/STATISTICS COEFF OUTS R ANOVA  
/CRITERIA=PIN(.05) POUT(.10)  
/NOORIGIN  
/DEPENDENT Rv337PartCorr12  
/METHOD=ENTER SumGenderViews.
```

*second regression with control variables.

```
REGRESSION  
/MISSING LISTWISE  
/STATISTICS COEFF OUTS R ANOVA  
/CRITERIA=PIN(.05) POUT(.10)  
/NOORIGIN  
/DEPENDENT Rv337PartCorr12  
/METHOD=ENTER SumGenderViews Rv321 Rv336_r RAge D_nevermar D_prevmar.
```

*3 model.

```
REGRESSION  
/MISSING LISTWISE  
/STATISTICS COEFF OUTS R ANOVA  
/CRITERIA=PIN(.05) POUT(.10)  
/NOORIGIN  
/DEPENDENT v90  
/METHOD=ENTER SumGenderViews.
```

*second regression with control variables

```
REGRESSION  
/MISSING LISTWISE  
/STATISTICS COEFF OUTS R ANOVA  
/CRITERIA=PIN(.05) POUT(.10)  
/NOORIGIN  
/DEPENDENT v90  
/METHOD=ENTER SumGenderViews Rv321 Rv336_r RAge D_nevermar D_prevmar.
```

*4 model.

```
RECODE v321 (0 thru 13=Copy) (ELSE=0) INTO Rv321.  
VARIABLE LABELS Rv321 'Rv321'.  
EXECUTE.
```

```
RECODE v336_r (1 thru 3=Copy) (ELSE=0) INTO Rv336_r.  
VARIABLE LABELS Rv336_r 'Rv336_r'.  
EXECUTE.
```

```
RECODE v313 (1 thru 6=Copy) (ELSE=0) INTO Rv313.  
VARIABLE LABELS Rv313 'Rv313'.  
EXECUTE.
```

```
RECODE age (17 thru 91=Copy) (ELSE=0) INTO RAge.  
VARIABLE LABELS RAge 'RAge'.  
EXECUTE.
```

```
COMPUTE gender_turkey = SumGenderViews * turkey.  
EXECUTE.
```

```
RECODE country (792=1) (ELSE=0) INTO TurkeyDummy.  
VARIABLE LABELS TurkeyDummy 'TurkeyDummy'.  
EXECUTE.
```

```
RECODE v313 (1=0) (2=0) (6=1) INTO D_nevermar.  
VARIABLE LABELS D_nevermar 'D_nevermar'.  
EXECUTE.
```

```
RECODE v313 (1=0) (2=0) (3 thru 4=1) INTO D_prevmar.  
VARIABLE LABELS D_prevmar 'D_prevmar'.
```

EXECUTE.

REGRESSION

/MISSING LISTWISE

/STATISTICS COEFF OUTS R ANOVA

/CRITERIA=PIN(.05) POUT(.10)

/NOORIGIN

/DEPENDENT Rv337Corr

/METHOD=ENTER SumGenderViews

/METHOD=ENTER SumGenderViews turkeyDummy

/METHOD=ENTER SumGenderViews turkeyDummy gender_turkey

/METHOD=ENTER SumGenderViews turkeyDummy gender_turkey Rv321 Rv336_r RAge
D_nevermar D_prevmar.

Main Covariates. Descriptive Statistics

Turkish Sample

education level (Q110) (recoded)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Lower	873	77.6	77.7	77.7
	Middle	167	14.8	14.9	92.5
	Upper	84	7.5	7.5	100.0
	Total	1124	99.9	100.0	
Missing	no answer	1	.1		
Total		1125	100.0		

SumGenderViews

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	.00	300	26.7	26.7	26.7
	1.00	429	38.1	38.1	64.8
	2.00	258	22.9	22.9	87.7
	3.00	90	8.0	8.0	95.7
	4.00	35	3.1	3.1	98.8
	5.00	12	1.1	1.1	99.9
	6.00	1	.1	.1	100.0
	Total	1125	100.0	100.0	

current legal marital status respondent (Q97)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	married	838	74.5	74.5	74.5
	widowed	95	8.4	8.4	82.9
	divorced	21	1.9	1.9	84.8
	separated	14	1.2	1.2	86.0
	never married or registered partnership	157	14.0	14.0	100.0
	Total	1125	100.0	100.0	

paid employment/no paid employment (Q111)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	30h a week or more	82	7.3	7.3	7.3
	less then 30h a week	16	1.4	1.4	8.7
	self employed	25	2.2	2.2	10.9
	retired /pensioned	41	3.6	3.6	14.6
	housewife not otherwise employed	849	75.5	75.5	90.0
	student	47	4.2	4.2	94.2
	unemployed	62	5.5	5.5	99.7
	disabled	3	.3	.3	100.0
	Total	1125	100.0	100.0	

how satisfied are you with your job (Q16)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	dissatisfied	7	.6	5.9	5.9
	2	2	.2	1.7	7.6
	3	7	.6	5.9	13.6
	4	10	.9	8.5	22.0
	5	17	1.5	14.4	36.4
	6	10	.9	8.5	44.9
	7	12	1.1	10.2	55.1
	8	18	1.6	15.3	70.3
	9	9	.8	7.6	78.0
	satisfied	26	2.3	22.0	100.0
	Total	118	10.5	100.0	
Missing	not applicable	1007	89.5		
Total		1125	100.0		

how many children do you have (Q105)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no children	238	21.2	21.4	21.4
	1	170	15.1	15.3	36.7
	2	326	29.0	29.3	66.1
	3	170	15.1	15.3	81.4
	4	88	7.8	7.9	89.3
	5	49	4.4	4.4	93.7
	6	30	2.7	2.7	96.4
	7	16	1.4	1.4	97.8
	8	8	.7	.7	98.6
	9	7	.6	.6	99.2
	10	3	.3	.3	99.5
	11	4	.4	.4	99.8
	12	2	.2	.2	100.0
	Total	1111	98.8	100.0	
Missing	no answer	14	1.2		
Total		1125	100.0		

Nordic Sample

education level (Q110) (recoded)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Lower	469	20.6	20.7	20.7
	Middle	766	33.7	33.9	54.6
	Upper	1027	45.1	45.4	100.0
	Total	2262	99.4	100.0	
Missing	other missing	10	.4		
	no answer	2	.1		
	don't know	2	.1		
	Total	14	.6		
Total		2276	100.0		

SumGenderViews

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	.00	6	.3	.3	.3
	1.00	44	1.9	1.9	2.2
	2.00	194	8.5	8.5	10.7
	3.00	510	22.4	22.4	33.1
	4.00	923	40.6	40.6	73.7
	5.00	585	25.7	25.7	99.4
	6.00	14	.6	.6	100.0
	Total	2276	100.0	100.0	

current legal marital status respondent (Q97)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	married	1203	52.9	53.7	53.7
	registered partnership	97	4.3	4.3	58.1
	widowed	109	4.8	4.9	62.9
	divorced	237	10.4	10.6	73.5
	separated	45	2.0	2.0	75.5
	never married or registered partnership	548	24.1	24.5	100.0
	Total	2239	98.4	100.0	
Missing	no answer	33	1.4		
	don't know	4	.2		
	Total	37	1.6		
Total		2276	100.0		

how many children do you have (Q105)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no children	493	21.7	21.8	21.8
	1	333	14.6	14.7	36.5
	2	779	34.2	34.5	71.0
	3	452	19.9	20.0	91.0
	4	151	6.6	6.7	97.7
	5	35	1.5	1.5	99.2
	6	10	.4	.4	99.6
	7	4	.2	.2	99.8
	8	1	.0	.0	99.9
	9	1	.0	.0	99.9
	11	1	.0	.0	100.0
	13	1	.0	.0	100.0
	Total	2261	99.3	100.0	
Missing	no answer	15	.7		
Total		2276	100.0		

how satisfied are you with your job (Q16)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	dissatisfied	9	.4	.6	.6
	2	10	.4	.7	1.3
	3	22	1.0	1.5	2.7
	4	26	1.1	1.7	4.4
	5	76	3.3	5.0	9.4
	6	90	4.0	5.9	15.4
	7	230	10.1	15.2	30.5
	8	447	19.6	29.5	60.0
	9	349	15.3	23.0	83.0
	satisfied	258	11.3	17.0	100.0
	Total	1517	66.7	100.0	
Missing	not applicable	747	32.8		
	no answer	12	.5		
	Total	759	33.3		
Total		2276	100.0		

paid employment/no paid employment (Q111)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	30h a week or more	1144	50.3	50.3	50.3
	less than 30h a week	259	11.4	11.4	61.6
	self employed	94	4.1	4.1	65.8
	military service	1	.0	.0	65.8
	retired/pensioned	402	17.7	17.7	83.5
	housewife not otherwise employed	53	2.3	2.3	85.8
	student	134	5.9	5.9	91.7
	unemployed	80	3.5	3.5	95.2
	disabled	65	2.9	2.9	98.1
	other	44	1.9	1.9	100.0
	Total	2276	100.0	100.0	

Variables that could be used to measure gender views

v159 “A working mother can establish just as warm and secure a relationship with her children as a mother who does not work”.

v160 “A pre-school child is likely to suffer if his or her mother works”;

v161 “A job is alright but what most women really want is a home and children”;

v162 “Being a housewife is just as fulfilling as working for pay”;

v163 “Having a job is the best way for a woman to be an independent person”;

v164 “Both the husband and wife should contribute to household income”;

v165 “In general, fathers are as well suited to look after their children as mothers”;

v166 “Men should take as much responsibility as women for the home and children”.

v103 “When jobs are scarce, men have more right to a job than women”

v149 “Do you think that a woman has to have children in order to be fulfilled or is this not necessary?”.

All of those variables were recoded into dummy variables with answers “yes” and “no” to make sure they are compatible.

Component Matrix^a

	Component		
	1	2	3
v159 recoded to agree/disagree, agree/disagree flipped	.561		-.264
v160 recoded to agree/disagree	.805		
v161 recoded to agree/disagree	.729		.212
v162 recoded to agree/disagree	.499		.606
v163 recoded to agree/disagree		.667	-.348
v164 recoded to agree/disagree		.705	
v165 recoded to agree/disagree	-.449	.301	.503
v166 recoded to agree/disagree	-.225	.529	.444
jobs are scarce: giving men priority (Q21B)	.659	.223	
women need children in order to be fulfilled (Q44)	.528	.245	

Extraction Method: Principal Component Analysis.

a. 3 components extracted.

Reliability Statistics

Cronbach's Alpha	N of Items
.723	6



CHECKLIST ETHICAL AND PRIVACY ASPECTS OF RESEARCH

INSTRUCTION

This checklist should be completed for every research study that is conducted at the Department of Public Administration and Sociology (DPAS). This checklist should be completed *before* commencing with data collection or approaching participants. Students can complete this checklist with help of their supervisor.

This checklist is a mandatory part of the empirical master's thesis and has to be uploaded along with the research proposal.

The guideline for ethical aspects of research of the Dutch Sociological Association (NSV) can be found on their website (http://www.nsv-sociologie.nl/?page_id=17). If you have doubts about ethical or privacy aspects of your research study, discuss and resolve the matter with your EUR supervisor. If needed and if advised to do so by your supervisor, you can also consult Dr. Jennifer A. Holland, coordinator of the Sociology Master's Thesis program.

PART I: GENERAL INFORMATION

Project title: Master Thesis

Name, email of student: Danyil Khokhlovych. 483552dk@eur.nl

Name, email of supervisor: Jennifer Holland. j.a.holland@essb.eur.nl

Start date and duration: March 2021- August 2021

Is the research study conducted within DPAS YES

If 'NO': at or for what institute or organization will the study be conducted?
(e.g. internship organization)

PART II: HUMAN SUBJECTS

1. Does your research involve human participants. YES

If 'NO': skip to part V.

If 'YES': does the study involve medical or physical research? NO
Research that falls under the Medical Research Involving Human Subjects Act ([WMO](#)) must first be submitted to [an accredited medical research ethics committee](#) or the Central Committee on Research Involving Human Subjects ([CCMO](#)).

2. Does your research involve field observations without manipulations that will not involve identification of participants. NO

If 'YES': skip to part IV.

3. Research involving completely anonymous data files (secondary data that has been anonymized by someone else). YES

If 'YES': skip to part IV.

PART III: PARTICIPANTS

1. Will information about the nature of the study and about what participants can expect during the study be withheld from them? YES - NO
2. Will any of the participants not be asked for verbal or written 'informed consent,' whereby they agree to participate in the study? YES - NO
3. Will information about the possibility to discontinue the participation at any time be withheld from participants? YES - NO
4. Will the study involve actively deceiving the participants? YES - NO
Note: almost all research studies involve some kind of deception of participants. Try to think about what types of deception are ethical or non-ethical (e.g. purpose of the study is not told, coercion is exerted on participants, giving participants the feeling that they harm other people by making certain decisions, etc.).
5. Does the study involve the risk of causing psychological stress or negative emotions beyond those normally encountered by participants? YES - NO
6. Will information be collected about special categories of data, as defined by the GDPR (e.g. racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data for the purpose of uniquely identifying a person, data concerning mental or physical health, data concerning a person's sex life or sexual orientation)?

YES - NO
7. Will the study involve the participation of minors (<18 years old) or other groups that cannot give consent? YES - NO
8. Is the health and/or safety of participants at risk during the study? YES - NO
9. Can participants be identified by the study results or can the confidentiality of the participants' identity not be ensured? YES - NO
10. Are there any other possible ethical issues with regard to this study? YES - NO

If you have answered 'YES' to any of the previous questions, please indicate below why this issue is unavoidable in this study.

What safeguards are taken to relieve possible adverse consequences of these issues (e.g., informing participants about the study afterwards, extra safety regulations, etc.).

Are there any unintended circumstances in the study that can cause harm or have negative (emotional) consequences to the participants? Indicate what possible circumstances this could be.

Please attach your informed consent form in Appendix I, if applicable.

Continue to part IV.

PART IV: SAMPLE

Where will you collect or obtain your data?

I will collect data from European Value Survey website

Note: indicate for separate data sources.

What is the (anticipated) size of your sample?

3401

Note: indicate for separate data sources.

What is the size of the population from which you will sample?

Sweden, Norway, Finland, Iceland, Denmark: Fully random sample of individuals (equal probability selection). Based on population from 2008 which is roughly equal to 25 million people .

Turkey: Based on population from 2008 which is equal to 70.41 million. Systematic random sampling was used with a later stage of individual selection done by Lottery-method.

Note: indicate for separate data sources.

Continue to part V.

Part V: Data storage and backup

Where and when will you store your data in the short term, after acquisition?

First of all, on my laptop which is secured by a password. Second of all, I will be regularly copying data to my separate hard drive which is also protected by password. I am also going to regularly backup data using Microsoft One Drive cloud services.

Note: indicate for separate data sources, for instance for paper-and pencil test data, and for digital data files.

Who is responsible for the immediate day-to-day management, storage and backup of the data arising from your research?

Me

How (frequently) will you back-up your research data for short-term data security?

I am planning to back up my data every week.

In case of collecting personal data how will you anonymize the data?

NA. It is already anonymized.

Note: It is advisable to keep directly identifying personal details separated from the rest of the data. Personal details are then replaced by a key/ code. Only the code is part of the database with data and the list of respondents/research subjects is kept separate.

PART VI: SIGNATURE

Please note that it is your responsibility to follow the ethical guidelines in the conduct of your study. This includes providing information to participants about the study and ensuring confidentiality in storage and use of personal data. Treat participants respectfully, be on time at appointments, call participants when they have signed up for your study and fulfil promises made to participants.

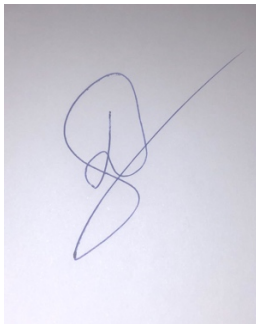
Furthermore, it is your responsibility that data are authentic, of high quality and properly stored. The principle is always that the supervisor (or strictly speaking the Erasmus University Rotterdam) remains owner of the data, and that the student should therefore hand over all data to the supervisor.

Hereby I declare that the study will be conducted in accordance with the ethical guidelines of the Department of Public Administration and Sociology at Erasmus University Rotterdam. I have answered the questions truthfully.

Name student: Danyil Khokhlovych Name (EUR) supervisor: Jennifer Holland

Date: 19.06.21

Date: 19.03.21

A handwritten signature in blue ink, appearing to be 'Danyil Khokhlovych', written on a light blue background.A handwritten signature in blue ink, appearing to be 'Jennifer Holland', written on a light blue background.

