

Effect of Gender Stereotype on Attitude Toward Women in Males

Hemant Kumar*, Supriya**, Vijeta Singh***, Sunita Rani**** and Rakesh Kumar Behmani*****

ABSTRACT

India has been a male-dominated society for ages, and most of the people find it hard to believe that males can be a victim and females a perpetrator. Gender stereotypes within the family structure are deeply ingrained in Indian society. Men are often expected to be the primary providers and decision-makers, while women are typically assigned domestic responsibilities and caregiving roles. These stereotypes can influence family dynamics, power dynamics, and interpersonal relationships, impacting the psychosocial well-being of individuals within the family unit. The study explores the perspective of males regarding gender stereotypes of women in Indian society. This study comprises 800 males selected from various districts of Haryana. Gender Stereotype Scale and Attitude Towards Women Scale Short Version were used to study the age range 20-60 years. Correlation and One-Way ANOVA have been used. Findings revealed that gender stereotypes are significantly negatively related to attitudes towards women in all groups of males.

Keywords: *Masculinity, Indian women, Psychosocial status, Attitude, Gender*

About authors:

*,** Research Scholars

Department of Applied Psychology, Guru Jambheshwar University of Science & Technology, Hisar.

***Assistant Professor

Department of Applied Psychology, Guru Jambheshwar University of Science & Technology, Hisar.

****Professor

Haryana School of Business, Guru Jambheshwar University of Science & Technology, Hisar.

*****Professor

Department of Applied Psychology, Guru Jambheshwar University of Science & Technology, Hisar.

Introduction

Patriarchy is a social system in which positions of dominance and privilege are held by men. The majority of men look at women from a traditional point of view. This dogmatic attitude towards women is the source of various societal problems. Not only that but in the masculine society, men tend to feel superior to females, so they believe that women need their protection. The terms “traditional” and “conservative” are used to describe the belief that the roles of men and women are distinct, and the terms “modern” and “liberal” describe the belief that roles are not ascribed according to gender. The society tries to restrict the capabilities of a woman (Lunyolo et al., 2014). Girls even leave their parental house after their marriage and live with their husbands disclosing the male-dominant face of society and

the suppression of females (Soni et al., 2018). According to the conventional point of view, men are more assertive, competitive, decisive, confident, ambitious, and instrumentally oriented, whereas women are more nurturing, empathetic, helpful, sympathetic, gentle, affectionate, and expressively oriented (Lueptow et al., 2001). In Ghana and Africa at large, it is understood that men lead and women follow (Grant, 2005). In the Indian scenario, men are portrayed as brave, bold, enthusiastic, forceful, attractive, and strong. In contrast, women's roles are compromised by their portrayals of more reserved, timorous, obedient, delicate, and lovely traits (Gouri, 2009).

Gender is often understood as a social construct that stands for "the differences in male and female psychology, society, and culture" (Giddens, 1989). The conservative view of men

leads them to prioritize traditional gender roles in society where women are expected to take on domestic duties like caring for others, maintaining the home, and raising children. There is a common gender stereotype that women are more helpful and receptive than men (Wheeler et al., 1983). Western gender stereotypes hold that women are more emotionally sensitive, talkative, socially skilled, and concerned with interpersonal relationships than men (Eagly, 1987).

Objectives

- To study the relationship between attitude toward women and femininity (gender stereotype) in males of different age groups.
- To study the relationship between attitude toward women and patriarchy (gender stereotype) in males of different age groups.
- To study the relationship between attitude toward women and masculinity (gender stereotype) in males of different age groups.
- To study the relationship between attitude toward women and trans-phobia (gender stereotype) in males of different age groups.

Review of Literature

Since perception is the foundation of behavior, gender stereotypes can influence behavior. An individual's choices and actions toward others and himself are influenced by gender stereotypes (Chaxel, 2015). Cuddy et al. (2010) looked into how culture affects gender stereotypes. This research revealed that the commonly held stereotypes of the "independent man" and the "interdependent woman" are shaped by society rather than being true for all people. There is evidence that outdated gender stereotypes about men and women are still common in social and professional settings. Research has demonstrated, for example, that

even in scenarios where they are portrayed as managers, women are seen as having less autonomy than males (Heilman et al., 1995). Women who defy traditional ideas of femininity may receive negative evaluations and be passed over for rewards and jobs even though they satisfy the actual standards of aptitude (Burgess & Borgida, 1999). Due to women's involvement in employment, gender stereotypes of men and women have evolved dramatically over time in several different countries throughout the world (Kvande et al., 2017; Mergaert et al., 2013; Oláh et al., 2018).

Hypothesis

- There will be no significant correlation between egalitarian attitude toward women and femininity (gender stereotype) among males of different age groups.
- There will be no significant correlation between egalitarian attitudes toward women and patriarchy (gender stereotype) among males of different age groups.
- There will be no significant correlation between egalitarian attitudes toward women and masculinity (gender stereotype) among males of different age groups.
- There will be no significant correlation between egalitarian attitudes toward women and transphobia (gender stereotype) among males of different age groups.

Methodology

Sample

A sample of 800 males was taken from various districts of Haryana. The age range of the participants was from 20 to 60 years, which was further divided into 8 groups having 100 participants in each group.

Age Groups	Sample
20-25	100
26-30	100
31-35	100
36-40	100
41-45	100
46-50	100
51-55	100
56-60	100
Total	800

Tools used

Attitude toward women scale

It was developed by Spence et al. (1973) and was used to know the attitude towards women. This scale consisted of 25 items (12 negative items & 13 positive items). Participants reported their agreement with the items using a 4-point Likert-type scale 0 = strongly disagree to 3= strongly agree in positive items and 3 = strongly disagree to 0 strongly agree in negative items. The scale had satisfactory test-retest reliability. The predictive validity of this scale was found to be .74.

Gender Stereotype Scale

It was constructed by Sekhar and Parameswari (2020) consisting of 23 items used to assess gender stereotypes. This scale has four dimensions related to gender stereotypes (transphobia, masculinity, patriarchy, femininity). It is a five-point Likert scale denoting 1 for and gender stereotypes.

Table 1

Correlation between Attitude Toward Women and Gender Stereotypes among Males in Group 1.

Variables	Femininity	Patriarchy	Masculinity	Trans Phobia	Total
Attitude Toward Women	-.382**	-.347**	-.236*	.027	-.318**

*Correlation is significant at <0.05 level, **Correlation is significant at <0.01 level

Table 1 shows the correlation between gender stereotypes and attitude toward women in males

of group 1. Gender stereotype has four dimensions; transphobia, masculinity, patriarchy, and femininity. From the above table, it is evident that attitudes toward women and femininity have a significant negative correlation ($r = -.382$, $p < 0.05$), which suggests that individuals who endorse qualities traditionally associated with femininity may also hold fewer positive attitudes toward women. It means that hypothesis 1 of the study: *There will be no significant correlation between egalitarian attitude toward women and femininity (gender stereotype) among males of different age groups is rejected for group 1.* This is inclined with the previous studies which indicate that males with less positive attitudes hold a more traditional mindset about the

strongly disagree to 5 for strongly agree. The composite reliability (CR) of the whole GSS was .91.

Procedure

Each scale was given to the subject after being combined into a single document. Participants were chosen from a variety of Haryana districts. The administration of scales was based on the subjects' comfort. Subsequently, the tests and measures were scored under the manual's suggested pattern. The data were tallied, and the relevant statistical instruments were also applied as needed. The data analysis procedures were completed in the study's last phase, and they were reviewed in light of related research.

Results and Discussion

The present research paper aims to investigate the relationship between attitudes toward women, and gender stereotypes among males in eight groups and the difference between urban and rural males in attitudes toward women

feminine stereotypes about women (Osmond & Martin, 1975).

On the other hand, attitude toward women has a negative but significant correlation with patriarchy ($r = -.347$, $p < 0.01$). This demonstrates that individuals who hold more favourable opinions of women also tend to accept fewer patriarchal structures or ideas. One can reject or oppose patriarchal systems that prioritize male domination and control over women as a result of having positive sentiments toward women. So, hypothesis 2: *There will be no significant correlation between egalitarian attitude toward women and patriarchy (gender stereotype) among males of different age groups is also rejected for group 1.* This is supported by

Heilman and Stamm (2007), who concluded that women are more likely to be perceived as unfit for a role when it is expected of them in a patriarchal field. Women typically pay a heavy price for deviating from the narrow range of frequently ineffective actions acceptable to them.

Whereas attitude toward women and masculinity ($r=.236, p<0.05$) suggests that these two factors have a moderately negative and substantial association. This demonstrates how those with more positive views of women also tend to reject or question conventional ideas of

Another sub-variable which is transphobia ($r=.027$) has a non-significant weak positive correlation with attitude toward women. This indicates that attitude toward women and transphobia have little to nothing in common. The small positive connection suggests that transphobia is not significantly predicted or influenced by an individual's views toward women. Although opinions about women and transgender people are linked to more general concerns about gender identity and discrimination, they are two separate constructions that have been influenced by

masculinity that emphasize characteristics such as dominance, aggressiveness, and emotional stoicism. So, hypothesis 3: that *there will be no significant correlation between egalitarian attitude toward women and masculinity (gender stereotype) among males of different age groups is rejected for this group*. The same results drawn from the previous research suggest that males have a higher conventional masculine perspective towards females with more controlling behaviour, arrogance and aggression (Alam, 2016).

various social, cultural, and psychological elements. So, hypothesis 4: *there will be no significant correlation between egalitarian attitude toward women and trans-phobia (gender stereotype) among males of different age groups is accepted for group 1*. The present findings are contradictory to previous studies which reveal that having direct interaction with excluded members of society like transgenders can help to reduce prejudice of trans-phobia in society (Pettigrew & Tropp, 2006). Overall gender stereotype has a significant negative correlation ($r=-.318$) with attitude toward women in group 1.

Table 2

Correlation between Attitude Toward Women, and Gender Stereotypes among Males in Group 2

Variables	Femininity	Patriarchy	Masculinity	Trans Phobia	Total
Attitude Toward Women	-.480**	-.539**	-.597**	-.288**	-.629**

*Correlation is significant at <0.05 level, **Correlation is significant at <0.01 level

Table 2 shows the correlation between attitudes toward women and gender stereotypes in males of group 2. Attitude toward women has a significant negative correlation with femininity ($r=-.480, p<0.01$). This shows that egalitarian attitudes about women make people less inclined to adhere to conventional ideas of femininity, which frequently involve characteristics like emotional sensitivity, passivity, and submissiveness. This indicates that hypothesis 1 of the study: that *there will be no significant correlation between egalitarian attitude toward women and femininity (gender stereotype) among males of different age groups is rejected for group 2*. This is consistent with

other research showing that men who have fewer positive sentiments tend to think more conventionally about the preconceptions that women are associated with femininity (Corder & Stephen, 1984).

Attitudes toward women and patriarchy have also a significant negative correlation ($r=-.539, p<0.01$) This reveals that positive views toward women are typically associated with lower levels of acceptance or support for patriarchal systems and norms. Positive views about women increase the likelihood that people will reject or oppose patriarchal systems and ideologies. Many variables can influence attitudes toward women and opinions regarding

patriarchy, including cultural contexts, individual experiences, and socio-political ideologies. Thus *group 2 also rejects hypothesis 2 there will be no significant correlation between egalitarian attitude toward women and patriarchy (gender stereotype) among males of different age groups.* Our findings are also similar to Schmid (2004), revealing that males endorse power or authority inequality over women in social groupings and have a greater desire to take leadership roles in hierarchical corporations.

Attitude toward women have a strong negative and significant correlation with masculinity ($r=-.597$, $p<0.01$) which implies that men's dominance, control, and power over women are frequently prioritized in patriarchal ideas, which are less likely to be adhered to or upheld by those who have positive attitudes toward women. Alternatively, they might promote gender equality and oppose established hierarchies of power that uphold discrimination and oppression against women. Therefore, *group 3 rejects hypothesis 3 that there will be no significant correlation between egalitarian attitude toward women and masculinity (gender*

stereotype) among males of different age groups. The current findings, which are consistent with another study, indicate that men view women more traditionally and with greater control, haughtiness, and violence (Alam, 2016).

On the other side attitude toward women and transphobia have a significant negative correlation ($r=-.288$, $p<0.01$). It shows that positive views toward women are also associated with higher rates of acceptance and tolerance toward transgender people. Positive views of women are frequently consistent with more general views of gender equality and tolerance for a range of sexual orientations, particularly transgender identities. *Thus, this group rejects hypothesis 4: there will be no significant correlation between egalitarian attitude toward women and trans-phobia (gender stereotype) among males of different age groups.* Similarly, Walch et al. (2012) also found that having a personal discussion with transgenders about their development and experiences can reduce the trans-phobia. Gender stereotype in total has a significant negative ($r=-.629^{**}$) correlation with attitude toward women in group 2.

Table 3

Correlation between Attitude Toward Women and Gender Stereotypes among Males in Group 3

Variables	Femininity	Patriarchy	Masculinity	Trans Phobia	Total
Attitude Toward Women	-.615**	-.619**	-.572**	-.163	-.683**

*Correlation is significant at <0.05 level, **Correlation is significant at <0.01 level

Table 3 shows the correlation between attitude toward women and gender stereotypes in males of group 3. Attitude toward women have a significant negative correlation with femininity ($r=-.615$, $p<0.01$). It suggests that these two variables have a substantial and negative association. Positive attitudes about women are associated with a lower likelihood of adhering to traditional notions of femininity, which often entail traits like emotional sensitivity, meekness, and submissiveness. This suggests that *group 3 rejects hypothesis 1: there will be no significant correlation between egalitarian attitude toward women and femininity (gender stereotype) among males of different age groups.* Findings in the past were inclined with the present research

suggesting that education is an important factor in influencing the attitude toward femininity in males. Males with higher educational backgrounds are less inclined toward feminine stereotypes (Komarovskiy, 1964).

Attitude toward women have a significant negative correlation with patriarchy ($r=-.619$, $p<0.01$). It suggests that people who have more favourable opinions of women are probably not as supportive of patriarchal systems. They might question established gender norms and promote gender equality in the political, financial, and social sectors of life. This implies that *group 3 rejects hypothesis 2: there will be no significant correlation between egalitarian attitude toward women and patriarchy (gender stereotype)*

among males of different age groups. This is supported by Heilman and Stamm (2007) who stated that women in patriarchal fields are more likely to be viewed as unsuited for a role when one is expected of them. Women usually pay a high price for straying from the limited set of often unproductive behaviours they find acceptable.

Positive views toward women may make people less inclined to rigidly conform to traditional ideas of masculinity as mentioned by the correlation between attitude toward women and masculinity ($r=-.572$, $p<0.01$), which frequently emphasize emotional control, toughness, and domination. Rather, they might be more accepting of various masculinity expressions, such as those that place a higher value on equality, sensitivity, and empathy in interpersonal relationships. This will reject *hypothesis 3 that there will be no significant correlation between egalitarian attitude toward women and masculinity (gender stereotype) among males of different age groups*. Based on the same findings with attitude toward women in group 4.

Table 4

Correlation between Attitude Toward Women and Gender Stereotypes among Males in Group 4

Variables	Femininity	Patriarchy	Masculinity	Trans Phobia	Total
Attitude Toward Women	-.553**	-.597**	-.612**	-.199*	-.635**

*Correlation is significant at <0.05 level, **Correlation is significant at <0.01 level

Table 4 shows the correlation between attitude toward women and gender stereotypes in males of group 4. The correlation coefficient between attitude toward women and femininity is ($r=-.553$; $p<0.01$) which indicates a significant and strong negative correlation between these two variables. A positive view of women may lead to a person's support for female empowerment and equitable treatment, which in turn may encourage them to challenge and challenge deeply rooted gender stereotypes that restrict the freedom and autonomy of women. This *rejects hypothesis 1: there will be no significant correlation between egalitarian attitude toward women and femininity (gender stereotype) among males of different age groups*. This is consistent with other research showing that men who have a less optimistic

as other studies, men are more likely to view women as conventionally masculine when they exhibit domineering, haughty, and aggressive behaviours (Alam, 2016).

The correlation coefficient between attitude toward women and trans-phobia is ($r=-.163$) which indicates a non-significant and weak negative correlation between these two variables. This suggests that attitudes toward women may not be a significant predictor of transphobia on their own, and other factors likely play a more influential role. *This group accepts hypothesis 4 that there will be no significant correlation between egalitarian attitude toward women and transphobia (gender stereotype) among males of different age groups*. Our results are contradictory to earlier research showing that social connection with marginalized groups, such as transgender people, can lessen prejudice and transphobia (Pettigrew & Tropp, 2006). Gender stereotype overall has a significant negative ($r=-.683^{**}$) correlation

outlook tend to have a more traditional mindset regarding gender stereotypes about women (Osmond & Martin, 1975).

The correlation coefficient between attitude toward women and patriarchy is ($r=-.597$; $p<0.01$). Which indicates a significant and strong negative correlation between these two variables. This implies that those who appreciate women's contributions are more inclined to oppose patriarchal ideologies, which prioritize men's power over groups, communities, and individuals. On the other hand, they could be in favour of gender equality and the dismantling of hierarchical power structures based on gender. This indicates that *hypothesis 2: that there will be no significant correlation between egalitarian attitude toward women and patriarchy (gender*

stereotype) among males of different age groups is rejected. The results of our study align with those of Schmid (2004), which indicates that men value power or authority differentials over women in social groups and are more inclined to assume leadership positions in hierarchical organizations.

The correlation between attitude toward women and masculinity is ($r=-.612$; $p<0.01$) which indicates a significant and strong negative correlation between these two variables. This strong negative correlation implies that people who think well of women are less likely to endorse characteristics like aggression, dominance, and emotional stoicism—all of which are frequently associated with men. They might accept a greater range of gender expressions and identities as opposed to adhering to traditional gender roles and expectations. So, hypothesis 3:

($r=-.635^{**}$) correlated with attitude toward women in group 5.

Table 5

Correlation between Attitude Toward Women and Gender Stereotypes among Males in Group 5

Variables	Femininity	Patriarchy	Masculinity	Trans Phobia	Total
Attitude Toward Women	-.670**	-.735**	-.648**	-.060	-.687**

*Correlation is significant at <0.05 level, **Correlation is significant at <0.01 level

Table 5 shows the correlation between attitude toward women and gender stereotypes in males of group 5. The correlation coefficient between attitude toward women and femininity is ($r=-.670$; $p<0.01$), which indicates a significant and strong negative correlation between these two variables. This substantial negative correlation could have multiple origins. First of all, individuals with good views about women may reject or challenge long-standing gender stereotypes that prescribe specific traits or behaviours that women must display. Similar studies suggest that males who support femininity are likely to be teased or rejected by their peer groups (Fagot,1977). This indicates that *hypothesis 1: there will be no significant correlation between egalitarian attitude toward women and femininity (gender stereotype) among males of different age groups is rejected.*

Attitude toward women and patriarchy ($r=-.735$; $p<0.01$) indicates a significant and strong

There will be no significant correlation between egalitarian attitude toward women and masculinity (gender stereotype) among males of different age groups is rejected. The present study is supported by Alam (2016).

Attitude toward women and transphobia have a weak and significant correlation ($r=-.199$, $p<0.05$) which suggests that though there is some correlation between attitudes toward women and transgender individuals, it is not very strong. The idea that those who have positive views of women are slightly less likely to behave or hold transphobic beliefs is unproven. *It rejects hypothesis 4 that there will be no significant correlation between egalitarian attitude toward women and transphobia (gender stereotype) among males of different age groups.* Whereas in total gender stereotype has significantly and negatively

negative correlation between these two variables. In this case, a negative association implies that attitudes toward women tend to evolve along with a sharp fall in opinions of patriarchal structures and norms. It means that *hypothesis 2: that there will be no significant correlation between egalitarian attitude toward women and patriarchy (gender stereotype) among males of different age groups is rejected.* Current findings are similar to the studies by Dunkle and Francis (1990).

Attitude toward women and masculinity also ($r=-.648$; $p<0.01$) has a significant and strong negative correlation between these two variables. Positive attitudes toward women may be a reflection of broader ideals like tolerance, variety, and compassion, which also include disapproval of traditional gender norms and expectations. So, hypothesis 3: *There will be no significant correlation between egalitarian attitude toward women and masculinity (gender stereotype)*

among males of different age groups is rejected. Some findings conclude that men who were perceived to have egalitarian ideas or behaviours were seen as less attractive and popular than those who were thought to have conventionally masculine attitudes (Jackson & Sullivan, 1990).

Whereas transphobia ($r=-.060$) has a very weak negative correlation. There appears to be a tiny tendency for people who have more positive attitude toward women to have slightly lower levels of transphobia, as seen by this weak

negative association. Put another way, people who have more positive opinions of women might be a little less like to have unfavourable opinions or prejudices toward transgender people. For this group, hypothesis 4 that *there will be no significant correlation between egalitarian attitude toward women and transphobia (gender stereotype) among males of different age groups is accepted*. Gender stereotype overall has a significant and negative ($r=-.687^{**}$) correlation with attitude toward women in group 5

Table 6

Correlation between Attitude Toward Women and Gender Stereotypes among Males in Group 6

Variables	Femininity	Patriarchy	Masculinity	Trans Phobia	Total
Attitude Toward Women	-.752**	-.775**	-.777**	-.310**	-.794**

*Correlation is significant at <0.05 level, **Correlation is significant at <0.01 level

Table 6 shows the correlation between gender stereotypes and attitude toward women in males of group 6. The correlation coefficient between attitude toward women and femininity ($r=-.752$; $p<0.01$) indicates a significant and strong negative correlation between these two variables indicating that when attitudes toward women improve, people are less likely to cling to traditional ideals of femininity that could limit female independence, agency, and opportunities for self-expression. It rejects hypothesis 1: *there will be no significant correlation between egalitarian attitude toward women and femininity (gender stereotype) among males of different age groups*. Moreover, studies reveal that men considered to possess stereotypically feminine beliefs or behaviours were viewed as less appealing and well-liked than those believed to possess conventionally male beliefs (Costrich et al., 1975).

As perceptions of women improve, so does the tendency to accept or maintain patriarchal beliefs and practices that perpetuate gender inequality and repression as indicated by the correlation between patriarchy ($r=-.775$, $p<0.01$). It rejects hypothesis 2: *that there will be no significant correlation between egalitarian attitude toward women and patriarchy (gender stereotype) among males of different age groups*.

Some research shows that as males avoid feminine roles, they experience more rigid patriarchal roles which are referred to as male gender role rigidity (Archer, 1993). With masculinity ($r=-.777$, $p<0.05$) attitude toward women has a strong negative correlation which suggests that as people's attitudes about women improve, they are less likely to adhere to traditional conceptions of masculinity, which may foster violence, dominance, and emotional repression. Respecters of gender equality and women's rights are more likely to be against rigid notions of masculinity that harm men's health and maintain gender inequality. So, it also rejects Hypothesis 3: *There will be no significant correlation between egalitarian attitude toward women and masculinity (gender stereotype) among males of different age groups*. The present findings go in line with the previous studies done by Gallagher and Parrott (2011) concluded that males with a hostile attitude toward women are more likely to support the masculine gender characteristics rather than to support females.

Whereas people with more positive opinions about women are more likely to experience transphobia ($r=-.310$, $p<0.01$). Negative association indicates that when attitude toward women improve, people are less likely to have

prejudiced or discriminatory beliefs regarding transgender individuals. These findings suggest that hypothesis 4 that *there will be no significant correlation between egalitarian attitude toward women and transphobia (gender stereotype) among males of different age groups is rejected.* This is supported by the past research by Walch

et al. (2012) suggesting that speaking with transgender people directly about their experiences and growth can help decrease transphobia. Whereas as a whole gender stereotype has a significant and negative ($r=-.794^{**}$) correlation with attitude toward women in group 6.

Table 7

Correlation between Attitude Toward Women and Gender Stereotypes among Males in Group 7

Variables	Femininity	Patriarchy	Masculinity	Trans Phobia	Total
Attitude Toward Women	$-.757^{**}$	$-.731^{**}$	$-.687^{**}$	$-.369^{**}$	$-.767^{**}$

*Correlation is significant at <0.05 level, **Correlation is significant at <0.01 level

Table 7 shows the correlation between gender stereotypes and attitude toward women in males of group 7. Attitude toward women and femininity ($r=-.757$, $p<0.01$) has a strong negative correlation. The inverse relationship suggests that individuals with more positive perceptions of women are more likely to challenge traditional notions of femininity. Some people may perceive traditional femininity as restrictive or constricting due to the positive attitudes of women. *It rejects hypothesis 1 there will be no significant correlation between egalitarian attitude toward women and femininity (gender stereotype) among males of different age groups.* According to studies, men who were thought to have stereotypically feminine ideas or behaviours were seen as less attractive and popular than men who were thought to have conventionally masculine beliefs (Martin, 1990).

Positive attitude toward women is associated with a greater likelihood of opposing patriarchal systems ($r=-.731$, $p<0.01$). *It rejects hypothesis 2, there will be no significant correlation between egalitarian attitude toward women and patriarchy (gender stereotype) among males of different age groups.* It was supported by the research done by Langlois and Downs (1980). Attitude toward women has a significant negative correlation with masculinity

($r=-.687$, $p<0.01$) as well. Beliefs that prioritize male dominance and control over females. Positive attitude toward women is often linked to beliefs in gender equality and the dismantling of traditional gender hierarchies. *It rejects hypothesis 3 there will be no significant correlation between egalitarian attitude toward women and masculinity (gender stereotype) among males of different age groups.* It was inclined with the findings of Seyfried and Handrick (1973) indicating that the perception of men with typically masculine attitudes and behaviours was that of being more attractive and popular than those with egalitarian beliefs or behaviours.

People with an egalitarian perspective toward women also support trans genders ($r=-.369$, $p<0.01$) and have a negative relationship with trans-phobia. *It rejects hypothesis 4 there will be no significant correlation between egalitarian attitude toward women and transphobia (gender stereotype) among males of different age groups.* It was similar to past findings revealed that males with more hostile attitudes toward females also had a negative attitude towards transphobia (Uluboy & Hunsu, 2022). Gender stereotype as an absolute has a significant and negative ($r=-.767^{**}$) with attitude toward women in group 7.

Table 8

Correlation between Attitude Toward Women and Gender Stereotypes among Males in Group 8

Variables	Femininity	Patriarchy	Masculinity	Trans Phobia	Total
Attitude Toward Women	$-.777^{**}$	$-.771^{**}$	$-.776^{**}$	$-.352^{**}$	$-.811^{**}$

*Correlation is significant at <0.05 level, **Correlation is significant at <0.01 level

Table 8 shows the correlation between gender stereotypes and attitude toward women in males of group 8. Femininity has traditionally been associated with traits like passivity, dependence, and submissiveness, gender stereotypes and disparities may still exist. People who firmly adhere to traditional ideas of femininity may therefore have more negative views of women ($r=-.777$, $p<0.01$) and perceive them as inferior to men or as possessing less authority. *It rejects hypothesis 1 there will be no significant correlation between egalitarian attitude toward women and femininity (gender stereotype) among males of different age groups* which is supported by (Costrich et al., 1975). The same is true with patriarchy ($r=-.771$, $p<0.01$) where negative sentiments about women increase the likelihood of endorsing patriarchal norms it means that it also *rejects hypothesis 2 that there will be no significant correlation between egalitarian attitude toward women and patriarchy (gender stereotype) among males of different age groups*. It was similar to research done by Lytton and Romney (1991).

Attitude toward women and masculinity have a significant negative correlation ($r=-.776$, $p<0.01$), which upholds masculine privilege and encourages gender inequality. *It rejects hypothesis 3 that there will be no significant correlation between egalitarian attitude toward women and masculinity (gender stereotype)*

among males of different age groups. It was consistent with research by Seyfried and Handrick (1973), which showed that men with traditionally masculine attitudes and behaviors were thought to be more common and appealing than those with egalitarian views or actions. People who have negative attitudes toward women may also be more likely to challenge ingrained gender norms and stereotypes, especially those that deal with gender identity and expression. To foster favourable attitudes about women and transgender individuals ($r=-.352$, $p<0.01$). It is critical to debunk stereotypes, advocate for gender equality, and foster acceptance and understanding of the variety of gender identities and manifestations. These findings suggest that hypothesis 4 that *there will be no significant correlation between egalitarian attitude toward women and transphobia (gender stereotype) among males of different age groups is rejected*. Our results aligned with earlier research showing that social connection with marginalized groups, such as transgender people, can lessen prejudice and transphobia (Pettigrew & Tropp, 2006). Gender stereotype has a significant negative ($r=-.811^{**}$) correlation overall with attitude toward women in group 8.

Comparison of Different Groups on Different Variables (ANOVA)

Different age groups of participants were compared on different measures included in the current study. For this purpose, one-way ANOVA was used.

Table 9

One-Way ANOVA Results on Attitude Toward Women

Groups	Mean	SD	N
20-25	45.99	7.603	100
26-30	46.31	9.641	100
31-35	45.34	9.162	100
36-40	44.93	9.982	100
41-45	43.57	10.734	100
46-50	42.78	11.450	100
51-55	40.31	11.582	100
56-60	37.36	11.907	100
Total	43.32	10.705	800

Source	Sum of Square	df	Mean Square	F	p
Between Group	6767.719	7	966.817	9.030**	.000
Within Group	84801.430	792	107.073		
Total	91569.149	799			

*Significant at <0.05 level, **Significant at <0.01 level

Table 9 exhibits the obtained values for mean score and SD for all groups of males on the variable of attitude toward women. The table also shows that there were significant differences in attitude toward women ($F=9.030$, $p=.000$) across the different age groups. Age has a significant effect on attitude toward women with attitude

becoming less favourable as age increases. Similar results demonstrate that UAE students' attitudes of women's management are significantly different from those of previous generations. The study suggests that development could reduce patriarchal attitudes about female managers in the Arab world (Mostafa, 2005).

Table 10

One-Way ANOVA Results on Gender Stereotype (Femininity)

Groups	Mean	SD	N
20-25	13.54	3.445	100
26-30	14.19	3.595	100
31-35	14.25	3.901	100
36-40	14.45	4.061	100
41-45	14.55	3.788	100
46-50	14.69	4.467	100
51-55	15.89	4.010	100
56-60	16.81	4.303	100
Total	14.80	4.062	800

Source	Sum of Square	df	Mean Square	F	p
Between Group	768.739	7	109.820	7.006**	.000
Within Group	12415.050	792	15.676		
Total	13183.789	799			

*Significant at <0.05 level, **Significant at <0.01 level

Table 10 shows the obtained values for the mean score and SD for all groups of males on the variable of femininity. A pattern that appears in the analysis of statistics shows that the mean gender-stereotypical (femininity) score tends to increase with age. In general, evidence shows that older men in the sample have higher sexual orientation stereotype (femininity) scores than younger males, age also significantly affects

feminine ($F=7.006$, $p=.000$) gender stereotypes among various male groups. We observe that younger boys' mean scores are lower than those of older males. This could be because of the disparity in their educational backgrounds. Higher education, according to Komarovsky and Phillips (1962), is associated with the acceptance of more egalitarian perspectives on sex role stereotypes.

Table 11

One-way ANOVA results on Gender Stereotype (Patriarchy)

Groups	Mean	SD	N
20-25	18.60	4.504	100
26-30	19.08	5.302	100
31-35	19.75	5.034	100
36-40	19.26	5.293	100
41-45	19.79	5.950	100
46-50	20.35	5.972	100
51-55	21.76	5.671	100
56-60	23.14	5.723	100
Total	20.22	5.611	800

Source	Sum of Square	df	Mean Square	F	p
Between Group	1616.619	7	230.946	7.772**	.000
Within Group	23534.970	792	29.716		
Total	25151.589	799			

*Significant at <0.05 level, **Significant at <0.01 level

Table 11 shows the obtained values for the mean score and SD for all groups of males on the variable of patriarchy. The findings show that there are substantial variations in gender stereotypes (patriarchy) amongst the various age groups of males ($F=7.772, p=.000$). This indicates that views regarding stereotypes are significantly influenced by age. The present results are consistent with a prior study conducted by

Sakalli-Ugurlu and Beydogan (2002), which found that people who scored higher on hostile gender discrimination and had more positive views of a male-dominated system also had fewer positive opinions about women managers than people who scored lower on aggressive sexism and had fewer positive attitudes toward patriarchy.

Table 12

One-Way ANOVA results on Gender Stereotype (Masculinity)

Groups	Mean	SD	N
20-25	18.22	4.624	100
26-30	18.66	4.680	100
31-35	19.26	4.583	100
36-40	19.18	5.000	100
41-45	18.47	5.141	100
46-50	18.74	6.009	100
51-55	21.09	4.969	100
56-60	22.30	4.529	100
Total	19.49	5.122	800

Source	Sum of Square	df	Mean Square	F	p
Between Group	1450.980	7	207.283	8.416**	.000
Within Group	19506.940	792	24.630		
Total	20957.920	799			

*Significant at <0.05 level, **Significant at <0.01 level

Table 12 shows the obtained values for the mean score and SD for all groups of males on the variable of masculinity. The results show significant differences ($F=8.416, p=.000$) in the gender stereotype (masculinity) ratings among the different age groups. More precisely, different age groups receive different scores on the gender

stereotype measure—some scoring higher or lower than others. It suggests that age has a big impact on how gender stereotypical views are determined. According to earlier research, there has been a noticeable difference in masculinity and femininity with age (Biernat, 1991).

Table 13

One-Way ANOVA results on Gender Stereotype (Trans-Phobia)

Groups	Mean	SD	N
20-25	13.81	3.378	100
26-30	13.86	3.191	100
31-35	13.15	3.691	100
36-40	13.19	3.168	100
41-45	13.87	3.735	100
46-50	13.32	3.720	100
51-55	13.98	3.458	100
56-60	14.39	3.665	100
Total	13.70	3.516	800

Source	Sum of Square	df	Mean Square	F	p
Between Group	132.799	7	18.971	1.542	.150
Within Group	9744.390	792	12.304		
Total	9877.189	799			

*Significant at <0.05 level, **Significant at <0.01 level

Table 13 shows the obtained values for the mean score and SD for all groups of males on the variable of trans-phobia. The results suggest that there are no statistically significant differences in Trans-Phobia ($F=1.542$, $p=.150$) ratings among the age groups. This shows that age has little bearing on attitudes toward transphobia in this demographic. The present results run counter to earlier studies' findings, which indicated that men, regardless of age, had more negative sentiments toward transgender people than did women (Antoszewski et al., 2007).

Conclusion

Men's views toward women are greatly influenced by gender stereotypes, which frequently result in prejudiced beliefs and discriminatory actions. These preconceived notions about women's roles and capacities are

References

Alam, S. M. (2016). Gender stereotypes among university students towards masculinity and femininity. *Rupkatha Journal on Interdisciplinary Studies in Humanities*, 7(3), 271-281.

Antoszewski, B., Kasielska, A., Jędrzejczak, M., & Kruk-Jeromin, J. (2007). Knowledge of and attitude toward transsexualism among college students. *Sexuality and Disability*, 25, 29-35. <https://doi.org/10.1007/s11195-006-9029-1>

Archer, J. (1993). The organization of childhood gender roles. *Contemporary issues in childhood social development*, 31-62.

Biernat, M. (1991). Gender stereotypes and the relationship between masculinity and femininity: A developmental analysis. *Journal of Personality and Social Psychology*, 61(3), 351-365. <https://doi.org/10.1037/0022-3514.61.3.351>

Burgess, D., & Borgida, E. (1999). Who women are, who women should be: Descriptive and prescriptive gender stereotyping in sex discrimination. *Psychology, public policy, and law*, 5(3), 665.

Chaxel, A. S. (2015). How do stereotypes influence choice?. *Psychological science*, 26(5), 641-645.

Corder, J., & Stephan, C. W. (1984). Females' combination of work and family roles:

shaped in men early in their lives, by culture, society, and media. Unfavourable preconceptions can lead to women being treated unfairly, with less respect, and have fewer job opportunities, in the classroom, and in leadership roles, among other areas. On the other hand, gender stereotypes might be less harmful if people are aware of them and receive education about them. Through questioning and transforming these preconceptions, society can cultivate more fair and considerate perspectives on women. Important steps in this direction include supporting different role models, holding open discussions, and putting legislation that favour gender equality into action. In the end, breaking down gender preconceptions helps women and society at large, which results in a setting that is more welcoming and equitable for all.

Adolescents' aspirations. *Journal of Marriage and the Family*, 391-402.

Costrich, N., Feinstein, J., Kidder, L., Marecek, J., & Pascale, L. (1975). When stereotypes hurt: Three studies of penalties for sex-role reversals. *Journal of Experimental Social Psychology*, 11(6), 520-530.

Cuddy, J. C. A., Crotty, S., Chong, J., & Norton, I. M. (2010). Men as cultural ideals: how culture shapes gender stereotypes. Harvard Business School.

Dunkle, J. H., & Francis, P. L. (1990). The role of facial masculinity/femininity in the attribution of homosexuality. *Sex Roles*, 23, 157-167.

Eagly, A. H. (1987). Sex differences in social behavior: a social role interpretation. Psychology Press.

Fagot, B. I. (1977). Consequences of moderate cross-gender behavior in preschool children. *Child Development*, 902-907.

Gallagher, K. E., & Parrott, D. J. (2011). What accounts for men's hostile attitudes toward women? The influence of hegemonic male role norms and masculine gender role stress. *Violence against women*, 17(5), 568-583.

Giddens, A. (1989) *Sociology*. Cambridge: Polity Press.

- Gouri, S. (2009). Gender and peace—a study of educational policy, curriculum and textbooks of republic of Maldives. *Indian Educational Review*, 45, 5-21.
- Grant, H. (2005). Women role as leaders. *The Journal of Psychology*, 95(2), 199 - 204.
- Heilman, M. E., & Parks-Stamm, E. J. (2007). Gender stereotypes in the workplace: Obstacles to women's career progress. In *Social psychology of gender* (pp. 47-77). Emerald Group Publishing Limited.
- Heilman, M. E., Block, C. J., & Martell, R. F. (1995). Sex stereotypes: Do they influence perceptions of managers?. *Journal of Social Behavior and Personality*, 10(4), 237.
- Jackson, L. A., & Sullivan, L. A. (1990). Perceptions of multiple role participants. *Social Psychology Quarterly*, 274-282.
- Komarovsky, M. (1964). *Blue collar marriage*. New York: * ntag.
- Komarovsky, M., & Philips, J. H. (1962). *Blue-collar marriage*. Yale University Press.
- Kvande, E., Brandth, B., & Halrynjo, S. (2017). Integrating work and family: Changing institutions and competing logics. In *Work-Family Dynamics* (pp. 1-15). Routledge.
- Langlois, J. H., & Downs, A. C. (1980). Mothers, fathers, and peers as socialization agents of sex-typed play behaviors in young children. *Child development*, 1237-1247.
- Lueptow, L. B., Garovich-Szabo, L., & Lueptow, M. B. (2001). Social change and the persistence of sex typing: 1974–1997. *Social forces*, 80(1), 1-36.
- Lunyolo, G. H., Ayodo, T. O. M., Tikoko, B. & Simatwa, E. M. W. (2014). Socio-cultural Factors that Hinder Women's Access to Management Positions in Government Grant Aided Secondary Schools in Uganda: The Case of Eastern Region. *Educational Research*, 5(7): 241 – 250
- Lytton, H., & Romney, D. M. (1991). Parents' differential socialization of boys and girls: A meta-analysis. *Psychological bulletin*, 109(2), 267.
- Martin, C. L. (1990). Attitudes and expectations about children with nontraditional and traditional gender roles. *Sex roles*, 22, 151-166.
- Mergaert, L., Heyden, K. D., Rimkute, D., & Duarte, C. A. (2013). A Study of Collected Narratives on Gender Perceptions in the 27 EU Member States. *European Institute for Gender Equity*, 200.
- Mostafa, M. M. (2005). Attitudes towards women managers in the United Arab Emirates: The effects of patriarchy, age, and sex differences. *Journal of Managerial Psychology*, 20(6), 522-540.
- Oláh, L. S., Kotowska, I. E., & Richter, R. (2018). *The new roles of men and women and implications for families and societies* (pp. 41-64). Springer International Publishing.
- Osmond, M., & Martin, P. (1975). Gender and Genderism: A Comparison of Male and Female Gender-Role Attitudes.[Electronic Version]. *Journal of Marriage and the Family*, 37, 744-758.
- Pettigrew, T. F., & Tropp, L. R. (2006). A meta-analytic test of intergroup contact theory. *Journal of personality and social psychology*, 90(5), 751.
- Sakalli-Ugurlu, N., & Beydogan, B. (2002). Turkish college students' attitudes toward women managers: The effects of patriarchy, sexism, and gender differences. *The Journal of psychology*, 136(6), 647-656. <https://doi.org/10.1080/00223980209604825>
- Schmid Mast, M. (2004). Men are hierarchical, women are egalitarian: An implicit gender stereotype. *Swiss Journal of Psychology*, 63(2), 107-111.
- Seyfried, B. A., & Hendrick, C. (1973). When do opposites attract? When they are opposite in sex and sex-role attitudes. *Journal of Personality and Social Psychology*, 25(1), 15.
- Soni, E., Behmani, R. K., & Rani, S. (2018). Attitude and attribution towards domestic violence among women in India. *IAHRW International Journal of Social Sciences Review*, 6(1), 146-149.
- Uluboy, Z., & Husnu, S. (2022). Turkish speaking young adults attitudes toward transgender

individuals: Transphobia, homophobia and gender ideology. *Journal of homosexuality*, 69(1), 101-119.

Walch, S. E., Sinkkanen, K. A., Swain, E. M., Francisco, J., Breaux, C. A., & Sjoberg, M. D. (2012). Using intergroup contact theory to reduce stigma against transgender individuals: Impact of a transgender speaker panel presentation. *Journal of Applied Social Psychology*, 42(10), 2583-2605.

Wheeler, L., Reis, H., & Nezlek, J. B. (1983). Loneliness, social interaction, and sex roles. *Journal of Personality and Social Psychology*, 45(4), 943.