

## EMERGE Gender Questions

### Social Norms on Women's Employment and Leadership

#### Social Norms on Women's Employment

These first statements are about women working for pay outside the home.

1. How many women in your community do you think work outside of their home for money?
- Most
  - Some
  - Few
  - None

If a woman works outside of the home for money, how likely is it that the following consequences might occur? There is no right or wrong answer:

- |  | a) Very likely | b) Somewhat likely | c) Not likely |
|--|----------------|--------------------|---------------|
| 2. She may be criticized   | a              | b                  | c             |
| 3. She may have arguments with her husband                         | a              | b                  | c             |
| 4. She may have conflicts with her in-laws                         | a              | b                  | c             |
| 5. She may be considered immoral                                   | a              | b                  | c             |
| 6. She may be sabotaged or mistreated by other people at her work. | a              | b                  | c             |
| 7. Her husband may be looked down upon because she is working      | a              | b                  | c             |
| 8. She would be more respected in her community                    | a              | b                  | c             |
| 9. Her husband would be proud of her                               | a              | b                  | c             |
| 10. Her parents/family would be proud of her                       | a              | b                  | c             |
| 11. Her children would benefit from her position of leadership     | a              | b                  | c             |
| 12. Her family's financial situation would improve                 | a              | b                  | c             |
| 13. Her husband would be considered successful                     | a              | b                  | c             |

#### Attitudes toward Women in Leadership

These next statements are about women in leadership positions. I will ask you how much you agree or disagree each of the following statements.

14. On the whole, men make better political leaders than women do
- Strongly agree
  - Agree
  - Disagree
  - Strongly disagree
15. A university education is more important for a boy than for a girl
- Strongly agree
  - Agree
  - Disagree
  - Strongly disagree
16. On the whole, men make better business executives than women do
- Strongly agree
  - Agree
  - Disagree
  - Strongly disagree

### **Community Norms about Women in Leadership**

I am going to read these same statements to you, but this time, I want you to tell me what people in your community think.

17. In my community, most people believe that men make better political leaders than women do
  - a. Strongly agree
  - b. Agree
  - c. Disagree
  - d. Strongly disagree
18. In my community, most people believe that a university education is more important for a boy than for a girl
  - a. Strongly agree
  - b. Agree
  - c. Disagree
  - d. Strongly disagree
19. In my community, most people believe that men make better business executives than women do
  - a. Strongly agree
  - b. Agree
  - c. Disagree
  - d. Strongly disagree
20. In my community, most men would not want to work for a woman
  - a. Strongly agree
  - b. Agree
  - c. Disagree
  - d. Strongly disagree

**Source:** Items taken or adapted from the World Values Survey 8, tested in Ethiopia.