

An Investigation of the Relationship Between Gender Roles Attitudes and Self-Esteem of Married Women

Evli Kadınların Toplumsal Cinsiyet Tutumları ve Benlik Saygıları Arasındaki İlişkinin İncelenmesi

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ABSTRACT	ÖZET
<p>This study aimed to investigate the relationship between the gender roles attitudes (GRA) and self-esteem of married women. The study has a quantitative design. GRAS, Self-Esteem Scale, and the Demographic Questionnaire were used to collect data. Correlation, regression, and ANOVA analyses were performed to analyze the data. The correlation analysis performed to understand the relationship between GRA and self-esteem has revealed a positive and weak relationship between the sub-dimensions of GRA and income and education status; while a weak negative relationship has found between the sub-dimensions of GRA and years of marriage and the number of children. The hierarchical regression analysis carried out to understand the predictive power of GRAS sub-dimensions and demographic characteristics on self-esteem showed that two dimensions of GRAS, namely TGR and egalitarian gender roles, significantly and moderately predicted self-esteem of married women in marriage, while the variables of years of marriage, number of children, education status and income were found to predict self-esteem significantly at a low level.</p>	<p>Araştırmanın amacı; evli kadınların Toplumsal Cinsiyet Rollerini Tutumları (TCRT) ve Benlik Saygıları arasındaki ilişkiyi incelemektir. Araştırma nicel desenli bir çalışmadır. Araştırmanın gereçleri, TCRTÖ, Benlik Saygısı Ölçeği ve demografik soru formudur. Verilerin analizi için korelasyon, regresyon ve Anova analizleri kullanılmıştır. Buna göre TCRT'ları ve demografik özelliklerin benlik saygısı ile ilişkisini anlamak için yapılan korelasyon analizinde TCRTÖ alt boyutları, gelir ve öğrenim durumu arasında pozitif ve düşük bir ilişki bulunmuşken, evli kalma süresi ve çocuk sayısı arasında düşük düzey negatif bir ilişki bulunmuştur. TCRTÖ alt boyutlarının ve demografik özelliklerin benlik saygısı üzerinde yordama gücünü anlamak için yapılan hiyerarşik regresyon analizinde TCRTÖ alt boyutlarından evlilikte, geleneksel, eşitlikçi CRT değişkenlerinin evli kadınların benlik saygısı tutumlarını anlamlı ve orta düzeyde yordadığı evlilik yılı, çocuk sayısı, öğrenim durumu ve gelir değişkeninin ise benlik saygısı tutumlarını anlamlı ve düşük düzey yordadığı belirlenmiştir.</p>
<p>Keywords</p> <p>Gender Roles, Gender Equality, Traditional Gender Roles, Self-Esteem, Married Women</p>	<p>Anahtar Kelimeler</p> <p>Cinsiyet Rollerini, Cinsiyet Eşitliği, Geleneksel Cinsiyet Rollerini, Benlik Saygısı, Evli Kadınlar</p>

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1. Introduction

Gender is the roles and behaviors imposed on men and women by the culture and the social structure created by the culture. From this perspective, gender has been socially constructed (Akgül Gök, 2013). Gender refers to the socially unequal division between masculinity and femininity. Gender deals with the socially produced aspects of the distinction between men and women and argues that the distinction between men and women cannot be explained biologically, and that culturally dominant ideas about masculinity and femininity represent stereotypes that have little to do with reality. Gender roles, on the other hand, have been determined based on an understanding that considers women and men as the result of socialization, rather than the result of their biological structures (Marshall, 2013).

The self is a reflexive skill, with which people treat their own thoughts as their own objects (Marshall, 2013). Rosenberg defined the self as “the sum of the thoughts and feelings of the individual towards himself as an object” (cited in Marshall, 2013). Self-esteem, on the other hand, is the positive and negative evaluations of the person about himself. High self-esteem helps people develop effective and healthy defenses to deal with negative emotions and situations. Self-esteem is related to self-efficacy (Adams, 2010). It is a subjective assessment of one's worth as an individual (Orth & Robins, 2019). Self-criticism is effective in the formation of self-esteem (Tohumcu et al., 2019). Self-esteem is socially constructed as well as being related to one's self-perception. Lifestyles in accordance with social norms affects one's self-esteem. In this sense, the factors that determine self-esteem are dynamic and variable.

The Black Sea neighborhood, where the study was conducted, is located in the Gaziosmanpaşa District of the province of Istanbul and is one of the most crowded neighborhoods in Turkey with a population of 68,000. It is thought to have a high representation power in terms of diversity, since it is a neighborhood involving families that migrated from different provinces of Turkey. This neighborhood was chosen because of the researcher's ease of access to the participants. The socio-economic level of married women residing in the neighborhood is low, as it is a neighborhood formed by immigration from the rural areas of the country. Women's participation in employment is low, so they are thought to have a more traditional attitude due to their family structure. It is thought that the factors that determine their self-esteem and Gender Roles Attitude are important. The study addresses gender roles, gender equality and self-esteem, and correlation and regression analysis findings are discussed to understand the relationship between these constructs.

2. Theoretical Framework

2.1. Gender Roles

A subject is not an individual but a collective category. In other words, it is a social group that constitutes the source of cultural elements. Each form of culture is the concrete manifestation of the collective consciousness of the social group. The worldviews of collective groups are explained through various elements of culture (Swingewood, 1998). While the subjects form the society, it is the society that also creates the subject. Society determines the subject's self, boundaries, and roles. Gender roles are also learned in the socialization process of the subject. According to Köse (2013), gender is not just a phenomenon imposed on bodies that carry the burden of reproduction in many societies, it is also a phenomenon that has spread to all areas of life and has different meanings, describing the mobility of life. Gender roles can be explained

as social roles and expectation norms defined on the basis of biological sex (Dedeoglu, 2000). Social roles are built on the axis of gender within the context of sociological phenomena. Gender, which the individual is born into and determined beyond his own cognitive process, determines the roles of the individual in life. The social structure is gradually changing. However, in the modern era, which represents today, the change takes place very radically and rapidly. Culture and social structure often find it difficult to keep up with the pace of the top-down changes. According to Giddens (2012), the lifestyles that emerged as a result of modernity have greatly changed the social order. The transformations brought about by modernity are quantitatively and qualitatively faster and more effective than previous periods. Gender roles have also been affected by these changes.

2.2. Gender Equality

Gender equality can be defined as equality or absence of inequalities regarding gender-based social roles and expectation norms. In modern societies, the family is shown as the most important element in the distribution of wealth. It is essential for the state to preserve the integrity of the family. In the states where the social state understanding is adopted, the welfare of children, the elderly and the disabled is under the guarantee of the state. The state itself undertakes the responsibility of protecting these people. However, the cost of being a social state is quite high. In countries where the economy is not developed enough and which adopts the understanding of social state, the care of children, the elderly, the sick and the disabled is provided by women through the family institution. This is done by imposing gender roles on women. According to Yıldırım (2016), the social structure is established through the patriarchal ideology, regardless of the ideological understanding of the political structure. This separates the public space from the private space, increases the visibility of men in the public space, and positions women in the private space. In order to protect the existential integrity of the patriarchal ideology, states develop policies to ensure the integrity of the family. These policies are fundamentally inconsistent with gender equality.

2.3. Self-esteem

There are many conceptualizations of self-esteem, and thus, there is no clear and agreed on definition. Rosenberg claims that self-respect, self-acceptance, and self-satisfaction are not associated with feelings of superiority and perfection. Other definitions also support Rosenberg's claim. It is stated that self-esteem is the cognitive representations of one about himself (Niveau, New & Beaudoin, 2021). Self-esteem affects one's view of the world, other people's perception of him, his choices, and relationships.

Self-esteem begins to develop with birth. Although there are many factors in the development of self-esteem, the most basic ones are one's competence and self-perception. One's evaluation of these two resources for himself are the factors that enable the development of self-esteem. Respect of the other supports self-love and emotional development (Özkan, 1994). Self-esteem is the main determinant of one's well-being. Low self-esteem is associated with certain psychological disorders (Niveau, New & Beaudoin, 2021). Self-esteem is at the center of our psychological functions and is important in the integration of personality and motivation of behavior (Tözün, 2010). Self-esteem both increases with the competence of the individual and increases the competence possessed.

3. Method

3.1. Research Model

The study is a cross-sectional study with a quantitative research design. In cross-sectional research, the researcher focuses on a particular point in time. The biggest disadvantage of this type of research is its inability to catch up with social processes and changes (Neuman, 2017). In the present study, data were collected between November 1 and December 20, 2019, and the correlational survey model was used.

3.2. Target Population and the Sample

The target population of the study consisted of married women living in the Black Sea neighborhood of Gaziosmanpaşa District of Istanbul. The sample was determined using the random sampling method. Since the population is larger than 10,000, the formula $n = s^2 \cdot Z\alpha^2 / d^2$ was used to determine the sample size (Şahin, 2014). As a result of the calculations, the sample size was determined as 460 participants.

n: Sample size

1.96, 1.58 and 3.28 for $Z\alpha = \alpha = 0.05, 0.01, \text{ and } 0.001$

d= Sampling Error = 0.03

s= Target population standard deviation = 1.96

3.3. Data Collection Tools

The Gender Roles Attitude Scale (GRAS), developed by Zeyneloğlu and Terzioğlu (2011), was used in the study. The Cronbach's alpha of the original scale was calculated as 0.92. In the present study, the Cronbach's alpha of the GRAS was found to be 0.88. In addition, the short form of the Self-esteem Scale developed by Rosenberg (1965) and consisting of 10 items was used to collect data. The validity and reliability study of the scale was carried out by Çuhandaroğlu (1986) and the Cronbach's alpha of the adapted version of the scale was found to be 0.88. In the study, the Cronbach's alpha of the Self-Esteem Scale was found to be 0.76.

In addition, the Participant Information Form was used to gather information about the socio-demographic characteristics of women (age, income, level of education, years of marriage, number of children).

3.4. Data Analysis

The Shapiro and Kolmogorov-Smirnov tests were performed to determine whether the attitude scores of the participants showed normal distribution. It was seen that the data showed normal distribution. Therefore, correlation and hierarchical regression analyses were performed.

4. Findings

The findings of the study are presented in three parts: the demographic characteristics of the married women and the analysis of correlation coefficients according to some demographic variables, the regression analysis of the self-esteem of married women according to their demographic characteristics, the hierarchical and simple regression analysis of self-esteem of married women according to the GRAS sub-dimensions.

Table 1: Demographic Characteristics of the Sample

Years of marriage	Number of children		Income		Age		Education		Occupation	
	N	%	N	%	N	%	N	%	N	%

1	143	29.3	0	167	34.2	1	172	35.2	1	131	26.8	1	148	30.3	1	159	51.6
2	114	23.4	1	60	12.3	2	116	23.8	2	114	23.4	2	83	12.1	2	77	15.8
3	111	22.7	2	138	28.3	3	118	24.2	3	124	25.4	3	59	17.0	3	159	32.6
4	120	24.6	3	78	16.0	4	23	4.7	4	119	24.4	4	198	40.6			
			4+	45	9.2	5	59	12.1									
	488	100.0		488	100.0		488	100.0	Total	488	100.0		488	100.0		488	100.0

* Research data were collected in 2019. The minimum wage was 2,558 TL in 2019.

The ages of the participants ranged from 17 to 87. Age was evaluated in four categories in the analysis (1=17-28, 2=29-34, 3=35-40 and 4=41+ years old)

The level of education of the participants were evaluated using the following categories: 1=Primary School, 2=Middle School, 3=High School, and 4=University.

Years of marriage of the participants varies between 1 year and 53 years. It was analyzed in four categories: 1= 1, 2=2-9, 3= 10-19, and 4= 20 and above.

The income status of the participants was evaluated in four categories (1=2000-2900 TL, 2=3000-4900 TL, 3=5.000-9.900 TL, and 4=10.000 TL and above).

The number of children the participants have varies between 0 and 8. This variable was evaluated in four categories (1=0, 2=1, 3=2, 4=3, 5=4 and above).

Occupations of the participants were evaluated in three categories, which are 1= Housewife, 2= Self-employed, and 3= Civil Servant.

Table 2: Correlation Coefficients Between All Research Variables for Married Women

	Mn	Sd	1	2	3	4	5	6	7	8	9	10	11	
1	Self-esteem	292.8	436.8	1										
2	Female GRA	296.0	912.7	.175**	1									
3	Egalitarian GRA	212.4	245.4	.198**	-.044	1								
4	Marriage GRA	140.0	189.3	.292**	.154**	.213**	1							
5	Traditional GRA	245.6	403.1	.27**	.51**	.13**	.31**	1						
6	Male GRA	223.1	479.6	.20**	.62**	.06	.22**	.41**	1					
7	GRAS_Total	1.1	1.6	.29**	.89**	.20**	.38**	.72**	.79**	1				
8	Age	34.7	9.5	-.06	-.13**	-.15**	-	-.1*	-.22**	1				
9	Income	2.3	1.3	.18**	.34**	.02	.1*	.32**	.19**	.35**	1			
10	Years of marriage	24.2	115.0	-.14**	-.28**	-.12**	-.2**	-.31**	-.19**	.74**	-.18**	1		
11	Number of children	15.4	134.4	-.09*	-.35**	-.09*	-	-.19**	-.31**	.57**	-.25**	.75**	1	
12	Level of education	26.7	128.0	.20**	.44**	.12**	.25**	.46**	.31**	.51**	-.41**	.54**	-.57**	1

*p<0.05(sig), **p<0.01(sig), ***p<0.001(sig)

The correlation analyses between the variables are shown in Table 2. A weak positive relationship was found between the self-esteem variable and female gender roles attitude (r=0.175, p<0.001), egalitarian gender roles attitude (r=0.198, p<0.001), marriage gender roles attitude (0.292, p<0.001), traditional gender roles attitude (r=.275, p<0.001), male gender roles attitude (r=0.203, p<0.001), the GRAS total score (r=.291, p<0.001), income (r=.182, p<0.001), and level of education (r=.209, p<0.001), and a weak negative relationship was found between self-esteem and years of marriage (r=-.144, p<0.001) and number of children (r=-.095, p<0.05).

A moderate positive relationship was found between female gender roles attitude and marriage gender roles attitude (r=0.154, p<0.001), traditional gender roles attitude (r=0.519, p<0.001),

male gender roles attitude ($r=0.625$, $p<0.001$), income ($r=0.349$, $p<0.001$), and level of education ($r=.445$, $p<0.001$). A strong positive relationship was found between female gender roles attitude and the GRAS total score ($r=.895$, $p<0.001$). A weak and moderate negative relationship was found between female gender roles attitude and age ($r=-.131$, $p<0.001$), years of marriage ($r=-.283$, $p<0.001$), and number of children ($r=-.352$, $p<0.05$).

A moderate relationship was found between the egalitarian gender roles attitude variable and marriage gender roles attitude ($r=0.213$, $p<0.001$), traditional gender roles attitude ($r=0.137$, $p<0.001$), GRAS total score ($r=0.202$, $p<0.001$), and level of education ($r=.445$, $p<0.001$), while a weak negative relationship was found between the egalitarian gender roles attitude variable and age ($r=-0.154$, $p<0.001$), years of marriage ($r=-.128$, $p<0.001$), and number of children ($r=-.096$, $p<0.05$).

A moderate and weak relationship was revealed between the subdimension of marriage gender roles attitude and traditional gender roles attitude ($r=0.318$, $p<0.001$), male gender roles attitude ($r=0.220$, $p<0.001$), GRAS total score ($r=0.381$, $p<0.001$), income ($r=.101$, $p<0.05$), and level of education ($r=.250$, $p<0.001$), while a weak negative relationship was found between the subdimension of marriage gender roles attitude and age ($r=-0.266$, $p<0.001$), years of marriage ($r=-.202$, $p<0.001$), and number of children ($r=-.193$, $p<0.05$).

A moderate and strong positive relationship was found between the subdimension of traditional gender roles attitude and male gender roles attitude ($r=0.419$, $p<0.001$), the GRAS total score ($r=0.724$, $p<0.001$), income ($r=.322$, $p<0.05$), and level of education ($r=.469$, $p<0.001$), while a weak negative relationship was found between age ($r=-0.246$, $p<0.001$), years of marriage ($r=-.310$, $p<0.001$), and number of children ($r=-.310$, $p<0.05$).

A moderate and strong relationship was found between the subdimension of male gender roles attitude and the GRAS total score ($r=0.791$, $p<0.001$), income ($r=.192$, $p<0.05$), and level of education ($r=.314$, $p<0.001$), while a weak negative relationship was found between the subdimension of male gender roles attitude and age ($r=-0.101$, $p<0.001$), years of marriage ($r=-.199$, $p<0.001$), and number of children ($r=-.231$, $p<0.05$).

A moderate positive relationship was found between the GRAS total score and income ($r=.352$, $p<0.05$) and level of education ($r=.514$, $p<0.001$), while a moderate negative relationship was found between the GRAS total score and age ($r=-0.222$, $p<0.001$), years of marriage ($r=-.341$, $p<0.001$), and number of children ($r=-.383$, $p<0.001$).

A moderate positive relationship was found between the age variable and years of marriage ($r=.743$, $p<0.001$) and number of children ($r=.575$, $p<0.001$), while a moderate negative relationship was found between the age variable and level of education ($r=-.418$, $p<0.001$).

While there was a moderate and positive relationship between the income variable and level of education ($r=.540$, $p<0.001$), there was a weak negative relationship between the income variable and years of marriage ($r=-.188$, $p<0.001$) and number of children ($r=-.256$, $p<0.001$).

While a strong positive relationship was found between years of marriage and number of children ($r=.758$, $p<0.001$), there was a moderate negative relationship between years of marriage and level of education ($r=-.572$, $p<0.001$).

A moderate and negative relationship was found between the number of children variable and level of education ($r=-.572$, $p<0.001$).

Table 3: Regression Analysis of Self-Esteem Attitudes According to Participants' Demographic Characteristics

	1			2			3		
	Coef	St Beta		Coef	St Beta		Coef	St Beta	
(Constant)	30.838		***	28.114		***	28.035		***
Years of marriage	-.740	-.207	**	-.503	-.141	*	-.591	-.165	**
Number of children	.245	.080	***	.459	.150	**	.487	.159	**
Level of education				.679	.210	***	.442	.137	**
Income							.382	.122	**
R²	.024			.052			.063		
R² Change	.020			.046			.054		
Sig (ANOVA)	.004			.000			.000		
F	5.719			8.401			7.608		

* $P<0.05$ (sig), ** $p<0.01$ (sig), *** $p<0.001$ (sig)

In order to determine the variables associated with self-esteem of married women, the correlations between the variables were examined, and it was seen that self-esteem was associated with years of marriage, number of children, level of education and income status (see Table 2).

In this context, in the hierarchical regression analysis conducted to predict self-esteem of married women, the variables of years of marriage, number of children, level of education and income status were used. When Table 3 was examined, it was seen that the variables in the first model explained 2% of the variance ($R^2=.024$, $F(5.719, p<.001)$). In the first model, the variables of years of marriage and number of children were found to be significant. When the standardized beta coefficients were examined, it was observed that the strongest predictor was years of marriage ($B=-.207$).

It was seen that the variables in the second model explained 5% of the variance ($R^2=.052$, $F(8.401, p<.000)$). In the second model, the variables of years of marriage, number of children, and level of education were found to be significant. When the standardized beta coefficients were examined, it was observed that the strongest predictor was level of education ($B=.210$).

It was observed that the variables in the third model explained 6% of the variance ($R^2=.063$, $F(7.608, p<.000)$). In the third model, the variables of years of marriage, number of children and level of education were found to be significant. When the standardized beta coefficients were examined, it was seen that the strongest predictor was years of marriage ($B=-.165$).

Table 4: Hierarchical Regression Analysis of Self-Esteem Attitudes according to the GRAS and Its Sub-Dimensions

	1			2			3		
	Coeff	St Beta		Coeff	St Beta		Coeff	St Beta	
(Constant)	16.423		***	12.727		***	12.073		***
Marriage GRA	.536	.231	***	.481	.208	***	.463	.200	***

Traditional GRA	.217	.200	***	.207	.191	***	.161	.149	**
Egalitarian GRA				.222	.124	**	.230	.128	**
Male GRA							.072	.079	
Female GRA							.010	.021	
R2	.123			.137			.144		
R2 change	.119			.131			.134		
ANOVA (Sig)	.000			.000			.000		
F	32.204			24.357			15.387		

*p<0.05(sig), **p<0.01(sig), ***p<0.001(sig)

a Predictors: (Constant), marriage gender roles attitude

b Predictors: (Constant), marriage gender roles attitude, traditional gender roles

c Predictors: (Constant), marriage gender roles attitude, traditional gender roles, Egalitarian gender roles attitude

d Predictors: (Constant), marriage gender roles attitude, traditional gender roles, Egalitarian gender roles attitude, Male gender roles attitude, Female gender roles attitude

When Table 4 was examined, it was seen that the variables in the first model explained 12% of the variance ($R^2=.123$, $F(32.204, p<.00)$). In the first model, the variables of marriage gender roles attitude and traditional gender roles attitude were found to be significant. When the standardized beta coefficients were examined, it was found that the strongest predictor was marriage gender roles attitude ($B=.231$).

It was seen that the variables in the second model explained 13% of the variance of ($R^2=.137$, $F(24.357, p<.00)$). In the second model, the variables of marriage gender roles attitude, traditional gender roles attitude, and egalitarian gender roles attitude were found to have a significant relationship. When the standardized beta coefficients were examined, it was found that the strongest predictor was marriage gender roles attitude ($B=.208$).

It was seen that the variables in the third model explained 14% of the variance ($R^2=.144$, $F(15.387, p<.00)$). In the third model, the variables of marriage gender roles attitude, traditional gender roles attitude, and egalitarian gender roles attitude were found to have a significant relationship, while no significant relationship was found between the variables of male gender roles attitude and female gender roles attitude.

Table 6: Gender Roles and Self-Esteem Attitudes of Married Women by Occupation

	Occupation	N	Average rank	Sd	X	P	Sig.dif.
Male GRA	Housewife	252	282.18				
	Self-employment	77	259.84				
	Civil Servant	158	175.39				
	Total	487		2	57.450	0.000	Yes
Egalitarian GRA	Housewife	252	202.14				
	Self-employment	77	223.08				
	Civil Servant	157	319.90				
	Total	486		2	70.377	0.000	Yes
Traditional GRA	Housewife	252	295.81				
	Self-employment	77	245.60				
	Civil Servant	157	158.51				

	Total	486		2	92.678	0.000	Yes
Marriage GRA	Housewife	252	277.33				
	Self-employment	77	271.40				
	Civil Servant	157	175.52				
	Total	486		2	55.278	0.000	Yes
Female GRA	Housewife	251	248.44				
	Self-employment	77	246.81				
	Civil Servant	156	230.81				
	Total	484		2	1.631	0.442	Yes
Self-esteem	Housewife	243	215.57				
	Self-employment	75	202.25				
	Civil Servant	151	282.53				
	Total	469		2	28.140	0.000	Yes
GRAS total	Housewife	252	277.01				
	Self-employment	77	252.82				
	Civil Servant	158	181.89				
	Total	487		2	45.025	0.000	Yes

When Table 6 is examined, it is seen that according to the variable of women's occupation, male GRA is highest in housewives, while it is lowest in civil servants. The ANOVA test performed to see if the participants differed in terms of male GRA according to occupation ($x=57.450$, $p<0.00$) revealed a significant difference. This difference was found to be due to the difference between civil servant women, housewives, and self-employed women.

Based on the variable of women's occupation, the egalitarian GRA was found to be highest among civil servants, and the lowest among housewives. A significant difference was found according to the ANOVA test ($x=70,377$, $p<0.00$) performed to see whether the participants' egalitarian gender role attitudes differed according to their occupation. This difference arises from the difference between civil servants, housewives and self-employed women.

Based on the variable of women's occupation, traditional gender roles attitude was found to be highest among housewives and lowest among civil servants. A significant difference was found between occupations according to the ANOVA test ($x=92.678$, $p<0.00$) performed to see whether the participants differed according to the traditional gender roles attitudes. It is observed that this difference arises from the difference between housewives and civil servants and self-employed women.

Based on the variable of women's occupation, the highest marriage GRA was found in housewives, and the lowest in civil servants. A significant difference was found according to the ANOVA test ($x=55.278$, $p<0.00$) performed to see whether the participants' attitudes towards gender roles in marriage differed according to their profession. This difference has been found to stem from the difference between women who are civil servants and housewives and self-employed women.

According to the variable of women's occupation, female GRA is highest among housewives and lowest among civil servants. The ANOVA test ($x=1.631$, $p<0.442$) performed to see

whether the participants' female GRA differed according to their occupation revealed no significant difference.

According to the variable of women's occupation, the GRAS total is highest among housewives and lowest among civil servants. A significant difference was found in the ANOVA test performed to see if the participants' GRAS total scores differ by occupation ($x=45.025$, $p<0.00$). This difference has been found to be due to the difference between women who are civil servants and women who are housewives and self-employed.

Based on the variable of women's occupation, self-esteem was found to be highest among civil servants and lowest among housewives. A significant difference was revealed in the ANOVA test ($x=28.140$, $p<0.00$) performed to see if the participants' self-esteem differed according to their occupation. The difference was found to be caused by the difference between civil servant women and housewives and self-employed women.

5. Discussion and Conclusion

Self-esteem attitudes are directly related to the competencies and conditions women have (Kim & Park, 2018). Studies have shown that there is a negative relationship between gender discrimination and self-esteem. Self-esteem is an internal process that is built according to how an individual thinks they are perceived. The individual is accepted or rejected according to social norms. Collective behaviors shared by society determine the social norm. An individual's self-perception may be related to approval or disapproval by the society (Stark et al., 2018). In the present study, the factors that determine the self-esteem of married women were investigated. For this purpose, correlation and regression analyses were performed.

The correlation analysis performed to understand the relationship between GRAs and self-esteem revealed a weak positive relationship between GRAS total score and its sub-dimensions and income status and level of education, and a weak negative relationship GRAS total score and its sub-dimensions and years of marriage and number of children. The weak relationship is due to the characteristics of the sample. The women in the sample generally reside in an environment with low socio-economic status and traditional conservative characteristics. Research data show that traditional characteristics have a very strong effect on attitude. The hierarchical regression analysis revealed that the most powerful predictor was education status, while its predictive power was very low.

The hierarchical regression analysis conducted with the variables of years of marriage and number of children to predict women's self-esteem showed that the increase in years of marriage and number of children decreased self-esteem. According to the study of Vatandaş (2011), the increase in the number of children makes women more attached to the home and increases their domestic responsibilities. The blessing of motherhood by society, education and religious teachings contributes to women's internalization of their roles. When the variable of level of education was added to the variables of years of marriage and number of children, it was observed that self-esteem increased significantly and positively, and the strongest predictor was level of education. When income variable was added to the hierarchical regression analysis, it was seen that it predicted self-esteem attitude significantly. According to Özyaydınlık (2014), the active participation of individuals in society is directly related to being aware of rights and being able to use them. Awareness about rights is gained through education. The core component of self-esteem is self-awareness. Contributing to the world in

which one lives and producing increase competence and self-esteem (Minev et al., 2018), and production is directly related to education.

The hierarchical regression analysis performed with the variables of GRAS sub-dimensions to predict the self-esteem of married women revealed that marriage gender roles attitude, traditional gender attitudes and egalitarian gender roles attitude predicted self-esteem, while male gender and female gender roles attitudes did not predict self-esteem attitudes. The study conducted by Selçuk (2021) showed that traditional gender roles attitude has a negative effect on self-esteem.

The ANOVA test, which was conducted to investigate the relationship between GRAs and self-esteem attitudes of women according to their occupation revealed a significant relationship between GRAs and self-esteem of women. It was observed that the traditional and male gender role attitudes of housewives and self-employed women were higher than the civil servant women, while their self-esteem and egalitarian gender role attitudes were lower. The findings in the study conducted by Günay and Bener (2011) showed significant differences in the GRAs of women according to their occupations. It has been observed that civil servant women adopt egalitarian gender role attitudes more compared to housewives and the self-employed women. The reason for this is that the education level of civil servant women is higher than the others. Studies have shown that the labor force participation rate of women in Turkey is low. Therefore, women have a higher risk of experiencing poverty and addiction (Demirgöz Bal, 2014). It is also known that self-employed women are employed with a lower salary than men and have less job security. This situation affects the position of women in the household, increases their dependence on men, and causes women to adopt more traditional gender role attitudes. The family is important as an area where gender identities and gender roles are redefined (Dedeoğlu, 2000).

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APPENDIX

App-1: Ethics Committee Approval



Sayı:

T.C.
SELÇUK ÜNİVERSİTESİ
SAĞLIK BİLİMLERİ FAKÜLTESİ
Girişimsel Olmayan Klinik Araştırmalar Etik Kurulu



Tarih: 31.03.2021

ARAŞTIRMA PROJESİ DEĞERLENDİRME FORMU

Toplantı tarihi: 31.03.2021
Toplantı no: 07
Proje no: 594
Karar no: 2021/594

Selçuk Üniversitesi Sağlık Bilimleri Fakültesi Sosyal Hizmet Bölümünden Dr. Öğr. Üyesi Fatımatü Zehra ERCAN'ın "Karadeniz Mahallesi'ndeki Evli Kadınların Benlik Saygularının Toplumsal Cinsiyet Rollerine Etkisinin İncelenmesi" adlı çalışması görüşüldü. Çalışma etik açıdan uygun bulunmuştur.

Prof. Dr. Didem ONAY DERİN (Başkan)

Prof. Dr. Yunus Emre ÖZTÜRK (Üye)

Prof. Dr. Senay YILMAZ (Üye)

Doç. Dr. Gökhan KAYILI (Üye)

Doç. Dr. Serap DASBAŞI (Üye)

Dr. Öğr. Üyesi Hacer ALAN DÜRMEN (Üye)

Dr. Öğr. Üyesi M. Ali CEBİRBAY (Üye)

Dr. Öğr. Üyesi İsmail ÖZSOY (Üye)

Dr. Öğr. Üyesi Fatımatü Zehra ERCAN (Üye)

Dr. Öğr. Üyesi Fatma ÖLMEZ YILDIZ (Üye)

Dr. Öğr. Üyesi Şerife GÜZEL (Üye)

Arş. Gör. Dr. Şenay DEMİR (Üye)

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