

The Support for Gender Equality Among Men Scale: Turkish Adaptation Study

Erkeklerin Toplumsal Cinsiyet Eşitliğine Desteği Ölçeği: Türkçe Uyarlama Çalışması

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Highlights:

- Gender equality aims for the equal distribution of social, economic, and political rights between women and men.
- Evaluating men's support for gender equality and their gender perceptions may help strengthen women's social status, balance responsibility and power dynamics, and increase overall social support.
- The brief and practical structure of the scale facilitates its implementation across various work environments, while the resulting data can contribute to policy-making and regulations regarding gender equality in patriarchal societies.

Abstract: This study aims to adapt the “Support for Gender Equality Among Men Scale (SGEAMS)” into Turkish and to investigate its psychometric properties. This methodological study was conducted by interviewing men working at a paid job in a mixed-gender workplace. During the adaptation process, the scale was first translated from English to Turkish and then back to English. Adjustments were made based on expert opinions, and then it was applied to 185 men living in Aydın. For the scale, the construct validity and fit of the model were assessed using EFA and CFA, respectively. The correlations between the SGEAMS score and the Perception of Gender Scale (PGS) score were assessed in order to investigate the concurrent validity of the scale. Cronbach's alpha reliability coefficient, item-total correlation, and parallel form reliability were used to examine the reliability of the scale. The scale demonstrated a structure with three sub-dimensions, good model fit statistics (RMSEA=0.060; GFI=0.90; CFI=0.94) and Cronbach's alpha as 0.86. The analyses revealed the scale adapted into Turkish is composed of three sub-dimensions and exhibits a good fit of factor structure.

Keywords: Gender Equality, Male, Norm, Support, Scale

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Öne Çıkanlar:

- Toplumsal cinsiyet eşitliği, kadın ve erkekler arasında sosyal, ekonomik ve politik hakların eşit dağılımını hedefler.
- Erkeklerin eşitlik desteğini ve toplumsal cinsiyet algılarını değerlendirmek; kadınların toplumsal konumunu güçlendirmeye, sorumluluk ve güç dengesini sağlamaya ve genel toplumsal desteği artırmaya yardımcı olabilir.
- Ölçeğin kısa ve kullanışlı yapısı, farklı iş ortamlarında uygulanmasını kolaylaştırırken; elde edilecek sonuçlar ataerkil toplumlarda toplumsal cinsiyet politikalarının ve yasal düzenlemelerin geliştirilmesine katkı sağlayabilir.

Öz: Bu çalışma, “Erkeklerin Toplumsal Cinsiyet Eşitliğine Desteği Ölçeği”nin (SGEAMS) Türkçeye uyarlanması ve psikometrik özelliklerinin incelenmesini amaçlamaktadır. Metodolojik tasarıma sahip olan bu çalışma, kadın ve erkeklerin bir arada çalıştığı bir işyerinde çalışan erkeklerle görüşülerek yürütüldü. Ölçek, İngilizce dilinden Türkçe’ye ardından tekrar orijinal diline çevirildi. Uzmanlardan alınan görüşler doğrultusunda düzenlemeler yapıp, ardından Aydın’da ikamet eden 185 erkeğe uygulandı. Ölçeğin yapı geçerliği ve model uyumu sırasıyla Açıklayıcı Faktör Analizi ve Doğrulayıcı Faktör Analizi aracılığıyla değerlendirildi. Eşzamanlı geçerliği ise, Erkeklerin Toplumsal Cinsiyet Eşitliğini Destekleme Ölçeği puanı ile Toplumsal Cinsiyet Algısı Ölçeği puanı arasındaki korelasyonla incelendi. Ölçeğin güvenirliği, Cronbach alfa güvenirlik katsayısı, madde-toplam korelasyonu ve paralel form güvenirliği yöntemleriyle değerlendirildi. Türkçe SGEAMS üç alt boyutlu bir yapıya sahip olup iyi model uyum istatistikleri (RMSEA = 0.060; GFI = 0.90; CFI = 0.94) ve 0.86 Cronbach alfa katsayısı gösterdi. Analizler, Türkçeye uyarlanan ölçeğin üç alt boyuttan oluştuğunu ve iyi bir faktör yapısı uyumu sergilediğini ortaya koydu.

Anahtar kelimeler: Cinsiyet Eşitliği, Erkek, Norm, Destek, Ölçek

Genişletilmiş Özet

Toplumsal cinsiyet eşitliği, kadınlar ve erkeklerde sosyal, ekonomik, politik vb. hakların eşit dağılımını hedefleyen bir kavramdır. Erkeklerin toplumsal cinsiyet eşitliğine yönelik tutumları, toplumsal değişim süreçlerinde belirleyici bir rol oynar. Bu bağlamda, erkeklerin toplumsal cinsiyet eşitliği konusundaki görüşlerini ölçmeye yönelik ölçeklerin geliştirilmesi önem taşımaktadır. Sudkämper ve arkadaşları (2019) tarafından geliştirilen Support for Gender Equality Among Men Scale (Erkeklerin Toplumsal Cinsiyet Eşitliğine Desteği Ölçeği), erkeklerin toplumsal cinsiyet eşitliği konusundaki tutumlarını değerlendiren bir ölçektir. Bu çalışmanın amacı, söz konusu ölçeğin Türkçeye uyarlanması ve geçerlik-güvenirlik analizlerinin yapılmasıdır.

Çalışma, metodolojik bir araştırma olarak tasarlanmıştır. Evreni, Aydın ilinde yaşayan ve gelir getiren bir işte çalışan erkek bireyler oluşturmuştur. Örneklem seçiminde, her bir ölçek maddesi için en az 10 katılımcı prensibine uyulmuş ve 185 kişiyle araştırma tamamlanmıştır. Katılımcılar, en az 18 yaşında olup kadınlarla birlikte çalıştıkları farklı sektörlerden seçilmiştir. Veriler, üç bölümden oluşan soru formu aracılığı ile toplanmıştır. Formun ilk bölümü,

katılımcıların yaş, eğitim düzeyi, medeni durum ve meslek gibi demografik bilgilerini içeren 12 soruluk bir form yer almıştır. İkinci bölümde, Erkeklerin Toplumsal Cinsiyet Eşitliğine Desteği Ölçeği'nin Türkçe uyarlaması bulunmuş, üçüncü bölümde ise Toplumsal Cinsiyet Algısı Ölçeği kullanılmıştır. Ölçek uyarlama sürecinde standart çeviri-geri çeviri yöntemi kullanılmıştır. Öncelikle ölçek, ileri düzeyde İngilizce bilen iki bağımsız çevirmen tarafından Türkçeye çevrilmiştir. Daha sonra farklı iki dil uzmanı, Türkçeye çevrilen ölçeği İngilizceye geri çevirmiştir. Orijinal ölçekle geri çeviri karşılaştırılarak anlam bütünlüğünün korunup korunmadığı değerlendirilmiştir. Uzman görüşü almak amacıyla ölçek, toplumsal cinsiyet çalışmaları ve ölçek-değerlendirme alanında uzman 6 akademisyene sunulmuş ve kapsam geçerliliği indeksi (CVI) 0,83 olarak hesaplanmıştır. Pilot uygulama, 20 kişiyle gerçekleştirilmiş ve dil geçerliliği için İngilizce ve Türkçe versiyonlar karşılaştırılmıştır. Veriler, SPSS 21.0 ve LISREL 8.50 programlarında analiz edilmiştir. Yapı geçerliği Açıklayıcı Faktör Analizi (AFA) ve Doğrulayıcı Faktör Analizi (DFA), güvenirlik analizleri Cronbach's alfa katsayısı ve madde-toplam korelasyonu ile incelenmiştir. Ayrıca, benzer ölçek geçerliği kapsamında Toplumsal Cinsiyet Algısı Ölçeği ile korelasyon analizi gerçekleştirilmiştir.

Çalışmaya katılan bireylerin yaş ortalaması 41,83 olup, %49,2'si lisans mezunudur. Katılımcıların büyük bir kısmı şehir merkezinde yaşamaktadır ve öğretmen, memur, mühendis gibi meslek gruplarında yer almaktadır. Katılımcıların %24,9'unun doğrudan üst yöneticisinin kadın olduğu belirlenmiştir. Ölçeğin yapı geçerliğini incelemek amacıyla yapılan AFA sonucunda KMO 0,848 olarak bulunmuş ve Bartlett testi anlamlı çıkmıştır ($p < 0,05$). Orijinal çalışmada ölçek iki faktörlü bir yapı gösterirken, Türkçeye uyarlanan versiyonunda üç faktörlü bir yapı ortaya çıkmıştır. Toplam varyansın %56,37'si açıklanmış ve faktör yüklerinin 0,371 ile 0,792 arasında değiştiği belirlenmiştir. Ayrıca, %27'lik alt-üst gruplar arasında anlamlı farklılık bulunarak ($p < 0,05$) ölçeğin ayırt edici olduğu saptanmıştır. Doğrulayıcı Faktör Analizi sonuçları, modelin iyi uyum gösterdiğini kanıtlamıştır ($\chi^2/df \leq 5$; RMSEA $\leq 0,080$; GFI $\geq 0,90$; CFI $\geq 0,90$; NFI $\geq 0,90$). Ölçeğin güvenirlik analizi kapsamında, Cronbach's alfa katsayısı 0,84 olarak hesaplanmış ve yüksek iç tutarlılık gösterdiği belirlenmiştir. Madde-toplam korelasyonları 0,30'un üzerinde olup, ölçeğin güvenilir olduğu sonucuna varılmıştır. Ölçeğin benzer ölçek geçerliği kapsamında Toplumsal Cinsiyet Algısı Ölçeği ile yapılan korelasyon analizi, Erkeklerin Toplumsal Cinsiyet Eşitliğine Desteği Ölçeği ile orta düzeyde negatif ilişki bulunduğunu göstermiştir ($r = 0,52$, $p < 0,05$).

Bu çalışma sonucunda, Erkeklerin Toplumsal Cinsiyet Eşitliğine Desteği Ölçeği'nin Türkçe'ye uyarlanmış şeklinin hem geçerli hem de güvenilir bir ölçme aracı olduğu ortaya konulmuştur. Elde edilen bulgular, ölçeğin Türkiye'de erkeklerin toplumsal cinsiyet eşitliğine yönelik tutumlarını değerlendirmek amacıyla kullanılabileceğini göstermektedir.

Introduction

Gender refers to the roles and responsibilities attributed to the individual by the society merely for being male or female (Akın, 2018). Gender, along with gender roles, was introduced into human societies hundreds of years ago during the era of agricultural societies, deepening and changing throughout the years (Bolat & Develi, 2020). Such roles which confine women in the household while pushing men to work outside have resulted in gender inequality over time (Eker, 2018). In many countries, gender-based inequalities have caused women to fall behind men in social spheres and have slowed the progress of democracy and development (Bolat & Develi, 2020; Özeydınlık, 2014).

According to the Global Gender Gap Report 2024 of World Economic Forum (2024) gender equality gap among the countries has been rising in recent years, yet the Scandinavian countries such as Iceland and Finland have been ranked as the top five countries improving in terms of gender parity. Turkey has been ranked in 127th place out of 146 countries. In the report, Turkey exemplifies a country with lesser representation of women in labour force compared to men; has been ranked number 133rd by economic participation and opportunity, 90th by educational attainments, 98th by health, and 114th by political empowerment (World Economic Forum, 2024).

Differences among the countries in terms of gender equality are likely to occur as the roles and responsibilities assigned to men and women vary across the different cultures (Arslan Özkan, 2019). From this perspective, what matters is the steps taken by countries that are cognizant of their current situation. Such that, Turkey has long been a party to international conventions attempting to provide for gender equality, has annulled the anti-equality clauses in its legislation whereby new pro-equality clauses are added, and has implemented positive discrimination policies favouring women in many fields (Bolat & Develi, 2020). In many countries, there is male dominance in power and decision-making mechanisms (United Nations, 2020). However, inasmuch as the actions taken by the state, individuals within society, regardless of gender, need to adopt certain practices towards the gender equality. In this respect, use of egalitarian language by both genders, sharing the household and domestic responsibilities among household members promoting gender equality and empowering women in the workplaces are among the positive attitudes to be implemented by individuals (Yetiş & Kolluoğlu, 2022).

For centuries, numerous associations, non-governmental organizations, and feminist movements have attempted to raise awareness about gender inequality against women. Despite the positive enhancement in women's status, equality between women and men has still not been

achieved (Bolat & Develi, 2020). Particularly in patriarchal societies with male predominance in the fields such as politics, employment and education, women not only need to be supported by the same gender but also by the opposite gender in order to accomplish gender equality. The efforts aiming gender equality entail, understanding the reasons underlying the gender inequality as well as deciphering the ongoing male predominance (Sayer, 2011). Therefore, the participation of men in gender equality efforts is critical for achieving the sustainable development goal of reaching gender equality (Mandate of the Working Group on Discrimination Against Women and Girls, 2017; United Nations General Assembly, 2015).

There are several scales in literature directed to determine viewpoints of men on gender and societal roles for which validity and reliability has been established in Turkish language (Altınova & Duyan, 2013; Bakioğlu & Türküm, 2019; Uçan & Baydur, 2016; Zeyneloğlu & Terzioğlu, 2011). The objective of Gender Equitable Men (GEM) Scale among Turkish men is to comprehend the relationship of men with their spouses/partners. It encompasses questions to measure domestic violence, sexual intercourse, reproductive health, and household roles (Uçan & Baydur, 2016). Perception of Gender Scale assesses the gender roles and perceptions of men and women (Altınova & Duyan, 2013). Gender Roles Scale and Gender Role Attitudes Scale (GRAS) evaluate the viewpoints on gender roles (Bakioğlu & Türküm, 2019; Zeyneloğlu & Terzioğlu, 2011). Men Oriented Gender Role Attitudes Scale, on the other hand, is targeted to assess the negative circumstances acquired by men due to gender (Yelegen et al., 2022). However, in the literature, there is no Turkish measurement tool to assess the male attitudes supporting gender equality. Nevertheless, not only determination of viewpoints or perceptions of men on gender roles but also knowing their attitudes to support gender equality is essential. While viewpoints remain restricted to opinions, supporting takes a step further and is converted into behaviour. In this regard, Turkish version of the SGEAMS may help measuring the extent men are supporting the gender equality within the scope of household and workplace and may add a new perspective to the studies to be designed for fulfilling the gap in this topic. This study aims to adapt the SGEAMS into Turkish and examine its psychometric properties (Sudkämper et al., 2019).

Material and Method

Study design and participants

This is a methodological study. The population of the study consisted of all men living in the province of Aydın and working at a paid job. The sample size was determined based on the principle “The size of the sample should be at least 5 to 10-fold per each scale item” (Sümbüloğlu & Sümbüloğlu, 2014). As the scale consists of 16 items, inclusion of 160 men into the sample was

planned accordingly. A total of 185 participants were recruited.. The research was conducted during March 1 to May 15, 2023, with men aged 18 years and older working at a paid job in a mixed-gender workplace who voluntarily agreed to take part in the study.

Purposive sampling was used to select the participants who were interviewed until the size of sample was reached (Esin, 2014). For the purpose of a representative sample, we sought to recruit men from different fields of business as much as possible. Selected men residing in the province of Aydın were first informed about the objective of the study and the questionnaire form to be completed.

Data Collection Instrument

Data were collected using a questionnaire consisting of 12 questions covering demographic and occupational details (age, marital status, years of employment etc.) in addition to the SGEAMS and the PGS.

The Support for Gender Equality Among Men Scale (SGEAMS): This scale which was developed by Sudkämper et al (Sudkämper et al., 2019) includes 16 questions with 7-point Likert-type choices over a range from “strongly disagree =1” to “strongly agree = 7”. The original version of the scale consists of two sub-dimensions, public support for gender equality and domestic support for gender equality. The minimum and maximum overall scores are 16 and 112, respectively. Higher scores indicate stronger support to gender equality.

Perception of Gender Scale: PGS is a 25-item scale in 2013 in order to measure the gender perception of the individuals (Altınova & Duyan, 2013). The scale is designed in five point Likert-type, rated from “completely disagree =1” to “completely agree = 5”. The minimum and maximum overall scores are 25 and 125, respectively. Higher scores indicate a more positive perception of gender *Ethical Aspect of the Research*

Ethical approval was obtained from the Aydın Adnan Menderes University, Faculty of Nursing Non-Interventional Clinical Research Ethics Committee (20.06.2022 2022/298).

The Procedure of Scale Adaptation

Prior to the scale adaptation procedure, permission of the investigators who developed the scale was obtained through electronic mail to adapt the scale into Turkish language. Next, we progressed into the adaptation. The following steps were followed during the adaptation (Çapık et al., 2018; Seçer., 2015; World Health Organization, 2017).

1. Translation: The original scale was translated into Turkish independently by two different specialists who are fluent in English and have comprehensive knowledge about the subject. The researchers compared each item one by one and reviewed the semantic, conceptual, and linguistic discrepancies in both translations in order to come up with a single text.
2. Back Translation: The Turkish version of the scale was sent to two different specialists who were not involved in the previous translation stage to be back translated into English. The researchers then compared the original version and the back translated version to identify any inconsistency.
3. Expert Opinion: The original version and Turkish translation of the scale were electronically mailed to eight specialists at different universities. Expert opinions from six specialists were received, out of which Content Validity Index (CVI) was calculated. CVI value of the scale was 0.83 which is appropriate (Polit & Beck, 2006).
4. Pilot Testing: A preliminary implementation oriented to the clarity of the questions was conducted with 20 people who speak English and meet the target criteria to ensure the linguistic validity. During this step, aim of the research was explained to the participants who were administered first the English version and then the Turkish version, two weeks apart. In order to examine whether the difference between the means of the data from two timepoints are significant or not, t test was used ($t=-1,880$ $p=0,075$). Spearman's correlation test was employed to specify the degree and direction of the correlation between these two measurements ($r=0,52$ $p<0,05$). Based on the correlation result, linguistic validity is at moderate level.

Analysis of Data

The research data were analysed using the SPSS (Statistical Package for Social Sciences) for Windows 21.0 and LISREL 8.50 (Mooresville, Ind. Scientific Software). Descriptive statistics were presented as percentage, mean, and standard deviation.

The construct validity and goodness-of-fit of the model were evaluated using Exploratory Factor Analysis (EFA), and Confirmatory factor analysis (CFA), respectively. The EFA was conducted utilizing principal component analysis, employing the orthogonal varimax rotation method. In EFA analysis, the factor loadings of the items were analyzed to identify which factors the scale items clustered under and to determine the factor structure unique to Turkish culture. Factor load of > 0.30 was expected for the items to be included in the scale. Items with factor loads between 0.20 and 0.30, however, were also included in the scale if deemed inevitable as this is an adaptation study (Büyüköztürk, 2020). The Kaiser–Meyer–Olkin (KMO) statistic and Bartlett's test of sphericity were used to check for sampling. A KMO value at the range of 0.5-1.0 and a significant Bartlett's test result ($p<0.05$) was considered to indicate a sample size ideal

enough for factor analysis (Büyüköztürk, 2009). The CFA was performed using maximum likelihood analysis. Metrics for goodness-of-fit of the model were $\chi^2/df: \leq 5$; RMSEA: ≤ 0.080 ; GFI: ≥ 0.90 ; CFI: ≥ 0.90 ; NFI: ≥ 0.90 (Evci and Aylar 2017). Item analysis based on the difference of mean scores between the lowest 27th and highest 27th percentiles was carried out by independent samples t-test in order to establish the sub-dimensions of the scale and the power of differentiating individuals per item.

Cronbach's alpha reliability coefficient, item-total correlation, and parallel form reliability were used to examine the reliability of the scale. Skewness and kurtosis values were used to decide as to whether the data from the scales are normally distributed. In the event of skewness and kurtosis values between +1.5 and -1.5, the data were considered to fit into normal distribution (Tabachnick & Fidell, 2013). Pearson's correlation analysis was applied between PGS and SGEAMS. In the evaluation of the coherence between the measurement instrument and the alternative scale, a correlation coefficient of 0.10-0.29 is considered a weak, 0.30–0.49 is considered a moderate, and >0.50 is considered a strong level of association (Cohen, 1988). Type-1 error was set to 0.05.

Results

Social-Demographic Characteristics of the Participants

Average age of the participants was 41.83 ± 9.38 (min:21, max:64) years of whom 49.2% were bachelor's level graduates. The majority of the participants (54.1%) had spent the first 15 years of their lives in city centres and similarly were mostly (82.2%) residing in city centres after they started working. Of the married participants (76.8%), 64.8% had a working wife. Average year of employment were 18.71 ± 9.69 (min:1, max:47) years, and the most common three jobs among the participants were teacher (24.4%), public officer (20.0%), and engineer (14.4%). Although the participants had been working for an average term of 16.69 ± 9.29 (min:1, max:38) years with women, only 24.9% had a female senior director.

Validity Analysis

Kaiser-Meyer-Olkin (KMO) measure of sampling adequacy and Bartlett's Test of Sphericity (BTS) were utilised to test the scale suitability to construct validity. KMO value is 0.848 and BTS result is $\chi^2=1326,002$; $p=0.000$.

According to EFA analysis, the scale adapted to our language and culture exhibits a structure of three sub-dimensions. The items number 12 and 16, originally components of the domestic support sub-dimension, constituted a separate sub-dimension in our version. The total

variance explained by the sub-dimensions of the scale is detected to be 56.37%. Factor 1 (public support for gender equality) has the highest variance with an explanatoriness of 28.78%. This sub-dimension accommodates nine items with factor loads ranging from 0.518 to 0.792. Items 10, 11, 13, 14, and 15 represent the second sub-dimension. The items in this sub-dimension have minimum and maximum factor loads of 0.371 and 0.779, respectively. The third sub-dimension is made up of two items and stands for an additional sub-dimension compared to the original version, accounting for the 13.65% of the total variance (Table 1). On the basis of factor loads remaining within the acceptable limits and non-existence of any overlapping items, we deduced the factor structure of the scale is suitable.

Subsequent to EFA, we investigated the item validity to elaborate the power of distinctiveness among the individuals per item. In other words, we examined scale capability to discriminate those most supporting gender from those supporting least. Item distinctiveness was reckoned by the analysis of lowest-highest 27th percentile groups at each item. For the purpose of this analysis, we computed the number standing for the 27% of the total respondents -which is 50 people. Next, independent two group sample test was applied for 50 participants with the lowest item score versus 50 participants with the highest item score. The analysis revealed a significant difference between the two groups for all items ($p < 0.05$) and thus the scale is adequately able to perform the intended measurement (Table 2).

In order to pinpoint the structural model of the SGEAMS and to confirm the structure demonstrated by EFA, we have conducted CFA in LISREL. The analysis indicated the significance of the structural equation model result ($p < 0.05$) and the association of scale structure with the items and sub-dimensions constituting the scale. For a better fit of the model to the data throughout the entire scale, we have decided to undergo modifications across the variables which decrease the fit based on the values presented in Table 3. To optimize these goodness-of-fit indices, the Modification Indices (MI), reported as the "Decrease in Chi-Square" in the LISREL output, were meticulously examined. In the statistical literature, an MI value exceeding the critical threshold of 3.84 (approximately 4.0) for a modification with one degree of freedom ($p < 0.05$) indicates that including the relevant parameter in the model will yield a significant improvement in model fit (Harrington, 2009). The modification process was not limited solely to statistical outputs; to preserve theoretical validity, adjustments were restricted to item pairs located within the same sub-dimension that exhibited semantic similarities. Accordingly, the error covariances between Item 2-3 (MI: 32.0), Item 3-4 (MI: 28.1), Item 5-6 (MI: 53.0), and Item 7-8 (MI: 30.1) were released, as they demonstrated the highest potential for statistical improvement without undermining the theoretical structure. The variables reducing the fit were identified and

modifications were residuals with high covariances as shown in Figure 1. When the scale items were assigned to sub-dimensions all had factor load values greater than 0.30 which implies each item is functioning for the scale purpose. Goodness-of-fit indices of the scale significantly improved after the modification step. In terms of the Items 12 and 16, which are allocated as a separate sub-dimension unlike the original scale, we believe these two items do not exactly meet the domestic support sub-dimension according to the Turkish culture but rather qualify as a sub-dimension that might be called as “decision support for gender equality”. Regarding the structural strength of this third sub-dimension, although it consists of only two items, it was retained due to its high factor loadings and conceptual uniqueness. In the statistical literature (Hair et al., 2019), a two-item factor structure is considered identifiable and acceptable when the items exhibit strong factor loadings. In this study, the factor loadings for Item 12 and Item 16 were significantly high, at 0.616 and 0.734 respectively, well above the recommended threshold of 0.50, justifying the sub-dimension's structural integrity. The correlation among the scale sub-dimensions is 0.55. According to Alice H. Eagly's Social Role Theory (1987), an egalitarian parental attitude (including decision-making processes) is a fundamental component of gender equality. Therefore, the items in the third subdimension were labelled as decision support, as they describe an egalitarian attitude in household decision-making processes.

Reliability Analysis of The Support for Gender Equality Among Men Scale

For the purpose of reliability analysis, Cronbach's alpha coefficient was used and computed as 0.86. Of the adapted scale, Cronbach's alpha coefficients of the public support sub-dimension, domestic support sub-dimension, and decision support sub-dimension, which is not available in the original scale, are 0.88, 0.66, and 0.52, respectively. Of the original scale, Cronbach's alpha coefficients of the public support sub-dimension and domestic support sub-dimension are 0.92 and 0.66, respectively (Sudkämper et al., 2019). "Of the adapted scale, although the Cronbach's alpha coefficients for the domestic support and decision support sub-dimensions are relatively low, it is stated that values in the range of 0.50–0.60 are acceptable, especially in scales measuring psychosocial constructs and in exploratory studies. Furthermore, the limited number of items comprising a sub-dimension is a crucial factor directly influencing the alpha coefficient, and lower alpha values are expected in sub-scales with fewer items. The alpha value is largely a function of the number of items in a scale. Although it is also a function of inter-item correlation, it must be interpreted considering the item count (Cortina, 1993; Gökdemir & Yılmaz 2023; Taber, 2018). Accordingly, it is methodologically considered conventional for the internal consistency coefficients obtained from sub-dimensions consisting of only two items to be relatively low. There are differing views regarding the minimum number of items required for a sub-dimension to be

considered significant. The assignment of two items to the decision support sub-dimension was determined based on the results of the EFA. In EFA, items are typically assigned to the factor where they exhibit the highest factor loading, as factor loadings represent the strength of the relationship between an observed variable and a latent construct (Hair et al, 2019). Item-total correlations were computed to determine the item-total scale reliability and listed in Table 4. Item-total correlation coefficients of the scale items range from 0.276 and 0.702. The items with item-total correlations remaining at the level of 0.20 and 0.30 were Items 10, 11, and 15. If item-total correlations are between 0.20 and 0.30, the relevant items may still be retained in the scale when deemed imperative (Büyüköztürk, 2009). Therefore, those three items with item-total correlations less than 0.30 were not removed as this is an adapted scale. Moreover, the analyses subsequent to delineation of the sub-dimensions revealed that the relevant items keep their strengths in their respective sub-dimensions.

The correlations between the PGS and the SGEAMS were assessed in order to investigate the concurrent validity of the scale. Correlation analysis (Table 5) between the two scales resulted in a negative, weak and significant correlation. This finding may suggest that a more positive gender perception does not necessarily translate into stronger behavioral support for gender equality among men.

Discussion

This study shows the Turkish adaptation of the SGEAMS is a valid and reliable measuring instrument. Our EFA analysis results indicate the factor structures of the original version and the Turkish version are overall comparable. Following the adaptation, the scale demonstrated a structure with three sub-dimensions, on contrary to the original scale. The sub-dimension of public support for gender equality in the original version is entirely identical to the sub-dimension after the adaptation. On the other hand, the sub-dimension specified as domestic support for gender equality is divided into two sub-dimensions in the adaptation study. One of the emerging sub-dimensions formed under a similar title as the original version. The third sub-dimension emerging after the adaptation study involved the items *'I make all important decisions together with my partner.'* and *'If I were to have a child, I would treat a daughter in the same way as a son.'* As these items are more associated to the decision-making mechanism, we called both together as 'decision support for gender equality'. Due to the possible cross-cultural variance in gender perception and gender roles, sub-dimensional differences following the adaptation of a scale into our culture is expectable.

The reason to execute item analysis is to understand how well the scale items are able to measure the attribute intended to be measured by the scale. Item to total score correlation is one of tests applicable in this scope and shows the relationship between the score of each item and the score of the entire scale. A correlation coefficient of ≥ 0.30 implies a good item (Özbaşı, 2022). After the adaptation, 13 out of the 16 items of the scale had item-total correlation above 0.30. Other three items had item-total correlations varying between 0.27 and 0.28. As these items yielded good correlations in their respective sub-dimension, we did not remove them from the scale. We also noted that the mean score for each item can significantly differentiate the most and least supporters of gender between the top and low 27%.

In adaptation studies, CFA allows for testing and confirming the original model based on the data from other cultures and groups (Demir, 2022). In its original version, the scale has an ultimate RMSEA value of 0.06 and CFI value of 0.96 (Sudkämper et al., 2019). The result of our initial CFA did not produce acceptable RMSEA or GFI values (Evci & Aylar, 2017). Goodness-of-fit index (GFI) is the most common indicator for model evaluation. To this end, we opted statistical adjustment with model calibration to modify GFI. Afterwards, CFA was repeated and gave RMSEA and GFI values at the acceptable range (Evci & Aylar, 2017). Based on this result, model has a good fit to the data.

As a measure of the internal consistency, Cronbach's α value for SGEAMS was within an acceptable range with high reliability (0.86). Internal consistency coefficients of the public support, domestic support and decision support sub-dimension of the scale are 0.88, 0.66, and 0.52, respectively. An overall internal consistency coefficient greater than 0.70 is desirable as it denotes the scale is reliable (Büyüköztürk, 2020). In the original version, internal consistency coefficient is reported to be 0.92 for public support sub-dimension and 0.66 for domestic support sub-dimension (Sudkämper et al., 2019). Another study using the same scale, internal consistency coefficients of the sub-dimensions were 0.87 and 0.78, reported in the same order (Wiley et al 2021). Compared to that reported in the original study, internal consistency coefficient of public support sub-dimension in our study is smaller. Internal consistency coefficients of domestic support sub-dimension were not compared between the studies, as the item numbers are not equal. On the other hand, internal consistency coefficients of domestic support and decision support sub-dimensions in our study are at acceptable level.

Concurrent analysis is another process for scale reliability assessment. Hence, we made use of the Perception of Gender Scale (PGS) as a parallel form. There is a negative, weak but significant correlation with PGS and the Support for Gender Equality Among Men Scale. This

result should be interpreted with caution, as it may reflect a complex and not yet fully understood relationship between gender perceptions and supportive behaviors.

PGS has been devised out of items related to family life, business life, and domestic chores aiming to evaluate the gender roles and perceptions of individuals within our cultural context. PGS has been developed with a sample comprised of both men and women (Altınova and Duyan 2013). Actually, our expectation was a positive correlation between SGEAMS and PGS which would be interpreted as an increased support to gender equality as the gender perception gets more positive. Men's attitudes toward gender equality inherently embody elements of both support and resistance. Many men derive structural 'interests' from existing gender inequalities in various aspects, such as material rights, public privileges, and power. Nevertheless, men's involvement with their children, their close relationships with women, and their ethical and political commitments serve as fundamental resources for constructing egalitarian forms of masculinity and femininity. Furthermore, the shift in men's attitudes is directly linked to life cycles and power dynamics. As men age, they tend to adhere more strictly to traditional gender roles in order to establish power and authority within the family and society, and to maintain control. Specifically, the process of marriage and parenthood serves as a critical threshold that triggers this tendency towards traditionalization. Post-marriage, men demonstrate a propensity to define the social status of both themselves and women through a more traditional lens, shaping the value they assign to both genders within the framework of traditional values. Consequently, rather than a fixed consensus among men regarding gender roles, there exists a fluid and dynamic perceptual structure shaped by life stages, acquired roles, and the spheres of power they seek to preserve (Flood & Howson, 2015; Özmete & Zubaroglu Yanardağ, 2016). Nevertheless, given the patriarchal and male-dominated nature in our society, it seems that males in countries like Turkey are yet far away from engaging in egalitarian behaviour even if they have egalitarian ideation. As a matter of fact, men's perception of gender is less egalitarian than women's (Altuntaş, 2015; Esen et al., 2017). Turkey's complex structure, shaped by its geopolitical position between two continents, socio-political transformations, and mass migrations, plays a decisive role in the diversification of gender perceptions. Established cultural norms, religious beliefs, and regional customs continue to fuel patriarchal structures and forms of hegemonic masculinity that limit women's participation in the public sphere. Especially in rural areas, dependence on agriculture and rigid socio-cultural norms sustain a traditional hierarchy that positions the man as the sole authority of the family and the primary breadwinner. While a more egalitarian approach is observed in western regions alongside urbanization, the resistance of traditional structures persists in eastern regions and rural areas (Babaroğlu, 2025). The negative correlation we have spotted between the two scales is a salient as

it highlights that gender perception of men is still progressing along the stages of becoming egalitarian, and that men's gender perception becoming positive does not necessarily mean that they support gender equality. The reason is that; the support of men to gender equality in favour of women has the potential to change household male roles and may even push them aside in professional life.

Strengths and Limitations

One of the primary strengths of this study is the comprehensive evaluation of the psychometric properties of the scale measuring men's support for gender equality through its adaptation into the Turkish cultural context. The construct validity of the scale was rigorously examined using both EFA and CFA, further supported by item distinctiveness analyses and concurrent validity assessments. The statistical validation of the "decision support" dimension, which emerged differently from the original form and is thought to be specific to the Turkish cultural structure, represents an original contribution to the literature by highlighting the culture-sensitive nature of gender equality perceptions. Furthermore, the high overall internal consistency coefficient and the significant results obtained from the lower-upper 27% group comparisons for item distinctiveness demonstrate that the instrument possesses a reliable measurement capacity within the Turkish sample.

Despite these contributions, the study has certain limitations that should be considered in future research. First, the consistency of the scale over time could not be determined. This restricts interpretations regarding the temporal consistency of the scale. Nevertheless, in the evaluation of the scale items and dimensions, a confirmatory approach was employed through various analytical procedures. This enabled a more rigorous testing of the conceptual structure. Second, the fact that the research sample consists predominantly of individuals with a high level of education may limit the generalizability of the results to male groups with lower education levels or different socio-economic backgrounds. The mean age of the study group is relatively high (compared to the original study), which may have influenced the results. In addition, the sample may not represent the entire male population (e.g., different ages, occupations, or other characteristics). Given that education level and age is fundamental factors influencing gender attitudes in the literature, further studies with more heterogeneous samples are needed.

Conclusion

Based on the results of our validity and reliability analyses, Turkish version of SGEAMS is composed of 16 items and three sub-dimensions. The psychometric properties of the scale are at a valid and acceptable level. The shortness of the scale is an advantage making it convenient to

apply in any kind of work environment. Due to the importance of altering the male perception to gender equality in patriarchal communities, we believe that the results of research using this scale will contribute to gender-related policy setting and regulations.

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