

# DETAILED ANNEXES

## Social Norms, Attitudes and Practices (SNAP) 2022 Survey Indonesia, Philippines, and Vietnam

---

Fielded in November 2022



# ANNEX 1: REGRESSION ANALYSIS METHODOLOGY

## Definition:

*Model 1 – Personal Attitudes, Model 3, 4 – Covid Pressure:* Ordered logistic regression models the relationship of independent variables and an ordinal dependent variable (i.e. a scale variable) via an extension of the standard logistic regression, modeling the cumulative likelihood of being higher on the scale as a function of the independent variables.

## *Model 2 – Personal Behaviours:*

Logistic regression models the relationship of independent variables and a dichotomous dependent variable (i.e. coded 0,1) via a logistic link function, modeling the likelihood of being in the “1” category compared to “0” as a function of the independent variables.

## Process:

(Ordered) Logistic regressions are similar conceptually to linear regression in that a model is fit between a set of independent variables and a (dichotomous/ordinal) dependent variable, with all independent variables allowed to enter the equation and their independent effects (from each other) on the dependent variable are estimated.

## Interpretation:

Coefficients from (ordered) logistic regression are presented as "log-odds" by default. Log-odds are notoriously difficult to interpret and thus often exponentiated (to remove the "log" part) into "odds-ratios." Odds-ratios are multiplicative rather than additive (like in linear regression); in logistic regression, this means that the base odds of being a 1 on the outcome value are multiplied by the odds-ratio coefficient. Odds-ratios above 1 increase the odds of being affirmative on the outcome, and odds-ratios below 1 decrease the odds of being affirmative on the outcome. In ordered logistic regression, this means that the base odds of being one unit higher in the outcome value are multiplied by the odds-ratio coefficient. Odds-ratios above 1 increase the odds of a one unit increase in the outcome, and odds-ratios below 1 decrease the odds of a 1 unit increase in the outcome.

Interpretation should focus on the sign and significance of an independent variable, not on the magnitude (unless clearly differentiated from the rest). Exercise caution in comparing the exact magnitude of coefficients between men and women, as regressions for men and women were run separately.

# MODEL 1 (ORDERED LOGISTIC REGRESSION): GENDER NORMS AS PREDICTORS OF PERSONAL ATTITUDES

## Dependent Variable:

Personal Attitudes - "Strongly agree", "Agree", "Disagree," "Strongly disagree" with statement affirming traditional gender roles for each norm, coded so higher values indicate more progressive/less traditional gender beliefs

## Independent Variables:

- "Strongly agree", "Agree", "Disagree," "Strongly disagree" that **others think** in a way that affirms traditional gender roles for each norm, coded so that higher values indicate more progressive perception

- "Strongly agree", "Agree", "Disagree," "Strongly disagree" that respondents **observes** gender roles that affirm traditional gender roles for each norm in their personal experience, coded so that higher values indicate more progressive perception

- Structural gender norms reflected in media (work and home), showing equal/progressive gender roles arrangements vs. traditional gender roles arrangements. There are four work related media questions, but only two domestic related ones.

- Personal experience variables controlling for external factors such as age, employment, marital status, education, child and adult care, urban/suburban residence, religion (dominant, non-dominant, none), gender norms modeled by own parents (at home and work)

## Caveat:

This regression does not prove causal relationship of norms influencing attitudes, because no suitable instrumental variable was available to prove the direction of influence. Additionally, results may reflect bias from omitted, unknown variables that are relevant to the relationship (such as personality and household and/or community level dynamics from youth). It is hypothesized that these omitted variables are correlated in the same direction of each norm element (i.e. their addition would reinforce rather than counteract the finding).

# GENDER NORMS AS PREDICTORS OF PERSONAL ATTITUDES



Caring Roles    Family Income    Job Segregation    Leadership

Caring Roles    Family Income    Job Segregation    Leadership

Caring Roles    Family Income    Job Segregation    Leadership

	Caring Roles	Family Income	Job Segregation	Leadership
Social Norm (Others think)	Significantly More Equal – Women	Significantly More Equal – Women	Significantly More Equal – Women	Significantly More Equal – Women
Social Norm (I see others)	Significantly More Equal – Men	Significantly More Equal – Women	Significantly More Equal – Women	Significantly More Equal – Women
Age: 18-29				
Education: BA+				
Religion Non-dominant		Significantly More Equal – Women	Significantly More Equal – Men	Significantly More Equal – Women
Religion Non-religious	Significantly More Equal – Women	Significantly More Equal – Women	Significantly More Equal – Women	Significantly More Equal – Women
Married/Partnered				
Parent	Significantly Less Equal – Women	Significantly Less Equal – Men		
Adult Care				
Media: Work prog/equal count (0-4)			Significantly More Equal – Women	Significantly More Equal – Men
Media: Home prog/equal count (0-2)	Significantly Less Equal – Women			
Employed				

	Caring Roles	Family Income	Job Segregation	Leadership
Social Norm (Others think)	Significantly More Equal – Women	Significantly More Equal – Women	Significantly More Equal – Women	Significantly More Equal – Women
Social Norm (I see others)	Significantly More Equal – Men	Significantly More Equal – Women	Significantly More Equal – Women	Significantly More Equal – Men
Age: 18-29		Significantly More Equal – Women		Significantly More Equal – Women
Education: BA+				
Religion Non-dominant				
Religion Non-religious	Significantly More Equal – Men	Significantly More Equal – Men		Significantly More Equal – Men
Married/Partnered				
Parent	Significantly Less Equal – Women	Significantly Less Equal – Women		Significantly Less Equal – Women
Adult Care	Significantly Less Equal – Women	Significantly Less Equal – Women		
Media: Work prog/equal count (0-4)		Significantly Less Equal – Women		Significantly Less Equal – Women
Media: Home prog/equal count (0-2)	Significantly Less Equal – Women			
Employed				

	Caring Roles	Family Income	Job Segregation	Leadership
Social Norm (Others think)	Significantly More Equal – Women	Significantly More Equal – Women	Significantly More Equal – Women	Significantly More Equal – Women
Social Norm (I see others)	Significantly More Equal – Men	Significantly More Equal – Women	Significantly More Equal – Women	Significantly More Equal – Men
Age: 18-29				
Education: BA+		Significantly Less Equal – Women		
Religion Non-dominant			Significantly Less Equal – Women	
Religion Non-religious				
Married/Partnered		Significantly More Equal – Women		
Parent	Significantly Less Equal – Women			
Adult Care	Significantly Less Equal – Women			
Media: Work prog/equal count (0-4)				
Media: Home prog/equal count (0-2)	Significantly Less Equal – Women			Significantly Less Equal – Women
Employed				

**Legend**

Significantly More Equal – Women



Significantly Less Equal – Women



Significantly More Equal – Men



Significantly Less Equal - Men



Showing significant findings only.

# GENDER NORMS AS PREDICTORS OF PERSONAL ATTITUDES- INDONESIA

## Men

## Women

### Caring Roles (N= 949)

### Family Income (N= 949)

### Job Segregation (N= 949)

### Leadership (N= 950)

### Caring Roles (N= 937)

### Family Income (N= 937)

### Job Segregation (N= 937)

### Leadership (N= 937)

	Estimate	Low	High	Estimate	Low	High	Estimate	Low	High	Estimate	Low	High
Social Norm (Others think)	28.46*	21.13	38.82	15.68*	11.23	22.08	18.93*	13.54	26.81	27.18*	19.81	37.79
Social Norm (I see others)	1.53*	1.16	2.03	3.95*	2.72	5.76	2.49*	1.80	3.45	2.05*	1.50	2.81
Age: 18-29												
Education: BA+												
Religion Non-dominant				2.54*	1.54	4.18				1.82*	1.13	2.93
Religion Non-religious				2.08*	1.09	3.92						
Married/Partnered												
Parent	0.60*	0.39	0.93									
Adult Care												
Media: Work prog/equal count (0-4)										1.19*	1.04	1.38
Media: Home prog/equal count (0-2)												
Employed												

	Estimate	Low	High	Estimate	Low	High	Estimate	Low	High	Estimate	Low	High
	14.27*	11.10	18.53	34.75*	24.74	49.63	20.98*	14.85	30.01	27.53*	20.15	38.15
				1.90*	1.38	2.60	2.15*	1.54	3.00	1.47*	1.11	1.96
				1.78*	1.15	2.76				2.26*	1.46	3.49
	2.10*	1.34	3.29	2.09*	1.28	3.39	1.80*	1.08	3.00	2.14*	1.32	3.47
	0.63*	0.41	0.98	0.57*	0.34	0.94						
	0.80*	0.67	0.97									

Showing significant findings only. Odds-ratios above 1 increase the odds of a one unit increase in the outcome, and odds-ratios below 1 decrease the odds of a 1 unit increase in the outcome. Low and High indicates bounds of the 95% confidence interval.

# GENDER NORMS AS PREDICTORS OF PERSONAL ATTITUDES- PHILIPPINES

## Men

## Women

### Caring Roles (N= 948)

### Family Income (N= 949)

### Job Segregation (N= 950)

### Leadership (N= 950)

### Caring Roles (N= 953)

### Family Income (N= 955)

### Job Segregation (N= 955)

### Leadership (N= 953)

	Estimate	Low	High	Estimate	Low	High	Estimate	Low	High	Estimate	Low	High
Social Norm (Others think)	17.77*	13.79	23.11	17.21*	13.06	22.90	6.18*	4.95	7.76	16.21*	12.40	21.37
Social Norm (I see others)	1.80*	1.41	2.29	2.40*	1.83	3.15	1.90*	1.51	2.39	2.60*	2.03	3.34
Age: 18-29												
Education: BA+												
Religion Non-dominant												
Religion Non-religious	1.72*	1.04	2.86	2.10*	1.26	3.48				1.74*	1.04	2.90
Married/Partnered												
Parent												
Adult Care												
Media: Work prog/equal count (0-4)												
Media: Home prog/equal count (0-2)												
Employed												

	Estimate	Low	High	Estimate	Low	High	Estimate	Low	High	Estimate	Low	High
	12.07*	9.68	15.17	10.50*	8.33	13.35	7.66*	6.18	9.57	13.45*	10.29	17.75
	1.23*	1.00	1.51	1.71*	1.38	2.12	1.73*	1.40	2.14			
				1.32*	1.00	1.75				1.36*	1.01	1.83
	0.60*	0.44	0.83	0.69*	0.50	0.94				0.51*	0.37	0.72
	0.74*	0.57	0.97	0.76*	0.58	0.99						
				0.81*	0.72	0.92				0.81*	0.71	0.92

Showing significant findings only. Odds-ratios above 1 increase the odds of a one unit increase in the outcome, and odds-ratios below 1 decrease the odds of a 1 unit increase in the outcome. Low and High indicates bounds of the 95% confidence interval.

# GENDER NORMS AS PREDICTORS OF PERSONAL ATTITUDES - VIETNAM

## Men

## Women

### Caring Roles (N= 962)

### Family Income (N= 962)

### Job Segregation (N= 963)

### Leadership (N= 962)

### Caring Roles (N= 965)

### Family Income (N= 965)

### Job Segregation (N= 965)

### Leadership (N= 965)

	Estimate	Low	High	Estimate	Low	High	Estimate	Low	High	Estimate	Low	High
Social Norm (Others think)	19.98*	15.33	26.33	13.86*	10.64	18.19	6.19*	4.95	7.79	16.31*	12.47	21.52
Social Norm (I see others)	1.42*	1.12	1.78	2.33*	1.81	3.01	2.52*	2.03	3.14	1.84*	1.46	2.33
Age: 18-29												
Education: BA+												
Religion Non-dominant												
Religion Non-religious												
Married/Partnered												
Parent												
Adult Care												
Media: Work prog/equal count (0-4)												
Media: Home prog/equal count (0-2)												

	Estimate	Low	High	Estimate	Low	High	Estimate	Low	High	Estimate	Low	High
	10.25*	8.06	13.15	17.31*	13.13	23.09	7.26*	5.64	9.40	17.45*	13.26	23.21
				1.72*	1.35	2.19	2.82*	2.21	3.62	1.71*	1.34	2.17
				0.70*	0.50	0.99						
							0.59*	0.37	0.94			
				1.65*	1.09	2.51						
	0.55*	0.36	0.85									
	0.66*	0.50	0.89									
	0.77*	0.63	0.94							0.73*	0.60	0.90

Showing significant findings only. Odds-ratios above 1 increase the odds of a one unit increase in the outcome, and odds-ratios below 1 decrease the odds of a 1 unit increase in the outcome. Low and High indicates bounds of the 95% confidence interval.



## MODEL 2 (LOGISTIC REGRESSION): GENDER NORMS AND PERSONAL ATTITUDES AS PREDICTORS OF PERSONAL BEHAVIOUR

### Dependent Variable:

Personal behaviours - for caring roles, family income, and leadership, coded 0 for traditional gender roles arrangement and 1 for equal or progressive gender roles arrangement for that norm; for job segregation, coded 0 for male or female dominated work teams and 1 for equal gender balance at work

### Independent Variables:

- "Strongly agree", "Agree", "Disagree," "Strongly disagree" that respondents **observes** gender roles that affirm traditional gender roles for each norm in their personal experience, coded so that higher values indicate more progressive perception

- "Strongly agree", "Agree", "Disagree," "Strongly disagree" that respondents **personally affirms** traditional gender roles for each norm in their personal experience, coded so that higher values indicate more progressive perception

- Structural gender norms reflected in media (work and home), showing equal/progressive gender roles arrangements vs. traditional gender roles arrangements. There are four work related media questions, but only two domestic related ones.

- Personal experience variables controlling for external factors such as age, employment, marital status, education, child and adult care, urban/suburban residence, religion (dominant, non-dominant, none; in PH only: dominant vs. non-dominant or non-practicing), gender norms modeled by own parents (at home and work)

### Caveat:

In addition to caveats noted for model 1, additional omitted variables may influence personal behaviours in domestic and work settings, and it is unknown whether their addition would reinforce or counteract the findings (e.g. a partner's personal experiences may be relevant to caregiving and family income arrangements, and structural factors play a role in work arrangements).

Additionally, findings for the Job Segregation norm are confounded by the inability to judge the progressiveness of a workplace that is predominantly female (therefore we only distinguish equal from unequal).

# GENDER NORMS AND PERSONAL ATTITUDES AS PREDICTORS OF PERSONAL BEHAVIOUR



Caring Roles    Family Income    Job Segregation    Leadership

	Caring Roles	Family Income	Job Segregation	Leadership
Social Norm (I see others)	Significantly More Equal/Progressive – Women	Significantly More Equal/Progressive – Women		Significantly More Equal/Progressive – Women
Personal Attitudes				
Age: 18-29				
Urban				
Education: BA+				
Religion Non-dominant				
Religion Non-religious				
Adult Care				
Own childhood, dad/equal childcare	Significantly More Equal/Progressive – Men	Significantly More Equal/Progressive – Men		Significantly More Equal/Progressive – Women
Own childhood, mom/equal earning		Significantly More Equal/Progressive – Women		
Media: Work prog/equal count (0-4)			Significantly More Equal/Progressive – Men	Significantly More Equal/Progressive – Women
Media: Home prog/equal count (0-2)	Significantly More Equal/Progressive – Women	Significantly More Equal/Progressive – Men		
Parent		Significantly Less Equal/Progressive – Men		Significantly Less Equal/Progressive – Men
Married / Partnered				



Caring Roles    Family Income    Job Segregation    Leadership

	Caring Roles	Family Income	Job Segregation	Leadership
Social Norm (I see others)	Significantly More Equal/Progressive – Men			Significantly More Equal/Progressive – Women
Personal Attitudes	Significantly More Equal/Progressive – Men	Significantly More Equal/Progressive – Women		
Age: 18-29		Significantly More Equal/Progressive – Men		
Urban	Significantly More Equal/Progressive – Men	Significantly Less Equal/Progressive – Men		
Education: BA+				
Religion Non-dominant				
Religion Non-religious				
Adult Care				
Own childhood, dad/equal childcare	Significantly More Equal/Progressive – Women	Significantly More Equal/Progressive – Men		
Own childhood, mom/equal earning				
Media: Work prog/equal count (0-4)	Significantly Less Equal/Progressive – Men	Significantly More Equal/Progressive – Men	Significantly More Equal/Progressive – Women	Significantly More Equal/Progressive – Women
Media: Home prog/equal count (0-2)	Significantly More Equal/Progressive – Women			
Parent				
Married / Partnered				

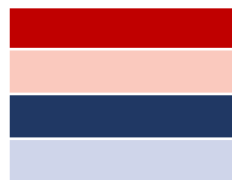


Caring Roles    Family Income    Job Segregation    Leadership

	Caring Roles	Family Income	Job Segregation	Leadership
Social Norm (I see others)		Significantly More Equal/Progressive – Women		Significantly More Equal/Progressive – Women
Personal Attitudes				
Age: 18-29	Significantly More Equal/Progressive – Women	Significantly Less Equal/Progressive – Women	Significantly More Equal/Progressive – Men	Significantly More Equal/Progressive – Men
Urban		Significantly Less Equal/Progressive – Men		
Education: BA+		Significantly Less Equal/Progressive – Women		
Religion Non-dominant				Significantly More Equal/Progressive – Men
Religion Non-religious				
Adult Care				
Own childhood, dad/equal childcare	Significantly More Equal/Progressive – Women	Significantly More Equal/Progressive – Men	Significantly More Equal/Progressive – Women	Significantly More Equal/Progressive – Women
Own childhood, mom/equal earning		Significantly More Equal/Progressive – Men		Significantly More Equal/Progressive – Women
Media: Work prog/equal count (0-4)		Significantly More Equal/Progressive – Men	Significantly More Equal/Progressive – Women	Significantly More Equal/Progressive – Women
Media: Home prog/equal count (0-2)	Significantly More Equal/Progressive – Women	Significantly More Equal/Progressive – Women		
Parent				
Married / Partnered				

**Legend**

- Significantly More Equal/Progressive – Women
- Significantly Less Equal/Progressive – Women
- Significantly More Equal/Progressive – Men
- Significantly Less Equal/Progressive - Men



Showing significant findings only. For job segregation norm, showing findings that are significantly more/less equal relative to unequal, with no differentiation of inequality between progressive and traditional types.

# GENDER NORMS AND PERSONAL ATTITUDES AS PREDICTORS OF PERSONAL BEHAVIOUR- INDONESIA

## Men

## Women

### Caring Roles (N= 375)

### Family Income (N= 435)

### Job Segregation (N= 680)

### Leadership (N= 734)

### Caring Roles (N= 427)

### Family Income (N= 480)

### Job Segregation (N= 542)

### Leadership (N= 590)

	Estimate	Low	High	Estimate	Low	High	Estimate	Low	High	Estimate	Low	High
Social Norm (I see others)	1.66*	1.05	2.67							3.70*	2.57	5.44
Personal Attitudes												
Age: 18-29												
Education: BA+												
Own childhood, dad/equal childcare	3.45*	2.00	6.12	1.73*	1.10	2.73						
Own childhood, mom/equal earning				2.02*	1.30	3.16						
Media: Work prog/equal count (0-4)							1.16*	1.01	1.35	1.30*	1.11	1.53
Media: Home prog/equal count (0-2)	2.41*	1.72	3.43	1.53*	1.16	2.03						
Parent				0.53*	0.28	0.99				0.54*	0.33	0.89

	Estimate	Low	High	Estimate	Low	High	Estimate	Low	High	Estimate	Low	High
Social Norm (I see others)	1.64*	1.16	2.34	1.81*	1.23	2.71				5.25*	3.61	7.81
Personal Attitudes												
Age: 18-29												
Education: BA+												
Own childhood, dad/equal childcare										1.85*	1.21	2.85
Own childhood, mom/equal earning				1.85*	1.23	2.79						
Media: Work prog/equal count (0-4)										1.22*	1.03	1.44
Media: Home prog/equal count (0-2)	1.92*	1.48	2.53									
Parent												

Showing significant findings only. For job segregation norm, showing findings that are significantly more/less equal relative to unequal, with no differentiation of inequality between progressive and traditional types. Odds-ratios above 1 increase the odds of a one unit increase in the outcome, and odds-ratios below 1 decrease the odds of a 1 unit increase in the outcome. Low and High indicates bounds of the 95% confidence interval.

# GENDER NORMS AND PERSONAL ATTITUDES AS PREDICTORS OF PERSONAL BEHAVIOUR- PHILIPPINES

## Men

## Women

	Caring Roles (N= 221)			Family Income (N= 292)			Job Segregation (N= 659)			Leadership (N= 687)		
	Estimate	Low	High	Estimate	Low	High	Estimate	Low	High	Estimate	Low	High
Social Norm (I see others)	2.9*	1.39	6.25							2.24*	1.70	2.97
Personal Attitudes	1.8*	1.14	3.03									
Education: BA+												
Religion Non-religious												
Own childhood, dad/equal childcare				2.10*	1.17	3.77						
Media: Work prog/equal count (0-4)	1.5*	1.11	2.08				1.26*	1.09	1.45	1.36*	1.17	1.58
Media: Home prog/equal count (0-2)												
Parent												
Married/ Partnered												
Urban	2.9*	1.20	7.03	0.50*	0.25	0.96						
Age: 18-29				1.97*	1.12	3.49						

	Caring Roles (N= 356)			Family Income (N= 436)			Job Segregation (N= 561)			Leadership (N= 581)		
	Estimate	Low	High	Estimate	Low	High	Estimate	Low	High	Estimate	Low	High
										2.99*	2.14	4.25
				1.50*	1.17	1.95						
	2.26*	1.38	3.75									
	0.75*	0.58	0.95				1.23*	1.04	1.44	1.46*	1.19	1.80
	2.09*	1.50	2.95									
				2.12*	1.24	3.68						

Showing significant findings only. For job segregation norm, showing findings that are significantly more/less equal relative to unequal, with no differentiation of inequality between progressive and traditional types. Odds-ratios above 1 increase the odds of a one unit increase in the outcome, and odds-ratios below 1 decrease the odds of a 1 unit increase in the outcome. Low and High indicates bounds of the 95% confidence interval.

# GENDER NORMS AND PERSONAL ATTITUDES AS PREDICTORS OF PERSONAL BEHAVIOUR- VIETNAM

## Men

## Women

### Caring Roles (N= 402)

### Family Income (N= 457)

### Job Segregation (N= 826)

### Leadership (N= 837)

### Caring Roles (N= 458)

### Family Income (N= 512)

### Job Segregation (N= 834)

### Leadership (N= 826)

	Estimate	Low	High	Estimate	Low	High	Estimate	Low	High	Estimate	Low	High
Social Norm (I see others)										1.81*	1.43	2.30
Personal attitudes				1.45*	1.07	1.99						
Age: 18-29							1.65*	1.16	2.36	1.70*	1.18	2.46
Urban				0.62*	0.39	0.96						
Religion Non-dominant										1.72*	1.04	2.87
Adult Care												
Own childhood, dad/equal childcare				1.66*	1.10	2.51						
Own childhood, mom/equal earning				1.61*	1.04	2.49						
Media: Work prog/equal count (0-4)				1.79*	1.19	2.69	1.18*	1.03	1.34	1.46*	1.27	1.68
Media: Home prog/equal count (0-2)												
Adult care				1.66*	1.10	2.51						
Education: BA+												

	Estimate	Low	High	Estimate	Low	High	Estimate	Low	High	Estimate	Low	High
				1.51*	1.08	2.13				2.80*	2.14	3.70
	1.59*	1.04	2.45	0.59*	0.37	0.94						
				1.86*	1.18	2.94						
	2.07*	1.33	3.22				1.82*	1.34	2.47	1.54*	1.10	2.15
										1.52*	1.10	2.11
				1.40*	1.15	1.69	1.20*	1.06	1.37	1.35*	1.17	1.56
	1.76*	1.32	2.38	1.60*	1.14	2.29						
				0.54*	0.33	0.89						

Showing significant findings only. For job segregation norm, showing findings that are significantly more/less equal relative to unequal, with no differentiation of inequality between progressive and traditional types. Odds-ratios above 1 increase the odds of a one unit increase in the outcome, and odds-ratios below 1 decrease the odds of a 1 unit increase in the outcome. Low and High indicates bounds of the 95% confidence interval.

## MODEL 3 (ORDERED LOGISTIC REGRESSION): SEGMENT AS PREDICTOR OF COVID RELATED HOUSEHOLD AND EARNING PRESSURE

### Dependent Variable:

Separate regressions for COVID related pressure as income earner in family and pressure to do housework and/or care for dependent children and family members.

- "I feel significantly more pressure than before COVID-19", "I feel more pressure than before COVID-19", "I feel the same amount of pressure as before COVID-19", "I feel less pressure than before COVID-19", "I feel significantly less pressure than before COVID-19", coded so higher values indicate more stress

### Independent Variables:

-Segments: separately for each gender, the effect of being in one segment relative to a reference segment category.

### Caveat:

Model 3 was run without additional control variables, since personal experiences were already incorporated in segmentation.

# SEGMENT AS PREDICTOR OF COVID-19 PRESSURES



Household  
Chore  
Pressure      Earning  
Pressure

Household  
Chore  
Pressure      Earning  
Pressure

Household  
Chore  
Pressure      Earning  
Pressure

Men		
Traditional	Reference group	
Traditional, leaning traditional on job segregation		
Leaning traditional		
Women		
Leaning traditional, traditional on family income	Reference group	
Neutral, leaning traditional on family income		
Neutral, leaning traditional on family income and job segregation		
Neutral, leaning progressive on leadership		

Men		
Neutral, leaning progressive on leadership	Reference group	
Neutral		
Leaning progressive		
Women		
Neutral, leaning progressive on leadership, leaning traditional on caring roles	Reference group	
Leaning progressive, especially on leadership		
Progressive		

Men		
Neutral, leaning progressive	Reference group	
Leaning progressive		
Progressive		
Women		
Neutral	Reference group	
Neutral, progressive on leadership		
Progressive		
Neutral, progressive on caring roles, conservative on job segregation		

**Legend**

Significantly more pressure – Women



Significantly less pressure – Women



Significantly more pressure – Men



Significantly less pressure - Men



# SEGMENT AS PREDICTOR OF COVID-19 PRESSURES



## Men

Household Chore Pressure (N= 449)

Earning Pressure (N= 434)

	Estimate	Low	High	Estimate	Low	High
Traditional	Reference group					
Traditional, leaning traditional on job segregation						
Leaning traditional						



Household Chore Pressure (N= 361)

Earning Pressure (N= 314)

	Estimate	Low	High	Estimate	Low	High
Neutral, leaning progressive on leadership	Reference group					
Neutral						
Leaning progressive						



Household Chore Pressure (N= 526)

Earning Pressure (N= 516)

	Estimate	Low	High	Estimate	Low	High
Neutral, leaning progressive	Reference group					
Leaning progressive				0.54*	0.38	0.76
Progressive	0.54*	0.35	0.83	0.48*	0.31	0.75

## Women

Household Chore Pressure (N= 496)

Earning Pressure (N= 333)

	Estimate	Low	High	Estimate	Low	High
Leaning traditional, traditional on family income	Reference group					
Neutral, leaning traditional on family income	1.9*	1.04	3.33			
Neutral, leaning traditional on family income and job segregation						
Neutral, leaning progressive on leadership	2.9*	1.43	5.98			

Household Chore Pressure (N= 509)

Earning Pressure (N= 342)

	Estimate	Low	High	Estimate	Low	High
Neutral, leaning progressive on leadership, leaning traditional on caring roles	Reference group					
Leaning progressive, especially on leadership						
Progressive						

Household Chore Pressure (N= 548)

Earning Pressure (N= 510)

	Estimate	Low	High	Estimate	Low	High
Neutral	Reference group					
Neutral, progressive on caring roles, traditional on job segregation	1.4*	1.04	1.97			
Progressive						

Showing significant findings only. Odds-ratios above 1 increase the odds of a one unit increase in the outcome, and odds-ratios below 1 decrease the odds of a 1 unit increase in the outcome. Low and High indicates bounds of the 95% confidence interval.



# MODEL 4 (ORDERED LOGISTIC REGRESSION): CAREGIVING AND INCOME BEHAVIOURS AS PREDICTORS OF COVID RELATED HOUSEHOLD AND EARNING PRESSURE

## Dependent Variable:

Separate regressions for COVID related pressure as income earner in family and pressure to do housework and/or care for dependent children and family members.

- "I feel significantly more pressure than before COVID-19", "I feel more pressure than before COVID-19", "I feel the same amount of pressure as before COVID-19", "I feel less pressure than before COVID-19", "I feel significantly less pressure than before COVID-19", coded so higher values indicate more stress

## Independent Variables:

- Personal behaviours - for caring roles and family income, coded 0 for traditional gender roles arrangement and 1 for equal or progressive gender roles arrangement for that norm.

- "Strongly agree", "Agree", "Disagree," "Strongly disagree" that other think in a way that affirms traditional gender roles for each norm, coded so that higher values indicate more progressive perception

- "Strongly agree", "Agree", "Disagree," "Strongly disagree" that respondents observes gender roles that affirm traditional gender roles for each norm in their personal experience , coded so that higher values indicate more progressive perception

- Structural gender norms reflected in media (work and home), showing equal/progressive gender roles arrangements vs. traditional gender roles arrangements

- Personal experience variables controlling for external factors such as age, employment, marital status, education, child and adult care, urban/suburban residence, religion (dominant, non-dominant, none), gender norms modeled by own parents (at home and work)

# CAREGIVING AND INCOME BEHAVIOURS AS PREDICTORS OF COVID-19 PRESSURE



	Household Chore Pressure	Earning Pressure	Household Chore Pressure	Earning Pressure	Household Chore Pressure	Earning Pressure
Education: BA+						
Adult care						
Media: Work prog/equal count (0-4)						
Media: Home prog/equal count (0-2)						
Urban						
Religion: Non-practicing						
Own childhood, dad/equal childcare						
Own childhood, mom/equal earning						
Religion: Non-dominant						

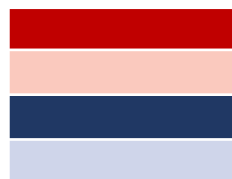
**Legend**

Significantly more pressure – Women

Significantly less pressure – Women

Significantly more pressure – Men

Significantly less pressure - Men



Showing significant findings only.

# CAREGIVING AND INCOME BEHAVIOURS AS PREDICTORS OF COVID-19 HOUSEHOLD PRESSURE

## Men

## Women

	Household Pressure – ID (N=338)			Household Pressure – PH (N=217)			Household Pressure – VN (N=388)			Household Pressure – ID (N=381)			Household Pressure – PH (N=337)			Household Pressure – VN (N=443)		
	Estimate	Low	High	Estimate	Low	High	Estimate	Low	High	Estimate	Low	High	Estimate	Low	High	Estimate	Low	High
Education: BA+																1.60*	1.05	2.43
Adult care																		
Media: Work prog/equal count (0-4)	0.83*	0.70	0.98															
Media: Home prog/equal count (0-2)																		
Age: 18-29																		
Religion: Non-practicing													0.41*	0.18	0.89			
Own childhood, dad/equal childcare																		
Own childhood, mom/equal earning																		
Religion: Non-dominant							0.34*	0.17	0.68									

Showing significant findings only. Odds-ratios above 1 increase the odds of a one unit increase in the outcome, and odds-ratios below 1 decrease the odds of a 1 unit increase in the outcome. Low and High indicates bounds of the 95% confidence interval.

# CAREGIVING AND INCOME BEHAVIOURS AS PREDICTORS OF COVID-19 EARNING PRESSURE

## Men

## Women

	Earning Pressure – ID (N=329)			Earning Pressure – PH (N=195)			Earning Pressure – VN (N=390)			Earning Pressure – ID (N=249)			Earning Pressure – PH (N=219)			Earning Pressure – VN (N=416)			
	Estimate	Low	High	Estimate	Low	High	Estimate	Low	High	Estimate	Low	High	Estimate	Low	High	Estimate	Low	High	
Equal/Progressive Behaviours: Income																			
Equal/Progressive Behaviours: Childcare																			
Education: BA+																			
Adult care																			
Media: Work prog/equal count (0-4)																			
Media: Home prog/equal count (0-2)	0.76*	0.57	0.99																
Age: 18-29																			
Religion: Non-practicing																			
Own childhood, dad/equal childcare																			
Own childhood, mom/equal earning																			
Religion: Non-dominant				2.01*	1.15	3.57													
Urban																			
	1.70*	1.05	2.77																

Showing significant findings only. Odds-ratios above 1 increase the odds of a one unit increase in the outcome, and odds-ratios below 1 decrease the odds of a 1 unit increase in the outcome. Low and High indicates bounds of the 95% confidence interval.

## ANNEX 2: SEGMENTATION DEMOGRAPHICS

# INDONESIA

Demographic		Men				Women				
		Total	2 - Traditional	1 - Traditional, leaning traditional on job segregation	3 - Leaning traditional	Total	1 - Leaning traditional, traditional on family income	2 - Neutral, leaning traditional on family income	4 - Neutral, leaning traditional on family income and job segregation	3 - Neutral, leaning progressive on leadership
<b>Unweighted N</b>		<b>1000</b>	<b>291</b>	<b>525</b>	<b>184</b>	<b>1000</b>	<b>401</b>	<b>333</b>	<b>99</b>	<b>167</b>
<b>Marital status</b>	Married/Partnered	51%	94%	12%	98%	57%	95%	14%	100%	22%
	Unpartnered	49%	6%	88%	2%	43%	5%	86%	0	78%
<b>Parental status</b>	Parent	46%	88%	10%	85%	51%	90%	9%	97%	11%
	Non-Parent	54%	12%	90%	15%	49%	10%	91%	3%	89%
<b>Adult care</b>	Yes	25%	24%	24%	29%	23%	25%	24%	18%	21%
	No	75%	76%	76%	71%	77%	75%	76%	82%	79%
<b>Employment status</b>	Working	80%	96%	66%	94%	67%	66%	71%	63%	65%
	Full-time student	10%	0%	18%	3%	7%	1%	15%	0%	9%
	Other	10%	3%	16%	4%	26%	33%	15%	37%	25%
<b>Education status</b>	Less than college	61%	51%	69%	52%	51%	50%	56%	47%	45%
	College+	39%	49%	31%	48%	49%	50%	44%	53%	55%
<b>Age group</b>	18 - 24	32%	5%	55%	5%	26%	6%	53%	4%	32%
	25 - 29	23%	20%	25%	23%	24%	26%	25%	13%	25%
	30 - 34	17%	24%	11%	24%	21%	28%	12%	31%	18%
	35 - 40	28%	51%	10%	47%	29%	40%	10%	52%	24%
<b>Religion</b>	Muslim	80%	84%	76%	90%	71%	99%	95%	0%	1%
	Non-Religious	7%	9%	8%	3%	12%	1%	2%	47%	40%
	Religious Non-Muslim	12%	7%	17%	7%	16%	0%	3%	53%	59%

# PHILIPPINES

Demographic		Men			Women				
		Total	3 - Neutral	2 - Neutral, leaning progressive on leadership	1 - Leaning progressive	Total	1 - Neutral, leaning progressive on leadership, leaning traditional on caring roles	3 - Leaning progressive, especially on leadership	2 - Progressive
<b>Unweighted N</b>		<b>1000</b>	<b>313</b>	<b>389</b>	<b>298</b>	<b>1000</b>	<b>469</b>	<b>270</b>	<b>261</b>
<b>Marital status</b>	Married/Partnered	39%	97%	11%	14%	56%	97%	18%	22%
	Unpartnered	61%	3%	89%	86%	44%	3%	82%	78%
<b>Parental status</b>	Parent	36%	75%	17%	22%	53%	82%	19%	37%
	Non-Parent	64%	25%	83%	78%	47%	18%	81%	63%
<b>Adult care</b>	Yes	42%	40%	50%	40%	45%	37%	53%	51%
	No	58%	60%	50%	60%	55%	63%	49%	49%
<b>Employment status</b>	Working	71%	93%	33%	100%	61%	67%	32%	81%
	Full-time student	15%	1%	39%	0%	12%	1%	44%	0%
	Other	13%	6%	28%	0%	26%	32%	24%	19%
<b>Education status</b>	Less than college	46%	29%	62%	29%	43%	45%	53%	45%
	College+	54%	71%	38%	71%	57%	55%	47%	55%
<b>Age group</b>	18 - 24	35%	22%	66%	22%	32%	13%	62%	36%
	25 - 29	26%	38%	20%	38%	25%	27%	14%	33%
	30 - 34	21%	26%	9%	26%	22%	29%	15%	18%
	35 - 40	19%	13%	6%	13%	21%	31%	10%	13%
<b>Religion</b>	Catholic	58%	60%	58%	58%	60%	60%	61%	58%
	Non-Religious	10%	5%	10%	13%	9%	8%	8%	14%
	Religious Non-Catholic	32%	35%	32%	29%	31%	32%	31%	29%

# VIETNAM

Demographic		Men				Women			
		Total	2 - Neutral, leaning progressive	1 - Leaning progressive	3 - Progressive	Total	2 - Neutral	3 - Neutral, progressive on leadership	1 - Progressive
<b>Unweighted N</b>		<b>1000</b>	<b>265</b>	<b>202</b>	<b>533</b>	<b>1000</b>	<b>285</b>	<b>250</b>	<b>465</b>
<b>Marital status</b>	Married/Partnered	56%	96%	93%	18%	59%	92%	99%	13%
	Unpartnered	44%	4%	7%	82%	41%	8%	1%	87%
<b>Parental status</b>	Parent	55%	95%	96%	15%	57%	91%	93%	12%
	Non-Parent	45%	5%	4%	85%	43%	9%	7%	88%
<b>Adult care</b>	Yes	53%	55%	63%	48%	44%	52%	49%	36%
	No	47%	45%	37%	52%	56%	48%	51%	64%
<b>Employment status</b>	Working	86%	97%	100%	74%	84%	97%	89%	73%
	Full-time student	9%	0%	0%	17%	9%	0%	1%	20%
	Other	5%	2%	0%	9%	7%	3%	10%	8%
<b>Education status</b>	Less than college	44%	27%	33%	57%	38%	30%	43%	40%
	College+	56%	73%	67%	43%	62%	70%	57%	60%
<b>Age group</b>	18 - 24	36%	8%	8%	63%	34%	15%	7%	63%
	25 - 29	20%	14%	22%	23%	21%	18%	21%	23%
	30 - 34	19%	33%	30%	7%	21%	28%	34%	8%
	35 - 40	25%	45%	40%	7%	25%	40%	38%	6%
<b>Religion</b>	Buddhist	46%	48%	61%	39%	43%	51%	42%	37%
	Non-Religious	44%	41%	35%	49%	45%	40%	41%	50%
	Religious Non-Buddhist	10%	11%	4%	12%	12%	8%	17%	12%



## ANNEX 3: NORM OVERVIEW

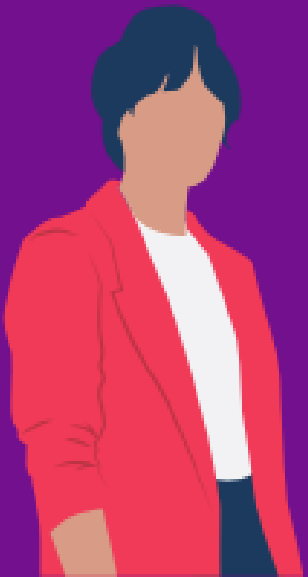
## NORM OVERVIEW

The 'Designer Toolkit' for each country showed one segment's rating on each of four dimensions within each gender norm. By contrast, the following slides show each segment in relation to other segments on each gender norm dimension. This view gives deeper insight into the challenges and opportunities for gender norm changes for each segment.

Going beyond the placement of segments, this annex also shows key sociodemographic and behavioural groups in relation to each other on each gender norm dimension, displaying separate markers for men and women within these groups.

All slider charts in this chapter and in the report as a whole show a 95% confidence interval around the point estimate, which denotes the median value for that group. There is a degree of uncertainty inherent in survey research. The interpretation of the confidence interval is that we are 95% certain that the true value is contained within this range. The smaller the sample size, the greater the level of uncertainty, and the wider the associated confidence interval.

When confidence intervals overlap, we cannot say with certainty that the two groups are truly different from one another on this dimension.





# CARING ROLES – INDONESIA



Leaning traditional, traditional on family income



Neutral, leaning traditional on family income



Neutral, leaning traditional on family income and job segregation



Neutral, leaning progressive on leadership



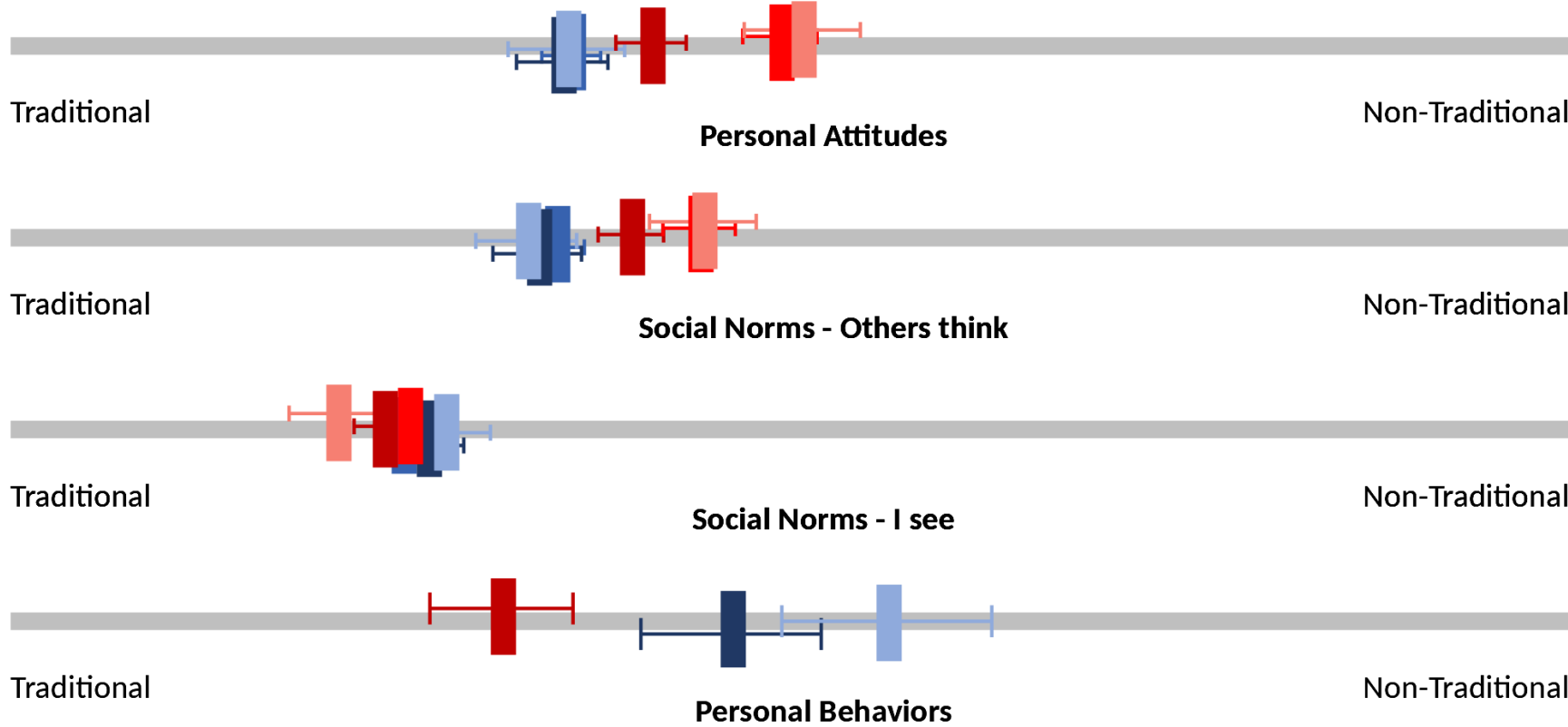
Traditional



Traditional, leaning traditional on job segregation



Leaning traditional





# FAMILY INCOME – INDONESIA



Leaning traditional, traditional on family income



Neutral, leaning traditional on family income



Neutral, leaning traditional on family income and job segregation



Neutral, leaning progressive on leadership



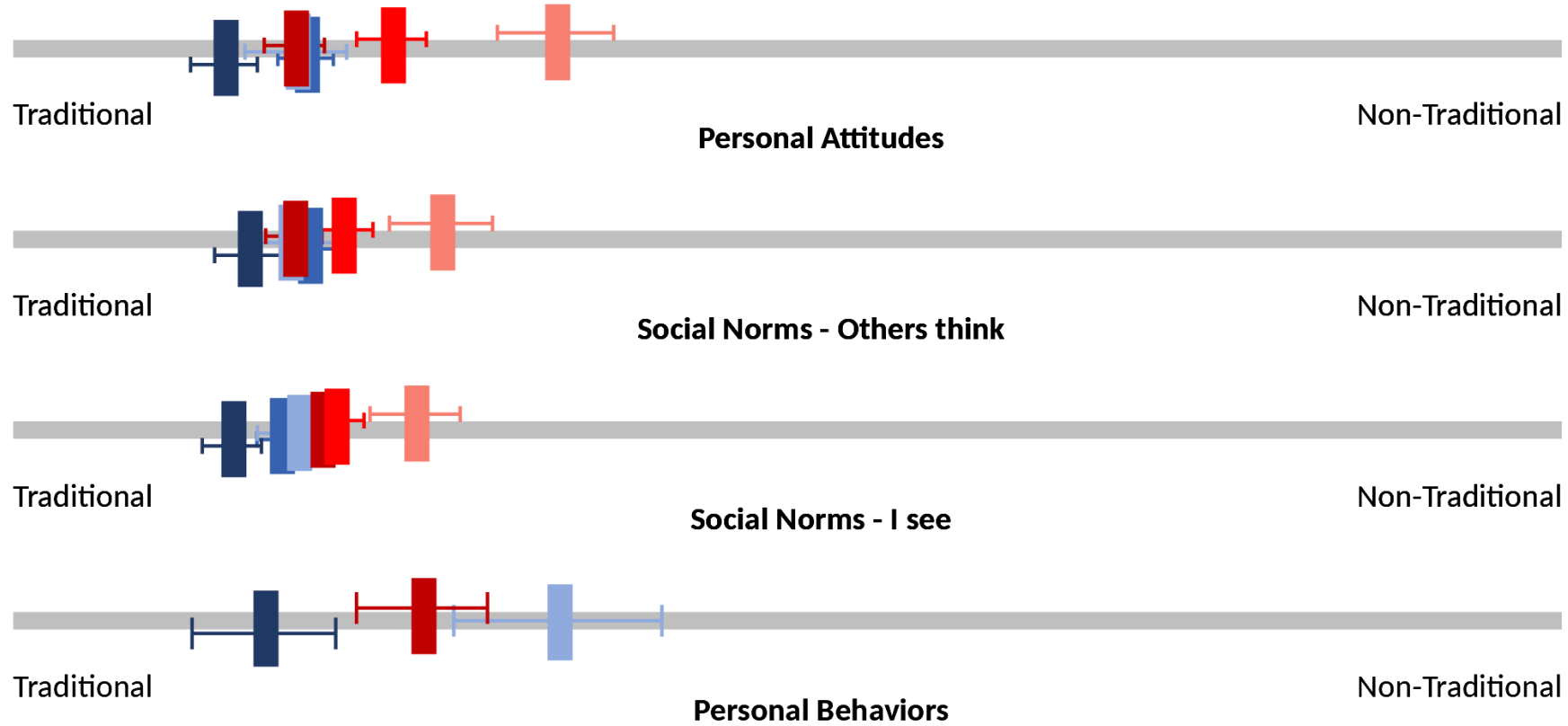
Traditional



Traditional, leaning traditional on job segregation



Leaning traditional





# JOB SEGREGATION – INDONESIA



Leaning traditional, traditional on family income



Neutral, leaning traditional on family income



Neutral, leaning traditional on family income and job segregation



Neutral, leaning progressive on leadership



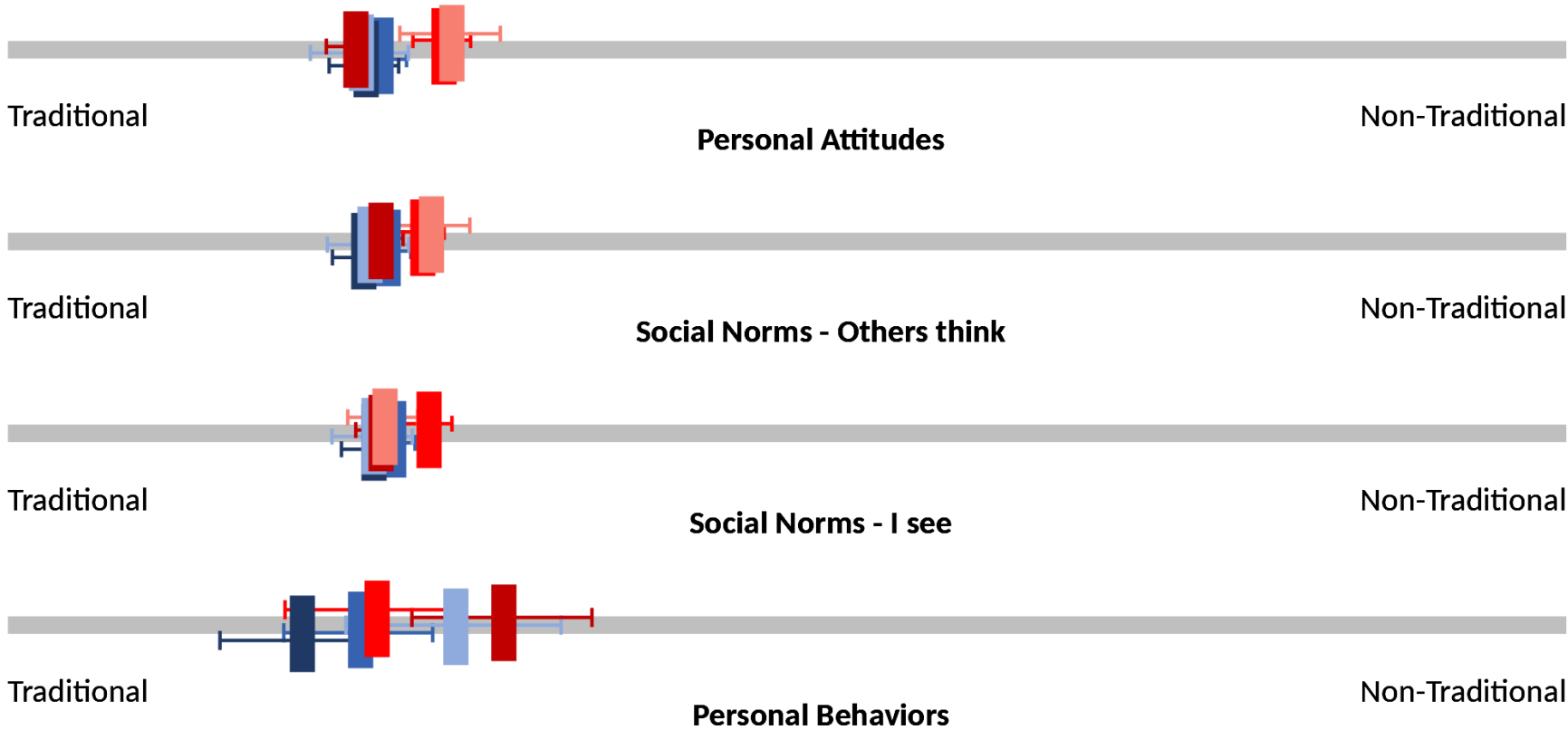
Traditional



Traditional, leaning traditional on job segregation



Leaning traditional





# LEADERSHIP – INDONESIA



Leaning traditional, traditional on family income



Neutral, leaning traditional on family income



Neutral, leaning traditional on family income and job segregation



Neutral, leaning progressive on leadership



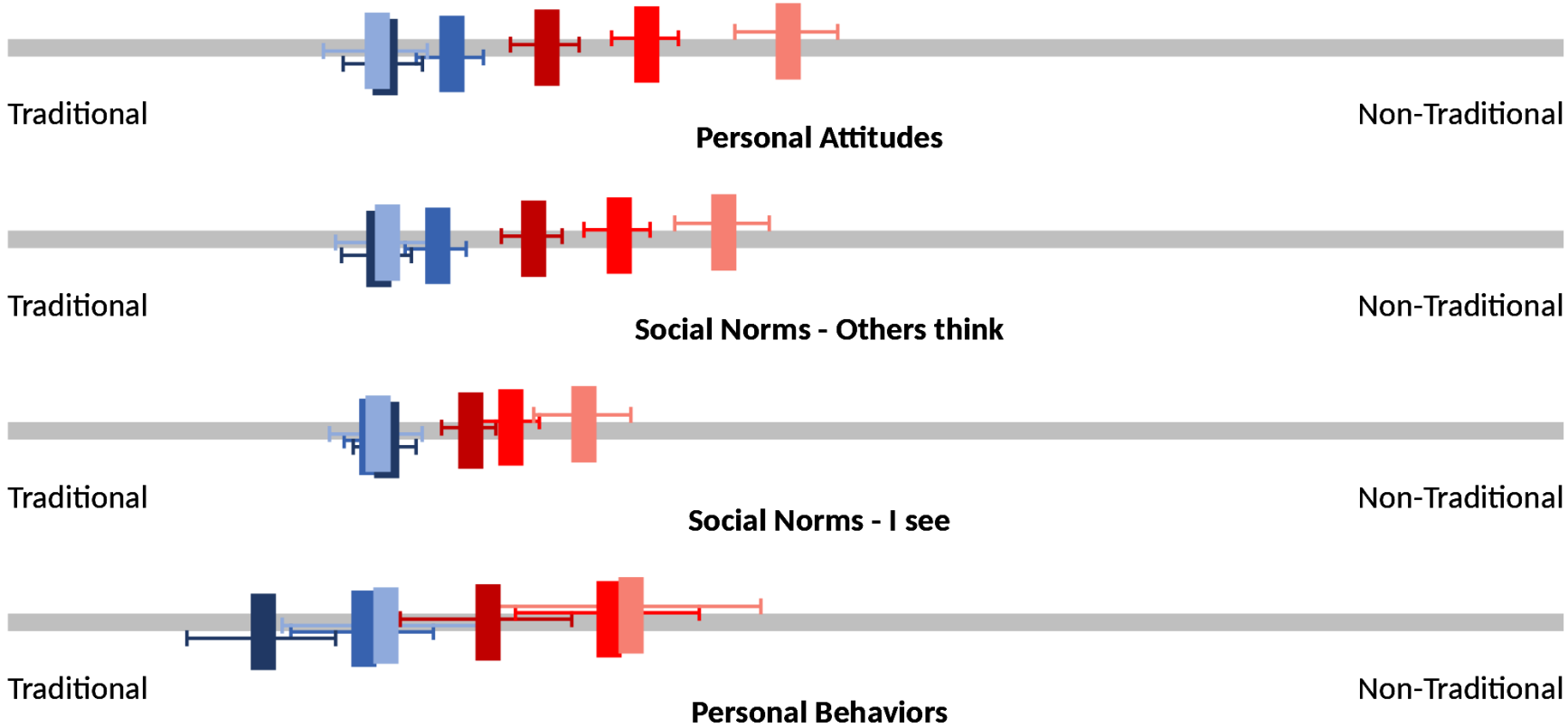
Traditional



Traditional, leaning traditional on job segregation



Leaning traditional





# CARING ROLES – PHILIPPINES



Neutral, leaning progressive on leadership, leaning traditional on caring roles



Leaning progressive, especially on leadership



Progressive



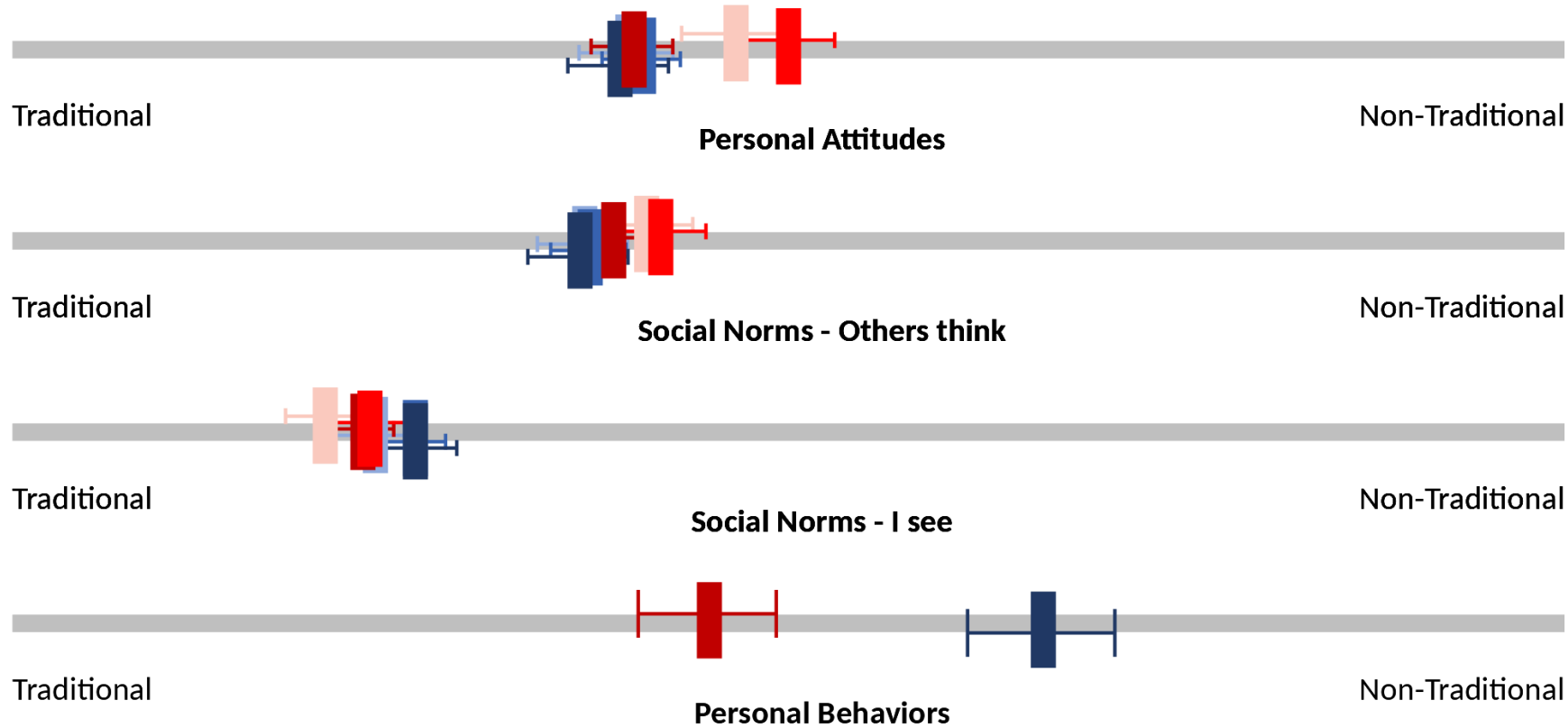
Neutral



Neutral, leaning progressive on leadership



Leaning progressive





# FAMILY INCOME – PHILIPPINES



Neutral, leaning progressive on leadership, leaning traditional on caring roles



Leaning progressive, especially on leadership



Progressive



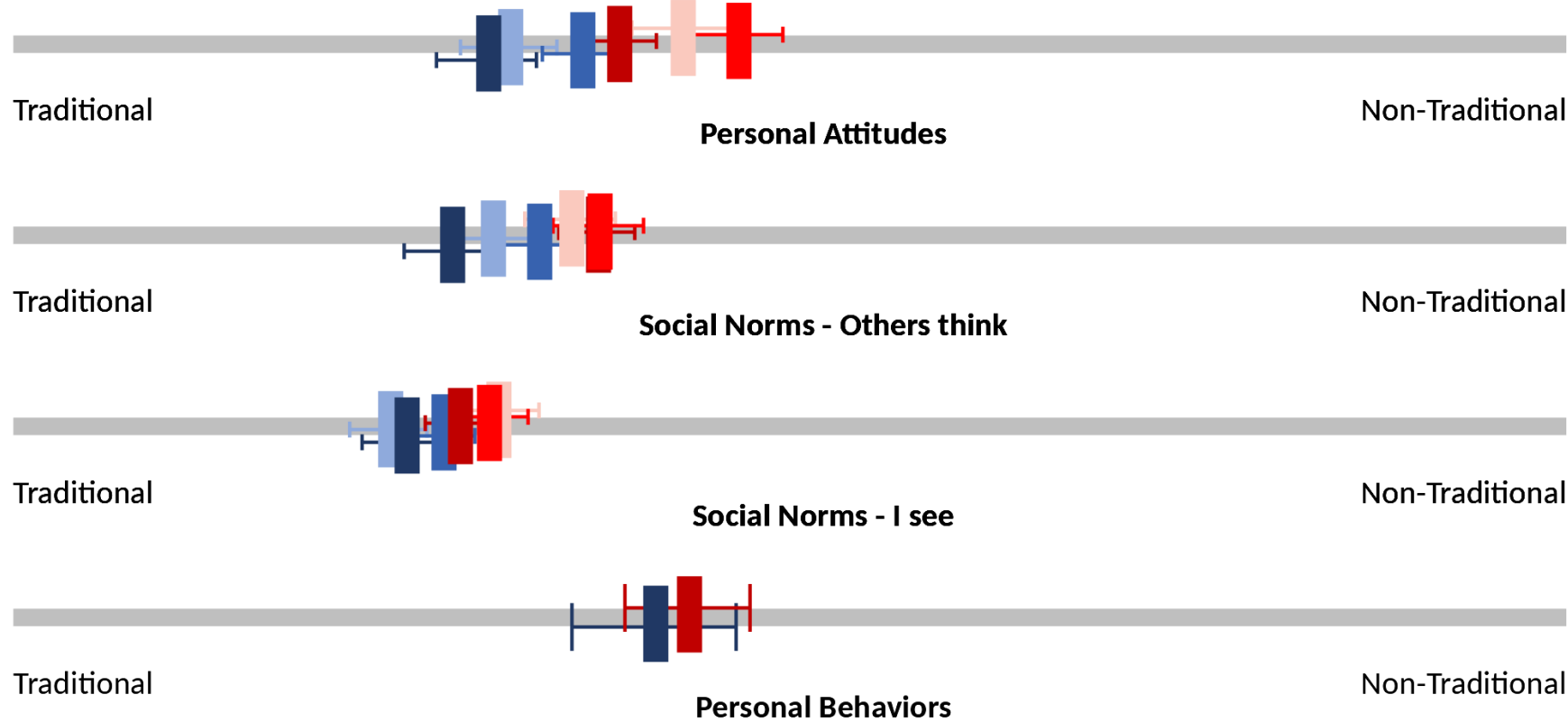
Neutral



Neutral, leaning progressive on leadership



Leaning progressive







# JOB SEGREGATION – PHILIPPINES



Neutral, leaning progressive on leadership, leaning traditional on caring roles



Leaning progressive, especially on leadership



Progressive



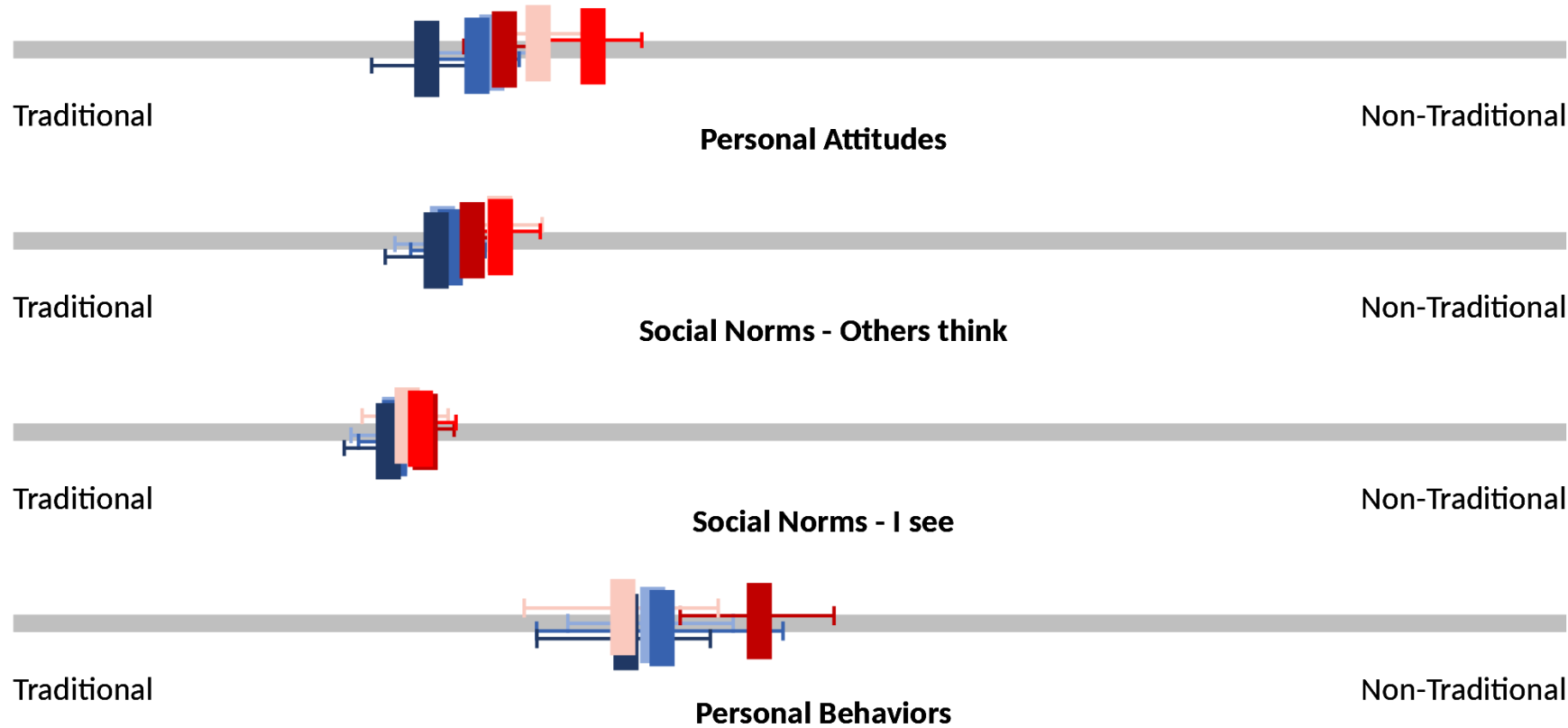
Neutral



Neutral, leaning progressive on leadership



Leaning progressive





# LEADERSHIP – PHILIPPINES



Neutral, leaning progressive on leadership, leaning traditional on caring roles



Leaning progressive, especially on leadership



Progressive



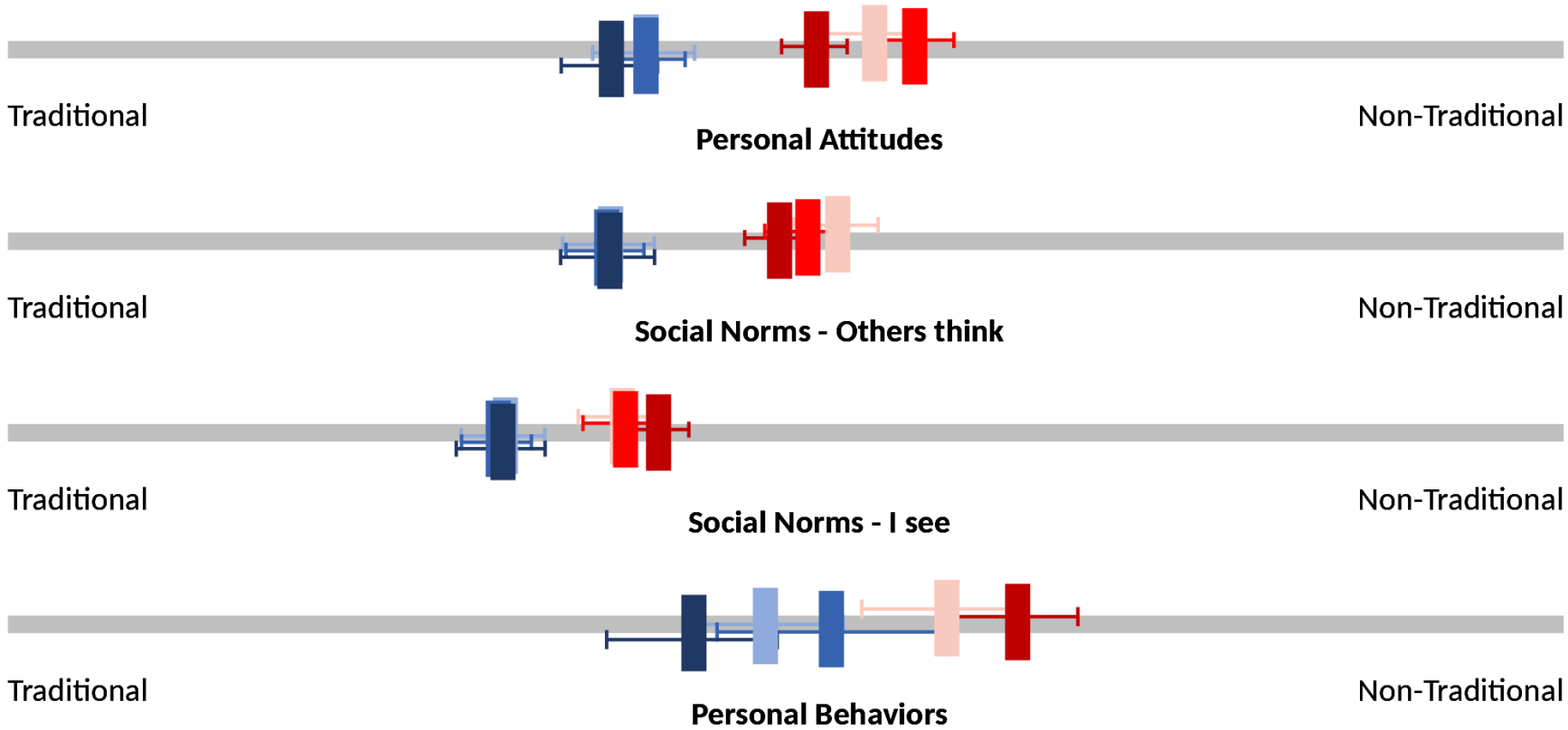
Neutral



Neutral, leaning progressive on leadership



Leaning progressive





# CARING ROLES – VIETNAM



Neutral



Neutral, progressive on leadership



Progressive



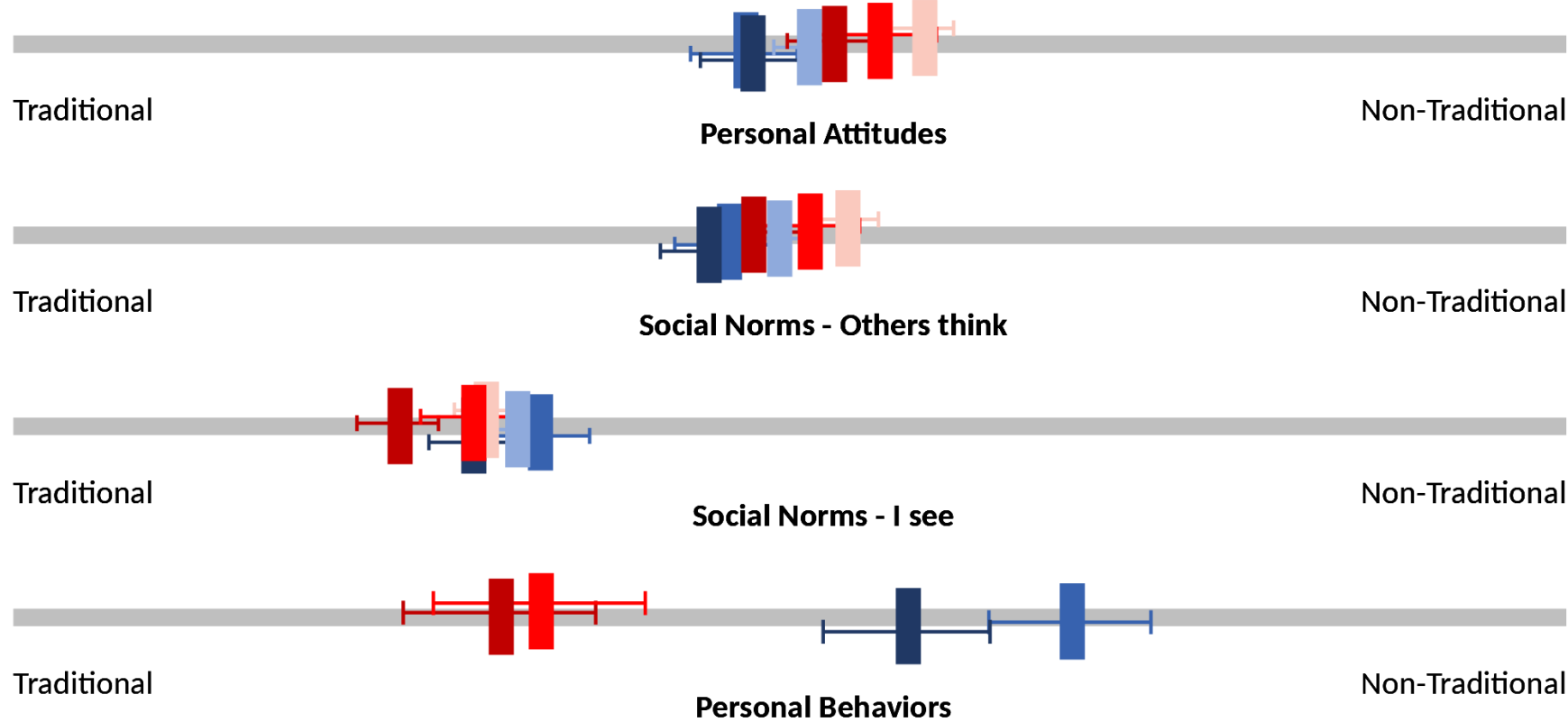
Neutral, leaning progressive



Leaning progressive



Progressive





# FAMILY INCOME – VIETNAM



Neutral



Neutral, progressive on leadership



Progressive



Neutral, leaning progressive

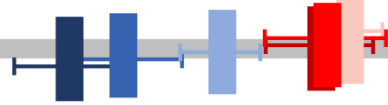


Leaning progressive



Progressive

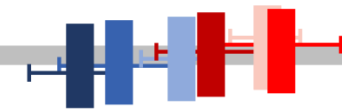
Traditional



Personal Attitudes

Non-Traditional

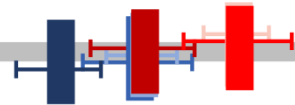
Traditional



Social Norms - Others think

Non-Traditional

Traditional



Social Norms - I see

Non-Traditional

Traditional



Personal Behaviors

Non-Traditional



# JOB SEGREGATION – VIETNAM



Neutral



Neutral, progressive on leadership



Progressive



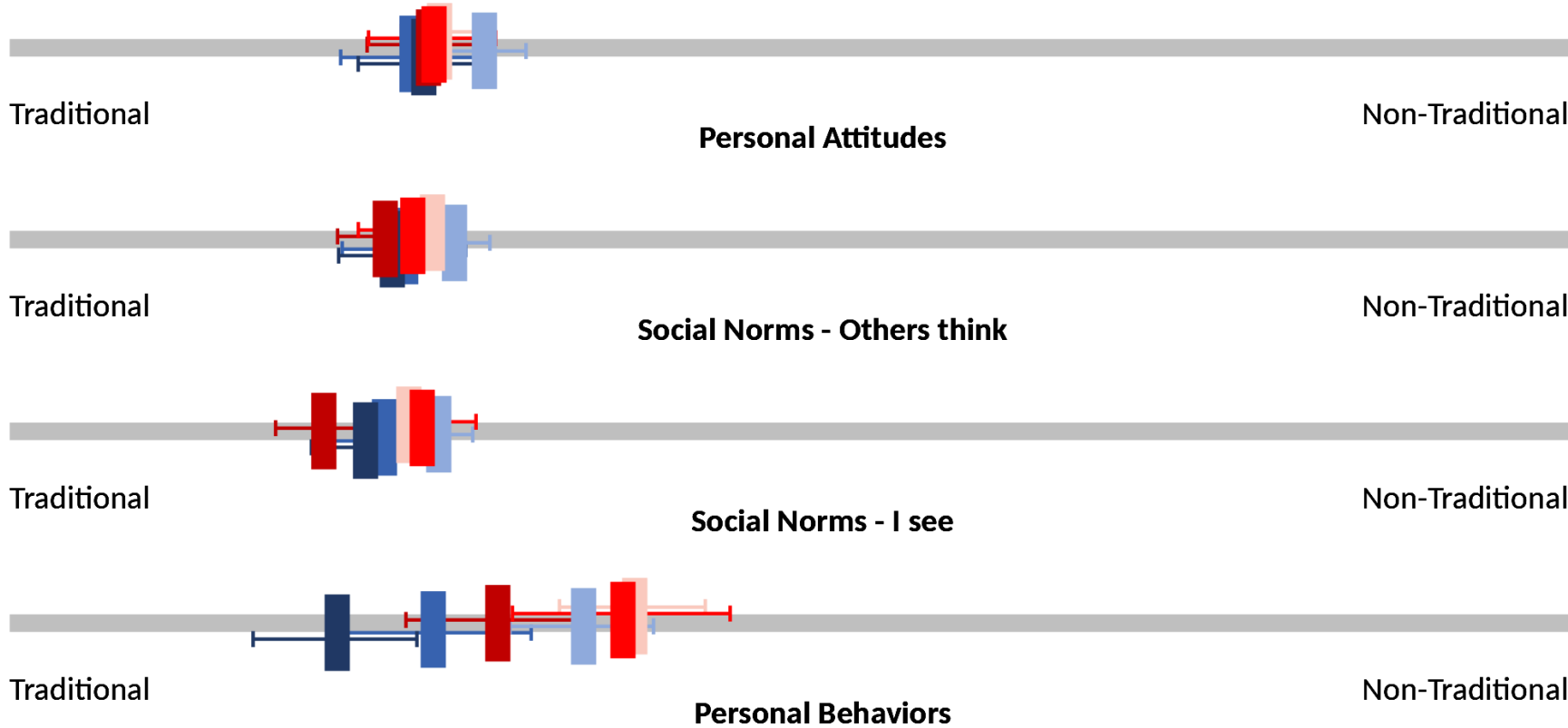
Neutral, leaning progressive



Leaning progressive



Progressive





# LEADERSHIP – VIETNAM



Neutral



Neutral, progressive on leadership



Progressive



Neutral, leaning progressive

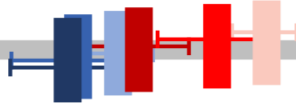


Leaning progressive



Progressive

Traditional



Personal Attitudes

Non-Traditional

Traditional



Social Norms - Others think

Non-Traditional

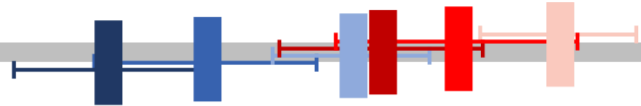
Traditional



Social Norms - I see

Non-Traditional

Traditional



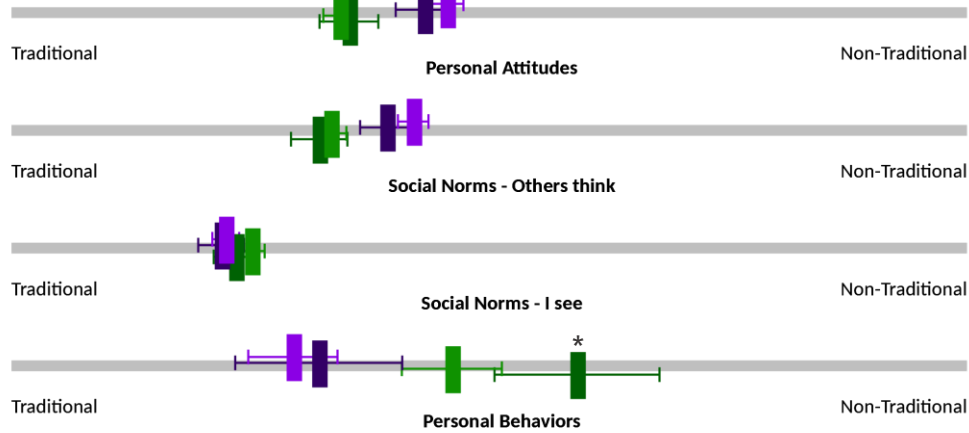
Personal Behaviors

Non-Traditional

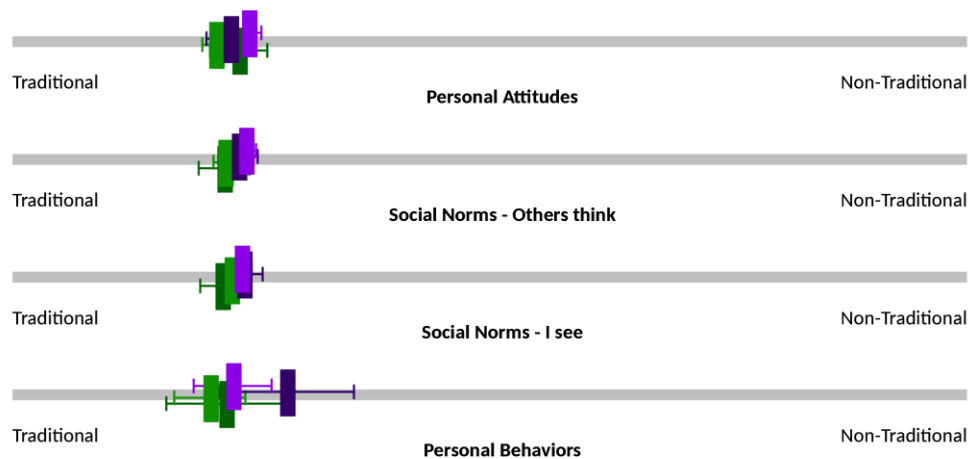
# ADULT CARE- INDONESIA



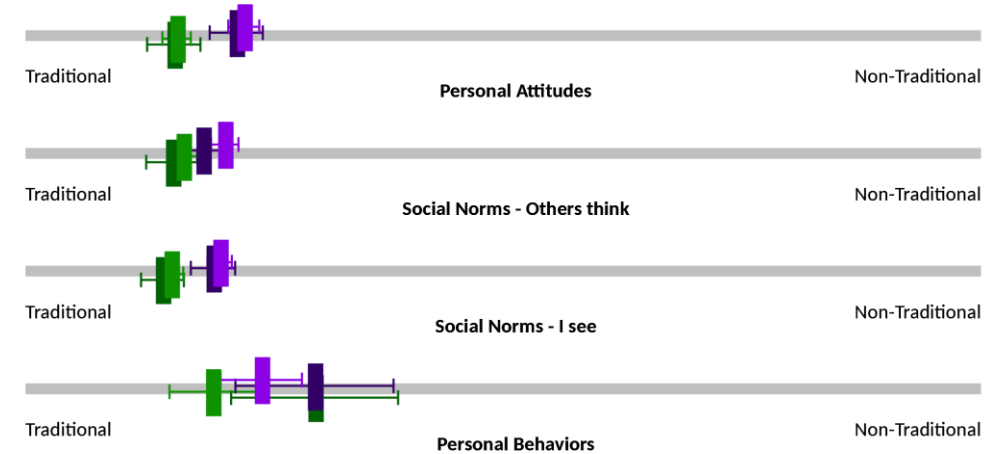
## Caring Roles



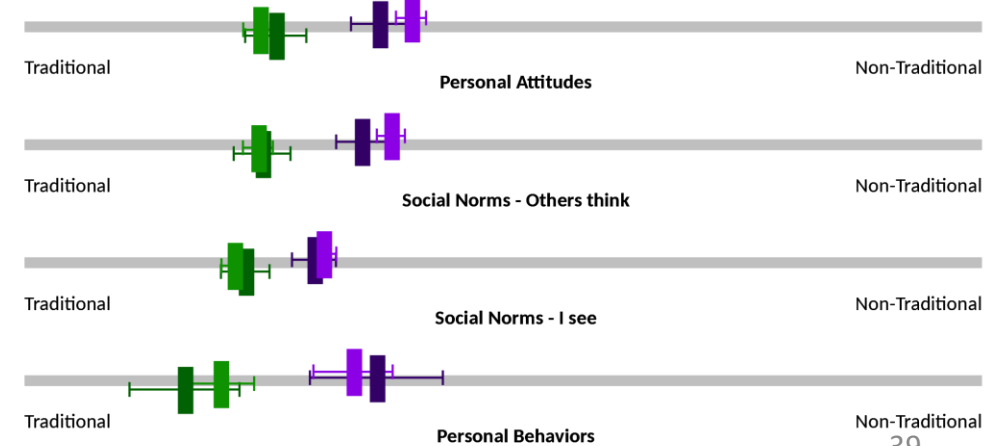
## Job Segregation



## Family Income



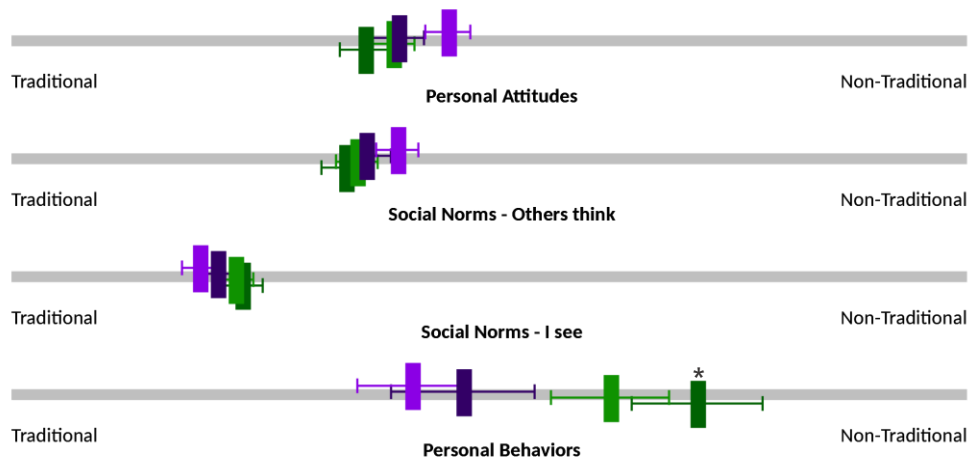
## Leadership



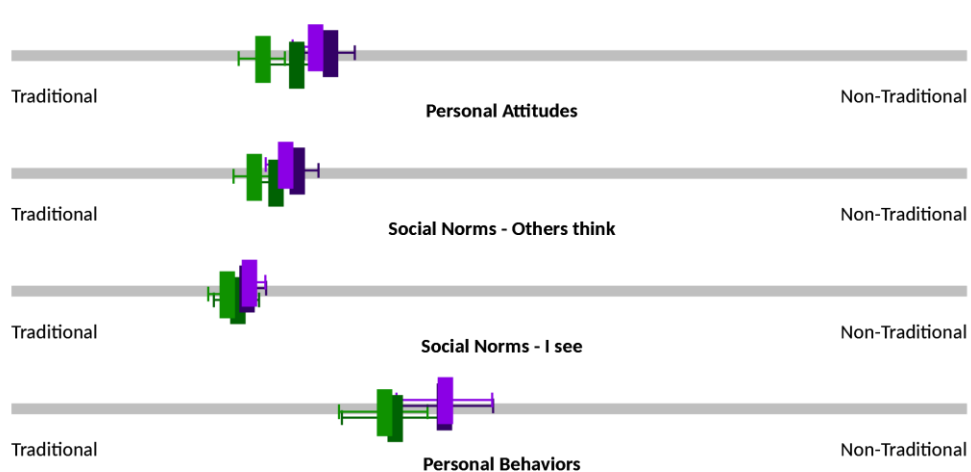
\* High uncertainty where personal behaviour bars reflect N<100 - Caring Roles: yes, M.



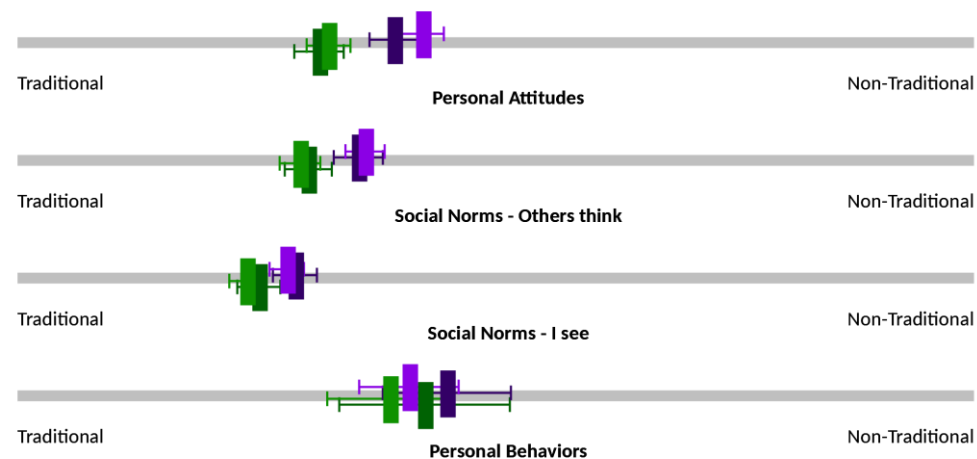
## Caring Roles



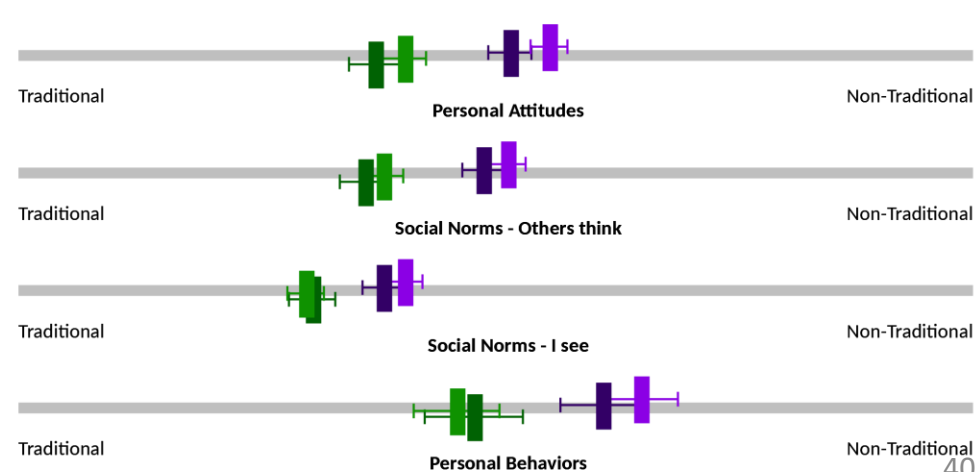
## Job Segregation



## Family Income



## Leadership

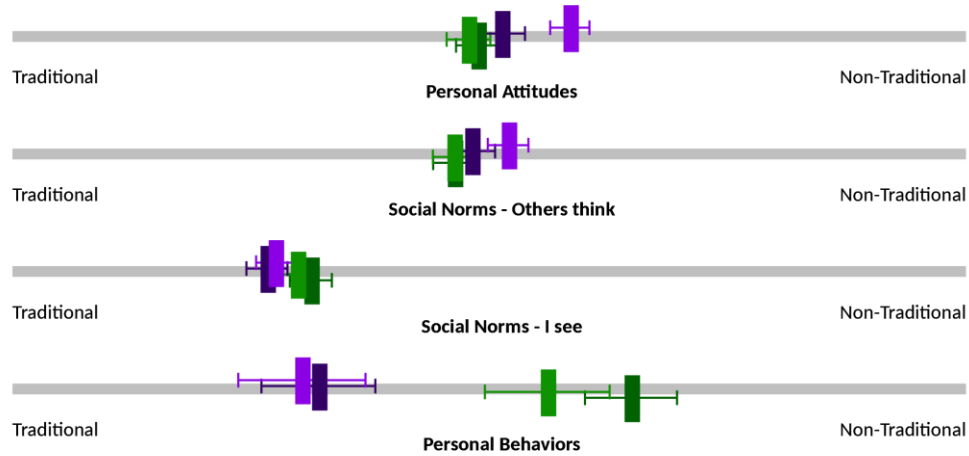


\* High uncertainty where personal behaviour bars reflect N<100 - Caring Roles: Yes, M.

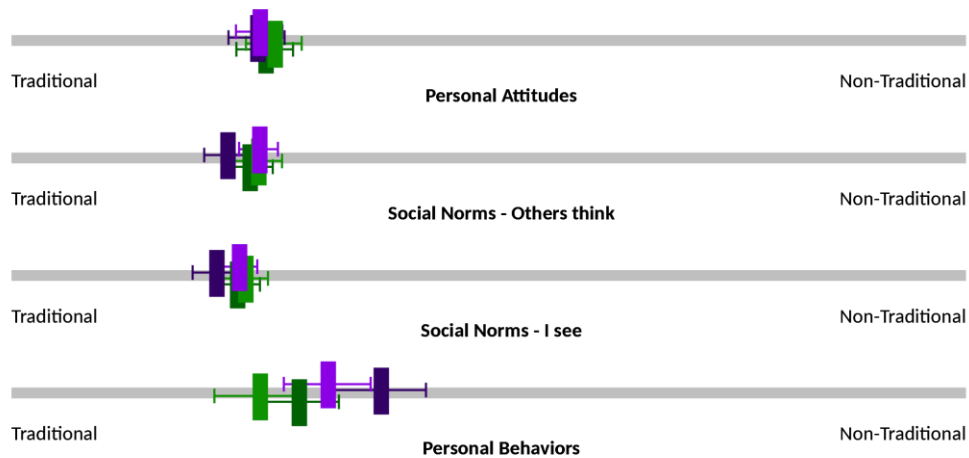




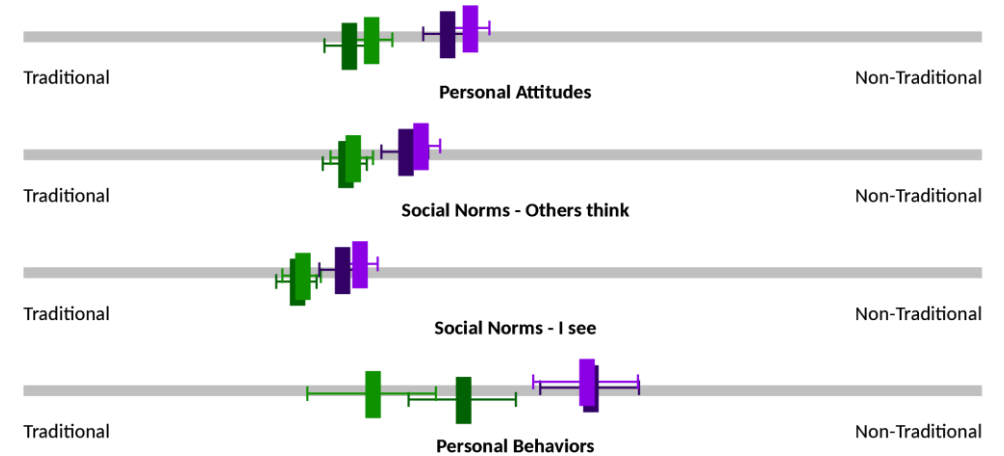
## Caring Roles



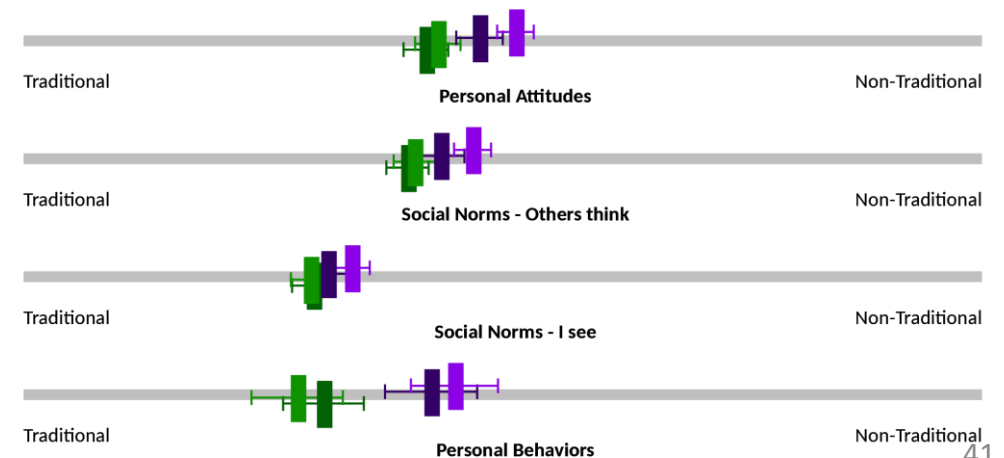
## Job Segregation



## Family Income



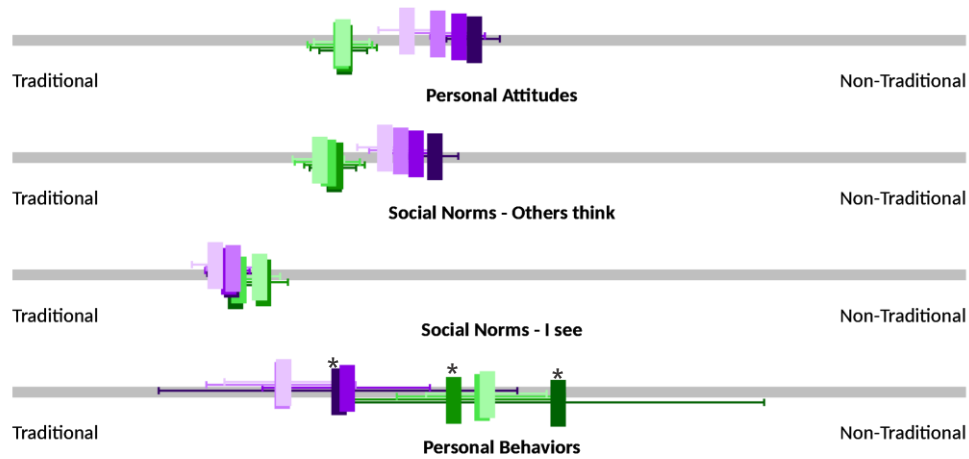
## Leadership



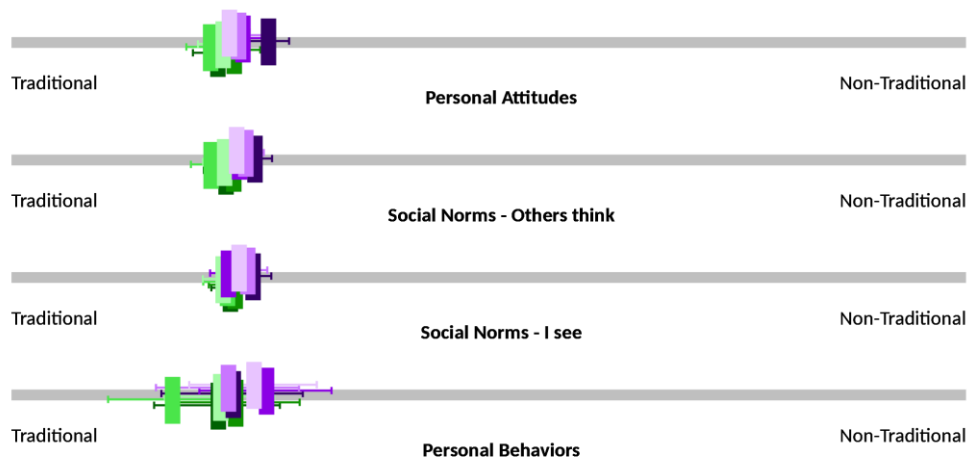
\* High uncertainty where personal behaviour bars reflect N<100 - Caring Roles: Yes, M.



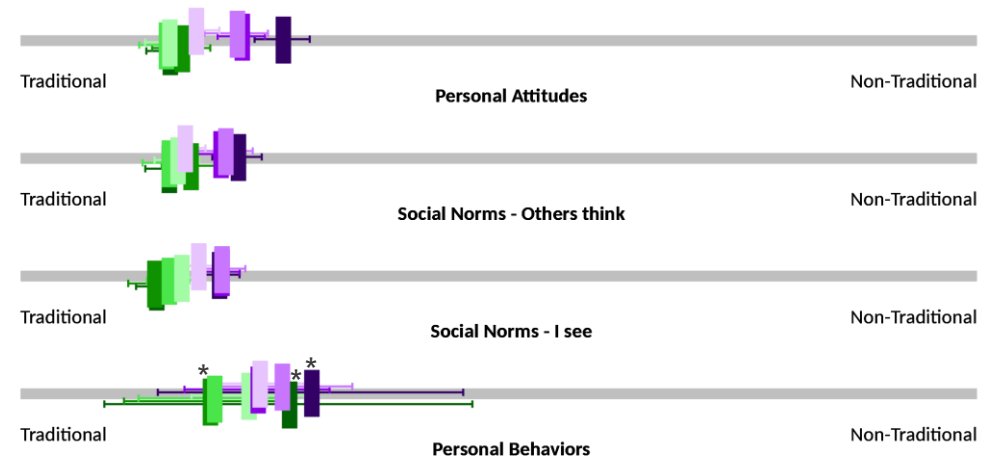
## Caring Roles



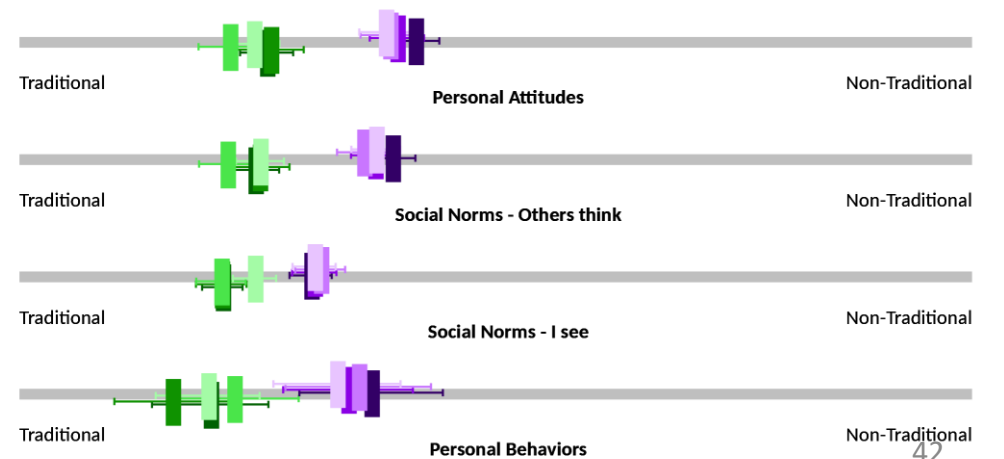
## Job Segregation



## Family Income



## Leadership



\* High uncertainty where personal behaviour bars reflect N<100 - Caring Roles: 18-24, M & F / 25-29, M. Family Income: 18-24, M & F / 25-29, M.

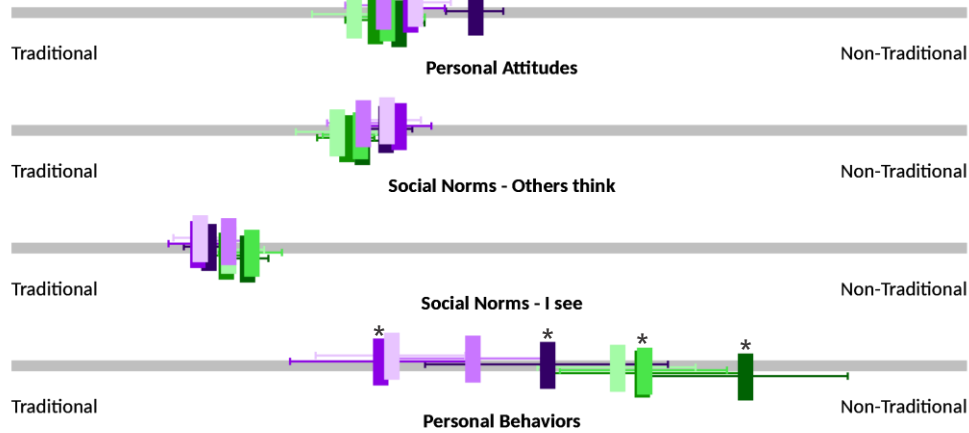
# AGE – PHILIPPINES



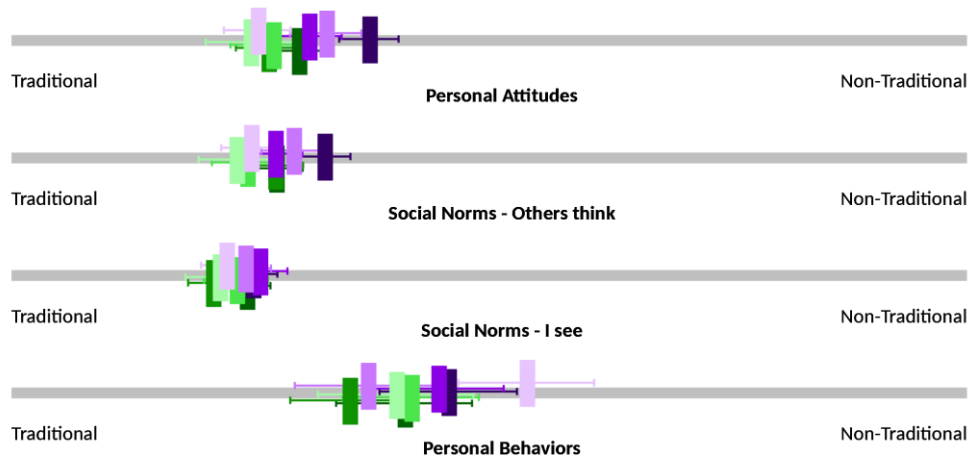
INVESTING IN WOMEN  
SMART ECONOMICS  
AN INITIATIVE OF THE AUSTRALIAN GOVERNMENT



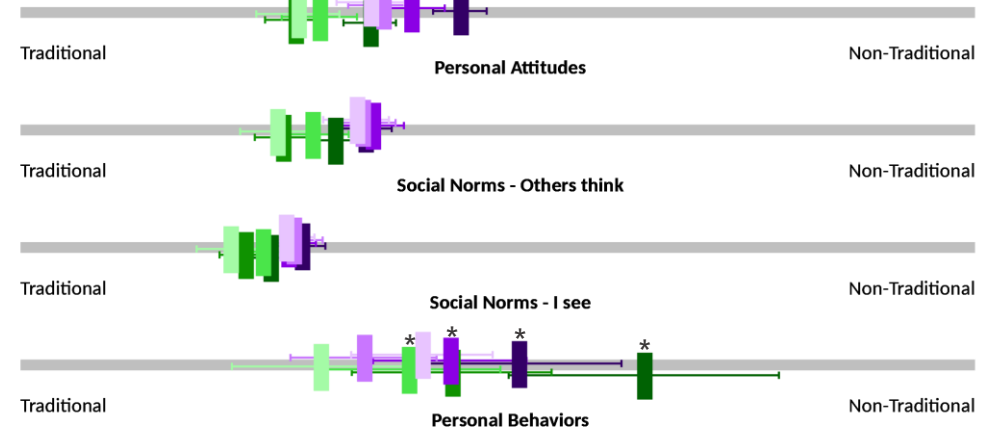
## Caring Roles



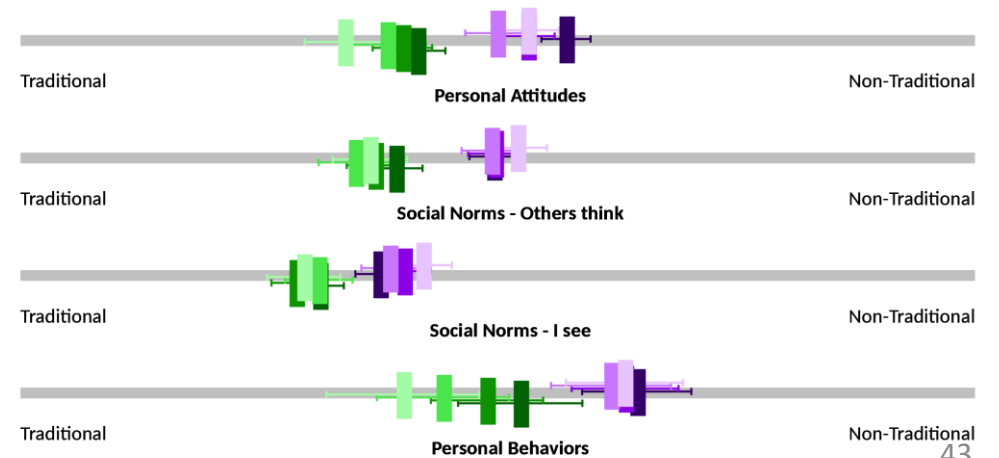
## Job Segregation



## Family Income



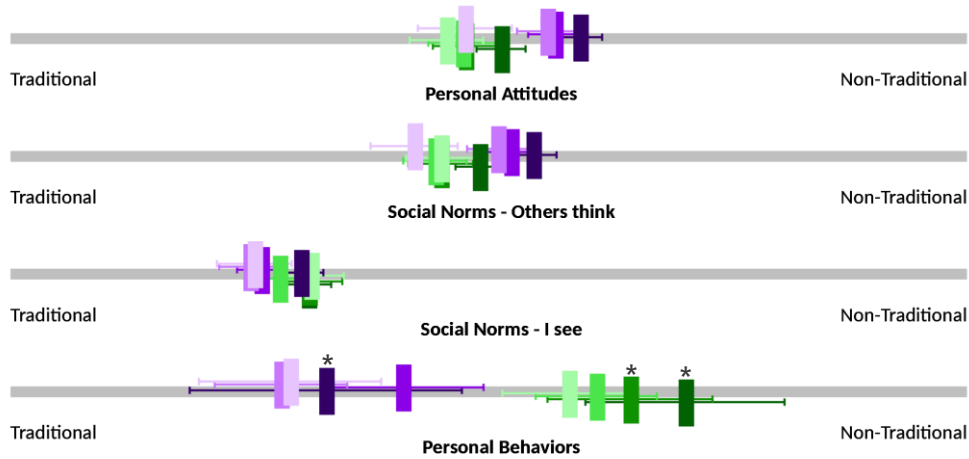
## Leadership



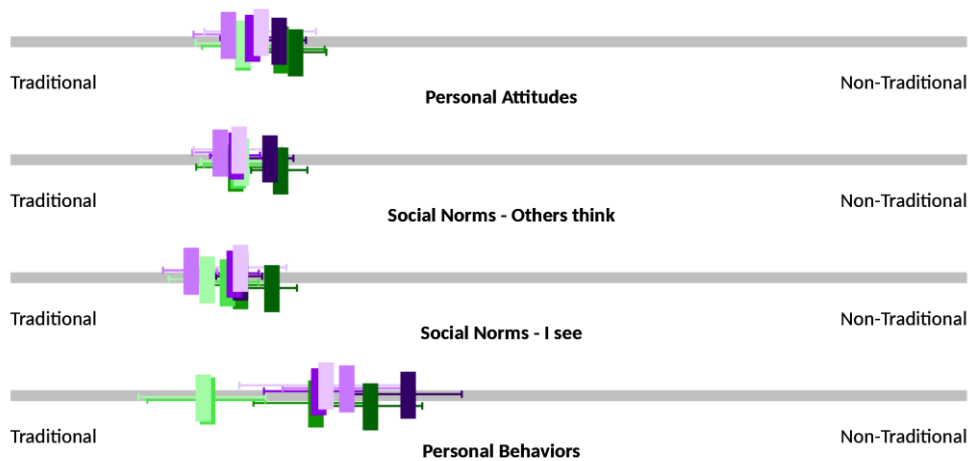
\* High uncertainty where personal behaviour bars reflect N<100 - Caring Roles: 18-24, M & F / 25-29, M & F 30-34, M. Family Income: 18-24, M & F / 25-29, M / 30-34, M.



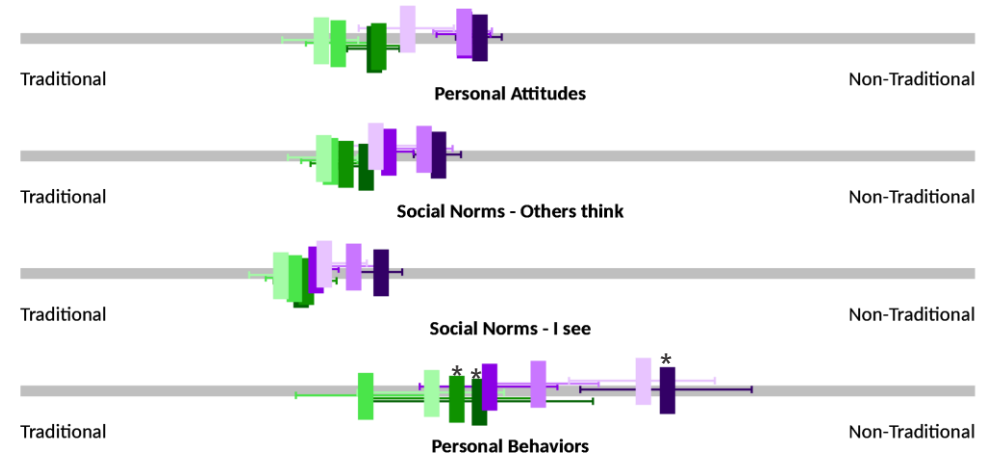
## Caring Roles



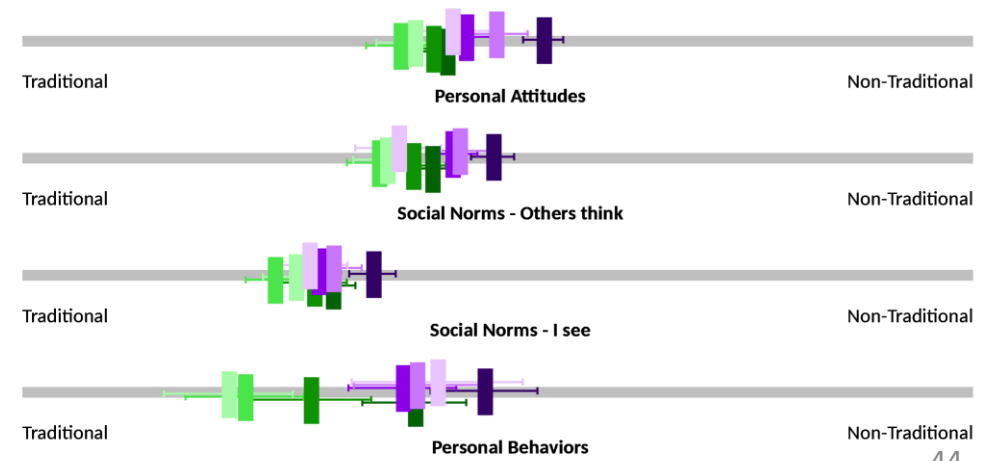
## Job Segregation



## Family Income



## Leadership



\* High uncertainty where personal behaviour bars reflect N<100 - Caring Roles: 18-24, M & F / 25-29, M. Family Income: 18-24, M & F / 25-29, M.

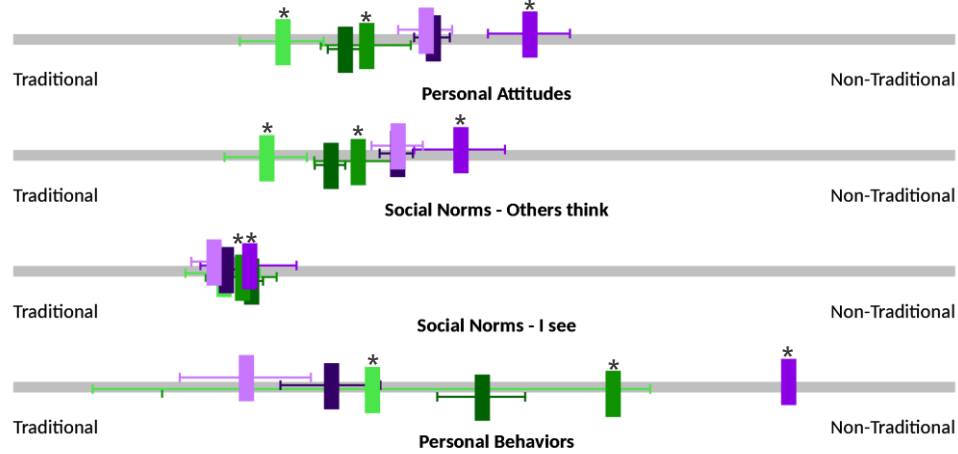
# EMPLOYMENT STATUS – INDONESIA



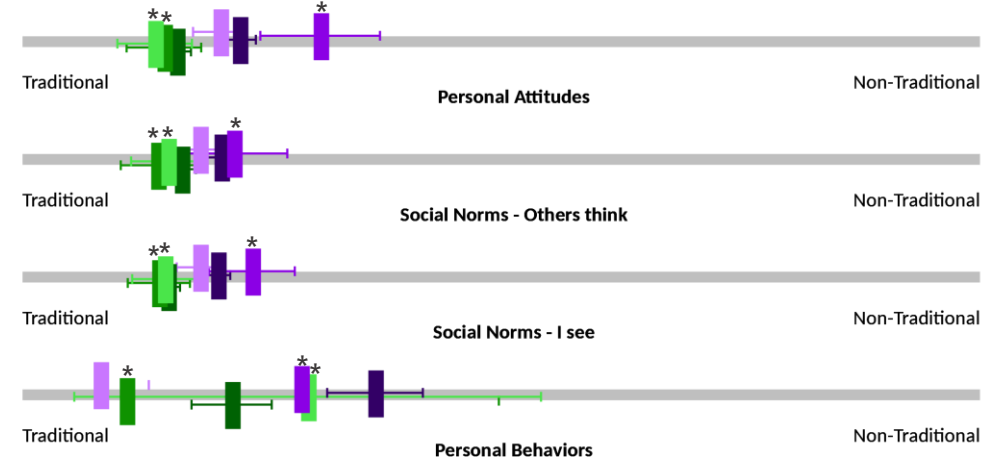
INVESTING IN WOMEN  
SMART ECONOMICS  
AN INITIATIVE OF THE AUSTRALIAN GOVERNMENT



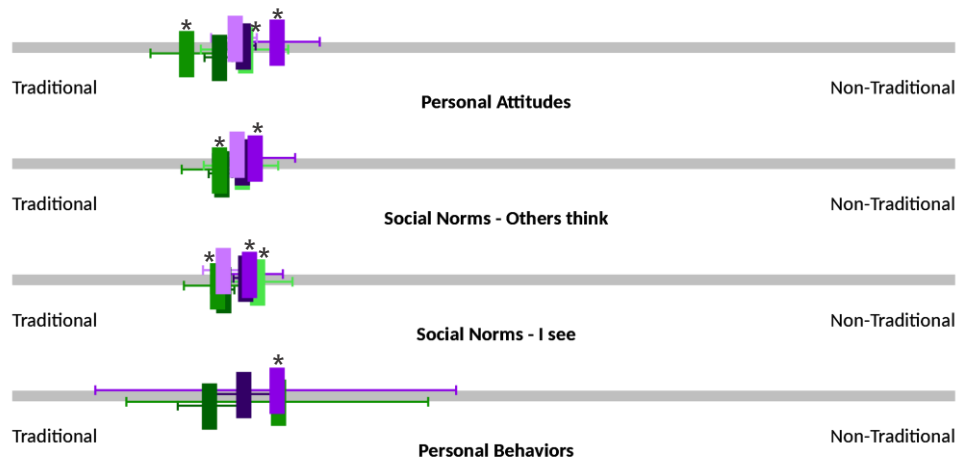
## Caring Roles



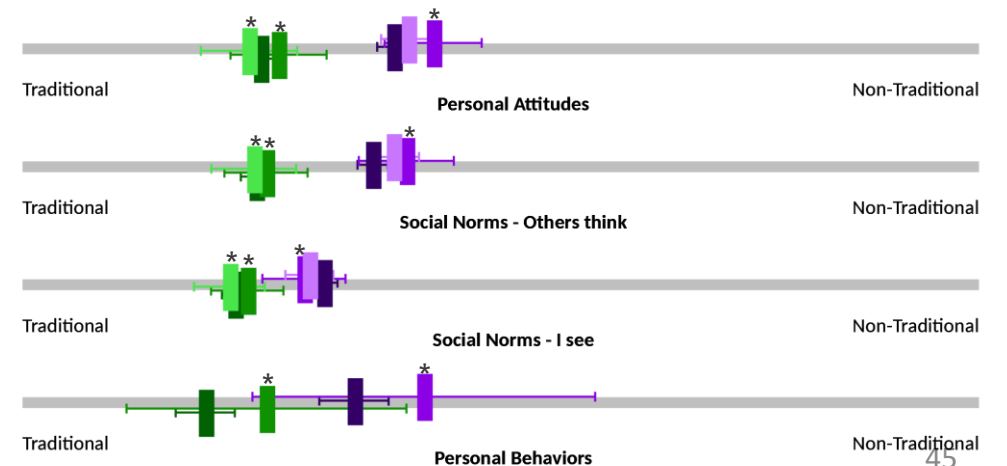
## Family Income



## Job Segregation



## Leadership



\* High uncertainty where personal attitudes / behaviour bars reflect N<100 - Caring Roles, Family Income, Job Segregation, and Leadership: FT student/Other, M & F.

\* High uncertainty where social Norms – I see/ Other think bars reflect N<100 – Caring Roles, Family Income, Job Segregation, and Leadership: FT student, M & F. Family Income: FT student/Other, M & F.

# EMPLOYMENT STATUS – PHILIPPINES

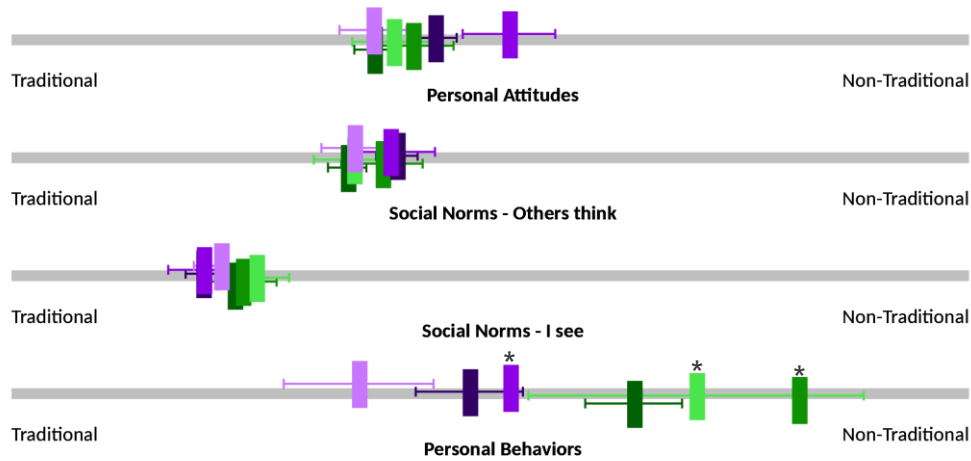


YouGov®

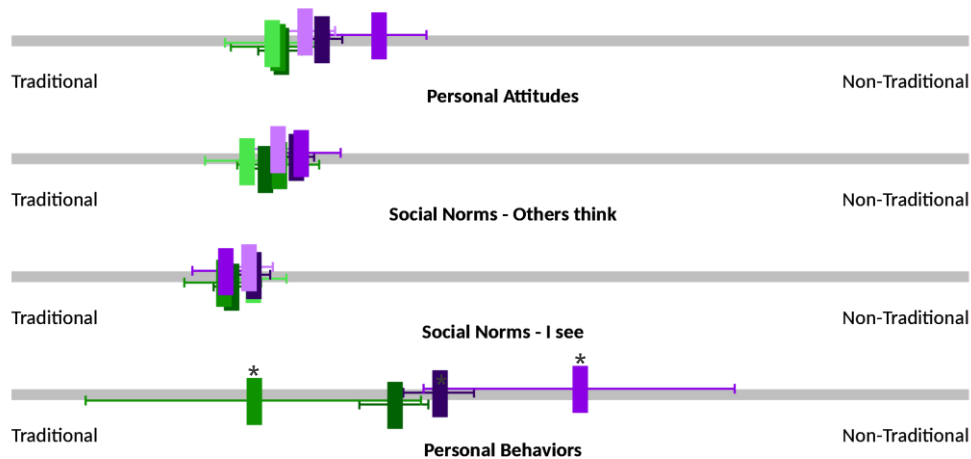
INVESTING IN WOMEN  
SMART ECONOMICS  
AN INITIATIVE OF THE AUSTRALIAN GOVERNMENT



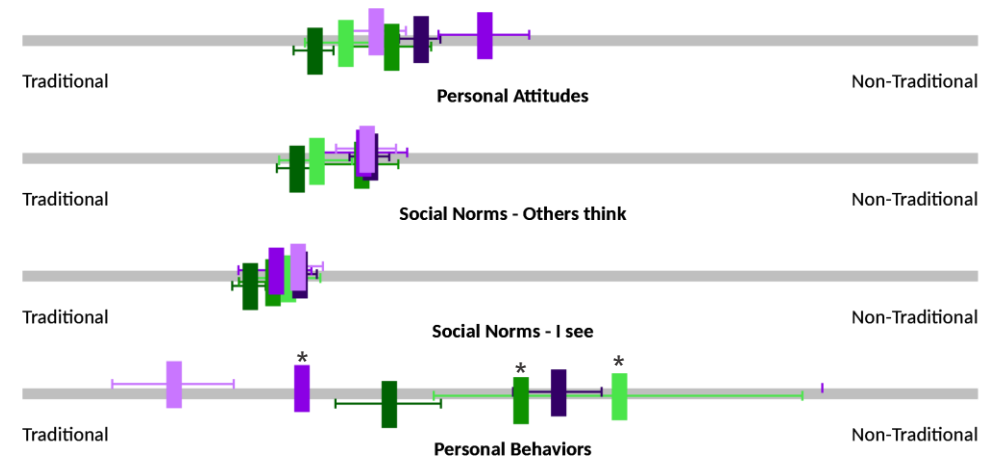
## Caring Roles



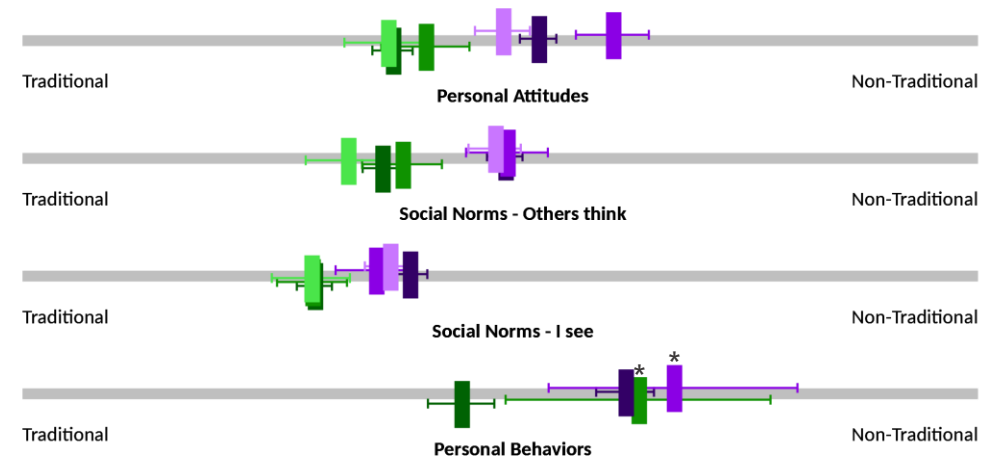
## Job Segregation



## Family Income



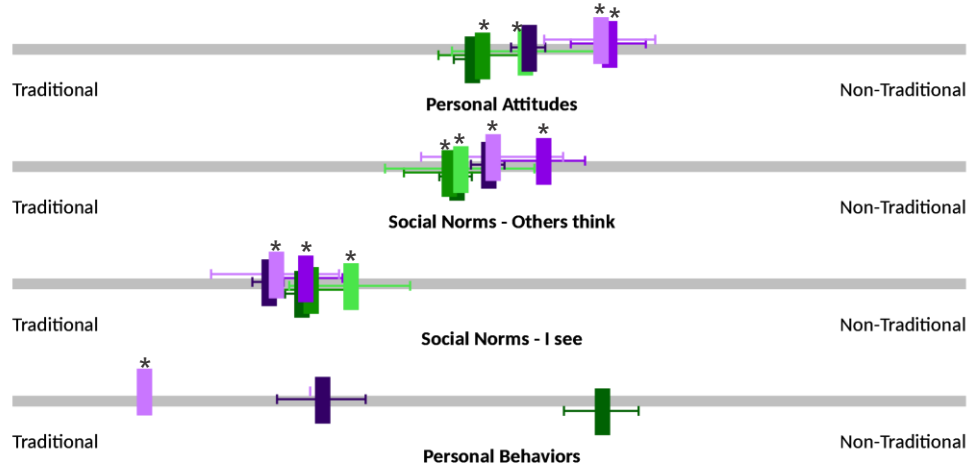
## Leadership



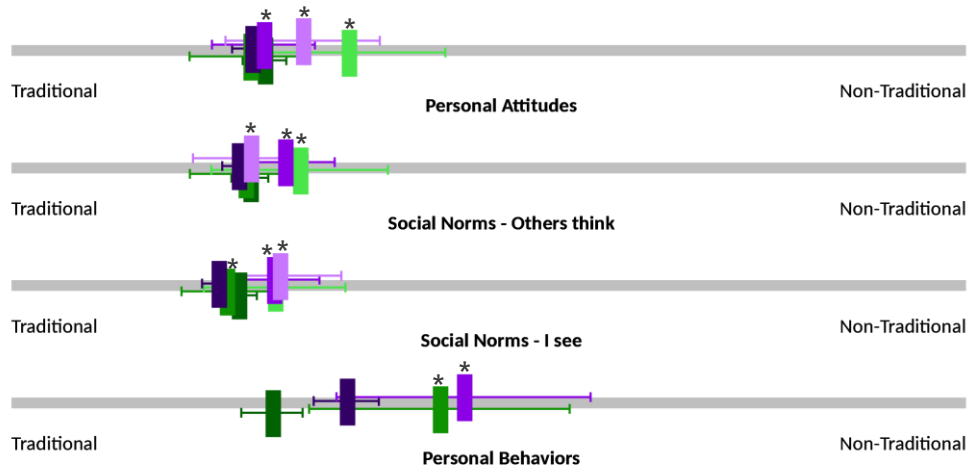
\* High uncertainty where personal behaviour bars reflect N<100 - Caring Roles, FT & Other, M / FT, F. Family Income, FT & Other, M / FT, F. Job Segregation, FT & Other, M / FT, F. Leadership: FT & Other, M / FT, F.



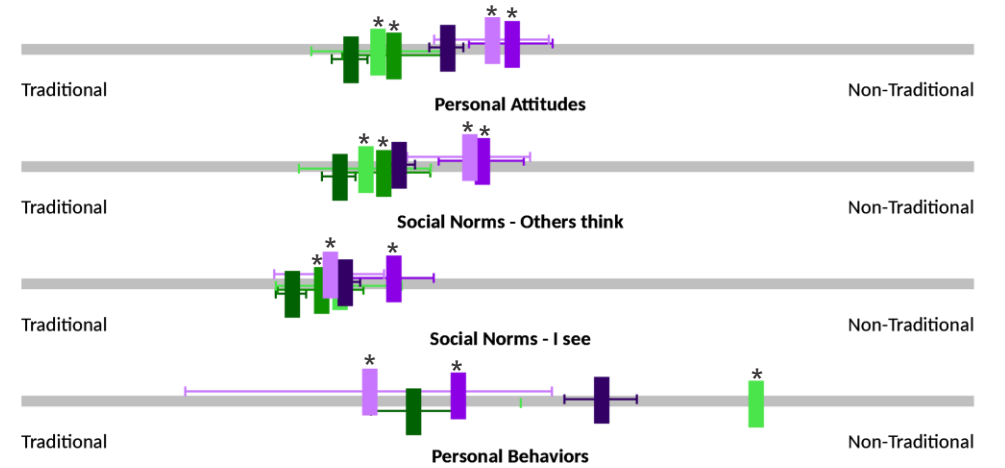
## Caring Roles



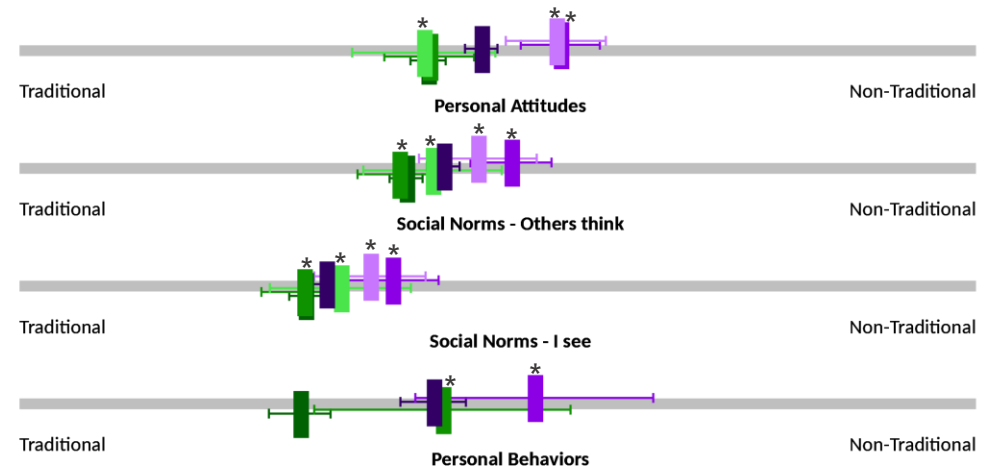
## Job Segregation



## Family Income



## Leadership

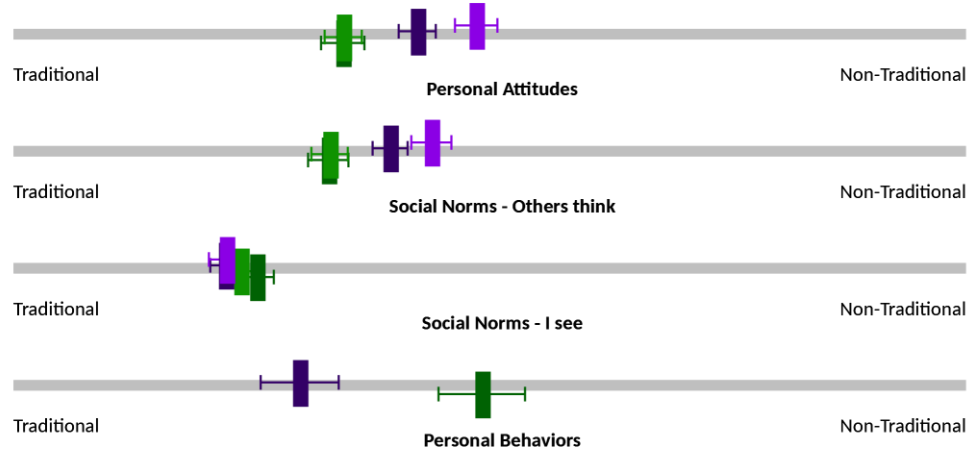


\* High uncertainty where personal attitudes / behaviour bars reflect N<100 - Caring Roles, Family Income, Job Segregation, and Leadership: FT student/Other, M & F.

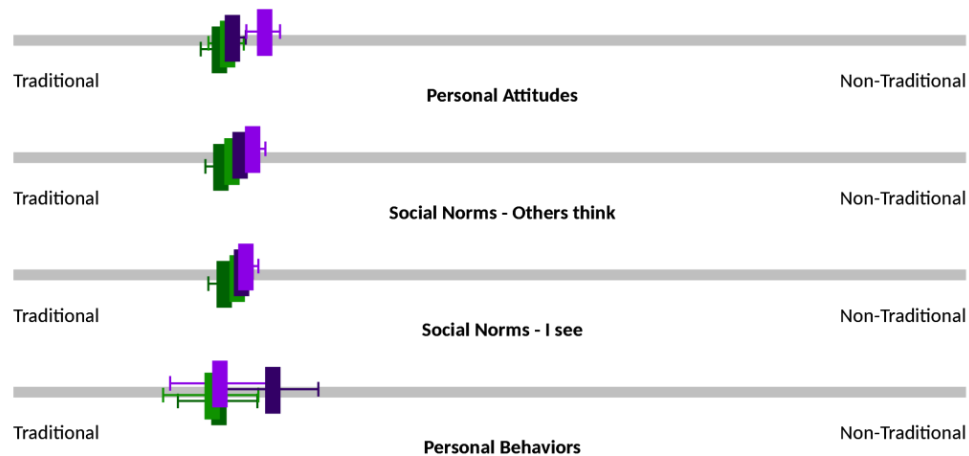
\* High uncertainty where social Norms – I see/ Other think bars reflect N<100 – Caring Roles, Family Income, Job Segregation, and Leadership: FT student, M & F. Family Income: FT student/Other, M & F.



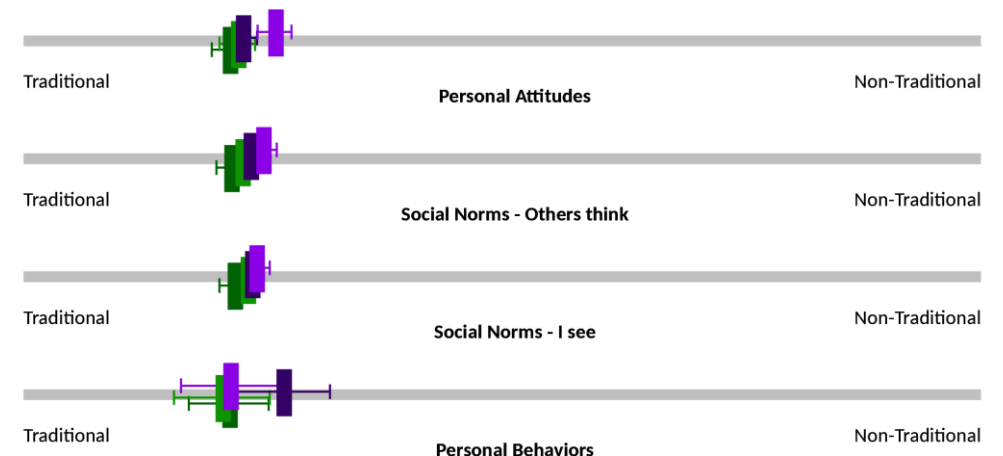
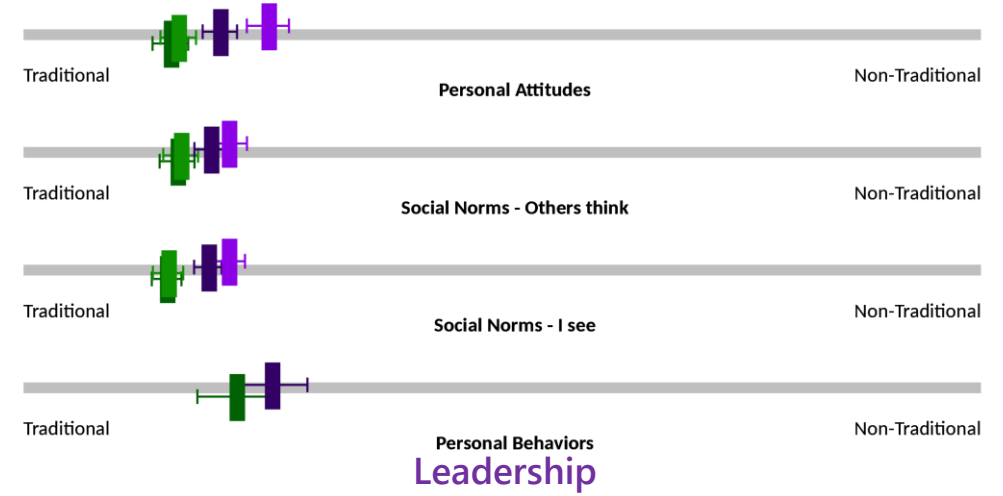
## Caring Roles



## Job Segregation



## Family Income

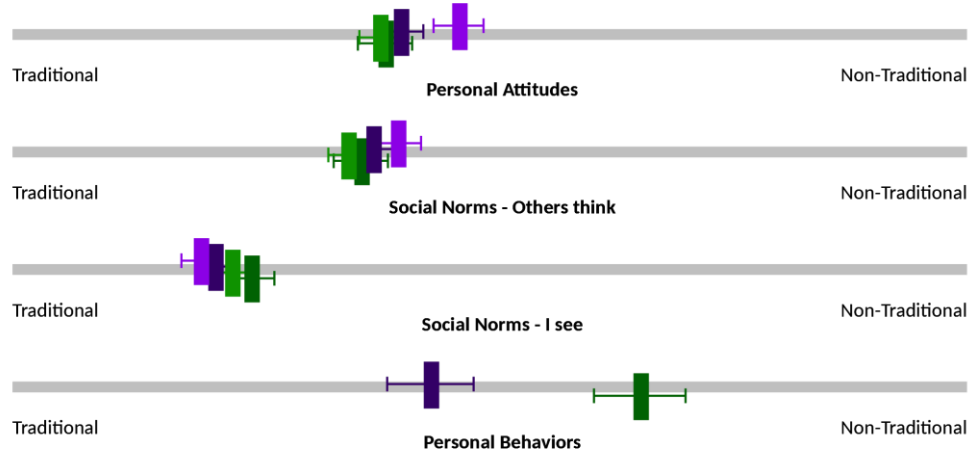


Note: No data for personal behaviour bars in Caring Roles and Family Income: Unpartnered, M & F.

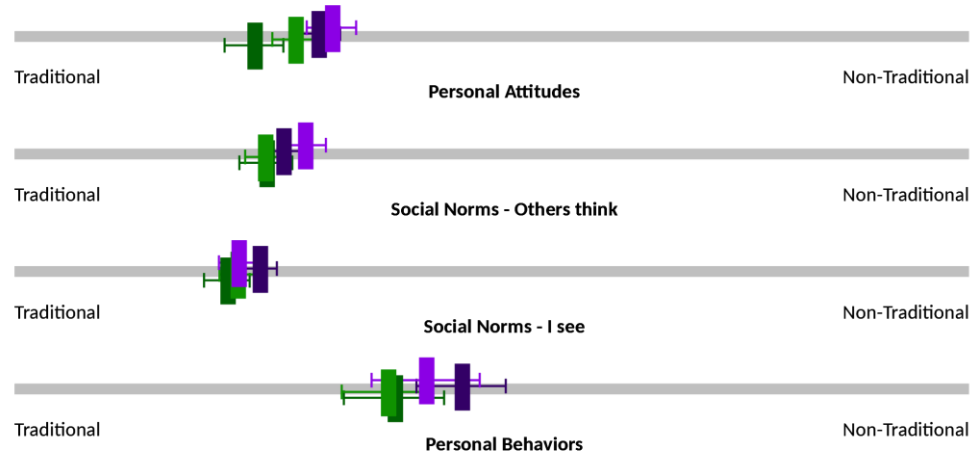




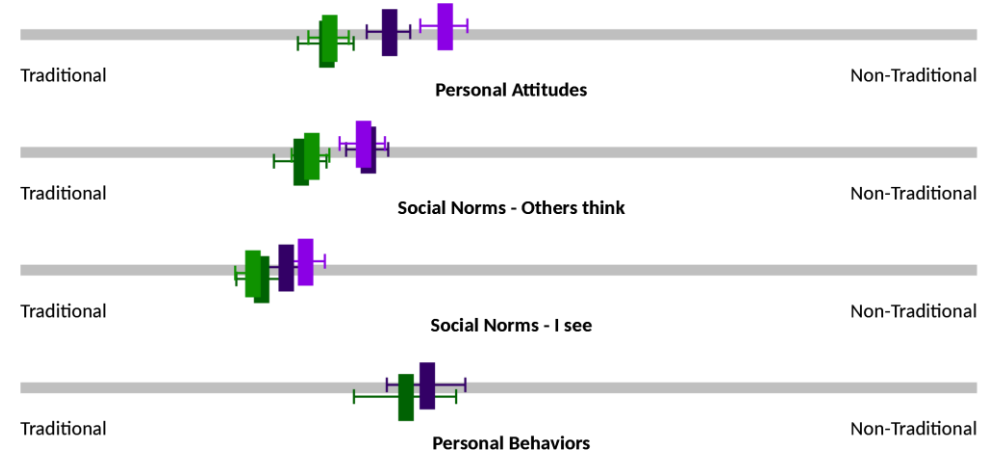
## Caring Roles



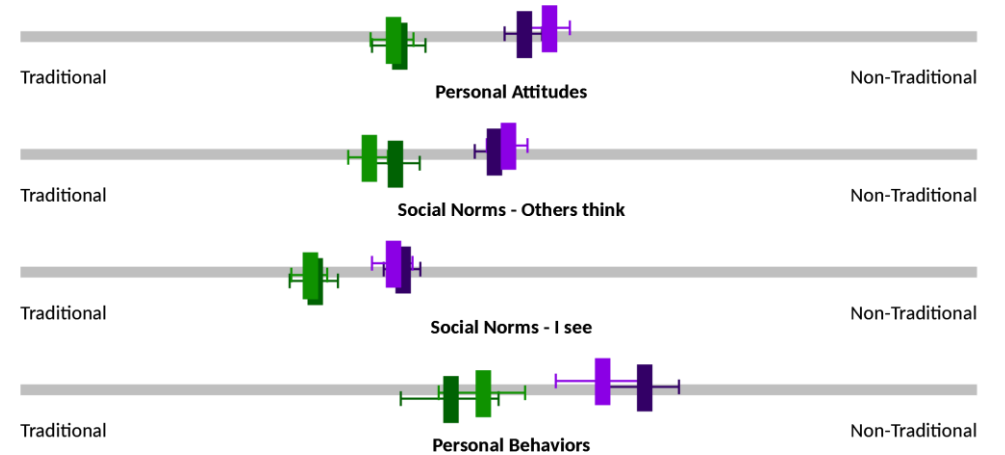
## Job Segregation



## Family Income



## Leadership



Note: No data for personal behaviour bars in Caring Roles and Family Income: Unpartnered, M & F.

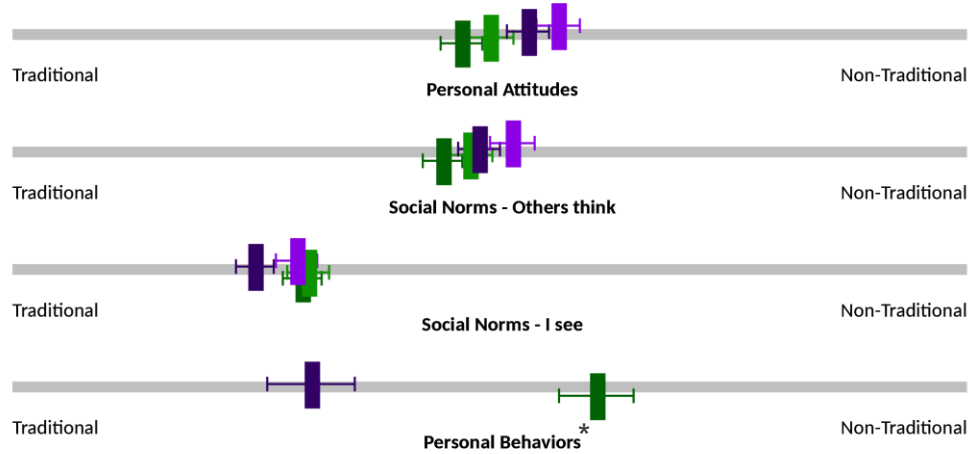
# MARITAL STATUS- VIETNAM



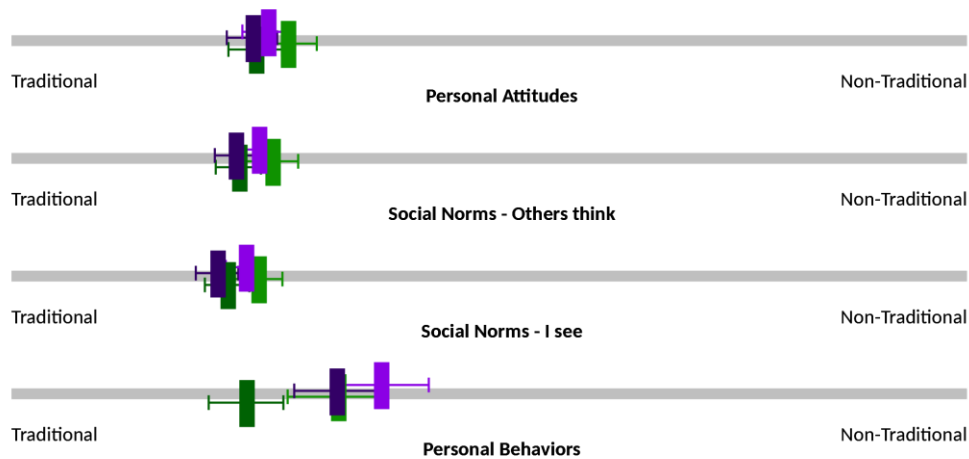
INVESTING IN WOMEN  
SMART ECONOMICS  
AN INITIATIVE OF THE AUSTRALIAN GOVERNMENT



## Caring Roles

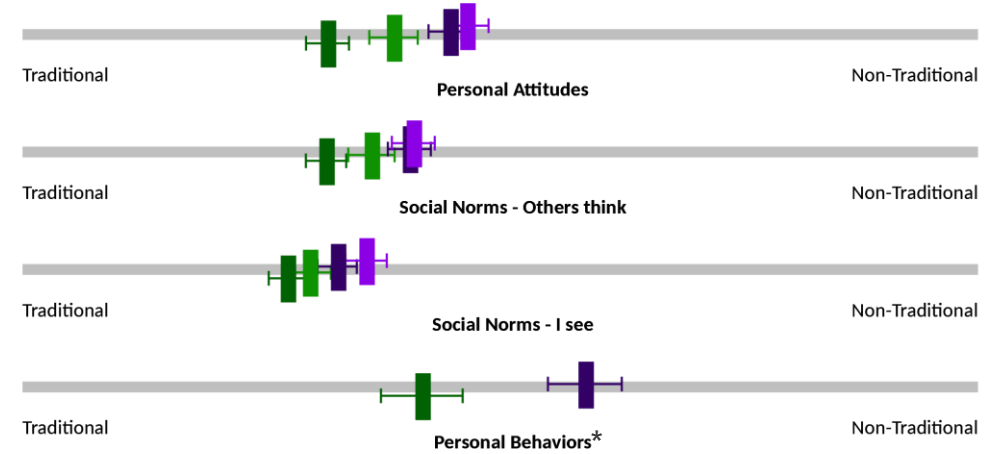


## Job Segregation

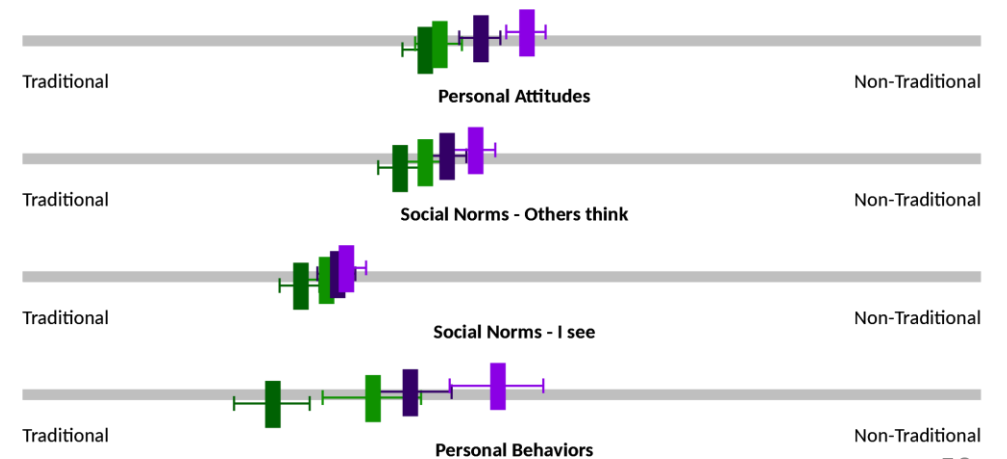


Note: No data for personal behaviour bars in Caring Roles and Family Income: Unpartnered, M & F.

## Family Income

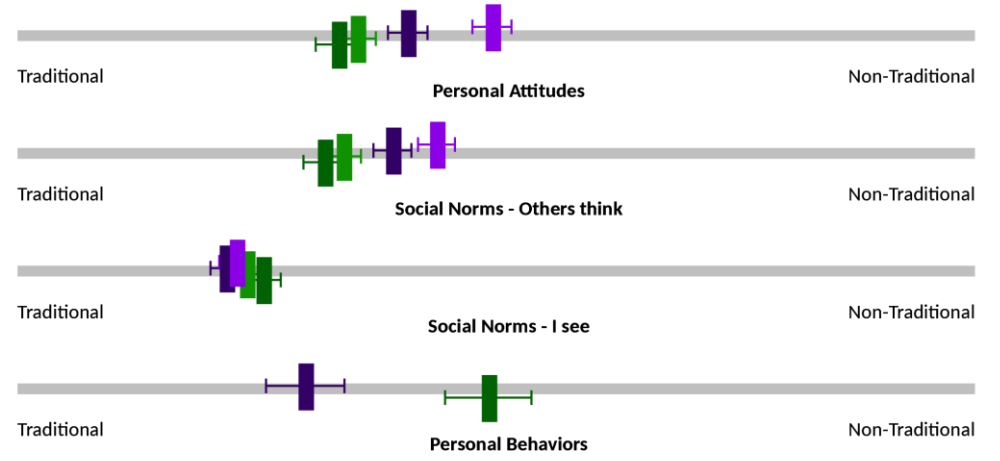


## Leadership

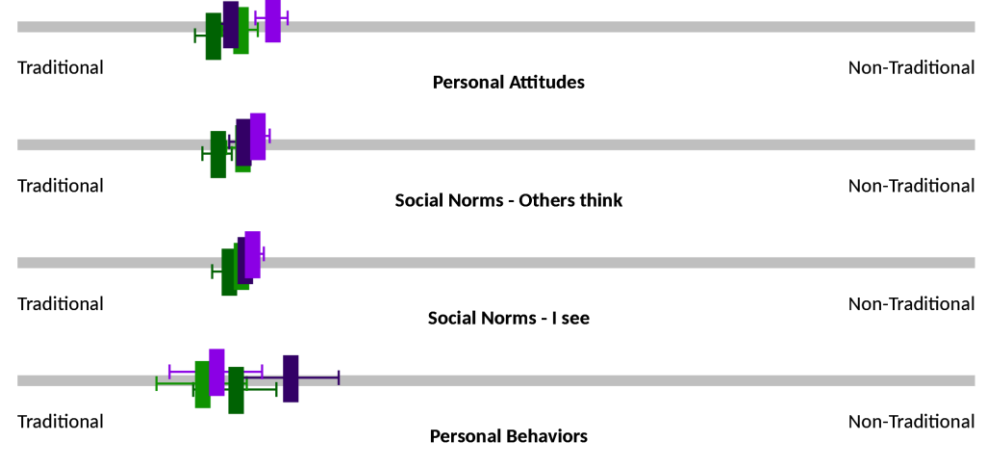




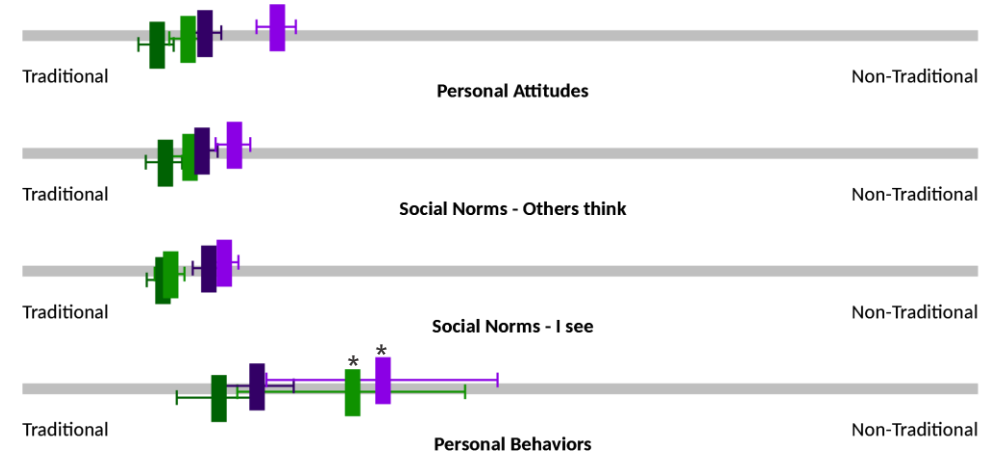
## Caring Roles



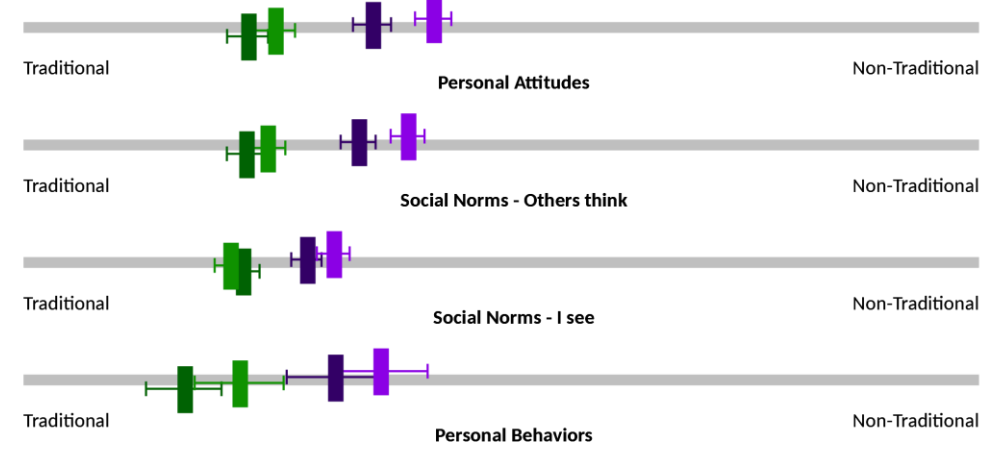
## Job Segregation



## Family Income



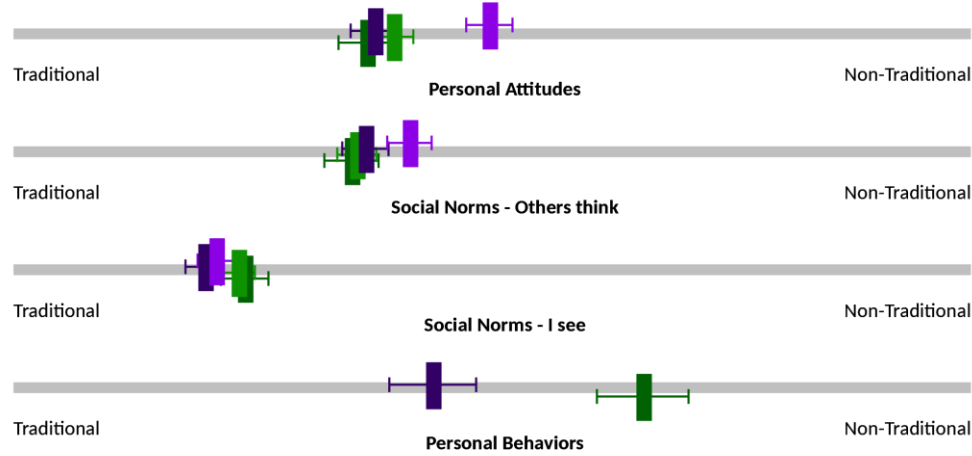
## Leadership



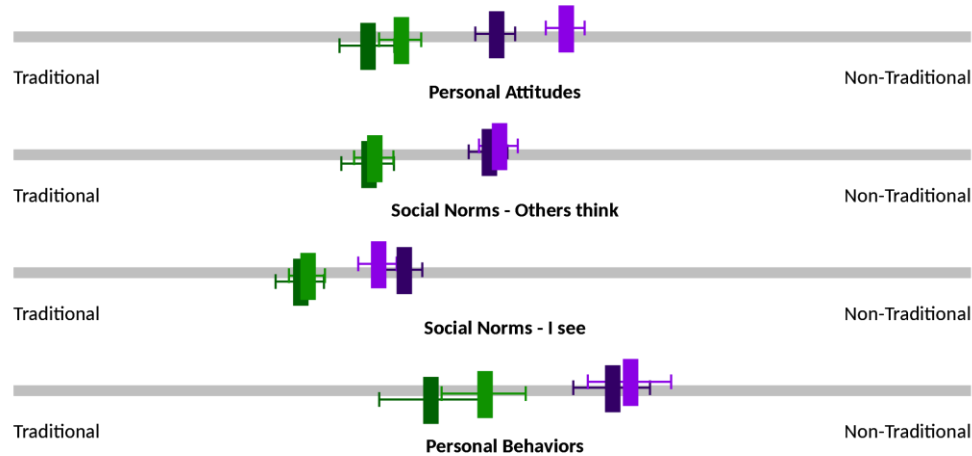
\*High uncertainty where personal behaviour bars reflect N<100 - Family Income, Non-parent, M & F.  
Note: No data for personal behaviour bars in Caring Roles: Non-parent, M & F.



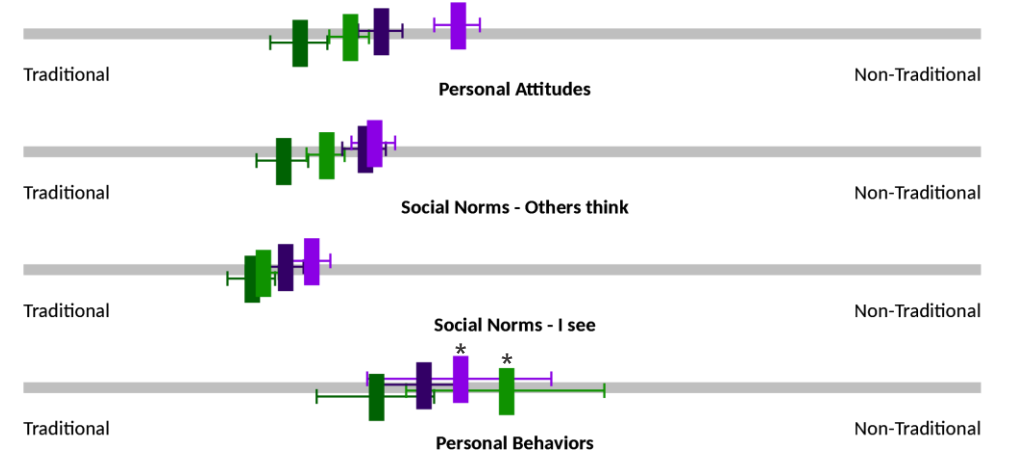
## Caring Roles



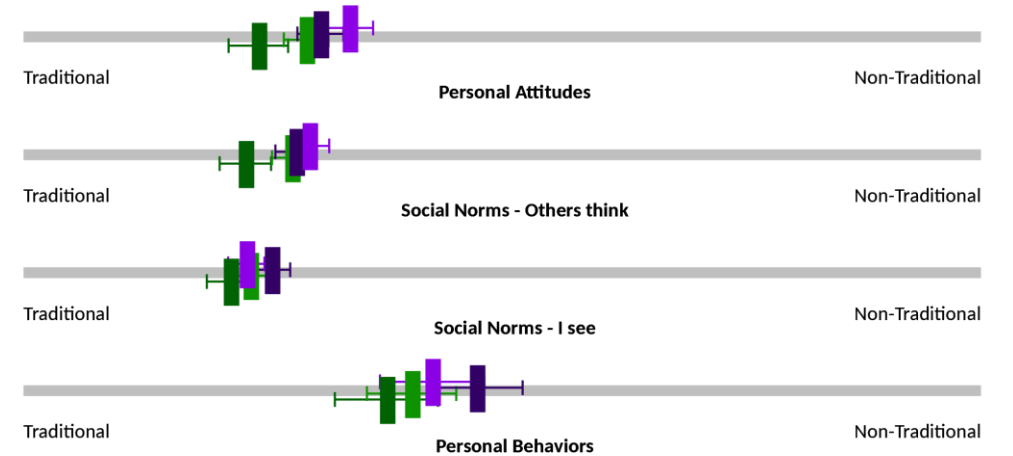
## Job Segregation



## Family Income



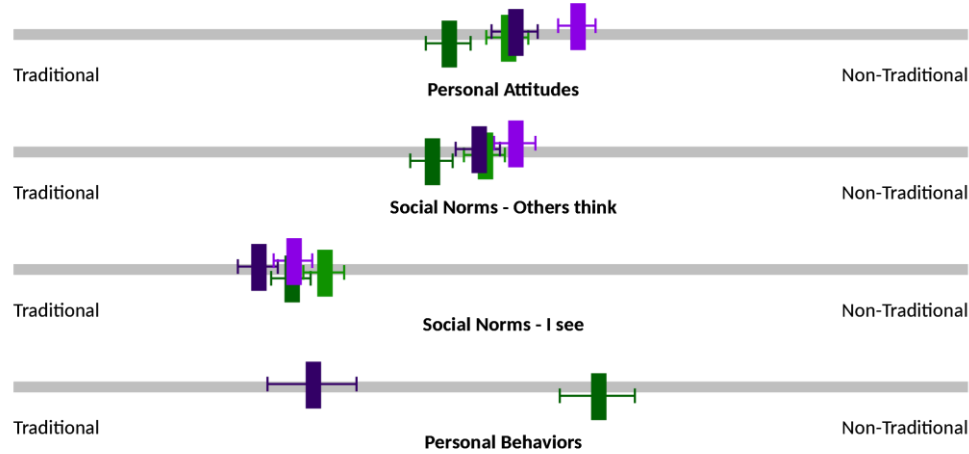
## Leadership



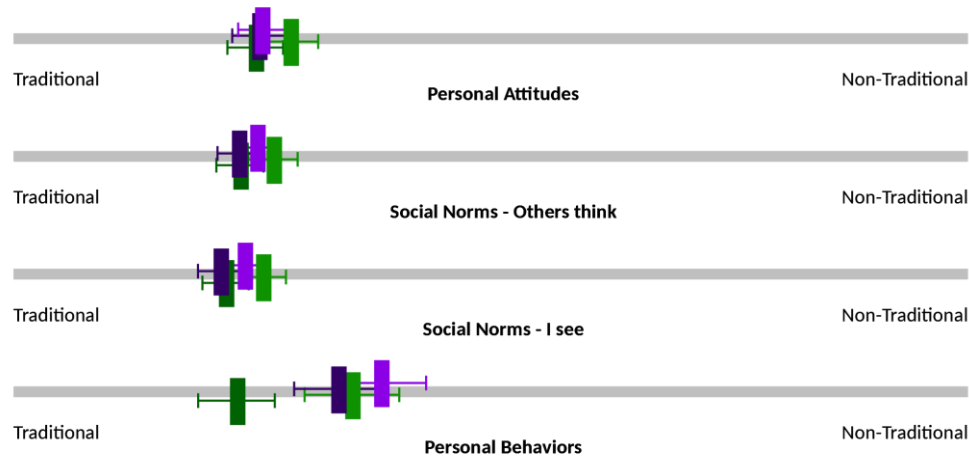
\*High uncertainty where personal behaviour bars reflect N<100 - Family Income: FT Non-parent, M & F.  
Note: No data for personal behaviour bars in Caring Roles: Non-parent, M & F.



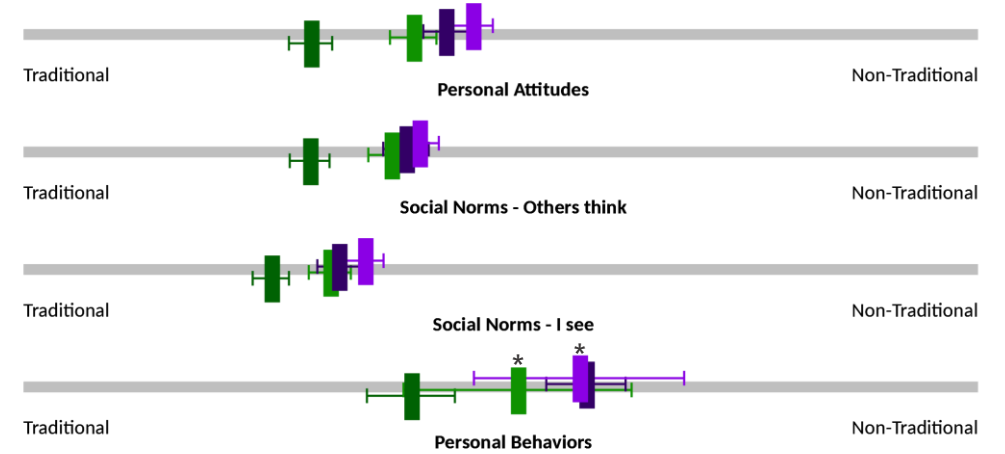
## Caring Roles



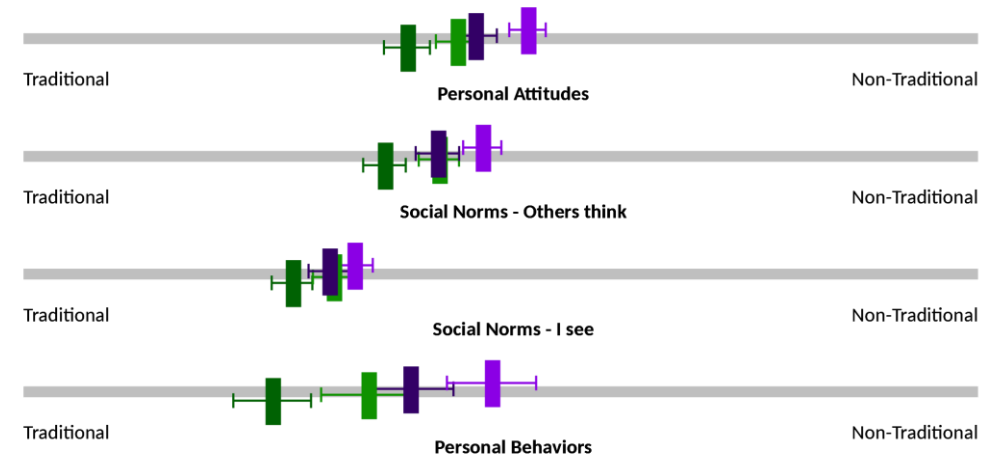
## Job Segregation



## Family Income



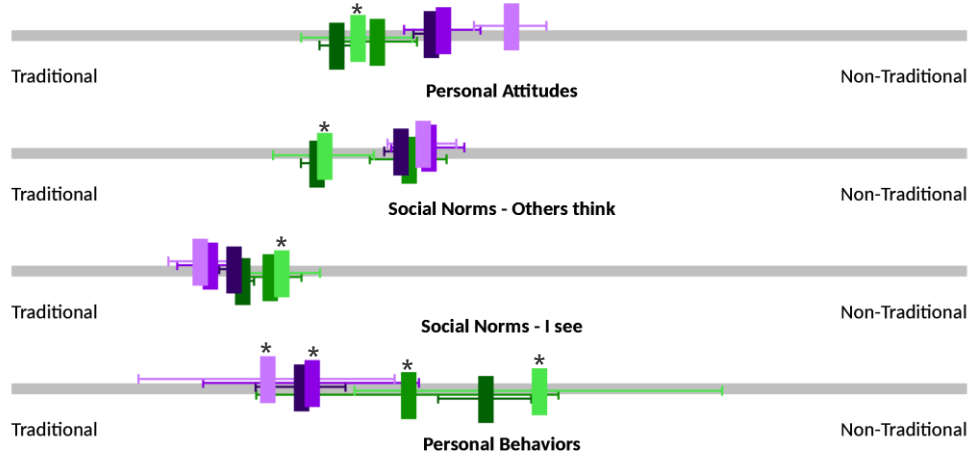
## Leadership



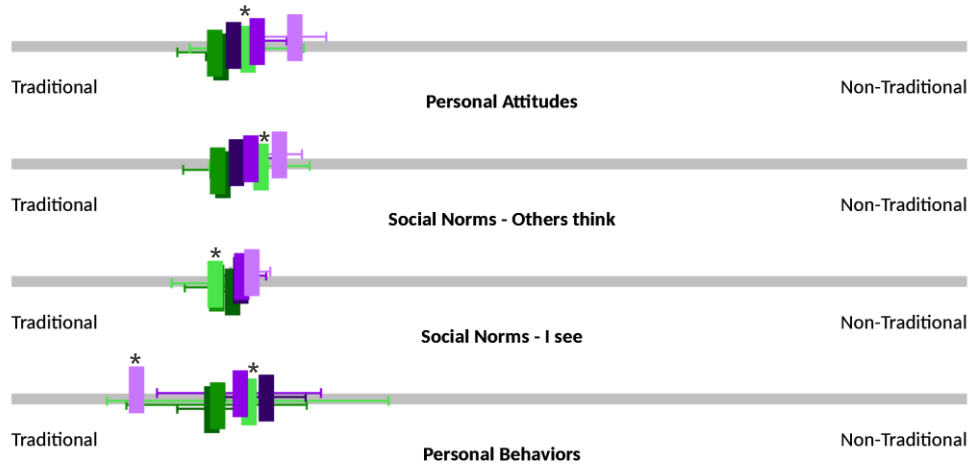
\*High uncertainty where personal behaviour bars reflect N<100 - Family Income: FT Non-parent, M & F.  
Note: No data for personal behaviour bars in Caring Roles: Non-parent, M & F.



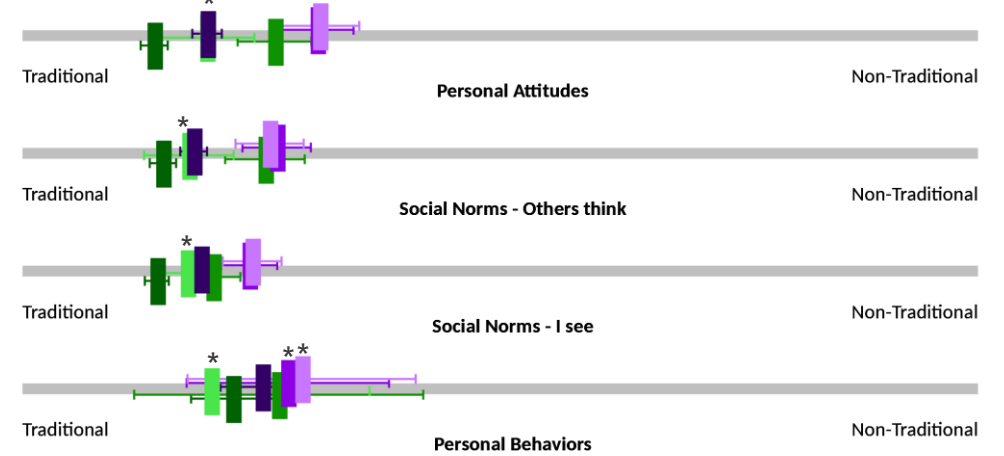
## Caring Roles



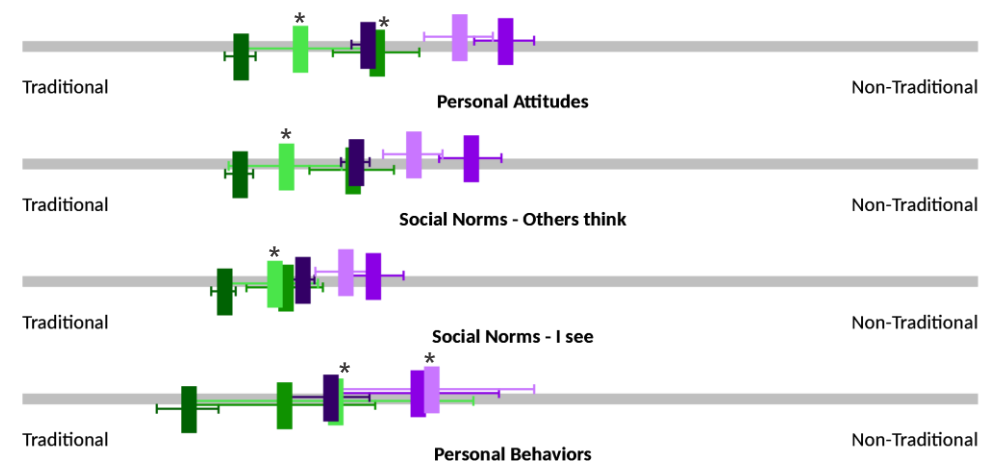
## Job Segregation



## Family Income



## Leadership



\* High uncertainty where personal attitudes / behavior and social norms bars reflect N < 100 - Caring Roles, Family Income, Job Segregation, and Leadership: Religious / Non-religious, M.  
\* High uncertainty where personal behavior bars reflect N < 100 - Caring Roles, Family Income, Job Segregation, and Leadership: Religious / Non-religious, F

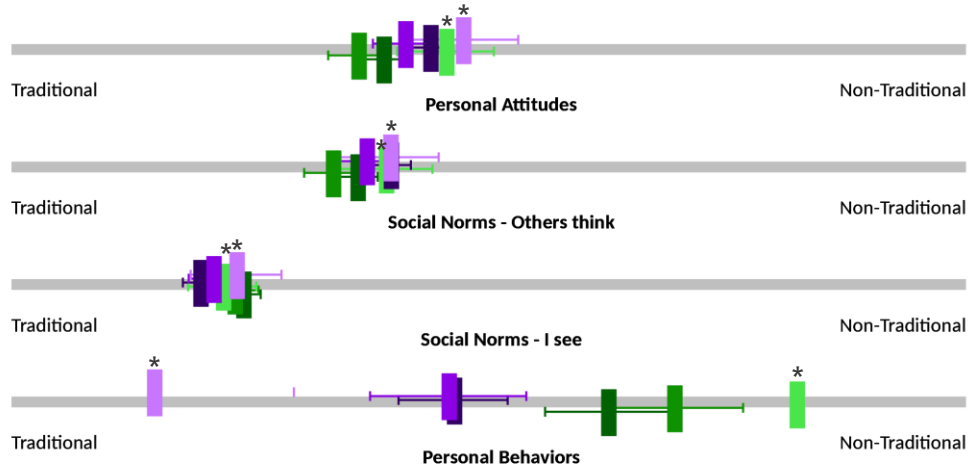
# RELIGION – PHILIPPINES



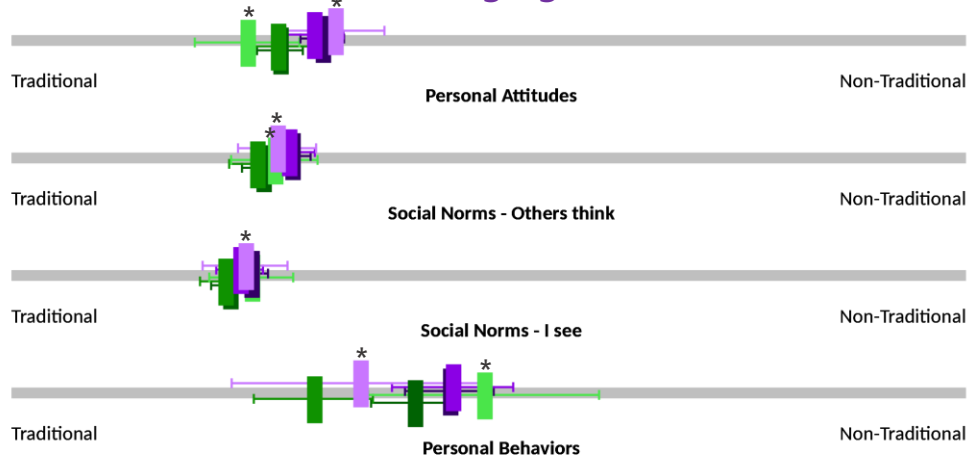
INVESTING IN WOMEN  
SMART ECONOMICS  
AN INITIATIVE OF THE AUSTRALIAN GOVERNMENT



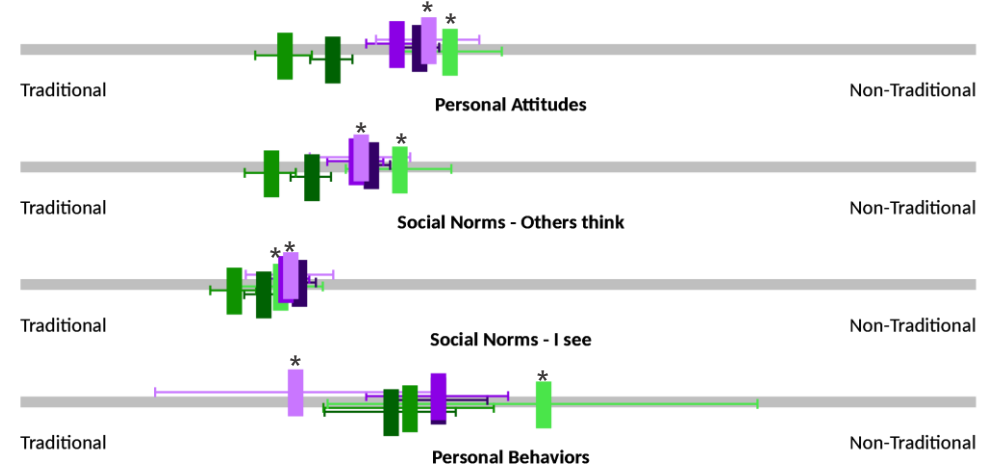
## Caring Roles



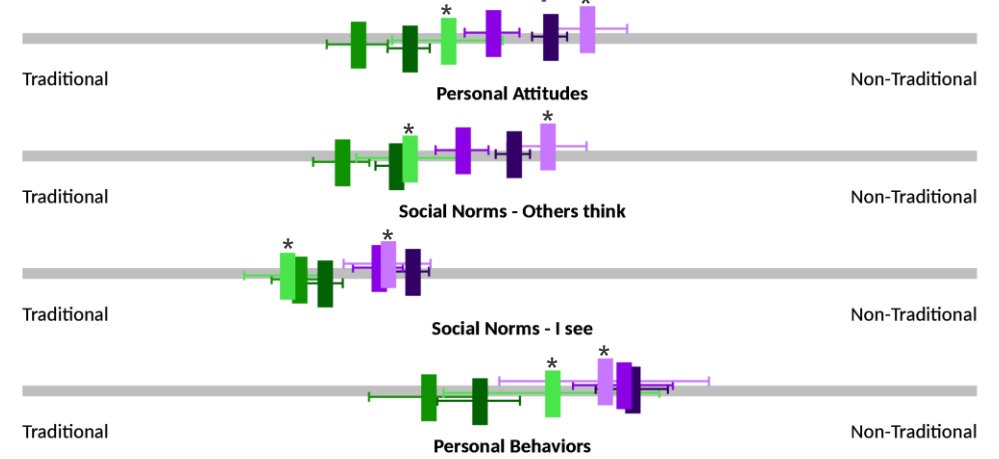
## Job Segregation



## Family Income



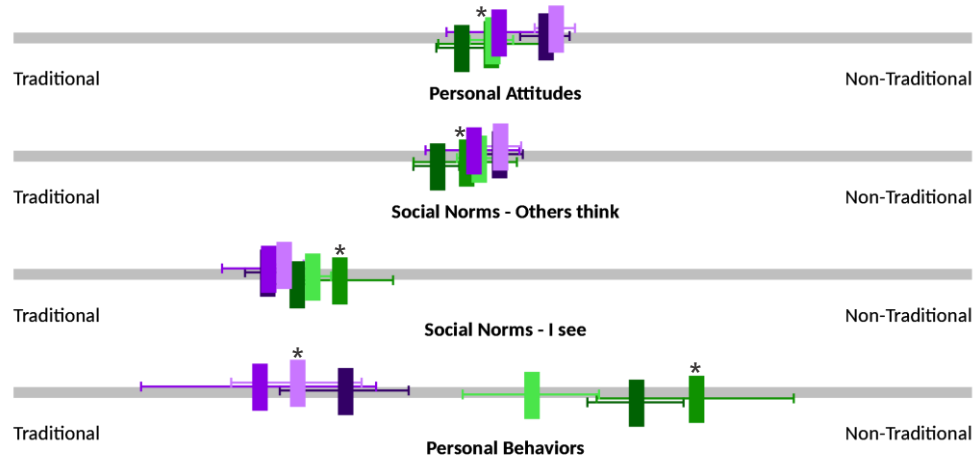
## Leadership



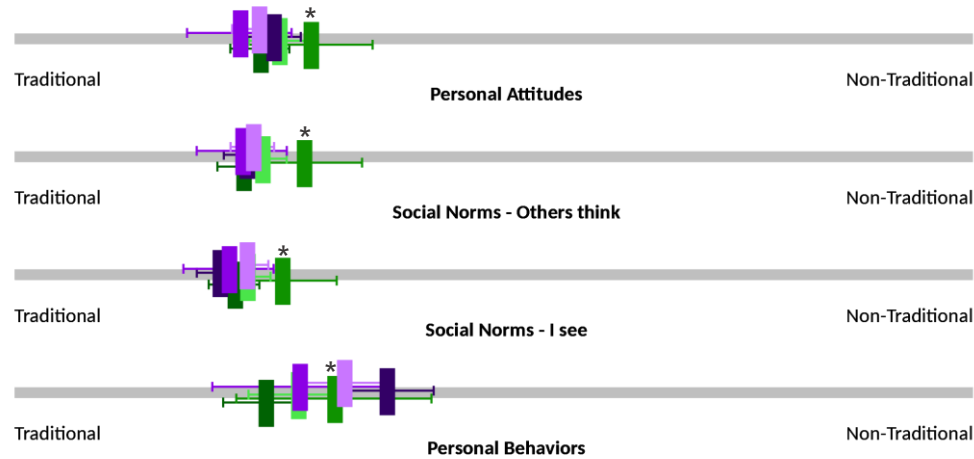
\* High uncertainty where personal attitudes / behavior and social norms bars reflect N<100 - Caring Roles, Family Income, Job Segregation, and Leadership: Non-religious, M / F.



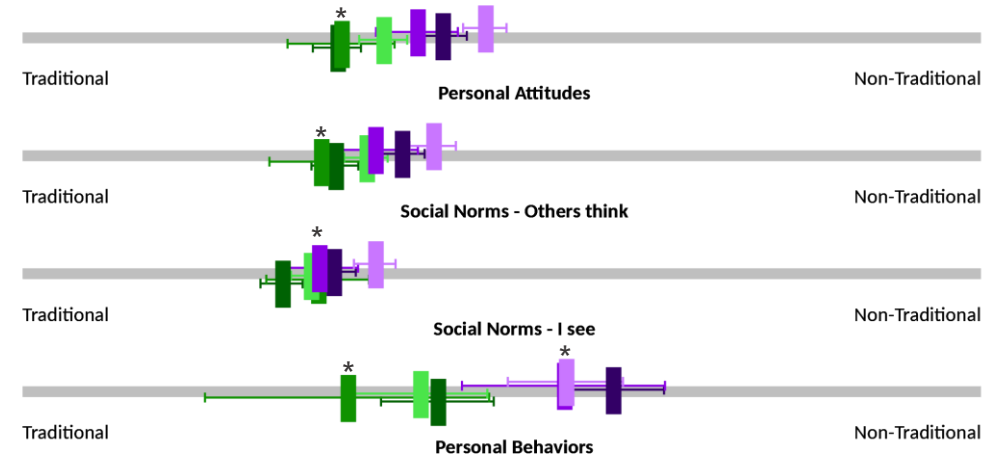
## Caring Roles



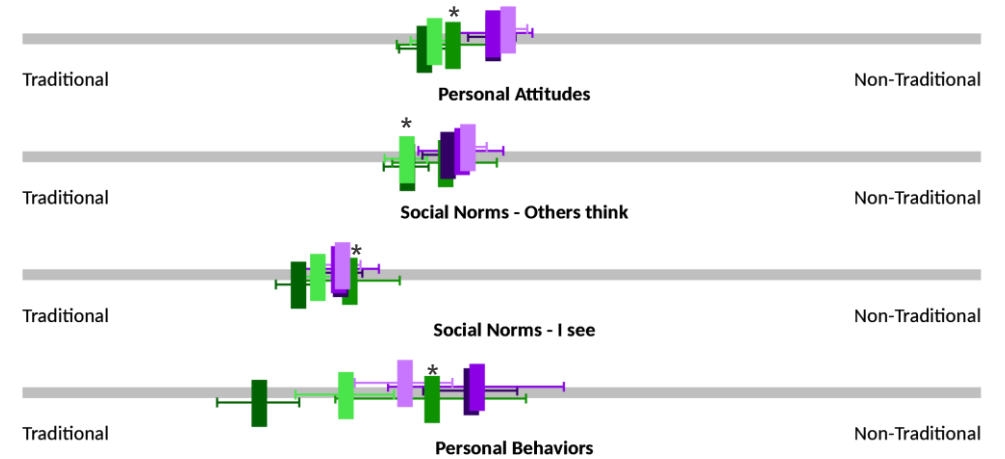
## Job Segregation



## Family Income



## Leadership



\* High uncertainty where personal attitudes / behavior and social norms bars reflect N<100 - Caring Roles, Family Income, Job Segregation, and Leadership: Religious, M.  
\* High uncertainty where personal behavior bars reflect N<100 - Caring Roles and Family Income: Religious, F



## ANNEX 4: ANALYSIS OF SHIFTS 2018 - 2022

# ANALYSIS OF TREND SHIFTS, 2018-2022



Variable (N=1,000)	Year	Question wording	Men			Women		
			ID	PH	VN	ID	PH	VN
Childcare	2018	Who do you believe does the following tasks best? – Looking after young children. <i>Best done by women   Best done by men   Done equally well by women and men</i>	46%	35%	59%	47%	44%	61%
	2020	In your opinion, in the home who in society is generally better at looking after children? <i>Women   Equally good   Men</i>	66%	49%	56%	66%	65%	63%
	2022	In your opinion, in the home who in society is generally better at looking after children? <i>Women   Equally good   Men</i>	66%	50%	61%	68%	66%	66%
Adult care	2018	Who do you believe does the following tasks best? – Looking after elderly parents. <i>Best done by women   Best done by men   Done equally well by women and men</i>	23%	25%	35%	28%	27%	40%
	2020	In your opinion, in the home who in society is generally better at dependent adult care? <i>Women   Equally good   Men</i>	33%	34%	33%	45%	48%	47%
	2022	In your opinion, in the home who in society is generally better at dependent adult care? <i>Women   Equally good   Men</i>	29%	31%	35%	41%	47%	46%

Differences should be interpreted as directional, not exact, due to differences in question wording and scale, noted in red.

Sample composition on gender and age was stable, and differences in education do not explain wave on wave differences.

Variable (N size)	Year	Men			Women		
		ID	PH	VN	ID	PH	VN
Family income	2018	478	278	471	358	334	511
	2020	446	251	535	300	252	476
	2022	455	306	473	504	456	522
Ideal childcare	2018	250	124	178	296	236	345
	2020	194	79	174	194	170	288
	2022	162	67	139	262	169	261

Variable	Year	Question wording		Men			Women			Variable	Question wording		Men			Women		
				ID	PH	VN	ID	PH	VN				ID	PH	VN	ID	PH	VN
Family income	2018	Within your household do you earn... <i>Much more than your spouse   Slightly more than your spouse   About the same as your spouse   Slightly less than your spouse   A lot less than your spouse</i>	>	77%	71%	80%	26%	46%	34%	Ideal childcare	Would you like your spouse to handle more or less childcare responsibilities? <i>More   The same amount as now   Less (Where care is unequal, may include care provided by others)</i>	>	40%	29%	43%	38%	32%	69%
			=	16%	14%	13%	37%	23%	26%			=	46%	57%	48%	55%	55%	29%
			<	7%	14%	7%	37%	30%	40%			<	13%	14%	9%	7%	13%	2%
	2020	In my home, between my partner and I (not including the income we get from other family members): <i>I earn most of the income for the family   My partner and I earn similar income for the family   My partner earns the most for the family</i>	>	74%	50%	45%	21%	24%	24%			>	35%	36%	37%	57%	27%	70%
			=	21%	37%	52%	37%	35%	47%			=	60%	62%	56%	38%	60%	26%
			<	5%	13%	2%	42%	41%	58%			<	5%	2%	7%	5%	13%	4%
	2022	In my home, between my partner and I (not including the income we get from other family members): <i>I earn most of the income for the family   My partner and I earn similar income for the family   My partner earns the most for the family</i>	>	68%	48%	46%	10%	17%	15%			>	41%	29%	35%	58%	28%	71%
			=	26%	37%	48%	27%	38%	58%			=	55%	58%	63%	37%	57%	29%
			<	6%	15%	6%	64%	45%	26%			<	4%	13%	2%	5%	15%	0%

## ANNEX 5: QUESTION WORDING

Variable Name	Variable Wording	Overall N	Seg 1 N	Seg 2 N	Seg 3 N
Gender roles in home	In your opinion, in the home who in society generally: 1) is better at housework. 2) is better at looking after children. 3) is better at dependent adult care. <i>Women   Equally good   Men</i>	1,000	291	525	183
Partner handling childcare	Would you like your partner to handle more or less childcare? <i>More   The same amount as now   Less</i>	162	105	0	57
Family income norm: Societal norm - Personal behavior	In my home, between my partner and I (not including the income we get from other family members): <i>I earn most of the income for the family   My partner and I earn similar income for the family   My partner earns most of the income for the family</i>	455	275	0	180
Job segregation norm: Personal attitude	Do you agree or disagree with the following statement: "There are some work roles better suited to men and some better suited to women." <i>Strongly disagree   Disagree   Agree   Strongly agree</i>	1,000	291	525	184
Change in own domestic responsibilities due to COVID-19	Because of your experience of the pandemic, has the time you devote to domestic responsibilities (childcare, adult care, shopping for and preparing food or cleaning) changed? <i>Large decrease   Small decrease   Remained the same   Small increase   Large increase   Not applicable</i>	1,000	291	523	184
Change in partner's domestic responsibilities due to COVID-19	Because of your experience of the pandemic, has the time your partner devotes to domestic responsibilities (childcare, adult care, shopping for and preparing food or cleaning) changed? <i>Large decrease   Small decrease   Remained the same   Small increase   Large increase   Not applicable</i>	512	275	57	180
Change in pressure to do housework and care for dependent children due to COVID-19	Because of your experience of the pandemic, do you feel more or less pressure to do housework and/or care for dependent children and family members? <i>I feel a significantly more pressure than before COVID-19   I feel more pressure than before COVID-19   I feel the same amount of pressure as before COVID-19   I feel less pressure than before COVID-19   I feel significantly less pressure than before COVID-19   Not applicable</i>	512	275	57	180
Recent working status	Which of these applied to your employment situation in December 2019? <i>Working full time (30 or more hours per week)   Working part time (8-29 hours a week)   Working part time (Less than 8 hours a week)   Full time student   Unemployed   Not working   Other</i>	1,000	291	524	184
Working status	Which of these applies to your current situation? <i>Working full time (30 or more hours per week)   Working part time (8-29 hours a week)   Working part time (Less than 8 hours a week)   Full time student   Retired   Unemployed   Not working   Other</i>	1,000	291	525	184
Job segregation norm: Personal attitude	Do you agree or disagree with the following statement: "There are some work roles better suited to men and some better suited to women." <i>Strongly disagree   Disagree   Agree   Strongly agree</i>	1,000	291	525	184
Leadership norm: Personal attitude	Do you agree or disagree with the following statement: "Men are better suited to leadership positions than women." <i>Strongly disagree   Disagree   Agree   Strongly agree</i>	1,000	291	525	184
Caring roles norm: Personal attitude	Do you agree or disagree with the following statement: "Childcare should be more of a woman's responsibility than a man's." <i>Strongly disagree   Disagree   Agree   Strongly agree</i>	1,000	291	525	184
Family income norm: Personal attitude	Do you agree or disagree with the following statement: "Earning the family income should be more of a man's responsibility than a woman's." <i>Strongly disagree   Disagree   Agree   Strongly agree</i>	1,000	291	525	184
Be disapproved of working in a leadership position	If I worked in a leadership position, I would be disapproved of as a man/woman. <i>Strongly disagree   Disagree   Agree   Strongly agree</i>	1,000	291	525	184
Disapproval stopped from taking leadership positions	Has disapproval ever stopped you from applying for or taking a leadership position at work? <i>Never   Sometimes   Often   Not applicable</i>	194	37	108	49

# INDONESIA - WOMEN

Variable Name	Variable Wording	Overall N	Seg 1 N	Seg 2 N	Seg 3 N	Seg 4 N
Gender roles in home	In your opinion, in the home who in society generally: 1) is better at housework. 2) is better at looking after children. 3) is better at dependent adult care. <i>Women   Equally good   Men</i>	1,000	401	333	99	167
Partner handling childcare	Would you like your partner to handle more or less childcare? <i>More   The same amount as now   Less</i>	271	201	0	57	4
Family income norm: Societal norm - Personal behavior	In my home, between my partner and I (not including the income we get from other family members): <i>I earn most of the income for the family   My partner and I earn similar income for the family   My partner earns most of the income for the family</i>	504	381	9	99	15
Job segregation norm: Personal attitude	Do you agree or disagree with the following statement: "There are some work roles better suited to men and some better suited to women." <i>Strongly disagree   Disagree   Agree   Strongly agree</i>	1,000	401	333	99	167
Change in own domestic responsibilities due to COVID-19	Because of your experience of the pandemic, has the time you devote to domestic responsibilities (childcare, adult care, shopping for and preparing food or cleaning) changed? <i>Large decrease   Small decrease   Remained the same   Small increase   Large increase   Not applicable</i>	1,000	401	333	167	99
Change in partner's domestic responsibilities due to COVID-19	Because of your experience of the pandemic, has the time your partner devotes to domestic responsibilities (childcare, adult care, shopping for and preparing food or cleaning) changed? <i>Large decrease   Small decrease   Remained the same   Small increase   Large increase   Not applicable</i>	564	381	46	99	38
Change in pressure to do housework and care for dependent children due to COVID-19	Because of your experience of the pandemic, do you feel more or less pressure to do housework and/or care for dependent children and family members? <i>I feel a significantly more pressure than before COVID-19   I feel more pressure than before COVID-19   I feel the same amount of pressure as before COVID-19   I feel less pressure than before COVID-19   I feel significantly less pressure than before COVID-19   Not applicable</i>	564	381	46	99	38
Recent working status	Which of these applied to your employment situation in December 2019? <i>Working full time (30 or more hours per week)   Working part time (8-29 hours a week)   Working part time (Less than 8 hours a week)   Full time student   Unemployed   Not working   Other</i>	1,000	401	333	99	167
Working status	Which of these applies to your current situation? <i>Working full time (30 or more hours per week)   Working part time (8-29 hours a week)   Working part time (Less than 8 hours a week)   Full time student   Retired   Unemployed   Not working   Other</i>	1,000	401	333	99	167
Job segregation norm: Personal attitude	Do you agree or disagree with the following statement: "There are some work roles better suited to men and some better suited to women." <i>Strongly disagree   Disagree   Agree   Strongly agree</i>	1,000	401	333	99	167
Leadership norm: Personal attitude	Do you agree or disagree with the following statement: "Men are better suited to leadership positions than women." <i>Strongly disagree   Disagree   Agree   Strongly agree</i>	1,000	401	333	99	167
Caring roles norm: Personal attitude	Do you agree or disagree with the following statement: "Childcare should be more of a woman's responsibility than a man's." <i>Strongly disagree   Disagree   Agree   Strongly agree</i>	1,000	401	333	99	167
Family income norm: Personal attitude	Do you agree or disagree with the following statement: "Earning the family income should be more of a man's responsibility than a woman's." <i>Strongly disagree   Disagree   Agree   Strongly agree</i>	1,000	401	333	99	167
Be disapproved of working in a leadership position	If I worked in a leadership position, I would be disapproved of as a man/woman. <i>Strongly disagree   Disagree   Agree   Strongly agree</i>	1,000	401	333	99	167
Disapproval stopped from taking leadership positions	Has disapproval ever stopped you from applying for or taking a leadership position at work? <i>Never   Sometimes   Often   Not applicable</i>	237	103	71	17	46

Variable Name	Variable Wording	Overall N	Seg 1 N	Seg 2 N	Seg 3 N
Gender roles in home	In your opinion, in the home who in society generally: 1) is better at housework. 2) is better at looking after children. 3) is better at dependent adult care. <i>Women   Equally good   Men</i>	1,000	313	389	298
Partner handling childcare	Would you like your partner to handle more or less childcare? <i>More   The same amount as now   Less</i>	67	67	0	0
Family income norm: Societal norm - Personal behavior	In my home, between my partner and I (not including the income we get from other family members): <i>I earn most of the income for the family   My partner and I earn similar income for the family   My partner earns most of the income for the family</i>	306	306	0	0
Job segregation norm: Personal attitude	Do you agree or disagree with the following statement: "There are some work roles better suited to men and some better suited to women." <i>Strongly disagree   Disagree   Agree   Strongly agree</i>	1,000	313	389	298
Change in own domestic responsibilities due to COVID-19	Because of your experience of the pandemic, has the time you devote to domestic responsibilities (childcare, adult care, shopping for and preparing food or cleaning) changed? <i>Large decrease   Small decrease   Remained the same   Small increase   Large increase   Not applicable</i>	1,000	313	389	298
Change in partner's domestic responsibilities due to COVID-19	Because of your experience of the pandemic, has the time your partner devotes to domestic responsibilities (childcare, adult care, shopping for and preparing food or cleaning) changed? <i>Large decrease   Small decrease   Remained the same   Small increase   Large increase   Not applicable</i>	385	306	37	42
Change in pressure to do housework and care for dependent children due to COVID-19	Because of your experience of the pandemic, do you feel more or less pressure to do housework and/or care for dependent children and family members? <i>I feel a significantly more pressure than before COVID-19   I feel more pressure than before COVID-19   I feel the same amount of pressure as before COVID-19   I feel less pressure than before COVID-19   I feel significantly less pressure than before COVID-19   Not applicable</i>	385	306	37	42
Recent working status	Which of these applied to your employment situation in December 2019? <i>Working full time (30 or more hours per week)   Working part time (8-29 hours a week)   Working part time (Less than 8 hours a week)   Full time student   Unemployed   Not working   Other</i>	1,000	313	389	298
Working status	Which of these applies to your current situation? <i>Working full time (30 or more hours per week)   Working part time (8-29 hours a week)   Working part time (Less than 8 hours a week)   Full time student   Retired   Unemployed   Not working   Other</i>	1,000	313	389	298
Job segregation norm: Personal attitude	Do you agree or disagree with the following statement: "There are some work roles better suited to men and some better suited to women." <i>Strongly disagree   Disagree   Agree   Strongly agree</i>	1,000	313	389	298
Leadership norm: Personal attitude	Do you agree or disagree with the following statement: "Men are better suited to leadership positions than women." <i>Strongly disagree   Disagree   Agree   Strongly agree</i>	1,000	313	389	298
Caring roles norm: Personal attitude	Do you agree or disagree with the following statement: "Childcare should be more of a woman's responsibility than a man's." <i>Strongly disagree   Disagree   Agree   Strongly agree</i>	1,000	313	389	298
Family income norm: Personal attitude	Do you agree or disagree with the following statement: "Earning the family income should be more of a man's responsibility than a woman's." <i>Strongly disagree   Disagree   Agree   Strongly agree</i>	1,000	313	389	298
Be disapproved of working in a leadership position	If I worked in a leadership position, I would be disapproved of as a man/woman. <i>Strongly disagree   Disagree   Agree   Strongly agree</i>	1,000	313	389	298
Disapproval stopped from taking leadership positions	Has disapproval ever stopped you from applying for or taking a leadership position at work? <i>Never   Sometimes   Often   Not applicable</i>	213	49	109	55

Variable Name	Variable Wording	Overall N	Seg 1 N	Seg 2 N	Seg 3 N
Gender roles in home	In your opinion, in the home who in society generally: 1) is better at housework. 2) is better at looking after children. 3) is better at dependent adult care. <i>Women   Equally good   Men</i>	1,000	468	269	261
Partner handling childcare	Would you like your partner to handle more or less childcare? <i>More   The same amount as now   Less</i>	169	169	0	0
Family income norm: Societal norm - Personal behavior	In my home, between my partner and I (not including the income we get from other family members): <i>I earn most of the income for the family   My partner and I earn similar income for the family   My partner earns most of the income for the family</i>	456	456	0	0
Job segregation norm: Personal attitude	Do you agree or disagree with the following statement: "There are some work roles better suited to men and some better suited to women." <i>Strongly disagree   Disagree   Agree   Strongly agree</i>	1,000	469	270	261
Change in own domestic responsibilities due to COVID-19	Because of your experience of the pandemic, has the time you devote to domestic responsibilities (childcare, adult care, shopping for and preparing food or cleaning) changed? <i>Large decrease   Small decrease   Remained the same   Small increase   Large increase   Not applicable</i>	1,000	469	270	261
Change in partner's domestic responsibilities due to COVID-19	Because of your experience of the pandemic, has the time your partner devotes to domestic responsibilities (childcare, adult care, shopping for and preparing food or cleaning) changed? <i>Large decrease   Small decrease   Remained the same   Small increase   Large increase   Not applicable</i>	562	456	48	58
Change in pressure to do housework and care for dependent children due to COVID-19	Because of your experience of the pandemic, do you feel more or less pressure to do housework and/or care for dependent children and family members? <i>I feel a significantly more pressure than before COVID-19   I feel more pressure than before COVID-19   I feel the same amount of pressure as before COVID-19   I feel less pressure than before COVID-19   I feel significantly less pressure than before COVID-19   Not applicable</i>	562	456	48	58
Recent working status	Which of these applied to your employment situation in December 2019? <i>Working full time (30 or more hours per week)   Working part time (8-29 hours a week)   Working part time (Less than 8 hours a week)   Full time student   Unemployed   Not working   Other</i>	1,000	469	270	261
Working status	Which of these applies to your current situation? <i>Working full time (30 or more hours per week)   Working part time (8-29 hours a week)   Working part time (Less than 8 hours a week)   Full time student   Retired   Unemployed   Not working   Other</i>	1,000	469	270	261
Job segregation norm: Personal attitude	Do you agree or disagree with the following statement: "There are some work roles better suited to men and some better suited to women." <i>Strongly disagree   Disagree   Agree   Strongly agree</i>	1,000	469	270	261
Leadership norm: Personal attitude	Do you agree or disagree with the following statement: "Men are better suited to leadership positions than women." <i>Strongly disagree   Disagree   Agree   Strongly agree</i>	1,000	469	270	261
Caring roles norm: Personal attitude	Do you agree or disagree with the following statement: "Childcare should be more of a woman's responsibility than a man's." <i>Strongly disagree   Disagree   Agree   Strongly agree</i>	1,000	469	270	261
Family income norm: Personal attitude	Do you agree or disagree with the following statement: "Earning the family income should be more of a man's responsibility than a woman's." <i>Strongly disagree   Disagree   Agree   Strongly agree</i>	1,000	469	270	261
Be disapproved of working in a leadership position	If I worked in a leadership position, I would be disapproved of as a man/woman. <i>Strongly disagree   Disagree   Agree   Strongly agree</i>	1,000	469	270	261
Disapproval stopped from taking leadership positions	Has disapproval ever stopped you from applying for or taking a leadership position at work? <i>Never   Sometimes   Often   Not applicable</i>	174	70	61	43



Variable Name	Variable Wording	Overall N	Seg 1 N	Seg 2 N	Seg 3 N
Gender roles in home	In your opinion, in the home who in society generally: 1) is better at housework. 2) is better at looking after children. 3) is better at dependent adult care. <i>Women   Equally good   Men</i>	1,000	265	202	533
Partner handling childcare	Would you like your partner to handle more or less childcare? <i>More   The same amount as now   Less</i>	139	102	37	0
Family income norm: Societal norm - Personal behavior	In my home, between my partner and I (not including the income we get from other family members): <i>I earn most of the income for the family   My partner and I earn similar income for the family   My partner earns most of the income for the family</i>	473	258	184	31
Job segregation norm: Personal attitude	Do you agree or disagree with the following statement: "There are some work roles better suited to men and some better suited to women." <i>Strongly disagree   Disagree   Agree   Strongly agree</i>	1,000	265	202	533
Change in own domestic responsibilities due to COVID-19	Because of your experience of the pandemic, has the time you devote to domestic responsibilities (childcare, adult care, shopping for and preparing food or cleaning) changed? <i>Large decrease   Small decrease   Remained the same   Small increase   Large increase   Not applicable</i>	1,000	265	201	533
Change in partner's domestic responsibilities due to COVID-19	Because of your experience of the pandemic, has the time your partner devotes to domestic responsibilities (childcare, adult care, shopping for and preparing food or cleaning) changed? <i>Large decrease   Small decrease   Remained the same   Small increase   Large increase   Not applicable</i>	548	259	188	101
Change in pressure to do housework and care for dependent children due to COVID-19	Because of your experience of the pandemic, do you feel more or less pressure to do housework and/or care for dependent children and family members? <i>I feel a significantly more pressure than before COVID-19   I feel more pressure than before COVID-19   I feel the same amount of pressure as before COVID-19   I feel less pressure than before COVID-19   I feel significantly less pressure than before COVID-19   Not applicable</i>	548	259	188	101
Recent working status	Which of these applied to your employment situation in December 2019? <i>Working full time (30 or more hours per week)   Working part time (8-29 hours a week)   Working part time (Less than 8 hours a week)   Full time student   Unemployed   Not working   Other</i>	1,000	265	202	533
Working status	Which of these applies to your current situation? <i>Working full time (30 or more hours per week)   Working part time (8-29 hours a week)   Working part time (Less than 8 hours a week)   Full time student   Retired   Unemployed   Not working   Other</i>	1,000	265	202	533
Job segregation norm: Personal attitude	Do you agree or disagree with the following statement: "There are some work roles better suited to men and some better suited to women." <i>Strongly disagree   Disagree   Agree   Strongly agree</i>	1,000	265	202	533
Leadership norm: Personal attitude	Do you agree or disagree with the following statement: "Men are better suited to leadership positions than women." <i>Strongly disagree   Disagree   Agree   Strongly agree</i>	1,000	265	202	533
Caring roles norm: Personal attitude	Do you agree or disagree with the following statement: "Childcare should be more of a woman's responsibility than a man's." <i>Strongly disagree   Disagree   Agree   Strongly agree</i>	1,000	265	202	533
Family income norm: Personal attitude	Do you agree or disagree with the following statement: "Earning the family income should be more of a man's responsibility than a woman's." <i>Strongly disagree   Disagree   Agree   Strongly agree</i>	1,000	265	202	533
Be disapproved of working in a leadership position	If I worked in a leadership position, I would be disapproved of as a man/woman. <i>Strongly disagree   Disagree   Agree   Strongly agree</i>	1,000	265	202	533
Disapproval stopped from taking leadership positions	Has disapproval ever stopped you from applying for or taking a leadership position at work? <i>Never   Sometimes   Often   Not applicable</i>	204	50	50	104



# VIETNAM - WOMEN

Variable Name	Variable Wording	Overall N	Seg 1 N	Seg 2 N	Seg 3 N
Gender roles in home	In your opinion, in the home who in society generally: 1) is better at housework. 2) is better at looking after children. 3) is better at dependent adult care. <i>Women   Equally good   Men</i>	1,000	285	250	465
Partner handling childcare	Would you like your partner to handle more or less childcare? <i>More   The same amount as now   Less</i>	261	135	125	1
Family income norm: Societal norm - Personal behavior	In my home, between my partner and I (not including the income we get from other family members): <i>I earn most of the income for the family   My partner and I earn similar income for the family   My partner earns most of the income for the family</i>	522	263	249	10
Job segregation norm: Personal attitude	Do you agree or disagree with the following statement: "There are some work roles better suited to men and some better suited to women." <i>Strongly disagree   Disagree   Agree   Strongly agree</i>	1,000	285	250	465
Change in own domestic responsibilities due to COVID-19	Because of your experience of the pandemic, has the time you devote to domestic responsibilities (childcare, adult care, shopping for and preparing food or cleaning) changed? <i>Large decrease   Small decrease   Remained the same   Small increase   Large increase   Not applicable</i>	1,000	285	250	465
Change in partner's domestic responsibilities due to COVID-19	Because of your experience of the pandemic, has the time your partner devotes to domestic responsibilities (childcare, adult care, shopping for and preparing food or cleaning) changed? <i>Large decrease   Small decrease   Remained the same   Small increase   Large increase   Not applicable</i>	575	263	249	63
Change in pressure to do housework and care for dependent children due to COVID-19	Because of your experience of the pandemic, do you feel more or less pressure to do housework and/or care for dependent children and family members? <i>I feel a significantly more pressure than before COVID-19   I feel more pressure than before COVID-19   I feel the same amount of pressure as before COVID-19   I feel less pressure than before COVID-19   I feel significantly less pressure than before COVID-19   Not applicable</i>	575	263	249	63
Recent working status	Which of these applied to your employment situation in December 2019? <i>Working full time (30 or more hours per week)   Working part time (8-29 hours a week)   Working part time (Less than 8 hours a week)   Full time student   Unemployed   Not working   Other</i>	1,000	285	250	465
Working status	Which of these applies to your current situation? <i>Working full time (30 or more hours per week)   Working part time (8-29 hours a week)   Working part time (Less than 8 hours a week)   Full time student   Retired   Unemployed   Not working   Other</i>	1,000	285	250	465
Job segregation norm: Personal attitude	Do you agree or disagree with the following statement: "There are some work roles better suited to men and some better suited to women." <i>Strongly disagree   Disagree   Agree   Strongly agree</i>	1,000	285	250	465
Leadership norm: Personal attitude	Do you agree or disagree with the following statement: "Men are better suited to leadership positions than women." <i>Strongly disagree   Disagree   Agree   Strongly agree</i>	1,000	285	250	465
Caring roles norm: Personal attitude	Do you agree or disagree with the following statement: "Childcare should be more of a woman's responsibility than a man's." <i>Strongly disagree   Disagree   Agree   Strongly agree</i>	1,000	285	250	465
Family income norm: Personal attitude	Do you agree or disagree with the following statement: "Earning the family income should be more of a man's responsibility than a woman's." <i>Strongly disagree   Disagree   Agree   Strongly agree</i>	1,000	285	250	465
Be disapproved of working in a leadership position	If I worked in a leadership position, I would be disapproved of as a man/woman. <i>Strongly disagree   Disagree   Agree   Strongly agree</i>	1,000	285	250	465
Disapproval stopped from taking leadership positions	Has disapproval ever stopped you from applying for or taking a leadership position at work? <i>Never   Sometimes   Often   Not applicable</i>	197	70	55	72

## ANNEX 6: GLOSSARY

# GLOSSARY

Term	Definition
<b>Cluster analysis/Hierarchical clustering</b>	Cluster analysis or clustering is a common technique for statistical data analysis with the purpose of grouping a set of objects in such a way that objects in the same group (called a cluster) are more similar (in some sense) to each other than to those in other groups (clusters). It is an exploratory technique that allows clusters to emerge naturally within a fixed set of variables. Hierarchical clustering is a method that seeks to build a hierarchy of clusters.
<b>Factor analysis</b>	Factor analysis is a statistical method used to describe variability among observed, correlated variables in terms of a potentially lower number of unobserved variables called factors. For example, it is possible that variations in six observed variables mainly reflect the variations in two unobserved (underlying) variables. YouGov used factor analysis to identify the variables with the most explanatory power, and used these variables as inputs for the segmentation analysis using hierarchical clustering.
<b>Positive deviance</b>	Positive deviance is a social science framework that observes members of a group who differ from that group's prevailing attitudes and behaviours in a positive direction despite having a similar background or facing similar circumstances as the rest.

**YouGov**<sup>®</sup>

**INVESTING IN WOMEN**  
SMART ECONOMICS  
AN INITIATIVE OF THE AUSTRALIAN GOVERNMENT

**Australian  
Aid** 

**Investing in Women**, an initiative of the **Australian Government**, catalyses inclusive economic growth through **women's economic empowerment** in South East Asia.

[www.investinginwomen.asia](http://www.investinginwomen.asia)