



Acceptance and Attitudes of Filipinos to the Evolving Gender Roles in the Philippines

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Abstract— Despite ongoing societal pressure to change traditional gender roles, inequality persists, exerting a substantial influence on various aspects of our society, including actions, lifestyles, occupations, and social duties. Gender inequality remains a prevalent issue globally and demands direct attention aimed at challenging and reshaping ingrained gender roles.

In the exploration and evaluation of Filipino perceptions and perspectives regarding assigned gender roles in Philippine society, a descriptive correlational design was employed. The study collected data from random residents in Mandaluyong City, with the primary objective of scrutinizing the relationship between respondents' selected demographic profiles and their acceptance and attitudes toward the evolving gender roles in the Philippines.

The findings revealed significant correlations between respondents' age, nature of work, and educational attainment with their level of acceptance. Likewise, when examining the association between age and respondents' attitudes toward gender roles, a noteworthy relationship emerged. Additionally, a robust and significant association between acceptance and attitude was identified, highlighting that positive attitudes were linked to a higher acceptance of evolving gender roles. This underscores the complex interplay of factors shaping societal perspectives on gender roles and emphasizes the need for targeted efforts to address and overcome persistent gender inequality.

Keywords— Acceptance, Attitude, Gender Role, Gender Equality.

I. INTRODUCTION

Gender roles are social constructs that define how men and women should behave, express themselves, and communicate with one another. Filipinos have developed a “conservative” mindset because of the influence of Christianity, making it difficult for them to adapt to changes. Men, they believe, should be manly, while women should be feminine. Gender issues resulting from power dynamics between men and women hinder social progress. Developing social standards that recognize men and women as having unequal value, contribution, and rights. According to Zhu N. & Chang L. (2019), gender differences in mate preferences may reflect dominant gender roles in culture. Women's traditional roles as mothers and homemakers are reflected in men's choices for women's fertility and domestic skills. In line with conventional male gender roles as protectors and providers, women value men's social standing and provisioning skills. However, the “Gen Z” and “Millennials” tend to adapt to diversity in general, particularly gender diversity. That's why they deviate from the norms and express themselves freely



among other people. Even straight males wear. makeup and dress in feminine attire for fashion. Numerous studies on gender inequalities have been studied over the years. Despite these attempts, the status quo of society, its traditions, and conventions has been consistently challenged, pushing for a more diverse and inclusive world. This generation has become more self-aware about one aspect of their lives that need to be understood better, expressed freedom, and even celebrated breaking the stigma of the differences between gender expressed freedom, there have equal rights shaping the country. Despite widespread support for freedom of expression, discrimination continues. Gender stereotypes are still prevalent, especially in the Philippines. That's why some people still fight against discrimination to attain equality. According to Kim Parker & Cary Funk (2017), the likelihood that more women (16% versus 5%) than men (3%) have experienced repeated little snubs at work is nearly three times higher. Women employed are almost four times as likely as males to say they have been treated differently because of their gender (23% versus 6% of men).

II. LITERATURE REVIEW

2.1 Social Acceptance in Gender

According to (Leary,2010), Social acceptance is when other people exhibit certain behaviors wanted to include you in their connections and groupings. The spectrum of social acceptance includes passively accepting someone's existence to actively participating in seeking a mate for a relationship. Establishing a powerful drive and a need for approval from others might help to explain a variety of human behaviors. Any positive social connection or involvement in a community, culture, organization, team project, event, or discourse is social acceptability. (J. Spacey 2021) In the Philippines, social acceptability is considered valuable through the interpersonal framework that develops in the nuclear family's range of kinship, where individuals are impressed as children with their relatives' identities and the related rights and obligations to them. (L.Jill, 2016). Social acceptance of changing gender roles is gradually increasing. The Philippines' level of acceptance of changing gender roles is increasing and getting better, and that both genders are now treated equally and fairly in terms of their roles in contemporary society. Even though the inferiority of Filipinos is still reluctant to change, at least this societal issue is known and understood by the society.

2.3 Attitude towards Evolving Gender Role

According to Xiayun Zuo; Chaohua Lou, Ersheng Gao,Yan Cheng, Hongfeng Niu & Laurie S. Zabin (2012). Men and women both receive and internalize messages about appropriate gender behaviors from society. This socialization process may promote inequitable roles, norms, attitudes, and behaviors, and it may occasionally Different levels of noise and its effect encourage behaviors that put those who hold them at risk of a variety of negative health outcomes. According to Xiayun Zuo, Chaohua Lou, Ersheng Gao,Yan Cheng, Hongfeng Niu, and Laurie S. Zabin (2012), Men and women both receive and internalize messages about appropriate gender behaviors from society. This socialization process may promote inequitable roles, norms, attitudes, and behaviors, and it may occasionally encourage different levels of noise and its effect on behaviors that put those who hold them at risk of a variety of negative health outcomes. Moreover, "gender role attitudes" are opinions on what roles men and women ought to perform in society that people hold. This word is most frequently used in reference to the difference between work



that is paid and work that is not. People who believe in the traditional division of work between men and women, wherein men should be the breadwinners and women should be the homemakers, are regarded as holding conventional gender roles. (Mariska van der Horst, 2014).

Gender roles and attitudes are embodied and evolve not only with time but also in various ages and situations during an individual's life (Dotti Sani & Quaranta, 2017). Adolescence in particular is a time when gender-related concepts, like views toward gender roles, are particularly prominent. Adolescents go through biological, cognitive, and social changes that can have an impact on their beliefs toward gender roles (Eagly & Wood, 2012).

The attitude regarding gender roles varies with each age. Society's attitude toward gender-related issues is gradually improving. Although norms and traditional ideas remain and can't be eradicated from the people's system, the fact that there are people who advocate for equality as well as respect for others brings us one step closer to a more egalitarian community.

III. METHODOLOGY

The study was conducted in one of the cities in Metro Manila. To understand how Filipinos regard evolving gender roles in the Philippines, the researchers used a 32-item researcher-made instrument, with responses varying from strongly disagree (1) to strongly agree (4). The instrument included several indicators like physical appearances, personality traits, occupations, and domestic behaviors that are typically associated with traditional gender roles that men and women play in modern society.

The Chi-Square test for independence Cramer's V was used to determine the association between demographic profile (sex, age, nature of work, educational attainment, and economic status) and acceptance and attitude toward evolving gender roles. Spearman rank-order correlation was utilized to show the relationship between the respondents' acceptance and attitude toward the evolving gender roles in the Philippines.

3.1 Participants

The study considered 390 randomly selected respondents who were classified based on demographic profiles such as gender, age, employment status, educational achievement, and socioeconomic status. Fifty-four (54%) percent of the respondents were female, while 46%, were males. Similarly, 62% were between 18 to 34 years old, 24% were from 35 to 64 years old, and 24% were 65 years old and over.

Most of the participants were unemployed, comprising 40% of the total respondents, while the rest, while a mere five (5) or 1%, were under trade and related workers. Furthermore, (23) subjects, or 6%, completed elementary level; (143), or 37%, have high school degrees; and (244) were college students, accounting for 57% of the sample. Moreover, based on socioeconomic status, (3) or 0.8% appeared rich, (2) or 0.5% was upper middle but not rich, (4) or 1% were upper middle, and (30) or 8% comprised the middle class, while (74) subjects or 37% were low income but not poor, and (134) subjects or 34% were poor.

IV. RESULTS AND DISCUSSION

4.1 Acceptance Level to Evolving Gender Role in the Philippines

Table 1: Respondents Level of Acceptance to Evolving Gender Role in the Philippines

ACCEPTANCE TO GENDER ROLES			
Physical Appearance	x	SD	Interpretation
1. People should dress up according to their assigned sex at birth.	2.81	1.04	Medium
2. Women are expected to have long hair, while men are expected to have short hair.	2.39	0.98	Low
3. Makeups are for women only.	2.38	1.06	Low
4. Men should use masculine colors while women should use feminine colors.	2.26	0.96	Low
Personality Traits			
1. Women are expected to behave in a feminine manner.	2.71	1.04	Medium
2. Rearing children is a woman's purpose in life.	2.22	0.94	Low
3. I usually tell men who act femininely to behave according to their sex.	2.02	0.93	Low
4. Men who cry have weak character.	1.87	0.93	Low
Occupation			
1. Women may be asked to perform masculine and high-risk jobs such as welding.	2.04	0.83	Low
2. Helping professions such as caregiving and nursing are appropriate for women.	2.54	0.87	Low
3. Men may be asked to perform feminine and low-risk jobs such as ironing and sewing.	1.91	0.75	Low
4. High-risk jobs such as firefighter, police, and engineering are appropriate for men.	2.57	0.95	Low
Domestic Behaviors			
1. Women are responsible for nurturing and taking care of the family members.	2.93	0.89	Medium
2. Women are expected to do household responsibilities such as cooking and buying groceries.	2.65	0.92	Medium
3. Men are expected to be the breadwinner and the family's main provider.	2.76	0.94	Medium
4. Men are expected to hold major family decisions.	2.62	1	Medium
OVERALL	2.42	0.33	Low

Table 1 demonstrates the respondents' perceived acceptance of common traditional gender roles in society. Participants, for example, agreed to the gender roles of wearing clothes based on their biological sexes ($x = 2.81$; $SD = 1.04$), with a medium level of approval. As people's understanding of what constitutes distinct gender



identities has expanded, it is possible that this will influence how they see traditionally feminine or masculine fashion choices. (J. Lower. 2018). While the personality traits component shows that respondents agree with the expectation that women should behave in a feminine manner ($x = 2.71$; $SD = 1.04$), the medium level of acceptance simply shows that some respondents still believe in the traditional standards for how women should act in public. And, according to Thapa, P. (2018), it is fine if a woman believes she is superior to a man; if not, that is also acceptable. Every woman is free to choose who she wants to be, what she wants to do, and how she do it. However, respondents' responses to matters about gender roles and stereotypes in domestic conduct are ($x = 2.93$; $SD = 0.89$), showing a moderate level of acceptability. For example, the study's participants, on average, expected women to care for their families. Furthermore, the results show an insignificant acceptance level ($x = 2.42$; $SD = 0.33$). The respondents' responses to questions offering assertions about pervasive traditional gender roles in society were likely to emphasize the opposite, suggesting that the respondents were more likely to favor shifting gender roles than to oppose them.

4.2 Attitude Level to Evolving Gender Role in the Philippines

Table 2: Respondents Attitude Level to Evolving Gender Role in the Philippines

ATTITUDE TO GENDER ROLES			
Physical Appearance	x	SD	Interpretation
1. I advise others to dress appropriately according to their sex.	2.19	0.97	Low
2. I usually disagree with others when they disapprovingly comment on the unconventional hairstyles of people.	2.29	0.92	Low
3. I approve of both men and women using makeup.	2.18	1.07	Low
4. I am supportive of either sex using any colors without restriction.	2.03	1.11	Low
Personality Traits			
1. I tell ladies to act femininely.	2.11	0.95	Low
2. I object when women are told that their only purpose is to bear children.	2.16	1.01	Low
3. Men should be masculine.	2.33	0.92	Low
4. Men, in my opinion, should have strong character.	2.46	1	low
Occupation			
1. I believe that women should not perform dangerous jobs that men usually do.	2.52	0.95	Low
2. Women working in high-risk occupations worry me.	2.88	0.92	Medium
3. I admire men who work in women-dominated occupations.	1.89	0.92	Low
4. It does not usually bother me whether an occupation is female, or male dominated.	1.78	0.84	Low
Domestic Behaviors			
1. I am more approving of women being accountable for caring for and nourishing their family members.	2.92	0.90	Medium



2. I would like it better if the men in my family have a fair share of household duties as well.	1.55	0.72	Very Low
3. I am more approving of a family dynamic wherein men provide the main financial support whereas women still provide minimal financial support.	2.38	1.07	Low
4. I am more supportive of the thought of men being in charge of household decisions.	2.55	1.02	Low
OVERALL	2.32	0.37	Low

The table shows respondents' average attitude towards gender roles in occupations, with a ($\bar{x}=2.88$; $SD=0.92$) indicating a medium acceptance level.

This implies that while some respondents agreed that work has no gender requirement, some were still concerned about women's safety. Similarly, in terms of family-related behavior ($x = 1.55$; $SD = 0.72$), respondents have a very low level of acceptance of the idea of having a fair shared household responsibility at home for both mother and father, simply because most respondents believe that women are better at household chores and men are too busy to provide for their families. On the contrary, Applebury (2023) emphasizes that, while there are cultural and societal standards for gender roles, each family has its own interpretation and distribution of tasks and responsibilities. Further, the overall result indicates a low score ($x = 2.32$; $SD = 0.37$) when it comes to conventional attitudes regarding gender roles, suggesting that the respondents are in favor of changing gender roles. This is evident in their disagreement with factors such as appearance, personality, occupation, and domestic behavior.

Furthermore, the overall result shows a low score ($x = 2.32$; $SD = 0.37$) for traditional attitudes on gender roles, implying that respondents are in favor of developing gender norms. This is visible in their disagreements on appearance, occupation, and home behavior.

4.3 Correlation of Demographic Profile to Acceptance

Table 3: Relationship between the Respondent's Profile and their Level of Acceptance to Gender Role

Profile	Test used	Computed Value	Strength of Relationship	P-value	Decision	Remarks
Sex	Chi-Square	7.271	Weak	.064	Failed to Reject Ho	Not Significant
	Cramer's V	.137				
Age	Chi-Square	43.061	Moderate	.000	Reject Ho	Significant
	Cramer's V	.235				
Nature of Work	Chi-Square	55.664	Moderate	.003	Reject Ho	Significant
	Cramer's V	.218				
Educational Attainment	Chi-Square	15.078	Weak	.020	Reject Ho	Significant
	Cramer's V	.139				



Economic Status	Chi-Square	27.721	Weak	.066	Failed to Reject Ho	Not Significant
	Cramer's V	.154				

Overall, Table 4 shows relationships between respondents' profiles and their gender role acceptance extent. Primarily when respondents are classified by age (P-value =.000), and according to one study, as people age, their perception of gender diminishes in the other approach. Research indicates that younger generations tend to become more open-minded than older adults (Çifçi, S., Saka, G., & Akın, A., 2022). Likewise, the results show that there is an association observed between demographic variables and acceptance levels when associated with the nature of work (P-value =.003). In a similar study referred to previously, it was also found that there is a difference in people's viewpoints depending on their working environment. It was ascertained that people's perspectives were becoming more egalitarian regarding gender roles. In this sense, both men and women strive to acquire equitable attitudes based on their involvement in the corporate sector. Individuals' gender roles may be shifting, similar to the rise in educational levels. Consequently, the share of women's non-labor income in traditional homes is somewhat lower than in egalitarian households, although not significantly different (Browning, M., Chiappori, P. A., & Weiss, Y. 2014). Furthermore, there is also an observed difference when it comes to participants' level of acceptance when they group by their educational attainment (P-value =.020). Indeed, a qualitative research approach demonstrates that children were more inclined to embrace egalitarian ideas if their parents had better educational attainment. Furthermore, studies have demonstrated that education can influence public perceptions of gender norms in a beneficial way (Çifçi, S., Saka, G., & Akın, A. 2022).

4.4 Correlation of Demographic Profile to Attitude

Table 4: Relationship between the Respondent's Profile and their Level of Attitude to Gender Role

Profile	Test used	Computed Value	Strength of Relationship	P-value	Decision	Remarks
Sex	Chi- Square	6.571	Weak	.087	Failed to Reject Ho	Not Significant
	Cramer's V	.130				
Age	Chi- Square	26.740	Weak	.000	Reject Ho	Significant
	Cramer's V	.185				
Nature of Work	Chi- Square	41.519	Moderate	.079	Failed to Reject Ho	Not Significant
	Cramer's V	.326				
Educational Attainment	Chi- Square	3.883	Weak	.692	Failed to Reject Ho	Not Significant
	Cramer's V	.100				
Economic Status	Chi-Square	20.383	Moderate	.312	Failed to Reject Ho	Not Significant
	Cramer's V	.229				

In summary, the table above discloses that respondents' sex is significantly related to their perspective about gender roles, with a (P-value = 000). The findings indicate that men and women have distinct perspectives on gender roles. Most men and women adhere to "traditional" gender norms that are egalitarian. Also, according to



studies by Knight and Brinton (2017), Grunow et al. (2018), and a slew of others, there appears to be convincing evidence that women select "intensive mothering," while men are more generally attributed to the "egalitarian familism" profile. As referenced by Sabine Düval (2023). Thus, the study exclusively identified associations between respondents' demographic profile in sex and their gender role attitude; other demographic profiles of respondents showed no visible correlation with their gender role attitude.

4.5 Correlation between Acceptance and Attitude Toward Evolving Gender Roles

Table 5: Relationship of the Respondents' Acceptance to their Attitude

		Acceptance	Attitude
Acceptance	Correlation Coefficient	1.000	.446
	Sig. (two-tailed)	.390	.000
	N		390
Attitude	Correlation Coefficient	.446	1.000
	Sig. (two-tailed)	.000	.390
	N	390	

The results show a correlation between attitude and acceptance of gender roles ($r_s = .446$, P -value = .000, < 0.05). This indicates that the test result rejects the null hypothesis, indicating a significant relationship between attitude and acceptance based on the average significance value. Based on Lee's interpretation of association. (2016). The findings of this study revealed that respondents' acceptance of gender roles was accompanied by a positive attitude. Furthermore, perspective influences perception, and changing perspectives can alter perception (Hasa, 2016). This will support the conclusion drawn from the data in the table that respondents' attitudes toward changing gender roles in the Philippines are significantly correlated with their level of acceptance.

V. CONCLUSIONS AND RECOMMENDATIONS

Based on the findings, the respondents' level of acceptance and attitude toward evolving gender roles is on a high scale, indicating that society has moved past opposition to gender role issues and is now obtaining them on a large scale. Moreover, a substantial correlation exists among respondents' levels of acceptance of evolving gender roles in terms of their age, nature of work, and educational attainment. However, the respondent profile that strongly correlates to their attitude level is merely their age. In addition, it was also determined that there is a significant correlation between attitude and acceptance. Also, a high degree of acceptance was noted in the respondents classified as elementary, which was consistent with the respondents' attitude level when categorized as adulthood age.

Furthermore, the primary determinant of Filipinos' level of acceptance of contemporary gender roles is their age, where in the participants educational attainment acts as their main predictor when the dependent variable is attitude. The researchers provide some recommendations that could help enhance or assist the situation in accordance with the study's results and conclusions, such as fostering gender-sensitive education for young people



through initiatives such as programs, lectures, and laws that promote equality between men and women within the educational system. Also, the Local Government Unit (LGU) should maintain efforts to advocate for and implement anti-discrimination measures, gender equality, development, and training seminars within the municipality. Establishing programs aiming to educate individuals effectively and enhance their understanding of gender-related issues to eliminate gender biases is important. In addition, Gender, and Development (GAD) must provide financial assistance for the researchers' suggested intervention plan. Its purpose is to enlighten and raise awareness among locals and students about GAD-related topics, such as social protection and services. And lastly, for future researchers, this paper could be improved by conducting more in-depth research on the topic and by addressing more of the other factors that the study was unable to consider just a useless remnant from our evolutionary past. Surgical removal of the appendix causes no observable health problems.

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