

Masculinity Ideology and Gender Role Conflict

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ABSTRACT

Masculinity ideology refers to beliefs, constructs and conceptualizations of norms and roles of being men. This research aimed to find out the level of endorsement of Filipino men to the prevailing masculinity ideology and their level of gender role conflict. Furthermore, this study desired to increase men's awareness of their roles and work hand in hand with women. A cross-sectional survey research design was utilized for this study. A minimum of 900 questionnaires was purposely distributed to volunteers who were single, working, at least 18 years of age, have finished college, or if not, have at least some college experience to satisfy the requirement for a regression analysis method. Data were subjected to Pearson R correlation method utilizing SPSS. Results showed the seemingly standing belief that men should be good providers of the family. Individual characteristics defined their roles as being objective, independent, and competitive rather than being physically strong or brave, or being attractive to the opposite sex. Among the masculinity ideologies, it is *Macho-Guapito* (virile-handsome) that is related to all the areas of gender role conflict. Gender role conflict was only slightly experienced by men, with the highest score in the area of success, power, and competition.

KEYWORDS

Social Science, gender, masculinity ideology, cross-sectional survey, Pearson R, Bohol, Philippines

INTRODUCTION

Masculinity ideology is the perception that covers beliefs, constructs and conceptualizations of norms and roles of being men. Questions surface such as “Why are men unhappy, distressed, unable to express feelings, engage in many risk behaviors?” They are working so hard and then dying earlier than women (Mahalik, Levi-Minzi, & Walker, 2007; Addis & Mahalik, 2003).

Men’s greater frequency of experiencing psychological problems and other health risk behaviors led to far-reaching problems. Such negative tendencies have adverse effects on women, men, children, and society (O’Neil et al., 1995; Mahalik, 1999; Courtenay, 2000). Unfortunately, the effects of the gendered nature of society on men’s health and well-being have largely been ignored by mainstream psychologists (Lee & Owens, 2002).

In most societies, men are brought up differently from women according to prevailing gender norms. Males are expected to adhere to masculine behaviors. These behaviors are reinforced by parents, peers, and teachers (Levant, 1995; O’Neil, Good, & Holmes, 1995; Liwag et al., 1998). For instance, behaviors, like crying in public or being feminine, are not accepted as masculine behavior.

In the process of gender role socialization, men consequently internalize masculine ideologies that bring certain advantages and disadvantages. Since masculine ideologies in contemporary societies are mostly inconsistent and contradictory (Pleck, 1995), many men find it difficult to adhere and enact these roles, creating undue psychological strain and conflict. Ultimately, many men violate these gender roles and norms, and these lead to condemnation and negative psychological consequences (Pleck, 1995; Levant, 1998).

It is deemed important to understand the degree of endorsement of masculinity ideologies and gender role conflict among Filipino men, acknowledging their socialization process as unique and distinct (Liwag et al., 1998)

This research attempted to find out the level of endorsement of Filipino men to the prevailing masculinity ideology and their level of gender role conflict. However, more importantly, this study desires to increase men’s awareness of their roles and to work hand in hand with women. The researcher believes that with the increasing studies focused on women and women empowerment, a parallel study of men should be conducted. This study will serve the purpose of shedding light on how masculinity variables affect them and the society at large. Such research should be in place to encourage collaboration and dialog within and between sexes.

The study is anchored on the following theories, such as, Gender Role Strain Paradigm (Pleck, 1995), Masculinity Ideology (Levant, 1996), and Gender Role Conflict (O'Neil, Good, & Holmes, 1995).

As conceptualized in the Gender Role Strain Paradigm (Pleck, 1995), gender roles are not perceived as biological, or even social givens. These are psychologically and socially constructed entities that bring certain advantages and disadvantages (Levant, 1996). Such notions serve their particular purposes. For instance, traditional constructions of gender serve patriarchal purposes, and non-traditional constructions serve more equalitarian purposes as practiced in some societies.

Determination of gender roles is in accordance with the prevailing gender ideology. It is operationally defined by gender role stereotypes and norms, and are imposed on the developing child by parents, teachers, and peers. Such transmitters set in order through culture the prevailing gender ideology. The very essence of cultural script puts into order the process of socialization of children on their emotions, cognition and eventually, the actuation during adulthood that serve as the foundation of the notions of "masculinity" and "femininity". Thus, stressing the importance of men adhering to what is defined by the culture of standards for male behavior, and the internalization of this belief system and attitudes has been referred to as masculinity ideology (Pleck, 1995).

The individual male's level of endorsement of traditional masculinity translates into the gender expectations he applies to himself. When a man has difficulty living up to the masculine standards he has internalized, it is often a close approximation of the traditional code.

Gender Role Conflict

Gender role conflict is a psychological state that arises when there is rigidity, sexism, or restriction of gender roles that would lead to personal restriction, devaluation, or violation of self or others. Specifically, in a direct or indirect way, men experience a conflict of gender role according to the operational definition of Gender Role Conflict (GRC) in the study conducted by Wester et al. 2012. It discussed the following, deviation or violation of gender norms; failure to meet gender role norms of masculinity; experience discrepancies between their self-concept and their ideal self-concept based on gender role stereotypes; personal devaluation, restriction or violation of their own selves; experience personal devaluations, restrictions or violations from others and; personal devaluation, restriction, or violation of others because of gender role stereotypes.

But while gender role conflict in a man's perspective influences psychological distress and other health related risks, even the successful adherence and fulfillment of the prevailing masculinity ideology, on the other hand, does not guarantee liberation from the negative consequences that are usually associated with the experience of gender role conflict. According to Pleck (1995), the successful fulfillment of male role expectations (endorsement of masculinity ideology) can still have direct negative consequences because many of the characteristics viewed as desirable or acceptable in men have inherent negative side effects, either for males themselves or others. This other type of strain, the gender role dysfunction strain, points to the inherently dysfunctional nature of most masculinity ideologies that have been found out to be associated with significant social and public health problems such as violence, rape, chemical dependence, physical abuse, and inadequate emotional partnering, among others.

The tendency to which people have adopted traditional attitudes about men or endorse masculinity ideology is a significant aspect of gender role socialization. Traditional male norms emphasize men's power, success, and toughness, as well as the avoidance of anything deemed feminine (McCreary & Saucier, 2005).

Among the men in Calamianes Islands in Palawan, their notions of masculinity are delicately intertwined with illegal fishing, perceiving the activity as exclusively dominated by men and demonstrating bravery, risk-taking, and machismo (Fabinyi, 2007). As the head of the family, the good man's concern is to work hard for the family's well-being. However, he is expected to decide on economic matters and is considered a symbol of authority (Medina, 1991).

Levant and Richmond (2007), in their review of masculinity literature, demonstrated that men endorse traditional masculinity ideology to a greater extent than do women, and in most studies, sex has a larger effect size than race or ethnicity. African-Americans tend to endorse traditional ideology on masculinity to a greater extent than do European Americans, and the US and Puerto Rican Latinos tend to endorse traditional masculinity ideology about midway between African Americans and European Americans.

Similarly, in a comparative study of Italian and American masculinities in a sample of 152 Italian male students, Tager and Good (2005) discovered that participants endorsed fewer traditional views toward 9 of the 11 masculine norms of the MRNI and reported significantly less conformity to them than comparable American students. These comparative studies show the variety of the level of endorsement of masculinity ideologies in major societies.

This study intends to find out the influence of endorsement of masculinity ideology and gender role conflict on the experience of psychological distress among Filipino men. Specifically this will answer the following questions:

1. To what extent do men endorse masculinity ideologies in terms of the following factors:
 - 1.1. Respectable Provider;
 - 1.2. *Malakas at Matapang*; (Strong and brave)
 - 1.3. *Macho Guapito*? (Virile and Handsome)
2. To what extent do men experience gender role conflict in terms of the following factors:
 - 2.1. Success, power, and competition;
 - 2.2. Restrictive emotionality;
 - 2.3. Restrictive affectionate behavior between men;
 - 2.4. Conflict between Work and Family Relations?
3. Is there a significant relationship between endorsement of masculinity ideology and gender role conflict?

METHODOLOGY

A cross-sectional survey research design was utilized for this study.

A minimum of 900 questionnaires was purposely distributed to volunteers who were single, working, at least 18 years of age, have finished college, or if not, have at least some college experience to satisfy the requirement for a regression analysis method. A quota of at least 800 valid questionnaires was set to be retrieved. An online questionnaire was also set up to help facilitate such distribution to achieve the minimum quota.

To measure the different variables in the study, the following scales were used, a researcher made questionnaire which was called Filipino Masculinity Ideology Scale (FMIS) (O'Neil, 1986).

Table 1. Filipino Masculinity Ideology Scale (FMIS)

Factors	Item descriptions
Respectable Provider	I believe a man must be competitive
	It is admirable for a man to be in control
	It is important for a man to be respectable
	To be able to think independently is a man's asset
	A man should always be the main provider of the family
	A man must work to provide for himself and the family
	I believe a man must be self-reliant on all things
	A man should be objective
	I believe it is every man's desire to earn a good living
Malakas at Matapang	I believe that a man must be strong
	I believe men should know how to defend themselves by learning some kind of martial arts
	To defend oneself or fight back when provoked is a manly act
	I believe a man should be the leader in a group
	I believe a man is fitted for manual or technical jobs
	I believe it is manly to have big and strong muscles
	It is not admirable for a man to show tender emotions
	In most areas, I believe men should be more dominant than women
	I believe it is manly to engage in contact sports like basketball soccer, boxing, etc.
	A man must always be in command
Macho Guapito	I believe a man must be sexually active
	I believe it is okay for a man to have sex without love
	I believe it is not a man's duty to babysit
	To have more than one girlfriend is all right for a man
	To be an engineer or soldier is more appropriate for man than to be a social worker or nurse
	I believe a man should be self-reliant on all things and must not depend on others

Table 1 reflects the **Filipino Masculinity Ideology Scale (FMIS)**, a researcher constructed questionnaire that measured beliefs about the importance of men adhering to culturally defined standards for male behavior. Items have been culled from research outputs on gender beliefs about the traditional roles of men in Filipino society, as well as the socialization process of Filipino men and women (Aguiling-Dalisay, 1995; Aguiling – Dalisay, 2000; Fabinyi, 2007; Medina, 1991; Liwag et al, 1998). To provide a pattern in the formulation of the questionnaire, existing measures of masculinity ideology has also been referred to (i.e., MRNI, Brannon Masculinity Scale).

The 3 factor solution accounted for 52.49% of the variance. Cronbach Alpha for the three factors is .65, .53, and .53 respectively. Reliability analysis estimate for all the items registered at $\alpha = .63$. These reliability estimates were deemed enough for the present research.

Table 2. Items composing the factors of the Gender Role Conflict Scale 1

Factors	Item descriptions
Factor 1 - Success, Power, and Competition	Making money is part of my idea of being a successful man
	I sometimes define my personal value by my career success
	I evaluate other people's value by their level of achievement and success
	I strive to be more successful than others
	I am often concerned about how others evaluate my performance at work or school
	Being smarter or physically stronger than other men is important to me
	Competing with others is the best way to succeed
	Winning is a measure of my value and personal worth
Factor 2 – Restrictive Emotionality	I have difficulty telling others I care about them
	Expressing feelings make me feel open to attack by other people
	I have difficulty expressing my personal needs to my partner
	I have difficulty expressing my tender feelings
	I do not like to show my emotions to other people
	I often have trouble finding words that describe how I am feeling

Factor 3 – Restricted Affectionate Behavior between Men	Verbally expressing my love to another man is difficult
	Affection with other men makes me tense
	Expressing my emotions to other men is risky
	I am sometimes hesitant to show my affection to men because of how others might perceive me
	Being personal with other men makes me feel uncomfortable
	Men who are overly friendly to me make me wonder about their sexual preference
Factor 4 – Conflict between Work and Family Relations	I feel torn between my hectic work schedule and caring for my health
	My career, job, or school affects the quality of my leisure or family time
	Finding time to relax is difficult for me
	My work or school often disrupts other parts of my life

Table 2 provided a random sequence and consisted of normative statements on a 6-point Likert-type scale ranging from (6) yes, yes, yes to (1); no, no, no. Scoring proceeds by adding the item scores for each subscale and to get the total score, all the scores in the items were added and divided by the number of items.

Questionnaires were distributed to schools, institutions, companies, and corporations. An electronic version was also constructed to facilitate online responses.

After the survey questionnaires had been retrieved, a data screening was conducted to detect outliers, missing data, multicollinearity, and other issues pertaining to the accuracy of the data file (Tabachnick & Fidell, 2001). To answer the first research question, means and standard deviations were computed using SPSS to find out the scores of the group in the measures FMIS.

To answer question number three (3), the Pearson R correlation method was used on the data still utilizing SPSS. For the subsequent questions, a regression analysis using the program SPSS was employed. After which, the data was analyzed, and insights were derived.

Before the actual run for finding the means, correlations, and regression analysis, data were screened to find out accuracy of the data file, detect outliers, and find out the normality of the distribution. Using SPSS 17, the descriptive statistic was run on the variables to detect inaccurately entered data and they were all corrected. In addition, descriptive statistics was also used to find out missing data, and it was also found out that these missing data were randomly distributed and posed no serious problem to the distribution.

A look into the skewness and kurtosis of the variables also revealed that the distribution of the cases in each variable was within the allowable parameters by that considering the data as normally distributed. Hence, data analysis commenced.

RESULTS AND DISCUSSION

Endorsement of Masculinity Ideology

Table 3. Descriptive Statistics for Factor 1 of the FMIS (Respectable Provider) using SPSS

	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic	Statistic	Statistic	Std. Error	Statistic	Std. Error
i believe a man should be competitive	843	5.00	1.00	6.00	3933.00	4.6655	.03386	.98303	.966	-.223	.084	.147	.168
it is admirable for a man to always be in control	842	5.00	1.00	6.00	3996.00	4.7458	.03415	.99081	.982	-.393	.084	.064	.168
it is important for a man to be respectable	834	3.00	3.00	6.00	4381.00	5.2530	.02933	.84701	.717	-.567	.085	-1.208	.169
to be able to think independently is a man's asset	840	5.00	1.00	6.00	3864.00	4.6000	.03200	.92740	.860	-.069	.084	-.155	.169
a man should always be the main provider of the family	842	5.00	1.00	6.00	4186.00	4.9715	.03580	1.03868	1.079	-.562	.084	-.526	.168
a man must work to for himself and his family	831	5.00	1.00	6.00	4442.00	5.3454	.03041	.87666	.769	-1.108	.085	.602	.169
i believe men should be self-reliant on all things and must not depend on others	843	5.00	1.00	6.00	3797.00	4.5042	.03732	1.08364	1.174	-.244	.084	-.254	.168

a man should be objective	834	5.00	1.00	6.00	3669.00	4.3993	.03087	.89150	.795	.076	.085	.681	.169
i believe it is every man's desire to earn a good living to support himself or his family	841	5.00	1.00	6.00	4389.00	5.2188 Sum = 43.7035/9 Mean = 4.8559	.03327	.96470 Std Deviation=.96	.931	-1.015	.084	.550	.168
Valid N (listwise)	808												

Legend:

ITEMS		DESCRIPTORS	INTERPRETATION
5.6 - 6.0	-	Yes, yes, yes	Very High Endorsement
4.0 - 5.5	-	Yes, yes	High Endorsement
2.6 - 3.9	-	No	Low Endorsement
1.0 - 2.5	-	No, no, no	Very Low Endorsement

Table 3 shows the descriptive statistics of FMIS Factor 1, Respectable. As indicated, not all of the items were answered by the respondents giving a total of 808 valid numbers of respondents. Nevertheless, all of the items were answered from 1-5 except the item, *it is important for a man to be respectable*, which had a lowest answer of 3 and not 1. Composite mean of the factor is 4.86 with a standard deviation of .96 and is interpreted as High endorsement. A look into the skewness and kurtosis shows a normal distribution of the responses.

Table 4. Descriptive Statistics of the FMIS Factor 2 (Macho Guapito) using SPSS

	N	Range	Minimum	Maximum	Sum	Mean		Std. Deviation	Variance	Skewness		Kurtosis	
	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic	Statistic	Statistic	Std. Error	Statistic	Std. Error
i believe a man must be sexually active	839	5.00	1.00	6.00	3699.00	4.4088	.03354	.97141	.944	.008	.084	.192	.169
i believe it is ok for a man to have sex without love	842	5.00	1.00	6.00	2661.00	3.1603	.04913	1.42567	2.033	-.064	.084	-.737	.168

i believe it is not a man's duty to babysit	839	5.00	1.00	6.00	2920.00	3.4803	.03763	1.08989	1.188	.214	.084	.643	.169
to have more than one girlfriend is alright for a man	835	5.00	1.00	6.00	2569.00	3.0766	.04922	1.42229	2.023	.200	.085	-.440	.169
to be an engineer or soldier is more appropriate for a man than to be a social worker or nurse	840	5.00	1.00	6.00	3263.00	3.8845	.04241	1.22926	1.511	-.053	.084	-.172	.169
Valid N (listwise)	825												

Legend:

ITEMS	DESCRIPTORS	INTERPRETATION
5.6 - 6.0	- Yes, yes, yes	Very High Endorsement
4.0 - 5.5	- Yes, yes	High Endorsement
2.6 - 3.9	- No	Low Endorsement
1.0 - 2.5	- No, no, no	Very Low Endorsement

Table 4 shows the descriptive statistics for FMIS factor 2, Macho *Guapito*. A total of 825 responses were considered valid by SPSS taking into account the missing items. The composite mean for this factor is 3.60 with a standard deviation of 1.23 and interpreted as Low Endorsement. Skewness and Kurtosis shows a relatively normally distributed variable.

Table 5. Descriptive Statistics for the FMIS Factor 3 (*Malakas at Matapang*)

	N	Range	Minimum	Maximum	Sum	Mean		Std. Deviation	Variance	Skewness		Kurtosis	
	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic	Statistic	Statistic	Std. Error	Statistic	Std. Error
i believe that a man must be physically strong	842	5.00	1.00	6.00	4274.00	5.0760	.03253	.94380	.891	-.654	.084	-.197	.168
i believe men should know how to defend themselves by learning some kind of martial arts	842	5.00	1.00	6.00	3706.00	4.4014	.03349	.97185	.944	-.033	.084	-.094	.168
to defend oneself or fight back when provoked is a manly act	829	5.00	1.00	6.00	3161.00	3.8130	.03477	1.00122	1.002	-.053	.085	.654	.170
i believe a man should be the leader in a group	840	5.00	1.00	6.00	3473.00	4.1345	.03509	1.01702	1.034	-.013	.084	.197	.169
i believe a man is fitted for manual or technical jobs	822	5.00	1.00	6.00	3611.00	4.3929	.03499	1.00309	1.006	-.456	.085	1.022	.170
i believe it is manly to have big and strong muscles	838	5.00	1.00	6.00	3226.00	3.8496	.03893	1.12698	1.270	-.149	.084	.303	.169
it is not admirable for a man to show tender emotions	834	5.00	1.00	6.00	2992.00	3.5875	.03567	1.03022	1.061	.091	.085	.552	.169
in most areas, i believe men should be more dominant than women	836	5.00	1.00	6.00	3526.00	4.2177	.03643	1.05330	1.109	-.012	.085	-.080	.169
i believe it is manly to engage in contact sports like basketball, soccer, boxing, etc.	839	5.00	1.00	6.00	3801.00	4.5304	.03762	1.08964	1.187	-.380	.084	.261	.169
a man always must be in command	839	5.00	1.00	6.00	3104.00	3.6996 Sum = 41.703/10 Mean =4.17026	.03399	.98455 SD=1.01	.969	-.024	.084	.640	.169
Valid N (listwise)	793												

Table 5 also shows the descriptive statistics for the FMIS Factor 3, Malakas at Matapang (Please see Annex Table 6). There is a total of 793 valid responses and a composite mean of 4.17 which is interpreted as High Endorsement. Skewness and Kurtosis shows a relatively normal distribution.

Table 6. Mean Scores for Filipino Masculinity Ideology (FMIS) (Valid N= 808)

Factors	Valid N Listwise	Mean	Standard Deviation	Descriptors	Interpretation
Respectable Provider (RP)	808	4.86	.96	Yes, Yes	High Endorsement
Malakas at Matapang (MT)	793	4.17	1.01	Yes	High Endorsement
Macho Guapito (MG)	825	3.60	1.23	No	Low Endorsement

As can be gleaned from Table 6, the volunteers *highly endorsed* the factor **Respectable Provider** (Mean = 4.86), indicating that this is a desirable masculinity ideology among the volunteers (Please refer to Annex Table 7). Descriptive statistics on Table 7 show further that most of the volunteers believe and strongly endorse ideas and characteristics such as the following: that a man must work for himself and his family (Mean = 5.40); that it is important for a man to be respectable (Mean = 5.25); that it is every man's desire to earn a good living to support himself or his family (Mean = 5.22); that a man should always be the main provider of the family (Mean = 5.00); that it is admirable for a man always to be in control (Mean = 4.80); that a man must be competitive (Mean = 4.70); that to be able to think independently is a man's asset (Mean = 4.60); that a man must be self-reliant on all things and must not depend on others (Mean = 4.50); and that a man should be objective (Mean = 4.40).

Looking closely at the items, the role of men as the main provider of the family is still prevalent and highly valued in Filipino society. The volunteers mostly aged 18-28 still strongly believes in the ideal of a family man who provides support, primarily financial support, to the family. Together with this, the data also reveals that men still believes that their role is to excel and compete, as well as to be in control and independent. This seems to be borne out of the need to be respected by others in the community.

Indeed, this seems to show that Filipino society still maintains its patriarchal setup, as far as views of men are concerned. Filipino men are concerned about being independent in thinking and action, among other things. They are breadwinners of the family who finds their way and implements their strategy to achieve such.

On the other hand, the men also *highly endorsed* ***Pagkamalakas at Pagkamatapang*** (Mean = 4.17) although it is lower compared with the first factor. For these men, the following characteristics are also ideal to possess although not as much as the first: that a man must be physically strong (Mean = 5.08); that it is manly to engage in contact sports such as basketball, soccer, or boxing (Mean = 4.40); that in most areas, men should be more dominant than women (Mean = 4.22); and that a man must be the leader in a group (Mean = 4.13) (Please refer to Table 6).

In lesser degrees, they endorsed having big and strong muscles (Mean = 3.85); defending oneself or fighting back as a manly act (Mean = 3.81); a man must always be in command (Mean = 3.70); and showing tender emotions as not desirable for men (Mean = 3.59) as can be gleaned from Table 9, as ideal characteristics for men to enact.

Clearly, the masculinity ideal of being strong and brave still exists in the psyche of Filipino men. Despite the apparent blurring of delineations between men and women, many men still uphold the ideal that men are more dominant than women physically and that there are certain areas, may it be in sports or similar group activities, which are predominantly fit for men and which should be led by men alone for these areas require toughness. In addition, expression of tender emotions in these areas may not be allowed because it is viewed as unmanly.

Consequently, the factor that got a *low endorsement* was the ***Macho Guapito*** (Mean = 3.60). Hence, to be sexually active (Mean = 4.41); to believe that to be an engineer or soldier as more appropriate than to be a social worker or nurse (Mean = 3.90); to babysit as not a man's duty (Mean = 3.48); to believe that it is ok to have sex without love (Mean = 3.16); and to have more than one girlfriend as alright for a man (Mean = 3.10); are characteristics which they rated as not a desirable belief to possess and are considered to be not a prevailing masculinity ideology during the present times.

The low endorsement of this factor may be attributed to the effect of women asserting their rights and posing the challenge to treat them not just as sex objects but individuals with value. The result may lead to the realization among men to choose "substance over form", so to speak, and do away with focusing much on physical appearance and sex appeal.

Table 7. Descriptive Statistics for GRCS Factor 1 (Success, Power, and Competition) using SPSS

	N	Range	Minimum	Maximum	Mean		Std. Deviation	Variance	Skewness		Kurtosis	
	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic	Statistic	Statistic	Std. Error	Statistic	Std. Error
making money is part of my idea of being a successful man	827	5.00	1.00	6.00	4.8053	.04281	1.23098	1.515	-1.214	.085	1.125	.170
i sometimes define my personal value by my career success	825	5.00	1.00	6.00	4.4497	.03574	1.02645	1.054	-.931	.085	1.161	.170
i evaluate other people's value by their level of achievement and success	824	5.00	1.00	6.00	3.7354	.04678	1.34296	1.804	-.578	.085	-.406	.170
i strive to be more successful than others	821	5.00	1.00	6.00	4.3313	.04012	1.14970	1.322	-.624	.085	.272	.170
i am often concerned about how others evaluate my performance at work or school	823	5.00	1.00	6.00	4.3366	.03498	1.00350	1.007	-.654	.085	.844	.170
being smarter or physically stronger than other men is important to me	826	5.00	1.00	6.00	4.1550 Sum = 25.83/6= Mean = 4.31	.04259	1.22408 SD=1.16	1.498	-.588	.085	.113	.170
Valid N (listwise)	809											

Legend:

ITEMS	DESCRIPTORS	INTERPRETATION
5.6 - 6.0 -	Yes, yes, yes	Very High Endorsement
4.0 - 5.5 -	Yes, yes	High Endorsement
2.6 - 3.9 -	No	Low Endorsement
1.0 - 2.5 -	No, no, no	Very Low Endorsement

Table 7 shows descriptive statistics for GRCS Factor 1 Success, Power, and Competition. A total of 809 valid responses were recorded using SPSS. The composite mean is 4.31 and is interpreted as Moderate Gender Role Conflict. Skewness and Kurtosis shows a relatively normal distribution (Please refer to Annex Table 8).

Table 8. Descriptive Statistics for GRCS Factor 2 (Restrictive Emotionality) using SPSS

	N	Range	Minimum	Maximum	Mean		Std. Deviation	Variance	Skewness		Kurtosis	
	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic	Statistic	Statistic	Std. Error	Statistic	Std. Error
i have difficulty expressing my tender feelings	820	5.00	1.00	6.00	3.6195	.04035	1.15538	1.335	-.317	.085	-.213	.171
i have difficulty telling others i care about them	823	5.00	1.00	6.00	3.8068	.04381	1.25675	1.579	-.557	.085	-.222	.170
expressing feelings make me feel open to attack by other people	822	5.00	1.00	6.00	3.8054	.04101	1.17571	1.382	-.380	.085	-.038	.170
i have difficulty expressing my personal needs to my partner	813	5.00	1.00	6.00	3.5769	.04380	1.24886	1.560	-.320	.086	-.294	.171
i do not like to show my emotions to other people	813	5.00	1.00	6.00	3.9016	.04345	1.23881	1.535	-.323	.086	-.349	.171
I often have trouble finding words that describe how i am feeling	822	5.00	1.00	6.00	3.7056 Sum 22.46/6= Mean = 3.74	.03904	1.11940 SD=1.20	1.253	-.477	.085	.353	.170
Valid N (listwise)	778											

Legend:

ITEMS	DESCRIPTORS	INTERPRETATION
5.6 - 6.0 -	Yes, yes, yes	Very High Endorsement
4.0 - 5.5 -	Yes, yes	High Endorsement
2.6 - 3.9 -	No	Low Endorsement
1.0 - 2.5 -	No, no, no	Very Low Endorsement

Table 8 as well shows the descriptive statistics of the GRCS Factor 2, Restrictive Emotionality. Total valid responses were 778 with a composite mean of 3.74 and interpreted as Low Gender Role Conflict. Skewness and Kurtosis also shows a normally distributed variable.

Table 9. Descriptive Statistics GRCS Factor 3 (Restricted Affectionate Behavior between Men) using SPSS

	N	Range	Minimum	Maximum	Mean		Std. Deviation	Variance	Skewness		Kurtosis	
	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic	Statistic	Statistic	Std. Error	Statistic	Std. Error
verbally expressing my love to another man is difficult	810	5.00	1.00	6.00	4.0210	.05271	1.50016	2.250	-.512	.086	-.565	.172
affection with other men makes me tense	815	5.00	1.00	6.00	3.4466	.04773	1.36264	1.857	-.187	.086	-.503	.171
expressing my emotions to other men is risky	819	5.00	1.00	6.00	3.7021	.04339	1.24175	1.542	-.204	.085	-.295	.171
i am sometimes hesitant to show my affection to men because of how others might perceive me	812	5.00	1.00	6.00	3.7722	.04107	1.17035	1.370	-.396	.086	.064	.171
being personal with other men makes me feel uncomfortable	821	5.00	1.00	6.00	3.7369	.03966	1.13652	1.292	-.191	.085	.081	.170
men who are overly friendly to me makes me wonder about their sexual preference	822	5.00	1.00	6.00	3.4818	.04405	1.26280	1.595	-.257	.085	-.281	.170
Valid N (listwise)	790				22.19/6=3.70	SD=1.28						

Legend:

ITEMS	DESCRIPTORS	INTERPRETATION
5.6 - 6.0 -	Yes, yes, yes	Very High Endorsement
4.0 - 5.5 -	Yes, yes	High Endorsement
2.6 - 3.9 -	No	Low Endorsement
1.0 - 2.5 -	No, no, no	Very Low Endorsement

Table 9 is the descriptive statistics for GRCS Factor 3, Restricted Affectionate Behavior between Men. A total of 790 valid responses were registered using SPSS. Total mean is 3.70 which is interpreted as Low Gender Role Conflict. Skewness and Kurtosis indicate a normal distribution.

Table 10. Descriptive Statistics for GRCS Factor 4 (Conflicts between work and Family Relations) using SPSS

	N	Range	Minimum	Maximum	Mean		Std. Deviation	Variance	Skewness		Kurtosis	
	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic	Statistic	Statistic	Std. Error	Statistic	Std. Error
i feel torn between my hectic schedule and caring for my health	819	5.00	1.00	6.00	3.8889	.03938	1.12696	1.270	-.530	.085	.214	.171
my career, job, or school affects the quality of my leisure or family time	828	5.00	1.00	6.00	3.8478	.04780	1.37556	1.892	-.395	.085	-.452	.170
finding time to relax is difficulty for me	825	5.00	1.00	6.00	3.1030	.04420	1.26962	1.612	.031	.085	-.405	.170
my work or school often disrupts other parts of my life (home,family,health, leisure)	824	5.00	1.00	6.00	3.6032 Sum 14.4/4= Mean = 3.61	.04275	1.22709 SD=1.25	1.506	-.301	.085	-.093	.170
Valid N (listwise)	812											

Legend:

ITEMS	DESCRIPTORS	INTERPRETATION
5.6 - 6.0 -	Yes, yes, yes	Very High Endorsement
4.0 - 5.5 -	Yes, yes	High Endorsement
2.6 - 3.9 -	No	Low Endorsement
1.0 - 2.5 -	No, no, no	Very Low Endorsement

Table 10 shows the descriptive statistics for GRCS Factor 4, Conflict between Work and Family Relations. A total of 812 valid responses were recorded and a grand mean of 3.61 which is interpreted as Low Gender Role Conflict. Skewness and Kurtosis are well within the normal range.

Composite Means of GRCS

Table 11. Mean Scores and Interpretation for Gender Role Conflict (GRCS)

Factors	Valid N Listwise	Mean	Standard Deviation	Description	Interpretation
Success, Power, and Competition (SPC)	809	4.31	1.16	Agree	Moderate Gender Role Conflict
Restrictive Emotionality (RE)	778	3.74	1.20	Disagree	Low Gender Role Conflict
Restricted Affectionate Behavior Between Men (RAM)	790	3.70	1.28	Disagree	Low Gender Role Conflict
Conflict Between Work and Family Relations (CWF)	812	3.61	1.25	Disagree	Low Gender Role Conflict

Legend:

ITEMS	DESCRIPTORS	INTERPRETATION
5.6 - 6.0 -	Strongly Agree	Intense Gender Role Conflict
4.0 - 5.5 -	Agree	Moderate Gender Role Conflict
2.6 - 3.9 -	Disagree	Low Gender Role Conflict
1.0 - 2.5 -	Strongly Disagree	No gender Role Conflict

As indicated in Table 11, the volunteers experience *Moderate Gender Role Conflict* in the area of **Success, Power, and Competition** (Mean = 4.31). Specifically, as shown in Table 12, they experience conflicts as expressed in the following: making money as part of the idea of being successful (Mean = 4.81); sometimes defining personal value by career success (Mean = 4.45); being concerned about how others evaluate performance at work or school (Mean = 4.34); striving to be more successful than others (Mean = 4.33); and being smarter and physically stronger than other men as important (Mean = 4.16) (Please refer to Annex Table 12).

The data specifically shows that men aged 18-28 strive to be more successful in terms of making money and achieving in their chosen fields and often measuring their value as men based on how successful, powerful, and competitive they have

become

Vis-À-Vis other men. Consequently, the result brings about significant worries, stress, and ensuing devaluation of their worth.

To a lesser degree than the first factor, the volunteers experience **Restrictive Emotionality** (Mean = 3.74), **Restricted Affectionate Behavior between Men** (Mean = 3.70), and **Conflict between Work and Family Relations** (Mean = 3.61) in *low intensities*. These areas of conflict, while experienced at low intensities, may still manifest in the following (Table 14): not liking to show emotions to other people (Mean = 3.91); having difficulty telling others that one cares (Mean = 3.81); feeling open to attack

by other people when feelings are expressed (Mean = 3.81); often having trouble finding words to describe how one feels (Mean = 3.71); having difficulty expressing tender feelings (Mean = 3.62); and having difficulty expressing personal needs to the partner (Mean = 3.58).

Although the literature shows that men are constricted in their expression of emotions, the data reveals that there is a changing trend as far as Filipino men's recognition and expression of emotions are concerned. Perhaps the near absence of gender role conflict in this area can be attributed to society's growing acceptance and understanding of emotions as an inherent part of functioning and that both sexes are believed to experience emotions in more or less the same intensities, as well as the appropriate expression of these emotions.

Similarly, the volunteers find the following statements as indicated in Table 12, to be causing concern to them at lesser degrees: verbally expressing their love to other men is difficult (Mean = 4.02); being hesitant sometimes to express affection to other men because of how others might perceive them (Mean = 3.77); being personal with other men as an uncomfortable experience (Mean = 3.74); expressing emotions to other men is risky (Mean = 3.70); wondering about the sexual preference of men who are overly friendly (Mean = 3.48); and being tensed when showing affection with other men (Mean = 3.45).

There seems to be a declining trend in the rejection of homosexuals in society and an increasing trend of men who have "come out of the closet", so to speak, which shows that femininity among men and even homosexuality is not so much viewed anymore as something derogatory. Hence, the data indicates that Filipino men seem to be not so worried and affected anymore as far as showing affectionate behavior to other men.

The data also indicates that men at times and in lesser intensity get conflicted between work and family relations as characterized by the following: feeling torn

between hectic schedule and caring for health (Mean = 3.89); having career, job, or school to be affecting quality of leisure or family time (Mean = 3.85); work or school disrupting other parts of life such as home, family health, or leisure (Mean = 3.60); and difficulty finding time to relax (Mean = 3.10).

This seems to show that men are learning to find a balance between their work and leisure time. While they strive to be competitive and successful in their fields, the data indicates that they are more cognizant now of the need to maintain equilibrium between time given to their work and time spent with the family and for leisure.

Relationship of FMIS and GRCS

Table 13 shows the correlation matrix among the factors of Masculinity Ideology and Gender Role Conflict (Please see Annex Table 13). The table shows that **Factor I – Respectable Provider**, is positive although weakly correlated with two of the GRCS factors namely: *Success, Power, and Competition* ($r=.206, p < .01$), and *Restrictive Emotionality* ($r=.077; p < .05$).

This means that those who endorse ideas like a man should be competitive, a man should be in control, a man should be the provider of the family, a man should be respectable and objective, also are likely to be worrying about personal achievement, competence, failure, status, upward mobility and wealth more than others. In addition, these men also find it difficult to express their needs even to their partners and show their tender emotions to others.

Specifically, when a man espouses the belief that it is his duty to fend for himself and the family and that he must be objective and independent, this leads to a psychological state wherein he will also likely impose upon himself to be successful at work, be respected, and be competitive especially with other men and increase the likelihood of getting stressed and psychologically conflicted because of the enactment of this gender role.

Moreover, the belief in solely providing for the family and becoming respectable by being objective, competitive, and being an independent thinker also seems to be associated with difficulty and fears about expressing one's basic feelings and finding words to express basic emotions especially with other men.

Factor 2, *Macho Guapito* of the FMIS, is also weakly but positively and significantly correlated with all the factors of the GRCS. The result indicates that those who believe that a man must be sexually active, or have sex without love, or even have more than one girlfriend, etc., will also most likely value and have worries about success, power, and competition ($r=.125, p < .01$), and have

difficulty balancing work and time with family which results in health problems, stress, and lack of relaxation ($r=.099$, $p<.05$). Furthermore, males will also find it difficult to understand and express their emotions ($r=.157$, $p<.01$), and they find themselves significantly limited in expressing their thoughts and emotions with other men ($r=.135$, $p<.01$).

Hence, when a man believes that he is supposed to be “*macho-guapito*”, expressed through having more than one girlfriend or believing that it is okay to have sex without love and the like, he will also consequently want to make more money and compete with other men, will have difficulty managing and expressing his emotions, will feel restricted in showing affectionate behavior with other men, as well as have a hard time balancing work and family relations.

In other words, he experiences gender role conflict in all areas when he endorses the *macho-guapito* ideology. Most likely because the masculinity ideology *Macho-Guapito* is too sex oriented which can be offensive to women and in a society that is becoming more equalitarian.

Factor 3 – ***Malakas at Matapang***, is also significantly but weakly correlated with 3 out of the four factors of the Gender Role Conflict Scale. Endorsement of the ideology *malakas at matapang* will likely bring about gender role conflicts in the areas of success, power, and competition ($r=.248$; $p<.05$), restrictive emotionality ($r=.123$; $p<.01$), and conflict between work and family relations ($r=.099$; $p<.01$). The result shows that when men believe that they must be physically strong, must be able to defend themselves, or should be dominant over women, among other things, they will also most likely be defining their personal value, as well as others, by their level of success in their career. Likewise, these men also will also have difficulty processing and expressing their feelings, and will have conflicts over their priorities between work and family relations.

It makes sense that when males believe that it is a man’s role to be strong and brave, they also consequently strive to be more successful, powerful, and competitive even to the point of becoming anxious and stressed.

Strength and bravery also connote projecting stoic, hard, and apathetic affect and restricting expressions of tender emotions to others especially in the presence of other men. Of course, such restrictions bring about negative consequences such as psychological problems as proposed by Levant (1996) and O’Neil, Good, & Holmes, 1995.

Malakas and *Matapang* ideology as well correlate with conflict in work and family relations. This seems to show that when one believes that men should be brave and strong, this will have an indirect effect on his priorities, such that he

will find it hard to balance work and leisure time with family. Furthermore, he gets entangled with work and priorities that would prove his vigor and potency.

CONCLUSIONS

The results of the study showed consistent patterns of the endorsement of masculinity roles. Indeed, there are still prevailing masculinity ideologies in a Philippine society that men endorse. However, it is worthy to note that there is a strong belief about men's roles which revolve around being a good provider of the family and certain characteristics that define their role as men such as being objective, independent, and competitive rather than being physically strong or brave, or being attractive to the opposite sex. An indication of a growing maturity among men is seen, where they choose "substance over form" so to speak.

As a whole, the gendered nature of society still exists as theorized by Pleck (1995), Levant (1996), O'niel et al. (1995) a decade or so ago. However, there seems to be a considerable shift in a paradigm where the distinction between the roles of men and women is already blurred. Results of this study imply that men are not anymore sticking to and endorsing traditional male roles and that they are now accepting equalitarian and even feminine roles.

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