



«GENDER BAROMETER SURVEY»

ARMENIA

A SOCIOLOGICAL SURVEY



USAID
FROM THE AMERICAN PEOPLE



ASU THE MELIKIAN CENTER:
Russian, Eurasian & East European Studies
ARIZONA STATE UNIVERSITY



Gender Barometer Survey

A Sociological Survey

This study/report is made possible by the generous support of the American People through the United States Agency for International Development (USAID). The contents of this study/report are the sole responsibility of the authors (or CGLS) and do not necessarily reflect the views of USAID or the United States Government

 *Center for Gender and Leadership Studies*

YEREVAN 2015

Content

Executive Summary

1. Research Methodology
2. Presentation of Research Results
 - 2.1 System of Values of Armenians
 - 2.2 Gender Attitudes
 - Gender Distribution of Social Roles
 - Happiness and Gender
 - Perception of Gender Inequality
 - Perception of Gender Violence
 - Gender Division of Family Roles
3. Political and Civic Participation
4. The Impact of Migration on Gender Roles
5. Men and Women in the Labor Market
6. Policy recommendations

Executive Summary

The *Gender Barometer Survey* (GBS) is the first nationwide survey the aim of which is the study of gender attitudes in Armenian society. The survey was conducted by the Yerevan State University (YSU) Center for Gender and Leadership Studies (CGLS) from September to December 2014, in Yerevan and in all regions of Armenia with a sampling of 2,134 respondents. Data from the *Gender Barometer Survey* is being used to analyze the perception in Armenian society of the roles of men and women in the family, in the labor market workplace, and in political and civic life. The results of the Gender Barometer Survey have significant policy implications, and the results will give CGLS an opportunity to develop realistic recommendations in the areas of women's rights protection and gender equality. Additionally, CGLS is planning to use the methodology, tools, and results of this survey to develop a comprehensive research tool to monitor the dynamics in the gender attitudes of the Armenian population.

Main Results of the Survey:

1. For Armenian men, it is more important to be successful and be recognized by society, while for Armenian women, it is more important to be educated and to keep traditions.
2. Overall, there are no significant gender differences in the system of values of respondents. Both men and women value family, peace, work, and religion. The only exception is friendship. Men value the existence of friends relatively more than women do.
3. There is a correlation between the system of values of respondents and the feeling of happiness. Those respondents who value friends, leisure, and religion, and for whom it is important to be rich, are relatively more happy. Respondents have been asked to rank their level of happiness: 25% feel that they are very happy, 55% feel quite happy, 15% feel that they are not so happy, and 4% don't feel happy at all. Moreover, more men than women feel happy in Armenia: 30% of men and 22% of women.
4. Those who live in bigger families feel happier. Married people (officially registered marriages, church marriages, civil marriages) feel happier than divorced respondents. Also, those who have higher personal and family incomes, and those that are more educated, feel happier. Respondents with traditional gender attitudes are happier than others. Those who agree that there is equality between men and women in Armenian society feel happier.
5. Gender as a factor for success has been ranked in fifth place. The survey data showed that gender is more important for men than for women on their path to success in life.
6. Armenian society has more expectations of men than of women in regards to family life, education, provisions of financial security, as well as in politics. The role of men as the primary breadwinner is much more important for Armenian men, than for Armenian women.
7. In general, women have more liberal attitudes than men do. Women value achievement in their education and career and the attainment of financial security.

8. 60% of respondents recognize that there is inequality between men and women in Armenian society. More than half of respondents, 55%, think that the main reason for gender inequality is the low level of awareness about women's rights in society.
9. Only 1% of men would prefer to have been born a woman if they had another choice, and 27% of women would prefer to have been born a man.
10. According to 14% of respondents, men's rights are fully protected in Armenia, compared to 7% who agree that women's rights are protected as well. A majority of respondents also think that women's rights are violated in all areas: family, politics, the workplace, and others.
11. In the upbringing of boys, respondents value such qualities as trust, self-confidence, unselfishness, generosity, and respect for others. In the upbringing of girls, more respondents value obedience.
12. 32% of respondents would prefer to have a boy in the case of having only one child, compared to 16% of respondents who would prefer to have a girl. Moreover, boy preference is more widespread among men than among women: 45% of men compare to 26% of women would prefer to have a boy in the case of having only one child.
13. In 75% of households, the head of household is a man, and only in 25% is the head a woman. Moreover, in the most poor and socially deprived households the heads of the household are women.
14. Survey data showed that men are more interested in politics than women, but at the same time more women voted in the last elections.
15. 60% of men and only 32% of women had earned an income in the previous month. There are more women employed in the public sector, and more men in the private sector. There are more men among high-level managers, while women make up more of the ranks of employees and specialists¹. Women perform more work that corresponds less to their professional qualifications and knowledge. Compared to men, women are also less satisfied with their salaries and opportunities for professional development.

¹ A person with college or post-graduate degree and established professional skills in a certain area.

1. RESEARCH METHODOLOGY

Research Goals and Objectives

From September to December 2014, the YSU Center for Gender and Leadership Studies implemented a sociological survey, **the goal** of which was to study the attitudes of Armenian society toward men's and women's rights and gender equality.

Objectives of the Survey.

- ✓ To study the system of values of Armenians in the areas of:
 - Family,
 - Education,
 - Employment and profession,
 - Self-expression,
 - Social and political activity,
 - Public opinion,
 - Well-being,
 - Religion.
- ✓ To study the attitudes of Armenians toward factors important to achieving success in life.
- ✓ To discover the perceptions of Armenians about qualities important for men and women.
- ✓ To discover the attitudes of Armenians toward gender equality.
- ✓ To study the opinions of Armenians about the main roots of gender inequality.
- ✓ To understand the opinions of Armenians about the level of protection of men's and women's rights in society.
- ✓ To study gender stereotypes among men and women in Armenian society.
- ✓ To study the level and extent of domestic violence in Armenian society, and the impact of parental family on violent behavior.
- ✓ To study the attitudes of Armenians toward domestic violence.
- ✓ To study the gender division of family roles.
- ✓ To study political and civic participation and activism of Armenians.
- ✓ To study the level of awareness of Armenians about signed and ratified gender-related documents.
- ✓ To study the impact of migration on gender roles.
- ✓ To study the status of men and women in the labor market of Armenia.
- ✓ To compare gender attitudes and opinions in different age groups.

Research Sampling

The study surveyed people aged 18 and above living in Armenia.

Universe size (number of population): 2,241,800 (Statistical Yearbook of Armenia, 2013, p. 29).

Sample size: The sampling size is calculated as 2,134 units, taking into account the limiting sampling error of no more than 3% for a confidence probability of 0.95 and the

design-effect equal to 2. The study will be implemented in all 10 marzes of Armenia and in Yerevan.

Type of the sample: The survey sample is forms as *multistage cluster stratified sample*.

The following multidimensional stratification is suggested:

1. Stratification by 11 economic, administrative-territorial regions (marzes) are carried out.
2. The following strata are created by types of settlements,:
 - ✓ People living in urban settlements, including the capital city;
 - ✓ People living in rural settlements.
3. The stratification by settlement size includes 7 types of the settlements:
 - ✓ Towns with populations less than 10,000, or villages;
 - ✓ Towns with populations of 10,001-20,000;
 - ✓ Towns with populations of 20,001-50,000;
 - ✓ Towns with populations of 50,001- 100,000;
 - ✓ Towns with populations of 100,001-500,000;
 - ✓ Towns with populations of 500,001 or more.
4. The settlements of 2 elevation zones are included:
 - ✓ Zone with an altitude below 1,500 m;
 - ✓ Zone above 1,500 m.
5. Remoteness from highways, accessibility to other infrastructure:
 - ✓ Very far/very difficult to access;
 - ✓ Not very far/not very difficult to access.

The border area also is also represented in the sample.

The proposed territorial multistage cluster stratified sample consists of four stages.

In the **first stage**, cities/villages are selected. This selection is done using one of the types of random selection (simple probability or systematic selection) with preliminary stratification based on the mentioned criteria (type of the settlements (urban/rural), size of the city/village, distance from highways, and elevation zone). In sampling, strata allocation is carried out according to the strategy of equal probability of final sample units' inclusion. This means that the units are distributed according to the number of population in strata.

In the **second stage**, the addresses in cities/villages are selected. The selection is done using the electorate address base. At this stage, the clusters (or primary sampling units - PSUs) are the segments of dwellings around starting points in the direction to the left

of walking routes. This is a method of intersecting clustering. The selected addresses are starting points for the interviewers.

In the **third stage**, the dwellings are selected using one of the strategies of random walking. In each route, the five dwellings (for cities), or three dwellings (for villages), are selected by the systematic sampling method of taking 3 steps. Steps are used because of the representations of different floors in multi-apartment houses.

In the **fourth stage**, the respondents in the household are selected using the random "nearest birthday" selection method, according to the day, but not the month, of the birthday nearest the day, but not the month, of interviewer. If two or more households live in selected dwelling, then that household is selected to which the respondent with "nearest birthday" belongs.

Selection of households and its member is registered in route lists and contact sheets, which contain information about randomly selected addresses and the results of contact with the household members (for example, "refused to participate in the survey" etc.) This information is necessary to perform the interviewers' work quality control and if needed, to calculate response rates and to weigh the data at the end of the survey.

A short description of sample "repair" principles is as follows:

1. Nonresidential buildings / apartments are not taken into account in the selection.
2. If nobody lives in the dwelling at the day of interview, or prospective respondent categorically refuses to be interviewed, the dwelling is replaced by the following dwelling along the route.
3. Mentally unfit people in households (e.g. people under the influence of alcohol and other chemicals, the sick, the mentally underdeveloped, uncooperative people) should not be taken into account during the selection.
4. If the selected respondent is absent from dwelling at the time of the interview, then 3 follow-up visits in the capital city and 1 follow-up visit in marzes² were conducted, in an attempt to make contact with the selected respondent.
5. In case of failure, the missing respondent is replaced by a similar respondent according to sex, age, education, and employment by the method of purposive subsampling with initial points random selection.

Research Tool

The research tool is a standardized questionnaire comprised of the following parts:

- An appeal to the respondent with the description of the goal and application of the research, the duration of the interview, and the conditions of it being an anonymous survey.
- Table detailing the place of interview, name of the supervisor, and number of visits.

² This technique is suggested because of the low response rate in Yerevan.

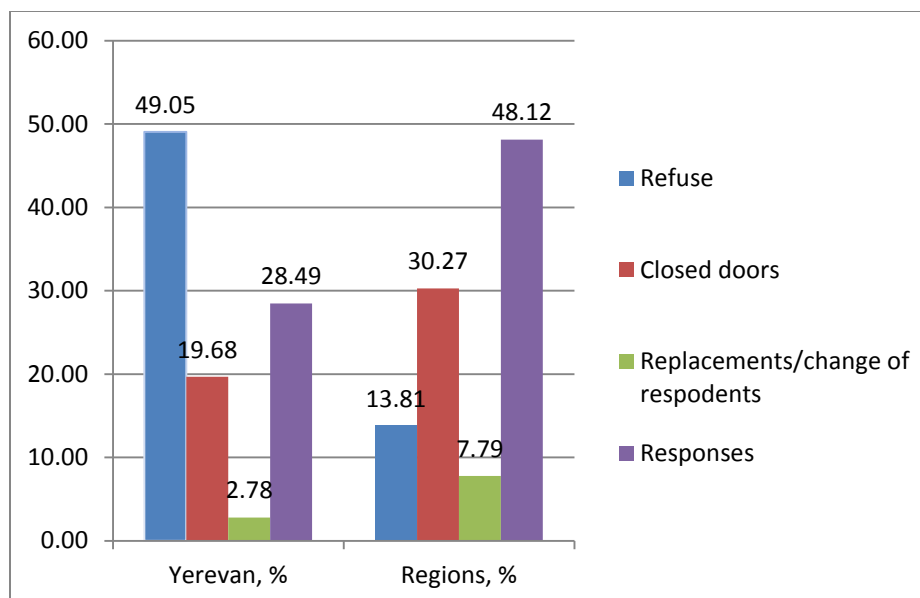
- Part A. Data about respondent's household.
- Part B. System of values.
- Part C. Gender attitudes.
- Part D. Political participation.
- Part E. Migration.
- Part F. Employment.
- Part G. Some personal data about the respondent.
- Additional information.

Process of Data Collection

Field work was started on October 8, 2014, and was finished on November 23, 2014. Field work in the regions was started on October 24, 2014. 2,134 interviews were conducted with 751 in Yerevan and 1,383 in the regions (Aragatcotn, Armavir, Ararat, Gegharqunik, Kotayk, Lori, Shirak, Tavush, Vayotz Dzor, and Syuniq). The main problems with data collection were in the central districts of Yerevan, where the percentage of non-responses was quite high and the interviewers made a lot of subsequent visits. In Yerevan, there were also cases when people refused to participate in the survey. In the villages, sometimes streets did not have names, and in general it was difficult to follow all the instructions in the rural areas, because very often houses did not have any order and the way streets are constructed is very confusing. In the rural areas, a lot of people were in the fields and were not available at all. In the villages, there were also many cases of so called "closed doors", when the whole family migrated.

Distribution of responses/nonresponses

	Yerevan, %	Regions, %
Refuse	49.05	13.81
Closed doors	19.68	30.27
Replacements/change of respondents	2.78	7.79
Responses	28.49	48.12
<i>Total</i>	<i>100.00</i>	<i>100.00</i>



One of the major challenges during the field work was the attitude of society toward the word “gender” and the whole discourse of gender equality. There were cases when potential respondents refused to answer questions as soon as they heard the word gender, which is widely associated with homosexuality and sexual perversion in Armenian society.

2. PRESENTATION OF RESEARCH RESULTS

2.1 System of Value of Armenians

In order to identify the system of value of Armenians, the respondents were asked to agree/disagree with several statements. For the majority of respondents, it is important to be educated. Also, the importance of being confident in your inner strengths, opinions, and being able to make decision was mentioned.

The next two statements show the importance of public opinion and traditions, such as *it is important for me that my social network accept and appreciate my achievements* and *I never question centuries-old traditions*.

The following statements appeared last: *if the majority of people think that the person is not good, it must be true*. 56 % of respondents do not agree with this statement and only 11% said that they totally agree with it. A relatively small number of respondents said that it is important for them to be different from those around them. It is interesting that the statement, *it is important for me to be rich*, is in the penultimate position. Only 16% of respondents completely agree with this statement, 22% rather agree, 33% rather disagree, and 27% completely disagree.

I will read you several statements. Tell me please to what extent you agree with each of them – “completely agree”, “rather agree”, “rather disagree”, or “completely disagree”.					
	Completely agree	Rather agree	Rather disagree	Completely disagree	Difficult to answer
It is important for me to be an educated and developed person.	82.4%	12.3%	3.5%	1.8%	0.0%
Those who put hope in themselves achieve success in life.	80.1%	10.8%	5.8%	3.1%	0.2%
I always try to fight for my point of view.	67.2%	19.2%	11.0%	2.4%	0.1%
It is important for me to make my own decisions.	63.8%	18.8%	12.6%	4.7%	0.2%
It is important for me that those around me accept and recognize what I have accomplished.	51.4%	23.6%	14.8%	9.7%	0.5%
I never doubt centuries-old traditions.	49.8%	22.1%	19.0%	8.6%	0.5%
It is important for me to be different from those around me.	20.3%	22.8%	30.0%	26.0%	0.9%
It is important for me to be rich.	16.6%	22.4%	33.5%	27.4%	0.1%
If people think that a certain person is a bad person, then it is indeed so.	11.6%	6.2%	25.7%	56.1%	0.3%

For women, it is relatively more important to be educated, while for men, it is more important that society acknowledged them, and it is more important for men to be rich.

At the same time, respondents stressed the importance of such *terminal values*, as family (1), peace (1) and work (2). In third place is religion, then financial well-being, friendship and leisure. In last place is politics. For 39 % of respondents, politics does not have any interest at all.

I will read you a list of several items, and you tell me to what extent each of them is important in your life – “very important”, “rather important”, “rather not important”, “completely unimportant”.					
	Very important	Rather important	Rather unimportant	Completely unimportant	Difficult to answer
1. Family	97.6%	2.1%	0.2%	0.1%	0.0%
2. Peace	97.0%	2.7%	0.1%	0.1%	0.0%

3. Work	87.9%	9.4%	1.6%	0.8%	0.2%
4. Religion	70.5%	19.3%	5.5%	4.7%	0.1%
5. Material/financial well-being	53.8%	41.1%	4.1%	0.9%	0.0%
6. Friends	53.9%	36.5%	7.7%	1.8%	0.1%
7. Rest and leisure	47.8%	43.8%	6.8%	1.3%	0.4%
8. Politics	14.1%	25.9%	20.6%	39.1%	0.3%

In order to understand the *instrumental values* of respondents, a filter question has been asked first that gave an opportunity to see how respondents evaluate themselves in terms of being successful/unsuccessful. As it turned out, 11.4% of respondents consider themselves very successful, 58.1% rather successful, 22.6% not so successful, and 7.8% responded that they are not successful at all. Respondents also were asked to rank factors that lead to success. The items were ranked as follows:

1. Honesty,
2. Hard work,
3. Cleverness,
4. Education/Profession,
5. Gender,
6. Social connections,
7. Place of birth,
8. Material security/money,
9. Special talents, and
10. Political position.

As we can see, *gender* is fifth. Moreover 32% of respondents mentioned that gender directly influenced them to become successful. Political affiliation is in last place. Only 6% mentioned that it had any role in their lives and directly influenced them.

To what extent has each of the following items influenced your becoming successful - “directly influenced”, “rather influenced”, “rather did not influence”, “did not influence at all”?					
	Directly influenced	Rather influenced	Rather did not influence	Did not influence at all	Difficult to answer
1. Honesty	76.9%	15.0%	3.8%	4.1%	0.2%
2. Hard work	67.0%	20.2%	6.3%	6.1%	0.4%
3. Cleverness	47.1%	24.0%	16.0%	12.6%	0.3%
4. Education/Specialty	36.9%	25.0%	11.9%	26.0%	0.3%
5. Gender	32.0%	23.7%	13.8%	27.0%	3.5%
6. Connections	29.8%	29.1%	13.0%	27.7%	0.4%
7. Place of birth	25.0%	19.2%	14.7%	40.1%	1.1%

8. Material security/Money	21.5%	27.1%	19.9%	31.4%	0.2%
9. Special talents	20.6%	25.4%	17.9%	33.7%	2.3%
10. Political position	6.6%	9.6%	15.4%	67.4%	1.0%
11. Other					

Less than 1% of respondents mentioned factors other than the ones suggested as directly influencing them, such as God, moral values, self-efficiency, having a good husband and children, having a good family, parents, trust in inner strengths, and being determined.

Respondents were also asked to choose the 3 most worrying situations. The most worrying is losing a job, or not being able to find one – poverty. The second most worrying situation is not being able to get an education. The third most worrying situation is not being able to give children any education. It is worth mentioning that respondents hardly mentioned such personal problems as: family conflicts, divorce, domestic violence, not being able to marry, and not being able to have a child.

Among family-related problems, the most worrying are: 1) not being able to have a child, 2) family conflicts, 3) divorce, and 4) domestic violence.

2.2. Gender Attitudes

Gender Distribution of Social Roles

Based on the data analyses, it can be stated that being a good mother/father as well as good wife/husband is equally important for both Armenian men and women. 97% of respondents mentioned that it is very important for a man to provide for his family, and only 50% mentioned that it is very important for women. Similar differences have been reported regarding the question of a successful career: it is perceived as very important for a man by 74% of respondents, and for a woman by only 43% of respondents. In addition, 83% of respondents mentioned that it is very important for a man to be a good specialist, and 68% think that it is also very important for a woman to be a good specialist. Incidentally, being rich was mentioned as an important factor for a man by 53% of respondents and only 24% mentioned that it is important for a woman to be a rich and have a high income. At the same time, there are no significant differences in the questions regarding the importance of education for both genders. Having a good education is considered as very important for women by 65% of respondents and for men by 70% of respondents.

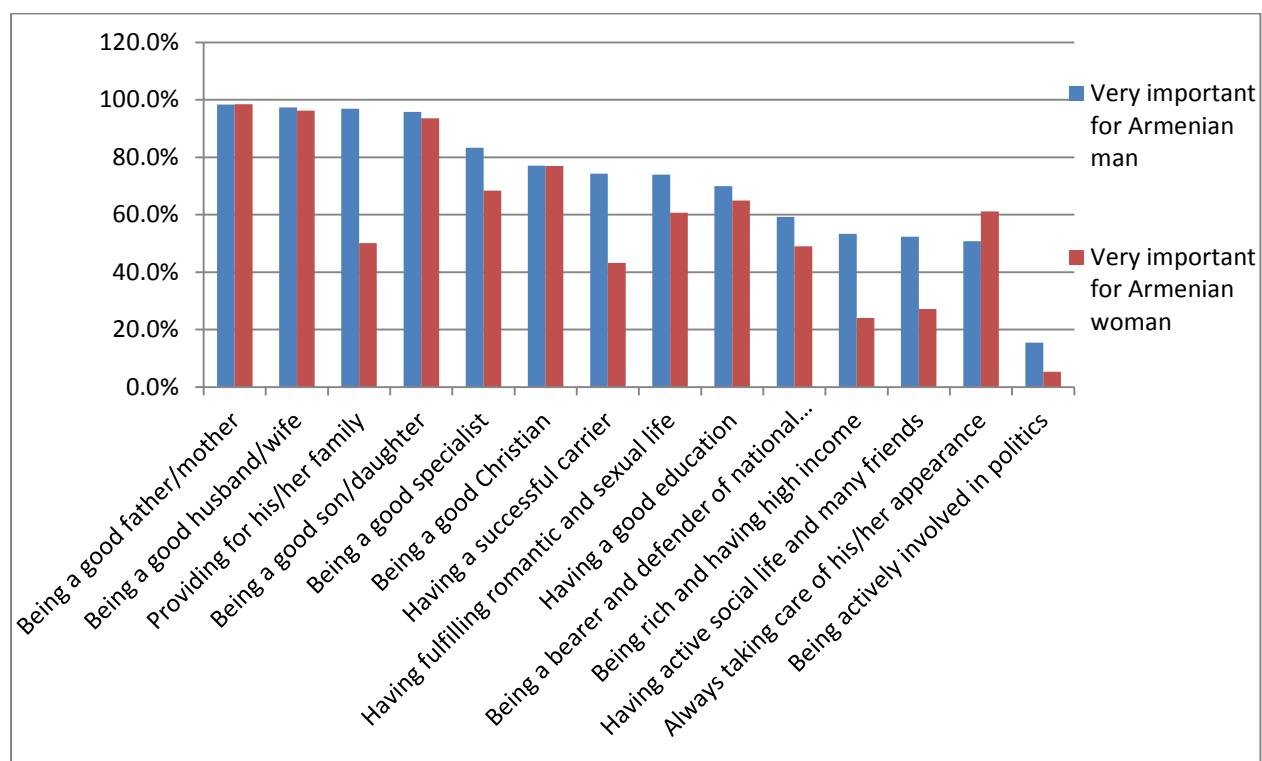
73% of respondents mentioned that it is very important for an Armenian man to have a fulfilling romantic and sexual life, 60% mentioned that it is also very important for an Armenian woman. 52% of respondents mentioned that it is very important for an Armenian man to have active social life and many friends, and only 27% mentioned that it is also important for an Armenian woman to have active social life and friends.

61% of respondents believe that it is very important for a woman to take care of her appearance. Half of respondents (50%) agreed that it is also important for a man. Being a good Christian is equally important for both men and women.

In your opinion, how important is each of the following qualities for an Armenian WOMAN – “very important”, “rather important”, “rather unimportant”, or “completely unimportant”?					
	Very important	Rather important	Rather unimportant	Completely unimportant	Difficult to answer
Being a good mother	98.5%	1.5%	0.0%	0.0%	0.0%
Being a good wife	96.2%	3.3%	0.2%	0.1%	0.1%
Being a good daughter	93.5%	6.2%	0.1%	0.1%	0.1%
Being a good Christian	76.9%	17.4%	3.5%	2.0%	0.1%
Being a good specialist	68.4%	24.4%	5.9%	1.3%	0.0%
Having a good education	64.9%	25.5%	7.8%	1.7%	0.0%
Always taking care of her appearance	61.1%	31.4%	5.5%	1.8%	0.1%
Having fulfilling romantic and sexual life	60.7%	28.0%	7.4%	3.0%	0.9%
Providing for her family	50.1%	32.1%	12.5%	5.1%	0.2%
Being a bearer and defender of national values	49.0%	33.3%	10.3%	6.9%	0.5%
Having a successful career	43.2%	35.3%	16.0%	5.2%	0.3%
Having an active social life and many friends	27.1%	33.5%	25.6%	13.7%	0.2%
Being rich and having a high income	24.0%	38.7%	25.1%	12.1%	0.1%
Being actively involved in politics	5.3%	15.0%	24.7%	54.4%	0.6%

In your opinion, how important is each of the following qualities for an Armenian MAN – “very important”, “rather important”, “rather unimportant”, or “completely unimportant”?					
	Very important	Rather important	Rather unimportant	Completely unimportant	Difficult to answer
Being a good father	98.3%	1.7%	0.0%	0.0%	0.0%
Being a good husband	97.3%	2.7%	0.0%	0.0%	0.0%
Providing for his family	96.9%	3.0%	0.1%	0.0%	0.0%
Being a good son	95.8%	4.1%	0.1%	0.0%	0.0%
Being a good specialist	83.3%	15.2%	1.4%	0.1%	0.0%
Being a good Christian	77.1%	17.1%	3.3%	2.3%	0.2%
Having a successful carrier	74.3%	21.6%	3.2%	0.8%	0.1%
Having a fulfilling romantic and sexual life	73.9%	20.2%	3.8%	1.2%	0.9%
Having a good education	69.9%	22.4%	6.8%	1.0%	0.0%

Being a bearer and defender of national values	59.2%	29.6%	6.8%	3.9%	0.5%
Being rich and having a high income	53.3%	33.3%	10.5%	2.9%	0.1%
Having an active social life and many friends	52.3%	30.0%	13.4%	4.2%	0.1%
Always taking care of his appearance	50.8%	37.2%	9.2%	2.8%	0.0%
Being actively involved in politics	15.4%	26.3%	26.3%	31.2%	0.8%



There are some gender differences registered in the perceptions of men's and women's social roles. In particular, men give more importance to women's fulfillment of romantic and sexual aspects of life, than women do (68% and 57% respectively). While women in general prioritize such characteristics for themselves as: a good education, being a good specialist, being able to provide for her family, having a successful career, and finally having an active social life and a lot of friends.

58% of respondents think that there is inequality among men and women in Armenian society, and only 8% think that there is no inequality among men and women in Armenian society.

Some conclusions about perception of social roles and gender:

- Armenian society has more expectations of men, than of women, as they pertain to financial responsibilities for the family, educational and professional life, political activism, and religious affiliations.
- It is very important for an Armenian man to be able to provide for his family.
- There is more pressure put on women regarding their physical appearance.
- More emancipative attitudes are registered among women. Women are paying much more attention to their own education, professional development, and financial independence, than men do.

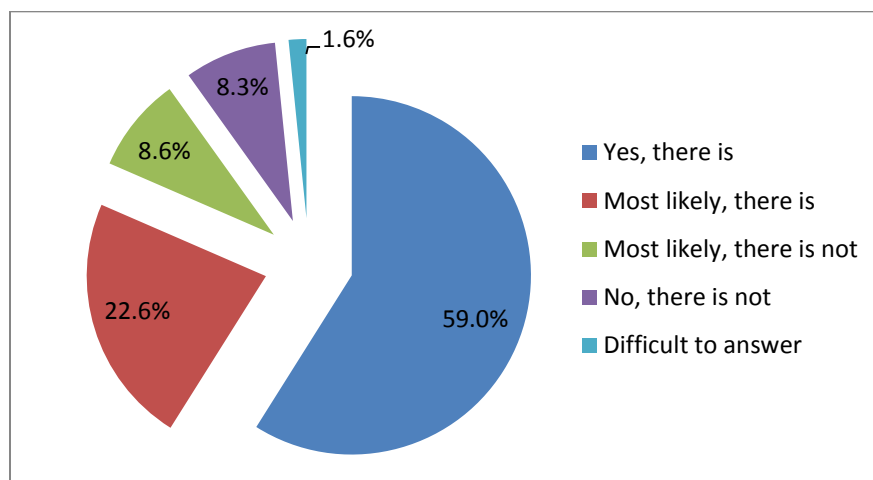
Happiness and Gender

Respondents were asked to rank their level of happiness. 25% feel that they are very happy, 55 % feel quite happy, 15% feel that they are not so happy, and 4% do not feel happy at all. More men than women feel happy in Armenia. Overall, married people are happier than non-married. Also, people with higher personal and family income are happier. Interestingly, those respondents whose personal income is relatively high have difficulties saying whether or not they are happy. Those who consider themselves successful are also happier. Interestingly, those who think they are happier consider gender as an important factor in the process of becoming successful. A correlation among gender attitudes and happiness was found as well. Those with traditional gender attitudes are happier than those with non-traditional gender attitudes. Those who agree with the statement that, “the rights of men and women in Armenia are protected”, are happier. Those for whom it is important to be rich and active in politics are less happy.

Perception of Gender Inequality

Almost 60% of respondents agree that there is “inequality among men and women in Armenia society,” and only 8% disagree with this statement.

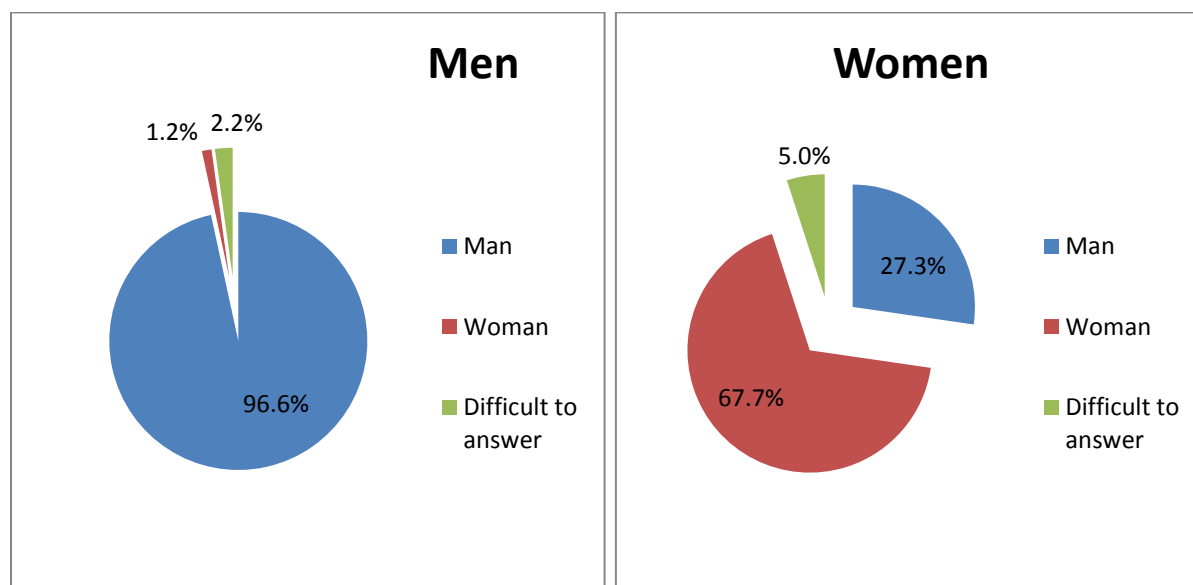
In your opinion, is there inequality between women and men in Armenian society?



As a main cause of gender inequality, more than a half of respondents mentioned a low level of awareness in society about women's rights issues (55%). At the same time, this opinion is more widespread among women (60%), than among men (44%). Besides, men more often give such a reason for the inequality, as *men are by nature stronger and more intelligent, and that is why women should always be in subordinate roles*, 37% men and 26% women respectively. Some 20% of respondents believe that gender inequality has deep religious foundations.

Very interesting answers have been given to the question, “*If you had a choice to be born a woman or a man, what would you choose?*” Only 1% of male respondents answered that they would have liked to have been born a woman, while 27% of female respondents said that they would have preferred to have been born a man.

If you would have had a choice to born a woman or a man, what would you have chosen?



It is somehow expected that those who are generally happier would not like to have been born as a person of the opposite sex. Among those who would like to have been born as a person of the opposite sex are more respondents for whom it is important to be rich and involved in politics. If given a choice, those who changed their social or professional position in life one or more times, would like to have been born as a person of the opposite sex.

The survey once again demonstrated that a characteristic such as high social status, financial independence, being a good specialist in his/her respective field of work, having a successful career, and having an active social life are purely associated with men. Those women who value these characteristics are more likely to say that they would prefer to have been born a man.

Despite gender differences in the answers about the level of protection of men's and women's rights, respondents of both genders agreed that women's rights are violated in almost all areas of life: family, politics, business, choice of career/profession, in the workplace, etc. According to respondents, men's rights are more often violated in business.

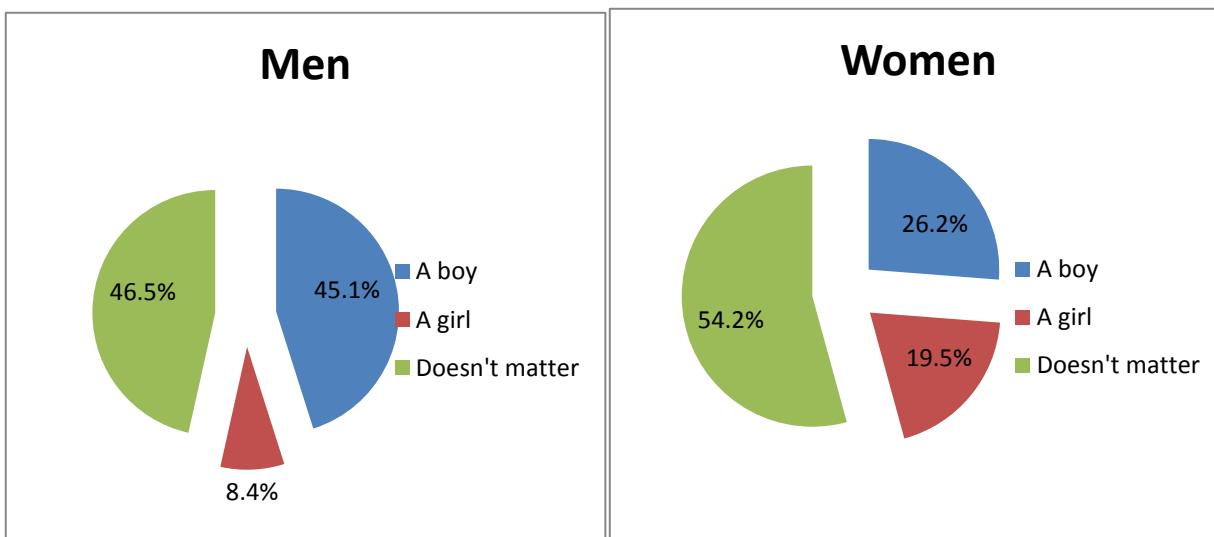
I will read a list of several important areas of life. In your opinion, whose rights are more often violated in those areas—men's, women's, or neither men's nor women's.					
	Men's	Women's	Both equally	Neither one	Difficult to answer
Family	2.6%	53.4%	17.7%	24.0%	2.3%
Secondary school education	8.6%	13.1%	33.5%	38.3%	6.4%
University education	5.9%	10.7%	31.5%	36.5%	15.3%
Choice of profession/specialty	7.0%	30.0%	21.4%	34.8%	6.8%
Workplace	7.2%	27.7%	34.2%	25.1%	5.9%
Business	10.5%	30.1%	27.8%	17.9%	13.7%
Friendship	7.8%	15.9%	27.1%	44.2%	5.0%
Community	6.5%	22.9%	29.1%	32.3%	9.2%
Politics	9.1%	33.8%	24.2%	16.2%	16.6%

Gender stereotypes appeared also in the answers of respondents about the gender socialization process. When answering questions about qualities that are important to develop in children, respondents mentioned that in the upbringing of a boy it is more important than for a girl to teach him to be independent, self-confident, persistent, unselfish, and generous. In the upbringing of a girl, respondents value such qualities as obedience and self-expression more.

Sex-selective abortion is one of the main gender related issues in Armenia. Several surveys have been conducted in order to identify priorities and reasons for boy preference in Armenian families. In the framework of the Gender Barometer Survey, the

question was asked, *If you could have only one child, whom would you prefer: a boy or a girl?* Twice as many respondents would prefer to have a boy, rather than a girl, 32% and 16% respectively. And again, as in the case of many other questions, the stronger advocates for boy preference are men: 45% of men compared to 26% of women would prefer to have a boy.

Preference of child's gender



The Survey also allowed the identification of the main expectations of male and female roles in the society. Most of the expectations are still very stereotypical and conservative. It is expected that a man financially provide for his family and always earn more than a woman does. And from a women is always expected to prioritize family and children over her career. There is still a lot of pressure on a girl to be a virgin before marriage. At the same time, it seems that there is a big gap in the general understanding of equality and its specific manifestations in the daily life. Some 70% of respondents believe that men and women should have equal rights and be given equal treatment. Overall, men have more conservative attitudes than women do.

Attitudes of men

I will read you several statements. Tell me please to what extent you agree with each of them – “completely agree”, “rather agree”, “rather disagree”, or “completely disagree”.					
	Completely agree	Rather agree	Rather disagree	Completely disagree	Difficult to answer

A man should do any work in order to guarantee his family's material well-being.	91.9%	5.7%	1.2%	1.2%	
A career should not be a woman's first priority. Family should always come first.	89.3%	7.8%	2.2%	0.7%	
A girl should remain a virgin until marriage	86.6%	7.3%	3.8%	2.1%	0.1%
A woman's most important mission is to have a child.	77.8%	14.0%	5.4%	2.6%	0.1%
A man should always earn more than a woman.	75.3%	12.2%	7.9%	4.4%	0.1%
Women and men should have equal rights and should be given equal treatment.	67.3%	16.0%	10.3%	5.9%	0.6%
When jobs are scarce, men should have priority in getting jobs over women.	62.1%	16.2%	12.3%	9.0%	0.4%
The most important work is better done by men.	60.4%	17.8%	14.2%	7.5%	0.1%
Overall, men are better political leaders than women, and men should be elected.	48.9%	18.8%	19.4%	10.4%	2.5%
Overall, men are better at business than women.	41.9%	23.2%	23.3%	9.0%	2.6%
Education is more important for a boy than for a girl	31.0%	10.3%	17.0%	41.7%	31.0%

Attitudes of women

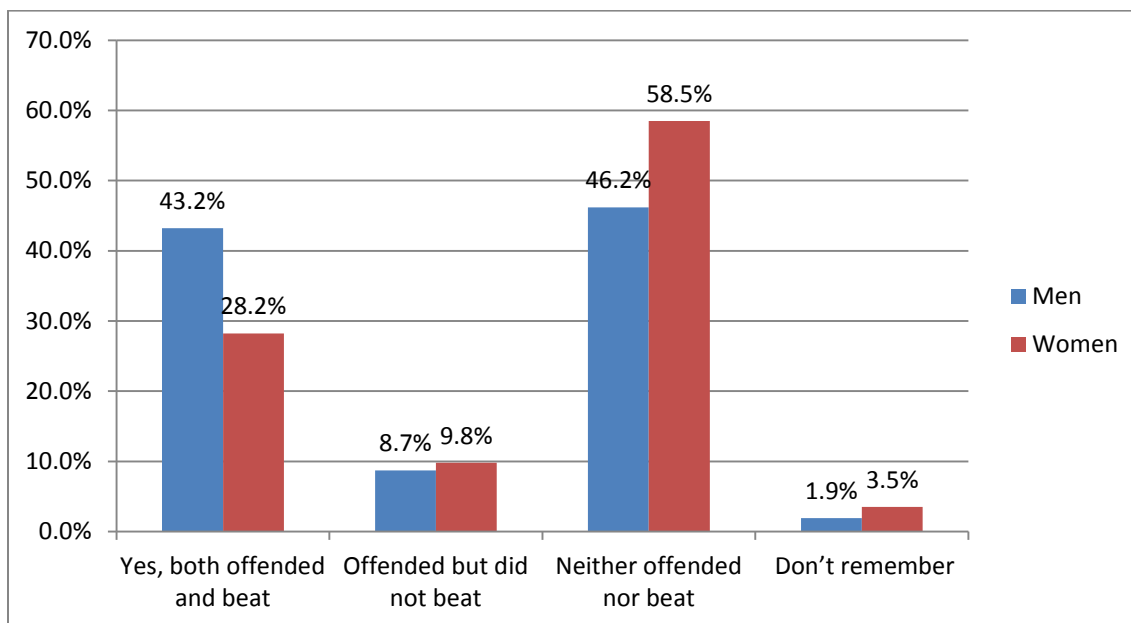
C14. I will read you several statements. Tell me please to what extent you agree with each of them – “completely agree”, “rather agree”, “rather disagree”, or “completely disagree”.					
	Completely agree	Rather agree	Rather disagree	Completely disagree	Difficult to answer
A man should do any work in order to guarantee his family's material well-being.	89.7%	7.4%	2.0%	0.9%	0.1%

A career should not be a woman's first priority. Family should always come first.	81.2%	12.8%	4.6%	1.2%	0.2%
A girl should remain a virgin until marriage	76.7%	9.9%	7.6%	5.4%	0.5%
A woman's most important mission is to have a child	75.4%	13.9%	7.5%	3.1%	0.1%
Women and men should have equal rights and should be given equal treatment	73.7%	15.8%	8.1%	2.3%	0.1%
When jobs are scarce, men should have priority on getting a job, over women.	68.1%	15.9%	10.1%	5.7%	0.3%
The most important work is better done by men.	55.8%	18.4%	13.3%	11.9%	0.6%
Overall, men are better political leaders than women, and men should be elected.	41.7%	17.4%	22.4%	17.2%	1.2%
Overall, men are better at business than women.	41.1%	17.0%	24.0%	17.0%	0.9%
Overall, men are better at business than women.	37.5%	19.0%	27.7%	13.9%	1.9%
Education is more important for a boy than for a girl	27.2%	11.7%	15.9%	45.2%	0.1%

Perception of Gender Based Violence

Overall, attitudes of Armenian society toward violence against women are quite negative. Nevertheless, there are differences in the attitudes of men and women. In general, men are more tolerant toward violence against women. At the same time, society is more tolerant to violence expressed by men than violence expressed by women. More respondents think that violence by men against women is more justifiable than violence by women against men. There is also a cycle of violence. Boys face violence from their parents more often than girls do, 52% and 38% respectively.

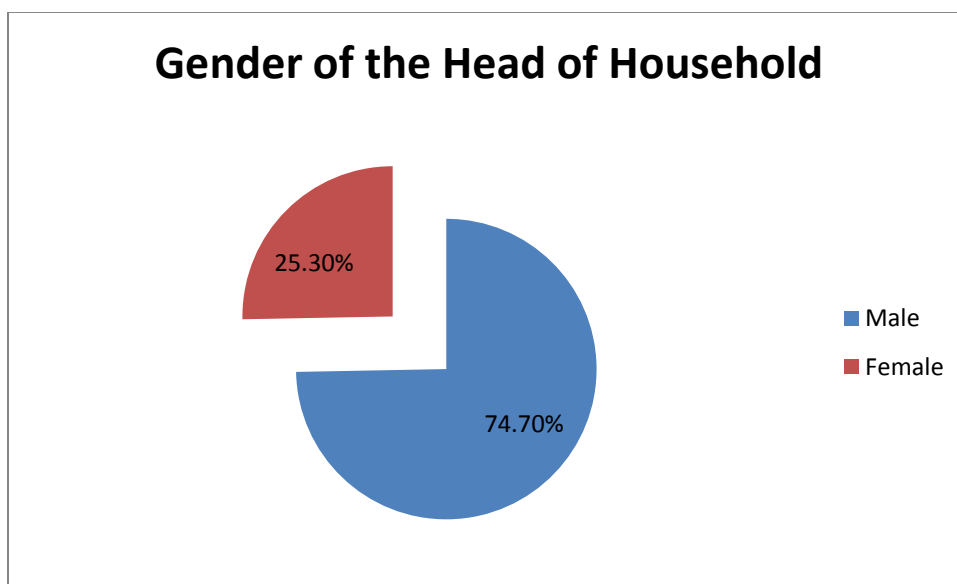
During your childhood years did your parents ever mistreat or hit you?



Gender Division of Family Roles

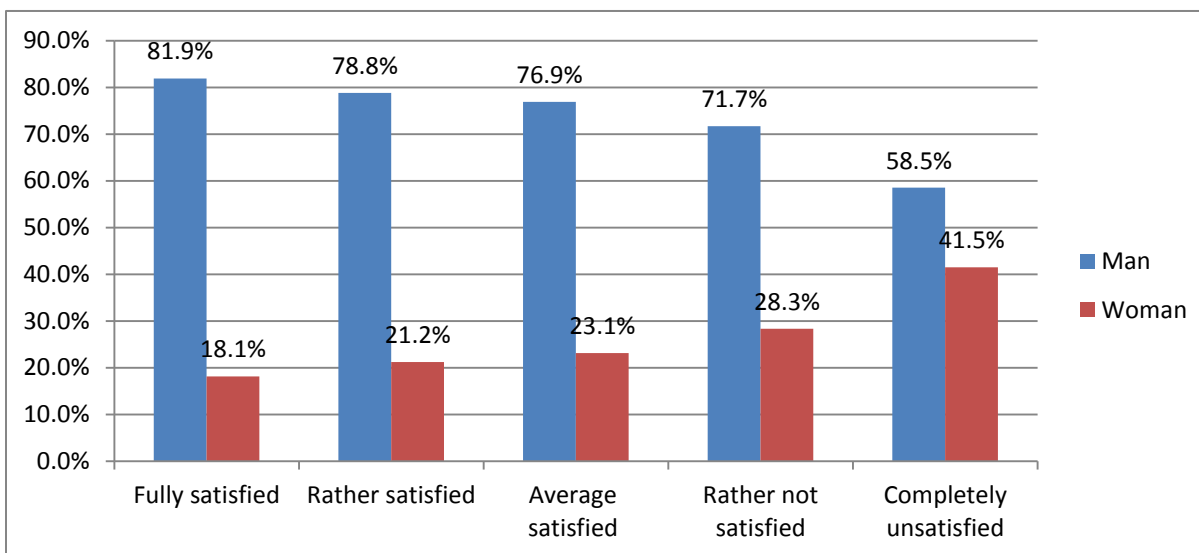
According to the results of the survey, in 75% of families the head of household is a man. In the families where there are men migrants, women are more likely to become the head of household.

Head of Household's Gender



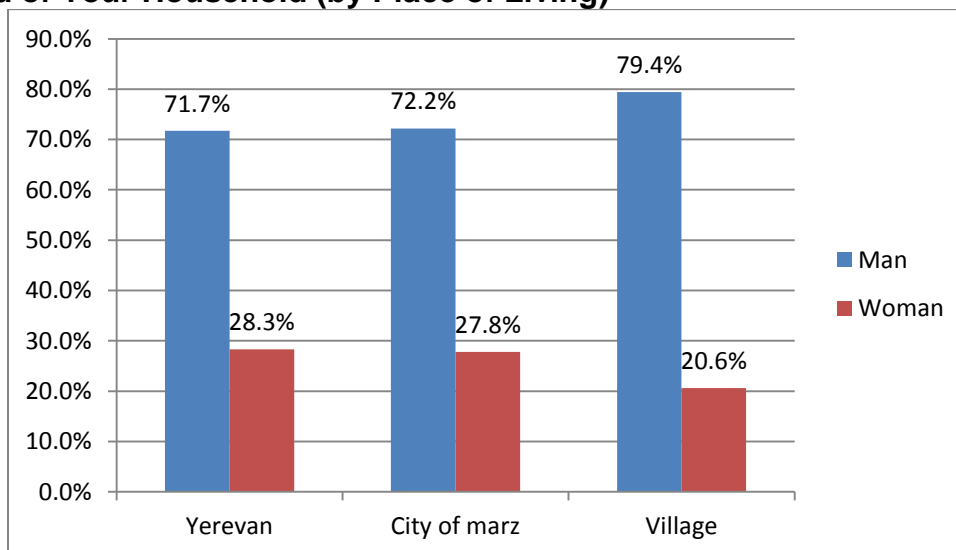
A strong correlation between the gender of the head of household and the level of family economic well-being is registered. The lower the level of economic well-being of a household, the more likely it is that the head of household is a woman.

The Head of Household (by the Level of Economic Well-being)



Women heads of households are more often from urban areas, rather than from rural. The Gender Barometer Survey also showed that there are more women heads of household in the Syunig region, where compared to other regions women are also more actively involved in the local self-governance bodies.

The Head of Your Household (by Place of Living)

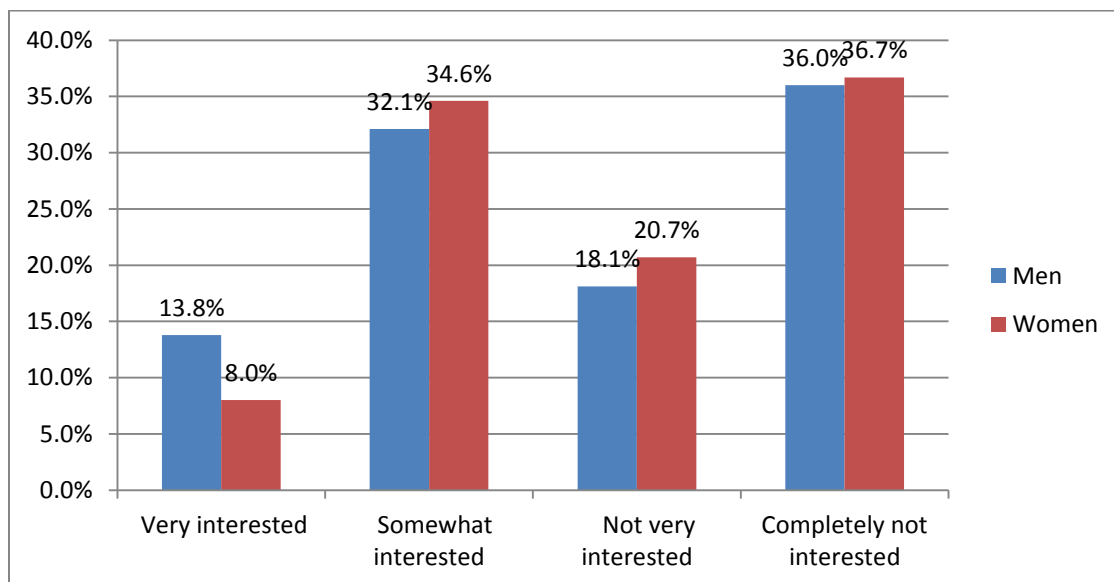


Men are more likely than women to be owners or co-owners of various properties. Women appear as co-owners of apartments and houses more often than in case of any other property.

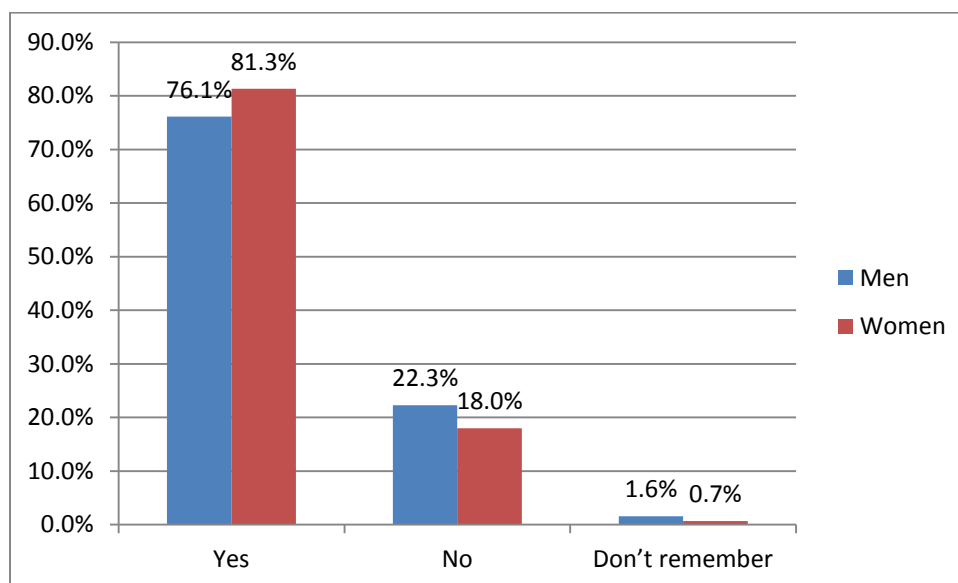
3. Political and Civic Participation

Only 10 % of respondents mentioned that they are very interested in politics. Compared to women, men are more interested in politics. At the same time, it is very interesting that the percentage of women who voted during the last presidential elections is higher than the percentage of men, 81% and 76% respectively.

How interested are you in politics: “very interested”, “somewhat interested”, “not very interested”, or “completely not interested”?



Did you vote in the last presidential elections?



Awareness of population about documents and policies of protection of gender equality and women's rights is extremely low. Less than 1% of respondents ever heard about local policies, such as the *Concept Paper of Gender Policy of Armenia*, the *National Action Plan to Combat Violence against Women*, or the *Convention on Elimination of All Forms of Discrimination against Women* that Armenia adopted in 1993.

4. The impact of migration on gender relations

26% of respondents mentioned that during the past year one of the members of their family migrated for work. In the majority of case migrants are men.

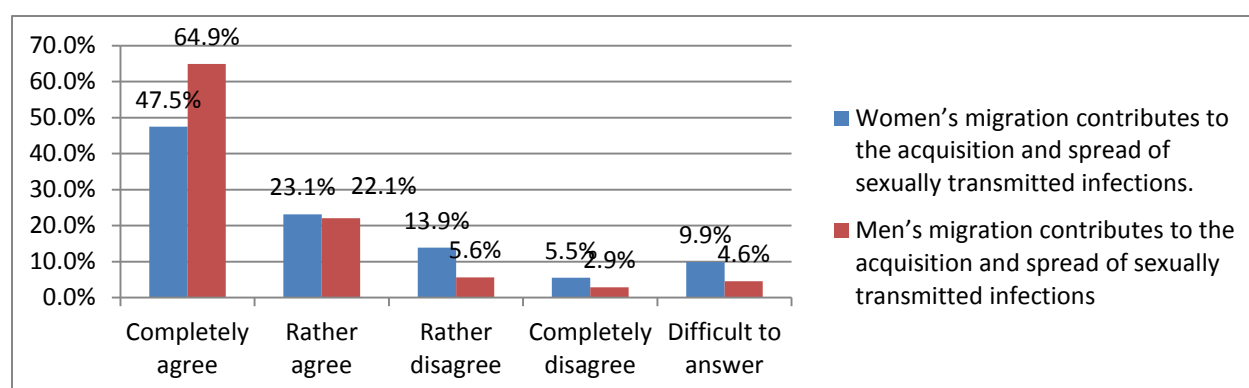
Has any member of your family migrated for work in the past one year?

	Male	Female	Total
1 Yes	23.8%	27.7%	26.5%
2 No	76.2%	72.3%	73.5%
Total	100.0%	100.0%	100.0%

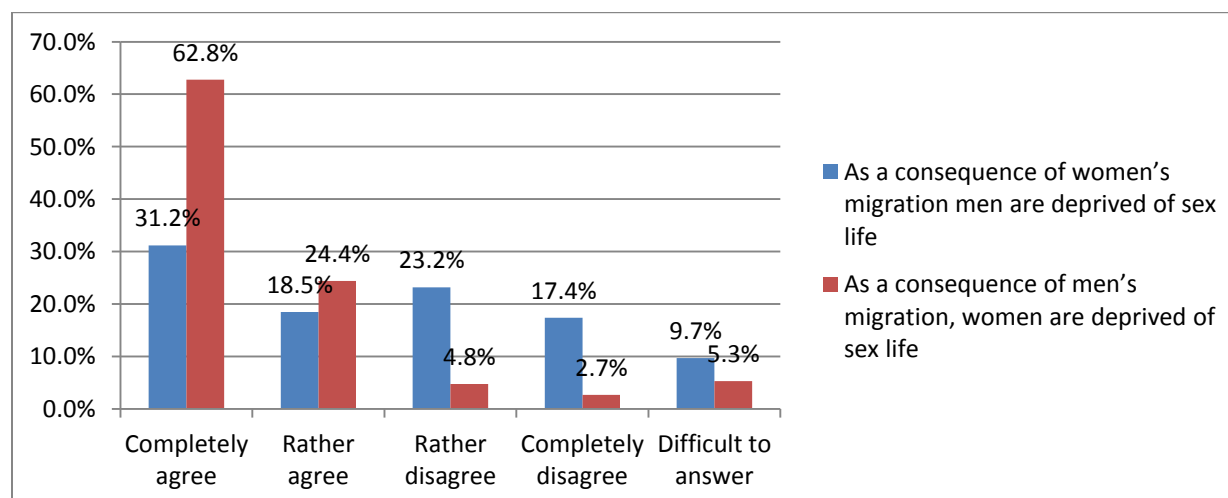
During the absence of migrant family members, usually his or her responsibilities are carried out by the member of the opposite gender. At the same time, there are obvious

gender differences here. 48% of women compare to 26% of men mentioned that they are taking on the responsibilities of their spouses during their absence. Women migrants have more difficulties in adapting upon returning. In general, according to respondents, women's migration has more negative outcomes on families than men's migration. According to the respondents, the impact of migration on a couples' sexual and reproductive health is also different for men and women. Women's migration compare to men's migration is perceived as less threatening in terms of spread of sexually transmitted diseases. Also, according to survey, men are less likely than women to be deprived of a sexual life in case their wives migrate.

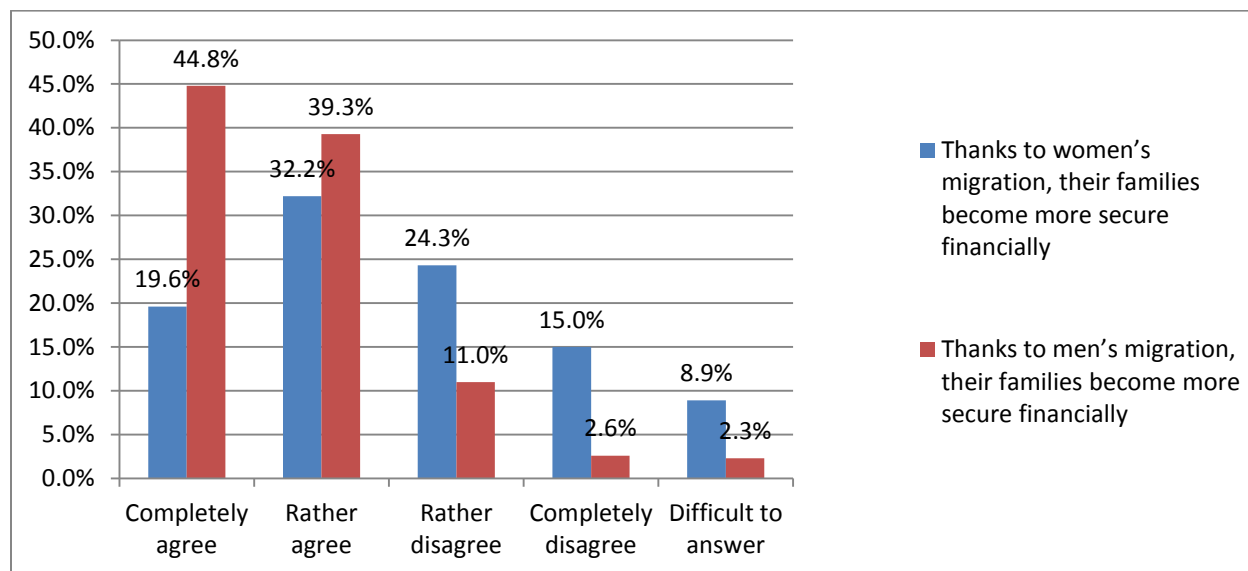
The Impact of Women's Migration on the Acquisition and Spread of Sexually Transmitted Diseases.



The Impact of Migration on the Deprivation of a Couple's Sexual Life.



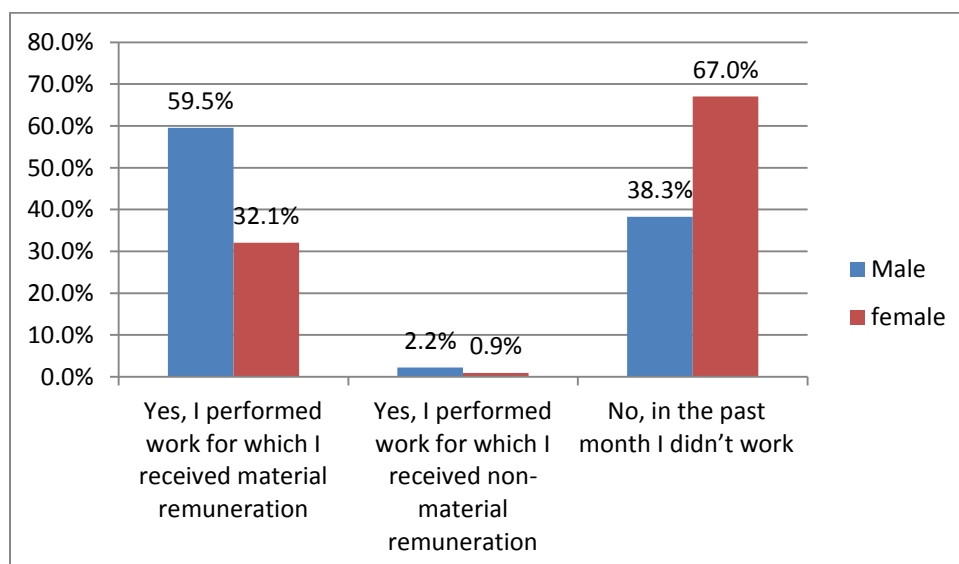
The Impact of Migration on a Household's Financial Security.



5. Men and Women in the Labor Market.

During the past month, 60% of men and 32% of women performed some job for which they received remuneration.

Occupation for which a Respondent Received a Remuneration (Financial or Other).



Women are more represented in state institutions, or public sector jobs, which are also relatively low paying jobs. Men are primarily employed in the private sector. There are also more men among the self-employed workforce.

Place of work

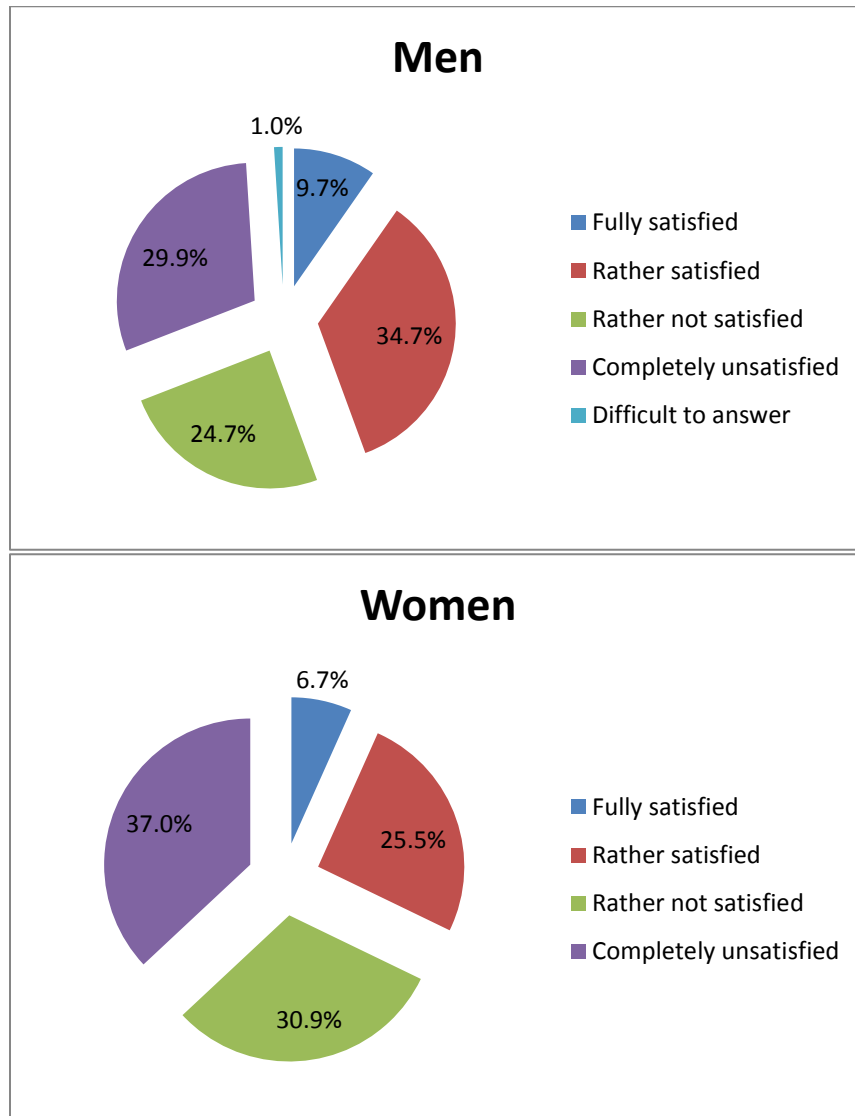
	Male	Female	Total
1 State institutions	30.2%	43.9%	37.5%
2 Private organizations	36.3%	30.1%	33.0%
3 Local/civil organizations	0.2%	0.6%	0.4%
4 International organizations	0.7%	1.3%	1.0%
5 Self-employed	16.4%	8.4%	12.1%
6 Employed in agriculture	14.3%	15.1%	14.7%
7 Other	1.9%	0.6%	1.2%
Total	100.0%	100.0%	100.0%

There are more men among high-level managers. Women are more often employed as employees and specialists. Work that women do corresponds less to their professional qualification and knowledge. Compared to men, women are also less satisfied with their salaries and opportunities for professional development.

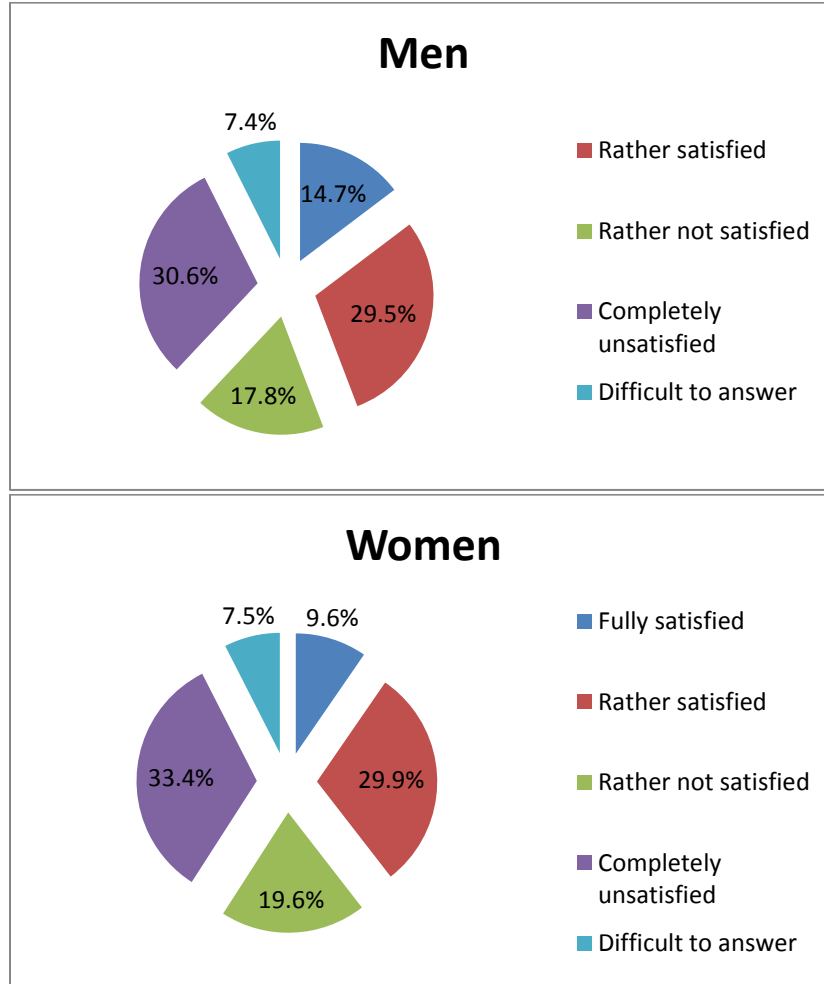
Work status

	Male	Female	Total
1 High level manager	6.4%	3.8%	5.0%
2 Mid -level manager	10.5%	7.1%	8.7%
3 Employee, specialist	31.4%	47.9%	40.2%
4 Qualified/Skilled worker	12.6%	7.1%	9.7%
5 Unqualified/Unskilled worker	8.1%	7.3%	7.7%
6 Farmer	12.6%	14.6%	13.7%
7 Self-employed	10.5%	5.9%	8.0%
8 Other	8.1%	6.3%	7.1%
Total	100.0%	100.0%	100.0%

Satisfaction with Salaries



Satisfaction with Professional Growth Opportunities



6. Policy recommendations

The survey data provide information to make several recommendations that can contribute to gender equality in Armenian society. Specifically, the recommendations are:

1. Design and implement projects that are aimed at changing the stereotypical perceptions of gender roles for various target groups, such as teenagers, young adults, newly established families, etc.
2. Change the public perception that boys should be always strong and independent, and girls should be weak and obedient.
3. Develop gender sensitive programs, ads, and talks shows in mass media.
4. Raise the awareness of journalists about gender/women issues and implement special courses on gender issues for journalism students.
5. Popularize an image of an Armenian woman who has a good family and at the same time is successful in her career.
6. Develop special programs providing social assistance to women heads of households.
7. Design and implement projects for women's leadership in rural areas, and especially in the small cities and villages with high male migration.
8. Design and implement projects aimed at increasing the civic and political participation of women.
9. Develop projects of socio-psychological assistance for families with migrants, placing special attention on child rearing and socialization.
10. Design and implement projects that will combat violence against women and gender discrimination, and raise awareness in society on these issues. These campaigns should target the male population in particular,
11. Finally, in an accessible and culturally sensitive way, inform the population about local and international policies and action plans on gender equality and women's rights protection.