

The Gender-Equitable Men Scale (GEM Scale)

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Note:

- Please be aware that recommended items may still change somewhat, as scale is being tested in multiple settings.
 - Items are available in Portuguese, English, Spanish, and Hindi. See below, listed in Portuguese, English, and Spanish, respectively.
 - Answer choices are: Agree (1), Partially Agree (2), and Do Not Agree (3)
 - Instructions on how to create the full GEM Scale described below.
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Subscale 1: “Inequitable” Gender Norms

1. É o homem que decide de que forma o casal vai transar.
It is the man who decides what type of sex to have.
Es el hombre quien debe decidir de qué forma tener las relaciones sexuales.
2. O trabalho mais importante da mulher é cuidar da casa e cozinhar para sua família.
A woman’s most important role is to take care of her home and cook for her family.
El papel más importante de las mujeres es cuidar de su casa y cocinar para su familia.
3. O homem precisa mais de sexo do que a mulher.
Men need sex more than women do.
Los hombres necesitan más sexo que las mujeres.
4. Sexo não se conversa, se faz!
You don’t talk about sex, you just do it.
De sexo no se habla, ¡se hace!
5. Mulher que tem camisinha na bolsa é piranha.
Women who carry condoms on them are “easy”.
Las mujeres que tienen condones en su bolsa son mujeres fáciles.
6. Trocar fralda, dar banho e dar comida ao filho são coisas de mãe.
Changing diapers, giving the kids a bath, and feeding the kids are the mothers’ responsibility.
Cambiar pañales, bañar y alimentar a un hijo son responsabilidades de la madre.
7. É a mulher que deve tomar providências para não engravidar.
It is a woman’s responsibility to avoid getting pregnant.
Es responsabilidad de una mujer evitar el embarazo.

8. Quando tem que tomar decisões em casa, é o homem quem deve ter a última palavra.
A man should have the final word about decisions in his home.
Un hombre debe tener la última palabra sobre las decisiones en su casa.
9. O homem sempre está disposto para transar.
Men are always ready to have sex.
Los hombres siempre están listos para tener relaciones sexuales.
10. Existem momentos nos quais a mulher merece apanhar.
There are times when a woman deserves to be beaten.
Hay veces en que una mujer merece ser golpeada.
11. Mesmo estando bem com sua mulher o homem precisa ter outra.
A man needs other women, even if things with his wife are fine.
Un hombre necesita otras mujeres, aunque esté bien con su pareja.
12. Se alguém me insulta, defendo minha honra até com a força se necessário.
If someone insults me, I will defend my reputation, with force if I have to.
Si alguien me insultara, defendería me nombre hasta con la fuerza si fuera necesario.
13. A mulher deve agüentar a violência para manter a família.
A woman should tolerate violence in order to keep her family together.
Una mujer debe tolerar la violencia de su pareja para mantener unida a su familia.
14. Seria uma ousadia a minha mulher me pedir para usar camisinha.
I would be outraged if my wife asked me to use a condom.
Spanish version NA
15. O homem pode bater na sua mulher se ela não quiser transar com ele.
It is okay for a man to hit his wife if she won't have sex with him.
Está bien que un hombre golpee a su pareja, si ella no quiere tener relaciones sexuales con él.
16. Eu nunca teria um amigo gay.
I would never have a gay friend.
Yo nunca tendría un amigo gay.
17. Sinto vergonha quando vejo um homem se expressar de forma feminina.
It disgusts me when I see a man acting like a woman.
Me desagrada ver a un hombre comportarse como una mujer.

Subscale 2: "Equitable" Gender Norms

18. O casal deve decidir junto se quer ter filho.*

A couple should decide together if they want to have children.
Una mujer y un hombre deben decidir juntos si quieren tener hijos.

19. Para mim, tanto o homem quanto a mulher podem propor o uso de preservativos.*
In my opinion, a woman can suggest using condoms just like a man can.
En mi opinion, una mujer puede proponer tanto como un hombre el uso de condones.
20. Se o cara engravida uma mulher, o filho é responsabilidade dos dois.*
If a guy gets a woman pregnant, the child is the responsibility of both.
Si un hombre embaraza a una mujer, el hijo es responsabilidad de los dos.
21. Numa relação sexual, é importante saber do que a sua parceira gosta.*
A man should know what his partner likes during sex.
Un hombre debe saber qué le gusta a su pareja durante el sexo.
22. É muito importante que o pai esteja presente na vida dos filhos mesmo que já não esteja mais envolvido com a mulher.*
It is important that a father is present in the lives of his children, even if he is no longer with the mother.
Es importante que el padre se involucre en la vida de sus hijos, aunque se haya separado de la madre.
23. O homem e a mulher devem decidir juntos o tipo de anticoncepcional que vão usar.*
A man and a woman should decide together what type of contraceptive to use.
Un hombre y una mujer deben decidir juntos qué anticonceptivos van a usar.
24. É importante para o homem ter um amigo com quem possa falar de seus problemas.*
It is important to have a male friend that you can talk about your problems with.
Para un hombre es importante tener un amigo con quien pueda hablar de sus problemas.

Items that Were Dropped (But May Still be Relevant in Other Circumstances)

25. O homem sempre merece o respeito da mulher e dos filhos.
A man always deserves the respect of his wife and children.
Spanish version NA
26. Se a mulher quiser, ela pode ter mais de um parceiro sexual.
If she wants, a woman can have more than one sexual partner.
Spanish version NA
27. Se a mulher trair o homem, ele pode bater nela.
If a woman cheats on a man, it is okay for him to hit her.
Si una mujer traiciona a un hombre, él puede golpearla.
28. O homem pode cuidar tão bem de crianças quanto a mulher.

Men can take care of children just as well as women can.
Spanish version NA

29. Homem que é homem transa só com mulher.
Real men only have sex with women.
Un verdadero hombre sólo tiene relaciones sexuales con mujeres.
30. Acima de tudo, o homem precisa de respeito.
Above all, a man needs respect.
Por encima de todo un hombre debe imponer respeto.
31. Se um homem presenciar uma cena de outro homem batendo numa mulher, ele deve interferir na briga.
If a man sees another man beating a woman, he should stop it.
Un hombre debe intervenir si observa a otro hombre golpear a una mujer.
32. A mulher tem o mesmo direito que o homem de trabalhar fora de casa e estudar.
Women have the same right as men to study and to work outside of the house.
Spanish version NA
33. Mulher deve casar virgem.
Women should be virgins until they get married.
La mujer debe llegar virgin al matrimonio.
34. Acho um absurdo menino brincar de boneca.
I think it is ridiculous for a boy to play with dolls.
Spanish version NA

Scoring procedures for the Gender Equitable Men (GEM) Scale

1. High scores represent high support for gender equitable norms. In general, Agree would be scored as 1, Partially Agree as 2, and Do Not Agree as 3. Certain items (labeled above with a *), where the high score would reflect low support for gender equity, are reverse-scored so that for all items a high score represents high support for gender equitable norms.

2. Scores for the Inequitable Norm and Equitable Norm subscales are calculated separately and then combined into the Gender Equitable Men Scale. Each subscale, based on the sufficient internal consistency reliability, can also be used separately, if desired. The Inequitable Norm Subscale was found to be more reliable than the Equitable subscale in certain circumstances. The GEM Scale is calculated as follows:

(a) For Inequitable Norms, the possible minimum was 17 and the maximum was 51. For Equitable Norms, the possible minimum was 7 and the maximum was 21.

(b) Responses to each item in each subscale are summed. This gives the GEM Scale score.

(c) Respondents for whom more than one third of the scale items are not answered, if using the full scale, and one third of either subscale, if one subscale is being used, should be dropped from the analysis. For respondents missing less than one third of the scale items, the missing items should be replaced (i.e. imputed) with the mean of the item across all respondents.

3. The continuous GEM Scale scores can be used in analyses as is, or it can be recoded into different formats for different types of analyses and interpretations. As one coding option, the continuous GEM Scale is trichotomized into “high,” “moderate,” and “low” support for equitable gender norms by splitting the scale into three equal parts. The range is based on thirds in the range of possible scores: for the GEM Scale, low equity is 1 - 23, moderate is 24 - 47, and high is 48 – 72. Typical analyses include testing associations between the GEM Scale and key variables such as condom use and partner violence, as well as comparisons of GEM Scale scores before and after an intervention.