Supplementary Material

Gender norms and gender equality in full-time employment and health: A 97-country analysis of the World Values Survey

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## S1. Sample characteristics by country

| Country     | Age  | Education | Employment status |
|-------------|------|-----------|-------------------|
|             | Mean | Median    | Lower  | Middle | Upper | Full time | Part time | Self employed | Retired | Housewife | Students | Unemployed | Other |
| Albania     | 41.8 | 43.0      | 40.5   | 555    | 41     | 562       | 18.6      | 255         |         |           |          |            |      |
| Algeria     | 37.5 | 35.0      | 42.7   | 393    | 32.4   | 298       | 24.9      | 229         |         |           |          |            |      |
| Andorra     | 40.1 | 38.0      | 22.2   | 210    | 44.1   | 418       | 33.8      | 320         |         |           |          |            |      |
| Azerbaijan  | 40.8 | 41.0      | 2.8    | 25     | 57.3   | 516       | 39.9      | 359         |         |           |          |            |      |
| Argentina   | 41.2 | 39.0      | 47.3   | 398    | 35.4   | 298       | 17.2      | 145         |         |           |          |            |      |
| Australia   | 48.0 | 50.0      | 17.3   | 356    | 27.4   | 565       | 55.3      | 1139        |         |           |          |            |      |
| Austria     | 43.4 | 43.0      | 13.7   | 178    | 75.4   | 977       | 10.9      | 141         |         |           |          |            |      |
| Bahrain     | 40.1 | 40.0      | 33.6   | 370    | 40.1   | 441       | 26.3      | 289         |         |           |          |            |      |
| Armenia     | 42.0 | 42.0      | 7.8    | 165    | 60.2   | 1281      | 32        | 681         |         |           |          |            |      |
| Belgium     | 44.4 | 45.0      | 26.8   | 342    | 37.7   | 481       | 35.5      | 453         |         |           |          |            |      |
| Bosnia      | 40.3 | 38.0      | 21.5   | 292    | 65.2   | 886       | 13.3      | 181         |         |           |          |            |      |
| Brazil      | 40.7 | 39.0      | 50.6   | 1325   | 32.3   | 847       | 17.1      | 448         |         |           |          |            |      |
| Bulgaria    | 45.9 | 46.0      | 21.1   | 432    | 56.6   | 1161      | 22.3      | 457         |         |           |          |            |      |
| Belarus     | 41.8 | 41.0      | 2.9    | 77     | 57.6   | 1530      | 39.5      | 1049        |         |           |          |            |      |
| Brazil      | 44.7 | 45.0      | 19.4   | 338    | 49.6   | 863       | 30.9      | 538         |         |           |          |            |      |
| Chile       | 42.1 | 42.0      | 29.4   | 508    | 51.1   | 883       | 19.5      | 336         |         |           |          |            |      |
| China       | 43.9 | 43.0      | 29.1   | 991    | 56.4   | 1922      | 14.5      | 495         |         |           |          |            |      |
| Colombia    | 40.4 | 39.0      | 30.1   | 387    | 42.1   | 541       | 27.8      | 358         |         |           |          |            |      |
| Croatia     | 41.8 | 42.0      | 16.4   | 202    | 61.9   | 760       | 21.7      | 266         |         |           |          |            |      |
| Cyprus      | 41.5 | 41.0      | 24.1   | 626    | 46.3   | 1204      | 29.6      | 768         |         |           |          |            |      |
| Czech Rep.  | 45.2 | 46.0      | 8.8    | 127    | 78.2   | 1123      | 13        | 186         |         |           |          |            |      |
| Denmark     | 46.2 | 46.0      | 20.3   | 259    | 41.1   | 523       | 38.6      | 491         |         |           |          |            |      |
| Ecuador     | 39.7 | 38.0      | 41     | 429    | 30.5   | 319       | 28.6      | 299         |         |           |          |            |      |
| Ethiopia    | 31.3 | 28.0      | 45.3   | 537    | 40     | 474       | 14.7      | 174         |         |           |          |            |      |
| Estonia     | 44.7 | 45.0      | 25.2   | 610    | 44.2   | 1071      | 30.6      | 712         |         |           |          |            |      |
| Finland     | 44.9 | 45.0      | 16.2   | 300    | 39.3   | 727       | 44.5      | 824         |         |           |          |            |      |
| France      | 44.1 | 44.0      | 28.8   | 584    | 38.8   | 788       | 32.4      | 658         |         |           |          |            |      |
| Georgia     | 42.4 | 41.0      | 3.7    | 132    | 57.2   | 2048      | 39.1      | 1401        |         |           |          |            |      |
| Palestine   | 36.7 | 35.0      | 26.7   | 235    | 32.5   | 286       | 40.7      | 358         |         |           |          |            |      |
| Country | Mean | Median |
|---------|------|--------|
| Germany | 46.2 | 47.0   |
| Ghana   | 33.5 | 30.0   |
| Greece  | 44.7 | 45.0   |
| Guatemala| 35.1| 33.0   |
| Hong Kong| 43.3| 42.0   |
| Hungary | 42.7 | 42.0   |
| Iceland | 43.0 | 44.0   |
| India   | 39.3 | 38.0   |
| Indonesia| 37.2| 35.0   |
| Iran    | 33.8 | 31.0   |
| Iraq    | 37.0 | 35.0   |
| Ireland | 42.5 | 41.0   |
| Italy   | 43.8 | 44.0   |
| Japan   | 46.8 | 47.0   |
| Kazakhstan | 39.0| 37.0   |
| Jordan  | 39.9 | 39.0   |
| South Korea | 41.5| 41.0   |
| Kuwait  | 36.3 | 34.0   |
| Kyrgyzstan | 38.7| 38.0   |
| Lebanon | 39.5 | 39.0   |
| Latvia  | 43.4 | 43.0   |
| Libya   | 38.3 | 38.0   |
| Lithuania| 44.3| 45.0   |
| Luxembourg| 38.2| 36.0   |
| Malaysia | 38.0 | 37.0  |
| Mali    | 37.6 | 35.0   |
| Malta   | 47.4 | 49.0   |
| Mexico  | 38.0 | 36.0   |
| Moldova | 41.8 | 42.0   |
| Montenegro | 41.2| 40.0   |
| Morocco | 37.5 | 34.5   |

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|---------|------|--------|
| Germany | 46.2 | 47.0   |
| Ghana   | 33.5 | 30.0   |
| Greece  | 44.7 | 45.0   |
| Guatemala| 35.1| 33.0   |
| Hong Kong| 43.3| 42.0   |
| Hungary | 42.7 | 42.0   |
| Iceland | 43.0 | 44.0   |
| India   | 39.3 | 38.0   |
| Indonesia| 37.2| 35.0   |
| Iran    | 33.8 | 31.0   |
| Iraq    | 37.0 | 35.0   |
| Ireland | 42.5 | 41.0   |
| Italy   | 43.8 | 44.0   |
| Japan   | 46.8 | 47.0   |
| Kazakhstan | 39.0| 37.0   |
| Jordan  | 39.9 | 39.0   |
| South Korea | 41.5| 41.0   |
| Kuwait  | 36.3 | 34.0   |
| Kyrgyzstan | 38.7| 38.0   |
| Lebanon | 39.5 | 39.0   |
| Latvia  | 43.4 | 43.0   |
| Libya   | 38.3 | 38.0   |
| Lithuania| 44.3| 45.0   |
| Luxembourg| 38.2 | 36.0 |
| Malaysia | 38.0 | 37.0  |
| Mali    | 37.6 | 35.0   |
| Malta   | 47.4 | 49.0   |
| Mexico  | 38.0 | 36.0   |
| Moldova | 41.8 | 42.0   |
| Montenegro | 41.2| 40.0   |
| Morocco | 37.5 | 34.5   |

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| Germany | 46.2 | 47.0   |
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| Guatemala| 35.1| 33.0   |
| Hong Kong| 43.3| 42.0   |
| Hungary | 42.7 | 42.0   |
| Iceland | 43.0 | 44.0   |
| India   | 39.3 | 38.0   |
| Indonesia| 37.2| 35.0   |
| Iran    | 33.8 | 31.0   |
| Iraq    | 37.0 | 35.0   |
| Ireland | 42.5 | 41.0   |
| Italy   | 43.8 | 44.0   |
| Japan   | 46.8 | 47.0   |
| Kazakhstan | 39.0| 37.0   |
| Jordan  | 39.9 | 39.0   |
| South Korea | 41.5| 41.0   |
| Kuwait  | 36.3 | 34.0   |
| Kyrgyzstan | 38.7| 38.0   |
| Lebanon | 39.5 | 39.0   |
| Latvia  | 43.4 | 43.0   |
| Libya   | 38.3 | 38.0   |
| Lithuania| 44.3| 45.0   |
| Luxembourg| 38.2 | 36.0 |
| Malaysia | 38.0 | 37.0  |
| Mali    | 37.6 | 35.0   |
| Malta   | 47.4 | 49.0   |
| Mexico  | 38.0 | 36.0   |
| Moldova | 41.8 | 42.0   |
| Montenegro | 41.2| 40.0   |
| Morocco | 37.5 | 34.5   |
| Country     | Age Mean | Median | Age | Education | Lower | 3rd quartile | Middle | 1st quartile | Upper |
|-------------|----------|--------|-----|-----------|-------|-------------|--------|--------------|-------|
| Nederland   | 47.6     | 49.0   |     |           | 32.7 | 34.1        | 31.2   | 33.1         | 1181  |
| New Zealand | 46.2     | 47.0   |     |           | 1    | 14          | 42.6   | 597          | 790   |
| Nigeria     | 32.1     | 29.0   |     |           | 22.4 | 323         | 56.5   | 816          | 306   |
| Norway      | 44.2     | 44.0   |     |           | 19.5 | 360         | 32.6   | 601          | 884   |
| Pakistan    | 35.0     | 35.0   |     |           | 50   | 426         | 39.8   | 339          | 10.2  |
| Peru        | 38.5     | 37.0   |     |           | 30.5 | 705         | 46.5   | 1075         | 23    |
| Philippines | 41.8     | 41.0   |     |           | 33.9 | 361         | 35.8   | 381          | 323   |
| Poland      | 43.1     | 44.0   |     |           | 28.1 | 819         | 51.3   | 1496         | 599   |
| Portugal    | 46.0     | 45.0   |     |           | 70.1 | 803         | 18.3   | 210          | 11.5  |
| Qatar       | 38.4     | 38.0   |     |           | 15.1 | 142         | 37.4   | 351          | 445   |
| Romania     | 44.8     | 45.0   |     |           | 22.1 | 874         | 57.7   | 2278         | 797   |
| Russia      | 42.5     | 43.0   |     |           | 7.2  | 362         | 59.4   | 3004         | 1691  |
| Rwanda      | 34.2     | 32.0   |     |           | 56   | 1305        | 33.8   | 789          | 102   |
| Serbia      | 42.9     | 43.0   |     |           | 19.2 | 250         | 58.7   | 763          | 22    |
| Singapore   | 40.7     | 40.0   |     |           | 16.8 | 280         | 52.5   | 873          | 306   |
| Slovakia    | 48.3     | 50.0   |     |           | 13.8 | 164         | 74.4   | 885          | 11.8  |
| Viet Nam    | 39.7     | 38.0   |     |           | 54.5 | 701         | 37.2   | 478          | 8.3   |
| Slovenia    | 44.0     | 44.0   |     |           | 27.8 | 799         | 46.8   | 1347         | 254   |
| South Africa| 38.0     | 36.0   |     |           | 17.4 | 950         | 72.7   | 3977         | 9.9   |
| Zimbabwe    | 33.9     | 30.0   |     |           | 24   | 327         | 65.1   | 887          | 10.9  |
| Spain       | 42.4     | 41.0   |     |           | 46.4 | 1423        | 34.2   | 1051         | 194   |
| Sweden      | 45.7     | 46.0   |     |           | 11.8 | 330         | 42.4   | 1183         | 45.8  |
| Switzerland | 46.6     | 46.0   |     |           | 11.2 | 231         | 59     | 1213         | 29.7  |
| Thailand    | 43.6     | 44.0   |     |           | 56.8 | 1383        | 26.4   | 642          | 16.8  |
| Trinidad and Tobago | 42.1 | 41.0   |     |           | 43.1 | 733         | 47.3   | 805          | 9.6   |
| Tunisia     | 38.9     | 36.0   |     |           | 48.6 | 402         | 32.1   | 266          | 19.3  |
| Turkey      | 38.3     | 36.0   |     |           | 55.2 | 2559        | 30.3   | 1405         | 14.6  |
| Ukraine     | 43.0     | 43.0   |     |           | 5    | 165         | 54.8   | 1822         | 40.2  |
| Macedonia   | 42.1     | 42.0   |     |           | 16.8 | 228         | 58.8   | 796          | 24.4  |
| Egypt       | 39.6     | 38.0   |     |           | 26   | 796         | 48.7   | 1489         | 25.3  |
| Country          | Age | Education | Employment status |
|------------------|-----|-----------|-------------------|
|                  | Mean | Median | Lower | Middle | Upper | Full time | Part time | Self employed | Retired | Housewife | Students | Unemployed | Other |
| Great Britain    | 44.4 | 44.0   | 31.9  | 620    | 37.4  | 728      | 30.7      | 596          |  38.3   | 776       | 14.4     | 291       |  9.6   | 195       |  2.4   | 49        |  8.6   | 174       |  4.1   | 83        |
| United States    | 45.6 | 47.0   | 5.7   | 170    | 51.2  | 1526     | 43.1      | 1283         | 50.6    | 1491      |  5.9     | 175       |  7.1   | 208       |  2.2   | 64        |  6.8   | 201       |  6.8   | 200       |
| Burkina Faso     | 35.4 | 32.0   | 64.2  | 442    | 25.3  | 174      | 10.5      | 72           | 11      | 133       |  4.1     | 50        | 25.7    | 311       |  3.7   | 45        | 26.6   | 322       |  5.7   | 69        | 18.5   | 224       |  4.7   | 57        |
| Uruguay          | 42.7 | 42.0   | 60.2  | 973    | 26.5  | 429      | 13.3      | 215          | 41.4    | 672       | 10.7     | 174       | 11      | 178       | 12.5   | 203       | 12.6   | 204       |  1.9   | 31        |  9.2   | 150       |  0.6   | 10        |
| Uzbekistan       | 38.5 | 37.0   | 7.3   | 99     | 78    | 1051     | 14.7      | 198          | 22      | 297       | 16.1     | 217       | 7.8    | 106       | 12.1   | 164       | 27.1   | 366       |  1.4   | 19        | 13.1   | 177       |  0.4   | 5         |
| Yemen            | 35.5 | 33.0   | 44.8  | 245    | 28.3  | 155      | 26.9      | 147          | 16.7    | 153       | 10.9     | 100       | 13.1   | 120       |  2.4   | 22        | 42.3   | 387       |  2.1   | 19        | 12.5   | 114       |  0     | 0         |
| Zambia           | 31.9 | 28.0   | 37.6  | 426    | 45.7  | 518      | 16.8      | 190          | 22.6    | 278       |  4.6     | 56        | 11.4   | 140       |  4.4   | 54        |  8.8   | 108       | 10.7   | 131       | 37.1   | 455       |  0.5   | 6         |
Figure S1. Pro-equality views and full-time employment in 97 countries.
Figure S2: Self-reported health among men and women by full-time employment for quartiles of pro-equality views