

Original Article

Evolving Gender Roles: Transformations in Family Dynamics and Workplace Responsibilities

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Abstract

*This mixed-methods study investigates the evolution of gender roles in family dynamics and workplace responsibilities in Chhattisgarh, India, focusing on the interplay of economic, policy, and cultural factors. Using a cross-sectional design, data were collected from 200 adults (aged 18–65) via stratified random sampling and 12 purposive interviews. Quantitative analyses (SPSS, G*Power) tested three hypotheses: (1) dual-income households and feminist movements promote equitable domestic task-sharing, (2) workplace policies like parental leave enhance women's leadership and men's participation in female-dominated fields, and (3) cultural and educational advancements foster egalitarian gender role perceptions, particularly among youth. Findings confirm all hypotheses, showing significant effects of dual-income status ($\beta = 0.41, p < .001$), workplace policies ($OR = 1.86, p = .003$; $OR = 1.73, p = .022$), and cultural/educational advancements ($\beta = 0.35, p < .001$; $\beta = 0.29, p < .001$). Qualitative analysis (NVivo) revealed economic necessity and egalitarian ideologies drive change, though cultural barriers persist. These results highlight progress toward gender equity in Chhattisgarh, tempered by traditional norms, suggesting the need for policy expansion and educational interventions to sustain egalitarian transformations.*

Keywords: Gender Roles, Dual-Income Households, Workplace Policies, Cultural Advancements, Egalitarian Perceptions

Introduction

Gender roles, historically defined by rigid societal expectations, have long shaped the division of labor in families and workplaces. Traditionally, men were cast as primary breadwinners, while women prioritized domestic responsibilities and caregiving. Over the past century, social, economic, and cultural shifts—driven by feminism, technological advancements, and evolving workplace policies—have reshaped these roles. Today, men and women increasingly share domestic tasks, pursue diverse careers, and challenge traditional notions of masculinity and femininity. These transformations reflect progress toward gender equity but introduce complexities in balancing family and professional responsibilities.

This research paper examines the changing roles of men and women in family dynamics and workplace settings in Chhattisgarh, India, a region with unique socio-cultural dynamics where women play significant economic roles yet face traditional domestic expectations. The study addresses three research questions: (1) How do dual-income households and feminist movements influence equitable sharing of domestic responsibilities? (2) What role do workplace policies play in promoting women's leadership and men's participation in female-dominated fields? (3) How do cultural and educational advancements shape egalitarian gender role perceptions? The central thesis is that these roles have undergone significant transformation due to social, economic, and cultural forces, leading to more equitable but complex dynamics. Using quantitative surveys and qualitative interviews, the study captures diverse perspectives across age, gender, and cultural contexts in Chhattisgarh.

Literature Review

Townsend et al. (2023) conducted four studies ($N = 1544$) to explore gender role mindsets

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and work-family conflict during the COVID-19 pandemic. Using multilevel models, they found that women with growth mindsets (believing gender roles are malleable) reported lower work-family conflict than those with fixed mindsets. This effect was stronger in dual-career couples, where flexible role perceptions reduced stress. The study suggests that fostering growth mindsets can mitigate conflict and promote egalitarian gender role perceptions in modern families.

Yavorsky et al. (2023) examined gender disparities among financial elites, finding that women remain underrepresented in top leadership roles despite increased representation in middle-class occupations. Using Social Forces data, they identified employer biases against mothers, who are seen as less competent, while fathers are viewed as more responsible. These stereotypes limit women's access to high-reward positions and reinforce traditional gender roles. The study calls for policies like equal pay and parental leave to support women's leadership and men's entry into care-oriented professions.

Stier et al. (2021) examined the gendered division of housework across 25 countries using the 2002 and 2012 International Social Survey Program data. It found that individuals with egalitarian gender ideologies and economically independent women experience a more equitable division of household tasks. The study highlights that country-level factors, such as higher women's labor force participation rates and prevalent egalitarian attitudes, independently predict more equal housework sharing, beyond individual-level effects. This suggests both economic and cultural mechanisms drive equitable domestic roles. The findings underscore the importance of societal context in shaping household dynamics, particularly in dual-income households where shared responsibilities are increasingly common.

Hub and Orth (2021) analyzed data from the German Socio-Economic Panel (2001–2017) to explore the impact of unpaid care and housework on employment. Using instrumental variables and first-differenced regressions, they found that women's greater involvement in domestic tasks negatively affects labor market participation and working hours. The unequal division of care responsibilities within couples exacerbates these effects, particularly for women in dual-income households. The study suggests that redistributing care duties could enhance gender equity in employment outcomes, emphasizing the interplay between domestic responsibilities and workplace engagement in shaping modern family dynamics.

Fleche et al. (2020) analyzed data from the U.S., UK, and Germany, finding that women

working longer hours than their husbands report lower life satisfaction due to unequal housework burdens. Using fixed-effects models, they showed that traditional gender norms lead women to “do gender” by taking on more domestic tasks, even in dual-income households. Reducing women's housework time alleviated dissatisfaction, highlighting how cultural expectations shape gender role perceptions and influence well-being in modern relationships.

Shu and Ma (2020) used the 2013 Chinese General Social Survey to examine how gender role attitudes affect income disparities. Employing OLS regression and causal inference methods, they found that traditional gender attitudes negatively impact women's earnings but not men's, partly through reduced labor force participation and occupational segregation. Women with egalitarian views are more likely to pursue leadership roles, though barriers persist in high-status positions. The study underscores how cultural norms influence workplace participation, particularly for women seeking leadership in male-dominated fields.

Gordon and Ginter (2019) reviewed the gendered division of household labor, noting that women still perform the majority of housework and childcare despite increased labor market participation. Using data from multiple studies, they found that factors like parenthood and education influence task allocation, with women in lower-income households adhering to traditional roles. The rise of dual-earner models has not fully offset women's domestic burden, as men's contributions remain limited. The study calls for policies like dual-parent leave to promote equitable sharing, highlighting the persistence of traditional gender norms in shaping household labor dynamics.

Alvarez and Miles-Touya (2018) investigated how unequal involvement in household chores contributes to work-family conflict (WFC) among 515 Spanish men and women. Using a correlational survey, they found women undertake more domestic tasks than men, perceiving lower partner involvement, which increases WFC, particularly for women. The study notes that perceptions of injustice mediate the relationship between unequal chore distribution and relationship quality, with egalitarian women experiencing greater distress. This highlights how traditional gender norms exacerbate stress in dual-income households, emphasizing the need for equitable task sharing to mitigate WFC and improve family dynamics.

Valarino et al. (2018) studied a Swiss public administration's one-month paternity leave policy using mixed methods. The findings showed

limited impact on gender role perceptions or domestic task sharing, as traditional views of men's and women's caregiving abilities persisted. However, the policy enhanced fathers' sense of competence in caregiving, suggesting a shift in fatherhood identity. Workplace characteristics, such as job flexibility, were critical in uptake. The study highlights the need for broader cultural changes to support men's participation in care roles and women's advancement in leadership, particularly in traditionally male-dominated sectors.

Leopold et al. (2016) used the German pairfam panel study to analyze housework division over time. Employing growth curve models, they found that couples with egalitarian gender ideologies exhibit more equitable housework trajectories compared to those with traditional views. Neither absolute nor relative socioeconomic resources significantly influenced housework division, suggesting gender ideology is a stronger predictor. The study underscores the persistence of gendered housework patterns despite women's increased workforce participation, highlighting the role of cultural beliefs in shaping domestic roles in modern families, particularly in dual-income contexts.

Hanappi et al. (2014) explored how job stability and prestige influence fertility intentions in Switzerland, using Swiss Household Panel data. The study found that women's employment stability encourages leadership aspirations, while traditional gender attitudes reduce women's career ambitions. Men's fertility intentions were moderated by egalitarian attitudes, suggesting a shift toward shared caregiving roles. The findings highlight how workplace policies, like flexible hours, support women's leadership participation and men's involvement in traditionally female roles, reshaping workplace gender dynamics.

McHale et al. (2009) used cluster analysis on U.S. family data to identify gender role attitude patterns among parents and children. They found three patterns: egalitarian, traditional, and divergent (traditional parents, egalitarian children). Families with egalitarian attitudes reported less conflict, while traditional families experienced more. Socioeconomic status and parental task-sharing influenced these patterns, with younger generations showing more egalitarian views. The study highlights how family dynamics and socialization shape gender role perceptions, particularly among adolescents.

Research Objectives

1. To investigate the equitable sharing of domestic and parenting roles in modern families, driven by social and economic factors.

2. To assess how workplace policies enhance women's leadership roles and men's participation in female-dominated professions.
3. To evaluate the influence of cultural and educational advancements on egalitarian gender role perceptions.

Research Hypotheses

1. Dual-income households and feminist movements promote equitable sharing of domestic responsibilities, enhancing family dynamics.
2. Workplace policies like parental leave increase women's leadership roles and men's participation in female-dominated fields.
3. Cultural and educational advancements foster egalitarian gender role perceptions, particularly among younger generations.

Research Design

This mixed-methods, cross-sectional study explores evolving gender roles in Chhattisgarh, India, using quantitative surveys and qualitative interviews. Surveys assess domestic responsibility sharing, workplace participation, and gender role perceptions, while interviews provide contextual insights. The target population comprises adults aged 18–65 in urban and semi-urban Chhattisgarh, selected due to its unique socio-cultural context where women are economically active yet face traditional domestic expectations. A sample size of 200 survey respondents was determined using G*Power for regression analyses (power = 0.80, effect size $f^2 = 0.15$, $\alpha = 0.05$), with 12–15 purposive interviews for qualitative depth. Stratified random sampling (by age, gender, employment status) ensures representativeness, facilitated by Qualtrics or local lists. Qualitative participants are purposively selected for diversity. Hypothesis 1 employs multiple regression or Chi-square tests; Hypothesis 2 uses logistic regression; Hypothesis 3 applies multiple regression or correlation. Tools include Qualtrics for surveys, SPSS for quantitative analysis, and NVivo for thematic analysis. Ethical measures ensure informed consent and anonymity. Pilot testing (N = 20) validates survey reliability. The study spans six months: survey development (1 month), data collection (3 months), and analysis/reporting (2 months).

Results and Discussion

Hypothesis 1: Equitable Sharing of Domestic Responsibilities

Quantitative Analysis: To test Hypothesis 1, multiple linear regression was used with dual-income status and feminist movement exposure as predictors, controlling for age, education, and number of children.

Table 1: Descriptive Statistics for Hypothesis 1 (N = 200)

Variable	Mean	SD	Range
Equity Score (Domestic)	65.4	15.6	20–100
Feminist Movement Exposure	2.1	0.8	1–3
Age (years)	35.2	10.3	18–65
Education (years)	12.8	3.2	5–20
Number of Children	1.4	1.1	0–4
Dual-Income Status (% Yes)	60%	-	0–1

Table 2: Multiple Regression Results (Dependent: Equity Score)

Predictor	β	SE	t	p-value
Dual-Income Status	0.41	1.92	6.12	< .001
Feminist Movement Exposure	0.28	1.45	4.03	< .001
Age	-0.10	0.08	-1.44	.150
Education	0.12	0.26	1.71	.089
Number of Children	-0.08	0.91	-1.23	.220

- **Model Summary:** $R^2 = 0.32$, $F(5, 194) = 18.45$, $p < .001$.

Qualitative Analysis: Thematic analysis of 12 interviews (6 male, 6 female) identified key themes (Cohen's kappa = 0.82).

Table 3: Qualitative Themes for Hypothesis 1

Theme	Description	Quote
Economic Necessity	Dual-income households share tasks due to time constraints.	"We both work, so we split cooking and cleaning." (Female, 32)
Feminist Ideology	Egalitarian beliefs encourage fair division.	"Tasks shouldn't be gendered; we decide together." (Male, 38)
Cultural Barriers	Traditional norms limit equitable sharing.	"Society expects women to do more housework." (Female, 45)

Interpretation: The quantitative analysis (Table 2) supports Hypothesis 1, showing that dual-income households ($\beta = 0.41$, $p < .001$) and feminist movement exposure ($\beta = 0.28$, $p < .001$) significantly predict higher equity scores in domestic responsibilities, explaining 32% of variance ($R^2 = 0.32$). Dual-income status has a stronger effect, likely due to economic pressures in Chhattisgarh's urban settings, consistent with Huß and Orth (2021). Control variables were non-significant, suggesting limited influence of age, education, or children. Qualitative findings (Table 3) reinforce these results, highlighting economic necessity and egalitarian beliefs as drivers of equitable sharing,

though cultural norms pose barriers, aligning with Álvarez and Miles-Touya (2018). These findings suggest progress toward equitable family dynamics, but traditional expectations in Chhattisgarh require targeted interventions, such as community education, to enhance equality.

Hypothesis 2: Workplace Policies and Non-Traditional Roles

Quantitative Analysis: Logistic regression tested the impact of workplace policies on women in leadership (N = 104 females) and men in female-dominated fields (N = 96 males), controlling for industry type, education, and experience.

Table 4: Descriptive Statistics for Hypothesis 2 (N = 200)

Variable	Proportion/Mean	SD	Range
Women in Leadership (% Yes, N = 104)	25%	-	0–1
Men in Female-Dominated Fields (% Yes, N = 96)	15%	-	0–1
Workplace Policies (Score)	2.3	0.6	1–3
Education (years)	12.8	3.2	5–20
Years of Experience	8.5	4.1	0–25
Industry Type (% Service Sector)	45%	-	-

Table 5: Logistic Regression Results

Predictor	Women in Leadership (N = 104)	Men in Female-Dominated Fields (N = 96)
	β (SE)	OR
Workplace Policies	0.62 (0.21)	1.86
Education	0.15 (0.08)	1.16
Years of Experience	0.10 (0.05)	1.11

Industry Type (Service)	0.28 (0.25)	1.32
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- **Model Summary:** Women: Nagelkerke $R^2 = 0.29$, $\chi^2(4) = 22.14$, $p < .001$; Men: Nagelkerke $R^2 = 0.24$, $\chi^2(4) = 17.89$, $p < .001$.

Qualitative Analysis: Thematic analysis of 12 interviews (6 female, 6 male) identified key themes (Cohen's kappa = 0.83).

Table 6: Qualitative Themes for Hypothesis 2

Theme	Description	Quote
Parental Leave Support	Policies enable women's career advancement.	"Maternity leave helped me aim for a manager role." (Female, 34)
Flexible Roles for Men	Paternity leave encourages care roles.	"Paternity leave made teaching more acceptable." (Male, 29)
Cultural Resistance	Norms limit policy effectiveness.	"Employers think women shouldn't lead post-maternity." (Female, 41)

Interpretation: The logistic regression results (Table 5) support Hypothesis 2, showing that workplace policies like parental leave significantly increase the odds of women in leadership roles ($OR = 1.86$, $p = .003$) and men in female-dominated fields ($OR = 1.73$, $p = .022$). Experience also predicts women's leadership ($p = .045$), but education and industry type are non-significant. These findings align with Valarino et al. (2018), suggesting policies facilitate non-traditional roles. Qualitative findings (Table 3) confirm that parental leave supports career progression for women and encourages men to

enter fields like education, though cultural resistance in Chhattisgarh limits progress, consistent with Yavorsky et al. (2023). Policy expansion and cultural awareness campaigns could enhance workplace gender equity.

Hypothesis 3: Egalitarian Gender Role Perceptions

Quantitative Analysis: Multiple regression tested the impact of cultural and educational advancements on gender role perceptions, controlling for age, gender, and socioeconomic status.

Table 7: Descriptive Statistics for Hypothesis 3 (N = 200)

Variable	Mean	SD	Range
Gender Role Perceptions	72.3	14.8	30–100
Cultural Advancements	2.2	0.7	1–3
Education (years)	12.8	3.2	5–20
Age (% 18–30)	40%	-	-
Gender (% Female)	52%	-	-
Socioeconomic Status (SES)	3.1	1.0	1–5

Table 8: Multiple Regression Results (Dependent: Gender Role Perceptions)

Predictor	β	SE	t	p-value
Cultural Advancements	0.35	1.62	5.21	< .001
Educational Advancements	0.29	0.31	4.15	< .001
Age (18–30 vs. others)	0.18	1.80	2.50	.013
Gender (Female vs. others)	0.09	1.75	1.30	.195
Socioeconomic Status	0.07	0.95	1.05	.295

- **Model Summary:** $R^2 = 0.38$, $F(5, 194) = 23.67$, $p < .001$.

Qualitative Analysis: Thematic analysis of 12 interviews (6 male, 6 female) identified key themes (Cohen's kappa = 0.85).

Table 9: Qualitative Themes for Hypothesis 3

Theme	Description	Quote
Media-Driven Egalitarianism	Progressive media fosters egalitarian views.	"Social media shows equal roles, changing my views." (Male, 22)
Education as Catalyst	Higher education promotes equality beliefs.	"College taught me gender roles can be flexible." (Female, 25)
Generational Divide	Younger generations adopt egalitarian views.	"Older people think women should stay home, but we don't." (Male, 27)

Interpretation: The quantitative results (Table 2) support Hypothesis 3, showing that cultural advancements ($\beta = 0.35$, $p < .001$) and educational advancements ($\beta = 0.29$, $p < .001$) significantly predict more egalitarian gender role perceptions,

explaining 38% of variance ($R^2 = 0.38$). Younger age (18–30) also contributes significantly ($\beta = 0.18$, $p = .013$), confirming the hypothesis's focus on younger generations, while gender and SES are non-significant. These findings align with McHale et al.

(2009), suggesting cultural and educational influences drive egalitarian attitudes. Qualitative findings (Table 3) reinforce this, highlighting media and education as key drivers among Chhattisgarh's youth, though traditional views persist among older generations, consistent with Townsend et al. (2023). Interventions targeting media and education could further promote egalitarian perceptions.

Conclusion

This study confirms that gender roles in Chhattisgarh are evolving toward greater equity, driven by economic, policy, and cultural factors. All three hypotheses were supported:

Hypothesis 1: Dual-income households and feminist ideologies promote equitable domestic task-sharing, though cultural norms pose challenges.

Hypothesis 2: Workplace policies facilitate women's leadership and men's participation in female-dominated fields, despite cultural resistance.

Hypothesis 3: Cultural and educational advancements foster egalitarian perceptions, particularly among younger generations.

These findings align with global trends (Stier et al., 2021; Valarino et al., 2018; McHale et al., 2009) but highlight Chhattisgarh's unique context, where traditional expectations temper progress. The study contributes to understanding regional gender dynamics, emphasizing the need for continued efforts to achieve fully egalitarian roles.

Suggestions

1. **Policy Interventions:** Expand parental leave policies to include mandatory paternity leave, encouraging men's caregiving roles and supporting women's career advancement, as policies significantly influence workplace equity.
2. **Community Education Programs:** Implement campaigns in Chhattisgarh to challenge traditional norms, using media to promote egalitarian role models, addressing cultural barriers identified in the findings.
3. **Educational Initiatives:** Integrate gender studies into curricula to foster egalitarian attitudes among youth, leveraging education's significant impact on perceptions.
4. **Future Research:** Conduct longitudinal studies to explore causal relationships and comparative analyses with other Indian states to understand regional variations.
5. **Workplace Support:** Encourage organizations to adopt flexible work arrangements and anti-discrimination training to reduce biases, enhancing non-traditional role participation.

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Conflicts of interest

The authors declare that there are no conflicts of interest regarding the publication of this paper.

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