

# Perceived Emotional Intelligence and Gender Role Attitudes of Married Individuals: Gender and Work Status in Perspective

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## ABSTRACT

**Aim of the Study:** The current study examined the association of gender role attitudes and emotional intelligence of married individuals. The second objective of this study was to assess the role of work status and gender as moderators for predicting the relationship of gender role attitudes with emotional intelligence of married individuals.

**Methodology:** A sample of married working men and women ( $N = 500$ ), both working, and housewives was selected. Purposive and convenient sampling technique was used for data collection. Indigenous versions of perceived emotional intelligence and gender role attitudes measures were used to collect the data. The results of alpha coefficients for the scales and its subscales indicated satisfactory reliability levels as evidence for the stability of scores. Assessment of correlation coefficients exhibited significant positive relationship of emotional intelligence with gender role attitudes, which projected that higher self-perceived emotional intelligence resulted higher egalitarian gender role attitudes.

**Findings:** Correlation analysis suggested that emotional self-regulation, emotional self-awareness, and interpersonal skills as sub facets of emotional intelligence were found positively correlated with gender role attitudes. Independent moderation models were tested to explore the effect of gender and work status as moderator. These results indicated that moderation effect was significant for women than men, while across work status, it was found that moderation effect was significant for housewives and married working women than married working men into the positive direction.

**Conclusion:** To conclude this empirical evidence are vital contributions drawn from the collectivistic and traditional socio-cultural context of Pakistan.

**Keywords:** Gender Role Attitudes, Gender, Work Status, Emotional Regulation, Emotional Awareness.

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## Introduction

Identification, recognition, understanding, regulation, and awareness of emotions are considered as the core elements of emotional intelligence (EI). Emotional Intelligence is very pertinent, rich, and multifaceted construct to study empirically. There are three different perspectives and approaches i.e., ability (Mayer & Solvey, 1997), trait (Petrides & Furnham, 2001), and mix model (Goleman, 1995) to measure emotional intelligence. However, distinctively considering these approaches, the role or impact of gender in emotional intelligence has been a pragmatic debate into the studies conducted on emotional intelligence (D'Amico & Geraci, 2022; Else-Quest et al., 2012; Tay et al., 2019). In a review (Sánchez-Núñez et al., 2008) claimed consistent gender differences across emotional abilities, women in comparison to men perceived and recognized emotions higher and exhibited higher empathy.

Taking gender and emotional intelligence in perspective, various studies have reported significant differences on emotional understanding and management among women than men (Cabello et al., 2016; Curci & D'Amico, 2010; Fernández-Berrocal et al., 2012; Gutiérrez-Cobo et al., 2016). Research have also displayed that women exhibit a greater level of emotional intelligence than men do (Joseph & Newman, 2010; Patel, 2017). In another study, women showed higher empathy, self-regard, interpersonal relationships, and emotional self-awareness (Meshkat & Nejati, 2017). Higher emotional intelligence was also reported by girls than boys, girls reported higher perception, use, and understanding of emotions (Rivers et al., 2012). On the other hand, Fischer et al. (2018) concluded that there are no robust differences across gender for perceiving emotion, the differences were small, and men reported lower level of confidence for self-perceived emotional intelligence than women. Gender differences become obvious in considering job related professional choices and preferences, men tend to be more agentic (i.e., have material orientation) whereas women are more communal i.e., people/relationship oriented (Tapia & Marsh, 2006). Considering these choices for employment work status is also significant psycho-social factor to predict emotional intelligence across gender.

People who have traditional views and ideologies about paid and unpaid roles and believe that men are the bread earners and women are homemakers tend to hold and advocates traditional gender role attitudes, whereas people who believes in role sharing (paid & unpaid) and advocates same roles across gender exhibit egalitarian/modern gender role attitudes (Aziz & Kamal, 2009; Ogletree, 2015). In the current times there is an increasing shift in gender role attitudes, egalitarian gender roles are prevailing rapidly, especially in the developed and modern countries i.e., technically advanced (Boehnke, 2011). However, Gender role attitudes are more pivotal in relation to Pakistani traditional and paratactical society, as Khalid (2021) argued in a study that women in Pakistan face challenges for independent living, making career and marital choices, to voice against human atrocities, and property rights. Although socio-demographics including region (urban & rural), age, education, socioeconomic status, gender, and work status does matter for holding traditional or modern gender role attitudes (Akram, 2018). While traditional gender role ideologies are deep rooted in the socio-cultural systems, structures, and institutions (i.e., family, marriage, media, work, and home spheres). Gendered stereotyping, discrimination, inequality, and disparity in roles (paid and unpaid) are embedded due to traditional believe system, mindset, attitudes, and behavior of people across the world. As Ogletree (2015) examined the evolving gender roles and its effect on work and unpaid domestic/ babysitting responsibilities for men and women. Women reported higher traditional childcare related attitudes than fulltime employment and its positive association of benevolent and hostile sexism. On the other hand, in a study women showed significantly higher egalitarian gender role attitudes than men (Yoo, 2020). In contrast to these findings, another research indicated that men reported higher traditional gender role believes than women on gender norms scale while measuring perception of gender equity (Khalid, 2021).

The association of gender role attitudes with correlates like marital quality, satisfaction, adjustment, and mental health in consideration of gender and role theory is quite commonly available into psychological literature. However, a limited amount of empirical literature is available regarding the empirical link between emotional intelligence and gender role attitudes. Whereas it is deeply important to recognize and

understand the effect of gender role attitudes in understanding emotional intelligence across gender roles and employment of men and women. The connection between emotional intelligence and gender role attitudes was primarily based upon the gender differences and intelligence differences as (Szymanowicz & Furnham, 2011a, 2011b) investigated the role of gender, and gender role influences on intelligence in considering women particularly. This idea was further empirically conceptualized by focusing on the emotional intelligence, gender role behaviour, and androgyny of students along with their parents (Guastello & Guastello, 2003). They have explained that people who are emotionally intelligent may exhibit a broader range of gender role preferences and behavior in comparison to the people who may not be very much emotionally experienced. Gender roles may be a partial result of society's expectations concerning the appropriate emotional expression of how and when a person should express it (Guastello & Guastello, 2003). However, inflexible, and immature expectations are not beneficial for emotional learning, or an elastic range of social actions may be less adaptive. There is a strong disagreement, whether emotional intelligence is a form of intelligence in the sense of intelligence quotient or a personality trend. In the light of personality, attitudes and preferences are pivotal and considered thoughtful to start with a personality focused construct to study emotional intelligence and gender role attitudes (Guastello & Guastello, 2003) demonstrated that femininity and masculinity are related to personality based emotional intelligence. These results have also manifested that male students (as sons) were higher on androgynous personality measure than (men) as their fathers, who were lower on emotional intelligence than mothers. Gender difference was also found across generation for androgynous behavior, men were higher as compared to women, on the other hand, women were higher on masculine behavior than feminine behaviour. Moreover, the relationship between emotional intelligence and androgyny was positively predicted for students, fathers (men), and mothers (women) also. In another study (Szymanowicz & Furnham, 2013) similar sort of assumptions were tested in which men rated their emotional intelligence higher than women, gender role played its minimal role than gender in understanding masculinity. Further these results suggested that cognitive intelligence was observed as masculine while social/emotional intelligence was observed as feminine. Women assessed their social and emotional intelligence better than male spouses. Whereas men did the exact opposite, they rated masculinity with higher cognitive intelligence and lower personal/ social abilities/intelligence. Based upon these logical grounds, the rationality of testing a connection of emotional intelligence with gender role attitudes empirically was assumed to develop the hypotheses for this study.

Literature on emotional intelligence and gender has accounted this investigation into studies across few decades. Interestingly, almost similar inconsistent and significant evidence have reported among men and women, where men have also reported higher self-rated emotional intelligence (Freud & Kasten, 2012). Taking gender and emotional intelligence into perspective Singh (2002) reported that women have higher emotional intelligence than men. While in contrast to this (Ahmed et al., 2009) advocated higher perception of emotional intelligence by men than women adults. Meshkat and Nejati (2017) reflected that there is no significant effect of gender on emotional intelligence (as composite construct) for men and women. This evidence is consistent with (Myint & Aung, 2016). In another study (Ran et.al., 2021) explained gender based disparity in understanding the role of emotional intelligence (self-awareness, self-regulation, & social skills) for financial decision making in corporate sector, the overall effect of emotional intelligence was bit higher for men as compared to the women managers. Women exhibited higher effect of empathy and emotional self-awareness while men exhibited more emotional self-regulation and social skills. However, socio-cultural differences e.g., Americans and Africans in comparison to the Chinese and Japanese awarded themselves higher scores (Furnham, 2001) on emotional intelligence. Further, scores on the overall emotional intelligence ability were higher among Spanish female adults and effect of gender across emotional intelligence facets was significant for female than male adults (Cabello et.al., 2016). Overall mean differences of gender and emotional intelligence were found significant, women in the United States scored higher and processed higher interpersonal and emotional skills than men (Van Rooy et.al., 2005). In another study conducted in India women medical graduates showed greater emotional intelligence than men students (Chandra et.al., 2017). Similarly

(Ranasinghe et. al., 2017) reported the consistent conclusions for Sri Lankan's undergraduate medical students. In a study conducted in Iran (Domakani et. al., 2014) indicated that women were better and higher on interpersonal skills, adaptability, and on over all emotional intelligence than men. While the results of an indigenous study (Ali et.al., 2021) measuring self-reported emotional intelligence manifested that men were having higher scores on the overall emotional intelligence and on the sub factors i.e., emotional self-awareness and emotional self-regulation than men, while nonsignificant difference were reported on the interpersonal skills.

### ***Significance of the Study***

In the current scenario beyond conventional gender role attitudes, women's role and participation into labor force is increasing globally. While familial roles and responsibilities are still considered to be fulfilled and looked after by women largely (Hu et.al., 2021). In addition to that gender role attitudes are also vital in relation to gender income, working hours, labor force participation, and occupational/work status of women explicitly. Which is pertinent for developing new approaches and perspective for understanding gender dynamics into social, organizational, and cultural context for gender parity, policy interventions, and implications. Studies have also highlighted the impacts of gender role attitudes for gendered household task distribution (Tong & Liu 2015; Yang 2014). Inclined by traditional/conventional gender role attitudes when women are influenced about gender performance (Liu et al.2015). In a study Qing (2020) elaborated that traditional gender role attitudes have no substantial impact on participation of men in the labor force, whereas obstructing and suppressing women's participation in labor force, and egalitarian gender role attitudes for parity facilitate professional and career growth and empowerment of women. In an indigenous study self-employed Pakistani women (majority uneducated) indicated that women are not supported for career persuasion, when they opt home based self-employment their financial needs are not fulfilled by themselves (Shah et. al., 2013) rather they must depend on men from their families. On the other hand, if women are well educated and employed outside home spheres, they are obligated to perform and prove themselves on the traditional gender norms for childcare being part of work spheres simultaneously. This indicate that women irrespective of social status, education, and employment status women in general are considered as supporter for men (Nadeem & Ahmad, 2018; Rawat, 2014). Perhaps this is the reason for a person of being at risk and vulnerable for psychological and emotional challenges (Ali et. al., 2021; Khan et. al., 2015; Khurshid, 2016). Taking this empirical evidence along with role theory (paid & unpaid), gender role attitudes and emotional intelligence of married working men are women are integral to study empirically. These empirical grounds established from the literature cited in this research have also provided the significance and sufficient justification for testing the effect of gender and work status as moderator for the relationship between emotional intelligence and gender role attitudes of married individuals from Pakistan. Therefore, based upon the study objectives following hypotheses were formulated to test in the current research:

### ***Study Objectives***

The current study is employing three folded objectives:

1. To investigate the relationship between emotional intelligence total and with three subfactors i.e., emotional (self-awareness, self-regulation, and interpersonal skills) with gender role attitudes of married individuals.
2. To find out the moderating role of gender and work status for studying the relationship of emotional intelligence with gender role attitudes of married individuals.
3. To find out the moderating role of gender and work status for studying the relationship between emotional self-regulation, emotional self-awareness, and interpersonal skills and gender role attitudes of married individuals.

## ***Hypotheses***

1. There would be a positive association of emotional intelligence total and with three subfactors i.e., emotional (self-awareness, self-regulation, and interpersonal skills) with gender role attitudes of married individuals.
2. Gender would moderate the relationship of emotional intelligence with gender role attitudes of married individuals.
3. Work status would moderate the relationship of emotional intelligence and gender role attitudes of married individuals.
4. Gender would moderate the relationship between emotional self-regulation, emotional self-awareness, and interpersonal skills and gender role attitudes of married individuals.
5. Work status would moderate the relationship of emotional self-regulation, emotional self-awareness, and interpersonal skills with gender role attitudes of married individuals.

## ***Method***

The current study is based upon the correlational and cross sectional research design. To test the hypotheses formulated in this study, data was collected on the self-report measures (SRMEI & GRAS).

### ***Sample***

A sample of ( $N = 500$ ) married individuals was selected to collect the data. Purposive and convenient sampling was employed to collect the data from the selected sample. Their age ranged between (23-58) years with ( $M = 35.91$ ) and ( $SD = 8.97$ ). Married working men ( $n = 183$ ), married working women ( $n = 173$ ) and housewives ( $n = 144$ ) were included in the sample. 40% participants were having up to 14 years of education, around 34% were having master's degrees, and rest of the 26% of the participants were having postgraduate level of education. All the participants were married having children and living with their spouses. Single/separated, divorces, widows were not included in the sample.

### ***Instruments***

In this study two indigenously developed measure along with separate demographic information sheet was administered to collect the data.

**Self-Report Measure of Emotional Intelligence (SRMEI)** The instrument (Khan & Kamal, 2010) of perceived emotional intelligence was used. SRMEI consisted with 60 item self-report instrument having three subscales i.e., Emotional Self-Awareness (ESA- 21 items), Emotional Self-Regulation (ESR- 27 items), and Interpersonal Skills (IPS-12). Score ranged 60-300, higher scores indicating higher self-perceived emotional intelligence and lower scores indicating lower emotional intelligence. SRMEI is reliable and valid instrument used to measure emotional intelligence in the previous research (Kalsoom & Kamal, 2018;  $r = .90$ ) also.

**Gender Role Attitudes Scale (GRAS)** This scale is 30 item measures (Kamal & Saqib (2004), half of the items are reverse scored an accumulated score of 30 items (score ranged 30-150) indicative of higher and lower egalitarian/modern gender role attitudes. The measure reliable and valid measures and used into various studies to measure the gender role attitudes (Kalsoom & Kamal, 2020;  $r = .76$ ) of various population (Aziz & Kamal, 2009; 2015).

### ***Procedure***

To collect the data of married working individuals at their workplaces formal permission was taken from the concerned authorities. After taking the approvals and permissions informed consent, demographic information form, and both the measure (SRMEI & GRAS) were administered individually. Data was collated after rapport building and through one to one interaction with the participants, this has boasted

the response rate (i.e.,96%) which is very higher and satisfactory for married working men and women. While response rate for housewives was lower (i.e., 85%). This might be due to the awareness regarding research and lack of research attitudes in general. Moreover, there were no reward and token of appreciation was involved to collect the data rather participation of all the respondents was completely voluntary bases. However, it was observed during the data collection that participants were very enthusiastic and motivated to rate about their gender roles. As few participants (especially working women) reported that it was very good experience for them while thinking and reporting on the measures and they should be given an opportunity to talk about their role (domestic & professional). No missing data was found on all the items of the scales. Participants of this study were assured about the anonymity and confidentiality of the data. In the end each participant of this study was thanked and acknowledged (via email) for their participation in this study.

## Results

Correlation analysis was carried out to examine the relationship of emotional intelligence, its three subfactors emotional self-awareness, self-regulation, and interpersonal skills, and gender role attitudes. Alpha coefficients for reliability estimates were also determined on the scales and subscales of the measures used to examine the construct undertaken in this study.

Table 1: *Descriptive Statistics, Reliability coefficient, and Correlation of Emotional Intelligence, its three subfactors, and Gender Role Attitudes (N = 500)*

Variables	<i>M</i>	<i>SD</i>	<i>α</i>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
1. Emotional Intelligence	212.51	27.03	.91	-	.93***	.84***	.58***	.21***
2. Emotional Self-Regulation	94.53	17.88	.90		-	.63***	.33***	.19**
3. Emotional Self-Awareness	73.32	8.61	.76			-	.52***	.20***
4. Interpersonal Skills	44.64	5.451	.77				-	.13**
5. Gender Role Attitudes	94.38	13.70	.76					-

\**p*<.05, \*\**p*<.01, \*\*\* *p*<.00

The findings in **Table 1** showed that all the scales (SRMEI, ESR, ESA, IPS, & GRAS) were found reliable and internally stable to measure the construct undertaken in this study. Further correlation analysis revealed that emotional intelligence, including its three sub factors i.e., emotional self-regulation, emotional self-awareness, and interpersonal skills were found significant and positively associated with gender role attitudes of married individuals including men and women inclusively. These findings supported the first hypothesis of this study.

It was hypothesized that gender and work status (hypothesis number 2 & 3) would moderate the association of emotional intelligence with gender role attitudes. In addition to this, it was also hypothesized (hypothesis number 4 & 5) that gender and work status would also moderate the relationship between three subfaces of emotional intelligence (i.e., emotional self-regulation, emotional self-awareness, and interpersonal skills separately) and gender role attitudes. Therefore, to test these hypotheses moderation analysis (see Table 2) was carried out using (PROCESS v4.1) Hayes (2022) model number1 through separate models.

Table 2: *Moderation Analysis Examining the Interaction Effect of Emotional Intelligence (Emotional Self-regulation, Emotional Self-awareness, Interpersonal Skills), Gender, Work Status and Gender Role Attitudes (N=500)*

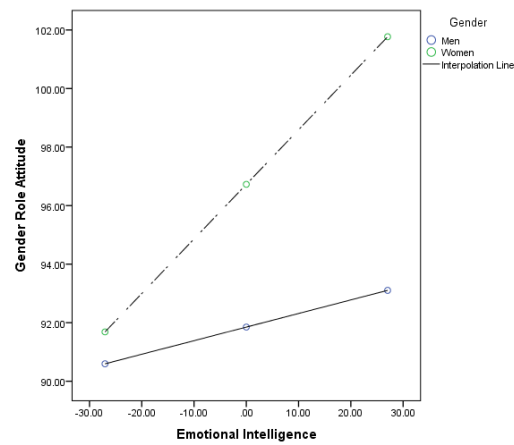
Variables	Gender Role Attitudes		
	<i>B</i>	<i>SE</i>	<i>95 % CI</i>
Constant	86.97***	2.24	[82.57, 91.38]
<b>Predictors</b>			
Emotional Intelligence	-.41	.08	[-0.26, 0.07]
Emotional Self-regulation	-.22	.13	[-0.47, 0.06]
Emotional Self-awareness	.34***	.07	[0.19, 0.48]
Interpersonal Skills	.32**	.11	[0.10, 0.54]
<b>Moderators</b>			
Gender	4.88***	3.76	[2.34, 7.43]
Work Status	1.95*	.84	[0.31, 3.60]
<b>Interaction Effects</b>			
Emotional Intelligence x Gender	-4.86***	1.36	[-7.57, -2.15]
Emotional Intelligence x Work Status	.10**	.03	[0.04, 0.15]
Emotional Self-Regulation x Gender	.24**	.08	[0.09, 0.39]
Emotional Self- Regulation x Work Status	.17***	.04	[0.08, 0.26]
Emotional Self-Awareness x Gender	.32*	.15	[0.30, 0.60]
Emotional Self- Awareness x Work Status	.17*	.09	[0.01, 0.33]
Interpersonal Skills x Gender	.06	.23	[-0.39, 0.52]
Interpersonal Skills x Work Status	.08	.13	[-0.18, 0.35]
<i>R</i> <sup>2</sup>	.212		
<i>F</i>	6.71***		

\* $p < .05$ , \*\* $p < .01$ , \*\*\* $p < .001$

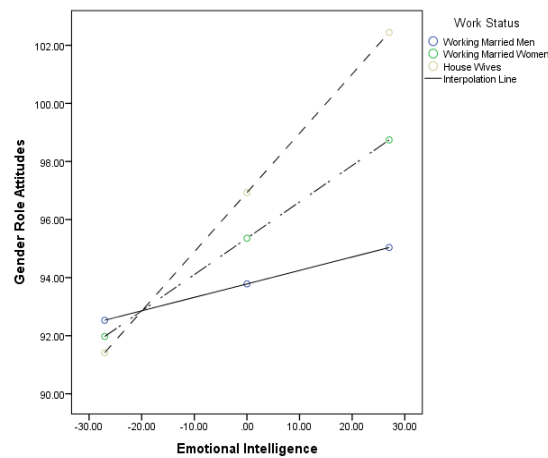
The results in Table 2 revealed that main effect for emotional intelligence and emotional self-regulation were found as non-significant for gender role attitudes, while the main effects for emotional self-awareness, interpersonal skills, gender, and work status were significantly positive with gender role attitudes. Which showed that (considering gender) married women as compared to the married men, while married working women (considering work status) as compared to the married working men than housewives were having higher egalitarian/modern gender role attitudes. Meanwhile the interaction effects of emotional intelligence and gender (effect size .18;  $p = .000$ ), emotional self-regulation and gender (effect size .26;  $p = .000$ ), emotional self-awareness and gender (effect size .51;  $p = .000$ ) were also found significant with gender role attitudes (see figure 1, 3, & 5). The plot showed a strong positive relationship between emotional intelligence (overall) and the two sub factors, i.e., (emotional self-regulation, emotional self-awareness) with gender role attitudes for married women (both working & housewives collectively) as compared to the married men.

Moreover, the interaction effects of emotional intelligence overall and work status was found positively significant with gender role attitudes (see figure 2, 4, & 6), which portrayed that the relationship of emotional intelligence with gender role attitudes was positively stronger for housewives (effect size .20;  $p = .00$ ) as compared to the married working women (effect size .13;  $p = .00$ ) than married working married men (effect size .05;  $p = .18$ ). Simultaneously, including two subfactors (i.e., emotional self-regulation and emotional self-awareness separately the nature and direction of results were similar. Which manifested that relationship/interaction between emotional self-awareness and emotional self-regulation with work status for predicting gender role attitudes was more strongly positive and significant for housewives and married working women than married working men. Whereas the interactional effect of interpersonal skills with gender and work status was found nonsignificant for predicting gender role attitudes.

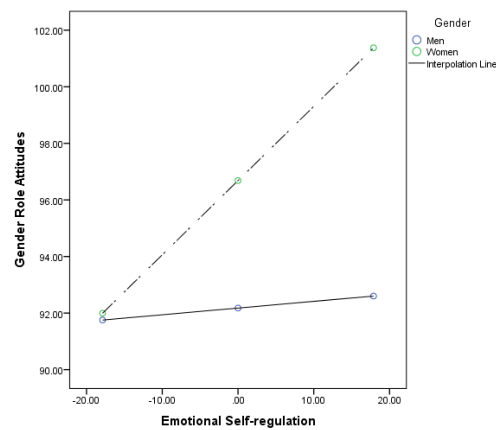
**Figure 1:** Interaction plot of Emotional Intelligence and Gender on Gender Role Attitudes.



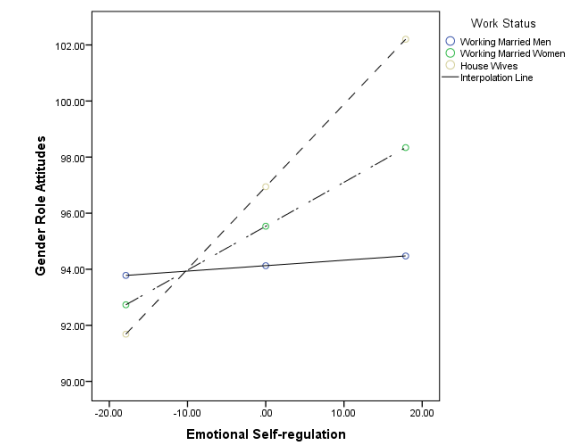
**Figure 2:** Interaction plot of Emotional Intelligence and Work Status on Gender Role Attitudes.



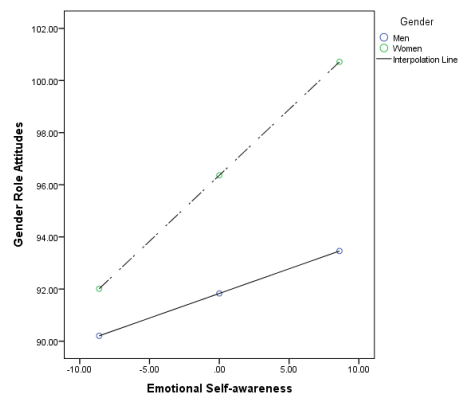
**Figure 3:** Interaction plot of Emotional Self-regulation and Gender on Gender Role Attitudes.



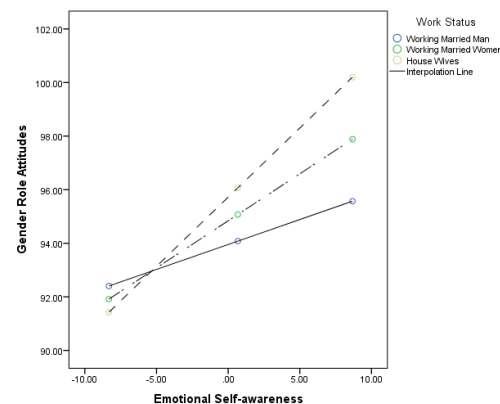
**Figure 4:** Interaction plot of Emotional Self-regulation and Work Status on Gender Role Attitudes.



**Figure 5:** Interaction plot of Emotional Self-awareness and Gender on Gender Role Attitudes.

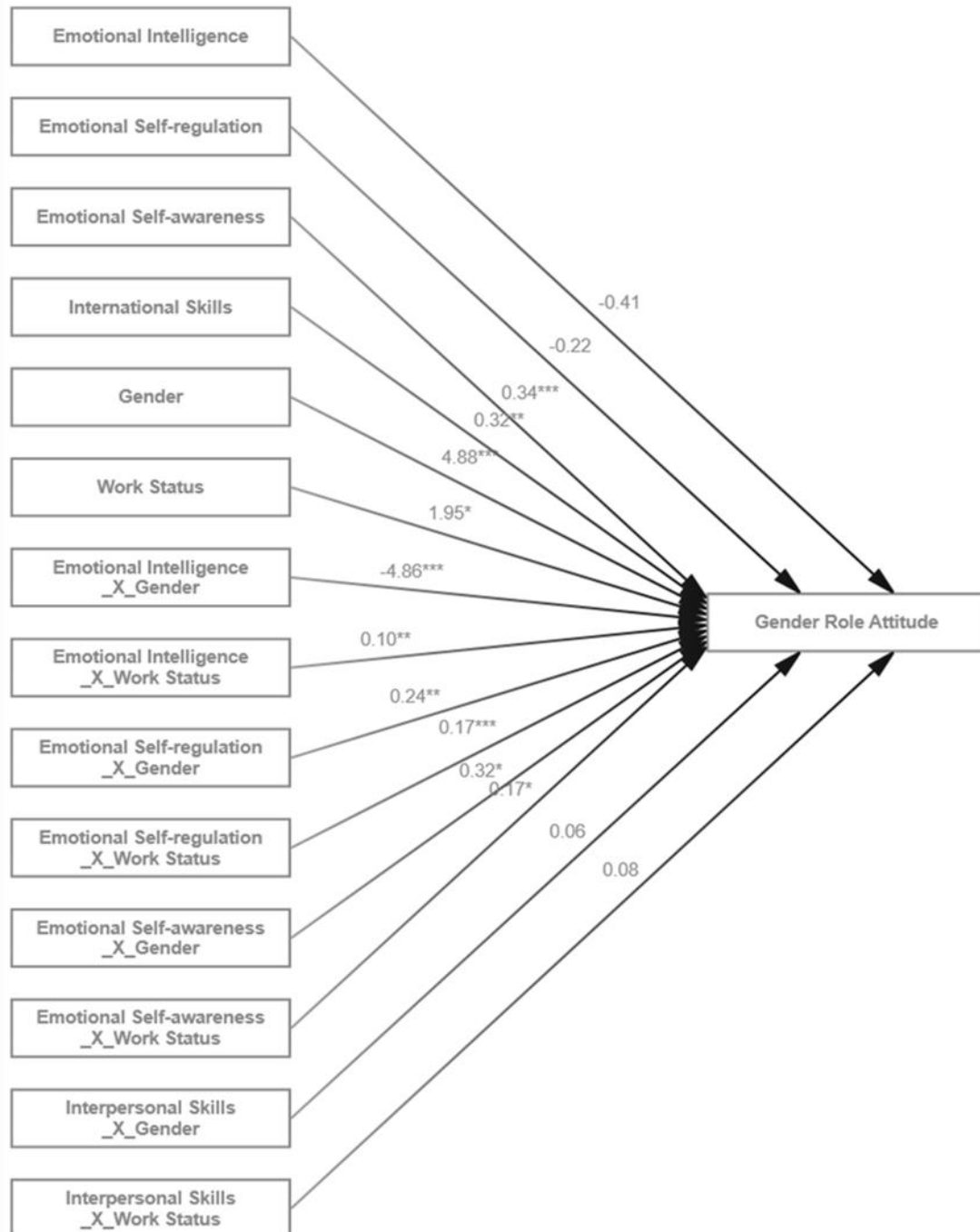


**Figure 6:** Interaction plot of Emotional Self-awareness and Work Status on Gender Role Attitudes.





**Figure 3:** Moderation Model for Interaction Effect of Emotional Intelligence (Emotional Self-regulation, Emotional Self-awareness, Interpersonal Skills), Gender, Work Status, and Gender Role Attitudes of Married Individuals.



## Discussion

The association between emotional intelligence and gender role attitudes is rarely investigated in a psychological literature. However, literature in relation to emotional intelligence and gender role attitudes considering **gender and roles and attitudes** sufficiently provided the rationale for conducting this study. Therefore, the association of emotional intelligence and gender role attitudes was examined through the moderating role of work status and gender of married individuals (both men & women). The scales and subscales used in this study were found reliable and consistent on the data collected for to study. Alpha reliability coefficients estimated in this study were consistent with the previously reported researchers (Kalsoom & Kamal, 2018, 2020; Aziz & Kamal, 2015). Moreover, inter scale correlation coefficients also provided the evidence for convergent validity of the scales and subscale used in this study.

To test the **first hypothesis** of this study person correlation was calculated, the results projected that emotional intelligence as overall construct is positively related with the gender role attitudes. Which means married individuals having higher self-reported emotional intelligence were also having higher egalitarian gender role attitudes. While three sub factors of i.e., emotional self-regulation, emotional self-awareness, and interpersonal skills of emotional intelligence were also positively related with gender role attitudes. The results of this study have manifested that married individuals having higher emotional self-awareness, self-regulation, and interpersonal skills also projected higher egalitarian gender role attitudes. The direction of this study is supported by the previous literature (Guastello & Guastello, 2003; Szymanowicz & Furnham, 2011a, 2011b) investigated that gender role influences on intelligence, the relationship between emotional intelligence and androgyny was positively predicted for students and parents. Gender role behaviour, emotional intelligence, Androgyny, and emotional intelligence of parents and students was found related. Similarly, Szymanowicz and Furnham (2013) reported that cognitive intelligence was observed as masculine (having nontraditional views about gender and gender roles) while social/emotional intelligence was observed as feminine (having traditional view about gender and gender roles). Overall, the results of this study supported to accept the first hypothesis of this study.

Further, **four hypotheses of this study were tested** through moderation analysis in SPSS Process Macro version 4.1 (Hayes, 2022) respectively. **Separate models** (model no. 1) were tested across gender and work status. The results of moderation indicated that gender is a positive and significant moderator for the link of emotional intelligence with gender role attitudes. Which exhibited that married women having higher emotional intelligence were also higher on modern/ less traditional gender role attitudes than married men. These results have supported the second hypothesis of the study and are in accordance with the studies conducted earlier (Chandra et.al., 2017; Cabello et al., 2016; Fischer et. al., 2018; Guti´errez-Cobo et al., 2016; Fern´andez-Berrocal et al., 2012; Joseph & Newman, 2010; Patel, 2017; Rivers et al., 2012) stated that women had better emotional intelligence than men. Similarly, interaction effect of gender with emotional self-awareness and emotional self-regulation was significant for predicting egalitarian gender role attitudes into positive direction, which demonstrated that women comparing men were having higher emotional self-awareness and emotional self-regulation and egalitarian gender role attitudes. These findings have supported the fourth hypothesis of this study and this empirical evidence also in line with the past literature (Meshkat & Nejati, 2017; Ran et.al., 2021; Yoo, 2020) projected the similar finding. However, in an indigenous study (Ali et.al., 2021) reported contradicted results while measuring the self-reported emotional intelligence and revealed that men were having higher scores on the overall emotional intelligence and on the sub factors i.e., emotional self-awareness and emotional self-regulation than women, while nonsignificant differences were reported on the interpersonal skills, which is consistent with the results of this study exhibited non significant effect of gender and interpersonal skills for gender role attitudes. Moreover, previous studies are also in line with the results of this study (Akram, 2018; Aziz & Kamal 2009; Ogletree, 2015; Yoo, 2020) showing that women were having higher modern gender role attitudes as compared to the married men. However, the overall impact of gender in association with emotional intelligence and gender role attitudes was supported by the results of this study

with the help of the past literature (Guastello & Guastello, 2003; Szymanowicz & Furnham, 2011a, 2011b, 2013) as well.

Additionally, the impact of work status for the overall emotional intelligence and three subfactors i.e., emotional self-regulation, emotional self-awareness, and interpersonal skills in relation with gender role attitudes was also estimated. The findings of moderation analysis revealed that the impact of work status for the relationship between emotional intelligence and gender role attitudes was positively significant, which suggested that interaction effect of emotional intelligence was positively stronger for housewives than married working women, and interaction effect was nonsignificant for married employed men. These results are also consistent with the past studies (Akram, 2018; Ogletree, 2015; Qing, 2020) conducted while considering gender and work status (Hu et.al., 2021) for emotional intelligence and gender role attitudes suggested that work status and gender does matter to examine these constructs. Whereas similar findings were observed while considering the two subfactors emotional self-awareness and emotional self-regulation of emotional intelligence, which indicated that significant and positive interaction effect of work status with emotional self-awareness and emotional self-regulation for housewives than married working women and married working men. The interaction effect was stronger for housewives than married working women and then for married working men. This has manifested that higher emotional self-awareness and higher emotional self-regulation resulted into higher egalitarian gender role attitudes for housewives than for married working women in comparison to married working men. These results have also supported the third and fifth hypothesis of this study and supported by the existing literature, as Meshkat and Nejati (2017) stated that women showed higher emotional self-awareness, empathy, and self-regard. Higher emotional intelligence, higher perception, use, and understanding of emotions (Rivers et al., 2012) was reported by women. Like the findings of this study regarding gender role attitudes (Khalid, 2021; Ogletree, 2015) indicated that men reported higher traditional gender role beliefs than women. While the interactional effect of interpersonal skills with work status like gender was found nonsignificant for predicting gender role attitudes of married working men, women, and housewives. On the whole, these results given the substantial empirical support to accept and validate the assumptions developed to test. The findings are very significant for developing the empirical ground for emotional intelligence and gender role attitudes to test further into scientific inquiry.

### ***Limitation and Suggestion for Future Studies***

Like every empirical investigation, this study may have certain limitations, like causality on the self-reported data is not assured. Therefore, more studies are required to validate the tested model on diverse populations and samples.

It is very important to study traditional gender role attitudes along with egalitarian/modern gender role attitudes, therefore in future research this aspect should be considered. Moreover, it is also pertinent to study the gender role attitudes of both spouses in a couple, for this data from the couples should be collected to see the interaction between the gender role attitudes of male and female spouses with each other.

### ***Implications***

Certain implications can also be inferred from the findings of this study as well. First, very limited literature is available on the contribution of emotional intelligence and gender role attitudes specifically, this study has provided the empirical evidence to make addition into the scientific literature.

Second, it is very important to understand the role of emotional intelligence as composite construct along with its three sub factors distinctively to examine gender role attitudes of both men and women especially married and employed from the traditional, collectivist, and patriarchal sociocultural perspective of Pakistan. In context to this the findings are essentially important to device policy implication for organizations and institutions but for curriculum at a very basic (primary) level to embed the flexible and egalitarian gender role attitudes, and to nourish the socio-emotional skills and capabilities especially

having a prolonged socio-political and economic instability. Which is adding new pressures and challenges (economic & socio-psychological) for paid and unpaid roles for married individuals.

## Conclusion

In conclusion, it can be inferred that the overall emotional intelligence skills including emotional self-awareness, regulation, and interpersonal are pivotal to increase the egalitarian gender attitudes of married individuals both for men and women especially for housewives. Higher self-perceived emotional intelligence, emotional self-awareness, and emotional self-regulation served to increase the egalitarian gender role attitudes more strongly for housewives than married working women in comparison to married working men. This might be due to the patriarchal ideologies and traditional mind set of the society in which the men have been raised. Similarly, the moderation effects of gender and work status of married individuals, it was observed that married women (housewives and working women inclusively & exclusively) exhibited the relationship of emotional intelligence and gender role attitudes more positively than men. Which may have suggested that men have more traditional gender role attitudes which is also evident in the society in general.

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## Conflict of Interest


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