THE RELATIONSHIP BETWEEN ATTITUDES TOWARDS MENSTRUAL
LEAVE, AMBIVALENT SEXISM, ATTITUDES TOWARDS MENSTRUATION,
AND GENDER


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**ABSTRACT**


THE RELATIONSHIP BETWEEN ATTITUDES TOWARDS MENSTRUAL
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Menstrual leave is a workplace policy that allows women to take leave to recover from menstrual-related symptoms when menstruating. While this policy could positively impact women's psychological and physical health, attitudes towards it are mixed. This thesis was the first to explore attitudes towards menstrual leave in Turkey. It developed a scale to measure these attitudes and examined their relationships with menstrual attitudes, ambivalent sexism, and gender. A total of 734 participants (645 women, 86 men; $M$age = 29.60; $SD$ = 8.57) completed the Attitudes towards Menstrual Leave Scale, Modified Menstrual Attitudes Scale, Ambivalent Sexism Inventory, and a Socio-demographic Information Form. Factor analysis of the newly developed Attitudes Towards Menstrual Leave Scale revealed five subfactors: "Supporting women and gender equality," "Privacy," "Backfire," "Misuse," and "Negative impact on workplaces." According to the results of regression analyses, being men, endorsing hostile sexist attitudes, denying menstrual symptoms, and endorsing secrecy of menstruation were negatively predicted to support menstrual leave. Hostile sexism and

denial of menstrual symptoms positively predicted people's concerns regarding the misuse of this policy and the possibility of backfiring to women with negative results. Denying the reality of menstrual symptoms and thinking that menstruation should be kept secret were found to be related to concerns that this policy would expose women's menstruation days to everyone at work. Lastly, secrecy, hostile sexism, and denial of symptoms were found to predict beliefs that menstrual leave would adversely affect workplaces. Findings were discussed, and limitations, possible contributions, and future suggestions were addressed.

# ÖZ

## REGL İZNİNE İLİŞKİN TUTUMLAR, ÇELİŞİK DUYGULU CİNSİYETÇİLİK, REGLE İLİŞKİN TUTUMLAR VE TOPLUMSAL CİNSİYET ARASINDAKİ İLİŞKİ
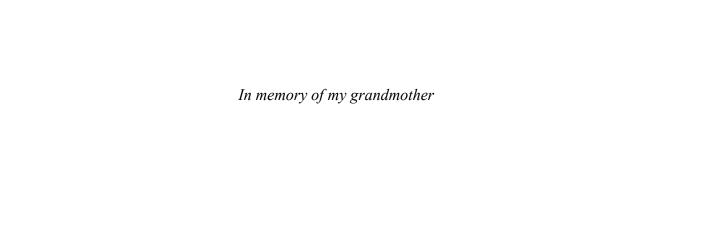
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Regl izni, kadınların regl dönemlerinde menstrüel semptomlardan iyileşmek için işten izin almalarına olanak tanıyan bir işyeri politikasıdır. Politikanın kadınların psikolojik ve fiziksel sağlığı üzerinde olumlu etkileri olabileceği halde, bu konuya yönelik tutumların kompleks olduğu gözlenmektedir. Mevcut tez çalışması, Türkiye'de regl iznine yönelik tutumları inceleyen ilk çalışmadır. Tez kapsamında, regl iznine yönelik tutumları tutumları ölçmek için ölçek geliştirilmiş ve bu tutumların menstrüel tutumlar, çelişik duygulu cinsiyetçilik ve toplumsal cinsiyet ile ilişkileri araştırılmıştır. Toplamda 734 katılımcı (645 kadın, 86 erkek; $M$yaş = 29.60; $SS$ = 8.57), Regl İznine Yönelik Tutumlar Ölçeği, Menstrüel Tutumlar Ölçeği, Çelişik Duygulu Cinsiyetçilik Envanteri ve Sosyo-demografik Bilgi Formu'nu doldurmuştur. Tez kapsamında geliştirilen Regl İznine Yönelik Tutumlar Ölçeği'nin faktör analizi, "Kadınları destekleme ve toplumsal cinsiyet eşitliği", "Gizlilik", "Ters tepme", "Kötüye kullanım" ve "İş yerlerinde olumsuz etki" olmak üzere beş farklı alt faktör ortaya çıkarmıştır.

Regresyon analizlerinin sonuçlarına göre; erkek olmak, düşmanca cinsiyetçi tutumları benimsemek, menstrüel semptomları reddetmek ve menstrüasyonun gizliliğini savunmak, regl iznini desteklemeyi olumsuz yönde yordamıştır. Düşmanca cinsiyetçilik ve menstrüel semptomların reddedilmesi, bu politikanın kötüye kullanılması ve kadınlar için olumsuz sonuçlarla ters tepmesi konusundaki endişeleri de olumlu yönde yordamıştır. Menstrüel semptomları reddetmek ve menstrüasyonun gizli tutulması gerektiğini düşünmek, bu politikanın kadınların menstrüasyon günlerini iş yerinde ifşa edeceği endişesiyle ilişkili bulunmuştur. Son olarak, gizlilik, düşmanca cinsiyetçilik ve semptomları reddetmek, regl izninin iş yerlerinde olumsuz etkilere yol açacağına dair inançları öngörmüştür. Bulgular tartışılmış, sınırlılıklar, olası katkılar ve gelecekteki öneriler ele alınmıştır.

**Anahtar Kelimeler**: Regl İzni, Regl, Çelişik Duygulu Cinsiyetçilik, Tutum, Toplumsal Cinsiyet

*In memory of my grandmother*

# ACKNOWLEDGMENTS

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**CHAPTER 1**

**INTRODUCTION**

On June 1, 2024, a report was filed against the police officer in İstanbul who changed her trousers into civilian ones due to the menstrual blood stain on the uniform. She was nearly sentenced to a 4-day salary deduction for "not wearing uniform except for permitted cases" just because of her menstruation. Fortunately, the court deemed the punishment inappropriate, and the case was closed (BirGün, 2024).

This recent incident described above reminds us of the fact that "Periods do not stop when menstruating individuals are at work" (Karin, 2022, p. 452). However, unfortunately, most of the workplace policies act like it stops. This ignorance stems from the stigma around menstruation. Even though menstruation is defined as a 'normal' and necessary biological process affecting half of the female population and 26% of the global population each month (UNICEF, 2018), it is not solely a biological process. It is also intertwined with several social and cultural factors that shape stigma and challenge the 'normality' of menstruation (Johnston-Robledo & Chrisler, 2013). Since menstrual stigma constraints communication about menstruation and creates a norm of secrecy and concealment (Kissling, 1996; McHugh, 2020; Wood, 2020), the experiences of menstruators[1] become invisible in all aspects of daily life, including work environments.

Yet, as stated above, menstruation does not stop at work; hence, the invisible does not mean the noninfluential. Several research has shown that some women have

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[1] The "menstruator" term is used with the intention to recognize that "people who menstruate are not all women and that not all women menstruate" (Levitt and Barnack-Tavlaris, 2020, p. 572).

difficulties attending work as they usually do when they are menstruating. Some of them even had to miss work due to menstrual-related symptoms. Even though some people do not experience any menstrual-related symptoms while others have mild symptoms, severe menstrual pain (dysmenorrhea) and some other symptoms are widespread among menstruators (e.g., Ju et al., 2014; Leon-Larios et al., 2024). In a large-scale study conducted with 42,879 Dutch women, researchers found that menstrual pain was the most common menstrual symptom among menstruators, with 85% percent and psychological complaints (77%) and tiredness (71%) following it (Schoep et al., 2019a). Several other studies (Schoep et al., 2019b; Yoshino et al., 2022) have indicated that these menstrual symptoms interrupt daily life at several points, including menstruators' work lives, by decreasing productivity and increasing absenteeism (time off from work).

As a workplace policy that intends to address these menstrual experiences, menstrual leave enables menstruators to take leave day from work when they are unable to attend due to menstrual-related symptoms (e.g., Barnack-Tavlaris et al., 2019; Karin, 2022; Owen, 2018). In recent years, there has been a growing interest in menstrual leave, both as national legislation and voluntary employer practices in countries that do not have a nationwide law (Barnack-Tavlaris et al., 2019). Today, many countries are offering menstrual leave as a national law (BBC, 2022; Karin, 2022; King, 2021; Masih, 2023). Currently, Turkey does not have a menstrual leave law, but it has continued to be a topic of discussion at various times.

Menstrual leave aims to increase the discourse around menstruation to reduce stigma, make menstruators' experiences visible in workplaces to enhance work conditions as more aware of menstrual needs, and fundamentally support menstruators' menstrual and reproductive health by giving time away from work to those who need to recover from menstrual-related symptoms (Barnack-Tavlaris et al., 2019; Denizaltı, 2022; Levitt & Barnack-Tavlaris, 2020; Owen, 2018; Oyunbozan, 2023; Pareto, 2022). Despite these positive intentions of this policy, there is a heated debate and different attitudes around menstrual leave. While proponents mainly argue that the leave is necessary regarding the de-stigmatization of menstruation and supporting menstrual

health, opponents argue that this leave will have detrimental effects on menstruators. They assert that menstrual leave could even increase workplace discrimination by carrying the message of stereotypical 'weak' women and could lead employers to hire more men because of the cost of leave, and this leave could also increase the gender pay gap (Barnack-Tavlaris et al., 2019; Denizaltı, 2022; King, 2021). However, the actual outcomes of the menstrual leave policy are widely unknown due to the scarcity of research on this topic (Levitt & Barnack-Tavlaris, 2020). Nevertheless, the discourse and different attitudes towards menstrual leave are becoming prominent both in Turkey and globally. Since public opinion has a crucial impact on implementing and using such policies (Raven et al., 2010), it is essential to understand the social-psychological mechanisms behind these attitudes. Therefore, this thesis has three primary objectives: first, to develop a reliable and valid scale in order to be able to measure attitudes towards menstrual leave; and second, to examine the relationship between these attitudes and ambivalent sexism, attitudes towards menstruation, and gender in Türkiye. Lastly, it also aims to understand the relationship between menstrual attitudes, ambivalent sexism, and gender.

In order to reach the aim, in the following sections, firstly, the topic of menstrual leave and attitudes around it will be introduced. Then, as the predictor variables, attitudes towards menstruation, ambivalent sexism, and relationships between these variables will be addressed. The gender variable will be reviewed in these sections with its relationships to other predictors. In the final section, the aim of the thesis and research questions will be outlined.

## 1.1. Menstrual Leave

The World Health Organization (WHO) defines menstrual health as "a state of complete physical, mental, and social well-being and not merely the absence of disease or infirmity, in relation to the menstrual cycle" (UNWater, 2022). However, as a significant component of one's well-being, workplaces, where many menstruators spend most of the day, generally are not crafted to support menstrual health. Unfortunately, the story of the police officer that was told at the beginning is not an

exceptional case. Several workplace instances reveal menstruation's adverse effects on the menstruators' work lives, which go up to getting fired and risking one's health severely. For instance, in America, Alicia Coleman was fired due to damaging workplace property because her menstrual blood got on the company chair and carpet (ACLU, 2017; Karin, 2022). Moreover, due to insufficient bathroom breaks in factories, some women stated that they had to wear darker clothes to hide menstrual blood since they could not change their menstrual products for too many hours (Karin, 2022). In addition to these severe examples that have gotten attention from the media, thousands of women are dealing with the multiple adverse effects of menstrual-related symptoms at work every day, mostly without being noticed by others, due to the concealment norm, stigmatization, and shame around menstruation. Together with this invisibility, workplaces mostly fail to support individuals' well-being and menstrual health.

As a workplace policy that has been drawing increasing attention recently, menstrual leave allows menstruators to take time off from work when they experience difficulty attending work and performing work tasks due to menstrual-related symptoms or illnesses (e.g., Barnack-Tavlaris et al., 2019; Karin, 2022; King, 2021; Levitt & Barnack-Tavlaris, 2020; Owen, 2018). Despite its popularity and long-standing history from Japan's first law in 1947, menstrual leave has no standardized and singular definition. It can be paid or unpaid, one day or multiple days, and requires a medical report or not (Karin, 2022; King, 2021; Masih, 2023).

There has been a growing interest in menstrual leave in recent years, and more companies and countries have started offering menstrual leave. Countries where menstrual leave is a national law are Japan, Spain, China, Indonesia, Zambia, South Korea, and Taiwan (BBC, 2022; Karin, 2022). Additionally, in most other countries that do not have national legislation, voluntary employer practices are common among companies, including Turkey. Today, several companies, for instance, Onedio, Webtures, Bundle, and governmental institutions, including several municipalities such as Kadıköy, Diyarbakır, Tunceli, and bar associations of Ankara and İzmir offer menstrual leave in Turkey (ArtıGerçek, 2019; Pareto, 2022). Despite its recent popularity, menstrual leave was not actually a new practice in Turkey. As stated

earlier, in 2004, it was offered as a right under the Regulation on Heavy and Dangerous Work (Denizaltı, 2022; Pareto, 2022). However, this legislation was repealed in 2013 due to the pressure of employers. In addition, there have been some efforts to legislate it in recent years; proposals were submitted to the parliament both in 2021 and 2022 (Oyunbozan, 2023). Other countries also persistently state the need for this leave (Cooney, 2017; Parker-Dean, 2024). For example, just this past June, the GMB Union in the UK demanded menstrual leave with the statement, "Paid menstrual leave would help to address these issues by acknowledging menstruation as a legitimate health concern and allowing women to take time off work without fear of financial penalty" (Parker-Dean, 2024). In summary, it can be seen that there is a global interest and demand for menstrual leave today.

One may wonder why this leave is so popular and what the intentions of menstrual leave are that excite people all around the world. Menstrual leave aims to increase gender equality in work life by crafting inclusive work conditions where menstruators' needs are fulfilled rather than being ignored; it aims to reduce menstrual stigma by making the experience of menstruation visible and increasing the discourse around it. More fundamentally, this policy aims to support menstrual and reproductive health by offering time away from work for the menstruators to rest to recover menstrual related-symptoms and/or illnesses when they are unable to attend to work (Barnack-Tavlaris et al., 2019; Denizaltı, 2022; Karin, 2022).

In the bigger picture, the primary purpose of the menstrual leave policy is to improve menstruators' health because the existing body of research reveals that menstrual-related symptoms and/or illnesses are much more prevalent than we think, and these experiences are affecting menstruators' lives adversely in several situations, such as family relations, academic performance, and work life. To better illustrate the perceived need for this policy, menstrual-related symptoms and illnesses and their impact on work lives will be introduced in the next section.

### 1.1.1. The Need for Menstrual Leave Policy

According to the National Institute of Child Health and Human Development's (2017) menstruation definition, a normal, regular menstrual period can include symptoms such as cramping, headaches, fatigue, bloating, back pain, and mood swings. While some menstruators experience a few or none of these symptoms, some other menstruators may experience much more. A number of studies have revealed that many menstruators experience severe menstrual pain, which is also termed as dysmenorrhea (e.g., Fooladi et al., 2023; Leon-Larios et al., 2024; Schoep et al., 2019a; Tanaka et al., 2013). Dysmenorrhea is primarily defined as a "severe, painful, cramping sensation in the lower abdomen that is often accompanied by other symptoms, such as sweating, headaches, nausea, vomiting, diarrhea, and tremulousness, all occurring just before or during the menses'' (Ju et al., 2014, p. 104). In their comprehensive review, Iacovides et al. (2015) concluded that dysmenorrhea affects approximately 45 to 90% of women globally, and the prevalence of severe dysmenorrhea varies between 10 and 25%. It is useful to note that these wide ranges of prevalence estimates ensued from a lack of standardized methods and a unified definition of dysmenorrhea in the field. In addition to dysmenorrhea, headache, heavy bleeding, and psychological complaints were found to be the most prevalent menstrual symptoms among menstruators in several studies.

Nationwide research conducted in the Netherlands with 42,879 women found that dysmenorrhea was the most prevalent menstrual symptom in 85% percentage (Schoep et al., 2019a). The other most common symptoms revealed were psychological complaints (77%), tiredness (71%), headache (56%), and heavy bleeding (53%). Another large-scale study conducted with 19,254 women in Japan revealed that participants were suffering from dysmenorrhea and heavy bleeding, with prevalences of 50% and 19%, respectively (Tanaka et al., 2013). In Fooladi et al.'s (2023) research, 45% of participants reported experiencing dysmenorrhea, and 22% reported heavy bleeding. Similarly, Leon-Larios et al. (2024) have found that dysmenorrhea and heavy bleeding were the most prevalent menstrual symptoms in the Spanish sample, with percentages of 72.6% and 35.9%, respectively.

Studies conducted in Turkey revealed consistent evidence regarding the prevalence of menstrual symptoms. Güngördü and Kurtul (2023) have investigated menstrual symptoms among healthcare workers and found that dysmenorrhea was the most prevalent symptom with 59% percent, followed by heavy menstrual bleeding with a prevalence of 48.7%. Bilir et al. (2020) have found that among Turkish students, the prevalence of dysmenorrhea was 90.1%. In another study conducted with nurses, the prevalence of dysmenorrhea was found to be 69.9% (Yöndem & Bilgin, 2020).

In addition to menstrual symptoms, some individuals also have menstrual-related illnesses such as endometriosis, polycystic ovarian syndrome, fibroids, and more. Also, menstruation was found to be related to the exacerbation of chronic illnesses that individuals have, such as migraines, irritable bowel syndrome, fibromyalgia, and much more (Chen et al., 2016). A growing body of literature has revealed that both menstrual symptoms and illnesses have negative impacts on menstruators' daily lives, including work lives.

Previous research has illustrated that productivity loss, absenteeism (time away from work), and presenteeism (working while sick with low productivity) were the main impacts of menstruation-related symptoms or illnesses on menstruators' work lives (e.g., Brantelid et al., 2014; Dennerstein et al., 2010; Fooladi et al., 2023; Schoep et al., 2019b; Yöndem & Bilgin, 2020). In a large-scale study with 32,748 Dutch women aged between 15 and 45, Schoep et al. (2019b) focused on menstrual symptoms' impact on work or school. Work-related results revealed that 11.2% of participants had to miss work at least in one menstrual cycle, and 2.4% reported absenteeism in almost every cycle. Furthermore, it is seen that among participants who showed absenteeism, only 20.1% have stated the reason openly as menstrual symptoms for taking sick leave. More importantly, the majority of menstruators, with 81.4% percent, have reported they work with lower productivity while struggling with menstrual symptoms, which is termed as presenteeism. Among the menstrual symptoms, abdominal pain (dysmenorrhea) was found to be strongly associated with both higher absenteeism and presenteeism, and young people are found to be more prone to both. Additionally, not just dysmenorrhea but also other prevalent symptoms such as tiredness, psychological

complaints, and headaches were found to be associated with higher absenteeism and presenteeism.

Schoep et al. (2019b) have found that presenteeism caused productivity loss seven times more than absenteeism did. To elaborate, presenteeism was found to be associated with 8.9 days of lost productivity. Presenteeism may seem like a normal and harmless work culture at first glance. However, research indicates that in addition to the health and productivity implications for employees, presenteeism also costs much more than absenteeism for employers (Lohaus & Habermann, 2019).

Another research showed that menstruators who experience dysmenorrhea reported a significant decrease in work performance, 50% more than others (Fooladi et al., 2023). Similarly, Yöndem and Bilgin (2020) found that 84.5% of nurses believed that dysmenorrhea affects their work performance adversely. When asked about whether they had taken leave due to dysmenorrhea in the past year, it was seen that 9% of the nurses had to miss work because of this reason. Also, it was found that only 32.9% of menstruators seek medical support regarding dysmenorrhea. This low percentage of medical support represents the stigma around menstruation, which led menstruators to normalize pain and be silent.

In addition to the effects of menstrual symptoms, among the menstrual illnesses, mostly endometriosis, a chronic disease that affects nearly 10% of the population, was found to be related to much more severe results that begin with increased absenteeism and presenteeism and go far up to missing promotions and increased unemployment (Nnoaham et al., 2011; Moradi et al., 2014; Sims & Singh, 2024; Soliman et al., 2017). Also, some evidence suggests that menstruators' daily life could be affected adversely starting from the premenstrual period, not only during menstruation (Bonnie & Borenstein, 2004; Dean et al., 2006; Dennerstein et al., 2010; 2011). While premenstrual symptoms (PMS) are treated as mostly psychological and regarded as not important by the majority in general (King, 2021), Dennerstein et al. (2010, 2011) have found that most symptoms of PMS are physical, including cramps, abdominal bloating, and pain, rather than only psychological. More importantly, they also

asserted that psychological symptoms are just as important as physical ones, both affecting daily life significantly. The exact impact of menstrual-related symptoms such as productivity loss, increased absenteeism (Bonnie & Borenstein, 2004; Dean et al., 2006), and presenteeism (Okamoto et al., 2024) in work have been found to be associated with also PMS. Even though menstrual leave only focuses on the menstruation phase, research on PMS is essential as it reminds us of the fact that some menstruators are even experiencing menstrual symptoms at work for even longer days.

Regarding work absenteeism, in most countries, it is seen that women use more leave days than men, and women's family-related commitments are mainly used to explain this difference. However, when unmarried women with no children are examined, it is seen that these female workers still have more absenteeism records than males (Ichino & Moretti, 2009). To understand the gender gap in absenteeism more comprehensively, Ichino and Moretti (2009) conducted a detailed retrospective analysis of employee absenteeism using an employee dataset from an Italian bank. Results have shown that women under the age of 45 took sick leaves much more than their male co-workers, and the time between their absences revealed 28-day cycles, interpreted as evidence for menstrual cycles.

So far, it is clearly seen that women are widely experiencing menstrual-related difficulties, and from time to time, they already need to take leave from work due to menstruation, even in the absence of menstrual leave. For those who do not have a chance to take off from work, work productivity and menstrual health could be negatively affected. However, due to the concealment norm around menstruation, menstruators may feel obliged to hide these adverse experiences at the workplace, which may result in the evaluation of menstruation as an invisible and unimportant subject. At this point, menstrual leave may give women the chance to end this silence around menstruation and to take time to rest or seek medical support when needed. However, while menstrual leave has these positive intentions, attitudes, and support towards the policy are mixed rather than uniformly positive. There is a heated discussion among proponents and opponents. In the next part, attitudes towards

menstrual leave, which is the dependent variable of this thesis research, will be introduced.

### 1.1.2. Attitudes Towards Menstrual Leave

With the growing public attention and media interest, menstrual leave has also gained various proponents and opponents and found itself at the center of divergent attitudes. The focus of the debate generally revolves around the question of "Is this a right, or discrimination?" (Pareto, 2022). Proponents agree that this policy is menstruators' right, which will ensure gender equality and decrease stigmatization at work, and think it will positively impact menstrual health (e.g., Denizaltı, 2022). On the contrary, opponents mainly argue that menstrual leave will not only fail to provide benefits but also harm menstruators in many ways, beginning with the increased discrimination against women, decreased employment rates of women, and increased gender pay gap (e.g., King, 2021).

While public discussions and social media are rich in content regarding observing various attitudes, there is a lack of research in the literature to systematically understand attitudes towards menstrual leave. In fact, as far as could detected, Barnack-Tavlaris et al.'s (2019) recent study was the first empirical research conducted to understand attitudes towards the policy. Researchers have aimed to investigate people's attitudes and beliefs towards menstrual leave in the United States, where the leave has attracted interest but is not implemented nationally, like in Turkey. They collected qualitative open-ended responses from 600 participants through an online survey regarding questions about menstrual leave. Some question examples were as follows, "How do you feel about menstrual leave?" and "Do you think people should take time off for menstrual leave?" (Barnack-Tavlaris et al., 2019, p. 1360). Results showed that, when asked about whether they would support menstrual leave, the majority of the respondents, 42% percent, said yes, while 34% of participants said no, and 16.3% indicated they would support it in only some circumstances, such as if it would be unpaid, would not affect overall workplace productivity and if only menstruators with severe symptoms can benefit from it rather than all menstruators.

Although the number of supporters was greater, nearly half of the respondents (49.3%) believed that the effects of this leave would be negative. Only 23% of participants anticipated positive effects, and 13% asserted there would be both negative and positive impacts.

To identify patterns regarding the arguments of proponents and opponents, Barnack-Tavlaris et al. (2019) conducted a thematic analysis, and five themes emerged in attitudes towards menstrual leave. Themes will be introduced in detail since they have supported both the theoretical background of the current thesis and the construction of the Attitudes Towards Menstrual Leave Scale significantly (see Chapter 2).

The theme of "Supporting women and women in the workplace" has collected the highest response, indicating that many participants have thought that menstrual leave would support menstruators in the work environment. Overall, these participants have stated that having a menstrual leave would generate a workplace where menstruators are valued and menstruation is de-stigmatized. Also, they pointed out that while it would benefit menstruators' menstrual health by providing time and rest when needed, it also could improve overall workplace productivity since menstruation may cause decreased productivity.

The second theme emerged as "What do men get?". As it can clearly understood by the name, this theme included attitudes regarding fairness of menstrual leave among genders. Many participants have evaluated this policy as unfair to men, who do not get extra "sick" days and have to go to work all the time, as they asserted, and assumed that it could cause conflict and increase sexism in the workplace. Not only men but some women also indicated opponent arguments to this policy on this theme since they evaluated menstrual leave as positioning women in a more advantageous place than men rather than gender equality. These women have made comments such as "We are wanting to be treated equal to men, not be given more rights than them" (Barnack-Tavlaris et al., 2019, p. 1365).

The third theme was revealed as "Concerns about the effects on the workplace". Many participants have assumed that this leave would be exploited by the menstruators and

decrease workplace productivity by creating workforce loss every month. They also added their concerns about the use of menstrual leave, which could create a burden on their co-workers.

The other theme, "Just deal with it", consisted of the attitudes regarding the unnecessity of menstrual leave. People in this theme have believed that menstrual symptoms are mostly exaggerated and that menstruation is not something painful and extraordinary that requires a special day in addition to sickness leave. A statement of one participant clearly summarizes beliefs behind this theme: "Women have been menstruating since the beginning of time, and it has never been an issue until recently. This is not a good reason to miss work'' (Barnack-Tavlaris et al., 2019, p. 1367).

Lastly, the fifth theme emerged as, "This policy would make women look bad" with the fewest responses. Some participants had concerns regarding the possible negative implications of menstrual leave. They have argued that rather than decreasing stigmatization against menstruation and menstruators, menstrual leave could backlash and even increase stigmatization more since it may illustrate women complying with traditional stereotypes as weak and fragile. Participants have also stated that this leave may increase the gender pay gap and could result in hiring fewer women. Most importantly, they argued that it might be difficult for women to disclose their menstruation to everyone when requesting leave because of the concealment norm around menstruation, and furthermore, these individuals could be stigmatized for having their menstruation periods known because of the menstrual leave.

In another study, Marathe and Raj (2020) investigated Indian students' attitudes and perceptions towards menstrual leave since it has frequently been debated as a bill proposal for years in India. Researchers have found that only 28% of participants were aware of this leave before the study. When learned, 64.1% of the respondents supported a possible policy, and not only women but also men found this policy fair. The majority of the participants assumed that women would be hesitant to use menstrual leave. However, these overly positive findings may be unsatisfactory because this research has been conducted with only students. Not experiencing work life may have led them to evaluate menstrual leave more positively and see it as fairer.

In Turkey, as far as could determined, there have been no attempts to focus on investigating attitudes towards menstrual leave empirically. Much of our knowledge about people's attitudes is limited and generally comes from the social media debates on platforms such as Twitter, Ekşisözlük, and more. When these platforms are examined, it is seen that there are both opponents and proponents consistent with the themes that appeared in the global literature. The above-stated study by Yöndem and Bilgin (2020) could be evaluated as the closest attempt to understanding attitudes towards menstrual leave empirically in the Turkish sample. In their research about dysmenorrhea and its effects on nurses' daily lives, researchers have also asked about participants' expectations regarding having an "official leave of absence for dysmenorrhea" as they referred to menstrual leave. Participants revealed mixed perceptions about menstrual leave. While 69.8% of nurses stated that they would like to use the menstrual leave, 77.1% anticipated that this leave would affect their work lives, 51.1% thought that this leave would be exploited, 68.9% were concerned about the increasing workload of their co-workers, and lastly, only 21.8% were thought that this leave could cause stigmatization. These findings are also similar to the reasons found in Barnack-Tavlaris et al.'s (2019) study.

In summary, it can be seen that both proponents and opponents have developed their attitudes relying on their evaluations regarding the potential implications of policy. However, the actual implications are widely unknown due to the lack of research in the countries that offer national menstrual leave. Hence, it is hard to estimate whether this leave really benefits menstruators or harms them (Levitt & Barnack-Tavlaris, 2020). Limited evidence from implementing countries shows that the uptake of menstrual leave is low (BBC, 2022; Dan, 1996; Ilic, 1994; Levitt & Barnack-Tavlaris, 2020). For example, in Spain, it was used only 1,559 times in one year, in a country of 49 million people (Kassam, 2024). It is seen that in many countries such as Spain, Indonesia, South Korea, China, and Japan, the most prominent barrier for women to use menstrual leave is shame around menstruation (BBC, 2022; Dan, 1996; Jackson, 2024). Most women are hesitant to request this leave, fearing that they will be humiliated or stigmatized if they do or be seen as stereotypical fragile women (Levitt & Barnack-Tavlaris, 2020).

These findings regarding the low usage of menstrual leave remind us of the fact that implementing such a policy may not be enough to create a change since menstruation is a deeply sociocultural phenomenon that is mainly associated with negative connotations and complex attitudes. Thus, the acceptance of the policy will largely depend on its relationships with the current sociocultural systems. It appears to be essential to understand attitudes towards menstrual leave comprehensively by exploring its relationship with possible predictors. In this regard, the current thesis aims to comprehensively understand attitudes towards menstrual leave by examining its relationships with three variables that are thought to predict menstrual leave: menstrual attitudes, ambivalent sexism, and gender. The literature review on the independent variables will be covered in the following sections.

## 1.2. Menstrual Attitudes

Turkish Language Society (TDK) was using the phrase "menstruating women" as one of the examples for the word "dirty" until recent times (e.g., Henderson, 2016). In English-speaking societies, the word "curse" is using prevalently to refer to menstruation (Gottlieb, 2020). In 2015, Instagram evaluated menstrual blood as against societal norms. The platform twice removed a photo of artist Rupi Kaur with a menstrual blood stain on her pants by citing violations of community norms as the reason for censoring (Gray, 2015). And just three years ago, a male cashier in Turkey was beaten by a husband because he said "women pads" to a female customer when introducing discounting products, and this situation was evaluated as provocative by the perpetrator (Önder, 2021).

As stated earlier, the topic of menstruation has never been a solely biological issue. Even though it is a normal and regular process that is part of reproductive health, as Bobel (2020) states, "We socialize this biological process" by stigmatizing it (p. 1). The discourse around menstruation is affected severely by social and cultural norms and taboos. For some people, the word "taboo" may feel like something ancient and primitive that we do not experience today (Gottlieb, 2020). However, in fact, menstruation is still such a taboo today that the United Nations (UN) has a goal of

"normalizing menstruation until 2030" in its agenda to challenge norms around menstruation (see UNFPA, 2024). The few examples described above are also enough to illustrate that the menstrual stigma, which views menstruation as something to be concealed and as a source of shame and uncleanliness, still prevails (Johnston-Robledo & Chrisler, 2013; Kowalski & Chapple, 2000). By depicting menstruation with these negative stereotypes, menstrual stigma impacts societies' attitudes towards menstruation (Johnston-Robledo & Chrisler, 2013).

Studies on menstrual attitudes revealed that people hold several beliefs and attitudes towards menstruation. Researchers have conceptualized and categorized these differentiated menstrual attitudes (e.g., Brooks-Gunn & Ruble, 1986; Eyring et al., 2023; Fahs, 2020; Marván et al., 2005). First and foremost, directly stemming from the concealment norm, most people believed that menstruation is something shameful that menstruators should keep secret (Erchull, 2020; Eyring et al., 2023; Johnston-Robledo & Chrisler, 2013; Kissling, 1996; Kowalski & Chapple, 2000; Marván et al., 2005; 2006; McHugh, 2020). When gender differences were examined for this attitude, contradictory findings were found. While some studies conducted in Mexico and China showed that men are more prone to endorse secrecy towards menstruation than women (Chang et al., 2011; Marván et al., 2005; Wong et al., 2013), some other research conducted in the U.S revealed that women are more associated with secrecy (Eyring et al., 2023).

In addition to secrecy, people view menstruation as something that has special requirements, such as prescriptions and proscriptions. It is the belief that women should do or avoid certain daily activities when they are menstruating (e.g., "Women should not exercise during menstruation"). Research revealed that mostly men were more likely to believe that menstruation restricts women than women did (Eyring et al., 2023; Marván et al., 2005; 2006).

As another menstrual attitude, research showed that people view menstruation as a debilitating, discomforting, and disabling event for women (Brooks-Gunn & Ruble, 1980; 1986). In other words, some people believe that menstruation weakens women, which prevents them from continuing their daily activities as usual. Men also tend to

obtain higher scores on this sub-factor than women (Brooks-Gunn & Ruble, 1980; 1986; Chrisler, 1989; Eyring et al., 2023; Marván et al., 2005; 2006). It is seen that women have not found menstruation as debilitating as men did; they found it an annoying and bothersome situation that they have to put up with (Brooks-Gunn & Ruble, 1980; 1986; Chrisler, 1989; Fahs, 2020; Marván et al., 2006).

Contrary to viewing menstruation as a debilitating event, it was also demonstrated that some people deny the reality of menstrual symptoms because they believe that women are exaggerating menstrual symptoms (Brooks-Gun & Ruble, 1986; Eyring et al., 2023). The evidence is mixed regarding gender differentiation on this attitude; while some assert that women were more likely to deny menstruation effects (Brooks-Gunn & Ruble, 1980; 1986), other research has revealed that men denied more (Eyring et al., 2023).

Until now, as has been noticed, menstrual attitudes that are mainly characterized negatively have been introduced. Although most attitudes towards menstruation are found to be negative, research has observed that there are also a few positive attitudes, such as seeing menstruation as a natural event, evaluating menstruation as a pleasant event that brings feelings of pride, and understanding menstruation with openness (e.g., Brooks-Gunn & Ruble, 1986; Chrisler, 1989; Eyring et al., 2023; Hardie & McMurray, 1992; Marván et al., 2005; 2006). Although men generally hold more negative attitudes, research conducted so far has interestingly revealed no gender differentiation for evaluating menstruation as a source of pride for women (Marván et al., 2006; Wong et al., 2013) and viewing menstruation as a natural event (Brooks-Gunn & Ruble, 1986; Chrisler, 1989). Some of the menstrual attitude conceptualizations described above, such as secrecy, prescriptions, and proscriptions, and viewing menstruation as annoying, were found to be negatively correlated with seeing menstruation as a pleasant situation (Marván et al., 2006).

Several studies have also demonstrated that menstruation could negatively affect how the menstruator is evaluated. It was found that menstruating women were evaluated mostly more negatively than non-menstruating women (Forbes et al., 2003; Johnston-Robledo & Chrisler, 2013; Marván et al., 2008; Roberts et al., 2002). Forbes et al.

(2003) have found that both men and women associated menstruating women with adjectives such as irritable, sad, angry, less energized, and less sexy. Men were also evaluated as less reasonable, less clean, and more annoying. While general ratings of menstruating women from both men and women were mostly negative, some women viewed her as more trustworthy, maternal, and strong. In Marván et al.'s (2008) study, participants mostly demonstrated menstruating women with negative adjectives rather than neutral or positive ones. They viewed menstruating women as irritable, moody, sensitive, and aching. Lastly, Roberts et al. (2002) conducted an experiment to understand whether menstrual attitudes impact attitudes towards women. In the experiment, to prime the menstrual status, one research assistant dropped her tampon while the other one dropped a hairclip in a way that participants could see. Results revealed that when the menstrual status was disclosed, participants rated menstruating women as less competent and likeable and sat further away from her. It is important to note that this research is crucial to revealing menstruation's effect on attitudes towards women; additionally, the literature also suggests that attitudes towards women, such as ambivalent sexism, could influence attitudes towards menstruation too, which will be discussed in the next section.

There are also few studies on menstrual attitudes conducted in Turkish samples (Çevirme et al., 2010; Gedik & Pehlivanlı, 2022; Ergeç et al., 2023; Öztürk & Güneri, 2021; Uskul, 2004). In their qualitative research about menstrual narratives in Turkey, Gedik and Pehlivanlı (2022) found that, in line with the evidence discussed above, women in Turkey have believed that menstruation is something you should not talk about, even at home. Related to secrecy, respondents also stated that they have a fear of disclosing their menstruation to others since they are embarrassed by menstruation. This study also revealed that most participants have seen menstruation as something that has some prescriptions and proscriptions (e.g., not showering during menstruation). Çevirme et al. (2010) also revealed that most women have evaluated menstruation as an unpleasant situation that they should hide from others since they are ashamed of it, especially from men. Although these studies had unique contributions to understanding menstrual attitudes in Turkey, it is observed that attitudes towards menstruation are generally studied only with female samples, thus current thesis aims to understand menstrual attitudes in Turkey more comprehensively

by including men's attitudes. Even though men are not the primary subjects of menstruation, it is also important to understand their attitudes since menstrual ideologies mostly both mirror and strengthen patriarchal social structures that favor men (Erchull, 2020). Also, men's attitudes are particularly significant because they often occupy positions of power that shape women's experiences, including work lives (Eyring et al., 2023).

To summarize, in general, it is seen that people mostly hold negative attitudes towards both menstruation and menstruating women, and men usually have more negative ones than women (e.g., Brooks-Gunn & Ruble, 1986; Eyring et al., 2023; Forbes et al., 2003). However, in the context of menstrual leave, it is still unknown how menstrual attitudes affect attitudes towards menstrual leave or vice versa. Some researchers asserted that by violating the concealment norm around menstruation, menstrual leave may increase negative evaluations of menstruators (Levitt & Barnack-Tavlaris, 2020). Also, the abovementioned research of Roberts et al. (2002) may support this idea by showing that disclosing menstruation could result in decreasing liking and, more importantly, evaluating menstruating women as less competent, which could be critical in the workplace context. In addition, some others have argued that negative attitudes towards menstruation may be associated with negative attitudes towards menstrual leave, thus indicating that these people may be resistant to accepting menstrual leave as a helpful policy (Barnack-Tavlaris et al., 2019). However, no research is found in the literature regarding these possible relationships. This research seeks to contribute to the literature by empirically investigating the relationship between menstrual attitudes and attitudes towards menstrual leave.

## 1.3. Ambivalent Sexism

Individuals' sexism levels and types can influence their attitudes towards menstruation and menstrual leave. To understand these relationships between concepts, this part will introduce the Ambivalent Sexism Theory and studies conducted to investigate its relation with menstrual attitudes. And lastly, even though there is no available

literature regarding the relationships between attitudes towards menstrual leave and ambivalent sexism, possible associations will be discussed.

Sexism, as a form of prejudice, is defined as "individual's beliefs and behaviors and organizational practices that either harm individuals based upon their gender or contribute to the maintenance of gender inequality in the society at large" (Becker & Sibley, 2016, p. 316). Throughout history, discrimination and prejudice have been prominent across several subjects and are primarily described as uniformly negative (e.g., Allport, 1954). However, as a special case of prejudice, sexism does not quite fit this singular perspective due to the unavoidable intimate relationships between genders (Glick & Fiske, 1996). Women and men are interdependent on each other much more than any other social group that has been subjected to prejudice (Becker & Sibley, 2016; Glick & Fiske, 1996; Guttentag & Secord, 1983; Fiske, 2017). As Bareket and Fiske (2023) have stated, "They often live together, love each other, and need each other to produce life" (p. 2). Relational intimacy and mutual dependency create an ambiguous interplay between love and oppression, which results in both negative and positive views about women instead of a uniform antipathy (Glick & Fiske, 1996, 1997, 2001). These ambivalent sexist attitudes are conceptualized as Hostile sexism (HS) and Benevolent sexism (BS), according to the Ambivalent Sexism Theory (Glick & Fiske, 1996). HS refers to the antipathy towards women, as described in classical prejudice definitions (e.g., Allport, 1954), advocates a gender hierarchy that favors men over women, and reflects hostility towards women who challenge this hierarchy (Bareket & Fiske, 2023; Connor et al., 2016; Glick & Fiske, 1996). In contrast, BS refers to the "subjectively positive" attitudes towards women (Glick & Fiske, 1996). It emphasizes women's idealized stereotypical traits such as purity, warmness, and supportiveness and pictures women as weak and subordinate to men who need help and protection (Glick & Fiske, 1996, 1997).

While HS fits into the old-fashioned sexism that is mostly viewed as unacceptable now in modern times, BS, as a more subtle and ostensibly positive version of sexism, may seen as much more acceptable (Barreto & Doyle, 2023; Becker & Sibley, 2016). However, despite its positive nature, BS has the same mechanisms as HS that affect

women and gender equality adversely, and these two dimensions are mostly correlated (Glick & Fiske, 2001).

Both HS and BS have stemmed from the confluence of the same three theoretical components: paternalism, gender differentiation, and heterosexuality (Becker & Sibley, 2016; Glick & Fiske, 1996, 1997; Sakallı-Uğurlu, 2003). Paternalism, the notion that advocates men's supremacy over women, reveals itself as dominative paternalism in HS and as protective paternalism in BS. Dominative paternalism defends controlling and dominating women. On the other hand, protective paternalism refers to the role of breadwinner men in protecting and providing sources for women who are weak by their nature (Glick & Fiske, 1996). The second factor, gender differentiation, also takes on different forms for HS and BS: while complementary gender differentiation appears in BS, competitive gender differentiation appears in HS (Glick & Fiske, 1996, 1997). Complementary gender differentiation refers to women's depiction as "the better sex" with the special qualifications (which are positive but generally low-status traits) that complete men (Becker & Sibley, 2016, p. 320). On the hostile point of view, competitive gender differentiation points out the differences between women and men and implies women's qualifications are insignificant and insufficient for high-status positions (Connor et al., 2016; Sakallı-Uğurlu, 2003). Lastly, the third factor, heterosexuality, reveals itself as heterosexual hostility in HS, whereas heterosexual intimacy is associated with BS. Heterosexual hostility sees women as sex objects and fears women who use their sexuality to gain power over men (Glick & Fiske, 1996). On the other hand, heterosexual intimacy in BS refers to the idealizing of women as romantic partners that men necessarily need to be completed (Becker & Sibley, 2016; Glick & Fiske, 1996).

Previous research on the Ambivalent Sexism Theory has established that men generally endorsed hostile sexist attitudes more than women, with significant differences (e.g., Bareket & Fiske, 2023; Chrisler et al., 2013; Glick et al., 2000; Glick & Fiske, 1996; Sakallı-Uğurlu & Glick, 2003). However, gender difference for BS is generally less, while some studies revealed that men endorse higher scores on BS than women (e.g., Glick & Fiske, 1996); in some countries, women are more likely to obtain higher scores on BS (e.g., Glick et al., 2000; Sakallı-Uğurlu & Glick, 2003). Also,

studies showed that HS and BS are positively correlated across cultures (Glick et al., 2000), and people generally endorse both of them rather than being univalent sexist (endorsing only BS or HS) (Sibley & Becker, 2012).

Notably, the mentioned positive correlation between HS and BS does not imply that these dimensions will be necessarily directed to the same person. In other words, generally, HS and BS target different female sub-types in accordance with their confirmation of the traditional gender roles. When a woman is evaluated as deviant, such as a feminist or a career woman, this evokes hostile attitudes (Glick et al., 1997). HS serves as a punishment for non-traditional women (Connor et al., 2013). On the contrary, benevolent attitudes only appear as a "reward" for a woman who complies with traditional roles that reinforce women's subordinate position, such as a housewife (Becker, 2010; Sibley & Wilson, 2004).

What about menstruating women? How does ambivalent sexism affect the view of menstruating women? As stated earlier in the menstrual attitudes section, menstruating women are evaluated more negatively, such as less likeable and less competent, than non-menstruating women (e.g., Roberts et al., 2002), and men generally had more negative evaluations than women (e.g., Marván et al., 2005). When examining how ambivalent sexism relates to assessments of menstruating women, in their pioneer study, Forbes et al. (2003) have found associations between higher levels of HS and more negative impressions of menstruating women (e.g., cold, angry) in both men and women. BS was not found to be related to any negative or positive perceptions of menstruating women, except for one instance. Women in high BS were evaluated menstruating women as less feminine, which may be a result of internalized stigma about menstruation. In another study, Chrisler et al. (2014) examined the relationships between ambivalent sexism and attitudes towards women who are in different stages of reproductive life (e.g., menstruating, pregnant) in both American and Mexican samples. Higher scores of HS were found to be associated with negative attitudes towards menstruating women in only the American sample. For BS, participants with higher scores evaluated menstruating women more positively, regardless of nationality.

A number of studies also revealed associations between attitudes towards menstruation and ambivalent sexism. In Marván et al.'s (2014) study, women who have higher scores on BS were found to be more likely to endorse prescriptions and proscriptions related to menstruation. In other words, these women have evaluated menstruation as something that keeps women away from regular daily activities, and they believed that women should not display some activities during menstruation (e.g., carrying heavy) or should do some activities, especially when menstruating (e.g., taking a hot shower). Authors have argued that this may stem from the BS beliefs that indicate women need to be protected and taken care of since they are weak and fragile (e.g., Glick & Fiske, 2001). However, as stated earlier, since BS shows affection to only women who conform to traditional norms (e.g., Becker, 2010), it can be inferred from these research results that menstruating women are viewed as more traditional, perhaps associated with motherhood, as researchers have also suggested. This study also revealed positive associations between BS and feelings of pride and well-being related to menstruation. On the other hand, women who scored higher on HS tend to evaluate menstruation as an unpleasant event that creates annoyance. These women also endorsed the secrecy of menstruation, which indicates the belief that menstruation should be kept secret, and they felt embarrassed towards menstruation.

In a more recent study, Eyring et al. (2023) have also shown that people who obtain higher scores on HS tend to evaluate menstruation as something that should be kept secret. HS was also found to be related to decreased openness and understanding towards menstruation. Not only HS but also BS was associated with denial of menstrual symptoms that perpetuates the idea that women are exaggerating their symptoms, while HS predicts this sub-factor greater. Also, endorsing avoiding some activities during menstruation was found to be related to both HS and BS, while BS explained this sub-factor more, in line with Marván et al.'s (2014) study. Lastly, higher scores on BS were associated with seeing menstruation as a debilitating event, which confirms the BS ideation of vulnerable women, as Eyring et al. (2023) concluded.

Lastly, Aker et al. (2021) found that nursing students have evaluated menstruation as a natural event regardless of their sexism types. This result is interpreted as the positive effect of their nursing education by the authors. However, in contrast to Eyring et al.'s

(2023) finding, BS was found to be negatively correlated with the sub-factor of evaluating menstruation as a debilitating event. Also, in line with Eyring et al. (2023), HS predicted denial of menstruation's effects. As far as could detected, this is the first and only study conducted to understand the association between these variables in Turkey. Even though it has unique contributions to the literature, the generalisability of this research is problematic due to its limited sample of nursing students.

In summary, many studies have revealed that HS is associated with negative evaluations of menstruating women and negative attitudes towards menstruation such as seeing menstruation as something to be disclosed and denying the impact of menstrual symptoms (e.g., Eyring et al., 2023; Forbes et al., 2003). On the other hand, BS was generally found to be associated with more menstrual attitudes such as seeing menstruation as a source of pride and believing there are some prescriptions or proscriptions that women must comply for the menstrual health (e.g., Marván et al., 2014). When existing literature is reviewed, it is seen that very little attention has been paid to revealing the relationship between ambivalent sexism and menstrual attitudes in the Turkey context. Therefore, it is hoped that the current study will fill a gap in the research on menstrual attitudes and ambivalent sexism in the Turkish sample.

Lastly, as far as could reached, there have been no attempts in the literature to investigate relationships between ambivalent sexism and attitudes towards menstrual leave. Some authors have stated anticipations regarding associations between these variables. However, none of them tested these hypotheses empirically. For instance, Barnack-Tavlaris et al. (2019) have argued that higher levels of HS may impact the negative evaluations of menstruators who use menstrual leave. In another paper, Levitt and Barnack-Tavlaris (2020) have concerns regarding menstrual leave's relation with specifically BS. To elaborate, the authors have stated that menstrual leave may be creating a context that reinforces and justifies benevolent sexist motives by depicting women as fragile, weak, and stereotypical as future mothers. These concerns may not be entirely baseless. Although menstrual leave is often framed as a very progressive and sometimes even feminist movement today (e.g., Bello & Llach, 2023; Denizaltı, 2022), its history shows it may also have some benevolent sexist origins. As pioneers, both the Soviet Union and Japan had the same motivations behind menstrual leave of

protecting women's ability to have children (Barnack-Tavlaris et al., 2019; Dan, 1986; King, 2021; Levitt & Barnack-Tavlaris, 2020; Molony, 1995). This stemmed from the idea that "Taking leave during menses prevents problems during later pregnancy and childbirth, including miscarriage and premature labor," as stated by Dan (1986, p. 2). Additionally, for example, in Zambia, which has had menstrual leave legislation since 2017, this right is named "Mother's Day", emphasizing the identity of motherhood (BBC, 2017; Levitt & Barnack-Tavlaris, 2020). Furthermore, BS motives behind menstrual leave can also be traced in Turkey. When policy implications are examined, it is seen that some companies have preferred the name for menstrual leave as "Empathy leave" (e.g., Hangikredi, Cronom HR, BT Akademi). This name choice could be problematic since it may reflect the benevolent sexist motives of male chivalry who "empathize" with weak and fragile women.

As can be inferred from these examples and the opinions of researchers, there could be several associations between menstrual leave and ambivalent sexism. As will stated in the next section, exploring these possible relationships empirically is one of the main interests of the current thesis.

## 1.4. Overview of the Current Study

When the literature regarding menstrual leave has been examined, it is seen that a simple social policy that could benefit the health of a significant number of women is tangled with several attitudes (e.g., Barnack-Tavlaris et al., 2019). Both women and men are endorsing different attitudes that influence the spread of this leave and its use in places where it is available. Along with the power dynamics between genders, a policy concerning the menstrual health of women became a publicly discoursed notion. In other words, as second-wave feminists used to say, "The personal is political" in the context of menstrual leave debates (Ling Lee, 2007). Therefore, understanding attitudes towards menstrual leave without examining its possible connections to other social concepts is insufficient for creating meaningful change for women. However, when the literature is reviewed, a paucity of empirical research has been observed. As far as could detected, there are no studies in Turkey, and only a few global studies

(Barnack-Tavlaris et al., 2019; Marathe & Raj, 2020) have not investigated its relationship with other concepts.

In order to understand attitudes towards menstrual leave holistically, this thesis aims to empirically examine people's attitudes towards menstrual leave and understand how these attitudes are associated with menstrual attitudes, ambivalent sexism, and different genders in Turkey. Specifically, the study has three main objectives: (1) to develop a scale specifically designed to measure attitudes toward menstrual leave, which serves as the foundation of this research, and to translate the Modified Menstrual Attitudes Scale (Eyring et al., 2023) for assessing menstrual attitudes; (2) to investigate the relationships between the newly developed scale, menstrual attitudes, ambivalent sexism, and gender; and (3) to examine the associations between menstrual attitudes, ambivalent sexism, and gender, an area not previously explored in the Turkish context.

As mentioned throughout the introduction, even though it is assumed that these variables are intertwined with each other in many aspects (Barnack-Tavlaris et al., 2019; Levitt & Barnack-Tavlaris, 2020), there is no research in the literature that empirically investigates the possible relationships of these three variables together. The associations among the variables and attitudes toward menstrual leave may also help provide evidence for the validity of the newly developed scale.

In summary, this exploratory study was designed to answer the following research questions:
1- What are the attitudes towards menstrual leave in Turkey?
2- How do menstrual attitudes, HS, BS, and gender predict attitudes towards menstrual leave?
3- What are the relationships between HS, BS, menstrual attitudes, and gender?

# CHAPTER 2

# METHOD

## 2.1. Participants

Participants were reached for the study using the convenience sampling method. The inclusion criteria were being older than 18 years old and being cis-gendered (describing themselves as with their biological sex identified at birth). Trans-gender 21 people were excluded because the majority of menstrual leave policies are available only to cis-gender women (e.g., Denizaltı, 2022; Oyunbozan, 2023). In the final sample of 734 participants, there were 645 women (87.9%) and 86 men (12.1%). Their ages ranged between 18-63, with a mean of 29.60 ($SD$ = 8.57). The majority of participants were employed ($n$ = 432, 58.9%), followed by students ($n$ = 141, 19.2%), working students ($n$ = 77, 10.5%), job seekers ($n$ = 62, 8.4%) and retirees ($n$ = 22, 3.0%). 85% of the respondents ($n$ = 620) reported that they were aware of the notion of menstrual leave before participating in the current study, and only 15% ($n$ = 109) indicated they had no prior knowledge. Participants' socio-demographic information can be examined in more detail in Table 1.

## 2.2. Instruments

In the current part, the data collection measurements are introduced, which are the Socio-Demographic Information Form, Attitudes Towards Menstrual Leave Scale (AMLS), Modified Menstrual Attitudes Scale (MMAS), and Ambivalent Sexism Inventory (ASI). Each instrument can be examined in the Appendices section.

**2.2.1. Socio-Demographic Information Form**

The socio-demographic form consisted of questions regarding participants' gender, age, educational degree, economic status, job experience, and their prior knowledge about menstrual leave. Also, there were some gender-specific questions. Female participants were asked to fill out questions regarding their menstruation experiences; such as the menstrual-related symptoms they have, the degree to which these symptoms affect their life, and whether they need to take off from work when they are menstruating. And, male participants were asked about their subjective assessment regarding menstrual knowledge and the comfort they feel when discussing menstruation with women (see Appendix B).

**2.2.2. Attitudes Towards Menstrual Leave Scale (AMLS)**

To assess participants' attitudes towards menstrual leave, AMLS was developed within the current study, since no scale has been detected in the literature regarding this attitude subject. In order to develop AMLS, firstly, the literature on menstrual leave was reviewed in detail (e.g., Barnack-Tavlaris et al., 2019; Levitt & Barnack-Tavlaris, 2020). In addition, Turkish population's attitudes towards menstrual leave have been examined through various social media platforms such as Ekşisözlük, Twitter, and LinkedIn. After the initial item pool was created based on the literature and social media analysis, a rigorous process of proofreading items was conducted with the supervisor. Both the structure and grammar of each item were evaluated cautiously. The items were written simple, clear, and concise. Each item reflected a single idea or concept to avoid double-barreled items. They were neutral in tone, avoiding overly complex or emotional language. Further, to increase the clarity of the scale, whether the items have a distinct positive or negative direction was checked. The final pool of 47 Likert-type items was given to the respondents.

To determine the factor structure and construct validity of AMLS, Exploratory Factor Analysis (EFA) was performed with the data of 740 participants (current sample) using

SPSS 29. Detailed information about the factor analysis, validity, and reliability will be provided in the Result section.

**Table 1.** *Socio-Demographics of Participants*

| Variables | N | % | M | SD | Min-Max |
|---|---|---|---|---|---|
| Age | 734 | | 29.60 | 8.57 | 18-63 |
| | | | | | |
| Gender | 734 | | | | |
|   Women | 645 | 87.9 | | | |
|   Men | 89 | 12.1 | | | |
| | | | | | |
| Education Level | 734 | | | | |
|   Middle School Graduate | 3 | .04 | | | |
|   High School Graduate | 39 | 5.3 | | | |
|   Undergraduate Student | 143 | 19.5 | | | |
|   Bachelor's Degree | 298 | 40.6 | | | |
|   MSc Student | 82 | 11.2 | | | |
|   Master's Degree | 107 | 14.6 | | | |
|   Doctoral Student | 41 | 5.6 | | | |
|   Doctoral Degree | 21 | 2.9 | | | |
| | | | | | |
| Income | 734 | | | | |
|   Spend without thinking | 13 | 1.8 | | | |
|   Spend easily | 218 | 29.7 | | | |
|   Spend consideringly | 462 | 62.9 | | | |
|   Spend hardly anything beyond their basic needs | 37 | 5.0 | | | |
|   Spend hardly even for their basic needs | 4 | 0.5 | | | |
| | | | | | |
| Employment Status | 734 | | | | |
|   Employed | 432 | 58.9 | | | |
|   Student | 141 | 19.2 | | | |
|   Working Student | 77 | 10.5 | | | |
|   Retired | 22 | 3 | | | |
|   Job Seeker | 62 | 8.4 | | | |
| | | | | | |
| Year of Employment | 588 | | | | |
|   0-1 year | 108 | 18.4 | | | |
|   1-3 year | 153 | 26.0 | | | |
|   3-5 year | 94 | 16.0 | | | |
|   5-10 year | 99 | 16.8 | | | |
|   10+ year | 134 | 22.8 | | | |
| | | | | | |
| Current Place of Employment | 496 | | | | |
|   Public Institute | 161 | 32.4 | | | |
|   Private Company | 293 | 59.1 | | | |
|   Workplace of my own | 42 | 8.5 | | | |

**Table 1. (Cont'd)**

| Variables | N | % | M | SD | Min-Max |
|---|---|---|---|---|---|
| Awareness of menstrual leave | 729 | 85 | | | |
| before participating in the study | 620 | 15 | | | |
|   Yes | 109 | | | | |
|   No | | | | | |
| | | | | | |
| Knowledge Level regarding | 619 | | | | |
| Menstrual Leave | | | | | |
|   Just heard of, did not know much | 210 | 33.9 | | | |
| about it | | | | | |
|   Examined a few content about it | 328 | 53.0 | | | |
|   Researched it in detail | 81 | 13.1 | | | |
| | | | | | |
| Experience in a Workplace which | | | | | |
| has Menstrual Leave Offer | 587 | | | | |
|   Yes | 15 | 2.6 | | | |
|   No | 572 | 97.4 | | | |

The final scale is composed of 23 items and 5 sub-factors, which are "Supporting women and gender equality," "Misuse," "Privacy," "Backfire," and "Negative impact on the workplaces" (see Appendix C). Example items for each sub-factor can be examined in Table 2 (see Chapter 3).

In the current study, a simple definition of menstrual leave was provided at the beginning of the scale. Then, participants rated each item from 1 (strongly disagree) to 6 (strongly agree) on a 6-point Likert-type scale. There is no total score that can be obtained from AMLS. Higher scores on each 5 sub-factors indicated higher agreement on each attitude towards menstrual leave.

### 2.2.3. Modified Menstrual Attitudes Scale (MMAS)

Participants' attitudes towards menstruation were measured by 21-item MMAS. The scale was constructed by Eyring et al. (2023) and composed of modified items from two prior scales that assess menstrual attitudes. There are 11 items from the Menstrual Attitude Questionnaire (MAQ; Brooks-Gunn & Ruble, 1980) and 10 items from the Beliefs and Attitudes Towards Menstruation Scale (BATM; Marván et al., 2005). The original scales of MAQ and BATM consist of 35 and 45 items, respectively. The

researchers aimed to create a more inclusive and compact scale with fewer items by combining nonintersecting parts of each scale. Also, there was a need to broaden the scale scope to be administered to both male and female participants rather than only administering to the females as in the two prior scales (see Appendix D).

For the current study, MMAS was translated into Turkish by the researcher and another social psychology master's student separately. After that, the best-fitted translation was chosen based on the supervisor's feedback. Moreover, the final Turkish version was back-translated to English by an English teacher who graduated from METU and had never seen the original scale before, as Savaşır (1994) suggested (see Appendix E).

In addition, to investigate the construction of adapted Turkish version, EFA was conducted. Briefly, the Turkish version of MMAS has 18 items with 4 sub-scales to measure differentiated attitudes towards menstruation. These subscales are as follows: "Menstruation as a debilitating event," "Denial," "Secrecy," and "Avoidance of activities." For each sub-factor, example items can be examined in Table 3 (see Chapter 3). The factor structure of the MMAS and reliability analysis are detailed in the Result section.

In the current thesis, participants were asked to rate each item on a 6-point Likert-type scale ranging from strongly disagree (1) to strongly agree (6). Greater scores on each of the 4 sub-factors indicated higher endorsement of each menstrual attitude. There is no total score in MMAS.

### 2.2.4. Ambivalent Sexism Inventory (ASI)

In order to assess participants' sexism types and levels, a 22-item ASI was used. The scale was developed by Glick and Fiske (1996) and adapted to Turkish by Sakallı-Uğurlu (2002). It includes two subscales as: hostile sexism (HS) and benevolent sexism (BS). HS subscale comprises 11 items to assess negative sexist attitudes (e.g., "Most women interpret innocent remarks or acts as being sexist.", "Women are too

easily offended."). BS subscale consists of 11 items to measure subjectively positive sexist attitudes toward women (e.g., "In a disaster, women ought not necessarily to be rescued before men.", "Every man ought to have a woman whom he adores.").

In the current study, the Turkish version of the ASI (Sakallı-Uğurlu, 2002) was used (see Appendix F). Participants rated each item on a 6-point Likert-type scale ranging from 1 (strongly disagree) to 6 (strongly agree), and greater scores indicated higher ambivalent sexist attitudes. The Cronbach's alpha coefficient values were .88 for HS and .92 for BS in the current study.

## 2.3. Procedure

Firstly, Ethical Committee Approval was taken from Middle East Technical University (see Appendix A). The questionnaire package was created in Turkish using Qualtrics, an online survey platform. The Qualtrics survey link was distributed by social media platforms such as LinkedIn, Twitter, Instagram, Facebook, and WhatsApp. Respondents have participated in the study voluntarily. Firstly, informed consent was presented to the participants. Once they read and accepted to participate, they proceeded to survey with the Attitudes Towards Menstrual Leave Scale (AMLS), Modified Menstrual Attitudes Scale (MMAS), Ambivalent Sexism Inventory (ASI), and Socio-Demographic Information Form, respectively. Completing all questionnaires took nearly 15 minutes, and at the end, participants were debriefed about the purpose of the study and thanked for their contributions.

# CHAPTER 3

# RESULTS

## 3.1. Data Screening

One thousand two hundred thirteen participants were reached for the study. Four hundred fifty participants' data was eliminated due to the mis-completion. Twenty-one of the remaining 761 participants were also excluded because they did not meet the gender identity inclusion criteria (e.g., trans, gender fluid). Finally, 740 participants who completed all of the scales were included in the exploratory factor analyses. Nine of these participants responded to all of the main variable questions but had missing data in some socio-demographic questions except for gender and age. Since gender was one of the main variables in the current study, their information was evaluated as sufficient. Hence, they were not eliminated from the analyses.

After determining the factor structure of AMLS and MMAS with EFA, data screening was conducted again. Before checking for the assumptions and determining outliers, scale scores were formed by calculating the mean scores of items. Then, univariate analysis was conducted for the outlier detection, and Z-scores were created for each scale. As Tabachnick and Fidell (2013) pointed out, z-scores that were not in the range of -3.29 and 3.29 were considered to be outliers. As a result of outlier detection, 6 participants' data were removed from the analyses because their z-scores were found to be greater than 3.29. The final dataset comprised 734 participants.

The normality assumptions were tested for the main study variables, which are attitudes towards menstrual leave, menstrual attitudes, and ambivalent sexism. Since

skewness and kurtosis values ranged between -1.5 and 1.5, it can be concluded that the data were normally distributed in the current thesis study (Tabachnick & Fidell, 2013).

## 3.2. Exploratory Factor Analysis for Attitudes Towards Menstrual Leave Scale (AMLS)

Factor analysis was conducted with the Principal Axis Factoring (PAF) extraction method, and Direct Oblimin rotation was chosen as an oblique rotation. In the beginning, the assumptions were examined. Firstly, the value of the Kaiser-Meyer-Olkin (KMO) measure of sampling adequacy was found to be .976, which means that the sample size was adequate for factor analysis. In fact, according to Field (2018), the KMO values in the .90s have been evaluated as marvelous. Secondly, Bartlett's Test of Sphericity results have shown that correlations among variables were strong enough, hence, the current data is appropriate for factor analysis ($\chi 2$ (1081) = 26944.20, $p < .001$). Also, multicollinearity has not been detected since no items correlate to each other larger than .90 (Yong & Pearce, 2013).

In the factor extraction process, the Kaiser criterion of eigenvalues greater than 1.0 was used. When communalities were examined, the items with communality less than .40 were excluded from the factor analysis (Costello & Osborne, 2005). More importantly, as Tabachnick and Fidell (2013) suggested, the factors that have three or more variables with loadings greater than .40 were included. Also, cross-loading and non-loading items were eliminated from the analysis.

The final analysis indicated a 5-factor solution with 23 items total, 1 reversed, explaining 65.49% of the total variance. All factors were named by the reasons to support or oppose menstrual leave. 4 of 5 factors measured reasons for negative attitudes towards menstrual leave, while the remaining 1 factor measured the reasons for positive attitudes. Greater scores on the positive sub-factor indicated positive attitudes towards menstrual leave, and greater scores on the negative sub-factors indicated higher negative attitudes. The factors, their eigenvalues, unique variances, and the item's factor loadings can be examined in Table 2.

**Table 2.** *Factor Structure of Attitudes Towards Menstrual Leave Scale*

|  | Loadings |
|---|---|
| **Factor 1: Supporting Women and Gender Equality** (Explained variance % = 45.26; eigenvalue = 10.73, α = .93) | |
| Regl izni sayesinde, kadınların regl dönemlerini sağlıklı bir şekilde geçirebileceğini düşünüyorum. | .78 |
| Regl izninin, kadına değer verilen bir iş ortamı oluşturarak kadın çalışanların iş motivasyonunu arttıracağını düşünüyorum. | .78 |
| Regl izni sayesinde, kadınların regl dönemlerinde ihtiyaç duydukları şekilde dinlenebileceklerini düşünüyorum. | .76 |
| Regl izni, kadınların fiziksel sağlığını olumlu etkileyecektir. | .73 |
| Regl izni, kadınların psikolojik sağlığını olumlu etkileyecektir. | .72 |
| Regl izni, dinlenmeye olanak sağlamasıyla, kadınların iş performansını olumlu etkileyecektir. | .70 |
| Regl izni, regli konuşulabilir bir konu haline getirerek regl hakkındaki olumsuz yargıların azalmasına destek olur. | .67 |
| Regl izni, kadına değer verilen bir iş ortamı oluşturarak toplumsal cinsiyet eşitliğini destekleyecektir. | .66 |
| Regl izni; regli, konuşulması tabu olan bir konu olmaktan çıkarır. | .65 |
| **Factor 2: Misuse** (Explained variance % = 6.89; eigenvalue = 1.95, α = .88) | |
| Bazı çalışanların, izinden faydalanmak için reglmiş gibi davranacaklarını düşünüyorum. | .85 |
| Bazı kadınların, regl olmadıklarında bile reglmiş gibi davranarak bu izni kullanmaya çalışacaklarını düşünüyorum. | .84 |
| Regl izni, çalışanlar tarafından suistimal edilmeye açık bir izindir. | .74 |
| **Factor 3: Privacy** (Explained variance % = 5.94; eigenvalue = 1.64, α = .87) | |
| Kadınların regl günleri başkaları tarafından bilinmemelidir. | .92 |
| Regl izni kullanan kadının regl olduğunun herkes tarafından bilinmesinde bir sakınca yoktur. *(R)* | .80 |
| Regl izni, kadınların mahremiyetini ifşa etmektedir. | .72 |
| **Factor 4: Backfire** (Explained variance % = 4.32; eigenvalue = 1.38, α = .84) | |
| Regl izni, kadınlara dair olumsuz ve basmakalıp yargıları pekiştirecektir. | .65 |
| Regl izni, kadınların maaşlarını olumsuz etkileyecektir. | .64 |
| Regl izninin, işverenlerin daha çok erkek çalışanları işe almasına sebep olacağını düşünüyorum. | .63 |
| Regl izni verilmesi, kadınların iş yaşamında bir erkek iş arkadaşları kadar yetkin olamayacakları mesajını taşımaktadır. | .61 |
| Regl izni, regl dönemindeki bir kadının ''bir erkek kadar faydalı ve üretken olamayacağı mesajını vererek kadınları güçsüz gösterir. | .50 |

**Table 2. (Cont'd)**

|  | Loadings |
|---|---|
| **Factor 5: Negative Impact on the Workplaces** | |
| (Explained variance % = 3.08; eigenvalue = 1.02, α = .90) | |
| Her ay regl izni kullanan birden fazla çalışanın eksikliği, işyerlerindeki üretkenliği olumsuz etkileyecektir. | .74 |
| Regl izninin, her ay işgücü kaybı yaratarak çalışma hayatını olumsuz etkileyeceğini düşünüyorum. | .67 |
| Regl izni kullanan çalışanların, iş arkadaşlarının üstünde ekstra bir iş yükü yaratacağını düşünüyorum. | .64 |

*Note.* Reverse items are indicated as *(R)*.

The first factor "Supporting women and gender equality," explained 45.26% of the total variance with an eigenvalue of 10.73. It consisted of nine items with factor loadings ranging between .78 and .65, which measure attitudes on whether menstrual leave supports women's health and productivity in the workplace and ensures gender equality. Item of "I think that thanks to menstrual leave, women will be able to go through their menstrual periods in a healthy way" with .78 loading, could be the best indicator of the first factor.

The second factor, "Misuse," explained 6.89% of the total variance, and its eigenvalue is 1.95. It included 3 items that factor loadings differ between .85 and .74. This factor was related to the beliefs about the unreliability of the menstrual leave. The example item would be "I believe that some employees will pretend to be on their period to take advantage of the leave" with .85 loading.

The third factor, "Privacy," included 3 items to measure whether menstrual leave discloses women's privacy. This factor explained 5.94% of the total variance with an eigenvalue of 1.64. Factor loadings of items ranged between .92 and .72. An example item could be "Menstrual leave compromises women's privacy" with .72 loading.

The fourth factor, "Backfire," with a 1.38 eigenvalue, accounted for 4.32% of the total variance. It is comprised of 5 items that factor loadings ranging between .65 and .50, which measure attitudes towards menstrual leave's detrimental effects on women. The best indicator of this factor was the item of "Menstrual leave will reinforce negative and stereotypical perceptions about women" with .65 loading.

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The last factor, "Negative impact on the workplaces," included 3 items and explained 3.08% of the total variance with a 1.02 eigenvalue. These items have loaded to factor, with loadings differing between .74 and .64. "The absence of many employees taking menstrual leave each month will negatively affect workplace productivity" could be the example item for this factor with .74 loading.

To conclude, these 5 factors in the AMLS were also compatible with the theoretical framework on menstrual leave that revealed several attitudinal themes regarding supporting or opposing menstrual leave (Barnack-Tavlaris et al., 2019; Levitt & Barnack-Tavlaris, 2020). As Barnack-Tavlaris et al.'s qualitative research (2019) revealed, there are many reasons for opponents to hold negative attitudes, which resulted in four sub-factors in the current study. On the other hand, it is also known that supporters have limited beliefs when compared to opponents, which resulted in one sub-factor in the current study, which is "Supporting women and gender equality". When items were initially created according to the literature, the mentioned Barnack-Tavlaris et al.'s (2019) research was one of the pioneer studies that benefited. Hence, the compatibility of the factor structure with the theoretical framework reflects the content validity of AMLS.

Regarding the reliability of AMLS, Cronbach's alpha values for "Supporting women and gender equality," "Misuse," "Privacy," "Backfire," and "Negative impact on the workplaces" were .93, .88, .87, .84, and .90, respectively. Cronbach's alpha indicates whether the items on a test or survey are consistent in measuring the same construct (Tavakol & Dennick, 2011). A higher alpha suggests that the items have a strong inter-correlation and thus are likely to measure the same concept (Field, 2018). Therefore, Cronbach's alpha values in the current thesis study show high internal consistency.

### 3.3. Exploratory Factor Analysis for Modified Menstrual Attitudes Scale (MMAS)

EFA was conducted using Direct Oblimin rotation and PAF extraction methods to understand the construction of the MMAS Turkish version. Firstly, some prior assumptions were checked. The assumptions of factorability and sphericity were met

(KMO= .878, $\chi 2 (210) = 5203.097$, $p < .001$), and also, when the correlation matrix was examined, there was no reason to suspect multicollinearity. Hence, it was decided that the items were suitable for factor analysis. The initial factor analysis revealed a 5-factor solution with eigenvalues greater than 1, as in the original scale. However, when pattern matrix correlations were evaluated (Tabachnick & Fidell, 2013), there were some items that cross-loaded to several factors with loading differences less than .10. Some others, such as "Women should avoid eating certain foods while on their periods," and "Women feel proud when they first start having their periods" did not load to any factor in Turkish culture. In addition, since Cattell's scree plot has revealed a 4-factor solution, it was decided to re-compute the factor analysis a few more times by eliminating these problematic items.

The final analysis indicated a 4-factor solution with 18 items, 2 of them reversed, and explained 46.58% of the total variance. The final scale construction had some differentiations from the original scale. To elaborate, items in factor 1, "Menstruation as a debilitating event," and in factor 2, "Denial," were loaded the same as the original scale. Also, the factor structure of factor 5, "Avoidance of activities," remained largely similar. The remained items from factor 3, "Openness and understanding," and factor 4, "Secrecy," were loaded together in the Turkish version of the scale as a new form of Secrecy sub-factor. Table 3 provides the factors, eigenvalues, explained variances, and items. The original scale also can be examined in Appendix D for a detailed comparison.

The first factor, "Secrecy," explained 25.05% of the total variance with an eigenvalue of 4.97. It is comprised of 5 items with factor loadings ranging between .88 and .48, and it measures attitudes regarding concealing menstruation. The second factor, "Menstruation as a debilitating event," included 6 items to measure beliefs regarding menstruation as a disabling event for women and uniquely explained 14.37% of the total variance with an eigenvalue of 3.14. The items' factor loadings differed between .73 and .39. The third factor, "Denial" with 1.23 eigenvalue, accounted for 4.18% of the total variance. It is comprised of 4 items with factor loadings ranging from .82 to .53. This factor measures the denial of menstrual symptoms that stem from the belief that women are exaggerating. Lastly, the fourth factor, "Avoidance of activities,"

included 3 items to measure beliefs about prescriptions and proscriptions of menstruation and explained 2.98% of the total variance with an eigenvalue of 1.12. The factor loadings of the items ranged between .67 and .36.

**Table 3.** *Factor Structure of Turkish Version of Modified Menstrual Attitudes Scale*

| | Loadings |
|---|---|
| **Factor 1: Secrecy** | |
| (Explained variance % = 25.05; eigenvalue = 4.97, α = .83) | |
| | |
| Kadınlar, erkeklerin önünde regl dönemleri hakkında konuşmaktan kaçınmalıdır. | .88 |
| Bir kadının regl olduğunun kimse tarafından bilinmemesi önemlidir. | .80 |
| Ev ortamında, regl hakkında açıkça konuşabilmek önemlidir. *(R)* | .71 |
| Kadınlar, regl olduklarını gösterebilecek her şeyi ve regl ürünlerini gizlemelidirler. | .70 |
| Okullardaki regl eğitiminin, kız ve erkek çocuklara ayrı ayrı verilmesi yerine ortak verilmesi önemlidir. *(R)* | .48 |
| | |
| **Factor 2: Menstruation as a Debilitating Event** | |
| (Explained variance % = 14.37; eigenvalue = 3.14, α = .77) | |
| | |
| Kadınlar, regl öncesinde/sırasında diğer dönemlere göre daha kolay üzülürler. | .73 |
| Kadınlar, regl dönemlerindeyken arkadaşlarından daha fazla anlayış bekler. | .68 |
| Regl dönemleri, kadınların zihinsel işleri ne kadar iyi yapabileceklerini etkiler. | .60 |
| Kadınlar, regl dönemlerindeyken diğer zamanlara kıyasla kendilerinden aynı düzeyde performans bekleyemezler. | .59 |
| Kadınlar, regl dönemlerinde normalden daha yorgundur. | .50 |
| Etraflarındaki kişiler, regl döneminde veya öncesinde kolayca üzülen kadınları eleştirmemelidir. | .39 |
| | |
| **Factor 3: Denial** | |
| (Explained variance % = 4.18; eigenvalue = 1.23, α = .77) | |
| | |
| Çoğu kadın, regl olmanın küçük fizyolojik etkilerini çok fazla abartır. | .82 |
| Regl dönemi sıkıntılarından şikayetçi olan kadınlar, bunu sadece bahane olarak kullanırlar. | .68 |
| Regl öncesi gerginlik/asabilik, tamamen kadınların kafasındadır. | .66 |
| Regl krampları, sadece onlara dikkat edilirse rahatsız edici olur. | .53 |
| | |
| **Factor 4: Avoidance of Activities** | |
| (Explained variance % = 4.18; eigenvalue = 1.23, α = .50) | |
| | |
| Kadınlar, regl dönemlerindeyken egzersiz yapmaktan kaçınmalıdır. | .67 |
| Kadınlar, regl dönemlerindeyken yüzmekten kaçınmalıdır. | .43 |
| Regl olmak, kadınların spor performansını olumsuz yönde etkileyebilir. | .36 |

*Note.* Reverse items are indicated as *(R)*.

Lastly, reliability scores for "Secrecy", "Menstruation as a debilitating event", "Denial" and "Avoidance of activities" were found .83, .77, .77, and .50, respectively. For the factor of avoidance of activities, Cronbach's alpha is poor at .50. However, it is still acceptable according to some researchers (e.g., George & Mallery, 2003; Nunnally, 1978).

## 3.4. Descriptive Statistics for the Gender-Specific Demographics

In addition to the socio-demographic information that presented in the Method section (see Table 1), there were also some gender-specific questions in the socio-demographic information form that asked only women, such as their menstrual symptoms, and only men, such as their menstrual knowledge. To begin with women-specific questions, the majority of them indicated they have periods ($n = 612$, 95.2%) and most of them stated that periods impact their daily life ($M = 3.69$, $SD = 1.09$). When participants were asked about whether they take a leave from work during menstruation, 54% of participants ($n = 330$) reported they did not take a leave. However, a significant proportion of other women ($n = 281$, 46.0%) reported that they took a leave. Among 611 women respondents, 84.8% of them ($n = 518$) do not have a menstrual illness. Menstrual symptoms that participants experience in a standard period are revealed as tiredness ($n = 524$, 85.8%), mood/emotional changes ($n = 502$, 82.2%), cramps ($n = 488$, 79.9%), backache ($n = 472$, 77.3%), and headache ($n = 318$, 52.0%). For men, participants reported that they feel comfortable when they are talking about menstruation with a woman ($n = 85$, $M = 4.02$, $SD = 1.15$), and men also perceived their knowledge regarding menstruation as average ($n = 85$, $M = 3.40$, $SD = 1.04$). Gender-specific socio-demographic characteristics are summarized in Table 4.

## 3.5. Descriptive Statistics for Study Scales

Descriptive statistics were performed for also main study scales in addition to socio-demographic information. Analysis was summarized in Table 5.

**Table 4.** *Gender-Specific Socio-Demographic Information*

| Variables | *N* | *%* | *M* | *SD* | *Min-Max* |
|---|---|---|---|---|---|
| Having periods | 643 | | | | |
|    Yes | 612 | 95.2 | | | |
|    No | 31 | 4.8 | | | |
| | | | | | |
| Period impact on daily life | 611 | | 3.67 | 1.09 | |
|   1 = None | 14 | 2.3 | | | |
|   2 | 80 | 13.1 | | | |
|   3 | 172 | 28.2 | | | |
|   4 | 175 | 28.6 | | | |
|   5 = Very | 170 | 27.8 | | | |
| | | | | | |
| Taking leave from work when menstruating | 611 | | | | |
|   Yes, nearly in every period | 24 | 3.9 | | | |
|   Yes, sometimes | 108 | 17.7 | | | |
|   Yes, rarely | 149 | 24.4 | | | |
|   No, I never take a leave | 330 | 54.0 | | | |
| | | | | | |
| Stating reason openly while taking a leave for menstruating | 281 | | | | |
|   Yes | 141 | 50.2 | | | |
|   No | 140 | 49.8 | | | |
| | | | | | |
| Menstrual Illness | 611 | | | | |
|   Yes | 93 | 15.2 | | | |
|   No | 518 | 84.8 | | | |
| | | | | | |
| Menstrual Symptoms | 611 | | | | |
|   Cramps | 488 | 79.9 | | | |
|   Mood/emotional changes | 502 | 82.2 | | | |
|   Tiredness | 524 | 85.8 | | | |
|   Headache | 318 | 52.0 | | | |
|   Backache | 472 | 77.3 | | | |
|   Other | 87 | 14.2 | | | |
|   None of them | 6 | 1.0 | | | |
| | | | | | |
| (Only men) | | | | | |
| Comfort level when talking about menstruation with a woman | 86 | | 4.02 | 1.15 | 1-5 |
| Knowledge regarding menstruation | 86 | | 3.40 | 1.04 | 1-5 |

*Note.* Comfort level when talking about menstruation with a woman and knowledge regarding menstruation were measured by 5-Likert type questions ranging from 1 (none) to 5 (very).

**Table 5.** *Descriptive Statistics of the Main Variables*

| Variables | *Min.* | *Max.* | *M (SD)* |
|---|---|---|---|
| Support | 1 | 6 | 4.97 (.97) |
| Misuse | 1 | 6 | 3.55 (1.29) |
| Privacy | 1 | 6 | 2.04 (1.19) |
| Backfire | 1 | 6 | 2.95 (1.13) |
| NegImpact | 1 | 6 | 2.62 (1.33) |
| Secrecy | 1 | 5.80 | 1.64 (.81) |
| Denial | 1 | 5.25 | 1.88 (.89) |
| Avoidance | 1 | 6 | 3.34 (.94) |
| Debilitating | 1.83 | 6 | 4.53 (.80) |
| HS | 1 | 6 | 2.36 (1.04) |
| BS | 1 | 5.73 | 2.85 (1.05) |

*Note.* N = 734. Support = Supporting women and gender equality, NegImpact = Negative impact on the workplaces, Avoidance = Avoidance of activities, Debilitating = Menstruation as a debilitating event, HS = Hostile Sexism, BS = Benevolent Sexism. 6-Likert type scales ranging from 1 (strongly disagree) to 6 (strongly agree) were used.

## 3.6. Bivariate Correlations among Demographic and Study Variables

A Pearson Correlation Analysis was conducted to explore relationships between the main study variables. Both Pearson and Spearman Rank-Order Correlation Analyses were conducted to examine relationships between demographic and study variables due to the nature of some demographic variables. Age, gender, income, education level, prior awareness of menstrual leave, and knowledge level regarding menstrual leave were included in the analysis among the demographic variables. All subscales of AMLS, MMAS, and ASI were included as scale variables. Before performing the analysis, it was decided that the linearity assumption was met by examining bivariate scatter plots of the study variables. Correlation coefficients between the main study variables are shown in Table 6. Moreover, correlation coefficients between demographic and study variables can be seen in Table 7.

To begin with correlations between main study variables, the analysis revealed that "Supporting women and gender equality" sub-factor of Attitudes towards Menstrual Leave was negatively correlated with the other four sub-factors as the "Misuse" ($r = -.458$, $p < .001$), "Privacy" ($r = -.477$, $p < .001$), "Backfire" ($r = -.604$, $p < .001$) and "Negative impact on the workplaces" ($r = -.650$, $p < .001$). This means that as

participants support menstrual leave for the benefit of supporting women and ensuring gender equality, they endorse the other negative attitudes less, such as that this leave would be misused, violate women's privacy, could backfire even with negative effects on women, and could be adverse impacts on the workplaces.

AMLS sub-factor, "Supporting women and gender equality," was also significantly correlated with several menstrual attitudes sub-factors, BS, and HS. It was negatively correlated with the "Secrecy" sub-factor of MMAS ($r = -.460, p < .001$) and "Denial" sub-factor ($r = -.624, p < .001$). This means that participants who support menstrual leave did not endorse beliefs that menstruation should be kept in secret (secrecy), and women are exaggerating menstrual symptoms (denial). For the "Menstruation as a debilitating event" sub-factor of MMAS, a positive correlation was revealed ($r = .476, p < .001$). This means that those who endorse positive attitudes towards menstrual leave are also likely to hold attitudes regarding menstruation is a disturbing event for women. Lastly, it was also negatively correlated with HS ($r = -.481, p < .001$) and BS ($r = -.121, p < .001$).

Another AMLS sub-factor, "Misuse", was positively correlated with "Privacy" ($r = .333, p < .001$), "Backfire" ($r = .472, p < .001$) and "Negative impact on the workplaces" sub-factors ($r = .541, p < .001$). Also, all of these mentioned sub-factors were positively correlated with each other. This means that, as participants endorse one of these negative attitudes towards menstrual leave, another negative attitude will likely be accompanied. Also, HS and BS were positively correlated with these four sub-factors. There were also positive correlations between "Misuse" sub-factor and MMAS sub-factors as "Secrecy" ($r = .304, p < .001$) and ''Denial'' ($r = .465, p < .001$). "Privacy" as another AMLS sub-factor was negatively correlated with viewing "Menstruation as a debilitating event" ($r = -.168, p < .001$), and positively correlated with sub-factors of MMAS as "Denial" ($r = .477, p < .001$), "Secrecy" ($r = .697, p < .001$) and "Avoidance of activities" ($r = .171, p < .001$). In fact, this is the only sub-factor of AMLS that was significantly correlated with the MMAS sub-factor of "Avoidance of activities".

The fourth sub-factor of AMLS, "Backfire," was negatively correlated with evaluating "Menstruation as a debilitating event" ($r = -.269$, $p < .001$). There were also positive correlations between "Backfire" and "Secrecy" ($r = .305$, $p < .001$) and "Denial" ($r = .470$, $p < .001$). The last sub-factor of AMLS, "Negative impact on the workplaces" was negatively correlated with viewing "Menstruation as a debilitating event" ($r = -.240$, $p < .001$), and also positively correlated with "Denial" ($r = .599$, $p < .001$), and "Secrecy" ($r = .426$, $p < .001$).

For MMAS sub-factors, analysis revealed that "Secrecy" and "Denial" were positively correlated with each other ($r = .510$, $p < .001$) while both negatively correlated with evaluating "Menstruation as a debilitating event" sub-factor. "Avoidance of activities" MMAS sub-factor was only correlated with "Secrecy" ($r = .211$, $p < .001$), and "Menstruation as a debilitating event" sub-factors ($r = .304$, $p < .001$). "Secrecy", "Denial" and "Avoidance of activities" were positively correlated with both HS and BS. While viewing "Menstruation as a debilitating event," was only positively correlated with BS. This means that benevolent sexist beliefs are related to viewing menstruation as a bothersome event for women. Lastly, there was a positive correlation between HS and BS ($r = .545$, $p < .001$).

When demographic variables are examined with their correlations between main study variables, Pearson Correlation Analysis revealed that age is negatively correlated with supporting menstrual leave with the reasons for supporting women and gender equality, which means younger people endorsed positive attitudes more ($r = -.300$, $p < .001$). Age was also positively correlated with several sub-factors of AMLS and MMAS, such as "Misuse" ($r = .094$, $p < .05$), "Privacy" ($r = .276$, $p < .001$), "Backfire" ($r = .095$, $p < .001$), "Negative impact on the workplaces" ($r = .227$, $p < .001$), "Secrecy" ($r = .314$, $p < .001$), and "Denial" ($r = .319$, $p < .001$). It was negatively correlated with viewing "Menstruation as a debilitating event" ($r = -.228$, $p < .001$). Also, age was positively correlated with both HS ($r = .239$, $p < .001$) and BS ($r = .152$, $p < .001$).

Spearman's Rank-Order Correlation Analysis revealed that gender was negatively correlated with "Supporting women and gender equality" sub-factor. This means that

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women were found to be more likely to endorse positive attitudes towards menstrual leave ($r_s = -.282$, $p < .001$). And being men was found to be positively correlated with endorsing attitudes of these AMLS sub-factors: "Misuse" ($r_s = .114$, $p < .001$), "Privacy" ($r_s = .174$, $p < .001$) "Backfire" ($r_s = .107$, $p < .001$) and "Negative impact on the workplaces" ($r_s = .175$, $p < .001$). Also, for menstrual attitudes, being men was negatively correlated with viewing "Menstruation as a debilitating event" ($r_s = -.160$, $p < .001$) and positively correlated with "Secrecy" ($r_s = .156$, $p < .001$) and "Denial" ($r_s = .242$, $p < .001$) sub-factors. Also, gender was found to be correlated with only HS, which means that men endorsed HS beliefs more than women ($r_s = .256$, $p < .001$).

Participants' education level was negatively correlated with two menstrual attitudes sub-factors: "Menstruation as a debilitating event" ($r_s = -.136$, $p < .001$) and "Avoidance of activities" ($r_s = -.128$, $p < .001$). This means that when participants' education levels increased, their endorsement of these menstrual attitudes decreased. Education level was also negatively correlated with HS ($r_s = -.116$, $p < .001$) and BS ($r_s = -.226$, $p < .001$).

Income was positively correlated with "Supporting women and gender equality" sub-factor ($r_s = .089$, $p < .05$). Which means that when income decreased, endorsement of positive attitudes towards menstrual leave increased. Lower income was negatively correlated with "Misuse" ($r_s = -.090$, $p < .05$), "Backfire" ($r_s = -.089$, $p < .001$), and "Negative impact on the workplaces" ($r_s = -.106$, $p < .001$) sub-factors of AMLS. It was also positively correlated with "Menstruation as a debilitating event" ($r_s = .098$, $p < .05$).

Prior awareness of the menstrual leave variable was negatively correlated with the "Supporting women and gender equality" sub-factor ($r_s = -.263$, $p < .001$). This means that the participants who did not know about menstrual leave before participating in the current study endorsed positive attitudes less. Thus, being aware of menstrual leave was found to be positively correlated with positive attitudes towards menstrual leave. Being not aware of menstrual leave was also positively correlated with several sub-

**Table 6.** *Pearson Correlation Coefficients between Main Study Variables*

| Variables | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 1. Support | 1 | | | | | | | | | | |
| 2. Misuse | -.458** | 1 | | | | | | | | | |
| 3. Privacy | -.477** | .333** | 1 | | | | | | | | |
| 4. Backfire | -.604** | .472** | .424** | 1 | | | | | | | |
| 5. NegImpact | -.650** | .541** | .435** | .623** | 1 | | | | | | |
| 6. Secrecy | -.460** | .304** | .697** | .305** | .426** | 1 | | | | | |
| 7. Debilitating | .476** | -.068 | -.168** | -.269** | -.240** | -.136** | 1 | | | | |
| 8. Denial | -.624** | .465** | .477** | .470** | .599** | .510** | -.313** | 1 | | | |
| 9. Avoidance | .062 | .051 | .171** | .021 | .059 | .211** | .304** | .061 | 1 | | |
| 10. HS | -.481** | .482** | .460** | .354** | .508** | .544** | .013 | .633** | .205** | 1 | |
| 11. BS | -.121* | .237** | .262** | .078* | .222** | .340** | .251** | .311** | .242** | .545** | 1 |

*Note.* Support = Supporting Women and Gender Equality, NegImpact = Negative Impact on the Workplaces, Debilitating = Menstruation as a Debilitating Event, Avoidance = Avoidance of Activities, HS = Hostile Sexism, BS = Benevolent Sexism. All variables were measured on a 6-Likert type scale, ranging from strongly disagree (1) to strongly agree (6).

*p <.05, **p <.001

**Table 7.** *Spearman Rank-Order Correlation Coefficients between Demographic and Study Variables*

| | Support | Misuse | Privacy | Backfire | NegImpact | Secrecy | Debilitating | Denial | Avoidance | HS | BS |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Gender | -.282** | .114** | .174** | .107** | .175** | .156** | -.160** | .242** | .047 | .256** | -.012 |
| Education Level | -.012 | .001 | .035 | .052 | -.017 | -.027 | -.136** | -.024 | -.128** | -.116** | -.226** |
| Income | .089* | -.090* | -.036 | -.098** | -.106** | -.013 | .098** | -.046 | .061 | -.021 | .031 |
| Prior | -.263** | .145** | .226** | .166** | .232** | .275** | -.118** | .276** | .103** | .240** | .205** |
| Knowledge | .094* | -.129** | -.150** | -.077 | -.192** | -.183** | -.070 | -.143** | -.178** | -.213** | -.182** |

*Note.* Support = Supporting Women and Gender Equality, NegImpact = Negative Impact on the Workplaces, Debilitating = Menstruation as a Debilitating Event, Avoidance = Avoidance of Activities, HS = Hostile Sexism, BS = Benevolent Sexism, Prior = Prior Awareness of Menstrual Leave, Knowledge = Knowledge Regarding Menstrual Leave. A 6-point Likert scale which ranged from 1 (strongly disagree) to 6 (strongly agree) was used for all variables.

Gender = (1) Women, (2) Men

Prior awareness of menstrual leave = (1) Yes, (2) No

Education = (1) Middle School Graduate, (2) High-School Graduate, (3) Undergraduate Student, (4) Bachelors' Degree, (5) MSc Student, (6) Master's Degree, (7) Doctoral Student, (8) Doctoral Degree

Income = (1) Spend without thinking, (2) Spend easily, (3) Spend considering, (4) Spend hardly anything beyond their basic needs, (5) Spend hardly even for their basic needs, Knowledge Regarding Menstrual Leave = (1) Just heard of, did not know much about it, (2) Examined a few contents about it, (3) Researched it in detail

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

factors of MMAS and AMLS that indicate negative attitudes towards menstrual leave and menstruation. In addition, not knowing about menstrual leave before was positively correlated with both HS ($r_s$ = .240, $p$ < .001). and BS ($r_s$ = .205, $p$ < .001).

Lastly, when participants' knowledge levels regarding the menstrual leave variable were examined, it was seen that an increase in knowledge was negatively correlated with "Misuse" ($r_s$ = -.129, $p$ < .001), "Privacy" ($r$ = -.150, $p$ < .001), "Negative impact on the workplaces" ($r$ = -.192, $p$ < .001) in AMLS. It was positively correlated with "Supporting women and gender equality" sub-factor ($r_s$ = .094, $p$ < .05). It was also negatively correlated with all sub-factors of MMAS. Additionally, higher knowledge levels regarding menstrual leave were negatively correlated with both HS ($r$ = -.174, $p$ < .001) and BS ($r$ = -.175, $p$ < .001). All relationships between socio-demographics and study variables can be examined in Table 7.

### 3.7. Gender Differences in Main Variables

Since gender is one of the main variables of the current study, an independent t-test was performed to investigate whether men and women differ on the main study variables.

As can be examined in Table 8, results revealed gender differences in many variables. To begin with the sub-factors of AMLS, there was a significant difference between men ($M$ = 4.22, $SD$ = 1.09) and women ($M$ = 5.08, $SD$ = .90) in endorsing positive attitudes towards menstrual leave in the "Supporting women and gender equality" sub-factor ($t$ (105.45) = 7.02, $p$ <.001, 95% CI [.60, 1.08]), which means women endorsed more positive attitudes towards menstrual leave than men. There was a significant difference between genders in the second factor of "Misuse" too ($t$ (732) = -3.17, $p$ =.002, 95% CI [-.74,-.17]. Men ($M$ = 3.95, $SD$ = 1.38) obtained higher scores on the misuse sub-factor than women ($M$ = 3.50, $SD$ = 1.27). In another sub-factor, "Privacy", genders significantly differed ($t$ (104.54) = -4.38, $p$ <.001, 95% CI [-.99,-.37], with men ($M$ = 2.64, $SD$ = 1.40) scored higher than women ($M$ = 1.96, $SD$ = 1.14). For the "Backfire" sub-factor, men ($M$ = 3.34, $SD$ = 1.26) also scored significantly higher than

women ($M = 2.89$, $SD = 1.10$). Lastly, men ($M = 3.33$, $SD = 1.52$) endorsed "Negative impact on the workplaces" attitudes significantly higher than women ($M = 2.52$, $SD = 1.27$). The gender differences in menstrual attitudes sub-factors and ambivalent sexism sub-factors also can be seen in Table 8.

**Table 8.** *Gender Differences in Main Variables*

| | Women | | Men | | 95% CI for Mean Difference | t | df |
|---|---|---|---|---|---|---|---|
| | M | SD | M | SD | | | |
| Support | 5.08 | .90 | 4.22 | 1.09 | .60, 1.08 | 7.02** | 105.45 |
| Privacy | 1.96 | 1.14 | 2.64 | 1.40 | -.99, -.37 | -4.38** | 104.54 |
| Misuse | 3.50 | 1.27 | 3.95 | 1.38 | -.74, -.17 | -3.17* | 732 |
| Backfire | 2.89 | 1.10 | 3.34 | 1.26 | -.71, -.15 | -3.11* | 107.28 |
| NegImpact | 2.52 | 1.27 | 3.33 | 1.52 | -1.14, -.47 | -4.76** | 105.47 |
| Secrecy | 1.59 | .77 | 1.99 | .99 | -.61, -.17 | -3.62** | 103.46 |
| Denial | 1.80 | .86 | 2.43 | .91 | -.81, -.43 | -6.36** | 732 |
| Avoidance | 3.32 | .94 | 3.45 | .87 | -.33, .08 | -1.18 | 732 |
| Debilitating | 4.57 | .80 | 4.21 | .71 | -.81, -.43 | 4.0** | 732 |
| HS | 2.25 | .95 | 3.22 | 1.26 | -1.24, -.69 | -6.99** | 102.16 |
| BS | 2.86 | 1.05 | 2.83 | 1.02 | -.20, .26 | .25 | 732 |

*Note.* Support = Supporting women and gender equality, NegImpact = Negative impact on the workplaces, Avoidance = Avoidance of activities, Debilitating = Menstruation as a debilitating event, HS = Hostile Sexism, BS = Benevolent Sexism. All variables were scored on a 6-likert type scale, ranging from 1 (strongly disagree) to 6 (strongly agree).
*$p < .05$, **$p < .001$.

## 3.8. Hierarchical Regression Analysis for Attitudes Towards Menstrual Leave

In order to investigate the main research question of "How do menstrual attitudes, ambivalent sexism, and gender predict attitudes towards menstrual leave?" five separate three-step hierarchical regression analyses were conducted with five subscales of Attitudes Towards Menstrual Leave Scale (AMLS). In all analyses, gender was entered in the first step. In order to compute regression analysis with a categorical variable of gender, dummy coding was used. Secondly, four sub-factors of menstrual attitudes, which are "Secrecy," "Denial," "Menstruation as a debilitating event," and "Avoidance of activities," have entered the regression analysis. Lastly, in the third step, ambivalent sexism sub-factors, HS and BS, were entered into the

analysis. The criteria for including a variable as a control variable is determined as required by its significant correlation with the dependent variable at least .20. Since no demographic variable has correlated significantly at least .20 with each of the five sub-factors of the dependent variable, AMLS, these variables were not entered to the hierarchical regression analysis.

In the next sections, each hierarchical regression analyses for five sub-scales of AMLS are explained in detail.

### 3.8.1. The Role of Gender, Menstrual Attitudes, and Ambivalent Sexism on Supporting Women and Gender Equality Sub-Factor

In the first analysis, it was investigated whether gender, menstrual attitudes, and ambivalent sexism predict the sub-factor of "Supporting women and gender equality."

In the first step of hierarchical regression analysis, $R^2$ value of .08 revealed that participant's gender explained 8% of the variance on the dependent variable ($F$ (1, 732) = 65.05, $p$ <.001). Analysis showed that gender ($\beta$= -.28, t(732) = -8.06, p <.001) significantly and negatively predicted attitudes towards women and the gender equality sub-factor. This means that men are less likely to endorse attitudes in this sub-factor than women are.

In the second step, four sub-scales of menstrual attitudes were entered into the regression model, and these variables significantly increased predictive value over "Supporting women and gender equality". The $R^2$ value of .52 revealed that menstrual attitudes and gender together explained 52% of the variance in "Supporting women and gender equality" sub-factor ($\Delta R^2$ = .44, $F$ (4, 728) = 167.45, $p$ <.001). Findings revealed that gender was still predicted significantly and negatively, however, with less power ($\beta$ = -.12, $t$(728) = -4.53, $p$ <.001). When menstrual attitudes subscales were examined, it was seen that three of four sub-factors, except for "Avoidance of activities" ($\beta$ = .04, $p$ = .08), significantly predicted "Supporting women and gender equality". To elaborate, the most powerful predictor was the "Denial" sub-factor; it

negatively and significantly predicted the dependent variable ($\beta$ = -.40, $t(728)$ = -12.84, $p$ <.001). Also, "Secrecy" was found to be negatively and significantly predictive ($\beta$ = -.20, $t(728)$ = -6.72, $p$ <.001). Lastly, for MMAS sub-scales, "Menstruation as a debilitating event" was significantly and positively predicted "Supporting women and gender equality" ($\beta$ = .29, $t(728)$ = 10.03, $p$ <.001).

In final, the third step accounted for 54% of the variance in the dependent variable when BS and HS were added into the regression analysis ($R^2$ = .54, $\Delta R^2$ = .02, $F(2, 726)$ = 15.53, $p$ <.001). For ambivalent sexism sub-factors, HS significantly and negatively predicted supporting women and gender equality sub-factor ($\beta$ = -.22, $t(726)$ = -5.54, $p$ <.001). However, BS did not significantly predict the dependent variable ($\beta$ = .05, $p$ = .09). Also, as in step two, "Avoidance of activities" did not significantly predict the dependent variable ($\beta$= .05, p = .06). The remaining variables were found significant in predicting. Results revealed that gender ($\beta$ = -.07, $t(726)$ = -2.84, $p$ = .005), "Secrecy" ($\beta$ = -.15, $t(726)$ = -4.92, $p$ <.001), and "Denial" ($\beta$ = -.30, $t(726)$ = -8.31, $p$ <.001) negatively and significantly predicted supporting women and gender equality sub-factor. "Menstruation as a debilitating event" positively and significantly predicted the dependent variable and its power increased when ambivalent sexism entered into the model ($\beta$ = .32, $t(726)$ = 10.54, $p$ <.001). Analysis are summarized in Table 9.

### 3.8.2. The Role of Gender, Menstrual Attitudes, and Ambivalent Sexism on Misuse Sub-Factor

For the "Misuse" sub-factor same analysis was performed (see Table 10). The first model has explained 1% of the variance in the dependent variable ($R^2$= .01, $F(1, 732)$ = 10.08, $p$ = .002). In the analysis, gender was found to be significantly and positively predictive on "Misuse" sub-factor ($\beta$ = .11, $t(732)$ = 3.17, $p$ = .002).

In the second step, gender and menstrual attitudes explained 22% of the total variance together ($R^2$ = .22, $\Delta R^2$ = .21, $F(4, 728)$ = 50.98, $p$ <.001). In model 2, in contrast to

model 1, gender did not significantly predict "Misuse" ($\beta = .01$, $p = .66$). The findings indicated that "Secrecy" ($\beta = .09$, $t(728) = 2.405$, $p = .01$), and "Menstruation as a debilitating event" ($\beta = .09$, $t(728) = 2.57$, $p = .01$) sub-factors of menstrual attitudes significantly and positively predicted "Misuse". Among menstrual attitudes, the most powerful predictor was the "Denial" ($\beta = .44$, $t(728) = 11.14$, $p < .001$).

In the third step, by adding ambivalent sexism, variables were able to account for 27% of the variance on the dependent variable ($R^2 = .27$, $\Delta R^2 = .05$, $F (2, 726) = 24.990$, $p < .001$). However, in the final analysis, most of the variables were not found to be significantly predictive. Only "Denial" ($\beta = .27$, $t(726) = 6.03$, $p < .001$) and HS ($\beta = .34$, $t(726) = 6.82$, $p < .001$) were predicted "Misuse" significantly and positively.

**Table 9.** *The Regression Analysis for Supporting Women and Gender Equality*

| Variables | $\beta$ | $t$ |
|---|---|---|
| **Step 1** | | |
| *F change* $(1, 732) = 65.05^{***}$ $R^2 = .08$ | | |
| Gender | -.28 | -8.06*** |
| **Step 2** | | |
| *F change* $(4, 728) = 167.45^{***}$ $R^2 = .52$ $\Delta R^2 = .44$ | | |
| Gender | -.12 | -4.53*** |
| Denial | -.40 | -12.84*** |
| Secrecy | -.20 | -6.72*** |
| Avoidance | .04 | 1.70 |
| Debilitating | .29 | 10.03*** |
| **Step 3** | | |
| *F change* $(2, 726) = 15.53^{***}$ $R^2 = .54$ $\Delta R^2 = .02$ | | |
| Gender | -.07 | -2.84** |
| Denial | -.30 | -8.31*** |
| Secrecy | -.15 | -4.92*** |
| Avoidance | .05 | 1.90 |
| Debilitating | .32 | 10.54*** |
| HS | -.22 | -5.54*** |
| BS | .05 | 1.69 |

*Note*. Avoidance = Avoidance of activities, Debilitating = Menstruation as a debilitating event, HS = Hostile Sexism, BS = Benevolent Sexism.

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

### 3.8.3. The Role of Gender, Menstrual Attitudes, and Ambivalent Sexism on Privacy Sub-Factor

Hierarchical regression analysis with the exact steps was conducted for "Privacy" sub-factor. First step of analysis explained 3% of variance in dependent variable ($R^2 = .03$, $F$ (1, 732) = 26.422, $p$ <.001). Gender was revealed as a significant predictor and positively predicted "Privacy" ($\beta = .18$, $t$(732) = 5.14, $p$ <.001).

In step two, by adding menstrual attitudes, model explained 51% of the variance on the "Privacy" sub-factor (R2 = .51, $\Delta R^2 = .47$, $F$ (4, 728) = 177.91, $p$ <.001). As in the previous sub-factor of AMLS, gender lost its predictive significance in model two ($\beta = .05$, $p = .06$). And from menstrual attitudes, only "Denial" ($\beta = .14$, $t$(728) = 4.40, $p$ <.001) and "Secrecy" positively and significantly predicted dependent variable. Secrecy had higher power in explaining "Privacy" sub-factor ($\beta = .60$, $t$(728) = 19.49, $p$ <.001).

Third step was accounted for 51% of the variance in "Privacy" variable. There was an insignificant change in R2 value ($R^2 = .51$, $\Delta R^2 = .001$, $F$ (2, 726) = .65, $p = .51$). This result indicated that ambivalent sexism did not add meaningful variance in explaining dependent variable. Same with the second model, only "Secrecy" ($\beta = .58$, $t$(726) = 18.00, $p$ <.001) and "Denial" ($\beta = .11$, $t$(726) = 3.11, $p = .002$) were found to be significant predictors. However, their power slightly decreased when HS and BS were entered into the model. Analysis is summarized in Table 11.

### 3.8.4. The Role of Gender, Menstrual Attitudes, and Ambivalent Sexism on Backfire Sub-Factor

The same regression analysis was computed (see Table 12). In the first step of the fourth regression analysis, $R^2$ value of .016 revealed that gender explained only 1% of the variance in the "Backfire" sub-factor ($R^2 = .01$, $F$ (1, 732) = 11.90, $p < .001$). Gender was significantly and positively predicted dependent variable ($\beta = .12$, $t$(732) = 3.45, $p$ <.001).

**Table 10.** *The Regression Analysis for Misuse*

| Variables | β | t |
|---|---|---|
| **Step 1** | | |
| *F change* (1, 732) = 10.08** *R² = .01* | | |
| Gender | .11 | 3.17** |
| **Step 2** | | |
| *F change* (4, 728) = 50.98*** *R² = .22 ΔR² = .21* | | |
| Gender | .01 | .44 |
| Denial | .44 | 11.14*** |
| Secrecy | .09 | 2.40* |
| Avoidance | -.02 | -.71 |
| Debilitating | .09 | 2.57* |
| **Step 3** | | |
| *F change* (2, 726) = 24.99*** *R² = .27 ΔR² = .05* | | |
| Gender | -.04 | -1.40 |
| Denial | .27 | 6.03*** |
| Secrecy | .008 | 1.95 |
| Avoidance | -.03 | -1.04 |
| Debilitating | .02 | .76 |
| HS | .34 | 6.82*** |
| BS | -.03 | -.95 |

*Note*. Avoidance = Avoidance of activities, Debilitating = Menstruation as a debilitating event, HS = Hostile Sexism, BS = Benevolent Sexism.

*p* < .05. **p* < .01. ***p* < .001.

In the second step, the model explained 24% of the variance in the dependent variable (R2 = .24, Δ*R²* = .22, *F* (4, 728) = 54.972, *p* <.001). When added menstrual attitudes into the model, gender was found insignificant regarding predicting "Backfire" (β = .00, *p* = .90). Among menstrual attitudes, three variables such as "Secrecy" (β = .08, *t*(728) = 3.45, *p* = *.02*), "Menstruation as a debilitating event" (β = -.14, *t*(728) = -4.00, *p* <.001), and "Denial" (β = .37, *t*(728) = 3.45, *p* <.001) were revealed as significant predictors.

In step three, when BS and HS were entered into the model, it was seen that variables explained 26% of the total variance in the dependent variable (*R²* = .26, Δ*R²* = .01, *F* (2, 726) = 8.29, *p* <.001). Findings revealed that HS was positively correlated with "Backfire" variable (β = .19, *t*(726) = 3.814, *p* <.001). Also, BS significantly predicted the dependent variable (β = -.11, *t*(726) = -2.807 *p* = .005). Different from step two,

"Secrecy" lost its predictive power in the current step ($\beta = .05$, $p = .148$). Only "Denial" ($\beta = .31$, $t(726) = 6.741$, $p < .001$) and "Menstruation as a debilitating event" ($\beta = -.15$, $t(726) = -3.86$, $p < .001$) were significantly predicted "Backfire" sub-factor.

**Table 11.** *The Regression Analysis for Privacy*

| Variables | $\beta$ | $t$ |
|---|---|---|
| **Step 1** | | |
| *F change* $(1, 732) = 26.42^{***}$ $R^2 = .03$ | | |
| Gender | .18 | $5.14^{***}$ |
| **Step 2** | | |
| *F change* $(4, 728) = 177.91^{***}$ $R^2 = .51$ $\Delta R^2 = .47$ | | |
| Gender | .05 | 1.85 |
| Denial | .14 | $4.40^{***}$ |
| Secrecy | .60 | $19.49^{***}$ |
| Avoidance | .04 | 1.70 |
| Debilitating | -.05 | -1.7 |
| **Step 3** | | |
| *F change* $(2, 726) = .65$ $R^2 = .51$ $\Delta R^2 = .001$ | | |
| Gender | .04 | 1.56 |
| Denial | .11 | $3.11^{**}$ |
| Secrecy | .58 | $18.00^{***}$ |
| Avoidance | .04 | 1.62 |
| Debilitating | -.06 | -1.95 |
| HS | .03 | .91 |
| BS | .009 | .28 |

*Note*. Avoidance = Avoidance of activities, Debilitating = Menstruation as a debilitating event, HS = Hostile Sexism, BS = Benevolent Sexism.

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

### 3.8.5. The Role of Gender, Menstrual Attitudes, and Ambivalent Sexism on Negative Impact on Workplaces Sub-Factor

A final regression analysis was conducted for the "Negative Impact on the Workplaces" sub-factor. The first model was accounted for 3% of the total variance in the dependent variable ($R^2 = .03$, $F(1, 732) = 30.00$, $p < .001$). Analyses showed that gender significantly and positively predicted "Negative Impact on the Workplaces" sub-factor ($\beta = .19$, $t(732) = 5.47$, $p < .001$). Model 2 was accounted for 38% of the variance, when menstrual attitudes entered the analysis ($R^2 = .38$, $\Delta R^2 = .34$, $F(4, 728)$

= 102.03, $p$ <.001). As in the other several sub-factors, gender became insignificant in the step two ($\beta$ = .05, $p$ = .08). "Denial" sub-factor positively and significantly predicted the dependent variable and was the most powerful sub-factor from menstrual attitudes ($\beta$ = .48, $t(728)$ = 13.61, $p$ <.001). Another significant predictor was "Secrecy" sub-factor ($\beta$ = .15, $t(728)$ = 4.58, $p$ <.001). Neither "Menstruation as debilitating event" sub-factor nor the "Avoidance of activities" were significantly predicted.

**Table 12.** *The Regression Analysis for Backfire*

| Variables | $\beta$ | $t$ |
| --- | --- | --- |
| Step 1 | | |
| *F change* $(1, 732) = 11.90^{***}$ $R^2 = .016$ | | |
| Gender | .12 | $3.45^{***}$ |
| Step 2 | | |
| *F change* $(4, 728) = 54.972^{***}$ $R^2 = .24$ $\Delta R^2 = .22$ | | |
| Gender | .004 | .11 |
| Denial | .37 | $9.57^{***}$ |
| Secrecy | .08 | $2.25^{*}$ |
| Avoidance | .02 | .67 |
| Debilitating | -.14 | $-4.0^{***}$ |
| Step 3 | | |
| *F change* $(2, 726) = 8.29^{***}$ $R^2 = .26$ $\Delta R^2 = .01$ | | |
| Gender | -.03 | -1.10 |
| Denial | .31 | $6.74^{***}$ |
| Secrecy | .05 | 1.45 |
| Avoidance | .02 | .70 |
| Debilitating | -.15 | $-3.86^{***}$ |
| HS | .19 | $3.81^{***}$ |
| BS | -.11 | $-2.8^{**}$ |

*Note*. Avoidance = Avoidance of activities, Debilitating = Menstruation as a debilitating event, HS = Hostile Sexism, BS = Benevolent Sexism.

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

In the final step, model 3 was explained 40% of the variance in "Negative Impact on the Workplaces" sub-factor ($R^2$ = .40, $\Delta R^2$ = .02, $F(2, 726)$ = 12.71, $p$ <.001). Findings indicated that while HS significantly and positively predicted dependent variable ($\beta$ = .22, $t(726)$ = 4.89, $p$ <.001), BS did not significalty predict the "Negative Impact on the Workplaces". "Menstruation as debilitating event" sub-factor became significant in the third step and negatively predicted ($\beta$ = -.10, $t(726)$ = -2.96, $p$ = .003). The other

menstrual attitudes sub-factors were remained similar with the second step. "Denial" ($\beta = .37$, $t(726) = 9.06$, $p < .001$) and "Secrecy" ($\beta = .10$, $t(726) = 2.87$, $p = .004$) significantly and positively predicted. However, "Avoidance of activities" did not significantly predict the dependent variable. Analysis are presented in Table 13.

**Table 13.** *The Regression Analysis for Negative Impact on Workplaces*

| Variables | $\beta$ | $t$ |
|---|---|---|
| **Step 1** | | |
| *F change* $(1, 732) = 30.00^{***}$ $R^2 = .03$ | | |
| Gender | .19 | $5.47^{***}$ |
| **Step 2** | | |
| *F change* $(4, 728) = 102.03^{***}$ $R^2 = .38$ $\Delta R^2 = .34$ | | |
| Gender | .05 | 1.74 |
| Denial | .48 | $13.61^{***}$ |
| Secrecy | .15 | $4.58^{***}$ |
| Avoidance | .01 | .37 |
| Debilitating | -.06 | -1.88 |
| **Step 3** | | |
| *F change* $(2, 726) = 12.71^{***}$ $R^2 = .40$ $\Delta R^2 = .02$ | | |
| Gender | .01 | .36 |
| Denial | .37 | $9.06^{***}$ |
| Secrecy | .10 | $2.87^{**}$ |
| Avoidance | .005 | .16 |
| Debilitating | -.10 | $-2.96^{**}$ |
| HS | .22 | $4.89^{***}$ |
| BS | -.02 | -.78 |

*Note*. Avoidance = Avoidance of activities, Debilitating = Menstruation as a debilitating event, HS = Hostile Sexism, BS = Benevolent Sexism.

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

## 3.9. Hierarchical Regression Analysis for Menstrual Attitudes

To explore the research question of "What are the relationships between HS, BS, menstrual attitudes, and gender?" for each sub-factor of MMAS, four separate two-step hierarchical regression analyses were conducted. In the first step, gender was entered into the analysis. Since it is a categorical variable, dummy coding was executed to perform regression analysis. In the second step, ambivalent sexism sub-

factors, HS and BS were entered to the regression analysis. The criterion for including demographic variables in the analysis was set as a correlation of .20 or higher with the dependent variable. Since no variables were correlated with each sub-factor of MMAS with .20 or higher, none of them were included in the analysis as control variables.

Hierarchical regression analyses for each sub-factor of MMAS, which are "Secrecy," "Denial," "Menstruation as a debilitating event," and "Avoidance of activities," are elaborated in the next sections.

### 3.9.1. The Role of Gender and Ambivalent Sexism on Secrecy Sub-Factor

In the first hierarchical regression analysis, the predictive power of gender, HS, and BS on the "Secrecy" sub-factor was examined (see Table 14). The first step explained 2% of the variance in the dependent variable ($R^2$= .02, $F$ (1, 732) = 18.92, $p$ <.001). Analysis revealed that gender ($\beta$= .15, t(732) = 4.35, p <.001) significantly and positively predicted menstrual attitudes of "Secrecy." This indicates that compared to women, men are more likely to endorse attitudes in "Secrecy" sub-factor.

In the second step, when HS and BS were added to the analysis, predictor variables explained 29% of the variance in the "Secrecy" sub-factor with the $R^2$ value of .29 ($\Delta R^2$ = .27, $F$ (2, 730) = 142.26, $p$ <.001). Findings revealed that, in contrast to step 1, gender did not significantly predict the dependent variable ($\beta$ = .004, $p$ = .89). Among ambivalent sexism sub-factors, only HS significantly and positively predicted this sub-factor ($\beta$= .50, t(730) = 12.77, p <.001). BS did not significantly predict the "Secrecy" ($\beta$ = .06, $p$ = .09).

### 3.9.2. The Role of Gender and Ambivalent Sexism on Denial Sub-Factor

Hierarchical regression analysis with the same steps was conducted for "Denial" sub-factor (see Table 15). First step explained 5% of variance in dependent variable ($R^2$ = .05, $F$ (1, 732) = 40.50, $p$ <.001). Findings showed that gender significantly and

positively predicted menstrual attitudes of "Denial" ($\beta$= .22, t(732) = 6.36,  p <.001). This means that men are more prone to hold attitudes of "Denial" compared to women.

In the second step, variables accounted for 40% of the variance in the dependent variable ($R^2$ = .40, $\Delta R^2$ = .35, $F$ (2, 730) = 214.87, $p$ <.001). Analyses revealed that similar to the "Secrecy" sub-factor, gender lost its predictive power in this step when HS and BS were included ($\beta$ = .03,  $p$ = .30). While HS significantly and positively predicted the dependent variable ($\beta$= .64, t(730) = 17.49,  p <.001), BS revealed as an insignificant variable ($\beta$ = -.40,  $p$ = .25).

**Table 14.** *The Regression Analysis for Secrecy*

| Variables | $\beta$ | $t$ |
|---|---|---|
| Step 1 | | |
| *F change* (1, 732) = 18.92*** $R^2$ = .02 | | |
|    Gender | .15 | 4.35*** |
| Step 2 | | |
| *F change* (2, 730) = 142.26*** $R^2$ = .29 $\Delta R^2$ = .27 | | |
|    Gender | .004 | .132 |
|    HS | .50 | 12.77*** |
|    BS | .06 | 1.67 |

*Note*. HS = Hostile Sexism, BS = Benevolent Sexism.

*p* < .05. **p* < .01. ***p* < .001.

### 3.9.3. The Role of Gender and Ambivalent Sexism on Menstruation as a Debilitating Event Sub-Factor

For the "Menstruation as a debilitating event" sub-factor, the exact analysis was conducted (see Table 16). In the first step, $R^2$ value of .02 revealed that gender explained 2% of the variance in the dependent variable ($F$ (1, 732) = 16.12, $p$ <.001). Gender negatively and significantly predicted viewing "Menstruation as a debilitating event" ($\beta$= -.14, t(732) = -4.015,  p <.001). This indicates that women are more likely to endorse attitudes on this sub-factor than men.

In the second step, gender, HS, and BS together explained 9% of the total variance in the dependent variable ($R^2 = .09$, $\Delta R^2 = .07$, $F(2, 730) = 29.37$, $p < .001$). All variables were revealed as significant predictors. As in step 1, gender significantly and negatively predicted the dependent variable ($\beta = -.10$, $t(730) = -2.74$, $p < .01$). While BS positively and significantly predicted ($\beta = .32$, $t(730) = 7.47$, $p < .001$), HS negatively and significantly predicted this sub-factor ($\beta = -.13$, $t(730) = -2.89$, $p < .01$).

**Table 15.** *The Regression Analysis for Denial*

| Variables | β | t |
|---|---|---|
| Step 1 | | |
| *F change* (1, 732) = 40.50*** *R²* = .05 | | |
| Gender | .22 | 6.36*** |
| Step 2 | | |
| *F change* (2, 730) = 214.87*** *R²* = .40 ΔR² = .35 | | |
| Gender | .03 | 1.03 |
| HS | .64 | 17.49*** |
| BS | -.40 | -1.14 |

*Note.* HS = Hostile Sexism, BS = Benevolent Sexism.

*p < .05. **p < .01. ***p < .001.

**Table 16.** *The Regression Analysis for Menstruation as a Debilitating Event*

| Variables | β | t |
|---|---|---|
| Step 1 | | |
| *F change* (1, 732) = 16.12*** *R²* = .02 | | |
| Gender | -.14 | -4.015*** |
| Step 2 | | |
| *F change* (2, 730) = 29.37*** *R²* = .09 ΔR² = .07 | | |
| Gender | -.10 | -2.74** |
| HS | -.13 | -2.89** |
| BS | .32 | 7.47*** |

*Note.* HS = Hostile Sexism, BS = Benevolent Sexism.

*p < .05. **p < .01. ***p < .001.

### 3.9.4. The Role of Gender and Ambivalent Sexism on Avoidance of Activities Sub-Factor

The last hierarchical regression analysis was conducted for the "Avoidance of activities" sub-factor of menstrual attitudes (see Table 17). In the first step, gender did not significantly predict the dependent variable; thus, the first model was revealed as non-significant in explaining any variance ($R^2 = .002$, $F (1, 732) = 1.39$, $p = .23$).

The second step accounted for 9% variance in the "Avoidance of activities" ($R^2 = .06$, $\Delta R^2 = .06$, $F (2, 730) = 25.24$, $p < .001$). Findings revealed that both HS ($\beta = .09$, t(730) = 2.10, p < .05) and BS ($\beta = .19$, t(730) = 4.34, p < .001) significantly and positively predicted the dependent variable. This means that both of the ambivalent sexism sub-factors predicted this sub-factor; however, BS has more predictive power than HS. Also, gender was continued to be a non-significant variable ($\beta = .01$, $p = .67$).

**Table 17.** *The Regression Analysis for Avoidance of Activities*

| Variables | β | t |
|---|---|---|
| **Step 1** | | |
| *F change* (1, 732) = 1.39 *R² =* .002 | | |
| Gender | .04 | 1.18 |
| **Step 2** | | |
| *F change* (2, 730) = 25.24*** *R² =* .06 *ΔR² =* .06 | | |
| Gender | .01 | .41 |
| HS | .09 | 2.10* |
| BS | .19 | 4.34*** |

*Note*. HS = Hostile Sexism, BS = Benevolent Sexism.

*p* < .05. **p* < .01. ***p* < .001

# CHAPTER 4

# DISCUSSION

The purpose of the current thesis was to explore attitudes towards menstrual leave in Turkey and examine their relationships with menstrual attitudes, HS, BS, and gender. Also, since literature is scarce in Turkey regarding relationships between ambivalent sexism and menstrual attitudes, it was aimed to examine relationships between menstrual attitudes and BS and HS. To elaborate, three research questions led to the current study: "What are the attitudes towards menstrual leave in Turkey?", "How do menstrual attitudes, HS, BS, and gender predict attitudes towards menstrual leave?" and lastly, "What are the relationships between HS, BS, and menstrual attitudes?". Firstly, to answer the first question, the Attitudes Towards Menstrual Leave Scale (AMLS) was developed within the current study. Before testing the remaining research questions, factor analyses were computed for the newly developed instrument AMLS to explore the attitude themes towards menstrual leave. Then, in light of the research questions, to reveal relationships between the study and demographic variables, Pearson and Spearman Rank-Order correlation analyses were conducted. After that, an independent samples t-test was computed to reveal gender differences in the main variables. Then, to explore relationships between HS, BS, and menstrual attitudes more deeper hierarchical regression analysis was conducted. Lastly, another hierarchical regression analysis was performed to explore how menstrual attitudes, gender, BS, and HS predict different attitudes towards menstrual leave.

The current chapter will discuss the results of several analyses in light of the current literature. Firstly, the factor structure, reliability, and validity of AMLS will be discussed. Then, findings on relationships between the main variables and their relationships with demographics will be summarized. Secondly, gender differences in

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the main study variables will be elaborated. Then, results regarding hierarchical regression analyses will be discussed. This is followed by the importance and possible contributions of the current study. Lastly, limitations and suggestions for future research will be addressed.

## 4.1. Attitudes Towards Menstrual Leave Scale (AMLS)

One of the main purposes of the current thesis was to develop a new instrument to measure attitudes towards menstrual leave since there aren't any scales in the literature regarding this subject. Firstly, item-pool have been created meticulously based on the literature on menstrual leave (e.g., Barnack-Tavlaris et al., 2019; Levitt & Barnack-Tavlaris, 2020). Then, exploratory factor analysis was computed with a 47-item pool, and the final construction of the scale resulted in a 5-factor solution with 23 items. Different sub-factors revealed differentiated attitudes regarding opposing or supporting menstrual leave. To elaborate, four of the five sub-factors, which are "Misuse," "Privacy," "Backfire," and "Negative impact on the workplaces," indicated negative attitudes towards menstrual leave due to different reasons. One sub-factor, which is "Supporting women and gender equality," indicated positive attitudes towards the menstrual leave policy. When the literature was examined, consistent with the current factor structure, it was seen that people can hold negative attitudes based on several reasons, while they can support this leave based on only a few reasons, such as to support gender equality or to support women's well-being (e.g., Barnack-Tavlaris et al., 2019).

The one positive sub-factor of "Supporting women and gender equality" was about supporting the policy because of thinking that it both benefits women's physical and psychological health and productivity at work and positively impacts gender equality. A similar theme was also explored in Barnack-Tavlaris et al.'s (2019) qualitative research with the name "Supporting women and women in the workplace." Same with the current research, this theme has revealed positive attitudes towards menstrual leave with the belief that this leave would help lots of menstruators and ensure a workplace where women's different needs are respected.

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From negative sub-factors, "Misuse" indicated opposing the menstrual leave policy because of the belief that it can be exploited by women. Another sub-factor, "Negative impact on the workplaces," included beliefs that menstrual leave would have adverse effects on workplace productivity by decreasing the available labor force each month. It also included concerns about increased workload on the other co-workers. The same reasons for opposing the policy have been revealed in the theme of "Concerns about the effects on the workplace" in Barnack-Tavlaris et al.'s study (2019). This theme covered the sub-factors of "Misuse" and "Negative impact on the workplaces," while these emerged as two separate sub-factors in the current study. This finding may have stemmed from the differences in the analysis between the current study and Barnack-Tavlaris et al.'s (2019) qualitative research. In other words, since these researchers have conducted a qualitative thematic analysis, they may have grouped these two themes as similar with a subjective point of view. However, in the current research, as a quantitative method, factor analysis has divided these two sub-factors separately.

Another sub-factor, "Backfire," indicated people's concerns regarding the possible negative impacts of the leave on women, such as increased stigmatization of women as weak, decreased employment rates, and lower wages compared to men. This theme has also emerged in the study of Barnack-Tavlaris et al. (2019) as "This policy would make women look bad". In the current research, "Privacy" was revealed as another sub-factor, while it was categorized on the same theme as "Backfire" in Barnack-Tavlaris et al.'s (2019) research. The fact that it has been revealed as a separate factor in the current research shows us the concerns regarding menstrual leave would disclose women's privacy to anyone at work may be much more robust in Turkey compared to the American sample.

In addition, different from Barnack-Tavlaris et al.'s (2019) study, in the current scale, a sub-factor for the belief that "menstrual leave would be unfair to men" was not seen, even though there were several items regarding this theme in the item pool. However, when social media is analyzed, it can be observed that this attitude is also prevalent in Turkey. Also, the theme of "Just deal with it" indicates people's attitudes regarding the unnecessity of menstrual leave have not been revealed as a sub-factor. The reason for both may be that the majority of participants are women in the current thesis. In

other words, since these attitudes are endorsed primarily by men, they could not have been observed in the current thesis due to insufficient sampling.

To conclude, as a significant contribution to the literature, the current thesis provided a reliable and valid scale to measure different attitudes towards menstrual leave. Even though the resulting scale has high internal consistency ($\alpha$ = .93, .88, .87, .84, .90) and good content validity since it was comprehensive enough to cover the different attitudes towards menstrual leave that emerged in the literature (e.g., Barnack-Tavlaris et al., 2019), further studies should also test its' validity and reliability. Because, since this is the first quantitative study to understand attitudes towards menstrual leave empirically, some validity analyses, such as construct validity, could not be computed due to the lack of empirical relationships between variables in the literature. Also, because of the time limitations, test-retest analysis could not be performed. Thus, it can be concluded that to improve the scale's reliability and validity, some further analysis is needed.

## 4.2. Relationships between Main Study Variables

The findings obtained from Pearson correlation analysis revealed several significant relationships within the main study variables. To begin with different attitudes towards menstrual leave, it is seen that the "Supporting women and gender equality" sub-factor was negatively correlated with other four sub-factors: "Misuse," "Backfire," "Negative impact on the workplaces," and "Privacy." Indicating that if one person holds positive attitudes towards menstrual leave since they believe this leave supports women and gender equality, it is less likely for that person to endorse any of these negative attitudes towards menstrual leave. To elaborate, this person would be less likely to believe that menstrual leave could have negative effects on both women (Backfire) and workplaces (Negative impact on the workplaces), could be abused by the women who do not need to use menstrual leave (Misuse) and this leave could violate the norm of secrecy regarding menstruation (Privacy). Even though the current study is the first quantitative study examining attitudes towards menstrual leave, the qualitative study by Barnack-Tavlaris et al. (2019) has revealed that people generally

hold several attitudes together rather than uniform attitudes. However, in the current research, it is seen that people are more prone to hold negative or positive attitudes uniformly.

When relationships between negative sub-factors were examined, it was seen that all four sub-factors positively correlated with each other. This indicates that people who do not support the menstrual leave policy with one negative attitude would be more likely to hold another negative attitude, too. In the current sample, it can be concluded that opponents generally had a few reasons not to support menstrual leave rather than one substantial reason.

Regarding relationships between ambivalent sexism and attitudes towards menstrual leave, results revealed that both HS and BS negatively correlated with positive attitudes towards menstrual leave. In line with the prior researchers' assumptions (e.g., Barnack-Tavlaris et al., 2019; Levitt & Barnack-Tavlaris, 2020), current research has explored that people who hold hostile sexist attitudes are more likely to oppose the menstrual leave policy. However, while it can be expected that BS would be positively related to supporting menstrual leave due to the motivations of male chivalry who wants to protect "fragile" women, a negative relationship was found. Participant's evaluations of female-subtype of women who use menstrual leave as non-traditional rather than traditional may have moderated this relationship. In other words, in our country, since menstrual leave is often framed as a feminist movement (Denizaltı, 2022; Oyunbozan, 2023), respondents in the current study may perceive the women who benefit from menstrual leave as feminists instead of traditional women who need the protection of benevolent sexists. In contrast, this negative relationship between BS and the "Supporting women and gender equality" sub-factor could be interpreted as evidence of traditionality in BS. To elaborate, people who are high in BS may not support this policy not because they evaluate it as feminist, but because they think that women should not be at work life at the first place. They might view negatively a woman who prefers to work but chooses not to because of menstruation, as they believe women should stay at home and focus on being mothers.

In addition, both BS and HS were positively correlated with four negative sub-factors of attitudes towards menstrual leave. In these relationships, HS had greater correlations with sub-factors than BS, indicating that hostile sexist motives may be slightly more related to endorsing negative attitudes towards menstrual leave.

When correlations between menstrual attitudes sub-factors were examined, it was found that people who evaluate menstruation as something that should be kept secret (Secrecy sub-factor) were also more likely to believe that women are exaggerating menstrual symptoms (Denial sub-factor) and women should avoid certain activities while menstruating (Avoidance of activities sub-factor). Marván et al. (2006) also found that thinking that menstruation should be hidden was related to believing some activities should be limited during menstruation. Additionally, in the current thesis, people who view menstruation as a debilitating situation for women were found to be less prone to endorsing attitudes regarding denying menstrual symptoms and also more likely to believe that some activities should not be executed when menstruating. These people also supported the menstrual leave policy more. This finding is important since it clearly shows the motivations of a supporter.

Results also showed that people who endorse secrecy of menstruation and denial of menstrual symptoms were less likely to support the menstrual leave policy. Since menstrual leave challenges the secrecy norm by publicly exposing women's menstruation days in the workplace, it was expected to create an aversion to menstrual leave, according to the literature (Levitt & Barnack-Tavlaris, 2020). The negative relationship between denial of menstrual symptoms and supporting menstrual leave is also can be viewed as consistent with the literature. In Barnack-Tavlaris et al. (2019) research, a theme called "Just deal with it" represented the opponent's beliefs that evaluate menstrual leave as unnecessary because they believe that women are overrating menstrual symptoms. Since this sub-theme was highly similar to the "Denial" sub-factor of menstrual attitudes, it can be expected not to support menstrual leave if a person denies menstrual symptoms.

The relationships between menstrual attitudes and BS and HS were also examined to answer one of the main research questions. Results indicated that people who endorse

hostile sexist beliefs were also more prone to believe that menstruation should not be discussed openly in public (Secrecy sub-factor) and that menstrual symptoms are overstated by women (Denial sub-factor). BS was also found to be related to these two sub-factors of secrecy and denial positively, but there was a weaker relationship when compared to HS. Marván et al. (2013) have also found that hostile sexist attitudes are related to endorsing secrecy. As HS tries to control women by dominative paternalism, this finding of hostile sexists would be more prone to hold attitudes of secrecy towards menstruation can be expected. For the denial sub-factor, perhaps since hostile sexist people distrust women, it can also be expected from them to support the idea that women are exaggerating the symptoms that do not exist.

Additionally, both HS and BS had weak relations with the "Avoidance of activities" sub-factor. The female sub-type variable mentioned above may also have played a moderating role in the relationship between BS and this sub-factor. To elaborate, since people may perceive women who take advantage of this policy as deviant rather than traditional, they did not endorse stronger benevolent sexist attitudes towards these women to protect them.

In addition, people who hold benevolent sexist attitudes were more likely to endorse attitudes of viewing menstruation as a debilitating event as consistent with Eyring et al.'s (2023) findings, while hostile sexist people did not endorse this menstrual attitude since they have denied the severity of menstrual symptoms. In light of the literature, since BS is framing women as weak and needing protection, it can be expected that high levels of BS would be related to believing that women are devastated by the effects of menstruation and get weaker when menstruating.

Lastly, consistent with the literature, HS, and BS were positively correlated. This finding has supported earlier research, which shows people often hold benevolent sexist and hostile sexist attitudes at the same time (Glick et al., 2000; Sibley & Becker, 2012).

## 4.3. Relationships between Main Study Variables and Demographics

The correlation analyses among the main study variables and demographics showed that older people were less likely to support the menstrual leave policy. This is because even though the menstrual leave policy has begun to implement a long time ago, it become popular in recent years. So it can be expected that young generations will support this leave open-mindedly.

Having prior knowledge regarding menstrual leave before participating in the current study was found to be positively correlated with supporting the policy. Also, increases in knowledge levels were significantly related to several menstrual leave sub-factors. To elaborate, when participants' knowledge levels increased from the "just heard of this leave" to the "researched it in detail" level, their support towards the policy also increased. Higher knowledge levels were negatively correlated with endorsing attitudes of "Misuse," "Privacy," and "Negative impact on the workplaces." This means that, when people learn about the menstrual leave policy, they also more likely to endorse positive attitudes towards it. This finding seems critical since it shows us the power of knowledge in promoting menstrual leave as a positive benefit for people.

Also, despite a weak correlation, it was seen that people supported menstrual leave more when income decreased. This was an unexpected finding since most menstrual leave policies in Turkey have been offered only white-collar jobs rather than blue-collar sectors. Hence, it can be expected that when someone's income increases, their support will also increase in this context. However, the negative relationship between income and support may reveal the bad working conditions of low-income workers that challenge them when menstruating more than white-collar workers. Throughout history, when the roots of this policy have been traced, it has always benefited the working class due to insufficient work conditions (e.g., Dan, 1986; King, 2021). This finding in the current thesis also supports that blue-collar workers may need this policy more than white-collar jobs, which have generally good working conditions. So, instead of presenting the menstrual leave policy as a "fancy" benefit in the private sector's competitive environment as many companies do in Turkey, discussions and implications on blue-collar job sectors should also become widespread.

**4.4. Findings on Gender Differences Among Main Study Variables**

In terms of gender differences, results indicated that women supported the menstrual leave policy more than men. Also, men were found to obtain higher scores on four negative sub-factors of AMLS, indicating that men endorsed negative attitudes towards menstrual leave more than women. This finding is essential since it is the first attempt to explore gender differences regarding supporting menstrual leave empirically in the literature. This is also consistent with Barnack-Tavlaris et al.'s (2019) study; even if they did not measure gender differences on supporting quantitatively, qualitative responses revealed that most of the participants expected that men would react to this leave negatively more than women. In addition, affirmative action literature could also support this finding if we categorize menstrual leave policy as an affirmative action to increase women's representation in work life. Similar to the current findings, it is revealed that women endorse affirmative action greater compared to men since men benefit from the status quo (Crosby et al., 2006).

In the current research, men had negative attitudes towards menstruation more than women. They have denied the reality of menstrual symptoms and had higher scores on the "Secrecy" sub-factor than women. Evidence of the gender differences in these two menstrual attitudes is mixed in the literature. While in some research, it was observed that men obtained higher scores on the "Secrecy" and "Denial" sub-factors compared to women (e.g., Chang et al., 2011; Marván et al., 2005; Wong et al., 2013), the exact opposite of this finding has been revealed in other studies (Eyring et al., 2023). For example, Mexican and Chinese men were found to be more likely to endorse secrecy sub-factor more than women (Chang et al., 2011; Marván et al., 2005; Wong et al., 2013), while American women endorsed secrecy more compared to men (Eyring et al., 2023). Individualist and collectivist cultures may have cultural differences regarding endorsing secrecy. For the "Denial" sub-factor, some research has explored that women denied menstruation effects more (Brooks-Gunn & Ruble, 1980; 1986), while others asserted that men denied more (Eyring et al., 2023). In the current research, the order of asking questions may have impacted men's greater endorsement of denial of menstrual symptoms after answering questions about menstrual leave. To

be consistent, the men who did not support menstrual leave may also be denied the reality of menstrual symptoms strongly.

Also, gender differences have been identified for "Menstruation as a debilitating event" sub-factor. Women had higher scores compared to men, which means that women evaluated menstruation as something that is a disabling event for them more when compared to men. This finding was contradictory to the current literature; in other studies, it was found that men endorsed the conceptualization of menstruation as a discomforting situation more than women (Brooks-Gunn & Ruble, 1980; 1986; Chrisler, 1989; Eyring et al., 2023; Marván et al., 2005). The reason behind the contradictory finding in the current thesis could be the order of measurements again. To elaborate, answering questions about the necessity of menstrual leave, women may be led to think their struggles are related to menstruation. As a result, they may obtain higher scores on the "Menstruation as a debilitating event" sub-factor more than men.

For HS, results showed that men endorsed hostile sexist attitudes more than women, as consistent with the body of literature (e.g., Bareket & Fiske, 2023; Glick & Fiske, 1996; Sakallı-Uğurlu & Glick, 2003). However, gender differences were not revealed for BS. Women scored slightly higher than men, but this difference was not significant. Regarding gender differences in BS, the evidence in the literature is mixed. Some research suggests that BS operates both in men and women regardless of gender difference, as in the current thesis (Bareket & Fiske, 2023), some other research showed that sometimes men endorsed greater BS compared to women (e.g., Glick & Fiske, 1996) and sometimes women had obtained greater scores on BS (e.g., Glick et al., 2000; Sakallı-Uğurlu & Glick, 2003).

## 4.5. Findings on Hierarchical Regression Analyses for Attitudes Towards Menstrual Leave

The predictive power of gender, menstrual attitudes, HS, and BS on different attitudes towards menstrual leave was examined through hierarchical regression analyses. To begin with, results showed that for all five sub-factors of attitudes towards menstrual leave, the strongest predictor was menstrual attitudes among independent variables, as

this variable accounted for the largest variance on the dependent variable and since its' three of four sub-factors were found to be significant predictors. This reveals to us that the subject of attitudes towards menstrual leave is inherently intertwined with participants' menstrual attitudes. To summarize, in general, menstrual attitudes sub-factors of "Denial," "Secrecy," and "Menstruation as a debilitating event" and HS were found to be significant predictors. The "Avoidance of activities" sub-factor did not significantly predict any attitudes towards menstrual leave. From ambivalent sexism sub-factors, while HS has been revealed as a significant predictor for four of the five sub-factors of attitudes towards menstrual leave, BS was found to be related with only the "Backfire" sub-factor. Lastly, gender was a predictive factor for only the "Supporting women and gender equality" sub-factor.

When the predictors behind "Supporting women and gender equality" were examined, it was seen that being men, denying menstrual symptoms, endorsing secrecy, and holding hostile sexist attitudes were negatively predicted supporting menstrual leave. These people have less supported the idea that this leave would benefit the psychological and physical health of women and support gender equality. These exploratory findings are plausible. If people deny the symptoms since they do not believe that menstruation affects women in several aspects, think that menstruation should be hidden rather than known by anyone, and hold hostile sexist beliefs that disparage women, it can be expected that the support for this policy would also be less. On the contrary, viewing menstruation as a debilitating experience was found to be positively related to endorsing positive attitudes towards menstrual leave. It is also reasonable that if one person thinks that women are having difficulties when they are menstruating, they can be more likely to support this policy to enable women's recovery. However, it can also be expected that BS would positively predict since it includes attitudes regarding protecting women. As mentioned earlier, the evaluation of female sub-types of using menstrual leave as untraditional could have a moderating role in this relationship.

For the "Misuse" sub-factor that indicates people's concerns regarding the reliability of the policy, it was found that those who endorsed hostile sexist attitudes and denied the reality of menstrual symptoms by thinking women are complaining more than they

feel, also endorsed attitudes regarding "Misuse". Since HS involves concerns about being deceived by women (Glick & Fiske, 1996), it is reasonable that hostile sexist people would also think that women will take undeserved advantage of this leave by using it even when they do not menstruate.

Another sub-factor, "Privacy," refers to the people's negative attitudes towards the menstrual leave since they worried that this leave would violate women's privacy by exposing their period days to many people in the workplace when they took this leave. In the result of regression analyses, it was found that both denying menstrual symptoms and believing that menstruation should be concealed were positively predicted endorsing attitudes of "Privacy". Since the concealment norm around menstruation is rigid and widespread (Johnston-Robledo & Chrisler, 2013), addressing this norm seems crucial to increase support in menstrual leave.

For the fourth sub-factor, "Backfire," denying the reality of menstrual symptoms and, surprisingly, hostile sexist attitudes positively predicted endorsing this sub-factor, while viewing menstruation as a debilitating event and BS negatively predicted. Since this sub-factor indicates negative attitudes towards menstrual leave due to the concern that this policy would negatively affect women in the workplace rather than positively, it cannot be expected to be related to HS. However, current research has revealed a positive relationship between HS and "Backfire". Perhaps this finding could suggest that hostile sexists use the arguments of concerns regarding women as an excuse not to support menstrual leave.

At last, the "Negative impact on the workplaces" sub-factor was investigated. It was found that people who denied the severity of symptoms regarding menstruation endorsed HS and believed that women should hide menstruation were also believed that this policy would negatively influence the workplace by creating an unequal workload for women's colleagues and decreasing productivity. On the other hand, evaluating menstruation as a paralyzing event for women was found to be negatively predicted. It might be concluded that if one person thinks that women are struggling when they are menstruating, they support the menstrual leave policy regardless of its possible adverse effects on women and workplaces.

**4.6. Findings on Hierarchical Regression Analyses for Attitudes Towards Menstruation**

To examine the predictive power of gender, HS, and BS on different menstrual attitudes, hierarchical regression analyses were conducted. As a result, to summarize, HS and BS were found to be a stronger predictor for all four sub-factors of menstrual attitudes than the variable of gender. Indeed, gender was revealed as a significant predictor only in the "Menstruation as a debilitating event" sub-factor.

For the "Secrecy" sub-factor of menstrual attitudes, which indicates people's beliefs regarding menstruation as something that should be kept secret, among predictors of gender, HS, and BS, only HS was revealed as a significant predictor. Consistent with the literature (Eyring et al., 2023; Marván et al., 2013), HS positively and significantly predicted the "Secrecy". Some researchers interpret this finding as evidence for the nature of HS that disparages feminity (Marván et al., 2013). Also, as discussed earlier, this could stem from the dominative paternalistic motives (Glick & Fiske, 1996) that try to control women, which are rooted in HS.

For the "Denial" sub-factor, which refers to the beliefs that menstrual symptoms are overrated by women, the regression analysis revealed HS as a significant predictor. In line with the literature (Eyring et al., 2023), endorsing HS predicted also holding the menstrual attitude of "Denial". As mentioned earlier when discussing correlation findings, this result may be due to the distrust of women that inherited in HS (Glick & Fiske, 1996).

For the "Menstruation as a debilitating event" sub-factor, all variables are revealed as significant predictors. To begin with, gender was negatively and significantly predicted this menstrual attitude. This means that women are more likely to endorse attitudes on this sub-factor than men. This finding is inconsistent with the literature, which reveals men's greater endorsement of this menstrual attitude (e.g., Brooks-Gunn & Ruble, 1980; 1986; Chrisler, 1989; Eyring et al., 2023). Due to the nature of current research, women may have been led to think about their unpleasant experiences related

to menstruation. As a result of priming these experiences, women may have evaluated menstruation as a more debilitating event than men. In addition to gender, ambivalent sexism sub-factors also significantly predicted the "Menstruation as a debilitating event" sub-factor. Consistent with the literature (Eyring et al., 2023), HS negatively and BS positively predicted endorsement of this menstrual attitude. Since people high in HS endorse "Denial," it is reasonable for a person who denies the reality of menstrual symptoms not to think that menstruation is a debilitating, disrupting event for women. Also, since BS endorses attitudes regarding protecting women, it can be expected that it also would be related to believing that women get weaker when they are menstruating, as in the "Menstruation as a debilitating event" sub-factor.

Lastly, for the "Avoidance of activities" sub-factor, results revealed that both HS and BS predicted significantly and positively. However, the most powerful predictor was BS. Literature is mixed regarding these associations; while in some research, both HS and BS were found to be significant predictors (Eyring et al., 2023), in other only BS has been found to be positively related to the "Avoidance of activities" sub-factor (Marván et al., 2013). Even though HS and BS endorse the same menstrual attitude, their motives behind it could be different. While HS could be related to endorsing "Avoidance of activities" with the motivation of constricting women, BS could be related to endorsing the same attitude with the motivation of protecting women.

To conclude, the current thesis revealed that the main variables, which are ambivalent sexism, menstrual attitudes, and attitudes towards menstrual leave, are closely intertwined with each other. To summarize these associations, it can be seen that ambivalent sexism sub-factors HS and BS predicted menstrual attitudes and most of the menstrual attitudes predicted attitudes towards menstrual leave.

**4.7. Importance and Possible Contributions of the Study**

The current thesis makes a significant contribution to the social psychology literature by exploring attitudes towards menstrual leave empirically in Turkey. To the best of our knowledge, this is the first quantitative study that examined people's attitudes

comprehensively on this subject. Moreover, by exploring the impact of menstrual attitudes and ambivlent sexism, the current thesis provides promising insights in regard to show complexities of attitudes towards menstrual leave. As a pioneering study in the literature, it is hoped that this work will guide the proliferation of related research and will build awareness regarding menstruation studies in the social psychology field. According to the menstruation researcher Bobel (2020), while menstruation is "as old as humanity itself," there is still a critical knowledge gap on this subject in the literature (p. 1). So, the current thesis could be evaluated as a small but valuable attempt to enrich the literature on menstruation.

Menstrual leave could benefit health of many women. However, in the field, it is seen that promoting menstrual leave solely is not enough for implications. The current thesis shows that for an operable menstrual leave policy, menstrual attitudes should first be addressed. Especially, the ''Denial'' and ''Secrecy'' sub-factors were found to be predictor of many negative attitudes towards menstrual leave. To change attitudes towards menstrual leave, these attitudes should be challenged through interventions.

As another strength of the study, while most psychology studies suffer from a generalizability problem due to recruiting only students, it can be concluded that the current study provides more generalizable results by covering both students and working populations in similar proportions.

In addition to these possible contributions, the current study also has some practical implications. To measure attitudes towards menstrual leave, the Attitudes Towards Menstrual Leave Scale was developed specifically for the current study. It is hoped that, with this scale, further researchers could have the opportunity to gain insights into this notion. It is also hoped that this scale could be helpful beyond academia in the fields of human resources and industrial psychology. In addition, a newly developed scale regarding menstrual attitudes, the Modified Menstrual Attitudes Scale (Eyring et al., 2023), was also adapted to Turkish within the current study. Since this scale is the most current measurement for menstrual attitudes, the current thesis made a significant contribution to the Turkish literature by adapting this scale.

**4.8. Limitations and Future Suggestions**

Along with the possible contributions and importance of the study, several limitations exist. Firstly, the sample size of female and male participants in the current study differed significantly by the numbers of 645 and 86, respectively. Since gender was one of the main variables in the data screening process, it was decided to keep male participants' data in the study as planned rather than eliminate this group. However, unequal sample sizes could create issues related to statistical power. The lower number group, males in the current research, may have less statistical power and may be more prone to type-II errors (Cohen, 1988). This means that some present effects in men may not have been detected in the current research due to insufficient sample size. Future research could explore deeper insights about gender differences by having equal sample sizes.

Another possible limitation of this thesis is regarding the scales utilized in the study. Attitudes Towards Menstrual Leave Scale (AMLS) and Modified Menstrual Attitudes Scale (MMAS) were developed and adapted particularly for this study. However, due to time constraints, the same dataset was used for both constructing scales and answering research questions. Conducting separate research studies to develop these scales before the thesis study could have created more robust outputs. Moreover, because of time limitations, Confirmatory Factor Analysis (CFA) could not performed to test the validity of AMLS and MMAS since this test would require collecting data from another participant group. Future research can contribute to the literature by improving these scales by questioning their validity.

Furthermore, there are some variables that could be valuable to include in future studies to understand attitudes towards menstrual leave more comprehensively. Firstly, participants' religion and religiosity levels could be measured since these notions are closely related to both ambivalent sexism (Barreto & Doyle, 2023) and menstrual attitudes (Cohen, 2020). Because measuring religion is a complex concept, in the current research, a comprehensive scale for assessing religiosity was not included due to the concerns that it would increase the number of questions excessively. Also, as

mentioned earlier, further studies could add the variable of perceptions of female sub-types who use menstrual leave as traditional or non-traditional since it could be a significant moderator in the relationship between ambivalent sexism and attitudes towards menstrual leave.

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# APPENDICES

# A. ETHICAL COMMITTEE APPROVAL

06 MAYIS 2024

Konu:       Değerlendirme Sonucu

Gönderen:  ODTÜ İnsan Araştırmaları Etik Kurulu (İAEK)

İlgi:        İnsan Araştırmaları Etik Kurulu Başvurusu

Sayın Prof. Dr. Nuray Sakallı

Danışmanlığını yürüttüğünüz Minel Altay'ın *"Regl İznine İlişkin Tutumlar, Çelişik Duygulu Cinsiyetçilik, Regle İlişkin Tutumlar ve Toplumsal Cinsiyet Arasındaki İlişki"* başlıklı araştırmanız İnsan Araştırmaları Etik Kurulu tarafından uygun görülerek **0280-ODTUİAEK-2024** protokol numarası ile onaylanmıştır

Bilgilerinize saygılarımla sunarım

Prof. Dr. Ş. Halil TURAN
Başkan

Prof.Dr. İ. Semih AKÇOMAK
Üye

Doç. Dr. Ali Emre Turgut
Üye

Doç. Dr. Şerife SEVİNÇ
Üye

Doç.Dr. Murat Perit ÇAKIR
Üye

Dr. Öğretim Üyesi Sureyya ÖZCAN KABASAKAL
Üye

Dr. Öğretim Üyesi Müge GÜNDÜZ
Üye

## B. SOCIO-DEMOGRAPHIC INFORMATION FORM

1) **Yaşınız:** _____

2) **Cinsiyetiniz:**

   a) Kadın

   b) Erkek

   c) Sunulan seçenekler benim cinsiyet kimliğimi yansıtmıyor. Cinsiyet kimliğim:____

   d) Cevaplamak istemiyorum.

3) **Eğitim durumunuz:**

   a) İlkokul mezunu

   b) Ortaokul mezunu

   c) Lise mezunu

   d) Üniversite (Lisans) öğrencisi

   e) Üniversite (Lisans) mezunu

   f) Yüksek lisans öğrencisi

   g) Yüksek lisans mezunu

   h) Doktora öğrencisi

   i) Doktora mezunu

4) **Gelir düzeyiniz:**

   a) Hiç düşünmeden harcama yaparım

   b) Rahat harcama yaparım

   c) Düşünerek harcama yaparım

d) Temel ihtiyaçlarım dışında zor harcama yaparım

e) Temel ihtiyaçlarımı bile zor karşılarım

5) **Çalışma durumunuz:**

a) Çalışıyorum

b) Öğrenciyim

c) Öğrenciyim, aynı zamanda çalışıyorum

d) Emekliyim

e) İş arıyorum

6) **Ne kadar süredir çalışıyorsunuz?**

a) 0-1 yıl

b) 1-3 yıl

c) 3-5 yıl

d) 5-10 yıl

e) 10+ yıl

7) **Şu anda nerede çalışıyorsunuz?:**

a) Kamu kuruluşu

b) Özel bir şirket

c) Kendime ait işyeri

8) **Bu çalışmaya katılmadan önce ''Regl/Âdet izni'' kavramını duymuş muydunuz?**

a) Evet

b) Hayır

9) *(Bir önceki soruya ''evet'' yanıtını verenlere gösterilecek soru)* **Regl izni hakkında ne kadar bilgi sahibisiniz?**

a) Yalnızca duydum, net bir bilgim yok

b) Hakkında birkaç içerik (yazılı veya görsel) inceledim

c) Detaylıca araştırdım, kendimi bu konuda bilgili hissediyorum

10) **Regl izni uygulaması olan bir yerde çalıştınız mı?**

a) Evet

b) Hayır

11) *(Cinsiyetini ''erkek'' olarak beyan edenler harici tüm cinsiyetlere gösterilecek regl ile ilgili sorular)* **Regl/âdet oluyor musunuz?**

a) Evet

b) Hayır

12) *(Yalnızca regl olanlara gösterilecek 13-18.sorular)* **Standart bir regl döneminizde aşağıdaki semptomlardan hangisini veya hangilerini genellikle deneyimlersiniz? (Birden fazla seçim yapabilirsiniz)**

a) Kramplar

b) Bel/sırt ağrısı

c) Baş ağrısı

d) Yorgunluk

e) Duygudurum/mod değişiklikleri

f) Yukarıdaki şıklarda verilenlerin hiçbirini deneyimlemiyorum

g) Diğer:_____

13) **Regl dönemindeyken deneyimlediğiniz semptomlar (kramplar, baş ağrısı gibi) bu dönemdeki günlük hayatınızı ne kadar etkiler?**

     1-5 likert (Hiç-Çok)

14) **Regl ile ilgili bir tıbbi tanınız (dismenore, endometriozis…) bulunuyor mu?**

a) Evet

b) Hayır

15) **Regl dönemlerinizde işyerinizden izin alır mısınız?**

a) Evet, neredeyse her regl döneminde alırım

b) Evet, bazen alırım

c) Evet, nadiren alırım

d) Hayır, hiç izin almam

16) *(Yalnızca, 16.soruda evet şıkkını işaretleyenlere gösterilecek soru)* **İşyerinizden regl dönemlerinizde izin alırken regl olduğunuz için izin istediğinizi dile getirir misiniz?**

a) Hayır

b) Evet, regl olduğum için istediğimi açıkça dile getiririm

17) *(Yalnızca cinsiyetini ''erkek'' olarak beyan edenlere gösterilecek regl ile ilgili sorular)* **Bir kadın ile regl/âdet hakkında konuşurken ne kadar rahat hissedersiniz?**

- 1-5 Likert (Hiç-Çok)

18) **Regl/âdet hakkında kendinizi ne kadar bilgi sahibi değerlendiriyorsunuz?**

- 1-5 Likert (Hiç-Çok)

# C. ATTITUDES TOWARDS MENSTRUAL LEAVE SCALE (AMLS)

Regl izni, çalışanların her ay regl (adet, aybaşı) dönemlerinde bir veya birkaç iş günü izin kullanmalarına olanak tanıyan bir izin türüdür.

Lütfen, regl iznine ilişkin yukarıda verilen tanımı okuduktan sonra sırada göreceğiniz sorulardaki her bir ifade ile ne derece hemfikir olup olmadığınızı ölçekteki sayılardan uygun olanı işaretleyerek belirtiniz. (Kesinlikle katılıyorum=6, Katılıyorum=5, Kısmen katılıyorum=4, Kısmen katılmıyorum=3, Katılmıyorum=2, Kesinlikle katılmıyorum=1)

| | | | | | | |
|---|---|---|---|---|---|---|
| 1. Bazı kadınların, regl olmadıklarında bile reglmiş gibi davranarak bu izni kullanmaya çalışacaklarını düşünüyorum. | 1 | 2 | 3 | 4 | 5 | 6 |
| 2. Her ay regl izni kullanan birden fazla çalışanın eksikliği, işyerlerindeki üretkenliği olumsuz etkileyecektir. | 1 | 2 | 3 | 4 | 5 | 6 |
| 3. Regl izni, çalışanlar tarafından suistimal edilmeye açık bir izindir. | 1 | 2 | 3 | 4 | 5 | 6 |
| 4. Regl izni kullanan çalışanların, iş arkadaşlarının üstünde ekstra bir iş yükü yaratacağını düşünüyorum. | 1 | 2 | 3 | 4 | 5 | 6 |
| 5. Regl izninin, her ay işgücü kaybı yaratarak çalışma hayatını olumsuz etkileyeceğini düşünüyorum. | 1 | 2 | 3 | 4 | 5 | 6 |
| 6. Regl izni; regli, konuşulması tabu olan bir konu olmaktan çıkarır. | 1 | 2 | 3 | 4 | 5 | 6 |
| 7. Regl izni, dinlenmeye olanak sağlamasıyla, kadınların iş performansını olumlu etkileyecektir. | 1 | 2 | 3 | 4 | 5 | 6 |
| 8. Regl izni, regli konuşulabilir bir konu haline getirerek regl hakkındaki olumsuz yargıların azalmasına destek olur. | 1 | 2 | 3 | 4 | 5 | 6 |
| 9. Regl izni, kadına değer verilen bir iş ortamı oluşturarak toplumsal cinsiyet eşitliğini destekleyecektir. | 1 | 2 | 3 | 4 | 5 | 6 |

| | | | | | | |
|---|---|---|---|---|---|---|
| 10.  Regl izni, regl dönemindeki bir kadının, ''bir erkek kadar faydalı ve üretken olamayacağı'' mesajını vererek kadınları güçsüz gösterir. | 1 | 2 | 3 | 4 | 5 | 6 |
| 11.  Regl izni sayesinde, kadınların regl dönemlerinde ihtiyaç duydukları şekilde dinlenebileceklerini düşünüyorum. | 1 | 2 | 3 | 4 | 5 | 6 |
| 12.  Regl izninin, kadına değer verilen bir iş ortamı oluşturarak kadın çalışanların iş motivasyonunu arttıracağını düşünüyorum. | 1 | 2 | 3 | 4 | 5 | 6 |
| 13.  Regl izni, kadınların mahremiyetini ifşa etmektedir. | 1 | 2 | 3 | 4 | 5 | 6 |
| 14.  Regl izni sayesinde, kadınların regl dönemlerini sağlıklı bir şekilde geçirebileceğini düşünüyorum. | 1 | 2 | 3 | 4 | 5 | 6 |
| 15.  Regl izninin, işverenlerin daha çok erkek çalışanları işe almasına sebep olacağını düşünüyorum. | 1 | 2 | 3 | 4 | 5 | 6 |
| 16.  Regl izni, kadınların psikolojik sağlığını olumlu etkileyecektir. | 1 | 2 | 3 | 4 | 5 | 6 |
| 17.  Bazı çalışanların, izinden faydalanmak için reglmiş gibi davranacaklarını düşünüyorum. | 1 | 2 | 3 | 4 | 5 | 6 |
| 18.  Regl izni, kadınlara dair olumsuz ve basmakalıp yargıları pekiştirecektir. | 1 | 2 | 3 | 4 | 5 | 6 |
| 19.  Regl izni verilmesi, kadınların iş yaşamında bir erkek iş arkadaşları kadar yetkin olamayacakları mesajını taşımaktadır. | 1 | 2 | 3 | 4 | 5 | 6 |
| 20.  Kadınların regl günleri başkaları tarafından bilinmemelidir. | 1 | 2 | 3 | 4 | 5 | 6 |
| 21.  Regl izni, kadınların fiziksel sağlığını olumlu etkileyecektir. | 1 | 2 | 3 | 4 | 5 | 6 |
| 22.  Regl izni, kadınların maaşlarını olumsuz etkileyecektir. | 1 | 2 | 3 | 4 | 5 | 6 |
| 23.  Regl izni kullanan kadının regl olduğunun herkes tarafından bilinmesinde bir sakınca yoktur. (Reverse) | 1 | 2 | 3 | 4 | 5 | 6 |

# D. MODIFIED MENSTRUAL ATTITUDES SCALE

**Original Scale:** Eyring, J.B., Crandall, A. & Magnusson, B.M. (2023). A modified menstrual attitudes scale: Heteronormative attitudes, sexism, and attitudes toward menstruation in male and female adults. *Archives of Sexual Behavior, 52,* 1535–1547.

| | | | | | | |
|---|---|---|---|---|---|---|
| 1.   Women are more tired than usual when they are menstruating. | 1 | 2 | 3 | 4 | 5 | 6 |
| 2.   Women expect extra consideration from their friends when they are menstruating. | 1 | 2 | 3 | 4 | 5 | 6 |
| 3.   Menstruation can adversely affect women's performance in sports. | 1 | 2 | 3 | 4 | 5 | 6 |
| 4.   Women are more easily upset during their premenstrual/menstrual periods than at other times. | 1 | 2 | 3 | 4 | 5 | 6 |
| 5.   Women's menstrual periods affect how well they do on intellectual tasks. | 1 | 2 | 3 | 4 | 5 | 6 |
| 6.   Women cannot expect as much of themselves during menstruation compared to other times. | 1 | 2 | 3 | 4 | 5 | 6 |
| 7.   Cramps are bothersome only if one pays attention to them. | 1 | 2 | 3 | 4 | 5 | 6 |
| 8.   Women who complain of menstrual distress are just using that as an excuse. | 1 | 2 | 3 | 4 | 5 | 6 |
| 9.   Premenstrual tension/irritability is all in a woman's head. | 1 | 2 | 3 | 4 | 5 | 6 |
| 10.   Most women make too much of the minor physiological effects of menstruation | 1 | 2 | 3 | 4 | 5 | 6 |
| 11.   Women feel proud when they first start having their periods (Reverse) | 1 | 2 | 3 | 4 | 5 | 6 |

| | | | | | | |
|---|---|---|---|---|---|---|
| 12. Others should not be critical of a woman who is easily upset before or during her menstrual period. | 1 | 2 | 3 | 4 | 5 | 6 |
| 13. It is important that education given at school about menstruation be given to boys and girls together (as opposed to separate lessons for boys and girls) (Reverse) | 1 | 2 | 3 | 4 | 5 | 6 |
| 14. It is important to discuss menstruation openly at home (Reverse) | 1 | 2 | 3 | 4 | 5 | 6 |
| 15. Menstrual periods are generally painful. | 1 | 2 | 3 | 4 | 5 | 6 |
| 16. Women should hide menstrual products and anything else that may show that they are on their period. | 1 | 2 | 3 | 4 | 5 | 6 |
| 17. It is important that nobody knows when a woman is on her period. | 1 | 2 | 3 | 4 | 5 | 6 |
| 18. Women should avoid talking about their periods in front of men. | 1 | 2 | 3 | 4 | 5 | 6 |
| 19. Women should avoid swimming while on their periods. | 1 | 2 | 3 | 4 | 5 | 6 |
| 20. Women should avoid eating certain foods while on their periods. | 1 | 2 | 3 | 4 | 5 | 6 |
| 21. Women should avoid exercising while on their periods. | 1 | 2 | 3 | 4 | 5 | 6 |

## E. MODIFIED MENSTRUAL ATTITUDES SCALE (TURKISH ADAPTATION)

Lütfen aşağıdaki her bir ifade ile ne derece hemfikir olup olmadığınızı verilen ölçekteki sayılardan uygun olanı işaretleyerek belirtiniz. (Kesinlikle katılıyorum=6, Katılıyorum=5, Kısmen katılıyorum=4, Kısmen katılmıyorum=3, Katılmıyorum=2, Kesinlikle katılmıyorum=1)

| | | | | | | |
|---|---|---|---|---|---|---|
| 1. Kadınlar, regl dönemlerinde normalden daha yorgundur. | 1 | 2 | 3 | 4 | 5 | 6 |
| 2. Kadınlar, regl dönemlerindeyken arkadaşlarından daha fazla anlayış bekler. | 1 | 2 | 3 | 4 | 5 | 6 |
| 3. Regl olmak, kadınların spor performansını olumsuz yönde etkileyebilir. | 1 | 2 | 3 | 4 | 5 | 6 |
| 4. Kadınlar, regl öncesinde/sırasında diğer dönemlere göre daha kolay üzülürler. | 1 | 2 | 3 | 4 | 5 | 6 |
| 5. Regl dönemleri, kadınların zihinsel işleri ne kadar iyi yapabileceklerini etkiler. | 1 | 2 | 3 | 4 | 5 | 6 |
| 6. Kadınlar, regl dönemlerindeyken diğer zamanlara kıyasla kendilerinden aynı düzeyde performans bekleyemezler. | 1 | 2 | 3 | 4 | 5 | 6 |
| 7. Regl krampları, sadece onlara dikkat edilirse rahatsız edici olur. | 1 | 2 | 3 | 4 | 5 | 6 |
| 8. Regl dönemi sıkıntılarından şikayetçi olan kadınlar, bunu sadece bahane olarak kullanırlar. | 1 | 2 | 3 | 4 | 5 | 6 |
| 9. Regl öncesi gerginlik/asabilik, tamamen kadınların kafasındadır. | 1 | 2 | 3 | 4 | 5 | 6 |
| 10. Çoğu kadın, regl olmanın küçük fizyolojik etkilerini çok fazla abartır. | 1 | 2 | 3 | 4 | 5 | 6 |

| | | | | | | |
|---|---|---|---|---|---|---|
| 11.     Etraflarındaki kişiler, regl döneminde veya öncesinde kolayca üzülen kadınları eleştirmemelidir. | 1 | 2 | 3 | 4 | 5 | 6 |
| 12.     Okullardaki regl eğitiminin, kız ve erkek çocuklara ayrı ayrı verilmesi yerine ortak verilmesi önemlidir. (Reverse) | 1 | 2 | 3 | 4 | 5 | 6 |
| 13.     Ev ortamında, regl hakkında açıkça konuşabilmek önemlidir. (Reverse) | 1 | 2 | 3 | 4 | 5 | 6 |
| 14.     Kadınlar, regl olduklarını gösterebilecek her şeyi ve regl ürünlerini gizlemelidirler. | 1 | 2 | 3 | 4 | 5 | 6 |
| 15.     Bir kadının regl olduğunun kimse tarafından bilinmemesi önemlidir. | 1 | 2 | 3 | 4 | 5 | 6 |
| 16.     Kadınlar, erkeklerin önünde regl dönemleri hakkında konuşmaktan kaçınmalıdır. | 1 | 2 | 3 | 4 | 5 | 6 |
| 17.     Kadınlar, regl dönemlerindeyken yüzmekten kaçınmalıdır. | 1 | 2 | 3 | 4 | 5 | 6 |
| 18.     Kadınlar, regl dönemlerindeyken egzersiz yapmaktan kaçınmalıdır. | 1 | 2 | 3 | 4 | 5 | 6 |

## F. AMBIVALENT SEXISM INVENTORY (ASI)

**Original Scale:** Glick, P., & Fiske, S. T. (1996). The ambivalent sexism inventory: Differentiating hostile and benevolent sexism. *Journal of Personality and Social Psychology, 70*(3), 491.

**Turkish Adaptation:** Sakallı-Uğurlu, N. (2002). Çelişik duygulu cinsiyetçilik ölçeği: Geçerlik ve güvenirlik çalışması. *Türk Psikoloji Dergisi, 17*(49), 47-58.

Lütfen her bir ifade ile ne derece hemfikir olup olmadığınızı verilen ölçekteki sayılardan uygun olanı işaretleyerek belirtiniz. (Kesinlikle katılıyorum=6, Katılıyorum=5, Biraz katılıyorum=4, Katılmıyorum=2, Kesinlikle katılmıyorum=1)

| | | | | | | |
|---|---|---|---|---|---|---|
| 1. Ne kadar başarılı olursa olsun bir kadının sevgisine sahip olmadıkça bir erkek gerçek anlamda bütün bir insan olamaz. | 1 | 2 | 3 | 4 | 5 | 6 |
| 2. Gerçekte birçok kadın ''eşitlik'' arıyoruz maskesi altında işe alınmalarda kendilerinin kayırılması gibi özel muameleler arıyorlar. | 1 | 2 | 3 | 4 | 5 | 6 |
| 3. Bir felaket durumunda kadınlar erkeklerden önce kurtarılmalıdır. | 1 | 2 | 3 | 4 | 5 | 6 |
| 4. Birçok kadın masum söz veya davranışları cinsel ayrımcılık olarak yorumlamaktadır. | 1 | 2 | 3 | 4 | 5 | 6 |
| 5. Kadınlar çok çabuk alınırlar. | 1 | 2 | 3 | 4 | 5 | 6 |
| 6. Karşı cinsten biri ile romantik ilişki olmaksızın insanlar hayatta gerçekten mutlu olamazlar. | 1 | 2 | 3 | 4 | 5 | 6 |
| 7. Feministler gerçekte kadınların erkeklerden daha fazla güce sahip olmalarını istemektedirler. | 1 | 2 | 3 | 4 | 5 | 6 |

| | | | | | | |
|---|---|---|---|---|---|---|
| 8. Birçok kadın çok az erkekte olan bir saflığa sahiptir. | 1 | 2 | 3 | 4 | 5 | 6 |
| 9. Kadınlar erkekler tarafından el üstünde tutulmalı ve korunmalıdır. | 1 | 2 | 3 | 4 | 5 | 6 |
| 10. Birçok kadın erkeklerin kendileri için yaptıklarına tamamen minnettar olmamaktadırlar. | 1 | 2 | 3 | 4 | 5 | 6 |
| 11. Kadınlar erkekler üzerinde kontrolü sağlayarak güç kazanmak hevesindeler. | 1 | 2 | 3 | 4 | 5 | 6 |
| 12. Her erkeğin hayatında hayran olduğu bir kadın olmalıdır. | 1 | 2 | 3 | 4 | 5 | 6 |
| 13. Erkekler kadınsız eksiktirler. | 1 | 2 | 3 | 4 | 5 | 6 |
| 14. Kadınlar işyerlerindeki problemleri abartmaktadırlar. | 1 | 2 | 3 | 4 | 5 | 6 |
| 15. Bir kadın bir erkeğin bağlılığını kazandıktan sonra genellikle o erkeğe sıkı bir yular takmaya çalışır. | 1 | 2 | 3 | 4 | 5 | 6 |
| 16. Adaletli bir yarışmada kadınlar erkeklere karşı kaybettikleri zaman tipik olarak kendilerinin ayrımcılığa maruz kaldıklarından yakınırlar. | 1 | 2 | 3 | 4 | 5 | 6 |
| 17. İyi bir kadın erkeği tarafından yüceltilmelidir. | 1 | 2 | 3 | 4 | 5 | 6 |
| 18. Erkeklere cinsel yönden yaklaşılabilir olduklarını gösterircesine şakalar yapıp daha sonra erkeklerin tekliflerini reddetmekten zevk alan birçok kadın vardır. | 1 | 2 | 3 | 4 | 5 | 6 |
| 19. Erkekler hayatlarındaki kadın için mali yardım sağlamak için kendi rahatlarını gönüllü olarak feda etmelidirler. | 1 | 2 | 3 | 4 | 5 | 6 |
| 20. Feministler erkeklere makul olmayan istekler sunmaktadırlar. | 1 | 2 | 3 | 4 | 5 | 6 |
| 21. Kadınlar erkeklerden daha ince bir kültür anlayışına ve zevkine sahiptirler. | 1 | 2 | 3 | 4 | 5 | 6 |

| 22. Kadınlar erkeklerden daha yüksek ahlaki duyarlılığa sahip olma eğilimindedirler. | 1 | 2 | 3 | 4 | 5 | 6 |
|---|---|---|---|---|---|---|

# G. INFORMED CONSENT

## Araştırmaya Gönüllü Katılım Formu

Bu araştırma, Orta Doğu Teknik Üniversitesi Sosyal Psikoloji Yüksek Lisans öğrencisi Minel Altay tarafından Prof. Dr. Nuray Sakallı danışmanlığındaki yüksek lisans tezi kapsamında yürütülmektedir. Bu form sizi araştırma koşulları hakkında bilgilendirmek için hazırlanmıştır.

**Çalışmanın Amacı Nedir?**

Araştırmanın amacı, regl iznine ilişkin tutumlar ile farklı sosyal psikolojik değişkenler arasındaki ilişkileri incelemektir.

**Bize Nasıl Yardımcı Olmanızı İsteyeceğiz?**

Araştırmaya katılmayı kabul ederseniz, ilk olarak okumakta olduğunuz gönüllü katılım formunu onaylamanız istenecektir. Daha sonra, sizden anketlerde yer alan soruları yanıtlamanız istenecektir. Çalışmanın yaklaşık 15 dakika sürmesi beklenmektedir.

**Sizden Topladığımız Bilgileri Nasıl Kullanacağız?**

Araştırma katılımınız tamamen gönüllülük üzerine olacaktır. Çalışmada sizden kimlik veya kurum belirleyici hiçbir bilgi istenmemektedir. Cevaplarınız tamamıyla gizli tutulacak ve sadece araştırmacılar tarafından değerlendirilecektir. Elde edilecek bulgular sadece bilimsel amaçlarla kullanılmak üzere toplu halde değerlendirilecek ve üçüncü kişi ya da kurumlarla paylaşılmayacaktır. Verileri muhafaza etme süresi sonunda toplanan bütün veriler sistemden silinecektir.

**Katılımınızla ilgili ek bilgiler:**

Bu araştırmada kullanılacak olan ölçekler, herhangi bir kişisel rahatsızlık yaratacak soru içermemektedir. Ancak, katılım sırasında sorulardan ya da herhangi başka bir nedenden ötürü kendinizi rahatsız hissederseniz neden belirtmeksizin çalışmayı yarıda bırakabilirsiniz.

**Araştırmayla ilgili daha fazla bilgi almak isterseniz:**

Çalışmaya olan katılımınızdan dolayı şimdiden çok teşekkür ederiz. Eğer araştırma veya katılımınızla ilgili sorularınız olursa araştırmacı Minel Altay'a ulaşabilirsiniz.

**Yukarıdaki bilgileri okudum ve bu çalışmaya tamamen gönüllü olarak katılıyorum.**

- Evet, katılmak istiyorum
- Hayır, katılmak istemiyorum

# H. DEBRIEFING FORM

## Katılım Sonrası Bilgilendirme Formu

Çalışmamıza katıldığınız için teşekkür ederiz. Bu çalışma, daha önce de belirtildiği gibi Orta Doğu Teknik Üniversitesi Sosyal Psikoloji Yüksek Lisans öğrencisi Minel Altay tarafından Prof. Dr. Nuray Sakallı danışmanlığındaki yüksek lisans tezi kapsamında yürütülmektedir. Çalışmanın amacı, regl iznine ilişkin tutumlar ile çelişik duygulu cinsiyetçilik ve regle ilişkin tutumlar arasındaki ilişkileri incelemektir. Çalışmamıza katılan tüm katılımcılar sırası ile Regl İznine Yönelik Tutum, Regle Yönelik Tutum ve Çelişik Duygulu Cinsiyetçilik değişkenlerine ilişkin ölçekleri doldurmuşlardır. Bu ölçeklerin yanı sıra yaş, cinsiyet, çalışma hayatınız ve regle ilişkin konuları kapsayan sosyodemografik bilgilerinizle ilgili sorular da sorulmuştur.

Bu çalışmadan alınacak ilk verilerin Haziran 2024'te elde edilmesi amaçlanmaktadır. Daha önce de belirtildiği gibi, elde edilecek veriler sadece yüksek lisans tezinde ve bilimsel amaçlarla kullanılacaktır. Çalışmanın sağlıklı ilerleyebilmesi ve bulguların güvenilir olması için çalışmaya katılacağını bildiğiniz diğer kişilere çalışma ile ilgili detaylı bilgi paylaşımında bulunmamanızı rica ederiz. Araştırmaya katılımınız için tekrar teşekkür ederiz. Araştırma ile ilgili herhangi bir sorunuz olursa, araştırmacılar Minel Altay'a ya da danışman Prof. Dr. Nuray Sakallı'ya ulaşabilirsiniz.

## GİRİŞ

Menstruasyon (regl/âdet), kadın nüfusunun yarısının ve dünya nüfusunun %26'sının her ay deneyimlediği 'normal' ve gerekli bir biyolojik süreç olarak tanımlanmasına rağmen (UNICEF, 2018), yalnızca biyolojik bir süreç olarak deneyimlenmemektedir. Aynı zamanda, 'normalliğini' zorlaştıran çeşitli sosyal ve kültürel faktörlerle, stigmalar ile iç içedir (Johnston-Robledo & Chrisler, 2013). Bu stigma ve kalıpyargılar, regli konuşulması tabu olan bir konu haline getirerek, regl deneyimlerinin iş ortamları da dahil olmak üzere, günlük yaşamın tüm alanlarında görünmez olmasına neden olmaktadır (Kissling, 1996; McHugh, 2020; Wood, 2020). Ancak her ne kadar deneyimler toplumda görünmez hale gelse de, menstruasyonun kadınların iş yaşamında pek çok ciddi etkisinin olduğu bilinmektedir. Birçok araştırma, bazı kadınların regl dönemlerinde işe her zamanki performanslarıyla devam etmekte zorluk yaşadıklarını, hatta bazı kadınların işe gidemediklerini ortaya koymaktadır (Schoep vd., 2019b). Bu noktada, regl dönemini oldukça hafif geçirebilenler olmakla beraber, şiddetli menstruasyon ağrısı (dismenore) ve diğer bazı semptomların da kadınlar arasında yaygın olduğu bilinmektedir (Ju vd., 2014; Leon-Larios vd., 2024). 42.879 Hollanda'lı kadınla yapılan büyük ölçekli bir çalışmada, kadınların %85'inin şiddetli regl ağrısı deneyimlediği, %77'sinin psikolojik şikayetler yaşadığı ve %71'inin de regl sebebiyle yorgunluk deneyimlediği görülmüştür (Schoep vd., 2019a). Diğer birçok çalışma (Schoep vd., 2019b; Yoshino vd., 2022) deneyimlenen bu semptomların, iş hayatı da dahil olmak üzere günlük yaşamın birçok noktasında verimliliği azalttığını ve işe devamsızlığı artırarak hayatı kesintiye uğrattığını göstermektedir. Tam da bu noktada, regl izni, menstruasyon deneyimlerini ele almayı amaçlayan bir işyeri politikası olarak, kadınların regl dönemlerinde izin almasına olanak tanımaktadır (Barnack-Tavlaris vd., 2019; Karin, 2022; Owen, 2018). Regl izni, menstruasyon döngüsü olan bireylerin ihtiyaçlarının göz ardı edilmek yerine

karşılandığı kapsayıcı iş koşulları yaratarak iş hayatında toplumsal cinsiyet eşitliğini artırmayı hedefler; regl deneyimini görünür kılarak ve bu konuda farkındalığı artırarak damgalamayı azaltmayı amaçlar. Daha da önemlisi, bu politika, menstruasyonla ilgili semptomlar ve/veya hastalıklarla başa çıkmakta zorluk çeken kişilerin dinlenmelerine ve iyileşmelerine olanak tanıyarak fiziksel ve psikolojik sağlığı desteklemeyi amaçlar (Barnack-Tavlaris vd., 2019; Denizaltı, 2022; Levitt & Barnack-Tavlaris, 2020; Owen, 2018; Oyunbozan, 2023; Pareto, 2022). Politikanın bu olumlu niyetlerine rağmen, regl iznine ilişkin tutumların tamamen olumlu olmadığı görülmekte, farklı tartışmalar ve tutumları beraberinde getirdiği gözlenmektedir. Regl iznini destekleyenler izin hakkının regl etrafındaki stigmayı azaltmak ve kadın sağlığını desteklemek açısından gerekli olduğunu savunurken, karşı çıkanlar, bu iznin olumsuz etkilerinin daha fazla olabileceğini ileri sürmektedirler. Regl izninin, stereotipik, 'zayıf' kadın mesajını taşıyarak işyerinde ayrımcılığı artırabileceğini ve izin maliyeti nedeniyle işverenlerin daha fazla erkek işe almasına neden olabileceğini, ayrıca bu iznin cinsiyetler arası ücret farkını artırabileceğini iddia etmektedirler (Barnack-Tavlaris vd., 2019; Denizaltı, 2022; King, 2021). Bahsedilen söylemler ve farklı tutumlar, Türkiye'de ve küresel çapta giderek daha fazla öne çıkmaktadır. Kamuoyu, bu tür sosyal politikaların yaygınlaşması ve kullanımında önemli bir etkiye sahip olduğu için (Raven vd., 2010), kadınların fiziksel ve psikolojik sağlığı için kıymetli olabilecek bu izne ilişkin tutumların arkasındaki sosyal-psikolojik mekanizmaları anlamak önemlidir. Mevcut tez çalışmasında, regl iznine ilişkin tutumlar, regle ilişkin tutum, çelişik duygulu cinsiyetçilik ve toplumsal cinsiyet değişkenleri ile ilişkileri incelenerek bütüncül olarak ele alınması amaçlanmaktadır. Girişin sonraki bölümlerinde, sırası ile regl izni ve bu izne ilişkin tutumlar, regle ilişkin tutumlar ve çelişik duygulu cinsiyetçilik kavramları ele alınacaktır. Son bölümde ise, tezin amacı ve araştırma soruları özetlenecektir.

## 1.1. Regl İzni

Son yıllarda artarak ilgi gören bir işyeri politikası olarak, regl izni, regl ile ilgili semptomlar veya hastalıklar nedeniyle işe gitmekte veya görevlerini yerine getirmekte zorluk yaşayan kadınların izin almasına olanak sağlamaktadır (Barnack-Tavlaris vd.,

2019; Karin, 2022; King, 2021; Levitt & Barnack-Tavlaris, 2020; Owen, 2018). Regl izni politikasının temel amacı, kadınların psikolojik ve fiziksel sağlığını iyileştirmektir. Mevcut araştırmalar, menstruasyonla ilgili semptomlar ve/veya hastalıkların tahmin edilenden çok daha yaygın olduğunu ve bu deneyimlerin aile ilişkileri, akademik başarı ve iş hayatı gibi çeşitli durumlarda olumsuz etkiler yarattığını göstermektedir. Çeşitli çalışmalar, birçok kadının şiddetli adet ağrısı, yani dismenore yaşadığını ortaya koymuştur (Fooladi vd., 2023; Leon-Larios vd., 2024; Schoep vd., 2019a; Tanaka vd., 2013). Dismenore, "genellikle terleme, baş ağrısı, mide bulantısı, kusma, ishal ve titreme gibi diğer semptomlarla birlikte ortaya çıkan, alt karında şiddetli, ağrılı, kramp benzeri bir his'' olarak tanımlanmaktadır (Ju vd., 2014, s. 104). Iacovides ve arkadaşlarının (2015) araştırmasına göre, dismenore dünya genelinde kadınların yaklaşık %45 ila %90'ını etkilemektedir. Dismenorenin yanı sıra, baş ağrısı, aşırı kanama ve psikolojik şikayetler de çeşitli çalışmalarda menstruasyon döngüsü olan bireyler arasında en yaygın menstruasyon semptomları olarak bulunmuştur.

Hollanda'da 42.879 kadınla yapılan ulusal bir araştırmada, dismenorenin %85 ile en yaygın menstruasyon semptomu olduğu bulunmuştur (Schoep vd., 2019a). Diğer yaygın semptomlar ise psikolojik şikayetler (%77), yorgunluk (%71), baş ağrısı (%56) ve aşırı kanama (%53) olarak saptanmıştır. Japonya'da 19.254 kadınla yapılan başka bir büyük çaplı çalışmada, katılımcıların %50'sinin dismenore ve %19'unun aşırı kanama yaşadığı ortaya çıkmıştır (Tanaka vd., 2013). Fooladi ve arkadaşlarının (2023) araştırmasında, katılımcıların %45'i dismenore, %22'si aşırı kanama yaşadığını bildirmiştir. Benzer şekilde, Leon-Larios ve arkadaşları (2024), İspanyol örnekleminde dismenore ve aşırı kanamanın en yaygın menstruasyon semptomları olduğunu ve sırasıyla %72,6 ve %35,9 oranında görüldüğünü bulmuşlardır.

Araştırmalar, menstruasyonla ilişkili semptomlar veya hastalıkların, üretkenlik kaybı, işe devamsızlık ve düşük üretkenlikle çalışmak (presenteeism) gibi iş yaşamına olumsuz etkileri olduğunu göstermiştir (Brantelid vd., 2014; Dennerstein vd.,, 2010; Fooladi vd., 2023; Schoep vd., 2019b; Yöndem & Bilgin, 2020). Schoep ve arkadaşlarının (2019b) 15-45 yaşları arasındaki 32.748 Hollandalı kadınla yaptığı büyük çaplı çalışmada, menstruasyon semptomlarının iş veya okul üzerindeki etkileri

incelenmiştir. İşle ilgili sonuçlar, katılımcıların %11,2'sinin en az bir adet döngüsünde işe gitmek zorunda kaldığını ve %2,4'ünün neredeyse her döngüde devamsızlık yaşadığını ortaya koymuştur. Devamsızlık gösteren katılımcılar arasında, yalnızca %20,1'i hasta izni alırken nedeni açıkça menstruasyon semptomları olarak belirtmiştir. Daha da önemlisi, katılımcıların %81,4'ü menstruasyon semptomlarıyla mücadele ederken düşük üretkenlikle çalıştığını bildirmiştir. Menstruasyon semptomları arasında, karın ağrısı (dismenore), hem yüksek devamsızlık hem de presenteeism ile güçlü bir şekilde ilişkilendirilmiş, gençlerin her ikisine de daha yatkın olduğu bulunmuştur. Ayrıca, sadece dismenore değil, aynı zamanda yorgunluk, psikolojik şikayetler ve baş ağrısı gibi diğer yaygın semptomların da yüksek devamsızlık ve düşük üretkenlik ile ilişkili olduğu saptanmıştır.

Şu ana kadar kadınların yaygın olarak regl dönemi sıkıntıları yaşadıkları, regl izni olmasa dahi zaman zaman regl nedeniyle işten izin almak zorunda kaldıkları açıkça görülmektedir. İşten izin alma şansı olmayanlar için iş verimliliği ve menstruel sağlığı olumsuz etkilenebilmektedir. Ancak regl dönemindeki gizleme normu nedeniyle regl olan kadınlar iş yerinde bu olumsuz deneyimlerini gizlemek zorunda kalabilmekte, bu da regl döneminin görünmez ve önemsiz bir konu olarak değerlendirilmesine yol açabilmektedir. Bu noktada regl izni, kadınlara regl dönemiyle ilgili bu sessizliği sona erdirme ve dinlenmeye zaman ayırma veya gerektiğinde tıbbi destek alma şansı vermeyi amaçlar. Bununla birlikte, adet izni bu olumlu niyetlere sahip olsa da, politikaya yönelik tutumlar ve destek tek tip olumlu olmaktan ziyade birçok olumsuz tutum da içerebilmektedir. Bir sonraki bölümde mevcut tez araştırmasının bağımlı değişkeni olan regl iznine yönelik tutumlar tanıtılacaktır.

### 1.1.1. Regl İznine İlişkin Tutumlar

Artan kamuoyu ilgisi ve medya dikkatinin etkisiyle, regl izni çeşitli savunucular ve karşıtlar kazanmış ve farklı tutumların merkezinde yer bulmuştur. Tartışmanın odağı genellikle "Bu bir hak mı, yoksa ayrımcılık mı?" (Pareto, 2022) sorusu etrafında şekillenmektedir. Kamu tartışmaları ve sosyal medya, çeşitli tutumların gözlemlenmesine yönelik içerik açısından zengin olmasına rağmen, regl iznine yönelik tutumları sistematik olarak anlamaya yönelik literatürde araştırma eksikliği bulunmaktadır. Tespit edilebildiği kadarıyla, Barnack-Tavlaris ve arkadaşlarının

(2019) yakın tarihli çalışması, bu politikaya yönelik tutumları anlamak için yapılan ilk ampirik araştırma olmuştur. Araştırmacılar, ABD'de regl izninin ilgi çektiği ancak Türkiye'deki gibi ulusal düzeyde uygulanmadığı bir ortamda, insanların regl iznine yönelik tutum ve inançlarını araştırmayı amaçlamışlardır. Çalışmada, çevrimiçi bir anket yoluyla 600 katılımcıdan regl iznine ilişkin sorulara yönelik açık uçlu niteliksel yanıtlar toplanmıştır. Barnack-Tavlaris ve arkadaşları (2019), savunucuların ve karşıtların argümanlarına ilişkin örüntüleri belirlemek amacıyla bir tematik analiz gerçekleştirmiş ve regl iznine yönelik tutumlarda beş tema ortaya çıkmıştır. Bu temalar, hem mevcut tezin teorik arka planını hem de Regl İznine Yönelik Tutumlar Ölçeği'nin oluşturulmasını önemli ölçüde desteklediği için ayrıntılı olarak tanıtılacaktır.

"Kadınları ve iş yerinde kadınları desteklemek" teması en fazla yanıtı toplamış ve birçok katılımcının regl izninin regl olan bireyleri iş ortamında destekleyeceğini düşündüğünü göstermiştir. Genel olarak, bu katılımcılar, regl izninin regl olan bireylerin değer gördüğü ve regl olmanın damgalanmadığı bir iş yeri yaratacağını ifade etmişlerdir. İkinci tema "Erkekler ne alıyor?" olarak ortaya çıkmıştır. Adından da anlaşılacağı gibi, bu tema regl izninin cinsiyetler arasındaki adaletine ilişkin tutumları içermektedir. Birçok katılımcı, erkeklerin ekstra "hastalık" günleri almadığını ve her zaman işe gitmek zorunda olduklarını belirterek, bu politikayı erkeklere karşı adaletsiz olarak değerlendirmiştir. Ayrıca, bu durumun iş yerinde çatışma yaratabileceğini ve cinsiyetçiliği artırabileceğini varsaymışlardır.

Üçüncü tema "İş yerindeki etkilerle ilgili endişeler" olarak ortaya çıkmıştır. Birçok katılımcı, regl izninin regl olan bireyler tarafından suistimal edileceğini ve her ay iş gücü kaybı yaratarak iş yeri verimliliğini düşüreceğini varsaymıştır. Ayrıca, regl izninin kullanımının iş arkadaşları üzerinde bir yük oluşturabileceğine dair endişelerini de dile getirmişlerdir. Diğer tema olan "Katlan gitsin", regl izninin gereksiz olduğuna ilişkin tutumları içermektedir. Bu tema içindeki kişiler, regl semptomlarının genellikle abartıldığını ve regl olmanın, hastalık iznine ek olarak özel bir gün gerektirecek kadar acı verici ve olağanüstü bir durum olmadığını düşünmüşlerdir. Son olarak, beşinci tema, en az yanıtla "Bu politika kadınları kötü gösterebilir" olarak ortaya çıkmıştır. Bazı katılımcılar, regl izninin olası olumsuz etkilerine ilişkin endişeler dile getirmişlerdir. Regl izninin, regl ve regl olan bireylere yönelik damgalamayı azaltmak

yerine ters tepebileceğini ve hatta damgalamayı daha da artırabileceğini savunmuşlardır; çünkü bu izin, kadınları geleneksel stereotiplere uyan zayıf ve kırılgan bireyler olarak gösterebilir. Katılımcılar ayrıca bu iznin cinsiyetler arası ücret farkını artırabileceğini ve daha az kadının istihdam edilmesine yol açabileceğini belirtmişlerdir. En önemlisi, regl izni talep ederken kadınların regl olduklarını herkesle paylaşmak zorunda kalmalarının zor olabileceğini ve regl dönemlerinin bilinmesi nedeniyle bu bireylerin damgalanabileceğini savunmuşlardır.

Türkiye'de, tespit edilebildiği kadarıyla, regl iznine yönelik tutumları ampirik olarak araştırmaya odaklanan bir girişim bulunmamaktadır. İnsanların tutumlarına ilişkin bilgilerimiz oldukça sınırlı olup, genellikle Twitter, Ekşisözlük ve benzeri platformlardaki sosyal medya tartışmalarından elde edilmektedir. Bu platformlar incelendiğinde, küresel literatürde ortaya çıkan temalarla tutarlı şekilde hem karşıt hem de destekleyici görüşlerin mevcut olduğu görülmektedir. Regl iznine yönelik tutumları kapsamlı bir şekilde anlamak için, bu iznin olası belirleyicilerle olan ilişkisini araştırmak önemlidir. Bu bağlamda, mevcut tez regl iznine yönelik tutumları, regl tutumları, ambivalent cinsiyetçilik ve cinsiyet gibi regl iznini tahmin edebileceği düşünülen üç değişken olan ilişkilerini inceleyerek kapsamlı bir şekilde anlamayı amaçlamaktadır. Bağımsız değişkenlere ilişkin literatür taraması bir sonraki bölümlerde ele alınacaktır.

## 1.2. Regle İlişkin Tutumlar

Daha önce belirtildiği gibi, regl konusu asla sadece biyolojik bir mesele olmamıştır. Bobel'in (2020) belirttiği gibi, "Bu biyolojik süreci toplumsallaştırıyoruz" (s. 1). Regl etrafındaki söylem, sosyal ve kültürel normlar ve tabulardan ciddi şekilde etkilenmektedir. Bu kalıpyargılar, regle ilişkin tutumların şekillendirilmesinde rol oynamaktadır (Johnston-Robledo & Chrisler, 2013).

Regl tutumları üzerine yapılan çalışmalar, insanların regl hakkında çeşitli inanç ve tutumlara sahip olduklarını ortaya koymuştur. Araştırmacılar, bu farklılaştırılmış regl tutumlarını kavramsallaştırmış ve kategorilere ayırmışlardır (Brooks-Gunn & Ruble, 1986; Eyring vd., 2023; Fahs, 2020; Marván vd., 2005). Öncelikle, gizlenme normundan doğrudan kaynaklanan bir şekilde, çoğu insan reglin utanılacak bir şey olduğuna ve regl olan bireylerin bunu gizli tutmaları gerektiğine inanmıştır (Erchull,

2020; Eyring vd., 2023; Johnston-Robledo & Chrisler, 2013; Kissling, 1996; Kowalski & Chapple, 2000; Marván vd., 2005; 2006; McHugh, 2020). Gizliliğin yanı sıra, insanlar regl'i özel gereksinimlere sahip bir şey olarak görmektedirler; örneğin, yapılması veya kaçınılması gereken belirli günlük aktiviteler olduğuna inanılır (örneğin, "Kadınlar regl döneminde egzersiz yapmamalıdır"). Araştırmalar, genellikle erkeklerin regl'in kadınları kısıtladığını düşünme olasılığının kadınlardan daha yüksek olduğunu ortaya koymuştur (Eyring vd., 2023; Marván vd., 2005; 2006). Başka bir regl tutumu olarak, araştırmalar insanların regli kadınlar için zayıflatıcı, rahatsız edici ve engelleyici bir olay olarak gördüğünü göstermiştir (Brooks-Gunn & Ruble, 1980; 1986). Başka bir deyişle, bazı insanlar regl'in kadınları zayıflattığına ve bu durumun onların günlük aktivitelerine devam etmelerini engellediğine inanır. Regli zayıflatıcı bir olay olarak görmenin aksine, bazı insanların regl semptomlarının gerçekliğini reddettiği de gösterilmiştir, çünkü bu kişiler kadınların regl semptomlarını abarttığını düşünmektedirler (Brooks-Gunn & Ruble, 1986; Eyring vd., 2023).

Birçok çalışma, reglin regl olan bireylerin değerlendirilme şeklini olumsuz etkileyebileceğini de göstermiştir. Regl olan kadınların, regl olmayan kadınlara göre genellikle daha olumsuz değerlendirildikleri bulunmuştur (Forbes vd., 2003; Johnston-Robledo & Chrisler, 2013; Marván vd., 2008; Roberts vd., 2002). Forbes ve arkadaşları (2003), hem erkeklerin hem de kadınların regl olan kadınları sinirli, üzgün, öfkeli, enerjisiz olarak tanımladıklarını bulmuşlardır. Erkekler ayrıca regl olan kadınları daha az makul, daha az temiz ve daha rahatsız edici olarak değerlendirmişlerdir. Hem erkeklerin hem de kadınların regl olan kadınlara ilişkin genel değerlendirmeleri genellikle olumsuz olmasına rağmen, bazı kadınlar regl olan bireyi daha güvenilir, annelik içgüdüsü yüksek ve güçlü olarak görmüşlerdir.

Özetle, genel olarak, insanların regl ve regl olan kadınlara yönelik tutumlarının çoğunlukla olumsuz olduğu ve erkeklerin genellikle kadınlardan daha olumsuz tutumlar sergilediği görülmektedir (Brooks-Gunn & Ruble, 1986; Eyring vd., 2023; Forbes vd., 2003). Ancak, regl izni bağlamında regl tutumlarının regl iznine yönelik tutumları nasıl etkilediği veya bunun tam tersi hala bilinmemektedir. Bazı araştırmacılar, regl etrafındaki gizlenme normunu ihlal ederek regl izninin regl olan bireylerin olumsuz değerlendirilmesine yol açabileceğini öne sürmüşlerdir (Levitt & Barnack-Tavlaris, 2020). Ayrıca, Roberts ve arkadaşlarının (2002) yukarıda

bahsedilen araştırması, reglin açıklanmasının beğeniyi azaltabileceğini ve daha da önemlisi regl olan kadınları daha az yetkin olarak değerlendirebileceğini göstererek bu fikri destekleyebilir; bu durum iş yeri bağlamında kritik olabilir. Ayrıca, bazı araştırmacılar regl'e yönelik olumsuz tutumların regl iznine yönelik olumsuz tutumlarla ilişkili olabileceğini öne sürmüş ve bu kişilerin regl iznini yardımcı bir politika olarak kabul etmeye karşı dirençli olabileceğini belirtmişlerdir (Barnack-Tavlaris vd, 2019). Ancak, bu olası ilişkilerle ilgili literatürde herhangi bir araştırma bulunmamaktadır. Bu araştırma, regl tutumları ile regl iznine yönelik tutumlar arasındaki ilişkiyi ampirik olarak inceleyerek literatüre katkıda bulunmayı hedeflemektedir.

## 1.3. Çelişik Duygulu Cinsiyetçilik

Bireylerin cinsiyetçilik seviyeleri ve türleri, regl ve regl iznine yönelik tutumlarını etkileyebilir. Bu kavramlar arasındaki ilişkileri anlamak için, bu bölümde Çelişik Duygulu Cinsiyetçilik Teorisi ve regl tutumlarıyla ilişkisini araştıran çalışmalar tanıtılacaktır.

Cinsiyetçilik, bir önyargı biçimi olarak, "bireylerin cinsiyete dayalı olarak zarar verdiği veya toplum genelinde cinsiyet eşitsizliğinin sürdürülmesine katkıda bulunan inançlar, davranışlar ve kurumsal uygulamalar" olarak tanımlanır (Becker & Sibley, 2016, s. 316). Tarih boyunca, ayrımcılık ve önyargılar birçok konuda belirgin olmuş ve genellikle tekdüze olumsuz olarak tanımlanmıştır (Allport, 1954). Ancak, önyargının özel bir durumu olarak, cinsiyetçilik, cinsiyetler arasındaki kaçınılmaz yakın ilişkiler nedeniyle bu tekdüze olumsuz bakış açısına pek uymamaktadır (Glick & Fiske, 1996). Kadınlar ve erkekler, önyargıya maruz kalan diğer sosyal gruplardan çok daha fazla birbirlerine bağımlıdır (Becker & Sibley, 2016; Glick & Fiske, 1996; Guttentag & Secord, 1983; Fiske, 2017). Bareket ve Fiske'in (2023) belirttiği gibi, "Genellikle birlikte yaşarlar, birbirlerini severler ve birbirlerine ihtiyaç duyarlar" (s. 2). İlişkisel yakınlık ve karşılıklı bağımlılık, aşk ve baskı arasında belirsiz bir etkileşim yaratır; bu da kadınlara yönelik hem olumsuz hem de olumlu görüşlerin ortaya çıkmasına neden olur (Glick & Fiske, 1996, 1997, 2001). Bu çelişik duygulu cinsiyetçilik tutumları, Çelişik Duygulu Cinsiyetçilik Teorisi'ne göre düşmanca cinsiyetçilik ve iyicil cinsiyetçilik olarak kavramsallaştırılmıştır (Glick & Fiske,

1996). Düşmanca cinsiyetçilik, kadınlara yönelik antipatiyi ifade eder ve erkekleri kadınlardan üstün gören bir cinsiyet hiyerarşisini savunur ve bu hiyerarşiyi sorgulayan kadınlara karşı düşmanlık gösterir (Bareket & Fiske, 2023; Connor vd., 2016; Glick & Fiske, 1996). Buna karşın, İyicil cinsiyetçilik "öznel olarak olumlu" tutumları ifade eder (Glick & Fiske, 1996). Kadınların saflık, sıcaklık ve destekleyicilik gibi idealize edilmiş stereotipik özelliklerine vurgu yapar ve kadınları zayıf ve erkeklere bağımlı, yardım ve koruma ihtiyacı duyan bireyler olarak tasvir eder (Glick & Fiske, 1996, 1997).

Önceki araştırmalar, Çelişik Duygulu Cinsiyetçilik Teorisi kapsamında erkeklerin genellikle kadınlardan daha fazla düşmanca cinsiyetçilik tutumlarını benimsediğini ve bu farkın belirgin olduğunu ortaya koymuştur (Bareket & Fiske, 2023; Chrisler vd., 2013; Glick vd., 2000; Glick & Fiske, 1996; Sakallı-Uğurlu & Glick, 2003). Ancak, iyicil cinsiyetçilikte cinsiyet farkı genellikle daha azdır; bazı çalışmalar erkeklerin kadınlardan daha yüksek iyicil cinsiyetçilik puanlarına sahip olduğunu ortaya koymuştur (örneğin, Glick & Fiske, 1996); bazı ülkelerde ise kadınların daha yüksek puanlara sahip olma olasılığı daha yüksektir (Glick vd., 2000; Sakallı-Uğurlu & Glick, 2003). Ayrıca, çalışmalar, düşmanca cinsiyetçilik ve iyicil cinsiyetçilik arasında kültürler arası pozitif bir korelasyon olduğunu göstermiştir (Glick vd., 2000), ve insanlar genellikle her iki tutumu da benimsediğini, sadece birini benimsemektense, çelişik duygulu cinsiyetçilik eğiliminde olduklarını ortaya koymuştur (Sibley & Becker, 2012).

Bir dizi çalışma, regl tutumları ile çelişik duygulu cinsiyetçilik arasındaki ilişkileri ortaya koymuştur. Marván ve arkadaşlarının (2014) çalışmasında, iyicil cinsiyetçilik puanları yüksek olan kadınların regl ile ilgili bazı kısıtlamaları ve önerileri benimseme olasılığı daha yüksek bulunmuştur. Başka bir deyişle, bu kadınlar regl dönemini kadınları düzenli günlük aktivitelerden uzak tutan bir şey olarak değerlendirmiş ve regl döneminde bazı aktiviteleri yapmamaları (örneğin, ağır kaldırmamak) veya özellikle regl döneminde bazı aktiviteleri yapmaları gerektiğine inanmışlardır (örneğin, sıcak bir duş almak). Yazarlar, bunun kadınların zayıf ve kırılgan oldukları için korunmaya ve bakılmaya ihtiyaç duyduğunu belirten iyicil cinsiyetçilik inançlarından kaynaklanabileceğini ileri sürmüştür (Glick & Fiske, 2001). Bu çalışma ayrıca, iyicil cinsiyetçilik ile regl ile ilgili gurur ve iyi olma duyguları arasında pozitif bir ilişki

olduğunu da ortaya koymuştur. Öte yandan, yüksek düşmanca cinsiyetçilik puanlarına sahip kadınlar regl dönemini rahatsız edici bir olay olarak değerlendirme eğilimindedirler. Bu kadınlar ayrıca regl döneminin gizli tutulması gerektiğini ve regl dönemine karşı utanç hissettiklerini belirtmişlerdir.

Daha yeni bir çalışmada, Eyring ve arkadaşları (2023) yüksek düşmanca cinsiyetçilik puanlarına sahip kişilerin regl döneminin gizli tutulması gerektiğini değerlendirme eğiliminde olduklarını göstermiştir. Düşmanca cinsiyetçilik ayrıca, regl konusunda daha az açıklık ve anlayış ile ilişkili bulunmuştur. İyicil cinsiyetçilik de regl semptomlarının reddi ile ilişkilidir ve bu, kadınların semptomlarını abarttığı fikrini pekiştirmektedir ancak düşmanca cinsiyetçilik ise bu alt faktörü daha yüksek bir şekilde yordamaktadır. Ayrıca, regl döneminde bazı aktivitelerden kaçınmayı destekleme, her iki cinsiyetçilik türü ile ilişkili bulunmuş, ancak iyicil cinsiyetçilik, Marván ve arkadaşlarının (2014) çalışmasıyla uyumlu olarak daha iyi açıklamıştır. Son olarak, yüksek iyicil cinsiyetçilik puanları regl döneminin zayıflatıcı bir olay olarak görülmesi ile ilişkili bulunmuştur.

Özetle, birçok çalışma, düşmanca cinsiyetçiliğin regl olan kadınların olumsuz değerlendirmeleri ve regl dönemini gizlenmesi gereken bir şey olarak görme ile regl semptomlarının etkisini reddetme gibi olumsuz tutumlarla ilişkili olduğunu ortaya koymuştur (Eyring et al., 2023; Forbes et al., 2003). Öte yandan, iyicil cinsiyetçilik genellikle regl dönemini bir gurur kaynağı olarak görme ve regl sağlığı için kadınların uyması gereken bazı kısıtlamalar veya öneriler olduğuna inanma gibi daha olumlu regl tutumları ile ilişkilidir (Marván et al., 2014). Mevcut literatür incelendiğinde, Türkiye bağlamında çelişik duygulu cinsiyetçilik ve regl tutumları arasındaki ilişkinin çok az araştırıldığı görülmektedir. Bu nedenle, mevcut çalışmanın Türkiye örnekleminde regl tutumları ve çelişik duygulu cinsiyetçilik ilişkisinin de anlaşılmasına katkı sunacağı umulmaktadır.

Son olarak, mevcut literatürde çelişik duygulu cinsiyetçilik ile regl iznine ilişkin tutumlar arasındaki ilişkilerin araştırıldığına dair bir çalışma bulunmamaktadır. Bazı yazarlar bu değişkenler arasındaki ilişkiler hakkında öngörülerde bulunmuşlardır. Ancak, bu hipotezleri ampirik olarak test eden herhangi bir çalışma yapılmamıştır. Örneğin, Barnack-Tavlaris ve arkadaşları (2019), yüksek düşmanca cinsiyetçilik

seviyelerinin regl izni kullanan kişilerin olumsuz değerlendirmelerini etkileyebileceğini öne sürmüşlerdir. Bir başka çalışmada, Levitt ve Barnack-Tavlaris (2020) özellikle iyicil cinsiyetçilik ile regl izni arasındaki ilişki hakkında endişelerini dile getirmişlerdir. Yazarlar, regl izninin kadınları zayıf, kırılgan ve stereotypik olarak gelecekteki anneler olarak tasvir ederek iyicil cinsiyetçi motivasyonları pekiştiren bir bağlam yaratabileceğini belirtmişlerdir.

Bu örneklerden ve araştırmacıların görüşlerinden çıkarılabileceği gibi, regl izni ve çelişik duygulu cinsiyetçilik arasında birkaç ilişki olabilir. Bu olası ilişkileri ampirik olarak araştırmak, mevcut tezin ana ilgi alanlarından biridir ve bir sonraki bölümde bu konulara değinilecektir.

## 1.4. Mevcut Tez Çalışmasının Amacı

Literatür incelendiğinde, regl izninin, önemli sayıda kadının sağlığını iyileştirebilecek basit bir sosyal politika olmasına rağmen, çeşitli tutumlarla karmaşık bir hale geldiği görülmektedir (örneğin, Barnack-Tavlaris et al., 2019). Hem kadınlar hem de erkekler, bu iznin yayılmasını ve mevcut olduğu yerlerde kullanımını etkileyen farklı tutumlar benimsemektedir. Cinsiyetler arasındaki güç dinamikleriyle birlikte, kadınların regl sağlığına dair bir politika kamuoyunda tartışılan bir kavram haline gelmiştir. Başka bir deyişle, ikinci dalga feministlerinin regl izni tartışmaları bağlamında söylediği gibi, "Kişisel olan politikadır" (Ling Lee, 2007). Bu nedenle, regl izniyle ilgili tutumları diğer sosyal kavramlarla olası bağlantılarını incelemeden anlamak, kadınlar için anlamlı bir değişim yaratmak açısından yetersizdir. Ancak literatür incelendiğinde, ampirik araştırma eksikliği gözlemlenmiştir. Şu ana kadar Türkiye'de bu konuyu araştıran bir çalışma bulunmamakta ve sadece birkaç global çalışma (Barnack-Tavlaris et al., 2019; Marathe & Raj, 2020) bu konunun diğer kavramlarla ilişkisini incelememiştir.

Regl iznine yönelik tutumları bütüncül bir şekilde anlamak amacıyla, bu tez insanların regl iznine yönelik tutumlarını ampirik olarak incelemeyi ve bu tutumların regl tutumları, çelişik duygulu cinsiyetçilik ve Türkiye'deki farklı cinsiyetlerle nasıl ilişkili olduğunu anlamayı hedeflemektedir. Özellikle, çalışmanın üç ana amacı vardır: (1) bu araştırmanın temelini oluşturan regl iznine yönelik tutumları ölçmek için özel olarak

tasarlanmış bir ölçek geliştirmek ve regle ilişkin tutumları değerlendirmek için Eyring ve arkadaşlarının (2023) Modifiye Regl Tutumları Ölçeğini Türkçe'ye çevirmek; (2) yeni geliştirilen ölçek, regle ilişkin tutumlar, çelişik duygulu cinsiyetçilik ve cinsiyet arasındaki ilişkileri araştırmak; ve (3) Türkiye bağlamında daha önce araştırılmamış olan regl tutumları, çelişik duygulu cinsiyetçilik ve cinsiyet arasındaki ilişkileri incelemek.

Özetle, mevcut keşifsel çalışma aşağıdaki araştırma sorularını yanıtlamak üzere tasarlanmıştır:

1. Türkiye'de regl iznine yönelik tutumlar nelerdir?

2. Regle ilişkin tutumlar, düşmanca cinsiyetçilik, iyicil cinsiyetçilik ve cinsiyet, regl iznine yönelik tutumları nasıl öngörmektedir?

3. Düşmanca cinsiyetçilik, iyicil cinsiyetçilik, regle ilişkin tutumlar ve cinsiyet arasındaki ilişkiler nelerdir?

## YÖNTEM

### 2.1. Katılımcılar

Katılımcılar 18 yaşından büyük kadın ve erkeklerden oluşmaktadır. Toplamda 734 katılımcıya elverişli örnekleme yöntemiyle ulaşılmıştır. 645'i kadın (%87,9) ve 86'sı erkektir (%12,1). Katılımcıların yaşları 18 ile 63 arasında değişmekte olup, yaş ortalaması 29,60 (SS = 8,57) olarak tespit edilmiştir.

### 2.2. Ölçüm

Araştırma verileri, Sosyo-Demografik Bilgi Formu, Regl İznine İlişkin Tutum Ölçeği, Modifiye Regl Tutumları Ölçeği (Eyring vd., 2023) ve Çelişik Duygulu Cinsiyetçilik Envanteri (Glick & Fiske, 1996; Sakallı-Uğurlu, 2002) aracılığı ile toplanmıştır. IBM SPSS uygulaması aracılığı ile tanımlayıcı istatistikler, t-testi, korelasyon analizleri ve regresyon analizleri gerçekleştirilmiştir.

## 2.3. İşlem

İlk olarak, Orta Doğu Teknik Üniversitesi'nden Etik Komite Onayı alınmıştır (bkz. Ek A). Anket paketi, çevrimiçi anket platformu Qualtrics kullanılarak Türkçe olarak hazırlanmıştır. Qualtrics anket bağlantısı, LinkedIn, Twitter, Instagram, Facebook ve WhatsApp gibi sosyal medya platformları aracılığıyla dağıtılmıştır. Katılımcılar çalışmaya gönüllü olarak katılmışlardır. İlk olarak, katılımcılara bilgilendirilmiş onam formu sunulmuştur. Katılımcılar formu okuduktan ve kabul ettikten sonra, sırasıyla Regl İznine İlişkin Tutumlar Ölçeği, Modifiye Regl Tutumları Ölçeği, Çelişik Duygulu Cinsiyetçilik Envanteri ve Sosyo-Demografik Bilgi Formu ile anketi tamamlamışlardır. Tüm anketleri tamamlamak yaklaşık 15 dakika sürmüştür.

## SONUÇLAR

## 3.1. Ön Analiz

Çalışma için toplam 1.213 katılımcıya ulaşılmıştır. Bu katılımcıların 450'sinin verileri, anketlerin eksik veya hatalı tamamlanması nedeniyle çıkarılmıştır. Kalan 761 katılımcıdan 21'i ise cinsiyet kimliği dahil etme kriterlerini karşılamadıkları için analize dahil edilmemişlerdir. Son olarak, tüm ölçekleri tamamlayan 740 katılımcı keşifsel faktör analizlerine dahil edilmiştir.

Regl İznine İlişkin Tutumlar Ölçeği ve Modifiye Regl Tutumları Ölçeği'nin faktör yapıları Keşifsel Faktör Analizi (EFA) ile belirlendikten sonra, veri tarama işlemi yeniden gerçekleştirilmiştir. Varsayımlar kontrol edilmeden ve aykırı değerler belirlenmeden önce, ölçek puanları, maddelerin ortalama puanlarının hesaplanmasıyla oluşturulmuştur. Daha sonra, aykırı değerlerin tespiti için tek değişkenli analiz yapılmıştır ve her ölçek için Z-puanları oluşturulmuştur. Tabachnick ve Fidell'in (2013) belirttiği gibi, -3.29 ile 3.29 aralığında olmayan z-puanları aykırı değer olarak kabul edilmiştir. Aykırı değer tespiti sonucunda, z-puanları 3.29'dan büyük olan 6 katılımcının verileri analizlerden çıkarılmıştır. Sonuç olarak, nihai veri seti 734 katılımcıdan oluşmuştur. Ana çalışma değişkenleri olan regl iznine ilişkin tutumlar, regle ilişkin tutumlar ve çelişik duygulu cinsiyetçilik için normallik varsayımları test edilmiştir. Skewness (eğrilik) ve kurtosis (uçluk) değerleri -1.5 ile 1.5 arasında olduğu

için, verilerin bu çalışmada normal dağılım gösterdiği sonucuna varılmıştır (Tabachnick & Fidell, 2013).

## 3.2. Regl İznine İlişkin Tutum Ölçeği için Keşifsel Faktör Analizi

Faktör analizi, Principal Axis Factoring (PAF) çıkarım yöntemi ile gerçekleştirilmiş ve Direct Oblimin rotası oblique rotasyon olarak seçilmiştir. İlk olarak, varsayımlar incelenmiştir. İlk olarak, Kaiser-Meyer-Olkin (KMO) örnekleme yeterlilik ölçütü değeri .976 olarak bulunmuş ve bu, örneklem büyüklüğünün faktör analizi için yeterli olduğunu göstermektedir. Field (2018) KMO değerlerinin .90'larda olmasını mükemmel olarak değerlendirmiştir. İkinci olarak, Bartlett's Test of Sphericity sonuçları, değişkenler arasındaki korelasyonların yeterince güçlü olduğunu ve dolayısıyla mevcut verilerin faktör analizi için uygun olduğunu göstermiştir ($\chi^2$ (1081) = 26944.20, p < .001). Ayrıca, çoklu doğrusallık tespit edilmemiştir çünkü hiçbir madde diğer maddelerle .90'dan büyük bir korelasyon göstermemiştir (Yong & Pearce, 2013).

Faktör çıkarım sürecinde, 1.0'dan büyük özdeğerler için Kaiser kriteri kullanılmıştır. Komünalitelere bakıldığında, komünalitesi .40'tan az olan maddeler faktör analizinden çıkarılmıştır (Costello & Osborne, 2005). Daha önemlisi, Tabachnick ve Fidell (2013)'in önerdiği gibi, yükleme değeri .40'tan büyük olan üç veya daha fazla değişkeni olan faktörler dahil edilmiştir. Ayrıca, çapraz yükleme ve yükleme yapmayan maddeler analizden çıkarılmıştır.

Son analiz, toplam 23 maddeden oluşan 5 faktörlü bir çözümü göstermiştir ve toplam varyansın %65.49'unu açıklamıştır. Tüm faktörler, regl izni ile ilgili destekleme veya karşı çıkma nedenlerine göre adlandırılmıştır. 5 faktörden 4'ü, regl iznine karşı olumsuz tutumların nedenlerini ölçerken, geri kalan 1 faktör olumlu tutumların nedenlerini ölçmüştür. Olumlu alt-faktörde yüksek puanlar, regl iznine yönelik olumlu tutumları belirtirken, olumsuz alt-faktörlerde yüksek puanlar daha yüksek olumsuz tutumları göstermektedir. Faktörler, özdeğerleri, özgül varyansları ve maddelerin faktör yükleri Tablo 2'de incelenebilir.

Ölçeğin güvenilirliği ile ilgili olarak, "Kadınları ve Cinsiyet Eşitliğini Destekleme" "Kötüye Kullanım," "Gizlilik," "Ters Tepme" ve "İş Yerlerine Olumsuz Etki" alt

faktörleri için Cronbach alfa değerleri sırasıyla .93, .88, .87, .84 ve .90 olarak bulunmuştur. Cronbach alfa, bir test veya anketin maddelerinin aynı yapıyı ölçmede tutarlı olup olmadığını gösterir (Tavakol & Dennick, 2011). Daha yüksek bir alfa değeri, maddelerin güçlü bir içsel korelasyona sahip olduğunu ve bu nedenle büyük olasılıkla aynı kavramı ölçtüğünü gösterir (Field, 2018). Dolayısıyla, bu tez çalışmasında elde edilen Cronbach alfa değerleri, yüksek iç tutarlılığı göstermektedir.

### 3.3. Modifiye Regl Tutumları Ölçeği için Keşifsel Faktör Analizi

Ölçeğin Türkçe versiyonunun yapısını anlamak için EFA, Direct Oblimin rotası ve PAF çıkarım yöntemleri kullanılarak gerçekleştirilmiştir. İlk olarak, bazı ön varsayımlar kontrol edilmiştir. Faktörlenebilirlik ve sphericity varsayımları karşılanmış ve KMO değeri .878, Bartlett's Test of Sphericity ise $\chi^2$ (210) = 5203.097, p < .001 olarak bulunmuştur. Korelasyon matrisine bakıldığında çoklu doğrusallık şüphesi bulunmamıştır. Dolayısıyla, maddelerin faktör analizi için uygun olduğuna karar verilmiştir.

Analiz, 2'si ters çevrilmiş 18 maddeden oluşan 4 faktörlü bir çözüm göstermiş ve toplam varyansın %46.58'ini açıklamıştır. Son ölçek yapısı, orijinal ölçekten bazı farklılıklar göstermiştir. Ayrıntılı olarak, faktör 1'deki "Menstruasyonu zayıflatıcı bir olay olarak görme" ve faktör 2'deki "Reddetme" maddeleri, orijinal ölçekle aynı şekilde yüklenmiştir. Ayrıca, faktör 5'teki "Faaliyetlerden kaçınma" faktör yapısı büyük ölçüde benzer kalmıştır. Faktör 3'teki "Açıklık ve anlayış" ve faktör 4'teki "Gizlilik" maddeleri, Türkçe versiyonunda yeni bir Gizlilik alt-faktörü olarak birlikte yüklenmiştir. Faktörler, özdeğerler, açıklanan varyanslar ve maddeler Tablo 3'te sunulmuştur.

### 3.4. Demografik Değişkenler için Tanımlayıcı İstatistikler

Son örneklemde 734 katılımcı yer almıştır. Katılımcıların 645'i kadın (%87.9) ve 86'sı erkektir (%12.1). Yaş aralığı 18-63 arasında değişmekte olup, ortalama yaş 29.60 (SD = 8.57) olarak bulunmuştur. Katılımcıların büyük çoğunluğu çalışmaktadır (n = 432, %58.9), ardından öğrenciler (n = 141, %19.2), çalışan öğrenciler (n = 77, %10.5), iş arayanlar (n = 62, %8.4) ve emekliler (n = 22, %3.0) gelmektedir. Katılımcıların %85'i

(n = 620) menstruel izin kavramını mevcut çalışmaya katılmadan önce bildiklerini belirtmiş, sadece %15'i (n = 109) bu kavramdan haberdar olmadığını ifade etmiştir.

## 3.5. Çalışma Değişkenleri için Bivariate Korelasyonlar

Çalışma değişkenleri arasındaki ilişkileri incelemek adına Pearson korelasyon analizi ile Spearman korelasyon analizi gerçekleştirilmiştir. Regl İznine İlişkin Tutumlar Ölçeği'nin "Kadınları ve Cinsiyet Eşitliğini Destekleme" alt faktörünün, diğer dört alt faktör ile negatif korelasyon gösterdiğini ortaya koymuştur: "Kötüye Kullanım" (r = -.458, p < .001), "Gizlilik" (r = -.477, p < .001), "Ters Tepme" (r = -.604, p < .001) ve "İş Yerlerine Olumsuz Etki" (r = -.650, p < .001). Bu, katılımcıların menstrual izni kadınları destekleme ve toplumsal cinsiyet eşitliğini sağlama amacıyla savundukça, iznin kötüye kullanılabileceği, kadınların gizliliğini ihlal edebileceği, kadınlar üzerinde olumsuz sonuçlar doğurabileceği veya iş yerleri üzerinde olumsuz etkiler yaratabileceği gibi diğer olumsuz tutumları daha az benimsedikleri anlamına gelmektedir.

Demografik değişkenler ile ana çalışma değişkenleri arasındaki korelasyonlar incelendiğinde, Pearson Korelasyon Analizi, yaşın "Kadınları ve Cinsiyet Eşitliğini Destekleme" nedenleriyle menstrual izni destekleme ile negatif korelasyon gösterdiğini ortaya koymuştur. Bu da, genç bireylerin daha olumlu tutumları benimsediğini göstermektedir (r = -.300, p < .001). Spearman'ın Sıra-Düzeni Korelasyon Analizi, cinsiyetin "Kadınları destekleme ve toplumsal cinsiyet eşitliği" alt faktörü ile negatif korelasyon gösterdiğini ortaya koymuştur. Bu da kadınların, menstrual izne yönelik olumlu tutumları daha fazla benimseme eğiliminde olduğunu göstermektedir (rs = -.282, p < .001). Gelir, "Kadınları destekleme ve toplumsal cinsiyet eşitliği" alt faktörü ile pozitif korelasyon göstermiştir (rs = .089, p < .05). Bu, gelir azaldıkça menstrual izne yönelik olumlu tutumların benimsenme oranının arttığı anlamına gelmektedir.

## 3.6. Çalışma Değişkenlerindeki Cinsiyet Farkına İlişkin Analiz

Çalışmanın ana değişkenlerinden biri olan cinsiyetin diğer değişkenler üstündeki etkisini incelemek amacıyla bağımsız t-testleri yapılmıştır. Analiz sonuçları, cinsiyetler arasında çeşitli değişkenlerde anlamlı farklılıklar olduğunu göstermiştir.

Özellikle AMLS'in "Destekleme ve Cinsiyet Eşitliği" alt faktöründe, kadınlar (M = 5.08, SD = 0.90) erkeklerden (M = 4.22, SD = 1.09) anlamlı derecede daha yüksek puanlar elde etmişlerdir (t (105.45) = 7.02, p < .001, %95 CI [.60, 1.08]). Bu, kadınların menstrüel izinle ilgili daha olumlu tutumlar sergilediklerini ortaya koymaktadır. "Kötüye Kullanım" alt faktöründe de erkekler (M = 3.95, SD = 1.38) kadınlardan (M = 3.50, SD = 1.27) daha yüksek puanlar almışlardır (t (732) = -3.17, p = .002, %95 CI [-.74, -0.17]). "Gizlilik" alt faktöründe ise erkekler (M = 2.64, SD = 1.40) kadınlardan (M = 1.96, SD = 1.14) anlamlı derecede daha yüksek puanlar elde etmişlerdir (t (104.54) = -4.38, p < .001, %95 CI [-.99, -0.37]). Ayrıca, "Geri Tepme" alt faktöründe erkekler (M = 3.34, SD = 1.26) kadınlardan (M = 2.89, SD = 1.10) daha yüksek puanlar almışlardır. Son olarak, "İşyerlerinde Negatif Etki" alt faktöründe erkekler (M = 3.33, SD = 1.52), kadınlardan (M = 2.52, SD = 1.27) anlamlı derecede daha yüksek puanlar elde etmişlerdir.

### 3.7. Regl İznine İlişkin Tutumlar için Regresyon Analizleri

Ana araştırma sorusunu, "Regle ilişkin tutumlar, çelişik duygulu cinsiyetçilik ve cinsiyet, menstrual izne yönelik tutumları nasıl yordamaktadır?" sorusunu araştırmak için, Regl İznine Yönelik Tutumlar Ölçeği'nin alt ölçekleri ile beş ayrı, üç aşamalı hiyerarşik regresyon analizi yapılmıştır. Tüm analizlerde, cinsiyet ilk aşamada modele eklenmiştir. İkinci aşamada, "Gizlilik," "İnkar," "Menstruasyonun engelleyici bir olay olarak görülmesi" ve "Faaliyetlerden kaçınma" gibi dört regle ilişkin tutum değişkeninin alt faktörü analize dahil edilmiştir. Son aşamada ise, çelişik duygulu cinsiyetçilik alt faktörleri olan düşmanca cinsiyetçilik ve iyicil cinsiyetçilik analize eklenmiştir.

### 3.7.1. Cinsiyetin, Regle İlişkin Tutumların ve Çelişik Duygulu Cinsiyetçiliğin Kadınları ve Cinsiyet Eşitliğini Destekleme Alt Faktöründeki Rolü

İyicil cinsiyetçilik ve kötücül cinsiyetçilik ve regle ilişkin tutumlar, bağımlı değişkenin varyansının %54'ü açıklanmıştır (R² = .54, ΔR² = .02, F (2, 726) = 15.53, p <.001). Çelişik duygulu cinsiyetçilik alt faktörleri incelendiğinde, düşmanca cinsiyetçiliğin "Kadınları ve Cinsiyet Eşitliğini Destekleme" alt faktörünü anlamlı ve negatif yönde yordadığı bulunmuştur (β = -.22, t(726) = -5.54, p <.001). Ancak iyicil cinsiyetçilik bağımlı değişkeni anlamlı şekilde yordamamıştır (β = .05, p = .09). Aynı zamanda,

ikinci aşamada olduğu gibi, "Faaliyetlerden kaçınma" bağımlı değişkeni anlamlı şekilde yordamamıştır (β= .05, p = .06). Kalan değişkenler bağımlı değişkeni anlamlı şekilde yordayan değişkenler olarak bulunmuştur. Sonuçlar, cinsiyetin (β = -.07, t(726) = -2.84, p = .005), "Gizlilik" (β = -.15, t(726) = -4.92, p <.001) ve "İnkar"ın (β = -.30, t(726) = -8.31, p <.001) "Kadınları destekleme ve cinsiyet eşitliği" alt faktörünü negatif ve anlamlı şekilde yordadığını ortaya koymuştur. "Menstruasyonun engelleyici bir olay olarak görülmesi" pozitif ve anlamlı bir yordayıcı olarak bulunmuş ve çelişik duygulu cinsiyetçilik modelde yer aldığında yordayıcı gücü artmıştır (β = .32, t(726) = 10.54, p <.001).

### 3.7.2. Cinsiyetin, Regle İlişkin Tutumların ve Çelişik Duygulu Cinsiyetçiliğin Kötüye Kullanım Alt Faktöründeki Rolü

Çelişik duygulu cinsiyetçilik ve regle ilişkin tutumlar varyansın %27'sini açıklayabilmiştir (R² = .27, ΔR² = .05, F (2, 726) = 24.990, p <.001). Ancak, son analizde çoğu değişken anlamlı bir şekilde öngörülmemiştir. Sadece "İnkar" (β = .27, t(726) = 6.03, p <.001) ve düşmanca cinsiyetçilik (β = .34, t(726) = 6.82, p <.001) "Kötüye kullanım"ı anlamlı ve pozitif şekilde öngörmüştür.

### 3.7.3. Cinsiyetin, Regle İlişkin Tutumların ve Çelişik Duygulu Cinsiyetçiliğin Gizlilik Alt Faktöründeki Rolü

Hiyerarşik regresyon analizinin son aşamasında, çelişik duygulu cinsiyetçilik ve regle ilişkin tutumlar, "Gizlilik" değişkenindeki varyansın %51'i açıklanmıştır. R² değerinde anlamlı bir değişiklik gözlemlenmemiştir (R² = .51, ΔR² = .001, F (2, 726) = .65, p = .51). Bu sonuç, çelişik duygulu cinsiyetçiliğin bağımlı değişkeni açıklamada anlamlı bir varyans eklemediğini göstermiştir. İkinci modelde olduğu gibi, yalnızca "Gizlilik" (β = .58, t(726) = 18.00, p <.001) ve "İnkar" (β = .11, t(726) = 3.11, p = .002) anlamlı yordayanlar olarak bulunmuştur.

### 3.7.4. Cinsiyetin, Regle İlişkin Tutumların ve Çelişik Duygulu Cinsiyetçiliğin Geri Tepme Alt Faktöründeki Rolü

Üçüncü adımda, çelişik duygulu cinsiyetçilik ve regle ilişkin tutumların bağımlı değişkendeki toplam varyansın %26'sını açıkladığı görülmüştür (R² = .26, ΔR² = .01, F (2, 726) = 8.29, p <.001). Bulgular, düşmanca cinsiyetçiliğin "Geri tepme" değişkeni

ile pozitif bir ilişki içinde olduğunu ortaya koymuştur ($\beta$ = .19, t(726) = 3.814, p <.001). Ayrıca, iyicil cinsiyetçilik bağımlı değişkeni anlamlı bir şekilde öngörmüştür ($\beta$ = -.11, t(726) = -2.807, p = .005). İkinci adımdan farklı olarak, "Gizlilik" mevcut adımda yordama gücünü kaybetmiştir ($\beta$ = .05, p = .148). Sadece "İnkar" ($\beta$ = .31, t(726) = 6.741, p <.001) ve "Menstruasyonun zayıflatıcı bir olay olarak görülmesi" ($\beta$ = -.15, t(726) = -3.86, p <.001) "Geri tepme" alt faktörünü anlamlı bir şekilde yordamıştır.

### 3.7.5. Cinsiyetin, Regle İlişkin Tutumların ve Çelişik Duygulu Cinsiyetçiliğin İşyerlerinde Negatif Etkiler Alt Faktöründeki Rolü

Son adımda, model 3 "İşyerlerinde Negatif Etki" alt faktöründeki varyansın %40'ını açıklamıştır ($R^2$ = .40, $\Delta R^2$ = .02, F (2, 726) = 12.71, p < .001). Bulgular, düşmanca cinsiyetçiliğin bağımlı değişkeni anlamlı ve pozitif bir şekilde yordadığını göstermiştir ($\beta$ = .22, t(726) = 4.89, p < .001), ancak iyicil cinsiyetçilik, "İşyerlerinde Negatif Etki"yi anlamlı bir şekilde yordamamıştır. "Menstruasyonun zayıflatıcı bir olay olarak görülmesi" alt faktörü üçüncü adımda anlamlı hale gelmiş ve negatif bir şekilde yordamıştır ($\beta$ = -.10, t(726) = -2.96, p = .003). "İnkar" ($\beta$ = .37, t(726) = 9.06, p < .001) ve "Gizlilik" ($\beta$ = .10, t(726) = 2.87, p = .004) anlamlı ve pozitif bir şekilde yordamıştır. Ancak, "Aktivitelerden Kaçınma" bağımlı değişkeni anlamlı bir şekilde yordamamıştır.

### 3.8. Regle İlişkin Tutumlar için Regresyon Analizleri

"Düşmanca cinsiyetçilik, iyicil cinsiyetçilik, regle ilişkin tutumlar ve cinsiyet arasındaki ilişkiler nelerdir?" sorusunu araştırmak amacıyla, Regle İlişkin Tutum Ölçeği'nin her bir alt faktörü için dört ayrı iki aşamalı hiyerarşik regresyon analizi yapılmıştır. İlk adımda, cinsiyet analize dahil edilmiştir. İkinci adımda, düşmanca cinsiyetçilik ve iyicil cinsiyetçilik alt faktörleri regresyon analizine eklenmiştir.

### 3.8.1. Cinsiyetin ve Çelişik Duygulu Cinsiyetçiliğin Gizlilik Alt Faktöründeki Rolü

Hiyerarşik regresyon analizi sonucunda, cinsiyet ve çelişik duygulu cinsiyetçiliğin "Gizlilik" alt faktöründeki %29'luk varyansı açıkladığı bulunmuştur. Cinsiyet anlamlı

bir yordayıcı olarak görülmezken, düşmanca cinsiyetçilik anlamlı ve pozitif bir yönde yordamıştır (β= .50, t(730) = 12.77, p <.001).

### 3.8.2. Cinsiyetin ve Çelişik Duygulu Cinsiyetçiliğin İnkar Alt Faktöründeki Rolü

Hiyerarşik regresyon analiz bulguları, çelişik duygulu cinsiyetçilik ve cinsiyet değişkenlerinin beraber bağımlı değişkendeki varyansın %40'ını açıkladığını göstermiştir. Değişkenlerden yalnızca düşmanca cinsiyetçilik pozitif ve anlamlı bir şekilde "İnkar" alt faktörünü yordamıştır (β= .64, t(730) = 17.49, p <.001).

### 3.8.3. Cinsiyetin ve Çelişik Duygulu Cinsiyetçiliğin Menstruasyonun Zayıflatıcı bir Olay Olarak Görülmesi Alt Faktöründeki Rolü

Cinsiyet, düşmanca cinsiyetçilik ve iyicil cinsiyetçilik "Menstruasyonun zayıflatıcı bir olay olarak görülmesi" alt faktöründeki varyansın %9'unu açıklamıştır. Cinsiyet, bağımlı değişkeni anlamlı ve negatif olarak yordamıştır (β = -.10, t(730) = -2.74, p <.01). İyicil cinsiyetçilik, anlamlı ve pozitif bir şekilde yordamışken (β = .32, t(730) = 7.47, p <.001), düşmanca cinsiyetçilik bu alt faktörü anlamlı ve negatif olarak yordamıştır (β = -.13, t(730) = -2.89, p <.01).

### 3.8.4. Cinsiyetin ve Çelişik Duygulu Cinsiyetçiliğin Aktivitelerden Kaçınma Alt Faktöründeki Rolü

Hiyerarşik regresyon analizi sonuçları, düşmanca cinsiyetçilik, iyicil cinsiyetçilik ve cinsiyet değişkenlerinin bağımlı değişkendeki varyansın %9'unu açıkladığını bulmuştur. Bulgular, düşmanca cinsiyetçiliğin (β = .09, t(730) = 2.10, p <.05) ve iyicil cinsiyetçiliğin (β = .19, t(730) = 4.34, p <.001) bağımlı değişkeni anlamlı ve pozitif bir şekilde yordadığını ortaya koymuştur.

### TARTIŞMA

### 4.1. Regl İznine İlişkin Tutum Ölçeği

Mevcut tez çalışmasının ana amaçlarından biri, literatürde menstrüel izinle ilgili mevcut ölçeklerin eksikliği göz önüne alındığında, menstrüel izinle ilgili tutumları ölçen yeni bir araç geliştirmekti. İlk olarak, menstrüel izinle ilgili literatüre dayalı olarak özenle bir madde havuzu oluşturulmuştur (örneğin, Barnack-Tavlaris et al.,

2019; Levitt & Barnack-Tavlaris, 2020). Ardından, 47 maddelik havuzla gerçekleştirilen keşifsel faktör analizi sonucunda, ölçeğin nihai yapısı 23 maddelik 5 faktörlü bir çözümle belirlenmiştir. Farklı alt faktörler, menstrüel izni destekleme veya karşı çıkma konusunda farklı tutumlar ortaya koymuştur. Detaylandırmak gerekirse, "Kötüye Kullanım", "Gizlilik", "Geri Tepme" ve "İşyerlerinde Negatif Etki" gibi dört alt faktör, çeşitli nedenlerle menstrüel izne karşı olumsuz tutumları ifade ederken; "Kadınları ve Cinsiyet Eşitliğini Destekleme" alt faktörü, menstrüel izin politikasını olumlu yönde destekleyen bir tutumu temsil etmektedir. Literatür incelendiğinde, mevcut faktör yapısıyla uyumlu olarak, insanların çeşitli nedenlerle olumsuz tutumlar sergileyebileceği, ancak bu izni sadece birkaç neden, örneğin cinsiyet eşitliğini destekleme veya kadınların refahını sağlama gibi nedenlerle destekleyebileceği görülmüştür (örneğin, Barnack-Tavlaris et al., 2019).

## 4.2. Ana Çalışma Değişkenleri Arasındaki İlişkiler

Pearson korelasyon analizinden elde edilen bulgular, ana çalışma değişkenleri arasında birkaç anlamlı ilişki ortaya koymuştur. Regl iznine ilişkin farklı tutumlar açısından incelendiğinde, "Kadınları ve cinsiyet eşitliğini destekleme" alt faktörünün diğer dört alt faktörle negatif ilişkide olduğu görülmektedir: "Kötüye kullanım," "Geri tepme," "İşyerlerinde negatif etki" ve "Gizlilik." Bu, bir kişinin menstrüel izni kadınları ve cinsiyet eşitliğini destekleyici bir tutum olarak benimsemesi durumunda, aynı kişinin bu menstrüel izne yönelik negatif tutumlardan herhangi birini destekleme olasılığının daha düşük olduğunu göstermektedir. Detaylandırmak gerekirse, bu kişi, menstrüel iznin hem kadınlar (Geri tepebilme) hem de işyerleri (İşyerlerinde negatif etki) üzerinde olumsuz etkileri olabileceğine, ihtiyaç duymayan kadınlar tarafından kötüye kullanılabileceğine (Kötüye kullanım) ve menstrüasyonun gizlilik normunu ihlal edebileceğine (Gizlilik) inanma olasılığını daha düşük olarak değerlendirecektir. Mevcut çalışma, menstrüel izne yönelik tutumları inceleyen ilk nicel çalışma olmasına rağmen, Barnack-Tavlaris ve arkadaşlarının (2019) nitel çalışması, insanların genellikle birden fazla tutumu bir arada bulundurduklarını göstermiştir. Ancak mevcut araştırmada, insanların daha çok negatif ya da pozitif tutumları tekdüze bir şekilde benimsedikleri görülmektedir.

## 4.3. Ana Çalışma Değişkenleri ve Demografikler Arasındaki İlişkiler

Ana çalışma değişkenleri ve demografik bilgiler arasındaki korelasyon analizleri, yaşlı bireylerin regl izni politikasını destekleme olasılığının daha düşük olduğunu göstermiştir. Bunun nedeni, regl izni politikasının uzun bir süredir uygulanmasına rağmen son yıllarda popüler hale gelmiş olmasıdır. Bu nedenle, genç nesillerin bu izni daha açık fikirli bir şekilde desteklemeleri beklenebilir.

Araştırmaya katılmadan önce regl izni hakkında ön bilgi sahibi olmak, politikayı destekleme ile pozitif bir şekilde korelasyon göstermiştir. Ayrıca, bilgi seviyelerindeki artış, regl izni ile ilgili birkaç alt faktörle de önemli ölçüde ilişkilidir. Detaylandırmak gerekirse, katılımcıların bilgi seviyeleri "bu izni sadece duydum"dan "detaylı olarak araştırdım" seviyesine yükseldiğinde, politikaya destekleri de artmıştır. Daha yüksek bilgi seviyeleri "Kötüye kullanım," "Gizlilik" ve "İşyerlerinde Negatif Etki" tutumlarıyla negatif bir korelasyon göstermiştir. Bu, insanların regl izni politikasını öğrendiklerinde, bu politikalara daha olumlu tutumlar geliştirmeye daha yatkın olduklarını göstermektedir. Bu bulgu, bilgilerin regl izni pozitif bir fayda olarak teşvik etme gücünü gösterdiği için kritik görünmektedir.

Ayrıca, zayıf bir korelasyona rağmen, gelir düştüğünde insanların regl iznini daha fazla destekledikleri görülmüştür. Bu, Türkiye'deki çoğu regl izni politikasının genellikle beyaz yakalı işlerde sunulmuş olması nedeniyle beklenmedik bir bulgudur. Dolayısıyla, birinin geliri arttığında desteğin de artması beklenebilir. Ancak, gelir ile destek arasındaki negatif ilişki, düşük gelirli çalışanların menstrüasyon sırasında beyaz yakalı çalışanlardan daha fazla zorluk yaşadığını gösterebilir.

## 4.4. Cinsiyet Farkları

Cinsiyet farklılıkları açısından, sonuçlar kadınların regl iznini erkeklerden daha fazla desteklediğini göstermiştir. Ayrıca, erkeklerin Regle İlişkin Tutumlar Ölçeği'nin dört negatif alt faktöründe daha yüksek puanlar aldığı bulunmuştur; bu da erkeklerin regl izni konusundaki negatif tutumları kadınlardan daha fazla benimsediklerini göstermektedir. Bu bulgu, regl iznini destekleme konusundaki cinsiyet farklılıklarını literatürde ampirik olarak inceleyen ilk çalışmadır ve önemlidir. Ayrıca, Barnack-Tavlaris ve arkadaşlarının (2019) çalışmasıyla da tutarlıdır; bu çalışmada cinsiyet

farklılıkları nicel olarak ölçülmemiş olsa da, nitel yanıtlar çoğu katılımcının erkeklerin bu izne kadınlardan daha negatif tepki vereceğini beklediklerini ortaya koymuştur.

## 4.5. Regl İzine İlişkin Tutumların Hiyerarşik Regresyon Analizleri Üzerine Bulgular

Cinsiyet, regle ilişkin tutumlar, düşmanca cinsiyetçilik ve iyicil cinsiyetçiliğin regl iznine ilişkin farklı tutumlar üzerindeki yordayıcı güçleri hiyerarşik regresyon analizleri ile incelenmiştir. İlk olarak, sonuçlar, menstrüel izinle ilgili tutumların beş alt faktöründen her biri için en güçlü öngördürücünün menstrüel tutumlar olduğunu göstermiştir. Bu değişken, bağımlı değişken üzerindeki en büyük varyansı açıklamış ve dört alt faktöründen üçü anlamlı öngörücüler olarak bulunmuştur. Bu, menstrüel izinle ilgili tutumların, katılımcıların menstrüel tutumlarıyla doğrudan ilişkili olduğunu ortaya koymaktadır. Özetle, genelde "İnkar," "Gizlilik," ve "Menstruasyonun zayıflatıcı bir olay olarak görülmesi" alt faktörleri ve HS'nin anlamlı öngördürücüler olduğu bulunmuştur. "Aktivitelerden Kaçınma" alt faktörü menstrüel izinle ilgili hiçbir tutumu anlamlı bir şekilde öngörmemiştir. Ambivalent cinsiyetçilik alt faktörlerinden, HS dört menstrüel izin tutum alt faktöründen anlamlı bir öngördürücü olarak bulunurken, BS yalnızca "Geri Tepme" alt faktörü ile ilişkili bulunmuştur. Son olarak, cinsiyet yalnızca "Kadınları ve Cinsiyet Eşitliğini Destekleme" alt faktörü için öngördürücü bir faktör olmuştur.

"Kadınları ve cinsiyet eşitliğini destekleme" alt faktörünün arkasındaki yordayıcılar incelendiğinde, erkek olmanın, regl semptomlarını reddetmenin, gizliliği desteklemenin ve düşmanca cinsiyetçilik tutumlarına sahip olmanın, regl iznini desteklemeyi negatif olarak yordadığı görülmüştür. Bu kişiler, bu iznin kadınların psikolojik ve fiziksel sağlıklarına fayda sağlayacağını ve cinsiyet eşitliğini destekleyeceğini daha az desteklemişlerdir. Bu keşifsel bulgular mantıklıdır. İnsanlar semptomları reddediyorsa, menstruasyonun kadınları birçok açıdan etkilediğine inanmıyorsa, menstruasyonun gizli tutulması gerektiğini düşünüyorsa ve kadınları küçümseyen düşmanca cinsiyetçilik inançlarına sahipse, bu politikanın desteklenmesinin de daha az olacağını beklemek mümkündür. Öte yandan, menstruasyonu zayıflatıcı bir deneyim olarak görmek, pozitif tutumları destekleme ile pozitif bir şekilde ilişkilendirilmiştir. Bir kişi kadınların menstruasyon sırasında zorluk

çektiğini düşünüyorsa, bu politikayı destekleme olasılığı daha yüksek olabilir, böylece kadınların iyileşmesine yardımcı olabilir. Ancak, iyicil cinsiyetçiliğin de pozitif bir şekilde tahmin edileceği beklenebilir, çünkü bu, kadınları koruma ile ilgili tutumları içerir. Daha önce belirtildiği gibi, regl iznini gelenek dışı olarak değerlendirme kadın alt türlerinin bu ilişkide moderatör bir rolü olabilir.

## 4.6. Regle İlişkin Tutumların Hiyerarşik Regresyon Analizleri Üzerine Bulgular

Cinsiyet, düşmanca cinsiyetçilik ve iyicil cinsiyetçiliğin regle ilişkin tutumlar üzerindeki yordayıcı gücünü incelemek amacıyla hiyerarşik regresyon analizleri yapılmıştır. Sonuç olarak özetle, dört farklı regle ilişkin tutumu, düşmanca ve iyicil cinsiyetçiliğin, cinsiyet değişkenine kıyasla daha fazla anlamlı olarak yordadığı bulunmuştur. Cinsiyet sadece "Menstruasyonu zayıflatıcı bir olay olarak görme" alt faktöründe anlamlı bir yordayıcı olarak ortaya çıkmıştır. Sonuç olarak, mevcut tez, ana değişkenler olan çelişik duygulu cinsiyetçilik, regle ilişkin tutumlar ve regl iznine ilişkin tutumlarının birbirleriyle yakından ilişkili olduğunu ortaya koymuştur. Bu ilişkileri özetlemek gerekirse, çelişik duygulu cinsiyetçilik alt faktörleri olan düşmanca cinsiyetçilik ve iyicil cinsiyetçilik regle ilişkin tutumları yordamış ve çoğu regle ilişkin tutum da regl iznine ilişkin tutumları yordamıştır.

## 4.7. Çalışmanın Önemi ve Olası Katkıları

Mevcut tez, Türkiye'de regl izni konusundaki tutumları ampirik olarak inceleyerek sosyal psikoloji literatürüne önemli bir katkı sağlamaktadır. Bildiğimiz kadarıyla, bu konu üzerinde insanların tutumlarını kapsamlı bir şekilde inceleyen ilk nicel çalışmadır. Ayrıca, regle ilişkin tutumlar ve çelişik duygulu cinsiyetçiliğin etkilerini araştırarak, mevcut tez regl izni konusundaki tutumların karmaşıklıklarını göstermeye yönelik umut verici bilgiler sunmaktadır. Bu olası katkılara ek olarak, mevcut çalışmanın bazı pratik sonuçları da bulunmaktadır. Regl iznine yönelik tutumları ölçmek amacıyla, bu çalışmaya özgü olarak Regl İznine Yönelik Tutumlar Ölçeği geliştirilmiştir. Bu ölçek sayesinde, gelecekteki araştırmacıların bu kavram hakkında daha fazla bilgi edinme fırsatına sahip olmaları umulmaktadır.

## 4.8. Sınırlılıklar ve Öneriler

Çalışmanın olası katkıları ve önemiyle birlikte, birkaç sınırlama da bulunmaktadır. İlk olarak, mevcut çalışmada kadın ve erkek katılımcıların örneklem büyüklükleri arasında 645 ve 86 olarak önemli bir fark vardır. Bu durum, erkeklerin daha düşük örneklem büyüklüğünün, istatistiksel gücün azalmasına ve Tip-II hatalarına daha yatkın olmasına neden olabilir (Cohen, 1988). Gelecek araştırmalar, eşit örneklem büyüklükleri ile cinsiyet farklılıkları hakkında daha derinlemesine bilgiler elde edebilir.

Mevcut tezin bir diğer olası sınırlaması, çalışmada kullanılan ölçeklerle ilgilidir. Regl İznine İlişkin Tutumlar Ölçeği ve Regle İlişkin Tutumlar Ölçeği, bu çalışmaya özel olarak geliştirilmiş ve uyarlanmıştır. Ancak, zaman kısıtlamaları nedeniyle, ölçeklerin oluşturulması ve araştırma sorularının yanıtlanması için aynı veri seti kullanılmıştır. Bu ölçekleri tezin öncesinde ayrı araştırmalarla geliştirmek, daha sağlam çıktılar oluşturabilirdi.

# J. THESIS PERMISSION FORM / TEZ İZİN FORMU

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