

Limits of the Unit (SCP, 2017)

The Perception of Dutch Citizens on Gender Norms in the Armed Forces, Comparing Urban and Rural Areas

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January 2019

S2472805

Abstract

Individuals are expected to embrace a gender role or gender norm self-concept, which are gender stereotypical characteristics and behaviours that people use to describe themselves. These characteristics reflect expectations a society holds towards women and men. The norm of masculinity stands in the way of acceptance and openness about homosexuality and bisexuality, even in a progressive country like the Netherlands which was the first country to allow gay marriage and the first military to allow Lesbian, Gay, Bisexual and Transgender (LGBT) individuals. Uniformity and masculinity are often consciously and unconsciously enforced by a majority of heterosexual men within certain units or departments of the military. In this thesis questions will be asked about perceptions on the male and female homosexual and heterosexual soldier, in terms of feminine and masculine characteristics. This research is questioning the perception of Dutch citizens on gender norms and homosexual personnel in the armed forces. Quantitative research methods are chosen because they can be used to quantify attitudes, behaviours and opinions. The main focus is on the urban/rural differences. This study claims that there is no difference in perception of Dutch citizens on gender norms in the armed forces between urban and rural areas. According to this research, this hypothesis can be accepted. In the perception on the characteristic physical strength of homosexual women, there is a significant difference between urban citizens and rural citizens. Urban citizens are predominantly neutral or agree with the statements used in this research, where rural citizens are more divided between agreeing and disagreeing.

Word count: 6599

Keywords: sexual citizenship, gender norms, masculinity, femininity, armed forces, homosexuality

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Introduction

Background

To find a military that openly allowed homosexuality or even promoted it, there is an example from antiquity. The Ancient Greek imperial corps 'The Holy Prophet of Thebes' encouraged soldiers to establish homosexual relationships within the unit. Ancient historians explained the success of the unity by lovers fighting side by side, contributing to a forceful social cohesion. But that was in the fourth century BC. In later centuries, homosexuality was increasingly seen as an internal threat to a military unit (Holmes, 1985, cited by Müller, 2012 p.434).

The Netherlands already has a long tradition of legal equality and support of homosexuality*. Due to the longer tradition of equality before the law, we also know that legal equality does not automatically lead to social acceptance. Social acceptance among Dutch citizens is high, but there are differences depending on the issues (Keuzenkamp & Kuyper, 2013). To give an idea of the Dutch attitude towards homosexuality, Keuzenkamp & Kuyper (2013) found that nearly nine out of ten Dutch people believe that homosexual women and men should be able to lead their lives as they aspire. Another proposition was about the view that homosexuality is a violation of the distinction between women and men. This study shows that 1 in 20 people think that gay men are actually not real men.

As the Dutch Armed Forces began to specialize and professionalize from the nineties onwards, the masculinity ideal also declined. More important was what people *can* do, not what people did or how tough people behaved. Yet the masculinity ideal is rooted to such an extent in the culture of the armed forces to dissociate from this. Macho culture also ensures group bonding and team spirit. This made working in the armed forces continually difficult for homosexuals who cannot always meet the external demands of this culture (Müller, 2012). Gay men should behave mainly 'normal', i.e. mainly male, otherwise they can count on comments from colleagues (Adolfson & Keuzenkamp, 2006).

Homosexuals in the Netherlands today have the same rights as heterosexuals. The attitude towards LGBT-individuals among the military personnel is positive. There is a large degree of acceptance and the attitude seems to have changed little in contrast to about ten years ago (Andriessen, I., Vanden Berghe, W., Sterckx, L., 2017).

Urban and rural perception on homosexuality

Bell (2000, cited by Little, 2002, p.668) argues that 'gay men who live in the countryside experience exclusion, prejudice and rejection in the performance of their masculine identity'. Additionally, according to Snively, C., Kreuger, L., Stretch, J.J., Watt, J.W., & Chadha, J. (2008), people from less populated areas are more likely to be homophobic*. This may be specifically related to social network and the access of rural people to social interaction with gay, lesbian, and bisexual people. Snively et al.

* Homosexuality in this thesis refers to men who feel attracted to men, women who feel attracted to women, and women or men who feel attracted to both genders

* Homophobia: a resentment for or aversion of homosexuals and homosexuality

found that the respondents in their study that rated themselves as more rural, and had not much, but some, social interaction with gay people, were more homophobic. Also, in their study, homophobia turned out to be higher in rural areas compared to urban for those who were young. This did not differ between urban and rural for the elderly. Respondents in this study who rated themselves as primarily rural in lifestyle had a lower average agreement that gays should have the same legal rights as everyone else, compared to those rating themselves as urban in lifestyle. The same pattern holds for the question of whether gay, lesbian and bisexual women and men should serve in the armed forces (Snively et al., 2008).

Problem statement

The Netherlands is known as a precursor in the field of gay acceptance. We like to think that the Netherlands is a country of tolerance about homosexuality. The opinions of Dutch citizens about homosexuality are therefore increasingly positive. In 2006, 53% of the Dutch population was positive about homosexuality and bisexuality, now that has risen to 74%. 6% think negatively about homosexuality and bisexuality, which was previously 15% (Kuyper, 2018).

Previous research (Andriessen et al., 2017) showed that there is no distinct homonegative climate in the Defence organization. It did appear, however, that homosexuality is not self-evident for many personnel at the Defence organisation. There is a standard of masculinity; femininity and feminine behaviour thereby evoke resistance and would work disqualifyingly. The Netherlands is thus increasingly positive and tolerant about homo acceptance, but the masculinity ideal remains. How Dutch citizens think about homosexuality looking at gender-specific characteristics among military personnel is explored in this thesis.

Andriessen et al. (2017) confirm that the norm of masculinity stands in the way of acceptance and openness about homosexuality and bisexuality, even in a progressive country like the Netherlands which was the first country with a military that allowed LGBT individuals to serve. Reflecting on the perception of Dutch citizens on homosexuality in the past decades, a question rises about the perception on homosexual personnel in the armed forces. This is particularly the case when looking at different gender norms in the society. Gender norms can be identified as gender stereotypical characteristics and behaviours that people use to describe themselves (Eagly et al. 2000, cited by Levesque, 2011). This is the gap that will be continued on, demarcated on the Netherlands, the gap of how Dutch citizens feel about gender norms and homosexual personnel in the Dutch Armed Forces. The focus will be on an urban/rural difference, controlled by age cohort and educational level. Conversely, things can also be interesting: what if a female soldier shows masculine characteristics, is this acceptable or maybe even expected.

Environments of the armed forces have been associated with dominance, aggression, (lack of) physical strength, and risking one's life. These characteristics have been viewed as predominantly masculine aspects. If they are required to all members of the armed forces, and if only heterosexual

males possess them, then the LGBT-community is not qualified to serve (Polchar, J., Sweijts, T., Marten, P., & Galdiga, J.H., 2014). This research deals with the connection between gender-specific characteristics and the acceptance of homosexuals in the armed forces. Certain characteristics are associated with a certain gender, but it may be that there will be an opposite expectation for homosexuals.

The aim of the research is therefore to see whether the social acceptance of homosexuals changes the views on gender-specific characteristics, or whether the masculinity ideal still lives when looking at military personnel. This upcoming research is asking questions about perceptions on the male and female homosexual soldier, and the male and female heterosexual soldier. The main focus will be on the geographical differences, the urban/rural difference.

The central research question is:

Is there a difference in perception of Dutch citizens on gender norms in the armed forces, comparing urban and rural areas?

In order to answer this question, this research also claims to answer the following secondary questions:

- *What is the perception on masculine and feminine characteristics on heterosexual soldiers, comparing urban and rural areas?*
- *What is the perception on masculine and feminine characteristics on homosexual-soldiers, comparing urban and rural areas?*

Reading guidance

First, the theoretical framework for this research is explained. This section provides more information about previous research on homosexuality, sexual citizenship, gender norms, feminine and masculine characteristics, and the difference between urban and rural. Naturally, information about homosexuality in the armed forces is provided including a brief history about the subject. Second, the methodology of the research is explained. After this a map of the respondents is presented, following by the primary results in the results section and answering the central research question in the conclusion and discussion section, where the results are linked to the theory as well. At the end, the strength and limitations are evaluated and recommendations for future research are given.

Theoretical framework

The term 'gender norms' is often used to designate a repertory of emotions, attitudes, behaviours, and perceptions that are generally identified more with one gender than with the other. Individuals are expected to adopt a gender role or gender norm self-concept, which is the amount of gender stereotypical characteristics and behaviours that people use to describe themselves and to influence their dispositions.

These characteristics reflect expectations a society holds towards women and men (Eagly et al. 2000, cited by Levesque, 2011). The classic conceptualizations of the male gender norm in Western countries associates it with behaviours and characteristics that display independence, assertiveness, and dominance; the female gender norm has been associated with behaviours and characteristics that express sensitivity to others and communality (Bem, 1974, cited by Levesque, 2011). Summarizing, gender norms are ideas about how women and men should behave.

As the terms ‘urban’ and ‘rural’ are mentioned in the central question, it seems necessary to explain these terms briefly. Urban will be used as in, relating to, or characteristic of a town or city; rural as in, to, or characteristic of the countryside rather than the town (Oxford Dictionary, 2018). These meanings are used because they are short and concise, but still include everything.

Sexual citizenship and gender norms

In 2004, many institutions still denied certain groups the opportunity to participate fully as sexual citizens, including prohibiting gay men and lesbians from serving in the armed forces (Hekma, 2004). Sexual citizenship can be outlined as referring to “the sexual rights granted or denied to various social groups” (Richardson, 2000: 107). Richardson (2000: 107) conceptualizes sexual citizenship in terms of “varying degrees of access to a set of rights to sexual expression and consumption”. According to Mann (2013: 696), however, sexual citizenship can be theorized as “a collection of sexual rights and responsibilities that are granted or denied through laws and policies”. Both views give a good representation of the concept and should be mentioned together.

According to Andriessen et al. (2017) are uniformity and masculinity often consciously and unconsciously enforced by a majority of heterosexual men within certain units or departments. Furthermore, the interviews in their research show that gay and bisexuality amongst men is associated with female behaviour and characteristics attributed to women, such as lack of physical strength, emotionality and irrationality. One does not disapprove the homo- or bisexual orientation, but the ‘effeminate’ or ‘masculine’ behaviour that would accompany it. The research by Keuzenkamp & Kuyper (2013) shows that, on average, Dutch citizens have more trouble with this than with homosexuals or bisexuals in itself. The study concluded that it does not matter whether it concerns men who behave in a feminine way or vice versa.

History of homosexuality and Armed Forces

From the end of the nineteenth century, homosexuality became more medically and legally framed and defined, and reputationally damaged. To this day, the deviation of homosexuals can be explained by threats that constitute perceived female behaviour for the male morale (Connell 2005, cited by Müller 2012, p.434).

In 1987, the Homosexuality and Armed Forces Foundation, in Dutch called ‘Stichting Homoseksualiteit en Krijgsmacht’ (SHK), was founded. It was the first foundation in the world that

wanted to make homosexuality in the armed forces negotiable. Their goal was creating equal rights for Lesbian, Gay, Bisexual and Transgender (LGBT) personnel in the armed forces, and for aired LGBT-soldiers and their partners in the Netherlands (Stichting Homoseksualiteit en Krijgsmacht, 2018). However, in the 1980s, homosexuality was in the best cases only tolerated when this was invisible to the commanders. Openly being homosexual was not consistent with the image of how the military should be represented. Behaviour that deviated from the ideal type – more female behaviour – was equivalent to a form of provocation of bullying or discrimination (Müller, 2012).

In 1987 the prohibition of homosexuality was indeed abrogated in the Dutch Armed Forces, but homosexuals and lesbians were not accepted at all. The SHK (the Homosexuality and Armed Forces Foundation) considered that the armed forces with respect to homosexuality lagged behind the rest of society. The ‘unlikely’ low number of overt homosexuals within the Defence organisation, the low attention for the legal position of homosexuals and the fixation on a heterosexual lifestyle were indicative of this proposition (Müller, 2012).

To explain the situation in the rest of the world: as mentioned earlier, in 2004, many institutions still denied homosexuals the opportunity to participate fully as sexual citizens. Examples include restricting the right to marry and prohibiting gay men and lesbians from serving in the armed forces. Only a few, mostly European, countries had extended these rights (Hekma, 2004). Nowadays, a considerable number of armed forces have policies which explicitly permit LGBT individuals to serve. The Netherlands was the first of these militaries, in 1974 (Polchar et al., 2014).

Conceptual model

In figure 1, the conceptual model used in this thesis is showed. The conceptual model shows the relationship between the concepts analysed in this research. The Dutch population is subdivided into urban and rural citizens. Both have a perception on masculine and feminine characteristics on both heterosexual and homosexual soldiers. These concepts combined give an idea on the perception of Dutch citizens on gender norms in the armed forces.

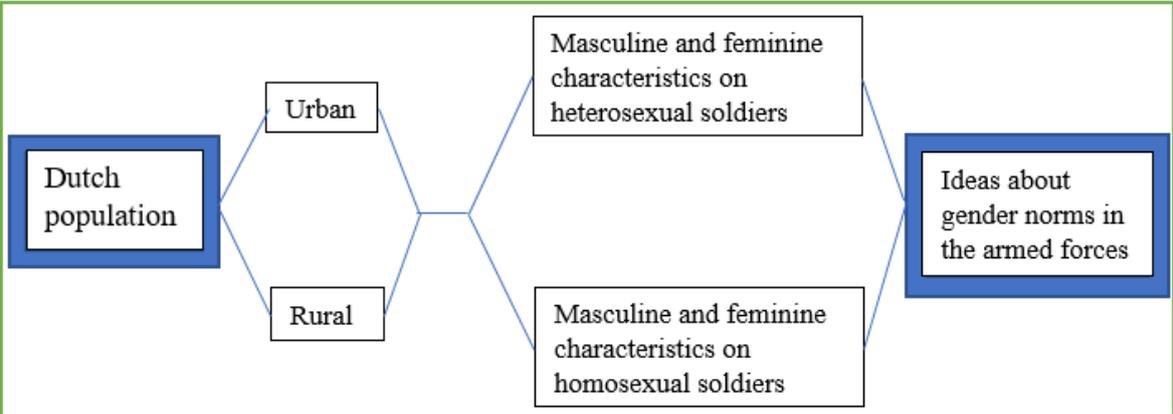


Figure 1: conceptual model

Hypotheses

Based on the theoretical framework, there can be expected that Dutch rural citizens have a less accepting and open perception on gender norms and homosexual personnel in the armed forces as opposed to Dutch urban citizens. Therefore, the hypothesis is that there is no difference in perception of Dutch citizens on gender norms in the armed forces between urban and rural areas. This hypothesis will be tested with a multinomial logistic regression to see if there is a significant difference.

The expected outcome on the first sub-question ‘What is the perception on masculine and feminine characteristics on heterosexual soldiers, comparing urban and rural areas?’ will be that there is a difference, so the null hypothesis for this question will be that there is no difference of perception on masculine and feminine characteristics on heterosexual soldiers between urban and rural citizens. For the second secondary question, the hypothesis will be the same, that there is no difference of perception on masculine and feminine characteristics on homosexual soldiers between urban and rural citizens.

Methodology

Survey method

This research is based on primary data collection, in the form of a survey, with questions aiming at differences between living in an urban or rural area. Quantitative research methods are chosen because they can be used to quantify attitudes, behaviours and opinions.

The survey contained a number of questions to elicit what respondents think about feminine and masculine characteristics on homosexual and heterosexual women and men focussing on their rights to be in the armed forces. These questions accommodate statements where the respondent can indicate whether he or she totally agrees, agrees, has a neutral opinion, disagrees, or totally disagrees with the statement. The use of a Likert-scale has some advantages and disadvantages. Disadvantages are that the respondents are inclined to check the middle ‘neutral’ answers, and intend to avoid the extremes. Also, the respondent may be willing to fill in particular answers they think pleases the researcher. Likewise, socially desirable answers may be the case. The advantages of using a Likert-scale are that it is easy to make for the researcher, and it is easy to fill in by the respondent as well. The most important advantage of using this method is that it is valid and reliable, especially when the survey is filled in anonymously. These advantages have led to the decision of the use of the Likert-scale.

At the end of the section with the statements, three provocative statements were placed in the survey. Again, the respondent can indicate whether he or she totally agrees, agrees, has a neutral opinion, disagrees, or totally disagrees. The answers to these statements can provide background information about the respondents, about how they think about homosexuality in general. These statements have previously been used in a survey in a research by The Netherlands Institute for Social Research (SCP) among military personnel (Adolfson, A. & Keuzenkamp, S., 2006). In table 1 on the next page the outcome of this survey is shown.

The outcome of the survey used for this research will be compared with that of the SCP research under the heading ‘Statements used by the Netherlands Instituted for Social Research’ in the discussion section.

Table 1: Statements in a survey by the Netherlands Institute for Social Research amongst military personnel, in percentages

Statements in a survey by the Netherlands Institute for Social Research amongst military personnel, in percentages

| | (Totally) agree | Neutral | (Totally) disagree |
|---|-----------------|---------|--------------------|
| It does not matter if you are gay, as long as you do your job | 75% | 21% | 4% |
| Lesbians, Gays, Bisexuals and Transgenders are not suited to work in the Armed Forces | 6% | 15% | 81% |
| I have nothing against homosexuality | 87% | 8% | 5% |

The survey is in Dutch, because the focus is on Dutch citizens. People of different ages and different levels of education are addressed in order to gather a broad data collection. The survey also includes a question whether someone lives in a village or a city. This question will be used as the variable to indicate whether a participant is urban or rural. Also, it is questioned if the respondent would fill in the four digits of their postal code in order to create a map of the location of the respondents.

Survey distribution and results

An online survey program website was used to gather the data. This website was suitable for this survey because it was easy to make questions based on a Likert-scale. Next to this, it was easy to distribute this survey online and possible respondents could access it with their mobile phones. In recruiting respondents, the survey was distributed via a variety of social media platforms so that many people can be reached in a short amount of time. The inclusion criteria were not comprehensive, as respondents of all ages and all educational levels could participate.

The survey had a higher response rate than initially aimed for. Eventually, 183 respondents participated in the survey. Of these, 18 participants did not complete the survey, making this data unusable and therefore excluded. After this, a sample of 165 respondents remained. An amount of 71.5% of the 165 respondents are from an urban area, the other 28,5% are from a rural area. The respondents also filled in their postal codes. A map of the respondent’s locations can be found on the next page. In this map the postal codes of the respondents are joined with the postal code areas of the Netherlands. In the map on the distribution of the respondents is visualized.

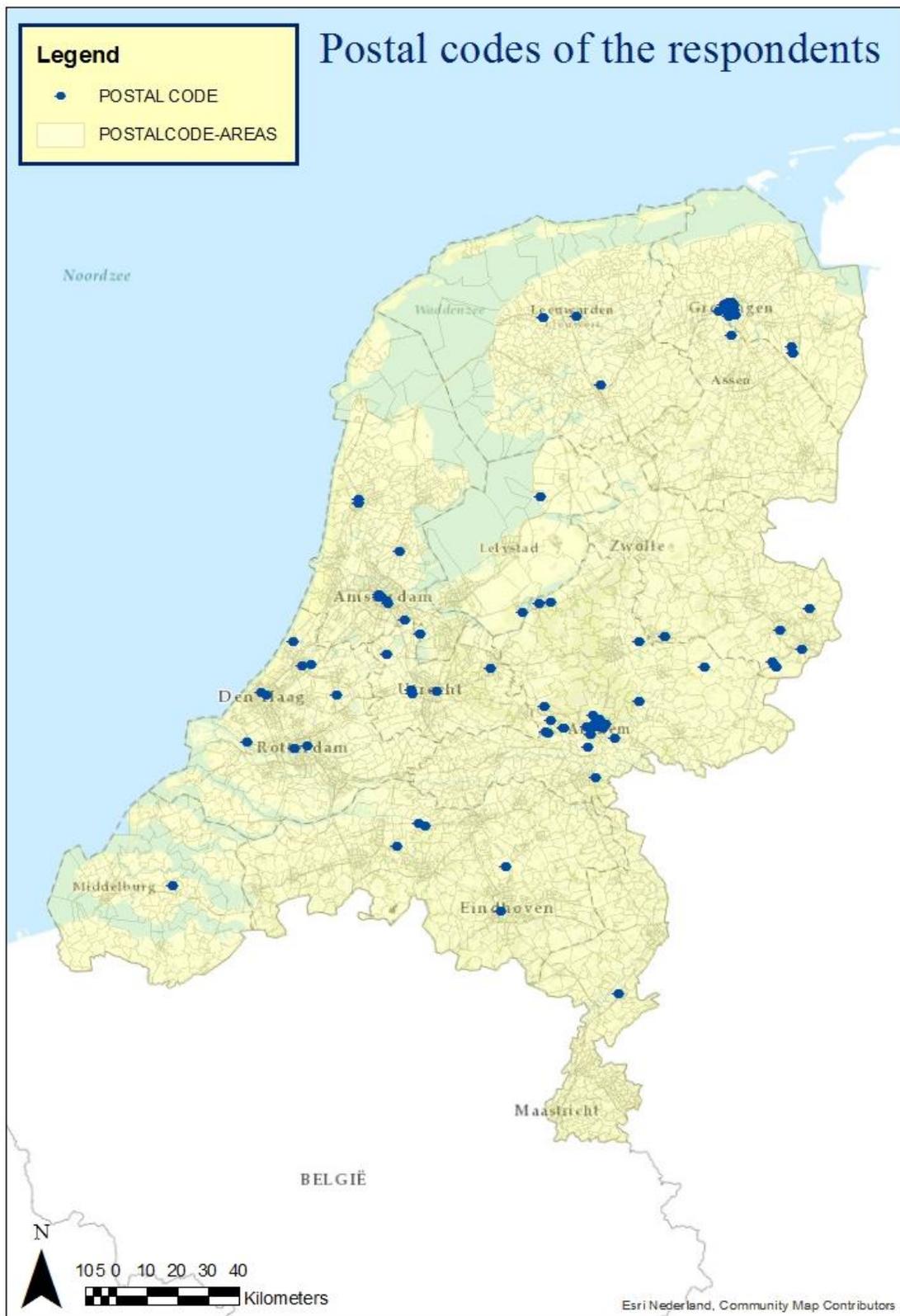


Figure 2: map including postal codes of the respondents

The collected data includes all the items required to answer the research question. This makes the data relevant and complete. The option of guessing is very much tried to be prevented, which makes the data reliable. Standard technical terminology is used and the data is collected with speed. It is also put down in a language that is clear to the possible respondents. Hence, the data meets the criteria of timeliness and understandability. Considering the previous arguments, the quality of the data is high.

Data analysis

During the interpretation of the data and results, both descriptive and testing statistics were used. To test the expectation that there is no difference in perception on masculine and feminine characteristics on heterosexual and homosexual soldiers between urban and rural areas, the statements answered by the respondents are compared for people living in urban and rural areas. To this, a multinomial logistic regression is performed. With a multinomial logistic regression, the specific variables on which the groups differ can quickly be found, as well as the variables which they do not differ on. With a multinomial logistic regression model, it is possible to analyse the eventual effect of a continuous predictor on an ordinal or nominal outcome measure. This model does not consider the orderliness of the categories, but that is not necessary because the categories are labelled as '1: totally agree', '2: agree', '3: neutral', '4: disagree', and '5: totally disagree'. In this case, an ordinal logistic regression could also be chosen, but this gives the same results. Thus, in this thesis, the multinomial logistic regression is continued.

Ethical considerations

Ethical considerations needed to be made about power relations between respondent and researcher, positionality, privacy, and the impact of reporting the research on social stereotypes. As far as can be estimated, no respondents were harmed indirectly or directly by the survey. By constructing a survey on the internet positionality can be avoided, and power relations will not be a factor because the respondent never meets the researcher. Also, the questions are formulated as approachable and convenient as possible and technical terms and jargon are avoided, to not indicate a stereotype. Avoiding jargon is to prevent the use of language in such a way that it changes the perception of the respondents and their attitudes towards this subject. The surveys are filled out anonymously to meet the privacy of the respondent, and respondents could stop with the survey at any given time. At the beginning of the survey the respondent is informed about the anonymity of their answers, that the answers cannot be lead back to the respondent who gave them. Also, they are asked to provide written consent before beginning the survey. The data is collected anonymously and will not be used for other purposes than this research.

Results

The response to the survey was the amount of 165 participants. The first question of the survey was the question if you are a man, woman, or different. Women are overrepresented, 68.5% of the respondents are female versus 31.5% male. This is not expected to be a large influence on the research findings as gender is not the main focus of the thesis. The respondents also had to fill in their age. The youngest respondent was 17 years old and the oldest was 74 years old. The distribution of the 165 respondents over the variables urban/rural, age and level of education are visualized in the table below.

Table 2: distribution of the respondents over the additional variables, in percentages
Additional variables, in percentages

| GENDER | Urban | Rural | Total |
|--|-------|-------|-------|
| Female | 50.9 | 17.6 | 68.5 |
| Male | 20.6 | 10.9 | 31.5 |
| | 71.5 | 28.5 | 100 |
| AGE | Urban | Rural | Total |
| 0-24 | 50.9 | 7.9 | 58.8 |
| 25-49 | 12.7 | 4.2 | 16.9 |
| 50-75 | 7.9 | 16.4 | 24.3 |
| | 71.5 | 28.5 | 100 |
| EDUCATION | Urban | Rural | Total |
| Primary school | 1.8 | 0 | 1.8 |
| Pre-vocational secondary education basic-professional (VMBO) | 0.6 | 0.6 | 1.2 |
| Pre-vocational secondary education-theoretical (VMBO) | 1.2 | 4.3 | 5.5 |
| Senior general secondary education (HAVO) | 1.8 | 1.8 | 3.6 |
| Pre-university Education (VWO) | 8.5 | 0.6 | 9.1 |
| Secondary vocational education (MBO) | 2.4 | 6.1 | 8.5 |
| Higher Professional Education (Applied Sciences, HBO) | 15.8 | 12.1 | 27.9 |
| University Education (WO) | 39.4 | 3 | 42.4 |
| | 71.5 | 28.5 | 100 |

In the multinomial logistic regression, the confidence interval provides a test of the null hypothesis that the odds ratio is 1, with a significance level of 0.05. If the confidence interval does not contain the value 1, the null hypothesis is rejected in favour of the alternative hypothesis that the probability ratios (odds) for the two groups (city and village) are different. If the null hypothesis cannot be rejected, the data do not provide sufficient indications to distinguish between the two groups, meaning that there is no difference between urban and rural citizens.

In the following sections the two secondary questions will be answered separately with the use of the multinomial logistic regression and a table for clarification. The results of the additional questions will be explained and compared under the latter heading, to gain more background information about the respondents of this study.

Perception on masculine and feminine characteristics on heterosexual soldiers

The hypothesis is tested using a chi-square assessment variable with ten degrees of freedom. The confidence interval of all the statements contains the value 1, which means that the null hypothesis is not rejected, as shown in table 3.

Table 3: parameter estimates multinomial logistic regression on the statements on heterosexual soldiers

| CITY1 VILL0 ^a | | B | Std. Error | Wald | df | Sig. | Exp (B) | 95% Confidence Interval for Exp (B) | |
|--------------------------|-----------|--------|------------|-------|------|------|---------|-------------------------------------|-------------|
| | | | | | | | | Lower Bound | Upper Bound |
| Village | Intercept | -2,113 | 1,269 | 2,771 | 1 | ,096 | | | |
| | HE_MS_DO | -,064 | ,491 | ,017 | 1 | ,896 | ,938 | ,358 | 2,455 |
| | HE_MS_AG | ,236 | ,511 | ,214 | 1 | ,644 | 1,266 | ,465 | 3,445 |
| | HE_MS_PS | ,357 | ,319 | 1,252 | 1 | ,263 | 1,430 | ,765 | 2,673 |
| | HE_MS_EM | ,151 | ,581 | ,067 | 1 | ,795 | 1,163 | ,372 | 3,631 |
| | HE_MS_IR | ,468 | ,613 | ,583 | 1 | ,445 | 1,597 | ,481 | 5,305 |
| | HE_FS_DO | ,129 | ,483 | ,072 | 1 | ,789 | 1,138 | ,442 | 2,931 |
| | HE_FS_AG | -,335 | ,498 | ,453 | 1 | ,501 | ,715 | ,269 | 1,899 |
| | HE_FS_PS | ,267 | ,322 | ,689 | 1 | ,407 | 1,306 | ,695 | 2,455 |
| | HE_FS_EM | -,001 | ,552 | ,000 | 1 | ,999 | ,999 | ,339 | 2,946 |
| HE_FS_IR | -,541 | ,617 | ,769 | 1 | ,380 | ,380 | ,174 | 1,950 | |

a. The reference category is: City.

According to the multinomial logistic regression, there is no difference between urban and rural citizens on the perception of the statements about heterosexuality.

To see whether the respondents predominantly agree or disagree with the statements, the percentages of the variables 'agree' and 'totally agree', and 'disagree' and 'totally disagree' have been merged so that a difference can improvingly be identified. Descriptive statistics are used for this matter. The results of this are seen in table 4 on the net page. This table consists of the statements about heterosexual male soldiers. The same merging has been done for the other statements, as seen in the following tables in the following sections.

Table 4: statements about heterosexual male soldiers, in percentages

Statements about heterosexual male soldiers, in percentages

| | Urban | Rural | Total |
|---|-------|-------|-------|
| I think it is important that male soldiers show dominance | | | |
| (totally) agree | 27.3 | 9.7 | 37 |
| neutral | 19.4 | 3.7 | 23.1 |
| (totally) disagree | 24.8 | 15.1 | 39.9 |
| | 71.5 | 28.5 | 100 |
| I think it is important that male soldiers show aggression | | | |
| (totally) agree | 5.4 | 2.5 | 7.9 |
| neutral | 10.3 | 3 | 13.3 |
| (totally) disagree | 55.8 | 23 | 78.8 |
| | 71.5 | 28.5 | 100 |
| Male soldiers have physical strength | | | |
| (totally) agree | 61.8 | 17.6 | 79.4 |
| neutral | 6.7 | 8.5 | 15.2 |
| (totally) disagree | 3 | 2.4 | 5.4 |
| | 71.5 | 28.5 | 100 |
| Male soldiers are allowed to be emotional | | | |
| (totally) agree | 65.5 | 26.1 | 91.6 |
| neutral | 4.2 | 1.2 | 5.4 |
| (totally) disagree | 1.8 | 1.2 | 3 |
| | 71.5 | 28.5 | 100 |
| Male soldiers are allowed to be irrational | | | |
| (totally) agree | 9.7 | 3.6 | 13.3 |
| neutral | 17.6 | 8.5 | 26.1 |
| (totally) disagree | 44.2 | 16.4 | 60.6 |
| | 71.5 | 28.5 | 100 |

As can be seen in table 4 above, the first statement is the most interesting. While the total of the Dutch citizens predominantly disagrees with the statement ‘I think it is important that male soldiers show dominance’, there is a minor difference between urban and rural citizens. The rural respondents mainly disagree with the statement about dominance. Where a big part of the urban citizens amongst the respondents also disagree, the main part (27.3%) agrees. In the other four statements about aggression, (lack of) physical strength, emotionality and irrationality, there is almost no difference of opinion between rural citizens and urban citizens.

In the following table, the statements about heterosexual female soldiers is shown.

Table 5: statements about heterosexual female soldiers, in percentages

Statements about heterosexual female soldiers, in percentages

| | Urban | Rural | Total |
|---|-------|-------|-------|
| I think it is important that female soldiers show dominance | | | |
| (totally) agree | 29.1 | 9.7 | 38.8 |
| neutral | 17.6 | 4.8 | 22.4 |
| (totally) disagree | 24.8 | 14 | 38.8 |
| | 71.5 | 28.5 | 100 |
| I think it is important that female soldiers show aggression | | | |
| (totally) agree | 6.1 | 3 | 9.1 |
| neutral | 9.7 | 3 | 12.7 |
| (totally) disagree | 55.7 | 22.5 | 78.2 |
| | 71.5 | 28.5 | 100 |
| Female soldiers have physical strength | | | |
| (totally) agree | 57.6 | 15.2 | 72.8 |
| neutral | 10.3 | 9.7 | 20 |
| (totally) disagree | 3.6 | 3.6 | 7.2 |
| | 71.5 | 28.5 | 100 |
| Female soldiers are allowed to be emotional | | | |
| (totally) agree | 65.4 | 25.5 | 90.9 |
| neutral | 4.9 | 1.8 | 6.7 |
| (totally) disagree | 1.2 | 1.2 | 1.4 |
| | 71.5 | 28.5 | 100 |
| Female soldiers are allowed to be irrational | | | |
| (totally) agree | 9.7 | 3.6 | 13.3 |
| neutral | 17.6 | 9.1 | 26.7 |
| (totally) disagree | 44.2 | 15.8 | 60 |
| | 71.5 | 28.5 | 100 |

As has been pointed out in table 5 above, here too the first statement is especially interesting. The total of the Dutch citizens is divided almost equally between agreeing and disagreeing on the statement ‘I think it is important that female soldiers show dominance’. However, the rural citizens amongst the respondents predominantly disagree, and the urban citizens amongst the respondents predominantly agree. On the remaining statements there seems to be no difference of opinion between urban and rural citizens.

In conclusion, there is no significant difference in perception on masculine and feminine characteristics on heterosexual male and female soldiers between urban and rural citizens. However, there is a slight difference in opinion on the dominance characteristic on both male and female soldiers. The urban citizens predominantly agree with the fact that it is important that both male and female soldiers show dominance. The rural citizens predominantly disagree with the importance that both male and female soldiers show dominance.

Perception on masculine and feminine characteristics on homosexual soldiers

In table 6 the coefficients for the variables are examined separately and the hypotheses are tested. The only significant p-value of 0.035 is of the statement ‘homosexual female soldiers have physical strength’, as only here we can conclude that there is a significant difference in perception between urban and rural citizens.

Table 6: parameter estimates multinomial logistic regression on the statements on homosexual soldiers

| CITY1_VILLO ^a | | B | Std. Error | Wald | df | Sig. | Exp (B) | 95% Confidence Interval for Exp (B) | |
|--------------------------|-----------|-------|------------|-------|------|------|---------|-------------------------------------|-------------|
| | | | | | | | | Lower Bound | Upper Bound |
| Village | Intercept | -,409 | 1,149 | ,127 | 1 | ,722 | | | |
| | HO_MS_DO | ,710 | ,614 | 1,336 | 1 | ,248 | 2,034 | ,610 | 6,778 |
| | HO_MS_AG | ,313 | ,831 | ,142 | 1 | ,706 | 1,368 | ,268 | 6,974 |
| | HO_MS_PS | -,312 | ,374 | ,694 | 1 | ,405 | ,732 | ,352 | 1,524 |
| | HO_MS_EM | -,163 | ,604 | ,073 | 1 | ,787 | ,850 | ,260 | 2,777 |
| | HO_MS_IR | ,396 | ,452 | ,768 | 1 | ,381 | 1,485 | ,613 | 3,600 |
| | HO_FS_DO | -,563 | ,603 | ,874 | 1 | ,350 | ,569 | ,175 | 1,854 |
| | HO_FS_AG | -,730 | ,873 | ,700 | 1 | ,403 | ,482 | ,087 | 2,666 |
| | HO_FS_PS | ,785 | ,373 | 4,430 | 1 | ,035 | 2,192 | 1,056 | 4,553 |
| | HO_FS_EM | ,126 | ,562 | ,050 | 1 | ,823 | 1,134 | ,377 | 3,412 |
| HO_FS_IR | -,515 | ,448 | 1,321 | 1 | ,250 | ,598 | ,249 | 1,438 | |

a. The reference category is: City.

Notice the next table in order to see the content of the difference of perception between urban citizens and rural citizens on the variable HO_FS_PS, ‘homosexual female soldiers have physical strength’. In this next table the distinction is outlined whether urban and rural citizens predominantly agree or disagree with the statements using descriptive statistics. The table that contains the statement mentioned, the one that has a significant difference, can be seen on page 18 (table 8).

Table 7: statements about homosexual male soldiers, in percentages

Statements about homosexual male soldiers, in percentages

| I think it is important that homosexual male soldiers show dominance | Urban | Rural | Total |
|--|-------|-------|-------|
| (totally) agree | 30.3 | 10.3 | 40.6 |
| neutral | 15.8 | 4.2 | 20 |
| (totally) disagree | 25.4 | 14 | 39.4 |
| | 71.5 | 28.5 | 100 |
| I think it is important that homosexual male soldiers show aggression | Urban | Rural | Total |
| (totally) agree | 7.9 | 3.6 | 11.5 |
| neutral | 9.7 | 2.4 | 12.1 |
| (totally) disagree | 53.9 | 22.5 | 76.4 |
| | 71.5 | 28.5 | 100 |
| Homosexual male soldiers have physical strength | Urban | Rural | Total |
| (totally) agree | 60 | 17.6 | 77.6 |
| neutral | 7.3 | 7.9 | 15.2 |
| (totally) disagree | 4.2 | 3 | 7.2 |
| | 71.5 | 28.5 | 100 |
| Homosexual male soldiers are allowed to be emotional | Urban | Rural | Total |
| (totally) agree | 63.6 | 24.9 | 88.5 |
| neutral | 5.5 | 3 | 8.5 |
| (totally) disagree | 2.4 | 0.6 | 3 |
| | 71.5 | 28.5 | 100 |
| Homosexual male soldiers are allowed to be irrational | Urban | Rural | Total |
| (totally) agree | 9.1 | 3.6 | 12.7 |
| neutral | 17.6 | 9.1 | 26.7 |
| (totally) disagree | 44.8 | 15.8 | 60.6 |
| | 71.5 | 28.5 | 100 |

As shown in the table above, again, the first statement is specifically interesting. Dutch citizens are divided almost equally between (totally) agree (40.6%) and (totally) disagree (39.4%). Although the division may seem equal when looking at the total of the Dutch citizens, the distinction between urban and rural is different. Urban citizens predominantly agree with the statement ‘I think it is important that homosexual male soldiers show dominance’, whereas rural citizens predominantly disagree with the statement.

On the remaining statements there is no significant difference according to the multinomial logistic regression. Next to this, there seems to be no difference in perception between urban and rural citizens, when looking at table 7 above.

Table 8: statements about homosexual female soldiers, in percentages

Statements about homosexual female soldiers, in percentages

| | Urban | Rural | Total |
|--|-------|-------|-------|
| I think it is important that homosexual female soldiers show dominance | | | |
| (totally) agree | 29.7 | 9.7 | 39.4 |
| neutral | 14.5 | 5.5 | 20 |
| (totally) disagree | 27.3 | 13.3 | 40.6 |
| | 71.5 | 28.5 | 100 |
| I think it is important that homosexual female soldiers show aggression | | | |
| (totally) agree | 7.3 | 3 | 10.3 |
| neutral | 8.5 | 3 | 11.5 |
| (totally) disagree | 55.7 | 22.5 | 79.2 |
| | 71.5 | 28.5 | 100 |
| Homosexual female soldiers have physical strength | | | |
| (totally) agree | 56.4 | 14.6 | 71 |
| neutral | 10.3 | 9.1 | 19.4 |
| (totally) disagree | 4.8 | 4.8 | 9.6 |
| | 71.5 | 28.5 | 100 |
| Homosexual female soldiers are allowed to be emotional | | | |
| (totally) agree | 62.4 | 24.3 | 86.7 |
| neutral | 5.5 | 3 | 8.5 |
| (totally) disagree | 3.6 | 1.2 | 4.8 |
| | 71.5 | 28.5 | 100 |
| Homosexual female soldiers are allowed to be irrational | | | |
| (totally) agree | 9.1 | 4.2 | 13.3 |
| neutral | 17.6 | 9.1 | 26.7 |
| (totally) disagree | 44.8 | 15.2 | 60 |
| | 71.5 | 28.5 | 100 |

As can be noticed in the table above, again, the variable applied to the statement about dominance is interesting. As stated in the previous paragraph, the total of the Dutch citizens is almost equally divided. An amount of 39.4% (totally) agrees with the statement and 40.6% (totally) disagrees. Here too, a distinction can be made between rural and urban citizens. Urban citizens predominantly agree, whereas rural citizens predominantly disagree. The remaining statements again show no difference in perception between rural and urban citizens.

The statement ‘Homosexual female soldiers have physical strength’ triggers the attention as this variable is significant according to the regression model. This means that there is a difference between rural citizens and urban citizens. Looking at this table where the categories are merged, it is not visible. However, when looking at table 9, where the categories are separated from each other, it is visible.

When you look at the percentages that belong to the urban citizens, you can see the percentage of, for example, ‘totally agree’ of the percentage of 71.5% urban citizens in relation to the total. This

can also be seen for rural citizens. To see how much of the rural and urban citizens have been chosen separately for a particular category, other percentages must be presented. These can be seen in the table below.

Table 9: ‘Homosexual female soldiers have physical strength’, in percentages, urban and rural divided

| Homosexual female soldiers have physical strength, in percentages | | |
|--|-------|-------|
| | Urban | Rural |
| Totally agree | 15.3 | 15.1 |
| Agree | 63.6 | 36.1 |
| Neutral | 14.4 | 31.9 |
| Disagree | 5.0 | 16.9 |
| Totally disagree | 1.7 | 0 |
| Total | 100 | 100 |

In conclusion, there can be said that urban citizens predominantly agree with the statement ‘Homosexual female soldiers have physical strength’, and that there is a slight difference between the part of the citizens that totally agree or has a neutral opinion about the statement.

About rural citizens can be said that they predominantly agree with the statement, but the category ‘neutral’ comes in as a close second. Also, there is a slight difference between the part of the citizens that totally agree and the part of the citizens that disagree. Here lies the significant difference.

In the following section, the statements used in a survey of a previous research by the Netherlands Institute for Social Research amongst military personnel will briefly be discussed. The comparison between these results and the results of the research by the Netherlands Institute for Social Research will be explained in the discussion section.

Statements used by The Netherlands Institute for Social Research

The following statements were used in a survey by the Netherlands Institute for Social Research amongst military personnel. Those same statements were used in this research to see if they can provide background information about the respondents, and about how they think about homosexuality in general. Table 10 on the next page shows the outcome of the survey on these statements, using descriptive statistics.

Table 10: Statements used earlier in a survey by the Netherlands Institute for Social Research amongst military personnel, in percentages

Statements used earlier in a survey by the Netherlands Institute for Social Research amongst military personnel, in percentages

| It does not matter if you are gay, as long as you do your job | Urban | Rural | Total |
|--|-------|-------|-------|
| (totally) agree | 70.9 | 28.5 | 99.4 |
| neutral | 0.6 | 0 | 0.6 |
| (totally) disagree | 0 | 0 | 0 |
| | 71.5 | 28.5 | 100 |
| Lesbians, Gays, Bisexuals and Transgenders are not suited to work in the Armed Forces | Urban | Rural | Total |
| (totally) agree | 2.5 | 0 | 2.5 |
| neutral | 3 | 1.2 | 4.2 |
| (totally) disagree | 66 | 27.3 | 93.3 |
| | 71.5 | 28.5 | 100 |
| I have nothing against homosexuality | Urban | Rural | Total |
| (totally) agree | 70.3 | 27.2 | 97.5 |
| neutral | 0 | 0.6 | 0.6 |
| (totally) disagree | 1.2 | 0.7 | 1.9 |
| | 71.5 | 28.5 | 100 |

The graph shows that the total of the citizens predominantly agree with the statement ‘It does not matter if you are gay, as long as you do your job’. Looking at the second statement ‘Lesbians, Gays, Bisexuals and Transgenders are not suited to work in the Armed Forces’, the total also predominantly agree, but to a lesser extent than the previous statement, even though it is still a high percentage. For the last statement ‘I have nothing against homosexuality’ there can be seen that there are maybe a few people who disagree, but the vast majority agrees. This could imply that the respondents are aware of the progress in the current society as far as LGBT is concerned.

Discussion

Conclusion

This thesis confirms that there is no difference in perception of Dutch citizens on gender norms in the armed forces between urban and rural areas. According to this research, this hypothesis can be accepted. There is no significance, which means that there is no difference in perception. Looking at the second sub-question, apart from one variable that is significant, there also is no difference in perception between urban and rural areas on masculine and feminine characteristics on homosexual soldiers. In the perception on the characteristic physical strength of homosexual women, there is a significant difference between urban rural citizens. Urban citizens agree for the most part that homosexual women have physical strength, but the part that has a neutral opinion about this characteristic is as much as the part totally agrees with it. Rural citizens predominantly agree with that homosexual women have physical strength, but the part that has a neutral opinion about this characteristic is almost as much. Amongst the

rural citizens, there is not a big difference between the part that totally agrees and the part that disagrees that homosexual women have physical strength.

Looking at the comparison between the survey of The Netherlands Institute for Social Research in 2006 among soldiers with the answers from the respondents to the same questions, it can be seen that in 2006 one was mainly positive. In this study this was also the case, even to a higher degree.

According to this thesis there is no difference in perception of Dutch citizens on gender norms in the armed forces, comparing urban and rural areas. There is only a difference in perception on the characteristic physical strength of homosexual women.

Discussion

The outcome of the research of this theses confirms that there is no difference in perception of Dutch citizens on gender norms in the armed forces, when comparing urban and rural areas. By way of contrast, according to Snively et al. (2008) people from less populated areas were more likely to be homophobic. Respondents in their study who rated themselves as primarily rural had a lower average agreement that gays should have the same legal rights as everyone else, compared to those rating themselves as urban. This same pattern held for the question whether gay, lesbian and bisexual women and men should serve in the armed forces.

The one significant difference between urban and rural in this thesis is of the perception on the characteristic (lack of) physical strength of homosexual women. Urban citizens agree for the most part that homosexual women have physical strength, another big part of the urban citizens has a neutral opinion about it. Rural citizens predominantly agree with it that homosexual women have physical strength, but the same amount disagrees. Which means that there is a big part of the total of the rural citizens who disagree with the statement that homosexual women have physical strength. Similarly, the interviews in the research of Andriessen et al. (2017) show that homosexuality and bisexuality amongst men are associated with female behaviour and characteristics attributed to women, such as lack of physical strength, emotionality and irrationality. One does not disapprove the homo- or bisexual orientation, but the 'effeminate' of 'masculine' behaviour that would accompany it. This could be a clear reason for the significant outcome. The norm of masculinity stands in the way of acceptance and openness about homosexuality and bisexuality, even in a progressive country like the Netherlands which was the first country to allow LGBT individuals to serve in the military.

The research by Keuzenkamp & Kuyper (2013) shows that, on average, Dutch citizens have more trouble with the 'effeminate' or 'masculine' behaviour that accompanies with the homo- or bisexual orientation, than with homosexuals or bisexuals in itself. It turns out that it does not matter whether it concerns men who behave in a feminine way or vice versa, as is evidently explained on the basis of this thesis by the fact that the significant difference lies within a statement on female homosexual soldiers.

Strengths and limitations

At the end of this research, it may be wondered what the outcome would have been if the survey had been drafted differently. For example, when the word 'soldier' would have been removed from the statements, because perhaps this could suggest that someone is already qualified. One could immediately think that the person already passed the qualifications, and therefore also has the characteristics and qualities. If the word 'soldier' were omitted, answers would be purely about homosexuality. If this were to be met, this could lead to a rise of validity. Within this study there may be a non-response bias. The respondents from a village appear to a lesser extent in the study and this can have a negative influence on the outcomes. However, the total response group is of such an amount and this bias does not have to have a negative influence.

This research could be extended to look at the differences in perception between different age cohorts or educational levels. Questions were asked about this in the survey, so there is data available, but in order to be able to assess exactly which respondent has a certain perception from which age cohort or with what level of education, different statistical tests should be performed. This research focuses on the difference between urban and rural citizens, simply because there is not enough space and time to expand the research and the urban-rural difference has relatively more to do with geography. The education level and age cohort variables were used to see whether the respondents were divided over the different categories, and therefore could not be distributed into one group. A subsequent study could look at whether there is also a difference in perception between different age cohorts and educational levels. A step further could be made by seeing if there is a difference in perception between different age cohorts and educational levels, on the one hand among urban citizens and on the other hand among rural citizens. This could be interesting because the literature suggests a difference in opinion depends on different age cohorts. As there has not been a study about the different educational levels on this subject, future research is needed.

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Appendices

Appendix 1: data results SPSS

Multinomial logistic regression in SPSS including the variables city/village, gender, education.

Case Processing Summary

| | | N | Marginal Percentage |
|---------------|--|-----|---------------------|
| CITY1_VILLO | Village | 47 | 28,5% |
| | City | 118 | 71,5% |
| GENDER | Female | 113 | 68,5% |
| | Male | 52 | 31,5% |
| EDUCATION | HAVO, MMS | 6 | 3,6% |
| | HBO | 46 | 27,9% |
| | Lagere school / basisonderwijs | 3 | 1,8% |
| | LBO, VBO, VMBO basisberoepsgerichte- of kaderberoepsgerichte leerweg | 2 | 1,2% |
| | MBO | 14 | 8,5% |
| | MULA, ULA, MAVO, VMBO theoretische- of gemengde leerweg | 9 | 5,5% |
| | Universitaire opleiding | 70 | 42,4% |
| | VWO, Gymnasium, Atheneum | 15 | 9,1% |
| | Valid | 165 | 100,0% |
| | Missing | 0 | |
| Total | 165 | | |
| Subpopulation | 151 ^a | | |

a. The dependent variable has only one value observed in 148 (98,0%) subpopulations.

Multinomial logistic regression including only the variable city/village and the variables with the statements about heterosexuality.

Case Processing Summary

| | | N | Marginal Percentage |
|---------------|---------|------------------|---------------------|
| CITY1_VILLO | Village | 47 | 28,5% |
| | City | 118 | 71,5% |
| Valid | | 165 | 100,0% |
| Missing | | 0 | |
| Total | | 165 | |
| Subpopulation | | 133 ^a | |

a. The dependent variable has only one value observed in 124 (93,2%) subpopulations.

Model Fitting Information

| Model | Model Fitting Criteria | Likelihood Ratio Tests | | |
|----------------|------------------------|------------------------|----|------|
| | -2 Log Likelihood | Chi-Square | df | Sig. |
| Intercept Only | 178,463 | | | |
| Final | 167,487 | 10,976 | 10 | ,359 |

Pseudo R-Square

| | |
|---------------|------|
| Cox and Snell | ,064 |
| Nagelkerke | ,092 |
| McFadden | ,056 |

Likelihood Ratio Tests

| Effect | Model Fitting Criteria | Likelihood Ratio Tests | | |
|-----------|------------------------------------|------------------------|----|------|
| | -2 Log Likelihood of Reduced Model | Chi-Square | df | Sig. |
| Intercept | 170,416 | 2,929 | 1 | ,087 |
| HE_MS_DO | 167,504 | ,017 | 1 | ,896 |
| HE_MS_AG | 167,702 | ,215 | 1 | ,642 |
| HE_MS_PS | 168,742 | 1,256 | 1 | ,262 |
| HE_MS_EM | 167,554 | ,068 | 1 | ,795 |
| HE_MS_IR | 168,083 | ,597 | 1 | ,440 |
| HE_FS_DO | 167,559 | ,072 | 1 | ,789 |
| HE_FS_AG | 167,943 | ,456 | 1 | ,499 |
| HE_FS_PS | 168,169 | ,683 | 1 | ,409 |
| HE_FS_EM | 167,487 | ,000 | 1 | ,999 |
| HE_FS_IR | 168,278 | ,792 | 1 | ,374 |

The chi-square statistic is the difference in -2 log-likelihoods between the final model and a reduced model. The reduced model is formed by omitting an effect from the final model. The null hypothesis is that all parameters of that effect are 0.

Parameter Estimates

| CITY1_VILL0 ^a | | B | Std. Error | Wald | df | Sig. | Exp(B) | 95% Confidence Interval for Exp(B) | |
|--------------------------|-----------|--------|------------|-------|----|------|--------|------------------------------------|-------------|
| | | | | | | | | Lower Bound | Upper Bound |
| Village | Intercept | -2,113 | 1,269 | 2,771 | 1 | ,096 | | | |
| | HE_MS_DO | -,064 | ,491 | ,017 | 1 | ,896 | ,938 | ,358 | 2,455 |
| | HE_MS_AG | ,236 | ,511 | ,214 | 1 | ,644 | 1,266 | ,465 | 3,445 |
| | HE_MS_PS | ,357 | ,319 | 1,252 | 1 | ,263 | 1,430 | ,765 | 2,673 |
| | HE_MS_EM | ,151 | ,581 | ,067 | 1 | ,795 | 1,163 | ,372 | 3,631 |
| | HE_MS_IR | ,468 | ,613 | ,583 | 1 | ,445 | 1,597 | ,481 | 5,305 |
| | HE_FS_DO | ,129 | ,483 | ,072 | 1 | ,789 | 1,138 | ,442 | 2,931 |
| | HE_FS_AG | -,335 | ,498 | ,453 | 1 | ,501 | ,715 | ,269 | 1,899 |
| | HE_FS_PS | ,267 | ,322 | ,689 | 1 | ,407 | 1,306 | ,695 | 2,455 |
| | HE_FS_EM | -,001 | ,552 | ,000 | 1 | ,999 | ,999 | ,339 | 2,946 |
| | HE_FS_IR | -,541 | ,617 | ,769 | 1 | ,380 | ,582 | ,174 | 1,950 |

a. The reference category is: City.

Multinomial logistic regression including only the variable city/village and the variables with the statements about homosexuality.

Case Processing Summary

| | | N | Marginal Percentage |
|---------------|---------|------------------|---------------------|
| CITY1_VILLO | Village | 47 | 28,5% |
| | City | 118 | 71,5% |
| Valid | | 165 | 100,0% |
| Missing | | 0 | |
| Total | | 165 | |
| Subpopulation | | 126 ^a | |

a. The dependent variable has only one value observed in 117 (92,9%) subpopulations.

Model Fitting Information

| Model | Model Fitting Criteria | Likelihood Ratio Tests | | |
|----------------|------------------------|------------------------|----|------|
| | -2 Log Likelihood | Chi-Square | df | Sig. |
| Intercept Only | 171,352 | | | |
| Final | 159,299 | 12,053 | 10 | ,282 |

Pseudo R-Square

| | |
|---------------|------|
| Cox and Snell | ,070 |
| Nagelkerke | ,101 |
| McFadden | ,061 |

Likelihood Ratio Tests

| Effect | Model Fitting Criteria | Likelihood Ratio Tests | | |
|-----------|------------------------------------|------------------------|----|------|
| | -2 Log Likelihood of Reduced Model | Chi-Square | df | Sig. |
| Intercept | 159,426 | ,127 | 1 | ,722 |
| HO_MS_DO | 160,687 | 1,388 | 1 | ,239 |
| HO_MS_AG | 159,444 | ,145 | 1 | ,703 |
| HO_MS_PS | 160,002 | ,703 | 1 | ,402 |
| HO_MS_EM | 159,370 | ,071 | 1 | ,790 |
| HO_MS_IR | 160,138 | ,839 | 1 | ,360 |
| HO_FS_DO | 160,200 | ,901 | 1 | ,342 |
| HO_FS_AG | 160,025 | ,726 | 1 | ,394 |
| HO_FS_PS | 163,826 | 4,527 | 1 | ,033 |
| HO_FS_EM | 159,347 | ,049 | 1 | ,826 |
| HO_FS_IR | 160,766 | 1,467 | 1 | ,226 |

The chi-square statistic is the difference in -2 log-likelihoods between the final model and a reduced model. The reduced model is formed by omitting an effect from the final model. The null hypothesis is that all parameters of that effect are 0.

Parameter Estimates

| CITY1_VILLO ^a | | B | Std. Error | Wald | df | Sig. | Exp(B) | 95% Confidence Interval for Exp(B) | |
|--------------------------|-----------|-------|------------|-------|----|------|--------|------------------------------------|-------------|
| | | | | | | | | Lower Bound | Upper Bound |
| Village | Intercept | -,409 | 1,149 | ,127 | 1 | ,722 | | | |
| | HO_MS_DO | ,710 | ,614 | 1,336 | 1 | ,248 | 2,034 | ,610 | 6,778 |
| | HO_MS_AG | ,313 | ,831 | ,142 | 1 | ,706 | 1,368 | ,268 | 6,974 |
| | HO_MS_PS | -,312 | ,374 | ,694 | 1 | ,405 | ,732 | ,352 | 1,524 |
| | HO_MS_EM | -,163 | ,604 | ,073 | 1 | ,787 | ,850 | ,260 | 2,777 |
| | HO_MS_IR | ,396 | ,452 | ,768 | 1 | ,381 | 1,485 | ,613 | 3,600 |
| | HO_FS_DO | -,563 | ,603 | ,874 | 1 | ,350 | ,569 | ,175 | 1,854 |
| | HO_FS_AG | -,730 | ,873 | ,700 | 1 | ,403 | ,482 | ,087 | 2,666 |
| | HO_FS_PS | ,785 | ,373 | 4,430 | 1 | ,035 | 2,192 | 1,056 | 4,553 |
| | HO_FS_EM | ,126 | ,562 | ,050 | 1 | ,823 | 1,134 | ,377 | 3,412 |
| | HO_FS_IR | -,515 | ,448 | 1,321 | 1 | ,250 | ,598 | ,249 | 1,438 |

a. The reference category is: City.

Appendix 2: data collection instrument: survey

Beste lezer,

Mijn naam is Lysanne, student aan de Rijksuniversiteit Groningen. Met mijn Bachelorscriptie wil ik proberen inzicht te krijgen in de perceptie van de Nederlandse burger op homoseksueel personeel in het leger. Ik wil vragen dat u eerlijk antwoord geeft op de vragen. De antwoorden die worden gegeven, worden behandeld als vertrouwelijke informatie. Er wordt geen inzage in de antwoorden verschaft aan derden. De verwerking van de gegevens is anoniem. De uitkomsten van de enquête zullen niet meer te herleiden zijn naar een individueel persoon. In deze enquête staan zowel meerkeuzevragen als open vragen. Bij de laatste vraag heeft u ruimte vragen of opmerking in het daarvoor bestemde vak te schrijven. Bij de vraag over uw postcode hoeft u alleen de vier cijfers in te voeren, de ingevulde gegevens kunnen dan alleen herleid worden tot een bepaald postcodegebied. De enquête duurt maximaal 5 minuten. Alvast bedankt!

Bij het doorgaan naar de eerste vraag geeft u aan akkoord te gaan dat uw gegevens worden gebruikt voor het onderzoek.

DE VRAGENLIJST

Het eerste gedeelte bestaat uit uitspraken **met betrekking tot het leger, defensie, of militairen.**

Bij de volgende vragen graag aangeven in hoeverre u het eens of oneens bent met de uitspraken. U kunt kiezen tussen 'helemaal eens', 'eens', 'neutraal', 'oneens', en 'helemaal oneens'.

De volgende uitspraken gaan over **heteroseksuele mannelijke militairen.**

| | <i>Helemaal eens</i> | <i>Eens</i> | <i>Neutraal</i> | <i>Oneens</i> | <i>Helemaal oneens</i> |
|--|----------------------|-------------|-----------------|---------------|------------------------|
| <i>Ik vind het belangrijk dat mannelijke militairen dominantie tonen</i> | | | | | |
| <i>Ik vind het belangrijk dat mannelijke militairen agressie tonen</i> | | | | | |
| <i>Mannelijke militairen hebben fysiek veel kracht</i> | | | | | |
| <i>Mannelijke militairen mogen emotioneel zijn</i> | | | | | |
| <i>Mannelijke militairen mogen irrationeel zijn</i> | | | | | |

De volgende uitspraken gaan over **heteroseksuele vrouwelijke militairen**.

| | <i>Helemaal eens</i> | <i>Eens</i> | <i>Neutraal</i> | <i>Oneens</i> | <i>Helemaal oneens</i> |
|---|----------------------|-------------|-----------------|---------------|------------------------|
| <i>Ik vind het belangrijk dat vrouwelijke militairen dominantie tonen</i> | | | | | |
| <i>Ik vind het belangrijk dat vrouwelijke militairen agressie tonen</i> | | | | | |
| <i>Vrouwelijke militairen hebben fysiek veel kracht</i> | | | | | |
| <i>Vrouwelijke militairen mogen emotioneel zijn</i> | | | | | |
| <i>Vrouwelijke militairen mogen irrationeel zijn</i> | | | | | |

De volgende uitspraken gaan over **homoseksuele mannelijke- en lesbische militairen**.

| | <i>Helemaal eens</i> | <i>Eens</i> | <i>Neutraal</i> | <i>Oneens</i> | <i>Helemaal oneens</i> |
|---|----------------------|-------------|-----------------|---------------|------------------------|
| <i>Ik vind het belangrijk dat homoseksuele mannelijke militairen dominantie tonen</i> | | | | | |
| <i>Ik vind het belangrijk dat homoseksuele mannelijke militairen agressie tonen</i> | | | | | |
| <i>Homoseksuele mannelijke militairen hebben fysiek veel kracht</i> | | | | | |
| <i>Homoseksuele mannelijke militairen mogen emotioneel zijn</i> | | | | | |
| <i>Homoseksuele mannelijke militairen mogen irrationeel zijn</i> | | | | | |
| <i>Ik vind het belangrijk dat lesbische militairen dominantie tonen</i> | | | | | |
| <i>Ik vind het belangrijk dat lesbische militairen agressie tonen</i> | | | | | |
| <i>Lesbische militairen hebben fysiek veel kracht</i> | | | | | |
| <i>Lesbische militairen mogen emotioneel zijn</i> | | | | | |
| <i>Lesbische militairen mogen irrationeel zijn</i> | | | | | |

De volgende uitspraken zijn eerder gebruikt in een enquête door het Sociaal Cultureel Planbureau onder personeel bij defensie. **De uitspraken gaan wederom over het leger.**

| | <i>Helemaal eens</i> | <i>Eens</i> | <i>Neutraal</i> | <i>Oneens</i> | <i>Helemaal oneens</i> |
|---|----------------------|-------------|-----------------|---------------|------------------------|
| <i>Het maakt niet uit of je homo bent, als je je werk maar doet</i> | | | | | |
| <i>Homo's, lesbiennes, biseksuelen en transgenders zijn niet geschikt om bij defensie te werken</i> | | | | | |
| <i>Ik heb niets tegen homoseksualiteit</i> | | | | | |

U bent beland bij het laatste gedeelte, bestaande uit vragen over uzelf.

Ik ben een:

- Man
- Vrouw
- Anders, namelijk: _____

Ik woon in een:

- Stad
- Dorp

Hoe oud bent u?

[] [] jaar

De 4 cijfers van uw postcode:

[] [] [] []

Wat is uw hoogst voltooide opleiding, dus waarvan u een diploma heeft behaald?

Of indien u nu een opleiding volgt, kruis deze aan:

- Lagere school / basisonderwijs
- LBO, VBO, VMBO basisberoepsgerichte- of kaderberoepsgerichte leerweg
- MULA, ULA, MAVO, VMBO theoretische- of gemengde leerweg
- HAVO, MMS
- MBO
- VWO, Gymnasium, Atheneum
- HBO
- Universitaire opleiding
- Anders, namelijk: _____

Ruimte voor opmerkingen over de vragen / het onderzoek:

Bedankt voor uw medewerking! Ik stel het erg op prijs.