

EUROPEAN WOMEN IN PAID EMPLOYMENT

THEIR PERCEPTION OF DISCRIMINATION AT WORK

COMMISSION OF THE EUROPEAN COMMUNITY
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THIS STUDY WAS CARRIED OUT IN THE NINE COUNTRIES OF THE EUROPEAN COMMUNITY AT THE REQUEST OF THE "AD HOC" COMMISSION OF THE EUROPEAN PARLIAMENT FOR WOMENS RIGHTS.

AN IDENTICAL QUESTIONNAIRE OF SOME THIRTY QUESTIONS WAS USED, IN JUNE AND JULY 1980, TO INTERVIEW REPRESENTATIVE SAMPLES OF WOMEN IN PAID EMPLOYMENT, AGED 15 AND OVER, (3392 IN TOTAL), WHO WERE PERSONALLY INTERVIEWED IN THEIR HOMES BY PROFESSIONAL INTERVIEWERS. THE CRITERION USED FOR SELECTING THE SAMPLE WAS THAT THE WOMEN RECEIVED A WAGE, REGARDLESS OF THE TYPE OF EMPLOYMENT. CONSEQUENTLY, THE SAMPLE DOES NOT INCLUDE UNEMPLOYED WOMEN NOR THOSE WHO WERE CURRENTLY SEEKING WORK, NOR THE SELF-EMPLOYED.

THE STUDY WAS CONDUCTED BY NINE SPECIALIST INSTITUTES; THE PRACTITIONERS OF THE "EUROPEAN OMNIBUS SURVEY", UNDER THE GENERAL CO-ORDINATION OF HÉLÈNE RIFFAULT, DIRECTOR-GENERAL OF "FAITS ET OPINIONS" IN PARIS. THE NAMES OF THE INSTITUTES INVOLVED IN THE RESEARCH, AND ALL OTHER TECHNICAL INFORMATION, TOGETHER WITH THE FRENCH AND THE ENGLISH VERSIONS OF THE QUESTIONNAIRE MAY BE FOUND IN THE APPENDIX.

THIS REPORT, WHICH WAS WRITTEN BY HÉLÈNE RIFFAULT, IN NO WAY BINDS THE INSTITUTIONS OF THE COMMUNITY.

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INTRODUCTION

The current study was carried out at the request of the "ad hoc" Commission for Women's Rights, set up by the European Parliament in October 1979.

The terms of reference of this commission are to set out, starting from a stock of information available, what action should be taken to improve the conditions of women and to bring about equal opportunity for men and women, particularly in the area at work.

Over the last twelve years or so, the EEC has made a concerted effort to better integrate women at work. This has resulted, among other things, in the passing of two recommendations relating to equal pay for workers of either sex who are doing the same job, and the elimination of all forms of direct or indirect discrimination regarding job opportunities in service vocational training, promotion and conditions of service.

At the same time, the EEC has endeavoured to develop a policy of collecting informative material about women and their organisations; achieving this mainly from two large sample surveys of the EEC countries, which were published in 1975 and 1978. (1)

Concerned that the relevant European legislation in the member countries should be effective, but also aware that legal measures alone are not enough to resolve the problems which are deeply embedded in attitudes and behaviour, the EEC was grateful for the suggestion made by

(1)

"Femmes et hommes d'Europe : attitudes comparées à l'égard de quelques problèmes de société", December 1975, and "European men and women in 1978", February 1979.

the "ad hoc" Commission of the European Parliament. This suggestion called for a new sample survey about women who were actively engaged in paid employment, in order to ascertain how these workers saw themselves compared with their male colleagues.

This study is of an exploratory nature, for it is the first of its kind to be undertaken across the community as a whole. Having no precursor, it offers no points of comparison with the past; often there are no established statistics which might substantiate some of the data discovered. Moreover, the limited funds available have meant that the sample sizes from each country preclude any complex analyses which would have been desirable for examining in detail the results obtained from each country.

In spite of these drawbacks, which must be borne in mind, the results of the study, viewed from the perspective of the community as a whole and looking at various segments of the population studied, (including a breakdown by nationality), clearly show where new initiatives must be directed, in order to move towards equality of opportunity between men and women in employment.

These recommendations should not solely be concerned with the formal implementation of existing legislation, but should also look to improving the state of knowledge and awareness of all involved.

With this in mind, the results of this study should provide a useful working guide, both for European institutions, and also the authorities of each country; for political and trade union leaders, as well as for the pressure group and research workers; in short, for all men and women who work for the promotion and acceptance of women's rights.

PART 1 : DATA RELATING TO FACTUAL INFORMATION

In the nine countries of the Community, women in paid employment account for a population of around 30 million.

This population of employed women is vastly different, in terms of structure, from the total population of women aged 15-55; it also differs in certain ways from the total female workforce, of which this group represents more than four-fifths.

A sample survey covering work which has been repeated every two years since 1973, provided a starting point of statistical information which is both useful and, at times indispensable, but its contents are of little help in describing women who work and the situation that they are in.

In a report on the condition of women which was recently put forward to the European Parliament, it was clearly recognised that, even today, there is still a large amount of statistical information which is insufficient, superficial and sometimes misleading.⁽¹⁾

The survey discussed in this report is of an exploratory nature; apart from the replies to certain attitudinal questions which constitute the main core of the study, there are also a number of facts and figures which, however approximate, will help the reader to understand the situation of European women in employment.

⁽¹⁾ "Rapport intérimaire sur la condition féminine dans la Communauté"
Rapporteur : Mms S Dekker. Parlement Européen, doc. 1-78/70

The information relates to the following :

A.. Personal characteristics of women in paid employment

1. Age, level of education and entry into employment
2. In-service training
3. Interruption of work, voluntary or otherwise
4. Family situation

B. The characteristics of the employer and the job

1. The employer : civil service or private sector, area of activity, importance of these factors
2. The job : type of employment, length of service with current employer, number of hours worked, suitability of job to abilities, whether environment at work is mixed or single sex

A PERSONAL CHARACTERISTICS OF WOMEN IN PAID EMPLOYMENT

1. Age, level of education and entry into employment

Without doubt, age is the most familiar indicator of this population. It is known that half of Europe's employed women - a figure around 15 million - are under 35 years old; it is also known that this figure varies considerably according to country. At one end of the scale are Ireland and the Netherlands, where two-thirds of employed women are under 35, whilst at the other end is the UK where only 40% are under 35.⁽¹⁾

For many women in paid employment, formal education finishes early and they enter employment at an early age.

Question : *At what age did you leave school or college - that is, when did you finish your full-time education?*

Replies	EEC
14 or under	23))
15	18) 58%)
16	17))
	86%
17	11))
18	12))
19	5))
20	4
21	3
22	<u>7</u>
Total women in paid employment	100%

⁽¹⁾ See Zighera, Guilloux and Hara : "Analyse des résultats des enquêtes par sondage sur les forces de travail - 6. Taux d'emploi féminin et masculin par âge" - Brussels, November 1979

Question : *At what age did you start work in paid employment?*

Replies	<u>EEC</u>
16 or under	40)
17-19 years	30) 70%
20-24 years	17
25-29 years	4
30 or over	<u>9</u>
Total women in paid employment	100%

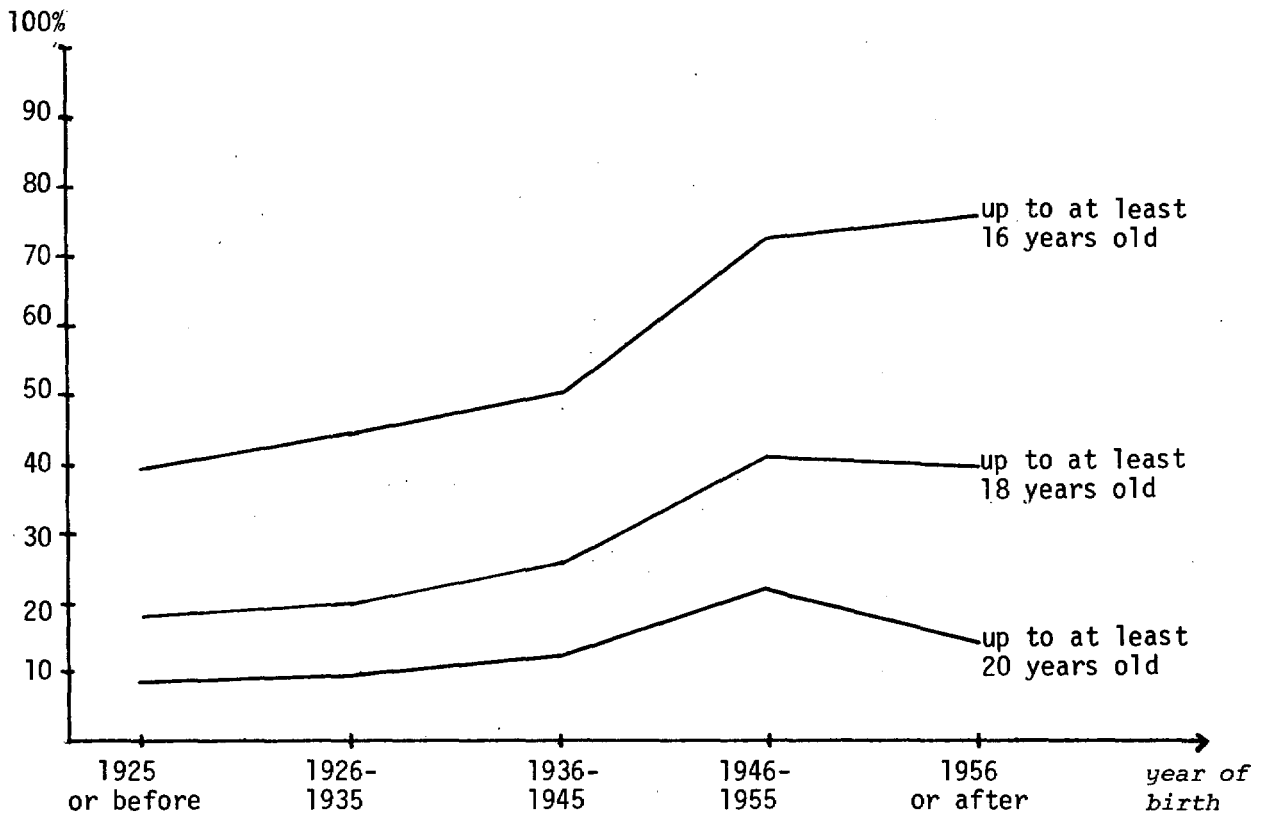
These two factors, terminal education age and age of entry into paid employment, have changed over the generations. On the whole, young women in paid employment have studied for a longer period than their elders, as will be clearly seen from graph no. 1. However, it is true that among the very young women in paid employment those who are currently under 25 years old and who account for about 6 million (one-fifth of the total) only 75 per cent continued studying until they were at least 16, only 38 per cent continued until at least 18 and only 12 per cent continued until they were at least 20.

For those countries where women are just beginning to enter paid employment, the development is slower. In the statistical report mentioned previously, J Zighera speaks of "...the slow development which leads women to enter the employment market later (this is particularly late in France and Belgium)". The present study points out that, in the 1980's world, women in paid employment who started work when they were 16 account for 50 per cent of those who are over 55 years old, 45 per cent of those between the ages of 35 and 54 and only 33 per cent of those currently aged under 35.

Despite the relatively short period of study, 62 per cent of women in paid employment hold a certificate of general education (irrespective of level) and 46 per cent have a professional qualification.

Graph number 1

LENGTH OF STUDIES, ACCORDING TO AGE
OF WOMEN CURRENTLY IN PAID EMPLOYMENT



NB. The reader should not be surprised by the bunching of the curves for the last age group. The survey was of all women in paid employment aged 15 and over, and it is clear that the youngest, because they are already working, have had less opportunity than the others to follow extended further education programmes.

More precisely :		<u>Average terminal education age</u>
Hold no certificate or qualification	29%	14.9 years
Hold only a professional or technical qualification	9%	16.2 years
Hold a certificate of general education	25%	17.1 years
Hold both a certificate of general education & a professional or technical qualification	<u>37%</u>	17.6 years
Total of women in paid employment	100%	16.5 years

The age at which women in paid employment begin their working lives is even more striking than their lack of qualifications. In particular, two-thirds of women who have no qualifications were in paid employment from the age of 16.

Among those who :	<u>Were in paid employment at age 16</u>
Hold no certificate or qualification	66%
Hold only a professional or technical qualification	47%
Hold a certificate of general education	31%
Hold both a certificate of general education and a professional or technical qualification	<u>24%</u>
Average	40%

That fact of having obtained or not obtained any qualifications has appreciably affected the working lives of these women as will be demonstrated later in this report.

The view that women have of the training they received is, overall, positive.

Question : *Would you say that the training that you have had before starting work was useful or not for your employment so far?*

Replies :

Useful	52%
Not useful	20%
Have had no special training	25%
Don't know	<u>3%</u>
	100%

The longer their education lasted, the more positive the evaluation of the women; the proportion of those who have a negative impression is about one-fifth in each group.

	<u>Training was useful</u>
Among those who finished studying at :	
14 or 15	34%
16-19	61%
20 or older	73%
Among those who :	
Hold no certificate of general education or qualification	23%
Hold professional or technical qualif.	63%
Hold a certificate of general education	43%
Hold both a certificate of general ed. and a professional or technical qualif.	78%

Thus, women who hold a professional or technical qualification feel themselves to be better equipped for work than do those who only hold a certificate of general education; however, it must be noted that one out of three women in possession of a professional or technical qualification thought it was of little or no use to them in their job. Women who claimed they were badly trained or not trained for their jobs are those who work in factories, workshops and studios.

2. In service training

Studies which have been conducted of working women in paid employment often stress the need for the development of in-service training. To date, only a small minority of women in paid employment have undergone such training.

Questions : *Have you, yourself, done a course of training paid for by your employer?*

Have you, yourself, done a course of training or re-training paid for by the government or a professional body?

Réplies	Have followed a course of training	
	<u>Paid for by employer</u>	<u>Paid for by govt. or prof. body</u>
Yes	20%	11%
No	<u>80%</u>	<u>89%</u>
Total of women in paid employment	100%	100%

In-service training is unevenly distributed across the employment groups, as will be seen later. But, above all, it must be stressed that it is clearly more available to those women who are already in possession of a qualification than to those who have no qualifications.

Among those who :	Proportion of women in paid employment who have taken a training course	
	<u>Paid for by employer</u>	<u>Paid for by govt. or prof. body</u>
Hold no certificate or professional qualifications	12%	4%
Hold a professional or technical qualification	27%	15%
Hold a certificate of general education	19%	13%
Hold both a certificate of gen. education and a qualification	26%	15%

There is no explanation of whether these differences arise from the fact that the demand for in-service training is lower among women who have no qualifications or whether the opportunities for in-service training are more accessible to those who are already better qualified.

3. Interruption of work, voluntary or otherwise

Since the beginning of their working lives, six out of ten women in paid employment have not voluntarily stopped work - leaving aside legal maternity leave. For those who have voluntarily stopped working (38%), the interruption was for five years or more in one out of two cases.

Question : *Since you first started working have you ever voluntarily⁽¹⁾ left your employment for a certain period? If yes : How much time in total have you stopped for, leaving out any leave of absence you had to take for maternity reasons?*

Never	62%	
Less than 12 months	9%)	
One or 2 years	6%)	38%
2-5 years	7%)	
More than 5 years	<u>16%)</u>	
	100%	

Unemployment has affected one women in every five in paid employment.

Question : *Leaving out those times when you have voluntarily stopped work, have you ever experienced any periods of unemployment? If yes : About how long have you been unemployed in total?*

Never	79%	
Less than 3 months	7%)	
3-6 months	6%)	
7-12 months	3%)	21%
One to 2 years	3%)	
More than 2 years	<u>3%)</u>	
	100%	

⁽¹⁾The adverb "voluntarily" as used here is taken to include the range of circumstances which may stop a woman working for a short period of time.

Interruptions to work, whether voluntary or due to unemployment, are more frequent among women who have no qualifications; they are also of a longer period among this group.

Among women who :	<u>Interrupted voluntarily</u>		<u>Interrupted due to unemployment</u>	
	<u>Total</u>	<u>More than 5 years</u>	<u>Total</u>	<u>More than 5 years</u>
Have both a certificate of general education and a qualification	35%	12%	18%	3%
Have a certificate of general education only	32%	14%	23%	6%
Have only a professional or technical qualification	42%	15%	25%	7%
Have no certificate or qualification	<u>45%</u>	<u>24%</u>	<u>24%</u>	<u>7%</u>
Average	38%	16%	21%	5%

Using the information collected on the subject of interruptions to work and taking the responses together, it can be stated that (1) Half of the women currently in paid employment have never interrupted their careers, (2) Roughly one in four has never been unemployed but has voluntarily stopped work (usually for a long period of several years), (3) One in ten has never wanted to stop work but has experienced unemployment (mostly for a period of less than 6 months) and (4) One in six has experienced both a voluntary stopping of work and a period of unemployment.

The questions which concern interruptions to work, voluntary or otherwise, relate to the whole of one's working life; therefore, the responses reflect numerous experiences. A breakdown of replies by the age of the women interviewed shows that the proportion of voluntary interruptions increase with age, whereas periods of unemployment are more frequent among the young.

	<u>Voluntarily stopped work</u>	<u>Has been unemployed</u>
15-24 years	19%	27%
25-34 years	31%	25%
35 and over	<u>48%</u>	<u>18%</u>
Average	38%	21%

4. The family situation

Among women in paid employment, two out of three are married (or living as married), the others are single (that is, spinsters, widows or divorcees).

Married	62%)	65%
Living as married	3%)	
Divorced and separated	7%)	
Widowed	6%)	35%
Single	<u>22%)</u>	
Total of women in paid employment	100%	

In fact, the spinsters, on the whole, are very young, often live with their parents, so that it is only a minority (about 10% of all women in paid employment) who live alone. If we wish to represent the household composition of a woman in paid employment we can say that she belongs to one of the following categories :

Household with one person	10%
2 people	26%
3 people	25%
4 people	23%
5 people	10%
6 or more	<u>6%</u>
	100%

In slightly less than one out of every two households there are one or more children under the age of 15.

No children under 15	55%
One child	22%
2 children	17%
3 children	4%
4 or more children	<u>2%</u>
	100%

More exactly, it can be said that in one in every five instances there is, in the household, one (or several) children under the age of 8, which is approximately the same proportion as is found in the average European household.

Where the women in paid employment is not the head of the household (as happens in about 75% of cases) the head of the household is also in paid employment.

When the women is not the head of the household, the head of the household is :

Self-employed

Farmer, fisherman	2%)	
Professional	3%)	11%
Business - owner of shop etc.	6%)	

Employed

Manual	44%)	
White collar	31%)	82%
Executive	7%)	

Not employed

Retired	5%)	
Other	2%)	7%
	<u>100%</u>	

Given that the vast majority of women in paid employment are part of a household where there is another wage earner, the level of their household income is higher than their country's national average.

It should be noted that no more accurate analysis may be made of these factors. On the one hand there is the distribution curve of the household income, as measured by the current study, and on the other hand there is the distribution curve of household income for the national population of each country as measured by the European Survey in Spring 1980 (Eurobarometer 13). Using these two sets of figures, it is clear that the median of the household income, where the women is in paid employment, is 28% higher than the median of all households.

Nevertheless, it should be pointed out that whereas two-thirds of women in paid employment are part of a household where there are several wage earners, the other third are in a much more difficult financial situation. More exactly, leaving aside spinsters who are, for the most part, young and living with their parents, the others, ie the widowed and divorced who live alone (12% of the total sample) are to be found in the lower quartile of their country's distribution of incomes.

B: THE EMPLOYER AND THE JOB

1. The employer

Some women have several employers, but this is the exception rather than the rule (6%).

The data of Eurostat shows that the vast majority of all women in paid employment work in service industries and the sample of women interviewed in the current survey reflects this.

<u>Type of employment</u>	<u>Eurostat</u>	<u>Sample</u>
Agriculture	1.3	1.2
Manufacturing industry	29.5	25.2
Service industry	<u>69.1</u>	<u>73.6</u>
	100.0	100.0

In the service industry category Eurostat includes commerce, hotel and catering, repair work (18.9%), general clerical (7.4%), banking and insurance work (17.4%), transport and communications (3.3%) and "other" services (32.1%).

In the current study the women interviewed were asked to explain as clearly as possible the main activity of the firm where they worked; they may, however, have different criteria for defining this than do the statistical experts. This is how they answered :

Question : *Do you work for the Government, public administration....?
What kind of work is your current employer involved in?*

To make it easier to understand, the replies to these two questions have been combined; the results are shown in the table below :

Employment Sector	TYPE OF EMPLOYER				TOTAL
	PUBLIC ADMIN.	COMPANY	PRIVATE INDIV.	OTHER N/A	
AGRICULTURE	-	0.6	0.6	-	1.2
HEAVY OR LIGHT INDUSTRY	-	20.7	4.1	0.4	25.2
COMMERCE	-	12.7	6.8	1.0	20.5
SERVICES	7.5	6.8	6.6	1.0	21.9
EDUCATION	10.1	0.6	-	-	10.7
PUBLIC ADMINISTRATION	14.3	-	-	-	14.3
OTHER/NO ANSWER	<u>1.6</u>	<u>1.6</u>	<u>2.3</u>	<u>0.7</u>	<u>6.2</u>
	33.5	43.0	20.4	3.1	100.0%

In this table, all percentages are calculated on the base of all women in paid employment; 1% = approximately 300,000 paid women in employment

The preceding table shows the great diversity in the type of employer. However, this table does not go far enough to give a distinct picture of the position of women in paid employment.

Two complementary questions add the supplementary information :

Question : *How would you describe your place of work?*

An office	30
A shop or store	17
A factory, workshop or studio	14
A school, college or other place of education	13
An establishment concerned with health or beauty care (hospital, clinic, beauty salon)	11
Restaurant, hotel, catering establishment	3
At your own home	1
In another person's home	2
From door-to-door, or place-to-place	2
Others	<u>6</u>
	100%

The stereotype of the female office worker is only true for 30% of women in paid employment. Many women work in shops, factories, schools and establishments concerned with health or beauty care. Moreover, a significant minority work alone, either in their own home or in the home of someone else or work from door-to-door or place-to-place.

Question : *How many people work for your employer in total?*

Less than 10	23
10-49	19
50-99	9
100-499	17
500-999	5
1000 or more	19
Don't know	<u>8</u>
	100%

Taking the replies of these two questions together with the preceding information gives a clearer picture of the conditions of work and explains the differing situations occupied by women in paid employment.

For example : Taking the largest segment of the female working population as shown in the table on page 21, 20.7% or alternatively about 6,250,000 women in paid employment work in either a factory or a workshop. The size of these workplaces varies, as do the tasks that the women perform. To simplify this, bearing in mind the sample size of the current study, the following categories can be distinguished :

HEAVY OR LIGHT INDUSTRY Number of employees	PLACE OF WORK			TOTAL
	Factory	Office	Other	
50 or under	2.1	2.3	0.7	5.1
50-499	5.8	3.3	0.4	9.5
500 and over	<u>3.4</u>	<u>2.3</u>	<u>0.4</u>	<u>6.1</u>
TOTAL	11.3	7.9	1.5	20.7

Admittedly, as far as small businesses are concerned (those with fewer than 50 employees) numerous differences may arise when looking at the working lives of those employed in a factory or workshop as opposed to those who work in an office. Similarly, those women office workers in heavy or light industries may experience different working conditions depending on whether they work for a firm employing less than 50 people or a firm employing over 50 people.

Another example : 12.7%, that is around 3,800,000 women in paid employment, work in a commercial establishment. These vary in size and the women in paid employment may work in an office or in a shop or even in the workshop of an organisation, the restaurant of a shop, a laboratory etc.....

The majority of this group may be broken down according to two variables, in the following way :

COMMERCE Number of employees	PLACE OF WORK			TOTAL
	SHOP	OFFICE	OTHER	
Less than 10	1.7	0.7	0.3	2.7
10-49	1.3	1.2	0.5	3.0
50-499	2.0	1.1	0.5	3.6
500 or more	<u>2.2</u>	<u>0.8</u>	<u>0.4</u>	<u>3.4</u>
TOTAL	7.2	3.8	1.7	12.7

These two examples have been given in order to justify the claim that women in paid employment whose opinions will be analysed further in this report, are employed in extremely varied working situations.

2. The job

Type of employment and length of service

Nine out of every ten women in paid employment work on a permanent basis.

Question : *Do you have a permanent job, a job for a fixed period of time or purely temporary?*

Permanent job	90
Job for a fixed period	5
Purely temporary	<u>5</u>
Total of women in paid employment.	100%

There are two important factors which distinguish the short-term or temporary appointments :

Age : 18% of short term or temporary work is carried out by women under 25 years of age

Type of employer : Out of about 3 million women who hold short-term of temporary appointments, 24% are employed by the Government or work in public administration and 38% are employed by an individual; the remaining 38% are spread more or less evenly across the industrial, commercial and service sectors.

Length of service with her current employer will obviously vary according to the age of the women. However, it should be noted that one quarter of all women in paid employment have been with their current employers for at least six years. Taking the over 45's on their own, four out of ten have a service record of ten years or more with their present employer.

Question : *How long have you been working for your present employer?*

	<u>Total sample</u>	<u>Women over 45</u>
Less than 1 year	18	9
1-4 years	35	22
5-9 years	22	29
10-14 years	12	16
15 years or more	<u>13</u>	<u>24</u>
	100%	100%

This result clearly contradicts the widespread idea that a female workforce is not at all stable.

Of the different employers (the Government, a firm or a private individual) the Government as an employer has the longest serving workforce.

Among those who work for :	<u>10 years or more for current employer</u>
Government or public admin	33
A firm	23
A private individual	<u>14</u>
Average	25%

Part-time or full-time

The question of part-time work is currently the object of a study⁽¹⁾ and of discussion. Thanks to the sample survey on work, we know that, overall, about one-quarter of women in paid employment work part-time and that this varies greatly from country to country.

But, as was emphasised by the authors of the report on the study above :

"This looseness in the idea of part-time work is reflected in the national statistics. These are difficult to compare directly."

In the course of the European study which is the subject of this report, it was necessary to ask the women in paid employment the actual number of hours they worked per week, so that at the analysis stage two groups of women could be identified : those who worked less than 30 hours a week and those who worked more than 30 hours a week.

The detailed replies are shown here, in the same format as are the comparisons with the data published in 1977, by Eurostat on the results of the study on work.

⁽¹⁾ See particularly "Le travail volontaire a temps partiel", COM (80) 405 Final - Brussels, 17 July 1980

Question : *How many hours a week do you work?*

		<u>Comparison with Eurostat 1977 Study</u>
Less than 10 hours	4.8	3.3
10-19 hours	<u>9.7</u>	<u>7.3</u>
TOTAL LESS THAN 30 HOURS	31.7	25.1
30-39 hours	21.2	16.4
40-48 hours	44.1	48.7
More than 48 hours	2.1	9.9
No reply	<u>0.9</u>	<u>-</u>
	100.0%	100.0%

The two series of figures give the same rank order; the Eurostat data is 3 years older and applies to all working women, not just those in paid employment.

Given the importance of this question in the current atmosphere of discussion about the condition of women the full analysis of the available data is given in the table on the following page. Bearing in mind the small sample size, the figures must be seen as approximations; however, they still show some interesting tendencies.

Apart from national differences the principal factors influencing variation are :

Age : the proportion of women working less than 30 hours a week increases with age

Marital status : 11% among spinsters and 40% among married women.

Above all - type of job : 15-18% of women who work in a factory or an office, 54% who work in teaching establishments and 64% of those who work alone.

NUMBER OF HOURS WORKED PER WEEK

	<u>Less than 30 hours</u>	<u>30 to 39 hours</u>	<u>40 hours or more</u>	<u>TOTAL</u>
TOTAL	32	21	47	100
Age :				
15-24	15	22	63	100
25-34	29	24	47	100
35-44	39	17	44	100
45-54	39	22	39	100
55+	41	21	38	100
Marital status :				
Single	11	20	69	100
Married	40	21	39	100
Widowed/divorced	27	24	49	100
Terminal education age :				
14 or 15	38	17	45	100
16-19	26	24	39	100
20+	32	23	45	100
Household income :				
R--	33	15	52	100
R-	31	21	48	100
R+	34	20	46	100
R++	27	26	47	100
Hours worked :				
Less than 30	100	-	-	100
30+	-	32	68	100
Employed by :				
Public admin.	37	27	36	100
Industry	23	20	57	100
Individual	43	14	43	100
Number of employees :				
Less than 10	42	15	43	100
10-49	33	23	43	100
50-499	23	20	57	100
500+	26	26	48	100
Place of work :				
Shop	39	18	43	100
Factory	15	15	70	100
Office	18	29	53	100
School	54	25	21	100
Health and beauty	29	18	53	100
Alone	64	13	23	100
Country :				
B	25	46	29	100
DK	41	25	34	100
D	32	16	52	100
F	18	13	69	100
GB	46	31	23	100
IRL	21	23	56	100
I	18	21	61	100
L	16	14	70	100
NL	44	12	44	100

All-female or mixed working environment

Given that the main objective of the current survey is to examine discrimination experienced at work, it must be known whether the women who are being asked to express an opinion work in an environment which includes both men and women or if it is exclusively female.

Two questions were asked :

Question : *Is your immediate superior at work a man or a woman?*

A man	68
A woman	28
No immediate superior	<u>4</u>
	100%

Question : *Are the people that you consider as colleagues at work both men and women, only women, only men or do you have no colleagues as such?*

Men and women	65
Only women	24
Only men	4
No colleagues as such	<u>7</u>
	100%

It appears that one-quarter of all women in paid employment work in an all-female environment, and this would explain the relatively large numbers of women who, as shall be seen later, think they have a number of disadvantages compared with men at their place of work, the most notable of these being getting employment.

In Great Britain there is a higher incidence of women working in an all-female environment than in any other country; Germany is, on the other hand, the country where this phenomenon is least widespread.

The exclusively female environment is associated with low levels of education, and with small workforces (especially shops or establishments concerned with health or beauty care).

AN ALL-FEMALE OR MIXED ENVIRONMENT

	Immediate boss is..		Colleagues are..	
	<u>Man</u>	<u>Woman</u>	<u>Men and women</u>	<u>Women only</u>
TOTAL	68	28	65	24
Age :				
15-24	72	24	63	24
25-34	65	30	65	24
35-44	68	27	70	21
45-54	67	31	65	27
55+	67	26	65	23
Marital status :				
Single	71	26	68	20
Married	66	29	64	26
Widowed/divorced	72	24	70	18
Terminal education age :				
14 or 15	66	30	60	29
16-19	71	25	68	21
20+	65	30	75	17
Household income :				
R--	69	26	60	23
R-	68	27	64	26
R+	66	29	68	22
R++	72	26	70	21
Hours worked :				
Less than 30	59	36	57	30
30+	73	24	70	21
Employed by :				
Public admin.	60	36	71	24
Industry	74	23	69	22
Individual	69	26	50	27
Number of employees :				
Less than 10	68	26	44	30
10-49	74	24	69	23
50-499	70	27	76	20
500+	66	31	74	22
Place of work :				
Shop	66	31	54	32
Factory	76	22	71	24
Office	81	15	77	12
School	59	37	69	28
Health and beauty	48	50	64	33
Alone	43	42	36	21
Country :				
B	67	29	66	27
DK	58	35	70	23
D	75	16	75	16
F	68	29	60	26
GB	61	38	61	31
IRL	63	32	63	25
I	73	24	64	20
L	74	22	56	26
NL	73	25	69	19

NB : Not shown in this table are the small groups who do not have an immediate boss (4%), or those who do not have colleagues (7%) or have only male colleagues (4%).

Considering the importance of this factor, the all-female environment, it is interesting to extend the analysis by means of combining the replies to the two questions concerning the sex of these womens' immediate superior and the sex of their colleagues.

Sex of colleagues	Sex of immediate superior			TOTAL
	Male	Female	No superior	
Men and women	50	14	1	65
Only women	11	12	1	24
Only men	4	-	-	4
No colleagues	<u>3</u>	<u>2</u>	<u>2</u>	<u>7</u>
	68%	28%	4%	100%

It is clear that half of the women in the sample work with both men and women and work for a male boss; only 4% of women find themselves isolated in an all-male environment with male colleagues and a male boss. Fourteen per cent of the sample work with both men and women but have a female boss. In all, 23% work with exclusively female colleagues, half of them working for a male boss and half for a woman. The importance of this group (those who work in a female environment) varies from country to country.

	<u>Male superior</u>	<u>Female superior</u>	<u>TOTAL</u>
B	14	12	26
DK	5	17	22
D	10	5	15
F	13	12	25
GB	11	19	30
IRL	10	15	25
I	11	9	20
L	16	11	27
NL	9	9	18
THE WHOLE COMMUNITY	11	12	23

The two extremes are illustrated by :

- Germany : only 15% of women in an all-female environment and only one in three work for a woman boss.

- Great Britain : 30 per cent of women work in an all-female environment and two out of three of these work for a woman boss.

As will be seen later, it is in Germany that feelings of discrimination are most widespread while the opposite is true of Great Britain.

Responsibilities at work and suitability of job to abilities

In order to complete this first part of the report on factual information and to introduce the second half which deals with experiences of discrimination, it is useful to present here, two questions which gave the women in paid employment the opportunity to make a value judgement about their job.

Question : *Thinking about your present employment, would you say that :*

Yours is an ordinary job without much responsibility	26	
Yours is an ordinary job with responsibilities	57	
You belong to the staff or the administration	13)	16
You are part of the management	3)	
No reply	<u>1</u>	
		100%

This question reveals clearly, if somewhat unexpectedly, the high level of involvement with their work shown by women in paid employment; only one in four sees herself as having a job without much responsibility. This question also reveals the very small proportion of women in administration or management: only 16 per cent of the total.

The replies have little to do with age, they are, however, tightly linked with the level of education received and with the level of family income.

Lack of responsibility is most strongly felt by those women working in small factories and, to a lesser extent, by those who work in shops or on their own.

A greater proportion of women is to be found in administration or management in Great Britain than in any other country; remembering that here, as earlier, more women work in an all-female environment

than elsewhere, as was shown on previous pages and the table on p.30

The replies to this question are shown in the table on page34.

LEVEL OF RESPONSIBILITY

	Ordinary job			No answer	TOTAL
	Without respons.	With respons.	Staff or admin		
TOTAL	26	57	16	1	100
Age :					
15-24	32	54	11	3	100
25-34	22	63	15	-	100
35-44	24	60	16	-	100
45-54	28	54	18	-	100
55+	30	51	15	4	100
Marital status :					
Single	27	58	13	2	100
Married	26	58	15	1	100
Widowed/divorced	27	53	18	2	100
Terminal education age :					
14 or 15	36	55	8	1	100
16-19	22	60	17	1	100
20+	12	56	29	3	100
Qualifications :					
None	37	55	7	1	100
Professional	22	60	17	1	100
General	28	57	13	2	100
Both	17	59	22	2	100
Household income :					
R--	35	59	3	3	100
R-	30	56	13	1	100
R+	25	60	14	1	100
R++	18	58	23	1	100
Hours worked :					
Less than 30	32	56	11	1	100
30+	24	58	17	1	100
Employed by :					
Public admin.	18	60	20	2	100
Industry	31	55	13	1	100
Individual	31	57	11	1	100
Number of employees :					
Less than 10	29	60	10	1	100
10-49	26	56	17	1	100
50-499	29	56	14	1	100
500+	21	58	20	1	100
Place of work :					
Shop	31	58	10	1	100
Factory	45	49	6	-	100
Office	20	59	20	1	100
School	18	57	22	3	100
Health and beauty	15	66	17	2	100
Alone	36	58	5	1	100
Country :					
B	38	55	6	1	100
DK	17	76	5	2	100
D	27	57	15	1	100
F	27	62	10	2	100
GB	26	48	25	1	100
IRL	36	44	19	1	100
I	27	68	4	1	100
L	18	72	7	3	100
NL	20	68	12	-	100

Question : *Would you say that in the work you are doing, your abilities are being adequately used?*

Very adequately used	26
Adequately used	51
Not very well used	16
Badly used	5
No answer	<u>2</u>
	100%

Again, it can be seen that the dominant view is one of satisfaction or relative satisfaction. However, the younger the worker the more likely she is to feel frustrated; these feelings are stronger among those in factories and those who work alone, and strongest of all in the most modest surroundings.

The levels of responsibility claimed by the respondents is correlated with feelings of whether or not they feel that their abilities are well employed. The replies with regard to these two points for all women in paid employment are distributed as follows :

	<u>Very</u> <u>adequately</u>	<u>Adequately</u>	<u>Not very</u> <u>adequately</u>	<u>Badly used</u>	<u>D/K</u> <u>N/A</u>	<u>TOTAL</u>
Ordinary job and NO responsibilities	4	11	7	3	1	26
Ordinary job AND responsibilities	16	32	7	2	0	57
Staff or admin.	4	7	1	0	1	13
No answer/don't know	<u>0</u>	<u>0</u>	<u>1</u>	<u>0</u>	<u>0</u>	<u>1</u>
TOTAL	26	51	16	5	2	100

It is clear that it is those with ordinary jobs who feel that their abilities are badly or not very well utilised; they account for around one in three of those in ordinary jobs who say that they have no responsibility (10 out of 26) and one in seven of those who claim to be in ordinary jobs with some responsibility (nine out of 57).

SUITABILITY OF JOB TO CAPABILITIES

	<u>Very well</u>	<u>Quite well</u>	<u>Neither well nor badly</u>	<u>No answer</u>	<u>TOTAL</u>
TOTAL	26	51	21	2	100
Age :					
15-24	19	54	24	3	100
25-34	25	49	24	2	100
35-44	29	48	20	3	100
45-54	29	54	17	-	100
55+	28	55	13	4	100
Marital status :					
Single	23	53	22	2	100
Married	27	51	20	2	100
Widowed/divorced	28	50	20	2	100
Terminal education age :					
14 or 15	23	54	20	3	100
16-19	27	52	20	1	100
20+	31	43	25	1	100
Qualifications :					
None	23	54	20	3	100
Professional	24	53	22	1	100
General	26	48	25	1	100
Both	29	52	18	1	100
Household income :					
R--	23	48	25	4	100
R-	24	51	24	1	100
R+	27	52	20	1	100
R++	28	53	18	1	100
Hours worked :					
Less than 30	24	50	23	3	100
30+	26	53	19	2	100
Employed by :					
Public admin.	30	48	20	2	100
Industry	23	55	21	1	100
Individual	25	51	21	3	100
Number of employees :					
Less than 10	26	53	19	3	100
10-49	29	50	20	1	100
50-499	22	55	21	2	100
500+	28	48	23	1	100
Place of work :					
Shop	23	53	21	3	100
Factory	17	54	27	2	100
Office	23	58	18	1	100
School	38	43	17	2	100
Health and beauty	38	43	18	1	100
Alone	26	43	25	6	100
Country :					
B	50	40	9	1	100
DK	37	40	22	1	100
D	20	59	18	3	100
F	30	46	22	2	100
GB	24	51	23	2	100
IRL	30	48	21	1	100
I	24	51	24	1	100
L	48	43	8	1	100
NL	32	58	8	2	100

PART 2 : OPINION AND ATTITUDE DATA

This second part of the report presents the opinions and experiences of European women in paid employment with regard to those aspects of their working life which they feel are affected by their being women.

The questions will be presented in three sections.

A. Advantages and disadvantages (compared with men) with regard to :

- Getting employment,
- Opportunities for promotion,
- Opportunities for in-service training,
- Salary levels,
- Bonuses, benefits and other extras,
- Holidays,
- Retirement age,
- Taxes.

B. Personal experiences of the women :

- Discrimination when getting employment,
- Difficulties in working relationships with their employer because they are women,
- Sexual problems.

C. Levels of awareness and opinions (positive or negative) of the initiatives taken to ensure equality of men and women at work :

- by the laws of their country,
- the institutions of the Community,
- the unions.

The presentation of these opinions has been largely accomplished by detailed analysis made possible by segmentation of the population according to criteria derived from the first half of the report.

A.

ADVANTAGES AND DISADVANTAGES FOR WOMEN
(COMPARED WITH MEN)

The compilers of the questionnaire used in this study took pains to produce a method of interviewing which would reveal the true experiences of women in paid employment, rather than any vague and stereotyped views.

The first part of the interview, which was discussed in the first part of this report, afforded each person being interviewed the opportunity to describe precisely the fundamental characteristics of her working life and her own job; it was decided to continue using this personal context as the vehicle for questions about discrimination. It is from this standpoint that the questions acquired their relevance.

Four particularly important areas were to be studied : getting employment, training, promotion, salary levels. In order to find a way of avoiding a potential halo effect (that is, a tendency on the part of respondents to reply consistently in the same way to all question areas), the question was refined by the introduction of less important aspects, or at least those which provided little or no discriminating information.

Consequently, we have a sound measurement of the women's opinions, based on their personal experiences.

Perception of differences on eight factors : getting employment, promotion, training, salaries, bonuses, holidays, retirement, taxes.

Question : *Do you have the feeling that where you work at the moment it's an advantage or disadvantage to be a woman rather than a man?*

	<u>Advantage</u>	<u>Disadvantage</u>	<u>No difference</u>	<u>DK</u>	<u>TOTAL</u>
In getting a job in the first place	27	13	55	5	100
For being considered for promotion	9	25	57	9	100
For getting extra professional training and education	6	15	66	13	100
In terms of salary levels	4	24	62	10	100
As far as bonuses, benefits and other extras are concerned	3	11	73	13	100
In terms of holidays	4	3	87	6	100
As far as the age of retirement is concerned	21	7	58	14	100
As far as income tax is concerned	4	8	71	17	100

Thus, on each of these eight factors, a large majority of women think that, where they work, there is no discrimination. Among the others, opinions are divided, but the over-riding tendency is that women are disadvantaged regarding :

- salary levels,
- promotion,
- training opportunities,
- bonuses, benefits and other extras.

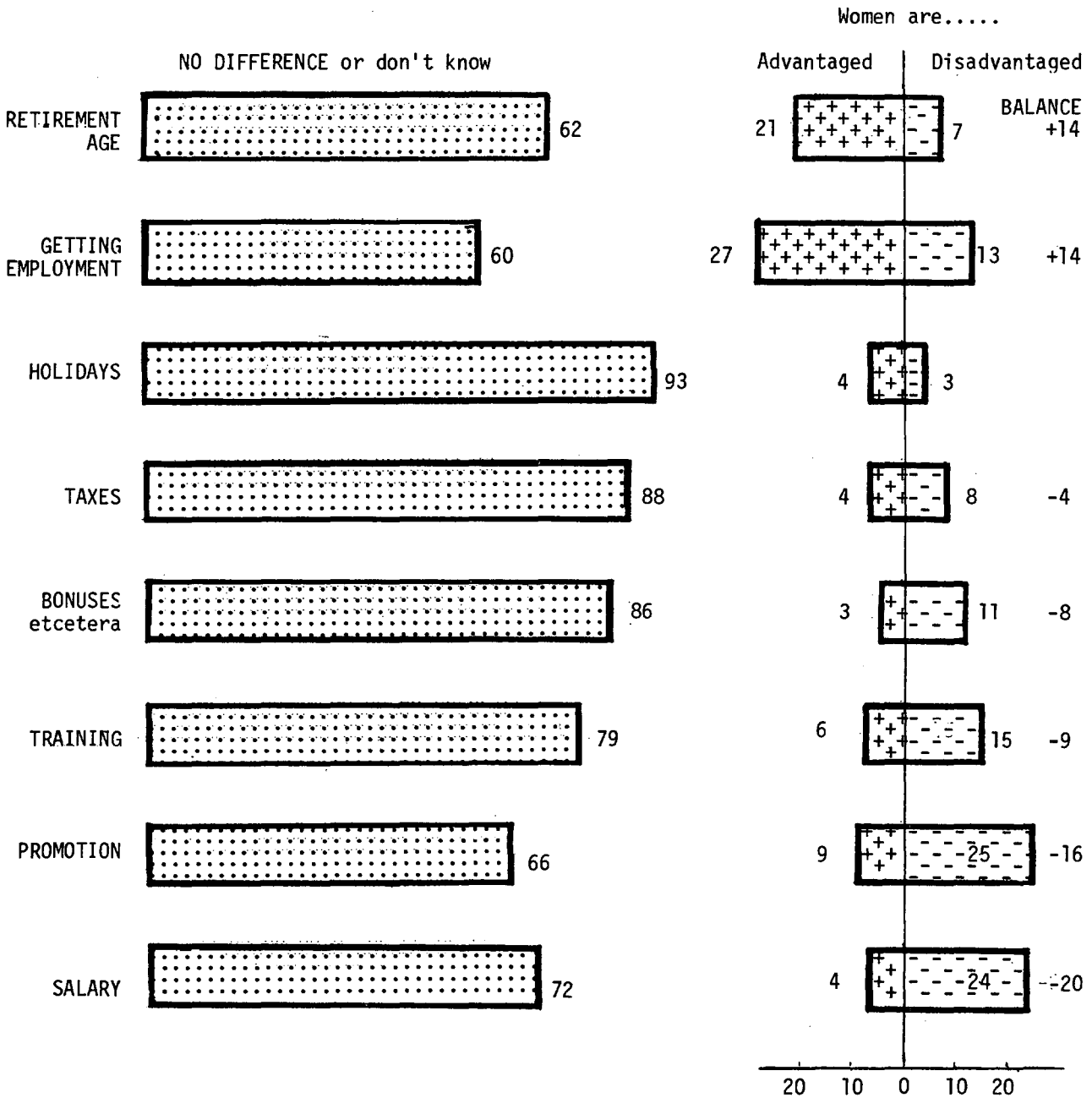
and that they are at an advantage regarding :

- retirement age,
- getting employment.

This last result, concerning getting employment will undoubtedly surprise many; it must be looked at in the light of an important minority of women in paid employment who work in an exclusively female environment, and for whom the idea of a man being hired would be absurd. The analysis of the replies, according to a breakdown by type of employment is shown later in the report, but first, the main analysis.

ADVANTAGES AND DISADVANTAGES PERCEIVED BY WOMEN ACCORDING TO EACH FACTOR

TOTAL SAMPLE OF WOMEN



The analysis comparing the replies of each segment of the population of women in paid employment is shown in the table on page 47 .

In this table, it was deemed useful to be able to make comparisons vertically (e.g., to look at the replies about getting employment by each of the 43 segments of the population) and also horizontally (replies by a single segment of the population on each of the eight factors). In order to present the information in the most concise way, the algebraic sums were calculated in the following way :

% claiming that women are at an advantage
minus - % claiming that women are at a disadvantage

When the advantages dominate, the sum is positive, whilst when the disadvantages dominate, the sum is negative. The graph on p. 41 shows the replies of all the women in paid employment and illustrates in which way the responses to each factor are balanced.

POSITIVE AND NEGATIVE BALANCE OF REPLIES

	<u>Retire- ment age</u>	<u>Getting a job</u>	<u>Holidays</u>	<u>Tax</u>	<u>Bonuses & benefits</u>	<u>In service training</u>	<u>Promotion</u>	<u>Salary</u>
TOTAL	14	14	ε	-4	-8	-9	-16	-20
Age :								
15-24	9	14	1	-4	-4	-7	-15	-21
25-34	14	11	2	-5	-9	-8	-18	-19
35-44	16	9	-1	-1	-11	-13	-15	-23
45-54	16	22	1	-4	-6	-8	-12	-20
55+	13	15	-2	-6	-11	-11	-18	-24
Marital status:								
Single	11	10	0	-3	-6	-8	-16	-20
Married	15	18	0	-4	-8	-9	-14	-20
Widowed/divorced	14	1	0	-7	-11	-15	-24	-26
Terminal education age :								
14 or 15	16	23	-	-4	-9	-9	-11	-23
16-19	13	9	1	-4	-7	-10	-18	-21
20+	11	1	1	-8	-6	-6	-22	-14
Qualifications :								
None	16	24	2	-2	-8	-6	-8	-20
Professional	18	19	-2	-3	-8	-2	-12	-18
General	13	10	0	-3	-8	-10	-17	-19
Both	11	5	0	-7	-8	-13	-21	-24
Household income :								
R--	5	11	1	-4	-13	-13	-20	-28
R-	5	6	2	-6	-8	-12	-18	-23
R+	14	16	1	-3	-7	-8	-15	-21
R++	21	10	1	-4	-6	-8	-17	-18
Hours worked :								
Less than 30	9	24	-	-3	-8	-6	-9	-21
30+	16	9	1	-5	-8	-11	-19	-21
Employed by :								
Public admin.	17	13	2	-3	-4	-1	-8	-9
Industry	14	8	-1	-6	-10	-14	-25	-30
Individual	9	27	-	-3	-11	-9	-6	-23
Number of employees :								
Less than 10	13	30	2	-2	-6	-5	-3	-19
10-49	10	14	-1	-5	-11	-11	-16	-23
50-499	15	4	-1	-8	-11	-14	-25	-26
500+	18	5	5	-4	-6	-9	-20	-18
Place of work :								
Shop	7	27	1	-1	-5	-6	-12	-25
Factory	10	4	-2	-11	-16	-20	-29	-34
Office	19	-	1	-5	-8	-15	-26	-24
School	13	18	-	-3	-6	1	-13	-10
Health & beauty	18	26	4	-5	-3	2	4	-8
Alone	8	24	-	-3	-9	-3	-5	-15
Country :								
Belgium	20	4	1	-8	-5	-7	-15	-14
Denmark	5	14	0	-8	-6	-5	-11	-11
France	3	-4	2	0	-9	-7	-23	-23
Germany	7	2	-5	-10	-15	-22	-26	-38
Great Britain	26	39	3	0	-3	-1	0	-12
Ireland	-2	40	5	-19	-6	-6	-7	-23
Italy	21	12	0	-1	-7	-7	-20	-9
Luxembourg	7	11	5	-18	-4	-7	-18	-17
Netherlands	9	11	2	-22	-2	-6	-10	-12

Let us take, as an example, getting employment : In which segments is the balance, the most positive? For women who work in a shop or store, for those who work for an individual rather than a firm, for those who have no qualifications whatsoever, and who left school at 14 or 15 and work part-time.

In which segments is the balance close to 0 (that is, where opinions are equally divided between advantages and disadvantages)? Women who work in an office or a factory, those who have pursued their studies until the age of 20 or more, and who have qualifications, those who work in a large organisation.

Each row and column of the table on page 47 merits considerable attention.

Firstly each⁽¹⁾ segment replied positively for retirement age and for getting employment and all the segments replied negatively for salary levels and for bonuses and other extras. Finally, apart from one or two exceptions, each segment replied negatively for the opportunities of promotion and the opportunity of in-service training.

Let us now take as an example : Promotion prospects : The feeling of being at a disadvantage in this area dominates all the others for women who have undertaken higher education; they feel discrimination here even more than that of salary levels.

The problem of bonuses, benefits and other extras is felt, above all, by those women working in factories, but it must be added that this segment of the population sees itself as being discriminated against more than any other segment, irrespective of the factor examined.

(1) With the exception of Ireland (-2) for retirement age and France (-4) for getting employment.

The table on page 43 is remarkable because it sheds light on some very important national differences which can be summed up in the following way :

- British women in paid employment feel by far the least disadvantaged because of their sex. Indeed, many of them are convinced that where they work they are at an advantage in terms of getting employment and the age of retirement.

- In complete contrast, German women in paid employment show a much more marked feeling of being at a disadvantage as women, where they work. This feeling is to be found, irrespective of factors. For the most part, the other countries fall somewhere between the two extremes. The salient points, which are worthy of note, are the following :

- France is the only country where the balance of opinion is negative concerning getting employment (for this, women are at an advantage 16%, women are at a disadvantage 19%). For retirement age, the balance is largely positive, but less so than in the majority of other countries. On all other factors, France is close to the average.

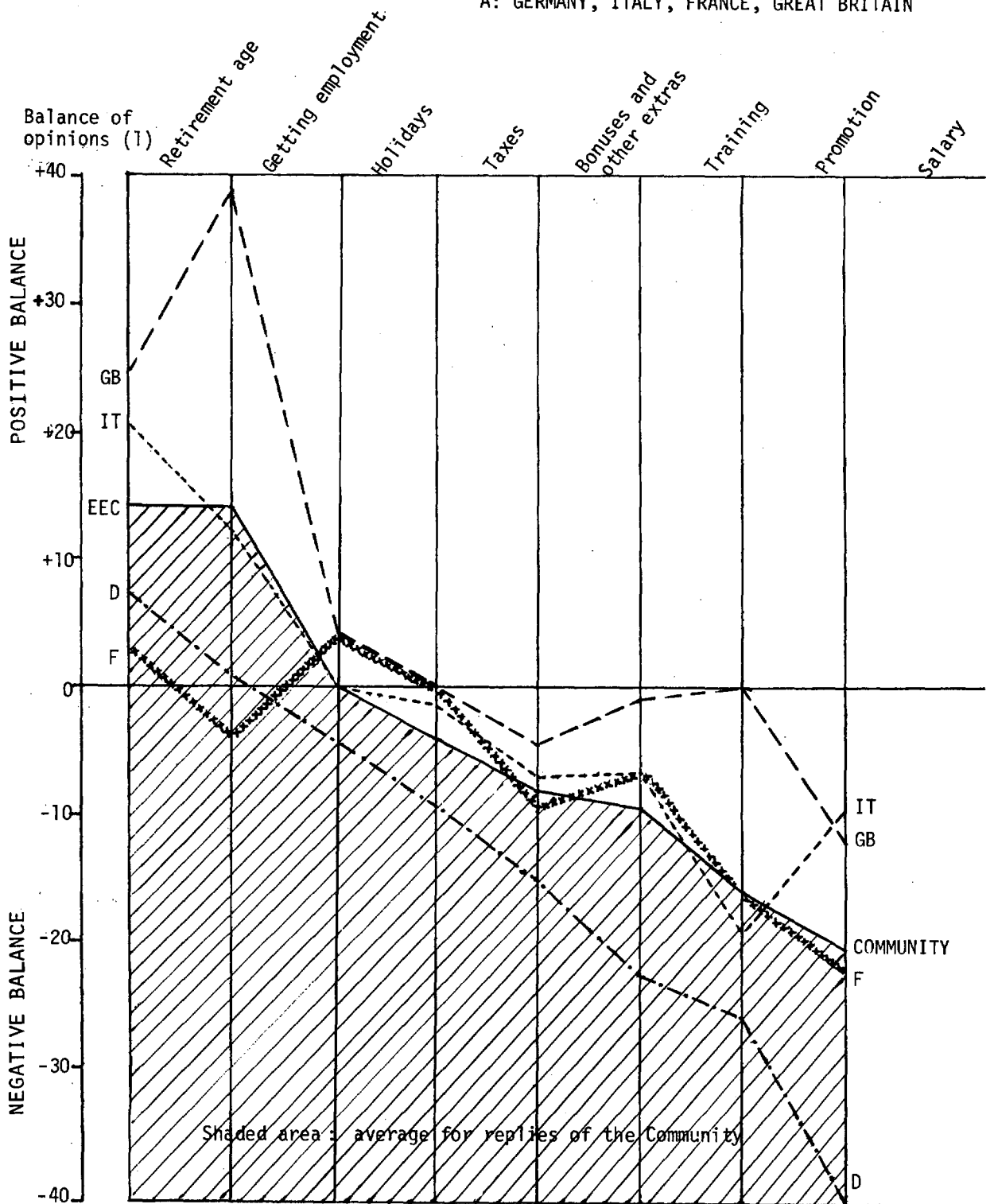
- Italy expresses a strongly positive opinion regarding retirement age, and a less negative reaction than the other countries regarding salary levels. On all other factors, Italy borders on the average.

- The Netherlands are not far from the average, with the exception of taxes; a factor where Dutch women feel most strongly discriminated against.

- In Ireland, as in Britain, many women in paid employment find that women are at an advantage with regard to job opportunities, but on all other factors, their opinions are much more negative; particularly concerning retirement age and taxes.

BALANCE OF OPINION (positive or negative)
FOR EACH OF THE EIGHT FACTORS STUDIED

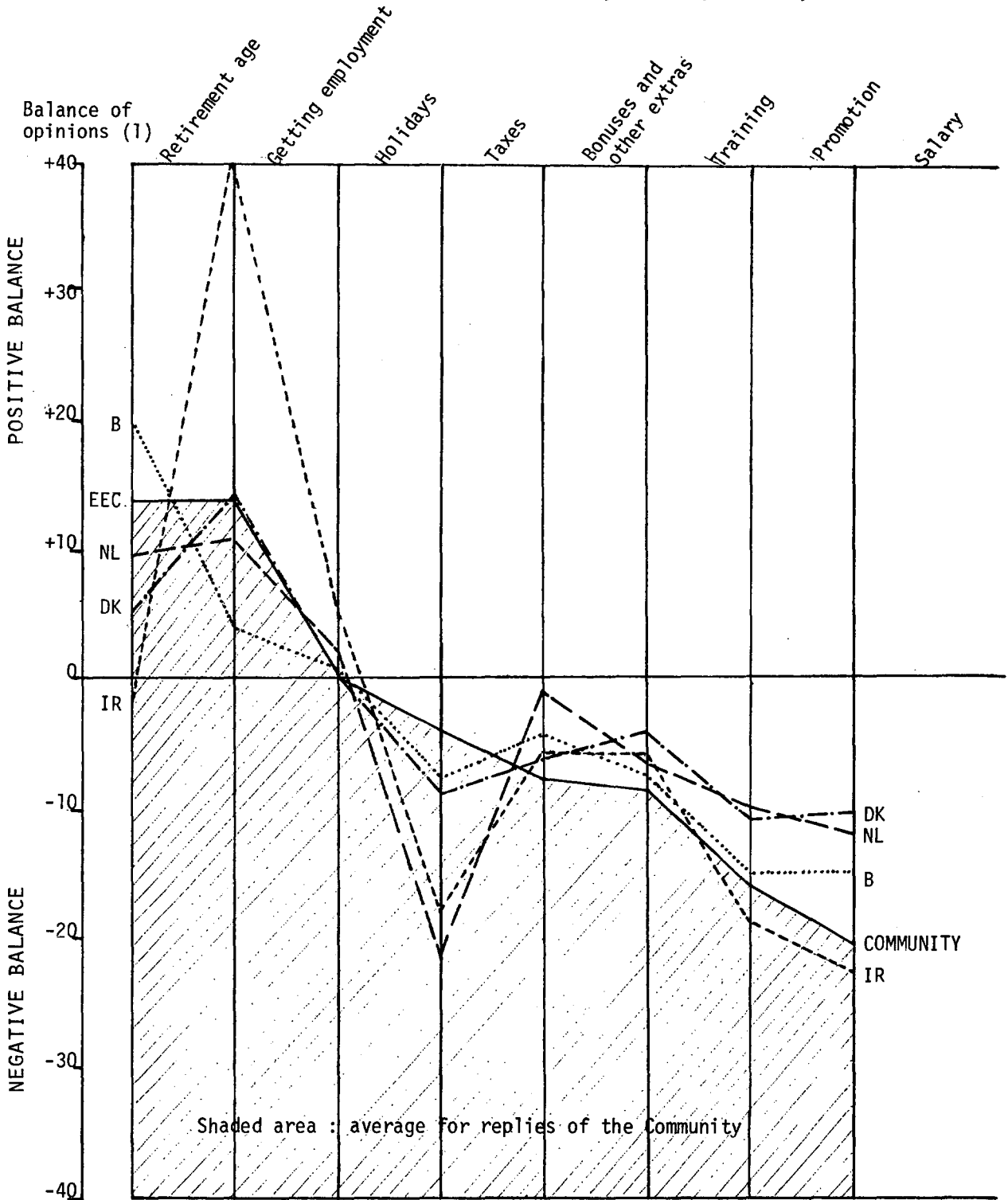
A: GERMANY, ITALY, FRANCE, GREAT BRITAIN



(1) Balance is understood to be the algebraic sum of the proportion of positive and negative replies

BALANCE OF OPINION (positive or negative)
FOR EACH OF THE EIGHT FACTORS STUDIED

B: DENMARK, BELGIUM, IRELAND, NETHERLANDS



(1) Balance is understood to be the algebraic sum of the proportion of positive and negative replies

The effect of the working environment

Having discussed the basic analysis, let us turn again to an examination of the differences in the assessment of discrimination produced by the womens' working environment. The group outlined on page 31, women who work in an all female environment, whose boss is a man or a woman, etc.... Let us see how these different groups of women replied to the question on discrimination at their place of work, (there are five groups accounting for 91% of the sample, excluding the small sub-samples of women who work alone, or who have no boss).

The table on the following page shows the replies of these five groups for four areas of discrimination; getting employment, promotion, training, salary levels.

It is clear that what we have defined as the working environment does, in fact, produce considerably more variation in replies given, than have any of the preceding variations discussed.

Just as was suggested earlier, women in an all female working environment feel less discriminated against than any other group. And if, in addition, their immediate superior is a woman, they feel distinctly at an advantage - except in the question of wages.

For women who work in a mixed environment, that is, where their colleagues are both male and female (and this is true for two-thirds of women in paid employment) their perception of discrimination varies considerably, according to whether their boss is a man or a woman. Those who are managed by a woman - but they are a tiny minority - are only half as likely as other women to feel disadvantaged in the areas of promotion and opportunities for training.

Finally, women who find themselves in the midst of male colleagues (4% of the total sample) single out, more than any other group, the disadvantage of being female when being recruited; but on the other factors their replies are the same as those women who have colleagues of both sexes and who have a male boss.

This analysis sheds light on the important differences of opinion that occur, according to whether the boss is male or female. But, above all, it proffers a completely new understanding by which to interpret questions asked about discrimination at work. To recap, we can say :

- On the one hand, there are women working in an all-female environment and whose superior is either male or female or those working in a mixed environment but whose boss is a woman. In total : $12\% + 11\% + 14\% = 37\%$. These women often feel at an advantage when getting employment. For promotion and training, they feel equal or even advantaged when their colleagues and the boss are female and equal or at an advantage for the other factors.

- On the other hand, women working in a competitive situation : male and female colleagues and a male boss or male colleagues and a male boss ($50\% + 4\% = 54\%$). This is by far the largest group. Amongst these women the overriding opinion is that there is no discrimination, except for important minorities that feel that women are at a disadvantage; and the factor where this discrimination is most acutely felt is in regard to promotion.

Overall impressions of the eight factors studied

The eight areas of discrimination have, until this point, been dealt with one at a time. Now these womens' replies will be considered overall, taking the eight points together. Let us see whether there is a 'hard core' of women who feel that women are discriminated against or disadvantaged on all or nearly all of the factors studied. Let us state that this hard core exists and that it is of the order of 11%. At the other extreme, around 5% of women feel themselves to be at an advantage for the majority of factors studied.

The total sample interviewed breaks down in the following manner, according to a hierarchy which starts with the strongest feelings of negative discrimination (--) through to the strongest feelings of positive discrimination (++) .

PERCEPTION OF DISCRIMINATIONS
ACCORDING TO THE TYPE OF WORKING ENVIRONMENT

Percentage of total	Colleagues →	Women Only		Women and Men		Men Only
	Boss →	Woman	Man	Woman	Man	Man
		(12%)	(11%)	(14%)	(50%)	(4%)

Regarding getting employment :

Women are advantaged	52	41	28	16	20
Women are disadvantaged	5	10	8	17	24
No difference	<u>43</u>	<u>49</u>	<u>64</u>	<u>67</u>	<u>56</u>
	100	100	100	100	100
(Balance)	(+47)	(+31)	(+20)	(-1)	(-4)

Regarding promotion :

Women are advantaged	22	10	12	5	2
Women are disadvantaged	7	22	16	33	35
No difference	<u>71</u>	<u>68</u>	<u>72</u>	<u>62</u>	<u>63</u>
	100	100	100	100	100
(Balance)	(+15)	(-12)	(-4)	(-28)	(-33)

Regarding in-service training :

Women are advantaged	16	8	8	4	3
Women are disadvantaged	6	15	11	19	18
No difference	<u>78</u>	<u>77</u>	<u>81</u>	<u>77</u>	<u>79</u>
	100	100	100	100	100
(Balance)	(+10)	(-7)	(-3)	(-15)	(-15)

Regarding salary levels :

Women are advantaged	8	4	3	3	2
Women are disadvantaged	15	26	22	28	27
No difference	<u>77</u>	<u>70</u>	<u>75</u>	<u>69</u>	<u>71</u>
	100	100	100	100	100
(Balance)	(-7)	(-22)	(-19)	(-25)	(-25)

		<u>Symbol</u>	
See <u>no advantages</u> for women <u>and</u> at least three areas of advantage	11%	--	} 45%
One or two areas of <u>advantage</u>	15%	-	
See both advantage and disadvantages	19%	-+	
See no difference	31%	=	} 55%
See no disadvantage <u>and</u> at least one or two areas of advantage	19%	+	
Three or more areas of advantage	5%	++	
	100%		

Amongst the hard core who see nothing but disadvantages, and many of these (group --), the most sensitive areas, in order, are : salary levels and promotion, then getting employment and training, followed by bonuses, benefits and other extras. For the next group, who also see nothing but disadvantages, although less of them (group -), the sensitive areas are, in order : training, salary levels and then getting employment.

Among those who feel that women are in a very favourable position (group++), most points are mentioned. Those who form the + group see privileges for women in two principal areas, getting employment and retirement age.

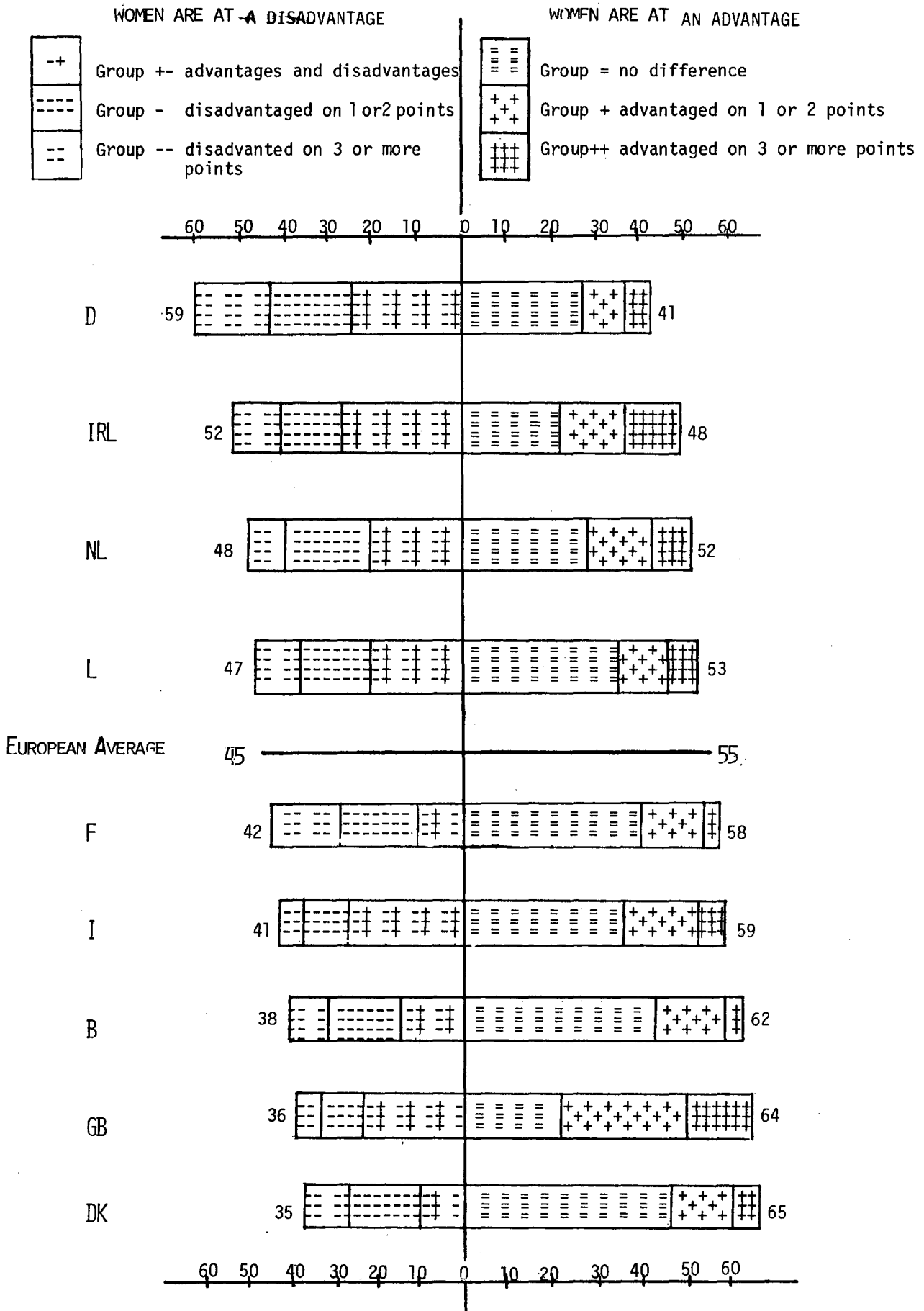
But what are the factors or criteria determining the fact that these women belong to one or other of these groups of opinion that have been outlined above?

The classic variables (age, level of education, type of employer, etc.) do not appear to be well segmented in this case. The fact of doing an ordinary job, with or without responsibility or being part of the administration or management has no discernible effect either. In comparison, the working environment plays a considerable part. The feeling that discrimination does not exist or that where it does exist it is in the women's favour, is the view predominantly of those who work in an all female environment. The feeling that women are at more or less of a disadvantage is felt predominantly by those women who work in a competitive atmosphere.

Finally, the overall view of women varies significantly between countries. In four countries, Germany, Ireland, the Netherlands and Luxembourg, feelings of discrimination against women are above the European average. The three countries where discrimination is less obviously felt are Denmark, Great Britain and Belgium. These results are shown in the graph on page 53.

Some of the differences between countries may be explained by the fact that work in an all female environment varies according to countries; this is to be found least often in Germany and most often in Britain. However, this factor in no way gives a complete explanation. Amongst the available explanations, it is possible for example, that the British, have a long history of segregation both at work and in their social cultural lives; whilst the Germans probably have a more highly developed tradition of group activity. It is up to the enlightened reader to apply these hypotheses or to suggest others.

OVERALL IMPRESSION OF THE EIGHT FACTORS STUDIED



Those areas in which the most urgent action is needed

The areas in which women in paid employment perceive discrimination at their place of work, whether advantageous or disadvantageous, have been explored. The areas in which the balance of opinion is most negative are salary, promotion and training. But which are the areas which the women think are most in need of urgent action? The first area is definitely salary; but the second is getting employment despite the fact that most respondents said that where they worked women were at an advantage on this point. This reflects a general anxiety on the part of the general public about the difficult employment situation.

Question : *In these different areas I have mentioned, which is the one where, in your opinion, it is most urgent to do something to correct the disadvantages that women are suffering from? And what next?*

Replies :	<u>1st mentioned</u>	<u>1st and 2nd mentioned</u>
Salary	20%	37%
Getting employment	20%	30%
Promotion	14%	29%
Training	9%	20%
Retirement age	8%	15%
Taxes	4%	8%
Holidays	2%	6%
Bonuses, etc.	1%	4%
Don't know	22%	

The total exceeds 100% because in some cases more than one reply was given.

A complementary analysis shows that the order of problems which merit urgent action is the same, irrespective of whether the respondents feel that women are discriminated against at work. For example, those who say that women are discriminated against in the area of getting employment, cite as their order of urgency: getting employment 31%, salary levels 23%, promotion 18% and training 10%. Those who feel that women are at an advantage in the area of getting employment or who see no differences, cite as their order of urgency, salary levels 20%, getting employment 18%, promotion 13%, training 9 per cent.

Analysis of responses by the 43 segments shows the main pre-occupation of each group. It can be seen, for example, that "salary levels" is the most urgent area for the majority of groups, surpassed, nevertheless, by "getting employment" among the young who have spent longer in full-time education, Government or public administration employees and those who work for large organisations.

In general, however, the nationality variable elicits the greatest differences in response. Looking at the deviations from the European mean, the following points of interest emerge.

- Belgium, the Netherlands, Luxembourg and Ireland : the problem of taxes seems more important here than elsewhere.
- Germany and Ireland : promotion.
- Italy : getting employment provides, by far, the biggest problem.
- France : retirement age is seen as being a more urgent problem here than in any of the other countries.

AREAS OF DISCRIMINATION IN WHICH ACTION IS MOST URGENTLY NEEDED

	Salaries	Getting a job	Promotion	In service training	Retirement age	Tax	Holidays	Bonuses benefits etc.
TOTAL	20	20	14	9	8	4	2	1
Age :								
15-24	21	25	15	9	6	4	2	1
25-34	23	23	16	9	5	4	4	1
35-44	21	17	11	11	8	4	2	2
45-54	19	17	15	7	9	4	2	1
55+	18	17	12	7	11	5	2	2
Marital status :								
Single	17	29	15	10	5	2	2	-
Married	22	17	13	9	8	5	3	2
Widowed/divorced	20	18	14	8	10	6	2	2
Terminal education age :								
14 or 15	21	18	10	8	9	5	2	2
16-19	21	20	16	9	7	4	2	1
20+	18	26	19	12	5	3	4	1
Qualifications :								
None	17	22	10	5	11	5	4	2
Professional	19	22	11	9	6	5	2	1
General	20	23	14	10	8	4	2	1
Both	24	16	18	10	5	4	2	1
Household income :								
R--	24	24	11	9	7	3	2	-
R-	21	20	12	10	10	6	2	1
R+	22	19	12	8	8	4	3	2
R++	20	18	18	10	6	4	3	1
Hours worked :								
Less than 30	21	19	13	8	7	5	1	2
30+	20	10	15	9	8	4	3	1
Employed by :								
Public admin.	17	21	13	8	8	5	3	1
Industry	22	18	16	9	8	4	2	1
Individual	25	21	10	9	7	4	1	1
Number of employees :								
Less than 10	24	24	10	8	8	3	1	1
10-49	23	20	12	9	6	4	2	3
50-499	21	18	15	9	10	4	2	1
500+	17	19	18	9	7	5	3	1
Place of work :								
Shop	24	21	15	8	7	3	1	1
Factory	19	17	14	7	10	5	3	1
Office	22	18	19	11	6	3	2	1
School	15	26	14	6	8	4	2	1
Health & beauty	20	16	7	9	8	7	3	2
Alone	17	26	11	10	9	4	3	2
Country :								
Belgium	19	17	9	9	11	12	4	1
Denmark	29	26	6	15	-	3	-	2
France	29	28	10	8	16	1	6	-
Germany	26	10	19	12	5	3	2	2
Great Britain	15	16	15	6	3	6	1	2
Ireland	22	14	21	6	2	20	-	1
Italy	10	38	11	10	11	2	1	1
Luxembourg	18	14	6	7	6	28	4	2
Netherlands	9	15	16	4	10	14	1	1

B - ACTUAL EXPERIENCES

Six examples of different situations

During the course of the interview, negative experiences which women in paid employment might have had, were explored by means of three questions : the first question related to offers of employment, the second, comprising a battery of four items, illustrated cases of negative attitudes on the part of employers, and the third dealt with the question of sexual blackmail. For each of these questions, the number of women who say that they have experienced such difficulties accounts for between 6% and 16%.

Question : *Has it ever happened to you that in seeking work you have found a job which interested you, only to discover that it was really a man and not a woman that they wanted?*

No	91		
Yes - its happened once	4	}	8%
Yes - its happened several times	4		
No answer	1		
	<hr/>		100%

This type of experience is mostly mentioned by women who had gone on to higher education (14%), the young (11%), those who work in an office (11%), the French (13%) and the Italians (10%).

Question : *Here are some situations that people sometimes talk about. Can you tell me in each case if you personally have found yourself in one or other of these situations?*

- An unmarried mother, a widow or divorced woman, with or without children, who has experienced more difficulty than other women in finding work and is forced to accept a lower salary than her qualifications would lead her to expect.....12%

- As a pregnant woman being refused employment or forced to accept a change of her job assignment.....12%
- A mother of a family whose immediate superior complains about absences from work which come about through having a baby or the children being unwell.....15%
- A woman who is asked by her employer before he hires her if she has any intention to have children.....16%

Thirty per cent of widows or divorcees mentioned that they had been forced by their status to accept a salary which was not commensurate with their qualifications.

Approximately the same number of women had found themselves in a position where they had been refused either a job or had been transferred because of pregnancy, and this irrespective of their sub-group. Rebukes due to absences caused by children particularly affect women working in factories, widows and divorcees.

The question from an employer, during an interview, as to whether or not the candidate intended having children had been asked of one in five young women (under 30 years old). The frequency of this occurrence increases with the level of education of the candidate and among women who work in offices.

On these four points, many more German women than any other nationality have had these experiences. It should be remembered that many more German women denounced discrimination against women in the earlier part of this summary.

The last question of this series was :

Question : *I would like to ask you, as I am asking everybody, a slightly delicate question. From the moment of being taken on or at other times in working like it can happen that women find themselves the object of sexual advances or propositions which are more or less a kind of blackmail. Have you personally experienced this kind of pressure?*

Yes	6
No	91
No answer	3
	<u>100%</u>

The table on page 59 gives details of the answers to the above questions, broken down by each of the 43 segments of the population of women in paid employment.

ACTUAL EXPERIENCES OF DISCRIMINATION

	A	B	C	D	E	F
TOTAL	8	12	12	15	16	6
Age :						
15-24	11	11	13	12	21	5
25-34	11	10	10	14	19	8
35-44	8	13	14	18	17	5
45-54	3	12	10	13	10	6
55+	5	16	16	17	12	5
Marital status :						
Single	11	9	10	9	14	6
Married	7	9	12	15	17	5
Widowed/div.	9	30	14	21	16	8
Terminal education age :						
14 or 15	6	14	12	14	13	5
16-19	9	12	12	15	18	6
20+	14	8	10	16	18	10
Qualifications :						
None	5	8	6	10	8	4
Professional	9	9	10	13	19	11
General	9	10	10	14	13	6
Both	10	17	17	20	24	6
Household income :						
R--	8	22	19	20	14	9
R-	9	14	13	17	16	5
R+	8	14	13	15	17	6
R++	8	7	7	14	19	6
Hours worked :						
Less than 30	6	14	13	15	15	7
30+	9	11	11	15	16	5
Employed by :						
Public admin.	7	10	9	12	13	5
Industry	9	13	13	17	18	6
Individual	9	14	14	15	18	6
Number of employees :						
Less than 10	7	14	12	13	15	7
10-49	10	13	14	18	20	7
50-499	9	13	14	16	17	3
500+	7	9	7	12	15	7
Place of work :						
Shop	7	14	13	14	16	7
Factory	7	11	15	20	15	2
Office	11	13	13	16	22	6
School	6	7	9	11	8	7
Health & beauty	5	14	12	14	18	6
Alone	9	12	10	11	12	8
Country :						
Belgium	4	5	7	8	6	3
Denmark	3	8	5	7	10	6
France	13	8	5	13	9	8
Germany	6	28	32	30	28	4
Great Britain	7	5	3	6	13	7
Ireland	5	3	1	3	5	4
Italy	10	6	6	13	12	6
Luxembourg	5	1	2	3	7	5
Netherlands	6	10	8	7	20	4

KEY :

A : Interesting job intended for a man only

B : Obligated to accept a lower salary

C : Pregnant woman refused a job or transferred

D : Rebuked for absence due to children

E : Employer asked if woman was pregnant at a job interview

F : Sexual blackmail

The attentive reader will have noticed an apparent anomaly in the table on page 59: the proportion of women who say that they have personally been in a position where they have had to accept an inferior salary because of family reasons (column B) is greater for those with the shortest length of studies; but is also greater where the women are the most qualified. This warrants further analysis.

It has already been noted that among women who have no further education (terminal education age up to 15 years), the feeling of having accepted a lower salary varies considerably, according to whether the women are completely without qualifications (8%), or whether they have a technical or professional qualification (10%), whether they have a certificate of general education (21%) or both types of qualifications (25%). Among women who followed a limited amount of further education (terminal education age 16-19) it is those who are qualified that complain the most of having had to accept a lower salary (18 per cent).

There appears to be a feeling of pronounced frustration among women who have little or no further education, but who have, nevertheless, obtained one or other form of qualification. These women are more depressed than are those who hardly have any education and who have no qualifications, and even more depressed than those who have received extended further education.

Evaluation of actual experiences of discrimination

We just just looked at six situations that women in paid employment might have confronted in their working lives because of their sex. There is good reason to believe that their replies were genuine; however, it would be interesting to know whether some women replied in the affirmative consistently to all six questions asked about their experiences of discrimination and equally to know whether some of them have never experienced any of these six situations. This is the analysis which follows.

Let us first of all say that, of the 3392 women interviewed, only 7 claimed that they had experienced all six situations; fifteen others stated that they had experience five of the six situations. These figures are extremely small and, therefore, greatly contribute to the credibility of the results.

In total among the women in paid employment who were asked :

Have never personally experienced any of the six areas of discrimination	64%
Have personal experience of one area	18%
two areas	9%
three areas	5%
four areas	4%
five or six areas	€
	<hr/>
	100%

Women who mention only one of the six personal experiences claim in one case in three that when being interviewed they were asked whether they intended having children. Those who have had three or more personal experiences of discrimination mention above all that they have been rebuked for their absences due to pregnancy or their children's illnesses, and that they have been refused a job or have been transferred because they were pregnant.

A detailed examination of the replies has not clarified the relationship between the response categories and the personal or professional characteristics of the contacts; in fact, it appears that widows or divorcees, who, as we have seen, are the most disadvantaged group on a number of points, particularly finance, are those who complain the most frequently of discrimination. It is also true that women who are government or public administration employees are those who are least affected by the areas of discrimination covered.

These personal experiences can be correlated with the assessment made by the women of the advantages or disadvantages for women in the areas of getting employment, salary levels, training, promotion etc. This combined analysis gives a generalised picture of the womens' awareness of discrimination. It is apparent that :

40% of women in paid employment have no personal experience of discrimination AND think that generally, where they work, there is no difference between men and women or even that women are at an advantage.

13% have no personal experience of discrimination but that women are at a disadvantage at work generally.

11% have no personal experience of discrimination and think that women are sometimes at an advantage and sometimes at a disadvantage in their working lives.

23% have had personal experience of discrimination and think that women are sometimes at an advantage and sometimes at a disadvantage.

13% have had personal experience of discrimination and think that
_____ women are at a disadvantage in most aspects of work.

100%

The 'hard core' of women who have an acute awareness of discrimination is, therefore, approximately 13% of all women in paid employment.

C - INITIATIVES TAKEN TO ENSURE EQUALITY BETWEEN MEN AND WOMEN AT WORK

Women in paid employment seem badly informed about initiatives taken, both at the national level and at the level of the community, to ensure equality between men and women at work. It can also be said that those who claim to be aware have reservations as to the effectiveness of what has been done.

Question : *Do you know if there are in Britain laws which allow women to demand equality of treatment with men at work? If yes : Would you say they are applied in practice or not?*

Replies :

The laws exist and they are applied in practice	24%
The laws exist but they are not applied in practice	34%
There aren't any laws	10%
Don't know	<u>32%</u>
	100%

Question : *Do you know whether or not any departments in the European Community (The Common Market) are concerned about the problems of equality between men and women going to work? If yes : Do you think that these departments are doing anything effective or not?*

Replies :

Are concerned and effective	12%
Are concerned but not effective	22%
Not concerned	12%
Don't know	<u>54%</u>
	100%

Question : Do you know if, in Britain, the trade unions are concerned about the problems of equality between men and women at work?
 If yes : Do you think that they are doing anything effective or not?

Replies :

Are concerned and effective	32%
Are concerned but not effective	30%
Not concerned	11%
Don't know	<u>27%</u>
	100%

KNOWLEDGE AND EVALUATION OF EFFORTS MADE TO ENSURE EQUALITY OF WORKING CONDITIONS BETWEEN WOMEN AND MEN

EEC Departments	<table border="1"> <tr> <td>?? ? ? ? ? ? ? ? ? ? ?</td> <td>NO</td> <td>THEY ARE CONCERNED</td> </tr> </table>		?? ? ? ? ? ? ? ? ? ? ?	NO	THEY ARE CONCERNED		
	?? ? ? ? ? ? ? ? ? ? ?	NO	THEY ARE CONCERNED				
	54	12	34				
				Effective	12		
				Not effective	<u>22</u>		
					34		
National laws	<table border="1"> <tr> <td>?? ? ? ? ? ? ? ? ?</td> <td>NO</td> <td>THEY DO EXIST</td> </tr> </table>		?? ? ? ? ? ? ? ? ?	NO	THEY DO EXIST		
	?? ? ? ? ? ? ? ? ?	NO	THEY DO EXIST				
	32	10	58				
				Applied	24		
				Not applied	<u>34</u>		
					58		
Trade unions	<table border="1"> <tr> <td>?? ? ? ? ? ? ? ? ?</td> <td>NO</td> <td>THEY ARE CONCERNED</td> </tr> </table>		?? ? ? ? ? ? ? ? ?	NO	THEY ARE CONCERNED		
	?? ? ? ? ? ? ? ? ?	NO	THEY ARE CONCERNED				
	27	11	62				
				Effective	32		
				Not effective	<u>30</u>		
					62		

Action on the part of the Community is the least well known of all, irrespective of the segment of the population being looked at. Only about one-tenth of all women in paid employment know about these initiatives and think that they are effective.

National legislation is slightly better known. About one-quarter of women in paid employment are aware of these laws and have faith in them; one-third express doubts. The situation varies from country to country. In Belgium, the Netherlands and Great Britain, the greatest confidence is expressed. Doubt is considerable in France.

The efforts of the trade union movement are best known of all and the only area where confidence and doubts are roughly equal.

AWARENESS AND EVALUATION OF EFFORTS BEING MADE FOR EQUALITY

National Laws

EEC Departments

Trade unions

	No or D/K	No effect	Positive effect	No or D/K	No effect	Positive effect	No or D/K	No effect	Positive effect
TOTAL	42	34	24	66	22	12	38	30	32
Age :									
15-24	43	33	24	64	23	13	40	29	31
25-34	37	40	23	61	28	11	32	34	34
35-44	38	35	27	63	26	12	36	29	35
45-54	44	30	26	73	15	12	41	28	31
55+	49	28	23	76	13	11	44	25	31
Marital Status :									
Single	40	37	23	64	22	13	38	29	33
Married	42	33	25	67	22	11	38	30	32
Widowed/div.	43	33	24	65	23	12	38	30	32
Terminal education age :									
14 or 15	48	30	22	73	17	10	44	25	31
16-19	39	34	27	66	23	11	37	31	32
20+	27	48	25	46	35	19	22	39	39
Qualifications :									
None	51	27	22	79	14	7	49	24	27
Professional	45	36	19	61	27	12	40	33	27
General	36	36	28	64	24	12	34	34	32
Both	37	37	26	59	26	15	31	31	38
Household income :									
R--	46	35	19	67	22	11	40	29	31
R-	43	35	22	66	23	11	35	33	32
R+	41	34	25	66	22	12	38	28	34
R++	36	36	28	59	26	15	32	32	36
Working hours :									
Less than 30	43	31	26	70	19	11	44	27	29
30+	41	35	24	64	24	12	35	31	34
Employed by :									
Public admin.	39	34	27	62	25	13	33	30	37
Industry	42	33	25	67	22	11	38	30	32
Individual	43	37	20	69	19	12	43	31	26
Number of employees									
Less than 10	45	33	22	70	18	12	44	28	28
10-49	64	35	21	66	24	10	40	31	29
50-499	38	35	27	63	24	13	36	30	34
500+	37	33	30	64	23	13	29	32	39
Place of work :									
Shop	48	30	22	73	18	9	44	31	25
Factory	49	27	24	69	19	12	39	24	37
Office	36	37	27	64	24	12	33	32	35
School	31	41	28	60	23	17	32	35	33
Health & beauty	48	28	24	64	25	11	38	26	36
Alone	40	38	22	62	26	12	44	25	31
Country :									
Belgium	42	19	39	59	20	21	36	24	40
Denmark	32	34	34	53	26	21	25	27	48
France	47	44	9	61	33	6	31	41	28
Germany	44	34	22	63	19	18	35	24	41
Great Britain	41	27	32	77	15	8	52	25	23
Ireland	54	29	17	57	27	16	46	32	22
Italy	31	38	31	60	26	14	25	36	39
Luxembourg	69	14	17	51	18	31	39	21	40
Netherlands	44	21	35	60	23	17	34	31	35

In order to get a clearer picture, let us look at the combined responses relating to the national legislation and the efforts of the trade unions.

	The laws of your country allow women to demand equality between men and women at work...			<u>TOTAL</u>
	<u>Exist and are applied in practice</u>	<u>Exist and are not applied in practice</u>	<u>Aren't any laws/don't know</u>	
Are the trade unions in your country concerned about the problems of equality between men and women at work?	13	10	9	32%
Are concerned & effective	13	10	9	32%
Are concerned but not effective	5	15	10	30%
Not concerned/don't know	<u>6</u>	<u>9</u>	<u>23</u>	<u>38%</u>
TOTAL	24%	34%	42%	100%

The largest group (one-quarter of all women) are not aware that there are laws and trade union activities designed to ensure equality between men and women at work.

Moreover, there is a group of 15% who know that the government and the unions are concerned with the problem, but do not think that they are effective; at the other extreme, a group of 13% think that the government and the unions are concerned and are effective; 19% are unaware of any effective government legislation but think that the unions are effective; 11% are unaware of any effective action by the trade unions and think that the government legislation is effective.

In these different groups it can be stated that the efforts of the European Community concerning equality of men and women at work are largely unknown. The minority who think they are effective are also those who have faith in the laws of their country and the actions of the trade unions; and those who judge them to be ineffective are those who have confidence in neither the laws of their country nor the trade unions.

The level of union involvement (29% of women in paid employment belong to a union and 8% of these claim to be active members)⁽¹⁾ introduced subtle differences in the answers, but there were far fewer than had been expected.

Neither is there a close association between the fact of having personally experienced discrimination and the awareness or level of confidence in respect of the action of the government legislators or the trade unions. The most that can be said is that those women who have experienced the most problems are more sceptical than the others about these actions.

⁽¹⁾ A study in 1976 (Eurobarometer 6) showed that the level of trade union membership among women in paid employment was 26% compared with 49% of men in paid employment

CONCLUSIONS

The task of those who devote their efforts to the struggle for equality at work between men and women is not an easy one.

If the 30 million European women in paid employment are, in theory, concerned about the problem, it is not yet evident that the consciousness of them all has been awakened.

We can estimate that there is a hard core of women in paid employment, representing about 13%, who have personal experience of discrimination and who think that women are at a disadvantage at their place of work compared with men on most factors : salary, getting employment, promotion, training etc.⁽¹⁾ It is important to remember that this 13% represents almost four million people; thus, this is far from an insignificant minority.

An equally significant number of women who have not personally experienced discrimination think that women are at a disadvantage on most counts at work.

The rest, the largest group, state that they are not aware of any differences between men and women at work.

(1) In an earlier European survey (see "European Men and Women 1978") a related question was asked both of working men and women : "Do you think that being (a man) (a woman) has been more of an advantage or disadvantage in your working life?"

	<u>Men's replies</u>	<u>Women's replies</u>
More of an advantage	63	38
More of a disadvantage	3	13
No difference	<u>34</u>	<u>49</u>
	100%	100%

We cannot fail to notice the striking similarity of the results of the current study with those of the survey which was conducted two years ago.

Why are the majority of women in paid employment not more militant? Undoubtedly, there is an important background of tradition; this is a viable explanation, but it cannot be substantiated in a scientific way. However, two important findings which emerge from the results of the current study should be mentioned here.

On one hand, a large proportion (one-third) of jobs for women are in Government or public administration; these jobs, particularly in those connected with education, generate less discrimination than other fields; this is confirmed by all the findings in this report (see particularly page 43). On the other hand, there are many women who work in an all-female environment and, because of this, have no experience of, and perhaps even lack of understanding of, what it is like to be in competition with men in a working environment. It is clear that when this competitive atmosphere exists - and it does for more than half of all women in paid employment (see table on page 50) - awareness of discrimination is much more common.

In what areas do women feel most strongly at a disadvantage? In rank order : first, in salary levels, next in opportunities for promotion, then in the opportunity for in-service training. It is only to be expected that the idea of salaries would come to mind first; the disparity between men and women's salaries has long been the subject of numerous articles and features in the press; equally women are aware of this disparity through their family circumstances; finally, in periods of economic strife the topic of salaries is always the most frequently mentioned area of dissatisfaction, irrespective of context.

But the study also reveals a heightened level of awareness of discrimination in the sphere of promotion and its corollary, in-service training. Furthermore, it shows, for the first time, and show quite clearly that in the eyes of those women actually faced with a situation of competition with men, inequality in the sphere of promotion is a more sensitive point than the disparity between salaries; it is fair to add that, in many cases, promotion is a necessary step on the path towards reaching a higher salary level.

Should it be emphasised again here that today - in 1980 - sixty-eight out of every hundred women in paid employment have a man as their immediate superior at work? Leaving aside the all-female working environments, it is in about 80 per cent of cases that the immediate superior is a man.

The often complacently held stereotype of what are called difficult relationships between women at work is of little substance; the study shows conclusively that women in paid employment, whose immediate superior is a woman, are often less discriminated against than are other women at work, irrespective of the sex of their colleagues: women alone or both women and men and also irrespective of the area of discrimination under observation.

Is it possible from the data of this study to identify in sociological terms an under-privileged group, suffering from most of the handicaps - poor education, lack of training, job without responsibility, low wages and who are, at the same time, aware of discrimination at work? No, for the situation is not as simple as that.

The vast majority of women in paid employment seem to be strongly involved in their work; even among those doing ordinary jobs, the majority think that their job carries some responsibility and this is so among the less educated and even among those at the lowest income levels. Moreover, the sense of being under-employed with regard to their abilities - not a widespread feeling - seems strongly linked to the sociological factors measured in the study; at most, it is possible to identify a slightly lower level of satisfaction among the youngest of the women in paid employment.

Previous surveys have shown that the level of satisfaction of women at work is almost as high as that of men; more precisely, to the question "If you had enough money to live comfortably without working, would you still work?" a clear majority responded in the affirmative⁽¹⁾. In fact, it is clear from a great number of studies that, in respect of opinions and value systems, women who work hold attitudes which are midway between those of women who do not work and those of men. From a sociological point of view, it seems that work intrinsically reduces the distance between men and women.

(1) "European Men and Women in 1978", page 86

In contrast, the analysis of the data suggests the importance of psychological variables in the attitudes of women towards discrimination. There are only a few available indicators, but they are convincing. On one hand, the women who, more than any others, feel themselves to be the victims of discrimination are widows and divorcees, that is, those women who also have problems in areas other than work (see tables page 43 and page 59). On the other hand, it seems that attitudes towards discrimination are linked to the actual level of professional ambition women have. For example, among those women who have a limited level of education, those who are the most bitter are not those who are completely lacking in qualifications, but the women who have obtained some form of qualification as a result of their studies (see page 60); the qualifications created raised expectations which have not been realised. Let us again remember that discrimination in the area of promotion is a sensitive point for many women and the most sensitive for those with considerable further education; here again, it is the gap between the desired level and the daily reality that creates the bitterness.

It would be rash to try to conclude that this research is in any way definitive, given that from the first lines of this report it was qualified as being exploratory. It is to be hoped that every reader, male or female, can find in it some food for thought.

TECHNICAL APPENDIX

A. NAMES OF INSTITUTES AND INDIVIDUALS WITHIN EACH INSTITUTE INVOLVED IN THE STUDY

Belgique/België	DIMARSO / INRA	Patrick DAVIES
Danmark	GALLUP MARKEDSANALYSE	Rolf RANDRUP
Deutschland	EMNID INSTITUT	Günter BIERBAUM
France	INSTITUT DE SONDAGE LAVIALLE	Albert LAVIALLE
Ireland	IRISH MARKETING SURVEYS	John MEAGHER
Italia	DOXA	Ennio SALAMON
Luxembourg	INSTITUT LUXEMBOURGEOIS DE RECHERCHES SOCIALES (ILRES)	Louis MEVIS
Nederland	NIPO	Jan STAPEL
Great Britain	SOCIAL SURVEYS (GALLUP POLL)	Norman WEBB
International co-ordination and report:		Hélène RIFFAULT FAITS & OPNIONS, Paris

B. SAMPLING METHOD

The aim of all sampling methods is to ensure that the sample is a true reflection of the universe it is meant to represent. The sample survey on Work, 1977 (EUROSTAT, 1978) provided a statistical description of this universe which was useful as a basis for the current study and also as a comparison of the results. In fact, the study gave, for each country, the relative proportions of women in paid employment by industry type, as well as by age. EUROSTAT also furnished regional statistics on the female working population.

In all cases, the sample was constructed from a master sampling frame, representative of the population as a whole. Then, for each country, the selection of the sample according to the relevant variables was achieved as follows:

- (a) random route : Great Britain, France, Belgium, Netherlands, Ireland
- (b) sample generated from an omnibus quota sample of women:
Germany, Denmark, Italy
- (c) Random sample drawn from the Social Security register: Luxembourg

In all cases, aside from the care taken by each institute to ensure a representative sample, statistical data allowed the validity of the sample to be checked on certain key variables; and standard weighting procedures were used when this seemed appropriate.

Fieldwork was carried out between June 12th and July 18th 1980

Country	Field Dates	Number of interviews	Total number of women in paid employment	
B	12/27 June 1980	294	928,000	3.07%
DK	14/22 June	233	777,000	2.57
D	19 June/18 July	508	7,778,000	25.74
F	28 June/9 July	503	6,659,000	22.03
IRL	7/14 July	303	228,000	.75
I	20 June/8 July	528	3,857,000	12.76
L	1/10 July	103	33,000	.11
NL	23 June/7 July	308	1,048,000	3.47
GB	20 June/7 July	612	8,913,000	29.50
Community as a whole		3392	30,221,000	100.00%

The results which appear in this report are the result of weighting each of the national samples so that each country assumes its correct proportion of the total, as shown in the column on the extreme right of the table above.

C. THE QUESTIONNAIRE

The questionnaire, comprising some thirty items, was first designed in the French language in consultation with those who commissioned the study. This design was then refined and modified by specialists in both English and French, in order to arrive at a version which was completely

identical. It was this bilingual version which was the master for translation into the other languages : German, Danish, Italian and Dutch.

A copy of the definitive English and French versions of the questionnaire is appended to this report.

CORRIGENDUM

EUROPEAN WOMEN IN PAID EMPLOYMENT

Their perception of discrimination at work

Please include the attached questionnaire to the above mentioned document.

Thank you.

LE LAVORATRICI DIPENDENTI IN EUROPA

Il loro modo di percepire le discriminazioni

Vi preghiamo allegare il presente questionario al documento integrale summenzionato.

Grazie.

FRANCE

I.S.L. 6-8 rue du 4 septembre 92130 - Issy-Les-Moulineaux

1 0 1 4 5
1 3 4 5

FEMMES SALARIÉES - JUILLET 1980

Nom de l'enquêteur :

6 - 8

9 11

- Q.112- En ce moment, avez-vous un emploi rémunéré ?
- OUI, un employeur 1 112
 - OUI, plusieurs employeurs.. 2
 - Travaille à son compte 3
 - Pas d'emploi rémunéré 4

STOP

- Q.113- Travaillez-vous dans le cadre d'un engagement ...
- ... permanent 1 113
 - ... de durée limitée 2
 - ou en qualité d'intérimaire. 3

- Q.114- A quel endroit travaillez-vous ?
- (Montrer liste)
- Un magasin, une boutique 1 114
 - Un atelier 2
 - Un bureau 3
 - Une école, un établissement d'enseignement 4
 - Un établissement de soins (hôpital, clinique, esthétique ou soins de beauté).. 5
 - Hôtellerie, restauration 6
 - Un laboratoire 7
 - Au domicile 8
 - Chez une personne privée(ou plusieurs) ... 9
 - Travail itinérant X
 - Autre (préciser) Y



- Q.115- Combien d'heures travaillez-vous par semaine ?
- Moins de 10 heures 1 115
 - De 10 à 19 heures 2
 - De 20 à 29 heures 3
 - De 30 à 39 heures 4
 - De 40 à 48 heures 5
 - Plus de 48 heures 6
 - Ne peut dire 0

- Q.116- Votre employeur est-il ...
- ... L'Etat ou une administration locale 1 116
 - ... Une entreprise (française) 2
 - ... Une entreprise qui fait partie d'un groupe international 3
 - ... Une personne 4
 - ... Autre (préciser) 5



na

Q.117 - Quel est le secteur d'activité de votre employeur actuel ?

(Montrer liste)

- Agriculture 1 A.117
- Artisanat 2
- Industrie 3
- Commerce 4
- Services (banques, assurances, etc.) 5
- Enseignement 6
- Administration publique (nationale ou locale) 7
- Autre (préciser) 8

Q.118 - Combien votre employeur a-t-il de salariés environ, au total ?

- Moins de 10 1 A.118
- 10 à 49 2
- 50 à 99 3
- 100 à 499 4
- 500 à 999 5
- 1000 ou plus 6
- N.S.P. 0

Q.119 - En pensant à votre emploi actuel, diriez-vous que ...

- ... vous êtes une exécutante sans beaucoup de responsabilité 1 A.119
- ... une exécutante avec des responsabilités 2
- ... vous faites partie de l'encadrement 3
- ... vous faites partie de la direction 4
- ... N.S.P. 0

Q.120 - Depuis combien de temps travaillez-vous pour cet employeur ?

- Moins d'un an 1 A.120
- Un an à 4 ans 2
- 5 à 9 ans 3
- 10 à 14 ans 4
- 15 ans ou plus 5

Q.121 - A quel âge avez-vous commencé à travailler comme salariée ?

- 16 ans ou avant 1 A.121
- 17 à 19 ans 2
- 20 à 24 ans 3
- 25 à 29 ans 4
- 30 ans ou plus 5

na

- Q.122 - Depuis que vous avez commencé à travailler, vous êtes-vous arrêtée volontairement de travailler un certain temps ? *Si oui*, combien de temps au total vous êtes-vous arrêtée (sans compter les congés normaux de maternité) ?
- NON ne s'est jamais arrêtée volontairement 1 A.122
 - OUI s'est arrêtée au total moins de 12 mois 2
 - OUI s'est arrêtée au total 1 à moins de 2 ans 3
 - OUI s'est arrêtée au total 2 à 5 ans 4
 - OUI s'est arrêtée au total plus de 5 ans 5
- Q.123 - Depuis que vous avez commencé à travailler, avez-vous connu des périodes de chômage ? *Si oui*, au total combien de temps ?
- NON, pas de période de chômage 1 A.123
 - OUI, chômage de moins de 3 mois 2
 - OUI, chômage de 3 à 6 mois 3
 - OUI, chômage de 7 mois à 11 mois ... 4
 - OUI, chômage de 1 à 2 ans 5
 - OUI, chômage de plus de 2 ans 6
- Q.124 - Diriez-vous que, dans le travail que vous faites, vos capacités sont bien employées ? Le sont-elles ...
- ... Très bien 1 A.124
 - ... Assez bien 2
 - ... Pas très bien 3
 - ... Mal 4
 - ... *Ne peut dire* 0
- Q.125 - Est-ce que votre supérieur hiérarchique direct est ...
- ... un homme 1 A.125
 - ... une femme 2
 - ... *n'a pas de supérieur hiérarchique* 3
- Q.126 - Les personnes que vous considérez comme vos collègues sont-elles ...
- ... des hommes et des femmes 1 A.126
 - ... des femmes seulement 2
 - ... des hommes seulement 3
 - ... *n'a pas de collègues* 4
- Q.126 - Lors de la recherche d'un emploi, vous est-il arrivé de trouver une offre qui vous intéressait mais de constater que c'était un homme et non pas une femme que l'on voulait embaucher ?
- NON 1 A.127
 - OUI, une fois 2
 - OUI, plusieurs fois 3

vr

Q.128 - Avez-vous le sentiment que là où vous travaillez actuellement, les femmes sont avantagées ou désavantagées par rapport aux hommes de même qualification en ce qui concerne ...

Enumérer - Une réponse par ligne

	Avanta- gées	Désavan- tagées	Pas de dif- férence	N.S.P.	
... L'embauche	1	2	3	0	<u>128</u>
... Les possibilités de promotion	1	2	3	0	<u>129</u>
... La possibilité de suivre une formation professionnelle complémentaire	1	2	3	0	<u>130</u>
... Le niveau de salaire	1	2	3	0	<u>131</u>
... Les primes, bonifications et autres avantages	1	2	3	0	<u>132</u>
... Les congés	1	2	3	0	<u>133</u>
... L'âge de la retraite	1	2	3	0	<u>134</u>
... Les impôts que vous payez	1	2	3	0	<u>135</u>

Q.136 - Parmi ces huit domaines, quel est celui dans lequel, à votre avis, il est le plus urgent de faire quelque chose pour que les femmes soient moins désavantagées ?

(Montrer liste)

1 seule réponse

- Embauche	1	<u>136</u>	1	<u>137</u>
- Promotion	2		2	
- Formation	3		3	
- Niveau des salaires	4		4	
- Primes	5		5	
- Congés	6		6	
- Age de la retraite	7		7	
- Impôts payés	8		8	
- N.S.P.	0		0	



Q.137 - Et dans quel domaine après celui-là ? _____

Q.138 - Avez-vous personnellement ... *Enumérer - 1 réponse par ligne*

OUI	NON
-----	-----

... Reçu un diplôme d'enseignement général	1	2	<u>138</u>
... Reçu un diplôme professionnel	1	2	<u>139</u>
... Suivi des cours de perfectionnement payé par votre employeur	1	2	<u>140</u>
... Suivi des cours de perfectionnement ou de recyclage payés par un organisme d'Etat ou une branche professionnelle	1	2	<u>141</u>

Q.142 - Diriez-vous que la formation que vous avez eue avant d'entrer dans la vie active a été pour votre vie professionnelle ...

... utile	1	<u>142</u>
... ou pas utile	2	
... n'a pas eu de formation. 3		
... N.S.P.	0	

na

Q.143 - Voici des cas dont on entend parler. Voulez-vous me dire, pour chaque cas, si vous personnellement, vous vous êtes trouvée ou non dans l'un ou l'autre de ces cas ?

Enumérer - 1 seule réponse par ligne

	OUI	NON	N.S.P.	
- Une mère célibataire, veuve ou divorcée avec ou sans enfant qui a plus de difficulté que les autres femmes à trouver du travail et doit accepter un salaire inférieur à sa qualification	1	2	0	<u>143</u>
- Une femme enceinte à qui un employeur refuse un emploi ou qu'il change d'affectation en raison de son état	1	2	0	<u>144</u>
- Une mère de famille à qui un supérieur hiérarchique reproche ses absences au travail résultant des maternités ou des maladies des enfants	1	2	0	<u>145</u>
- Une femme à qui un employeur demande avant de l'embaucher si elle a l'intention d'avoir des enfants	1	2	0	<u>146</u>

Q.147 - Je voudrais vous poser, comme à toutes les autres personnes interrogées, une question un peu plus délicate. Au moment de l'embauche ou à d'autres étapes de la vie professionnelle, il arrive que des femmes s'entendent faire des propositions d'ordre sexuel qui sont purement et simplement un chantage.

Vous personnellement, avez-vous été l'objet ou non de ce genre de pratique ?

OUI	1	<u>A.147</u>
NON	2	
N.S.P.	3	

Q.148 - Savez-vous s'il existe en France des lois qui permettent aux femmes d'exiger d'être traitées dans le travail à égalité avec les hommes ?

Si oui, sont-elles appliquées ou non ?

- Il en existe et elles sont appliquées	1	<u>A.148</u>
- Il en existe mais elles ne sont pas appliquées	2	
- Il n'en existe pas	3	
- N.S.P.	4	

Q.149 - Les institutions de la Communauté Européenne (c'est à dire du "Marché Commun") s'occupent-elles des problèmes de l'égalité entre les femmes et les hommes dans les conditions de travail ?

Si oui, est-ce que l'action de ces institutions vous parait efficace ou pas ?

- OUI elles s'en occupent et c'est efficace	1	<u>A.149</u>
- OUI elles s'en occupent et ce n'est pas efficace	2	
- NON elles ne s'en occupent pas	3	
- N.S.P.	4	

vr

Q.150 - Savez-vous si en France, les syndicats s'occupent des problèmes de l'égalité entre les femmes et les hommes dans les conditions de travail.

Si OUI, est-ce que l'action des syndicats vous paraît efficace ou pas ?

- OUI ils s'en occupent et c'est efficace 1 150
- OUI ils s'en occupent mais ce n'est pas efficace 2
- NON ils ne s'en occupent pas 3
- *N.S.P.* 0

Q.151 - En ce qui concerne les syndicats, êtes-vous ...

- ... cotisant et actif 1 151
- ... cotisant mais pas actif 2
- ... non cotisant mais sympathisant 3
- ... ni cotisant, ni sympathisant 4

Q.152 - Diriez-vous que vous vivez dans ...

- ... une commune rurale 1 152
- ... une ville petite ou moyenne 2
- ... une grande ville peu industrielle ... 3
- ... une grande ville industrielle 4

Q.153 - Quelle est votre situation de famille ?

- Célibataire 1 153
- Mariée 2
- Vivant maritalement ... 3
- Divorcée ou séparée ... 4
- Veuve 5

Q.154 - A quel âge avez-vous quitté l'école ou l'université ? Je veux dire terminé vos études à temps complet ?

- 14 ans ou moins 1 154
- 15 ans 2
- 16 ans 3
- 17 ans 4
- 18 ans 5
- 19 ans 6
- 20 ans 7
- 21 ans 8
- 22 ans ou plus 9
- est encore à l'école ou à l'université X

Q.155 - Quel âge avez-vous ?

→

155 - 156

Q.157 - Combien de personnes vivent dans votre foyer y compris vous même ?

→

157

Si 1 seule personne, passer à Q.160, sinon Q.158

Q.158 - Combien y a-t-il dans votre foyer d'enfants de 8 à 15 ans ?

→

158

Q.159 - Et combien y a-t-il d'enfants de moins de 8 ans ?

→

159

na

Q.160 - Etes-vous le chef de famille de votre foyer ?

OUI A

NON B

<p>Q.160bis - Quelle est la profession du chef de famille ? <i>Noter en clair et en code</i></p> <div style="border: 1px solid black; padding: 5px; margin: 10px 0;"> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%;"></td> <td style="width: 50%;"></td> </tr> <tr> <td align="center">Salarié <input type="checkbox"/></td> <td align="center">Indépendant <input type="checkbox"/></td> </tr> <tr> <td align="center">Si salarié</td> <td align="center">Si à son compte</td> </tr> <tr> <td>Secteur { Public <input type="checkbox"/></td> <td>Nbre de salariés <input style="width: 40px;" type="text"/></td> </tr> <tr> <td> { Privé <input type="checkbox"/></td> <td></td> </tr> </table> </div>			Salarié <input type="checkbox"/>	Indépendant <input type="checkbox"/>	Si salarié	Si à son compte	Secteur { Public <input type="checkbox"/>	Nbre de salariés <input style="width: 40px;" type="text"/>	{ Privé <input type="checkbox"/>		<p><u>INDEPENDANT</u></p> <p>Agriculteur, patron, pêcheur 1</p> <p>Profession libérale 2</p> <p><u>Affaires</u> : commerçants, artisans, patron 3</p> <p><u>SALARIE</u></p> <p>Ouvrier 4</p> <p>Employé, cadre moyen, fonctionnaire 5</p> <p>Cadre supérieur 6</p> <p><u>PAS D'EMPLOI RENUMERE</u></p> <p>Retraité 7</p> <p>Ménagère 8</p> <p>Etudiant, service militaire 9</p> <p>Sans emploi 0</p>
Salarié <input type="checkbox"/>	Indépendant <input type="checkbox"/>										
Si salarié	Si à son compte										
Secteur { Public <input type="checkbox"/>	Nbre de salariés <input style="width: 40px;" type="text"/>										
{ Privé <input type="checkbox"/>											

160

Q.161 - Nous désirons analyser les résultats de cette étude en fonction des revenus familiaux des personnes que nous avons interrogées. Voici une échelle de revenus mensuels. Nous désirons savoir à quel niveau vous vous situez en comptant toutes les rentrées d'argent de votre foyer, telles que salaires, allocations familiales, pensions et revenus. Citez-moi la lettre correspondante à votre réponse.

*Montrer liste -
Insister pour obtenir une réponse*

- | | | |
|--|--------------------------|-----|
| (A) - Moins de 800 Frs/mois | 1 | 161 |
| (B) - 800 à moins de 1500 Frs | 2 | |
| (C) - 1500 à moins de 2000 Frs | 3 | |
| (D) - 2000 à moins de 2500 Frs | 4 | |
| (E) - 2500 à moins de 3000 Frs | 5 | |
| (F) - 3000 à moins de 4000 Frs | 6 | |
| (G) - 4000 à moins de 5000 Frs | 7 | |
| (H) - 5000 à moins de 6500 Frs | 8 | |
| (I) - 6500 à moins de 10 000 Frs | 9 | |
| (J) - 10 000 à moins de 15 000 Frs | Y | |
| (K) - 15 000 Frs et plus par mois | X | |
| <i>Ne veut pas dire</i> | <input type="checkbox"/> | |

<i>Circonstances de l'interview : Date :</i>	<i>Jour : D L M M J V S</i>
<i>Lieu :</i>	<i>Heure :</i>
Nom et prénom de l'interviewée :	
Adresse :	Tél. :
Commune :	Dépt. :

162 163

FEMMES SALARIEES

GRANDE-BRETAGNE

Private and confidential	©	SOCIAL SURVEYS (GALLUP POLL) LIMITED S.4004 JUNE 1980	Interviewer No.	Con. No.
Ask the questions exactly as they are worded. Do NOT read out the answers, unless indicated.				
112. At this time are you in paid employment? Do you work for a single employer, more than one employer, or for yourself alone?				
<ul style="list-style-type: none"> 1 Yes - for one employer 2 Yes - for several employers 3 Yes - working for myself (close interview) 4 Not in paid employment (close interview) 				
113. Do you have a permanent job, a job for a fixed period of time, or purely temporary?				
<ul style="list-style-type: none"> 1 Permanent job 2 Job for a fixed period 3 Purely temporary 				
114. How would you describe your place of work? (Show CARD A)				
<ul style="list-style-type: none"> 1 In a shop or store 2 A factory, workshop or studio 3 An office 4 A school or college or other place of education 5 An establishment concerned with health or beauty care (hospital, clinic, beauty salon etc.) 6 Restaurant, hotel, catering establishment 7 A laboratory 8 At your own home 9 In another person's home X From door-to-door, or place-to-place V Others 				
115. How many hours a week do you work?				
<ul style="list-style-type: none"> 1 Less than 10 hours 2 10-19 hours 3 20-29 " 4 30-39 " 5 40-48 " 6 More than 48 hours 0 Not sure 				
116. Do you work for:				
<ul style="list-style-type: none"> 1 The Government, public administration or local administration 2 A British company 3 A foreign or international group of companies 4 A private person 5 Other 				
117. What kind of work is your present employer involved in? (Show CARD B)				
<ul style="list-style-type: none"> 1 Agriculture, farming, horticulture 2 Skilled handicraft 3 Industry 4 Commerce, trade 5 Services (banks, insurance, transport, repair service of any kind, personal care e.g. health, beauty, hair, social services, catering etc.) 6 Education 7 Government, public administration or local administration 8 Other 				
118. How many people work for your employer in total?				
<ul style="list-style-type: none"> 1 Less than 10 2 10-49 3 50-99 4 100-499 5 500-999 6 1000 or more 0 Don't know 				
		119. Thinking about your present employment, would you say that:		
		<ul style="list-style-type: none"> 1 Yours is an ordinary job without much responsibility 2 Yours is an ordinary job with responsibilities 3 You belong to the staff or administration 4 You are part of the management 0 Other 		
		120. How long have you been working for your present employer?		
		<ul style="list-style-type: none"> 1 Less than a year 2 1-4 years 3 5-9 " 4 10-14 " 5 15 years or more 		
		121. At what age did you start in paid employment?		
		<ul style="list-style-type: none"> 1 16 or under 2 17-19 years 3 20-24 " 4 25-29 " 5 30 or over 		
		122. Since you first started working have you ever voluntarily left your employment for a certain period? If Yes: How much time in total have you stopped for, leaving out any leave of absence you had to take for maternity reasons?		
		<ul style="list-style-type: none"> 1 Have never voluntarily stopped working 2 Stopped work for a total period of less than 12 months 3 Stopped work for a total period of one or two years 4 Stopped work for a total period of three to five years 5 Stopped work for a total period of more than five years 		
		123. Leaving out those times when you have voluntarily stopped work, have you ever experience any periods of unemployment. If Yes: About how long have you been unemployed in total?		
		<ul style="list-style-type: none"> 1 No period of unemployment 2 Unemployed less than 3 months 3 " 3-6 months 4 " 7 months - a year 5 " over 1 year - 2 years 6 " over 2 years 		
		124. Would you say that in the work you are doing your abilities are being adequately used?		
		<ul style="list-style-type: none"> 1 Very adequately used 2 Adequately used 3 Not very well used 4 Badly used 5 Don't know 		
		125. Is your immediate superior at work a man or a woman?		
		<ul style="list-style-type: none"> 1 A man 2 A woman 3 No immediate superior 		
		126. Are the people that you consider as colleagues at work both men and women, only women, only men, or do you have no colleagues as such?		
		<ul style="list-style-type: none"> 1 Men and women 2 Only women 3 Only men 4 No colleagues as such 		

127. Has it ever happened to you that in seeking work you have found a job which interested you, only to discover that it was really a man and not a woman that they wanted to employ?

- 1 No
- 2 Yes - it's happened once
- 3 Yes - it's happened several times

128. Do you have the feeling that where you work at the moment it's an advantage or a disadvantage to be a woman rather than a man? (Show CARD C and mark an answer for each item)

	Dis- Advantage	No dif- ference	Don't know
In getting a job in the first place	1	2	3
For being considered for promotion	1	2	3
For getting extra professional training and education	1	2	3
In terms of salary levels	1	2	3
As far as bonuses, benefits and other extras are concerned	1	2	3
In terms of holidays	1	2	3
As far as the age of retirement is concerned	1	2	3
As far as income tax is concerned	1	2	3

136. (Show CARD C) In these different areas I have mentioned, which is the one where, in your opinion, it is most urgent to do something to correct the disadvantages that women are suffering from? (Mark one answer only in first column below)

	Most urgent	Next
Getting employment	1	1
Promotion	2	2
Training	3	3
Salary level	4	4
Other benefits	5	5
Holidays	6	6
Retirement age	7	7
Taxes	8	8
Don't know	0	0

138. Have you yourself: (Read out and mark one answer for each item)

	Yes	No
Any certificate of general education?	1	2
A technical or professional qualification?	1	2
Done a course of training paid for by your employer?	1	2
Done a course of training, or re-training, paid for by the government or a professional body	1	2

142. Would you say that the training that you have had before starting work was useful or not for your employment so far?

- 1 Useful
- 2 Not useful
- 3 Have had no special training
- 0 Don't know

143. Here are some situations that people sometimes talk about. Can you tell me in each case if you personally have found yourself in one or other of these situations? (Read out and mark an answer for each situation)

	Yes	No	Don't know
An unmarried mother, a widow, or divorced woman, with or without children, who has experienced more difficulty than other women in finding work and is forced to accept a lower salary than her qualifications would lead her to expect	1	2	0
As a pregnant woman being refused employment or forced to accept a change of her job assignment	1	2	0
A mother of a family whose immediate superior complains about absences from work which come about through having a baby or the children being unwell	1	2	0
A woman who is asked by her employer before he hires her if she has any intention to have children	1	2	0

147. I would like to ask you, as I am asking everybody, a slightly delicate question. From the moment of being taken on or at other times in working life it can happen that women find themselves the object of sexual advances or propositions which are more or less a kind of blackmail. Have you personally experience this kind of pressure?

- 1 Yes
- 2 No
- 0 Don't know

148. Do you know if there are in Britain laws which allow women to demand equality of treatment with men at work? If Yes: Would you say they are applied in practice or not?

- 1 The laws exist and they are applied in practice
- 2 The laws exist but they are not applied in practice
- 3 There aren't any laws
- 0 Don't know

149. Do you know whether or not any departments in the European Community (The Common Market) are concerned about the problems of equality between men and women going to work? If Yes: Do you think that these departments are doing anything effective or not?

- 1 Are concerned and effective
- 2 Are concerned but not effective
- 3 Not concerned
- 0 Don't know

150. Do you know if in Britain the trade unions are concerned about the problems of equality between men and women at work? If Yes: Do you think that they are doing anything effective or not?

- 1 Are concerned and effective
- 2 Are concerned but not effective
- 3 Not concerned
- 0 Don't know

151. As far as trade unions are concerned, are you:

- 1 A trade union member who takes some part in union affairs, for instance, going to trade union meetings
- 2 A member who doesn't take much part in union affairs
- 3 A non-member but sympathetic towards trade unions
- 4 Not a member and not sympathetic towards trade unions
- 0 Don't know

