

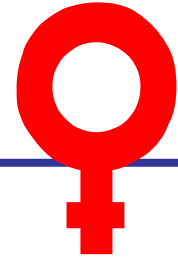
Gender differences in
psychosocial work environment.
A national Danish study

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Gender and work



- * The labour market is segregated according to gender in two ways:
 - * Horizontally. Women work with clients, cleaning, cooking, and in other service jobs.
Men work with machines, symbols, transportation and construction.
 - * Vertically. Women have unskilled blue collar jobs and low-level white collar jobs.
Men have skilled blue collar jobs and higher-level white collar jobs.

The segregated labor market



Hypotheses



Women



Men

Demands

Quantitative

+

Tempo

+

Emotional

+

Organisation of work

Influence

+

Poss. for development

+

Variation

+

Social relations & leadership

?

?

Violence & harassment

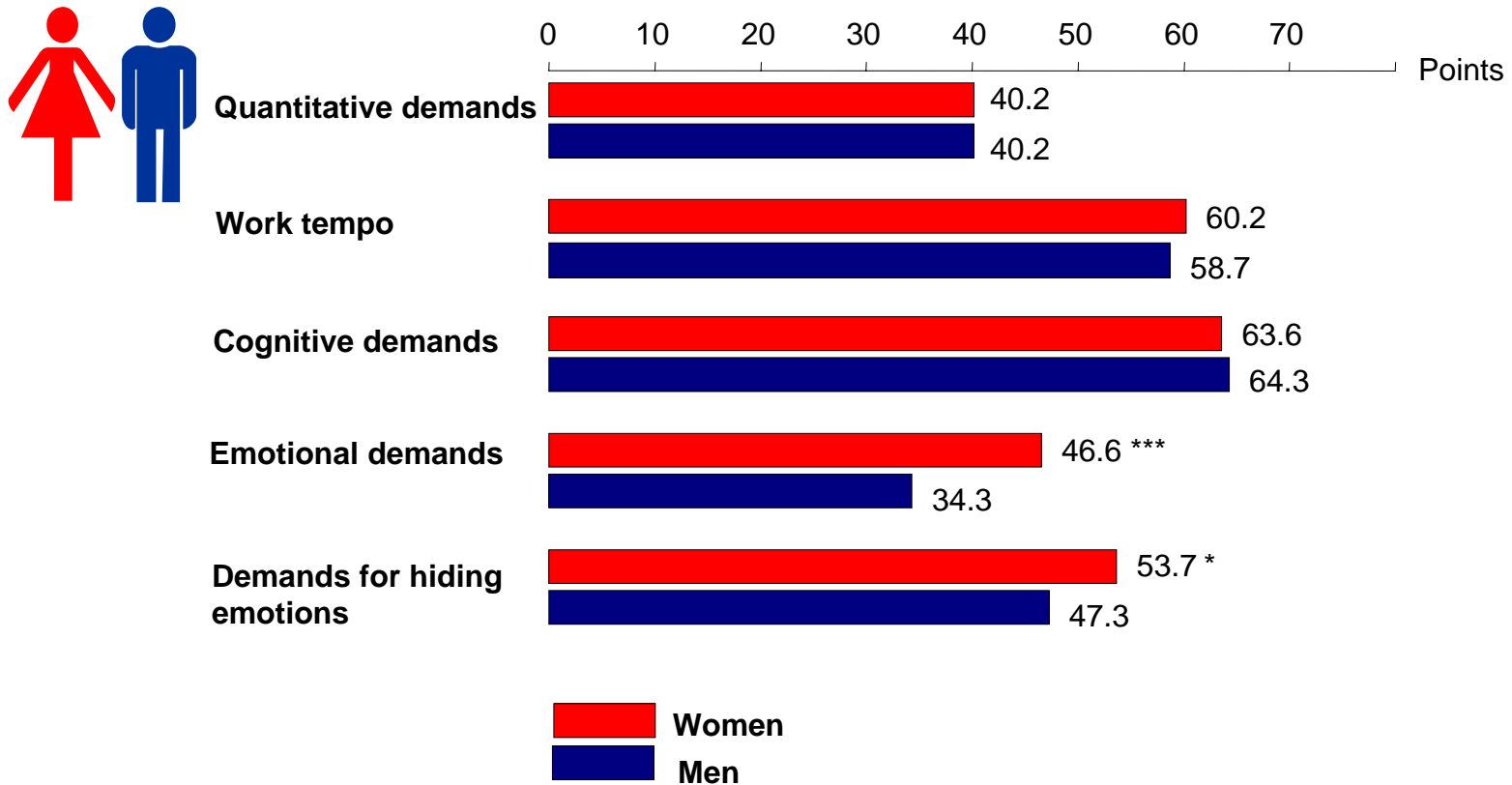
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Study base: The second Danish National Psychosocial Work Environment Study

- Questionnaire study based on a representative national sample of employees 20-59 years old.
- N=3517
- Response rate: 60%.
- Women: 52%
- Scales from COPSOQ II. All scales go from 0 to 100. Most scales based on 4 items. High internal reliability for almost all scales.

Results 1

Demands at work



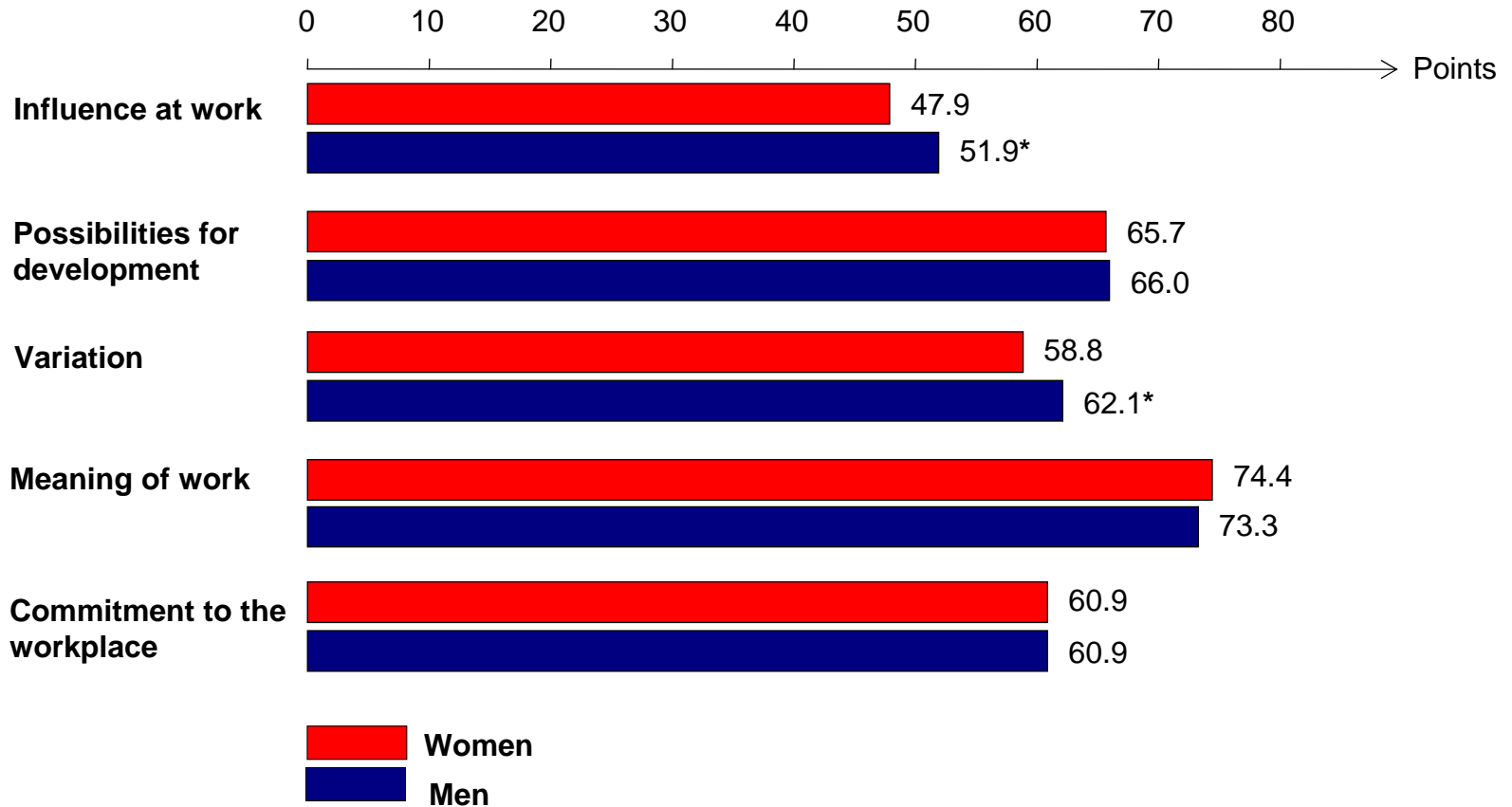
*** $p < 0.001$

* $p < 0.05$

N = 3517

Results 2

Work organisation and content

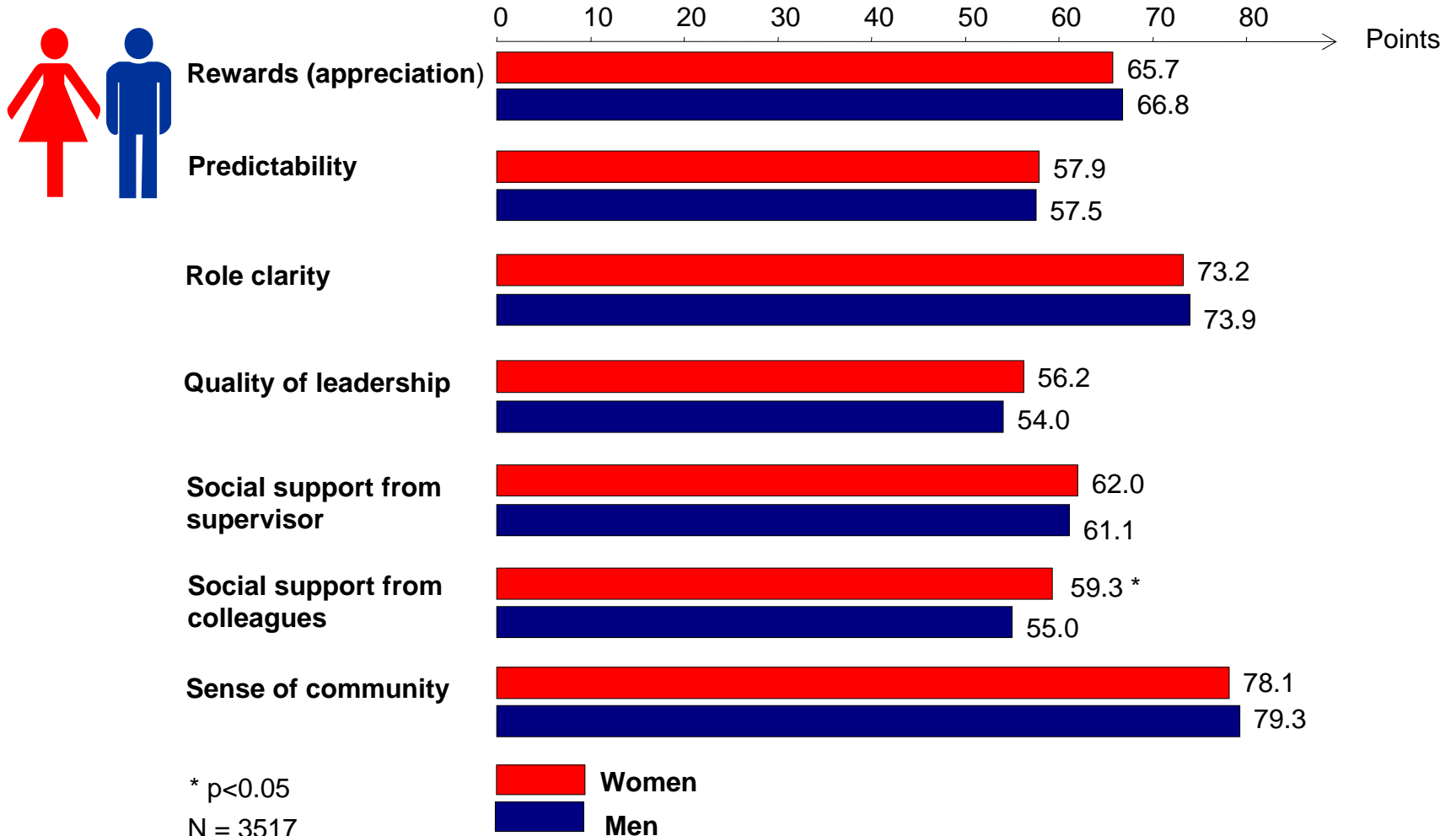


N = 3517

* p<0.05

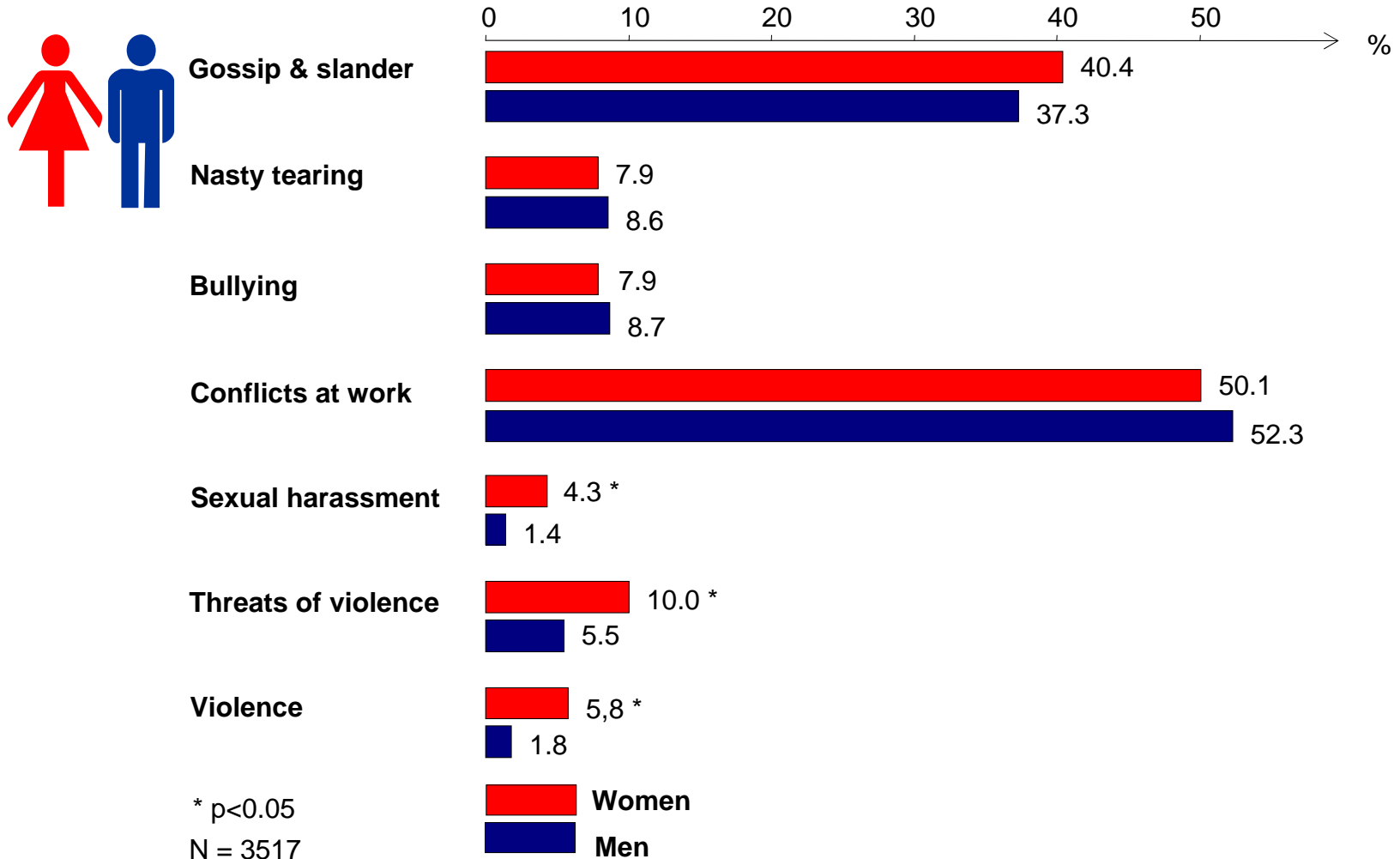
Results 3

Collaboration and leadership



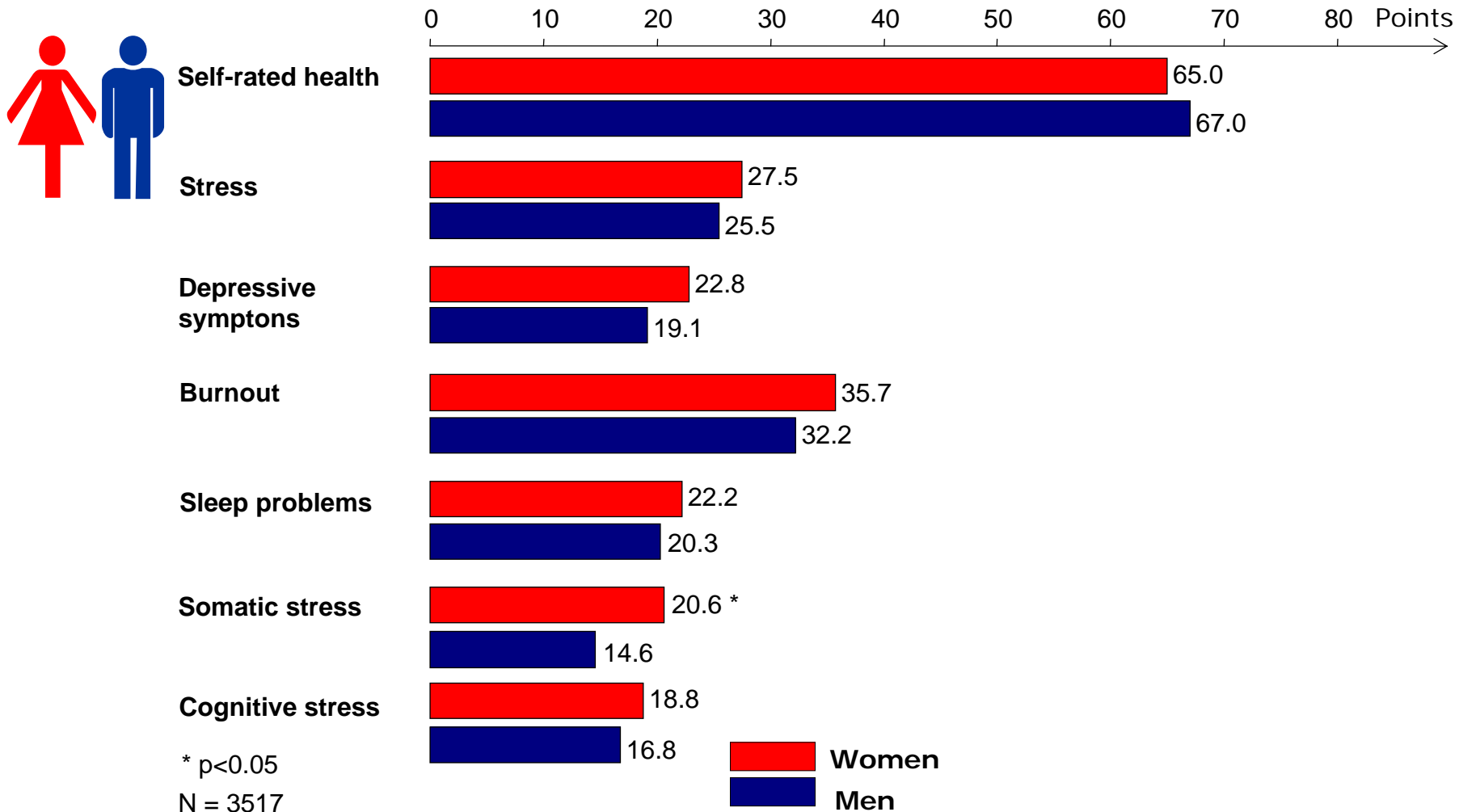
Results 4

Violence, harassment and conflicts during the last year



Results 5

Health and wellbeing



Summing up

Significant differences



Women



Men

Emotional demands

Demands for hiding emotions

*

Low influence at work

*

Low variation at work

*

Low support from colleagues

*

Conflicts at work

*

Gossip and slander

*

Sexual harassment

*

Threats of violence

*

Violence

*

Conclusion

Surprise !



1. **Most dimensions show almost identical levels for the two genders.
Even significant differences are small in most cases.**

2. **The main differences are in disfavour of women.
They are in emotional demands and in offensive behaviours.**

Both of these are closely connected to human service work: Health care, care for elderly, social work and education.



This presentation – and many others – may be found at www.ami.dk/presentations