

Are women
happier than
men at work?
a multilevel
investigation

Maria Fajarini
Gindo
Tampubolon

Introduction

Paradox

Hypotheses

WERS 2004

Multilevel
result

Conclusion

Are women happier than men at work? a multilevel investigation

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Outline

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WERS2004 & multidimensional job satisfaction

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- Three dimension of job satisfaction (out of six) in the 2004 Workplace Employment Relations Survey: pay level, the work itself and influence over the job.
- The multilevel structure of WERS allows the use of random intercept ordered logistic (multilevel) models.
- Women are happier than men in all dimensions of job satisfaction. Plus, workplace-related factors: *job security*, *skill match* and *flexibility* are consistently identified as important determinants for all aspects of job satisfaction.
- This suggests that women may substitute the well-known wage deficit for these aspects of the job.

Paradox and the importance of workplace

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The paradox: women are happier at work even though they earn less than their male counterparts (eg Parks et al 1995, Clark 1997, Hull 1999).
Gender differences in job satisfaction are complex (Rose 2005). He suggests that *workplace* and socio-cultural factors might operate simultaneously.

Questions on parity

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- After a raft of regulations: are men and women equally happy at work?
- Job satisfaction is affected by individual & workplace factors. Which individual-related factors are important? Which workplace-related factors are significant?
- The target question: should policy be aimed at the individual or the workplace organization?

Two hypotheses

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- *Substitution thesis*: Women tend to be more satisfied than men in their work situation, so one can infer that job satisfaction substitutes for the well known wage deficit.
- *Double disadvantage thesis*: Women tend to be less satisfied than men in their job; hence, in the light of the well-known gender wage gap, they are doubly disadvantaged in the labour market.

WERS2004 Employee and Management surveys

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The data have been amply discussed today. The method have also been touched upon earlier.

Satisfaction with the amount of pay

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	Exp Coeff	t	Exp Coeff	t
Female	1.274	7.21	1.304	7.50
Lower skill	0.728	-4.75	0.756	-3.96
Higher skill	0.618	-17.25	0.612	-16.63
Log work hours	0.656	-15.26	0.616	-16.01
Log est size	0.964	-4.20	0.960	-2.98
Insecure job	0.728	-6.89	0.698	-7.30
Secure job	1.519	11.88	1.573	12.04
Flexibility	1.111	13.24	1.131	13.92
Proportion of women	0.483	-11.18	0.441	-8.67
Relative pay	1.002	23.48	1.002	24.80

Satisfaction with the work itself

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	Exp Coeff	t	Exp Coeff	t
Female	1.244	5.50	1.258	5.61
Lower skill	0.505	-9.23	0.511	-8.78
Higher skill	0.636	-13.19	0.635	-12.82
Log work hours	0.925	-2.40	0.933	-2.04
Log est size	0.933	-6.52	0.932	-5.35
Insecure job	0.624	-9.89	0.612	-9.85
Secure job	2.138	18.89	2.166	18.48
Flexibility	1.100	9.45	1.116	10.25
Proportion of women	1.008	0.10	1.024	0.26
Relative pay	1.001	5.86	1.001	6.09

Satisfaction with influence over the job

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	Exp Coeff	<i>t</i>	Exp Coeff	<i>t</i>
Female	1.083	2.24	1.091	2.37
Lower skill	0.498	-10.27	0.495	-10.01
Higher skill	0.676	-13.00	0.675	-12.58
Log work hours	0.984	-0.59	0.968	-1.10
Log establishment size	0.912	-9.73	0.908	-7.94
Insecure job	0.511	-14.65	0.500	-14.48
Secure job	1.805	16.13	1.882	16.53
Flexibility	1.180	18.58	1.198	18.82
Proportion of women	0.811	-3.03	0.788	-2.77
Relative pay	1.001	13.86	1.002	14.44

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Women are more satisfied than men in all dimensions of job satisfaction. It also identifies that the workplace factors are very important in determining satisfaction at work. The importance of the workplace effect on workers job satisfaction is shown by the variance parameter, which indicates that the difference in job satisfaction between workplaces is significant. Moreover, workplace-related factors, such as job security, flexibility and skill match significantly determine all aspects of job satisfaction. The evidence suggests that women may substitute the wage deficit with other aspects of the job, such as job security, flexibility and skill match.