



## Gender Pay Review

Research report for:

National Commission for the Promotion of Equality

September 2006

This document contains 327 pages

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## Executive Summary

From the time women entered the labour force, they generally received lower earnings than men. Gender pay inequalities seem to be both universal as well as resistant to social, cultural and economic changes. They persist despite the changes such as:

- the increase in women's participation in the labour market
- the various legislative measures taken to protect women from occupational discrimination
- the higher educational levels achieved by women, and
- the various efforts to encourage and implement gender mainstreaming and to foster a culture of gender parity.

The gender pay gap measures the difference in the average gross hourly earnings between men and women (aged 15-64 who work at least 15 hours a week), across the whole economy and all establishments (Commission of the European Communities, 2003). Differences in earnings between men and women may arise from difference in the:

- composition of the male and female workforce – composition effect;
- remuneration of men and women with similar characteristics – remuneration effect; and
- labour market participation behaviour of men and women – selection effect.

### Context

Historically women contributed to the economy in roles that were beyond those of wives and mothers but different in many ways from that of men. In pre-industrial times, all family members (including women and their children) gave their share within the family unit of production either within the home or close to it. Maltese women performed a wide range of work activities that contributed significantly both to the household and to the economy. Despite their hard work however, their earnings were lower than those of men although they were necessary for a family's upkeep.

In the early industrial-period, young unmarried women (and children) were employed in the cotton and textile mills. Participation of women in the labour market was also remarkably low compared to that of men. Women's activities concentrated in a small number of fields, exemplified by manufacturing (textiles, clothing and tobacco) and services (especially domestic

services, education, nursing and clerical). Until World War II women's employment trends did not change much, with war calling on women to undertake previously male jobs to make up for the loss of manpower during war times. Since the 19th century, international data show an upward trend in women's earnings compared to men's, with earnings among women in the 1980s equating to well over 70% of men's income. These ratios are considered fairly stable, changing only slightly until the present day.

In Malta, trends parallel the above account. After the war and up to the beginning of industrialisation the participation of women in the labour market in Malta remained at a remarkably low proportion averaging 17-20% of the working population. The expansion of the industrial sector in the 1970's (especially in the textiles and clothing sectors) attracted many women to the labour market. During the 1960's and 70's, the hourly wage rate of female workers was significantly lower than that of males, although in real terms, women's hourly pay rates increased by 9.9% annually between 1966 and 1975 (contrasting against the 6.5% registered among men's hourly pay rates for the same period). By 1975, women's earnings had increased to around 71% of male earnings.

In female-dominated industries, annual earnings of workers were lower than those paid in male-dominated sectors. This feature prevailed despite that women's employment was an important source of foreign exchange earnings considering that the majority of Malta's exported manufactured products came from female-dominated industries.

Women were paid less than men not because they were less productive: less pay was justified by two assumptions:

- that women did not need to earn as much as men since they were not the breadwinners, and
- an assumed potential threat to the traditional gender roles and balance of power within the family if women earned as much as men.

### Cross Border Reality

Unequal pay for men and women appears to be a universal phenomenon, at least in the economically advanced countries. Nevertheless, pay gaps narrowed in all countries since the 1960's, although increase in women's earnings did not occur at the same time. The 1995 European Structure of Earnings Study (ESES) established that women in the EU earned around three-fourths of what men earned. The widest gap at the time featured in the Netherlands and

Greece while the greatest parity featured in Belgium, Denmark, Luxembourg, Sweden and the former East Germany. A Eurostat (2001) study established that women's earnings increased in relation to those of men in most member countries, albeit not significantly. Besides, in those countries where the gap was widest in 1995, there was relatively little increase in the years that followed. Data published in 2005 suggests that such gaps, across all EU countries, generally narrowed, although wide discrepancies between countries still feature. Such gaps are widest in Austria (at 26%) and the smallest in Luxembourg (at 11%). In 2005, the average difference in earnings in EU <sup>(1)</sup> stood at 17.4%, slightly less than the 2003 ratio (18.6%).

Among the new Member States, Czech Republic features the widest pay differentials, estimated at 25.1% in 2002. Contrasting, Malta had the narrowest pay gap, standing at 3.6%. Equally significant is the notion that among the new Member States, the average differential is the same as that for the EU 15 and Norway, standing at 17.4% (while the average gap across all Member States is estimated at 17.5%).

Variations also feature across countries within different sectors such as between the private and public sector in each country as well as between the different economic sectors. Among older Member States, the difference in earnings between men and women was generally smaller in the public sector than in the private sector – reaching an EU-level 11% in the former, contrasting against an estimated 22% in the latter. Such gap is also wider in female-dominated sectors, and does not narrow with education, experience or qualifications. On the contrary, wider wage gaps prevail between men and women who occupy senior positions. Gender pay gaps also widen throughout the work cycle largely due to career interruption. Nevertheless, such gaps are significantly narrower in the case of workers who are equally qualified, work in the same sector, company size and comparable region – with such gaps featuring narrowing trends since the 1970's as a result of improving levels of education among women and the implementation of anti-discrimination legislation.

The concentration of women in atypical employment is one of the major reasons behind a prevailing gender pay gap, even when men and women are within the same age group and with similar qualifications. In certain countries, there is no difference in the gender pay gap between part-timers and full-timers, whereas such gaps may be wider among full-timers than among part-timers in specific countries. In Denmark, Finland, Belgium and Greece gender pay

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<sup>1</sup> EU 15 and Norway

inequalities among part-timers is relatively small suggesting that if most men had to work part-time, there would only be an insignificant gender pay gap. Nevertheless, comparisons related to the hourly earnings of women in part-time work and men in full-time jobs provide a clearer indication of the impact of part-time work on women's earnings.

Although most countries collate pay statistics regularly, certain difficulties challenge international comparisons owing to variations in statistical sources and the methodologies involved in compilation and computation. In different countries, calculations are based on hourly, weekly, monthly or annual earnings, although most countries calculate hourly wages. For a number of reasons, the earnings ratio calculated on a weekly or annual basis is higher than when hourly earnings are taken into consideration. Equally significant is the notion that certain countries take into consideration only full-time employees, thereby skewing observations as part-time workers (typically women and associated with lesser-paid jobs) are excluded. This leads to an underestimation (or possibly the reverse) of the gender pay gap, possibly by as much as 1% to 3% in most countries.

In addition, countries may differ in how they define wages, with allowances and other benefits not accounted for uniformly across different countries. Equally significant is the notion that a number of countries do not have data related to the differences in earnings between men and women for the whole economy, whilst variations in the way tax and benefit systems operate in different countries prevail. These aspects allow for only general comparisons to be made across countries, albeit such provides a fairly representative picture of the existing pay gaps across nations.

#### The Maltese Context

For a number of years gender equality in the labour market featured priorities on the agenda of social policy makers in Malta, resulting in the implementation of a number of positive steps intended to strengthen women's social and economic condition, such as:

- the elimination of the marriage bar which prohibited married women to continue working upon marriage;
- the introduction of parental leave for government employees;
- the possibility of working flexible hours in a limited number of work places;
- the commitment of the Employment and Training Corporation to encourage and promote gender mainstreaming;

- the establishment of the National Commission for the Promotion of Equality for Men and Women (NCPE)
- a series of legislative measures largely driven by Malta's obligation as an aspiring EU member to bring its legislation in accordance with the EU's *acquis communautaire*.

Difference in earnings among men and women witnessed an improvement over the past five years, wherein wage gaps declined from 11.1% in 2000 to 4.6% in 2005. This decline also features general improvement in the earnings gap between men and women engaged in the private sector, falling from 14.2% in 2000 to 6.9% in 2005. The same earnings gap dropped from 2.6% in 2000 to an almost negligible situation in 2005 among men and women engaged with the public sector. Remarkable improvements also feature in respect to the gender pay gap across different economic activities: the gender pay gap dropped from 19.8% in 2000 to 10.1% in 2005 among workers in manufacturing enterprises, while the gender pay gap among counterpart workers in the services sector dropped from 9.4% in 2000 to 6.1% in 2005. These figures, however, do not provide a detailed picture of trends among occupations of equal worth and equal value – and account for an aggregate of trends that tend to conceal important developments pertaining to narrower worker groups, such as the influences arising from career breaks, experience and educational attainment. Paralleling European findings, the largest observed gaps in Malta relate to the better-paid occupations, with a remarkable deterioration in the gender-pay-gap observable among men and women in senior roles/occupations between 2000 and 2005. This observation is a stark contrast against that related to men and women in plant / machinery operator roles, wherein the largest drop in the gender pay gap over the same years was registered.

#### Pay Equality Legislation

Legislation against pay discrimination on the basis of sex features in a number of countries, with some enshrining such principles in their respective constitution. In various countries, law provides for pay equality for work of equal value. In a few countries, most notably France and Sweden, legislation of a 'proactive' type was enacted, obliging employers to provide evidence of their efforts to implement the concept of equality at their place of work.

In many countries, law provides a right for victims of discrimination (which still exists despite the legislation) to take their employer to court although the way it is done varies from one country to another.

Malta is signatory to various ILO Conventions, including Convention No. 100 (1951) that obliges equal remuneration (ratified in 1988) and Convention No. 111 (1958, ratified in 1968) concerning equality of employment opportunity and conditions of work regardless of gender. In 1976 the principle of equal pay for equal work became universally relevant to all workers and differentiated wage scales for men and women were abolished (Article 14 of the Constitution). More recently, Malta's Constitution was amended (in 1991) to include the prohibition of any form of discrimination on the basis of sex, this in line with the ratification of the UN Convention on the Elimination of all Forms of Discrimination Against Women. In 2003, Malta enacted the Equality for Men and Women Act, while the enactment of the Employment and Industrial Relations Act (at the end of 2002) further set provisions for equal remuneration not only for equal work but also for work of equal value.

#### Factors in Gender Pay Differentials

Despite gender equality and equal pay legislation, gender pay disparities persist, this largely as a result of the multi-faceted nature of the gender pay gap, which is attributed to a variety of factors both inside and outside the labour market, exemplified by:

- women's lower investment in human capital;
- women's concentration in certain occupations and economic sectors;
- women's over-representation in lower paid professions;
- traditional gender stereotypes;
- motherhood and career interruption;
- women's concentration in part-time employment;
- occupational discrimination.

About three-quarters of the current wage differential between women and men can be explained by variations in their labour market participation in terms of age and experience/length of service. Gaps in earnings between women and men of the same age, with the same education and level of qualifications are largely explained by women availing maternity and childcare leave, working fewer hours and having lower individual bargaining power. Contrastingly, men are more likely to have an uninterrupted career with their pay either unaffected or increased. Often women return to a job with lower status and pay after childbirth and child rearing – considered as a factor that equates to about 7% 'penalty' per child.

Due to their particular circumstances, women tend to opt for jobs that enable them to combine their occupational and domestic duties effectively – leading to a relative concentration of women in jobs that require shallower levels of overtime (if any). Equally significant is the notion that women tend to feel compelled to pass opportunities linked to extra income.

Women are also more likely to engage in part-time work basis and remain in such for longer periods compared to men – a significant observation particularly relevant in the case of organisational cultures that feature long working hours as an integral part of regular work. In addition, part-time work also tends to offer lower pay largely due to labour market discrimination rather than to lower levels of human capital among part-time workers. Women also tend to lose salary and status opportunities by tending to opt and accept flexible work conditions that are typically tied with lesser-paid jobs/roles. Although flexible/part-time work assists in reducing the gender pay gap by allowing women to combine work with caring responsibilities more effectively, this seems not to be the end result. Contrarily, flexible and part-time work are considered as a way of avoiding more basic changes in traditional gender roles as they enable women to enter the labour market while still maintaining their responsibility for unpaid caring work. These trends bear consequences on the entire life's propensity of women in work.

Occupational segregation, both horizontal and vertical (Hakim, 1979) also affects women's wages by limiting them to lower-paid jobs and by excluding them from certain occupations. Despite its gradual decline since the 1970's, occupational segregation remains a significant reality in various developed economies as women tend to remain concentrated in certain occupational sectors performing particular jobs (horizontal segregation) that tend to offer lower financial rewards than those dominated by men. Women, characteristically, are also under-represented in higher status and more financially rewarding jobs (vertical segregation) even within female-dominated fields.

The persistence of occupational segregation and consequent gender pay inequalities may be the result of a number of factors, exemplified by:

- men and women occupying similar posts but employed by different companies with different human resource strategies (e.g. fine restaurants tend to employ waiters who are well paid while casual diners are more likely to employ lesser paid waitresses);
- men and women occupying similar posts within different industries e.g. women are more likely to work in the textiles sector where pay is low, while men are more likely to work in the petroleum industry which pays higher wages, and



- men and women appearing to have similar jobs but not having the same degree of authority and responsibilities.

Within occupations, enterprises or sectors, gendered differences in pay structures exist, even though these may feature a level of subtlety. These give rise to gender pay inequalities, largely as a result from:

- earnings beyond the basic pay stipulated in the pay scheme such as through overtime, seniority or merit. Such systems often tend to disguise the real differences in earnings. It is these 'additional payments' that very often lead to pay differentials between men and women;
- the size and ranking of pay differentials across sectors, industries and occupations (the wider the pay dispersion, the wider the gender pay gap);
- the nature of wage-fixing systems – centralised wage-fixing systems are known to lead to narrower gender pay inequalities while fragmented systems provide more opportunity for gender bias to occur, and
- the system used to grade and evaluate jobs.

A gendered evaluation of jobs is often a significant factor leading to the under-evaluation of women's jobs, particularly when occupations tend to be gender oriented. The gendering of jobs is typically the result of latent behaviour beyond the domain of law, with employers associating occupations with sex stereotypes in all stages of job design and development – from internal job characteristics to pay levels and associated rewards. Employers' devaluation of women's work depends on the conscious and unconscious sex stereotypes that both employees and employers take with them to the workplace – relating to a set of attributes and characteristics that 'gender' the job. Traits typically attributed to female workers include dexterity, care and the ability to handle emotional situations – all of which are typically assigned a lower value than those characteristics normally attributed to men. Such features are also reflected in wage systems that traditionally tend to measure only the physical and mental aspects of work, excluding considerations related to factors such as caring or working with people.

Gendered beliefs about men's greater competence (and status) unconsciously shape the expectations that participants themselves have of their own competence and performance (self-

fulfilling prophecy. <sup>(2)</sup> Gender pay differentials, in turn, may partly be attributed to the differences in the pay expectations of men and women. Indeed, women's expected earnings are typically significantly lower than those of men both at starting point and at career peak, although the differences at career peak are greater. Such expectations are shaped by various influences among women, including the perceived salary earned by others in the same job, women's awareness of gender pay differentials, women's recognition that they will be 'penalized' for interrupting their career (family development) as well as for having jobs that are more family friendly.

Equally significant is the notion that women's lower estimation of their work may be a result of women's own attitude towards negotiation and bargaining. Unlike women, men tend to negotiate better deals than they are originally offered, even at the start of a career. Some analysts attribute this observation to socialisation: women perceive to be seen as 'bitchy' or pushy if they negotiate on the conditions for a job they wish to occupy.

Women come to the labour market with different tastes, expectations, qualifications and experience. They are also less likely to invest in training, job search and formal education. These factors put a justification for a pay differential when women feature a lower level of formal education, lower qualifications, less work experience and seniority. This set of influences only explains part of the pay gap – a direct consequence of women's constrained freedom in making choices due to social and cultural expectations imposed on them. Such influences, thus, limit the choice in the development of human capital in a country like Malta, where culture and society retain a significant influence on the role of women.

While women's lesser experience, their career interruptions and job tenure have a significant impact on pay differentials, it is more difficult to explain the gap by gender disparity in qualifications since women who are as equally qualified as men, still earn less than their male counterparts.

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<sup>2</sup> Expectation states theory

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## Job Evaluation Systems

Both trade unions and labour market/gender equality authorities regard such systems as effective tools in combating gender pay discrimination. Nevertheless, problems associated with the introduction and implementation of such schemes prevail, exemplified by:

- the time consumption and cost involved in operating such systems;
- the significant training required for persons operating such evaluations to ensure a true understanding of pay discrimination and a conviction that it needs to be abolished.
- the extent to which it is possible, in practical terms, to compare jobs that fall in different bargaining areas such as blue- and white-collar occupations;
- methodologies involved in the comparison of very different jobs using common and objective criteria;

the market value presented by such systems within a perspective wherein men and women are not equally represented in the public and private sectors of the economy.

## Effective Protection?

Many are the countries where law permits victims of pay discrimination to seek justice, although such cases are typically seldom. Nevertheless, situations where women succeeded in demonstrating that their jobs were evaluated differently from men's jobs are known. Such, however, is not the case in Malta, where a review of the decisions taken by the Industrial Tribunal in Malta between 2003 and 2005 indicates that none of the cases related to gender pay discrimination. The observations do not imply that all women in Malta are receiving equal pay for equal work. Court cases may be uncommon for a number of reasons, such as:

- a difficulty to prove discrimination,
- the duration of court proceedings,
- fear of losing one's job, and
- the fact that in almost all cases, the Industrial Tribunal is chaired and operated by men.

Divergent interpretations prevail in respect to what constitutes discrimination. Discrimination may be defined as differential treatment that cannot be justified by objective factors such as level of education, work experience, type of occupation and economic sector. From a different standpoint, women receive lower wages than men not because they are less productive or less

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skilled but because they are *women*. Workplaces that are female-dominated offer lower financial rewards as women make up most of the workforce (supply-demand relationships). Thus, women remain underrepresented in posts that carry more responsibility and higher pay not because of some inherent limitation on their part but because of barriers and limitations imposed by men. This approach also considers the concentration of women in temporary and part-time employment as a reflection of discriminatory practices.

Despite the protective legislation that is in place, evidence suggests that occupational discrimination is rife. Indeed, the direct effects of labour market discrimination may explain more than half the pay gap. Nevertheless, as women's preferences also play a role in different occupational choices, the demarcation between choice and discrimination presents a significant challenge. Yet, evidence points towards a series of institutional barriers that exclude women from certain positions or that hinder women from being promoted or from receiving training solely on the basis of gender.

A number of models attempt to elucidate gender disparities in pay as a consequence of discrimination and why they persist. Nevertheless, empirical research did not determine which model is closest to labour market realities, although such models are not mutually exclusive. Models of discrimination try to explain that part of the pay gap that cannot be explained by gender differences in human capital.

One such model relates to an employer's 'taste' for discrimination (Becker, 1973) wherein male employers would not hire women to perform certain tasks that are not deemed appropriate for the 'weaker' gender. In addition, male workers may agree to work with women in subordinate positions but not in similar or superior ones. Such 'tastes' also influence behaviour in social contexts – men may find no problem in buying clothes from a female sales assistant, but may think twice before buying a car from a woman or hiring a woman as an attorney. The latter constitutes an additional implication on employers who may not be sexist themselves – but merely driven by organisational growth and profitability. In such a context, employers discriminate against women in order to accommodate the tastes of male employees and targeted customers. Thus, such employers tend to offer lower status and lesser-paid jobs to women, who, in turn, present a potential (perceived) threat to male employees and undesirable in providing services to targeted customers.

An additional model (Phelps, 1972) asserts that employers may decide not to employ, promote or train women on the information that the average woman is less productive and scores less in

job stability. As a result, individual women may suffer discrimination even if they do not fit the stereotypical average. Such discrimination often leads to a self-fulfilling prophecy as any woman who is not provided with the same opportunities as men typically opts to leave her job for a better opportunity, thus confirming the employer's set of perceptions about female labour.

### Fighting Discrimination

One significant aspect about discrimination is that discrimination is very often subtle, possibly unconscious at times. As a result, discriminatory practices are difficult to document and possibly remove. Women may be denied equality of treatment due to existing gender stereotypes that are often also embraced by women themselves. One main obstacle remains the lack of recognition or the refusal to acknowledge such discrimination not only by employers but also by trade unions. The latter are typically reassured that the law, together with collective agreements, provide enough protection against gender inequality or discrimination.

Gender Pay Gap in effect, is not the result of sex discrimination but stems from the objective realities of men and women in the labour market (differences in human capital and labour market participation). Occupational differences of men and women in the labour market in the course of their career present an insurmountable issue that effective bargaining cannot effectively address.

### National Strategies: Answering Gender Pay Gaps

Despite the optimistic impression projected by the EU's employment strategies and guidelines imposed among Member States, the National Action Plans (NAPs) of many Member States do not feature gender pay equity as a central aspect.

Malta's first NAP recognises the gap that persists among women's and men's earnings, acknowledging its relatively minor level of 10% - or some six percentage points below the EU 15 average. The same NAP recognises the persistence of both horizontal and vertical occupational segregation. Nevertheless, Malta's NAP considers the low rates in women's employment and self-employment as more pressing issues. Indeed, Government's response to the present labour market situation reflects such concern with the wider picture of gender discrepancies in the labour market.

In consequence, there are no specific measures that directly address the gender pay gap within Malta's NAP, which assumes that women will 'automatically' receive equal earnings once they have greater access to all areas of the labour market.

For this to happen, a number of challenges need to be overcome:

- Cultural expectations – traditional gender roles and the breadwinner ethic;
- Support structures for ALL mothers (not only those of small children), and.
- Women in the private sector – issues related to parental leave, flexible or reduced hours of work.

Addressing gender pay gaps presents no single or straightforward solution. While the biggest challenges remain those of attracting more women to full-time employment, rendering gender neutral atypical work and the reduction of positional inequalities between women and men during their work life. It is acknowledged that legislation remains effective and important but not sufficient, as are initiatives that tackle occupational discrimination.

Factors outside the domain of the labour market play a significant role in determining pay disparities, exemplified by traditional notions about women's roles that conduce to family/work conflict. These call for urgent and effective action in being addressed seriously, particularly if a nation intends to attain sustainable gender pay parity. In addition, it is crucial for initiatives to be implemented in promoting objective appraisal of jobs, requiring independence from sex stereotyping that effectively undervalues the tasks performed by women.

In this respect, social partners need to undertake a collective effort in developing an effective solution to this persistent social injustice. Co-operation in many European countries was weak and largely futile, indicating that co-operation should extend beyond collective bargaining and involve joint participation in:

- dealing directly rather than through other policy initiative with matters of pay;
- job evaluation design and application;
- developing national wage and equal pay policies
- analysing centralised versus decentralised bargaining.
- reducing any negative effects in cases of decentralisation, and
- ensuring a more equal balance between men and women at the negotiating table.

In combating gender pay differential, ILO Committee of Experts acknowledges the need for more detailed information, in order to establish the extent and nature of gender pay differentials as a starting point. Such detailed information should relate to women's

- economic activity
- hours of work
- educational level
- qualifications
- seniority levels

This recommendation translates in a need to compile statistical data of a high quality and that offers a wide coverage of pay data by:

- ensuring that statistical data cover all industrial sectors and occupational groups (such as part-timers and other peripheral occupational groups);
- gathering detailed information on occupations that enables full comparisons between what women and men do;
- providing information on supplementary earnings such as bonuses, fringe benefits and overtime pay, which might widen the gap if they are more common among men than among women.

## Research & Findings

In order to address the key issues identified above, a total of 608 computer assisted personal interviews (CAPI) with randomly selected persons in gainful employment and resident in Malta and Gozo were conducted during the months of June and July 2006. Complementing this work was a set of 20 qualitative interviews undertaken with selected (quantitative) interviewees in order to expound further specific aspects related to the subject under study.

Of the total quantitative interviews and associated records, 21 were invalidated for different reasons. The findings presented herein relate to the remaining 587 quantitative interview records and the accompanying 20 qualitative in-depth discussions.

The sample comprised a total of 239 women (40.7%) and 348 (59.3%) men, featuring a mean age of 33.7 years. Almost 22% of the respondents were engaged with Governmental institutions while employment with the private sector accounted for 65% of the survey participants. The majority of participants (84.2%) were engaged in a full-time job - 91% of male respondents work on a full time basis whereas 74.1% of female respondents occupied a

full-time job. Contrastingly, 8.9 % of male respondents worked on reduced hours or part time basis whereas the number of female respondents working on the same bases is three times as much (25.9%). The majority of research participants (85.9%) occupied only one job while 77.5% worked through an indefinite contract. More males than females have a term contract, typically shorter than 6 months whereas more female respondents have a contract of up to 3 years compared to males.

Among respondents who experienced an unemployment spell, women were more likely to find a job within 12 months than men. The time period spent in a job search shortened progressively with the education level of respondents, although the percentage of male respondents having a diploma or University degree who found a job within 6 months was slightly higher than for females. There is no statistically significant difference between the number of jobs changed by male and female respondents. Nevertheless, qualitative research suggests that both men and women change jobs to improve their pay and conditions of work although individuals with little or no qualifications tended to change jobs more often.

A prevailing majority of male participants who featured a qualification up to a Diploma or University degree are employed in the Private Sector, whereas 50% of male respondents featuring a post-graduate degree were employed with the Government. Only 31.8% of such men featuring the same level of academic attainment are employed with private companies. Contrastingly, the majority of female respondents having any type of qualification are employed with the government sector.

The majority of male and female respondents are happy with their working hours although more male respondents would like to reduce their working hours when compared to females. Indeed, 18.4% of female participants work up to 5 hours weekly over their normal working hours whereas 37.4% of men work between 5 to 10 extra hours per week. More than half of female respondents working overtime are not paid for the extra hours compared to just over a third of male respondents. Although occupations that offer opportunities for extra hours and extra income may be available to both males and females, the problem is that it is much more difficult for women, especially those living with a partner and/or mothers to take such opportunities. Anthea, a sales representative, admits that it is difficult for wives and mothers to cope with her working hours, a point also made by Carla who is a front officer with a parastatal



organisation (<sup>3</sup>). She cannot imagine a married woman working the long hours of overtime she is expected to work. It is not uncommon for Carla to be informed only one hour before that she has to work overtime. It is even more difficult for women to work the long hours of security guards. There are guards who work 48 straight hours in remote areas day and night. Such long hours are even difficult for married men and present an even more significant challenge for women with young families. As John (a security guard) confesses, there was a time when he broke himself and nearly broke up his family when he worked from 5.30 in the morning until 9.00 in the evening six days a week. He hardly ever saw his three children and he 'could not take it any longer'.

#### Caring Responsibilities

Over a third of respondents claimed to have caring responsibilities at home. The vast majority of respondents claimed to spend time in domestic work with the mean time devoted to such work being shorter (on a weekly basis) among male respondents than among women. Time spent on domestic work varied across occupations with professional and associate professional men devoting the longest time to domestic work while, among women, it was clerical, plant and machine operator or shop and market service workers or women in elementary occupations who devoted most time to domestic work. Among women, time spent on domestic work also varied with age with older women spending more time in domestic work, whereas the same did not feature among men. As highlighted in the literature, caring responsibilities have a direct influence on the career prospects and pay structure of workers. The impact of caring responsibilities on the worker's careers and remuneration is directly dependant on the number of hours spent providing for these responsibilities. The higher the respondent's responsibility at work the lower the number of hours spent in domestic duties.

#### Career

Men are more likely to have been employed with the same company and performing the same role for more than 15 years than females. Indeed, the average stay with any employer varied between men and women interviewed – standing at 9.9 years among men and 5.7 years among women. Female respondents working with non-profit making organisations have the highest means in terms of time spent with the same company whereas male respondents

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<sup>3</sup> Names of such interviewees are fictitious and intended to conceal the true identity of the research participants.

working with commercial partnerships have the highest means in terms of time spent with the same company.

A proportion of men also featured a career break shorter than 1 year, contrasting against the career break typically availed by women that features a longer duration. Indeed, 6.7 % of female respondents took a career break ranging between 10 and 15 years, while another 16.7% of female respondents availed of a break longer than 15 Years. Typically, women avail of such break for child birth/care reasons. Employers react by offering some form of arrangement, with the most popular being part-time work for both men and women.

Research also established that 13.3% of male respondents and 12.6 % of female respondents are looking for a new job, this largely with the intention of identifying a new opportunity with better working conditions.

#### Equality & Protection at Work

The majority of research participants do not feel that they were unfairly treated by their employer, particularly when comparing their situation with that of members of the opposite sex. The majority of respondents who suffered an unfair treatment are those typically working in private companies (males: 47.3%, females: 52.3%). Men highlighted their basis of contract as the stronger reason for suffering unfair treatment while females consider their sex as the stronger reason for unfair treatment from a range of prompted reasons. More than half of respondents tried to redress an unfair treatment. Of these, both men and women preferred to complain with the employer on their own (82.1%) or simply adjust to the new conditions (54.8%). Among men, the majority of those who chose not to redress the unfair treatment did so because they feared further discrimination from their employer while most women who chose not to redress the unfair treatment did so because they feared further discrimination apart from not finding the employer available to discuss the situation.

Qualitative research also supported the observed poor proportions of workers who consider themselves to have been unfairly treated by their employer or by prospective employers. The bases of injustice vary, gender discrimination being one of the factors involved. Unfair treatment is suffered both by those in the private sector as well as by workers engaged in parastatal or governmental organisations – with workers often opting to do nothing about it. When deciding to redress a perceived injustice, such action often excludes the industrial tribunal, although instances of redress action may include legal advice among others. Trade unions also did not feature much as a protective measure against injustice.

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One of the cases concerned Carla who claimed to have been sexually harassed by a watchman and reported the case. Instead of transferring the watchman, management transferred her and she was advised to seek psychological help owing to a suspected psychological condition. Whilst not wanting the watchman to lose his job, Carla much desired to keep working at the same site, seeking advice from sources outside the employer (as exemplified by NCPE). Eventually, the watchman in this case was transferred to another post a year later.

Apart from her experience of sexual harassment, Carla also complained that at work she has added responsibilities for which she is not paid. Although Carla is the only woman in her section, and her male colleagues do not accept such conditions, Carla does not consider this as a gender issue. The difference in treatment is between the old and new employees. Carla is still on probation (employed on contract with a parastatal organisation) while the older workers are seconded by the government and their employment is more secure.

Unfair treatment was also evident in relation to promotion and recruitment practices. Although many of those interviewed opined that employers associate jobs with a specific gender, it was Anthea who was directly discriminated on the basis of her sex by a well-established food importing and distributing company. Anthea is a sales representative who claims to have applied for a job with this company whose policy is to employ male sales persons only. This was specifically stated in the letter of refusal she received from the company informing her that her application was not considered on grounds that she is a woman. Anthea did not feel that she should take any action to defend her case because she accepted that this was company policy. Paul also mentioned the same company, claiming that a few years ago (when the company still employed women in sales), management terminated the employment of one of the female sales representatives simply because she was getting married.

The issue of gender discrimination did not feature much in relation to promotions in the qualitative research. Gender may feature in an indirect way where promotions are concerned such as when women are employed on a part-time basis, working reduced hours, or availing of a career break. Certain cases, however, revealed that promotions are not awarded on the basis of merit, experience, qualifications or commitment but are a question of personal preference. This is especially the case in low paying jobs within the private sector.

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## Gender Orientation

Women are more likely to consider their job to be suited for both men and women than their male respondents, with physical strength being the main reason underlying such opinion. Contrastingly, men identified communication and leading skills as the main reason for which their job is more appropriate for women while female respondents selected patience as the main reason for which their job is more appropriate for a woman.

Almost all qualitative research interviewees indicated that certain jobs are more suitable for either men or women. There were quite a few men who believed their particular job not to be suitable for women as in the case of deliverymen, security guards, labourers and maintenance workers. Other interviewees also commented on what they regarded as male work even though they did not consider their work as gender specific such as Victoria who works at the bank. The main reasons identified were, as highlighted by the statistical data, that physical and strenuous work is better performed by men or in other cases because it is more dangerous for women to be alone in remote areas day and night. There were fewer jobs considered to be unsuitable for men. Anthea feels that women are better at sales and Corinne argued that women could be more capable of obtaining certain information as journalists although she did not consider journalism to be a woman's job.

Interviewees largely believe that many employers have a specific gender in mind when they advertise for jobs or recruit workers. Dorian claims that his company never employs women for delivery work as it involves carrying heavy loads. Joseph does not know of any female drivers employed with the employer where he works. Sexist recruitment practices do not necessarily reflect suitability however, because as discussed elsewhere in this document, there are companies that despite the anti-discrimination legislation, continue to discriminate against women because of marriage and motherhood. Although Anthea believes that women make better sales representatives because they have better persuasive skills than men, she was herself the victim of sex discrimination by a company whose policy it is not to employ female sales representatives.

Certain jobs, as shown in the review of published works, attract one sex more than the other even if such jobs are open to both sexes. Such is the case of security work (male) and tourist guiding (female). Gendered orientations at work do not stop upon recruitment but are also reflected in the tasks and responsibilities assigned to men and women. For example, Corinne, a journalist, believes that women have to work harder in order to prove themselves. At her place

of work, it is common practice for men to be assigned coverage of 'hard' news such as politics and the economy while women are sent to cover the softer news such as entertainment, fashion and culture - this despite the fact that the head of news is a woman. Corinne does not feel this is intentional but rather ingrained in our culture.

The majority of respondents highlighted that their employers do not provide support schemes for workers with caring responsibilities. Employees working with Government organisations are the ones who benefit most from the different types of caring facilities highlighted in the quantitative research. A gendered mentality is also reflected by workplaces (apart from government institutions) that offer unpaid parental leave that is not extended to fathers.

Male research participants are more likely than their female counterparts to consider women to be less committed to their work. Women, on the other hand opine that part-timers have access to training and promotion with private sector companies. It is also women who are more likely to perceive part-timers as being equally interested in training compared to full timers. Less than half of male respondents and over half the female respondents consider part-timers to be equally committed to work as their full-time counterparts.

#### Leave

Female respondents are more likely not to have vacation leave or sick leave when compared to male respondents. Qualitative research suggests that those workers who do not have vacation or sick leave are those who work on an hourly basis such as casual workers or in the case of tourist guides because they are freelancers. Since women make up the majority of casual and temporary workers, they are less likely to have such benefits compared to men.

As expected, there are employers who adhere strictly to the 19-hour limit to avoid meeting leave obligations. Celine claims that at the fast food restaurant where almost everyone is employed on an hourly basis, management is extremely careful not to let any worker exceed the 19 hours workweek.

Research also showed that some employers abuse the system even further as revealed by John – a security officer. Some companies employ security guards on a part-time basis when actually they would be working much longer hours. In order to conceal this, the worker is issued with three separate payments.

While workers may have the option of availing themselves of vacation and sick leave, they may still encounter problems such as to get approval for their leave. Others such as Carla who is

employed with a parastatal organisation complained that vacation leave has to be booked months before and approval is not given until the last minute. Besides, in order to avail herself of vacation leave, an employee has to find a replacement – often proving to be a difficult challenge that results in vacation leave not availed of if such replacement remains not found. A similar situation is faced by Natasha – a freelancer who does not benefit from vacation or sick leave benefits but must also find someone else to replace her in her job. Often she faces the awkward situation when she gets ill (an unplanned situation) requiring her to find a tourist guide to replace her in a matter of hours.

#### Parental Leave

Female respondents are more likely to avail of parental leave although the majority of both female and male respondents are not entitled to such leave. Outside the civil service sector (where both male and female workers are offered the possibility to take parental leave), certain workers are offered maternity or other forms of leave at the discretion of the employer. Among the interviewees, banking or some parastatal organisations' female workers claimed to be entitled to parental leave although in none of the cases is such benefit extended to men. Corinne (the journalist) claims that women are offered one year unpaid maternity leave. Sonia, who is currently on unpaid maternity leave from the bank, states that a mother can take one year unpaid leave and in special cases, she can be granted two years instead of one. However, this is subject to approval and is granted only under certain circumstances such as in the case of having children with disabilities.

Parental leave has its obvious benefits especially when the alternative is for the parent, usually the mother, to resign from the job. Research showed how mothers who avail of parental leave face certain repercussions upon returning – such as reduced opportunities for training and promotion. Although workers on unpaid parental leave do not lose their job, they may be transferred to another post – as was the case of interviewed teachers or bank employees. Sonia is sure that after her maternity leave she will be transferred to another branch according to the exigencies of the bank although she will not lose her grade or her pay. Sonia does not regret taking maternity leave because she looked forward both to the break from work as well as to spending time with her baby daughter. However, since her husband works in the private sector, she was the only one who could take the unpaid leave option. As Sonia's salary is higher than that of her husband, she would have preferred to continue working herself and for her husband to take parental leave if he had the option.

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## Remuneration & Pay

The study established that the mean basic pay (weighted average) stood at Lm 419.00 monthly <sup>(4)</sup> – varying across a number of situational contexts as exemplified by gender, education and employment. Indeed, the weighted average basic pay stood at Lm 444.15 monthly for men and Lm 374.28 for women. Almost invariably, such pay was higher among men than among women, with some rare exceptions observable. Significant is the observation that although the majority of part-timers are female, males engaged in part-time work also earn more than their female counterparts. These observations, however, differ from the pay differences reported by other sources as this research pertained to all persons in employment, even if working for less than 15 hours weekly.

Apart from analysing the basic pay difference between men and women, the study showed how the majority of both male and female respondents did not negotiate their pay but had their pay established by the employer alone or in agreement with a trade union – a finding affirmed by both qualitative and quantitative research. More women than men claim to have had their salary established by their employer. Contrastingly, more men than women claimed to have had their pay set in terms of a trade union agreement. A proportion of employees claimed that upon recruitment they were asked what salary they expected. When Damian applied for work as security guard, he told the management that he would not work for less than what he is actually earning. However, his target salary is only reached after long hours of overtime. Contrastingly, Victoria claims to have managed some negotiation with the bank's personnel manager over her pay, even though the bank does not normally negotiate pay – with a resultant net pay improvement following a consideration by the bank that her job will require more responsibility, study, travelling abroad and longer hours of work (even during weekends) as a result of the bank's automation of processes.

Quantitative research also showed that more men than women were offered a promotion - with fewer men than women who refused such a promotion. Sonia claimed that now that she has a baby, she might refuse a promotion if this would entail longer working hours as she prioritises her family. However, it should also be noted that family responsibilities may not be the only reason behind women's refusal to accept promotion. Anthea, a young, unmarried woman who

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<sup>4</sup> Varying between Lm 402.38 and Lm 435.62 monthly at a 95% confidence interval. This statistic is considered as statistically close to the quoted average wage of Lm 432.25 (Ministry of Finance, 2005) and Lm 433.09 (National Statistics Office, 2006).

works as a sales representative was offered a promotion, which entailed office work instead of work on the roads. Anthea loves her work and did not want to give it up for office work. Celine had also refused a promotion since at the time she was studying for her exams.

Both male and female respondents having received a promotion consider performance and commitment as important factors that resulted in them earning their promotion. Men also associate these factors (commitment and performance) with better pay prospects while women tend to associate more hours of work with better pay prospects. Commitment was also a factor mentioned by a number of interviewees during in-depth interviews – quoted as the factor that employers look for when promoting their employees, in context with the type of work involved. In the private sector, better pay also depends on how the company is doing financially. In non-manual occupations, such as those of bank employees, qualifications and promotions are directly linked with higher pay prospects. In other occupations such as sales, having the necessary skills to deal with people and persuade customers to buy are more important than qualifications. In certain places of work, prospects for better pay depend only on promotion. Yet, other workplaces offer promotions largely in response to personal preferences as the experiences of some interviewees showed. For certain categories of workers, better pay depends largely on the number of hours worked as is the case of security guards who work long hours of overtime, or tourist guides who work freelance. There are others, such as journalists who may increase their pay by working everyday instead of on alternate days.

There are workers whose prospects for better pay are very bleak and depend only on statutory cost of living adjustments. Workers such as Maria and Joseph who are employed with parastatal organisations as a general hand and driver respectively, improving their qualifications is not an option they consider especially now that they have reached a certain age. They do not have any opportunity to work extra hours or for promotion. They are both willing to work more hours if given the chance.

#### Beyond the Basic Pay

Both men and women employed in lower level occupations such as security guards, delivery persons, maintenance workers, drivers, general hands, sales persons and labourers claim to receive a very low income that in certain cases can be significantly enhanced by overtime or commissions. Certain categories of workers, especially those engaged in elementary occupations; however, hardly have any opportunity to supplement their basic income, particularly those who work with government departments or parastatal organisations.



Within the private sector overtime work depends not only on the nature of work but also on market demand. For example, Dorian, a deliveryman with a private company used to work overtime frequently until recently, when his employer started facing stiffer competition from firms importing similar goods. Yet, security work offers many opportunities for overtime – a factor that counteracts the prevailing low pays featuring among security guards especially those employed by security companies. Such is the response of employers to harsh competition among security firms that often depend on winning contracts through price-based awards of competitive tender processes. In securing such contracts, security firms had to cut down on salaries, offering workers a flat rate that can be as low as Lm1.25 to Lm1.37 per hour, although some instances of Lm 1.00 hourly are known, pushing such workers into workweeks of 65 or 80 hours. A basic workweek will earn the security guard little more than Lm 200 monthly.

Commissions and performance bonuses provide another form of supplementary income, a feature prevailing among workers in the private and parastatal sectors – a feature among 12.8% of the survey participants. Indeed, performance bonuses (averaging Lm 181.91 monthly) form a significant management tool featuring in the case of workers engaged with Governmental entities, publicly listed companies or employers involved in the service sector. Commissions (averaging Lm 155.56 monthly) prevailed among private enterprise workers, particularly those engaged in some form of sales function within manufacturing or service firms.

In-depth interviews, however, revealed no particular differences between males and females regarding bonuses or commissions awarded to employees although bonuses are more common among workers with more responsibilities at work. Anthea receives a commission on sales – a common feature among sales representative and workers engaged in sales functions. Anthea claims to receive a commission that is equal to her basic pay. Michael, a university student employed with an exchange bureau on a part-time basis claims to have already benefited from two of the various incentive schemes offered by the company for workers to earn extra income. Both incentives are tied to the workers' ability to convince customers to exchange larger sums of money. Bank employees also benefit from a number of incentive schemes such as subsidised loans, sponsored work-related studies, health insurance schemes as well as performance bonuses. Performance at the bank is tied to the amount of work accumulated, measured in terms of sale of financial products and number of accounts opened among others. This may put women employed on reduced hours at a disadvantage as they can devote less time to accumulate work. Sonia disagrees, claiming that such is not necessarily the case as a

woman working 30 hours a week may still manage to perform better than an average full-timer if she works hard enough.

#### Earnings Difference

A discrepancy between workers' perceptions concerning the gender pay gap and the social reality revealed by the statistical data is evident. Almost all workers participating in in-depth interviews regardless of gender, occupation, social class and level of education denied that men and women receive different earnings. Michael, a pharmacy student who works as a clerk on a part-time basis declares that he never encountered any differences in pay in any of the work places where he was employed during the past five years. Victoria, a bank personnel manager, claims that there are no pay gaps at the bank across employees of different sexes. James, a senior tradesman with a parastatal organisation believes that men and women who do the same work receive the same pay, while Celine, who worked in a fast food chain for two years, claims that men and women employed in the same grade are paid the same rates.

A quantitative analysis of the gross pays received by research participants, inclusive of commissions, performance bonuses and overtime (discounted for vacation leave and sickness leave entitlements) revealed that the weighted mean total earnings stand at Lm 557.31 monthly<sup>5</sup>), varying between men and women. As established earlier, the gross earnings are higher for men (Lm 608.92 monthly) than for women (Lm 467.33) – a consistent feature across all age groups, occupations, sectors of activity and basis of employment except for some rare cases. The same holds when such gross earnings are divided by the hours worked (minimum required and overtime, less hours potentially availed for vacation or sickness), showing how the weighted average hourly gross earnings stand at Lm 3.26 hourly for men and Lm 2.79 for women.

Despite the general perceived 'equality', some interviewees (participating in the in-depth interviews) hinted at gender differences in earnings that result from factors beyond the standard pay rates of male and female employees occupying similar posts and performing similar duties. Noel, a project leader, believes that although about 40% of project leaders are women, these would probably earn less than men because it is men who are assigned the high profile projects. Women are also more likely to be working on temporary assignments. He

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<sup>5</sup> Or a range between Lm 524.46 and Lm 590.16 monthly at a 95% confidence interval.

believes pregnancy to be the main issue, projecting women in a difficult situation. A married woman may suffer the consequences of motherhood while a single woman may be seen as too independent and as more likely than men to make an abrupt move such as emigrating or leaving her job for other reasons.

Differences in the total time worked are also apparent. The study established that male research participants typically work an estimated 267 hours annually more than their female counterparts. Such higher annual hours featured among men across all respondent contexts – education, sector of employment, job basis and occupations, providing one strong contention as to why women earn less than men.

Natasha, a young freelance tourist guide, also highlighted how women stand in a disadvantaged position. Although women and men are not paid different rates, the earnings of a tourist guide depend on the number of hours worked (since most guides work freelance). A guide will lose work opportunities if she repeatedly refuses assignments. As Natasha explained, if an agent requests the guide's services and the guide refuses on repeated occasions, the agent will turn to someone else. This puts pregnant women and young mothers at a disadvantage since they are more likely to be unable to work. In certain cases where the guide is employed on a full-time basis with an agency, she may be offered office work during her pregnancy or early motherhood although such cases are not common.

#### Promotions

Promotion opportunities are another source of gender inequality in earnings. Victoria, who worked her way up from a clerk to a manager over a span of twenty years with the same bank, believes that the bank offers incentives to all those who want to continue studying. Obtaining the desired qualifications is very often linked to promotions. Victoria appreciates the encouragement she receives from the bank – the qualifications she had before simply precluded her from continuing to advance in her career, which would have been even more hindered if she availed herself of a career break.

Being a part-timer also reduces one's chances for promotion. Michael, a part-time worker, claimed that unless he became a full-time employee, he will never be offered the opportunity for a promotion – illustrating how women are often in such a disadvantage as part-time work is a more common situation among women.

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### Comparing Salaries of Workers In Similar Occupations

Most of the workers interviewed in qualitative research claimed that there were no differences in pay among workers doing similar jobs at their place of work. Differences in pay existed between different grades or between workers who have different levels of seniority. There were those who compared their salaries to workers employed in similar occupations with other organisations or those who compared workers doing similar work in different sectors such as the state or private sectors.

Equally noteworthy is that interviewees often had no perception about what others earned – possibly a result of being encouraged to ‘mind their own business and not to be bothered with what others earn’ as Maria explained. Indeed, it was only recently that Maria learned that her friend (who is also a general hand) earned a higher income than hers. Her friend does exactly the same work but while Maria is a parastatal employee, her friend works for a government ministry. On the contrary, Joseph, who works as a driver with a parastatal corporation on secondment by the government, claims that the corporation’s conditions are slightly better than those of the government. At the same time, Joseph believes that drivers in the private sector have a higher income. Maria’s husband is also a low-paid worker, performing maintenance work within a Government department although his pay is a little higher than hers.

Contrastingly, security guards receive very similar rates of pay largely due to the harsh competition that exists between companies competing for the award of tenders. Salaries for such guards, however, may be better among agencies requiring security work – this in response to their different market contexts. Comparing her job with that of other sales persons in other companies, Anthea feels she has better working conditions. For those who work on an hourly basis, such as tourist guides, earnings depend on the number of hours worked, albeit such hours depend on the demand for languages spoken by the guide. Uncommon languages (like Japanese or Russian) enable guides to demand higher rates for their services.

Compared to her peers in her newsroom, Corinne has the highest pay – earned as a result of seniority. Journalists at her place of work receive the same pay regardless of whether they are graduates or not. Compared to journalists working for Government owned companies, her salary is lower although she believes that other non-Government journalists receive more or less a similar salary.

Generally, the issue of pay discrepancy among workers performing similar jobs did not feature as a controversial issue among interviewees. None of the workers identified pay discrepancy

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especially on the basis of gender as a source of injustice or discrimination although many workers are still not content with what they earn.

#### Roles & Responsibility

The study also confirmed how women are typically engaged in clerical roles, whereas more men than women occupy professional roles. The study also confirmed (as established in other works) how men are more likely (than women) to occupy a senior managerial occupation. Males are also more likely than females to have employees reporting to them.

Caring responsibilities are considered to have a huge impact on the role and occupational level of individuals. Indeed, the proportion of female respondents without caring responsibilities who have a professional role is more than double that of female respondents having caring responsibilities.

A total of 26.7% of research participants incur job related expenses exemplified by fuel and mobile phone. Nevertheless, whilst the proportion of interviewees who receive some refund was significantly lower, no statistically significant differences can be observed between men and women in paid employment. Such observations were also affirmed by in-depth interviews, with workers claiming that some costs incurred are never refunded. Certain security companies provide uniforms to their guards while others just provide a company tie, while the guard has to acquire the rest of the uniform from own funds. Security guards also have to pay a license fee renewable every year. Some employers require their security guards to report to work in Gozo monthly. Martin was not informed of this during the interview. His employer pays the ticket and adds 1 hour pay at the end of the month. It costs Martin Lm 5 to go to Gozo and the management presents challenges in refunding the ticket, while no petrol allowance is awarded.

Anthea, who works as a sales representative is provided with a company car and given a petrol allowance. This allowance remained unchanged, despite the fact that the employer bought new cars (that consume more fuel) and that the price of fuel recently increased, with such allowance becoming insufficient to cover such fuel costs in a short period of time. Anthea is also given a Lm 10 bonus every three months for mobile calls expenses which she also claims is insufficient. Unlike Anthea, Dorian (a deliveryman) does not incur expenses on a regular basis. However, he is not given an allowance for driving heavy vehicles. Neither does his employer insure goods or Dorian against the possibility of goods being stolen from Dorian's vehicle. In the case of theft, Dorian has to pay for the stolen goods himself. Dorian is also responsible for collecting

money from establishments he visits, posing an additional security risk. Furthermore, if Dorian is involved in a car accident, all damages have to be paid by him.

#### Work at Home

Quantitative research suggests that more men than women are able to perform part of their duties at home. Male respondents claim to dedicate more hours to job-related work at home compared to their female counterparts. Over half of male respondents and less than half of female respondents would not request any remuneration from their employer should they be requested to stop working from home.

#### Conclusions

Over the past years, policy makers in Malta gave gender equality in the labour market a marked priority, with various efforts aimed at empowering women and strengthening women's social and economic situation. A series of social, economic and legal measures were effected in an endeavour to promote gender mainstreaming and to ensure that women and men have equal opportunities in employment with regards to recruitment, training, promotion, responsibilities and pay.

Although the literature points to a significant improvement in this direction, it also suggests that what has been done so far both locally and abroad is not enough since women remain disadvantaged in respect to a number of factors when compared to their male counterparts, not least where earnings are concerned. As indicated in the international literature, the factors associated with the persistent inequalities in the earnings of men and women are found both within the labour market (such as sex discrimination) as well as outside the labour market and more specifically tied to women's domestic and caring role within the family. Although both sets of factors play a determining role in reinforcing the status quo, it is the latter, which appears to be the more salient feature since very often it also underlies the gendered or sexist practices within the labour market.

This study suggests that, caring responsibilities bear a direct influence on the career prospects and consequently on the earnings of individuals. As expected, it is female workers who dedicate more of their time to domestic and caring responsibilities with over a third of women spending between 1 and 3 hours daily and a significant 10% dedicating 8 hours or more to domestic/caring duties every day. Most men spend less than an hour performing such duties

while only 3% of male workers devote 8 hours or more to domestic or caring responsibilities, with such times typically shorter when job responsibilities are more intricate.

Both horizontal and vertical occupational segregation is evident in the Maltese labour market. Published works show how the concentration of women in 'female' occupations affects their earnings by excluding them from other, better-paid occupations while their concentration in lower level jobs affects their earning in a more direct way. This study affirmed how women tend to take up clerical roles and are less likely to occupy senior managerial occupations than men.

Caring responsibilities play a major role, affecting the likelihood of workers occupying higher status and better paid jobs. Among female respondents, the percentage of those having a professional role and no caring responsibilities is more than double the proportion of women with caring responsibilities engaged in professional roles.

Going up the ladder is inevitably tied with either seniority or promotion, the latter often tied to the perceived level of worker commitment, performance, skills and qualifications. The study suggests that men often stay longer with the same employer, and are thus more likely to move up the ladder on the basis of experience and commitment. Men thus not only tend to have more promotion opportunities than women but are also more inclined to accept them. Qualitative research showed that, however, workers may not necessarily refuse a promotion due to caring responsibilities.

Career breaks are one of the major factors influencing the promotion opportunities and earnings prospects of workers. Not only are women more likely to break their career than men but their breaks tend to be longer. Firstly, it is noted that women have more opportunity to avail themselves of parental leave than men. Whereas both men and women employed in the state sector are entitled to parental leave, in those few workplaces outside the state sector such option is only open for women. It should also be pointed out that workers may take career breaks for other purposes such as study or migration leave. Indeed, it is pertinent to note that none of the men in the sample who broke their career did so in response to childcare responsibilities, contrasting against the case of women.

This puts women at a disadvantage since during their break from work they lose on training and promotion opportunities as well as on experience and seniority although there are those few who take the initiative and seek to follow some form of training or study courses during

their absence from work. Should they choose to return to the labour market after years away from work, age is another factor that may work against them.

The most common alternative to career breaks offered by employers is part-time work, notwithstanding that a few respondents mentioned flexi-time. It is women who generally take this option, with only 9% of male respondents claim to be working on reduced hours or on a part-time basis – contrasting against the 25.9% of female respondents. The study also affirmed how part-timers receive lower rates of pay than full-timers not because of human capital variables but because they may be perceived by employers as being less committed and less productive than their full-time counterparts. Furthermore, it is even more difficult for part-timers to advance in their career since they are less likely to be perceived as career-oriented. At the same time, it is worth noting that males who work on a part-time basis still earn more than female part-timers on average – affirming observations made in the review of international literature.

The study suggests that both men and women consider certain jobs as gender-specific. Among the respondents, women were more likely to consider their job as gender-neutral. Both men and women consider physical strength to be the main factor determining the greater suitability of a job for men. With regards to female-specific jobs, men indicated communication and leading skills as the main reason considered to make a job more suitable for women while females considered patience as the main factor which makes a job more appropriate for a woman. As also indicated in the qualitative research, employers very often have a specific gender in mind when they recruit workers partly based on gendered perceptions of suitability such as heavy and strenuous work for men and clerical or caring work for females. Such gendered perceptions may also have an impact on employers' decisions to give promotions.

Qualitative research also showed how despite the anti-discrimination legislation, employers may still employ sexist policies in management, such as excluding women from certain jobs either because they are married or have children or because they will do so in the future. Interviews as part of this study also indicated that in certain work places, women are assigned certain tasks while men are asked to perform others, deemed superior. Women have to work harder to prove their worth.

Despite the significant plethora of rights and protective mechanisms, it is regrettable that some categories of workers have their rights trampled on. Of those who claim to have been unfairly treated, the majority work in the private sector. The contract basis was considered to be the



strongest source of unfair treatment among men while women indicated sex as the major basis of discrimination against them. From the qualitative data, some cases of sex discrimination also emerged. The study also showed how workers may not undertake actions to redress undesirable conditions of work, particularly among workers in the private sector who feel powerless in attempting to change things. Workers may still be threatened with redundancy if they join a trade union. For these workers, particularly in elementary occupations in the private sector, unfair treatment does not necessarily pertain to sex but to basic rights such as pay, security and safety as well as union representation.

Within the above context, it is not surprising that despite the measures taken to address gender inequalities within the labour market, male respondents have higher weighted mean monthly pay (Lm 444.15) than females (Lm 374.28), with the biggest discrepancy featuring in the private sector. Men's higher earnings remain constant regardless of level of education, job level and basis of employment. Men having a primary level of education earn an average salary of Lm 362.67 while females earn Lm 268.80 on average monthly. While men having a post secondary level of education have a weighted mean pay of Lm 426.47, their female counterparts earn a weighted mean of Lm 330.70 monthly. Males engaged in elementary occupations have a higher weighted average basic pay (Lm 323.55) than females having the same type of responsibilities (Lm 254.88). In most cases, both males and females did not negotiate their pay, which was established as standard generally either by their employer or by their employer in agreement with a trade union.

The stark discrepancies in the earnings of women and men as revealed by the statistical data do not appear to be reflected in the perceptions of workers themselves as the qualitative research suggests. Qualitative research, indeed, established that regardless of sex, occupation, social class and level of education, people were of the opinion that there are no differences in the earnings of men and women. Differences in earnings are believed to exist only between those occupying different grades or levels of seniority. This is probably due to the legal standardisation of pay rates of men and women occupying the same grade and performing the same duties within the same organisation or work place. Gender differences in earnings that emerge out of factors beyond the standard pay rates of males and females occupying similar posts and performing similar duties are less obvious. The concentration of women in lower-level and less paid jobs; their concentration in part-time work; employer discrimination based on stereotyped perceptions in relation to recruitment, promotion and training; career breaks

and the assignment of lower profile tasks to women are easily overlooked as underlying causes of gender differences in earnings.

These conclusions are based on a study involving both quantitative and qualitative fieldwork, exploiting a representative study of Maltese persons in gainful employment with only a marginal level of sample error (estimated at less than  $\pm 5.0\%$ ). The use of triangulation further warrants the reliability of the methodologies used throughout. Nevertheless, the statistics provided herein cannot be used as a basis for comparison with other statistics relating to the gender pay gap, as the methodology involved in the measurement of pay is reliant on a completely different approach. Indeed, the methodology used herein also considers the effect of payments outside the basic pay – exemplified by commissions and performance bonuses, along with overtime payments.

Nevertheless, caution should be exercised in the interpretation of pay differences across sexes. Work of equal value is virtually impossible to identify at a sampling and fieldwork conduct stage, owing to the unavailability of secondary information relating to personal details of people in employment. Indeed, such details including years of experience, levels of skill exercised at work and the availability of pairs of such persons in employment (men against women in same jobs of equal worth) along with the identity of such persons is not accessible through public sources.

#### Recommendations

Despite the seemingly mistaken perceptions of workers, the statistical data suggest that gender pay inequalities persist and that eradicating them is not an easy task. The cases of pay discrepancy are various but the findings, in line with the literature reviewed, seem to suggest that the biggest challenge is the development or strengthening of structures and schemes, which enable more women to participate more fully in the labour market on a par with men. Equality and anti-discrimination legislation is an essential framework for addressing the much bigger hurdle of bringing about changes in traditional perceptions of gender roles within the domestic sphere.

If women are to participate equally in the labour market and to have equal labour market opportunities and consequently equal pay to men, they cannot alone remain burdened with the conflict of having to combine work and family responsibilities. Providing the necessary structures to enable an acceptable work-life balance for both men and women are important as

much as it is crucial for both men and women to recognize the merits of participating equally both in the domestic and public sphere.

The gender pay gap has to be addressed within a wider framework of attracting more women to the labour market and enabling them to remain within it if they so wish. Government has the responsibility to ensure that the general objectives set out in the National Action Plan (ETC, 2004) and the National Reform Programme (MEU, 2005) are attained. However, the National Action Plan and the National Reform Programme do not target the gender pay gap directly. It is assumed that gender inequalities in pay will be reduced or eliminated once more women decide to enter the labour market. However, although a higher percentage of women in the labour market will probably contribute to reducing the earnings gap between men and women, it also depends on how women participate in the labour market. Having a higher percentage of women working on a part-time basis, for example will not significantly reduce the gap. Having a higher percentage of working women on unpaid parental leave will still put women at a disadvantage.

Therefore, it is important for policy makers to:

- establish the causes underlying the low level of female participation in the Maltese labour market;
- establish what women themselves consider to be viable incentives to leave their home and enter the labour market;
- make it more financially viable for both partners to work (although certain incentives are already being offered);
- enable more women to take up full-time rather than part-time employment;
- encourage more men to avail themselves of parental leave;
- provide incentives to the non-state sector to offer opportunities for parental leave to both female and male employees;
- develop structures and schemes which offer a real alternative to parental leave, and
- ensure that equality and anti-discrimination laws are respected.

Together with the other social partners, Government should seek to address the gender pay gap more specifically by:

- encouraging more workers to become unionised;
- ensuring that more workers are covered by collective agreements;

- giving more priority to addressing the gender pay gap in collective bargaining;
- encouraging the establishment of standardised pay structures outside the public sector;
- seeking to establish a system of job evaluation that enables the objective appraisal of jobs with special attention to reduce the wage gap between male- and female-dominated sectors of employment;
- carrying out job evaluation exercises for both full-time and part-time employees;
- introducing measures to increase the pay of jobs that are deemed to be under evaluated;
- discouraging personalised agreements between employers and employees outside collective agreements, and
- addressing the less obvious, underlying causes of the gender pay gap more seriously.

This involves serious discussions on how to enable more women to participate in the labour market on a full-time basis without having to interrupt their career due to lack of support systems. The social partners have to devise ways of making full-time work a feasible option for both men and women without this being detrimental to:

- (i) family needs and responsibilities and
- (ii) productivity.

Among the possibilities that have to be considered seriously are the provision of:

- **CHILDCARE**  
For parents to be able to contribute to the economy they have to be partly relieved of the conflict between the demands of their job and the demands of their family especially in the case of small children. For childcare to be a viable option, the social partners have to be sensitive to workers' needs and seek to establish:
  - Location that the workers consider to be the most practical – a factor that calls for further research.
  - Affordability: unless childcare is affordable, the labour market will only attract women who give more priority to their career than to income. Very often, these women are already in the labour force.
  - Opening hours of facilities: This problem is not only faced by parents of pre-school children but also by those who have school age children below a certain age (such as 12 years).

- **FLEXITIME**  
this system which is already in practice in certain sectors of employment merits further investigation in order to evaluate its strengths and limitations and to seek ways of utilising it to the benefit of both workers and employers.
- **HOME WORK AND TELEWORK**  
Like flexi-time, this system that is still being explored in the Maltese labour market has a number of benefits for both workers and employers that still have to be exploited.
- **LEAVE FOR CHILD SICKNESS**  
This option should be seriously considered for all workers with young children along with those parents who provide evidence that they do not have any support from relatives in the case of child sickness. Workers are very often constrained to avail themselves of vacation leave or (if possible) to abuse of their own sick leave when their children are sick. It should also be taken into consideration that for many workers emergency vacation leave is not an option especially if it involves more than one day. There are also workers such as teachers who do not have vacation leave.

#### Targeting Traditional Gender Roles

No effort by any policy stakeholder will have the desired effects unless a much more fundamental hurdle is overcome. Policies dealing with labour market discrimination, equal pay legislation, and the provision of parental leave, income tax incentives and numerous other measures aimed at gender mainstreaming cannot be exploited effectively unless factors arising outside the labour market and more specifically within the domestic sphere are addressed seriously. Admittedly, equality legislation and anti-discrimination policies have been decisive in reducing abuse and in promoting greater parity between men and women. However, it is traditional notions about the role women and men within the family and the conflict between the demands of work and family responsibilities, which continue to be the major underlying source of gender inequality in the labour market and consequently of the gender pay gap. Designing policies and enacting laws are admittedly much easier than changing cultural values and social expectations tied to the roles of women and men in society, especially when traditional social forces seek to perpetuate the status quo. However, until women continue to be perceived as the homemakers/carers and men as the breadwinners, women will be unable to contribute to the economy and to reap the advantages of paid work equally with men.

Malta experienced rapid social and cultural changes over the past few decades and the seeds for change were sown. However, this enormous task cannot be the endeavour of the State

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alone. It is a project that involves civic society as well as the private sector. It has to target various social groups such as:

- children and young people
- young parents
- employers
- educators
- employees as well as
- general audiences

through a nation-wide educational campaign aimed at eradicating gender stereotyped perceptions and practices both within the domestic and the public sphere.

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## **1 Background**

### **1.1 National Commission for the Promotion of Equality**

Gender mainstreaming features as a significant priority within the Maltese Government's policies over the past two decades. This reflects the increased awareness of the need to address gender-related issues in order to enable women and men to participate fully and on an equal footing in the various spheres of socio-economic and political life. One of the major challenges facing Maltese society at the turn of the new millennium is that of transforming the labour market from one that is largely male-dominated to one that provides access, opportunities and rewards equally to all workers regardless of their gender.

The Government's commitment to promote gender equality reflects itself through a number of policy and legal measures as well as various support initiatives implemented especially over the past two decades. The removal of the Marriage Bar in 1981; the introduction of parental (instead of maternal) leave; structures that allow for flexible work patterns; the provision of responsibility breaks; the extension of maternity leave and the introduction of childcare provision were undoubtedly steps in the right direction.

Major achievements were also attained within the Maltese legal framework, especially since the ratification of the United Nations' Convention on the Elimination of all Forms of Discrimination Against Women in 1991, involving an associated amendment of the Maltese Constitution. The recently amended labour legislation (Employment & Industrial Relations Act of 2002, Chapter 452) also addressed a series of gender concerns. Furthermore, the Act to Promote Equality for Men and Woman (Chapter 456) not only addresses a number of issues in this regard but also provides for the establishment of a National Commission for the Promotion of Equality for Men and Women. These important legal structures together with what is commonly referred to as the Family Law (amended in 1993) provide a strong legal framework, which facilitates the emergence of a more gender-friendly socio-economic environment.

In order to render the gender equality legislation effective, the National Commission for the Promotion of Equality for Men and Women (herein termed as the Commission) was set up in 2004, entasked with the implementation of such measures that enable the introduction and upholding of gender equality as a value in socio, political, economic and legislative spheres. Within such a context, the Commission absorbed the strategic tasks previously performed by

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the Department for Women in Society and the Commission for the Advancement of Women. The Commission thus acts as Malta's equality hub, by:

- identifying, establishing and updating all policies directly or indirectly related to issues of equality between men and women;
- identifying the needs of persons who are disadvantaged by reasons of their sex and to take such steps within its power and to propose appropriate measures in order to cater for such needs in the widest manner possible;
- monitoring the implementation of national policies with respect to the promotion of equality between men and women;
- liaising with and ensuring the necessary co-ordination between government departments and other agencies in the implementation of measures, services or initiatives proposed by Government or the Commission from time to time;
- keeping direct and continuous contact with local and foreign bodies working in the field of equality issues, and with other groups, agencies or individuals as the need arises;
- working towards the elimination of discrimination between men and women;
- carrying out general investigations with a view to determine whether the provisions of the Equality for Men & Women Act (Chapter 456) are being complied with;
- investigating complaints of a more particular or individual character to determine whether the provisions of the above Act are being contravened with respect to the complainant and, where deemed appropriate, to mediate with regard to such complaints;
- enquiring into and advising or making determinations on any matter relating to equality between men and women as may be referred to it by the Minister responsible for Social Policy;
- providing, where and as appropriate, assistance, to persons suffering from discrimination in enforcing their rights under the above Act;
- keeping under review the working of this Act, and where deemed required, at the request of the Minister responsible for the Family and Social Solidarity or otherwise, submit proposals for its amendment or substitution;
- performing such other functions as may be assigned by this or any other Act or such other functions as may be assigned by the Minister responsible for the Family and Social Solidarity.

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## 1.2 Objectives of the Study

### 1.2.1 Context

The above context sets out a critical role as part of Malta's employment strategy – outlined in the Country's National Development Plan for Economic and Social Cohesion for 2003-2006. Within this strategy, significant measures feature as an important component for Malta's employment rate targets, set at 71% for men and 60% for women by 2010 – in parallel with the Lisbon Strategy targets.

Indeed, Malta's National Action Plan, published in September 2004 as part of the European Employment Strategy, outlines an approach intended to reach the Lisbon Strategy goals – a resolution that is intended to render the European Union as the World's leading economy and knowledge location that supports a world competitive advantage. Malta's employment strategy purports four horizontal areas, comprising:

- Increasing adaptability of workers and enterprises;
- Attracting more people to enter and remain on the labour market by making work a real option for all;
- Investing more and more effectively in human capital and lifelong learning;
- Ensuring effective implementation of reforms through better governance.

The same Plan sets out a total of 81 initiatives intended to support the development of the Maltese labour market whilst stimulating a number of trends that reverse the effects of specific employment characteristics. A total of 30 projects are being financed through the allocation of finances forming part of the European Social Fund – amounting to € 12.16 million (jointly funded by the Maltese Government), planned to be implemented between 2005 and 2006. These projects promote:

- Lifelong learning and social inclusion,
  - Human resources development in Gozo,
  - Employability & adaptability, and
  - Gender equality.
-

The effects of these measures purport to the creation of jobs for 42,537 workers over the period 2001 to 2010 – largely envisaged to relate to women in the private sector. Such development means an attraction of 4,000 women to the labour market annually – a significant trend that contrasts against the average of 900 women entering employment annually during the years 1990 to 1999, and provides additional contentions when the rates at which women leave the labour market for family responsibilities are considered.

Indeed, the importance of the employability and adaptability objectives is reflected by the allocation of funds derived from the European Structural Funds – accounting for 51% of the financing of the thirty different projects approved for funding. This feature of the National Employment strategy is specifically addressed by three key guidelines:

- Job Creation & Entrepreneurship;
- Address Change & Promote Adaptability & Mobility, and
- Promoting Development of Human Capital & Lifelong Learning

The Commission's efforts provide a significant role in Maltese society, aiming to render Maltese organisations capable of competing in world markets by tapping under-utilised resources and skills, exploiting experience and knowledge of motivated resources who benefit from an augmented work-life balance. The Commission, thus, intends to build awareness among Malta's social partners about the cost-effectiveness and potential returns from investment directed towards the introduction of family-friendly measures at the work place – exemplified by flexible work arrangements, childcare and remunerative work through **equal value/equal opportunities policies**. Such measures lead to an effective reduction in gender segregation in the labour market, encouraging women to participate in paid work and aspire for higher responsibilities.

These objectives are also a central implication of the intents of the European Social Fund – a financial instrument that aims to augment the social and economic development of the European Community. The purpose of the European Social Fund, is thus that of providing financial independence and career progression of women, utilising skills and potential of women to maximise economic growth and narrow down a Member State's welfare gap, as is the case of Malta.

In implementing measures that enable the attainment of the above objectives, the Commission embarked on a process of research in order to augment its body of knowledge about the

Maltese equality & employment environment. In this respect, the Commission's purpose of increasing the participation and advancement of women in the labour market is primarily dependent on the identification and promotion of measures towards the advancement of a work-life balance by addressing the working environment in public and private sectors. In attaining this objective, the Commission's research efforts need to:

- identify potential grounds for improvement to render the system of family-friendly conditions of work more effective for both employee and employer (by sensitising social partners to the cost-effectiveness and accruing benefits of such approaches);
- identify gender disparities in pay and recommend the elimination of these barriers;
- track career paths of graduates and identify the effects of the absence of family-friendly measures and their discriminatory effect on women;
- identify how working arrangements can be varied to meet employee and organisational requirements.

In connection with the above, the Commission, through a competitive tendering process, engaged Allied Consultants to undertake four independent yet related research projects involving:

- an investigation in The Introduction of Family-friendly Measures at the Workplace
- a Gender Pay Review
- a Tracer Study to Follow the Career Path and Conditions of Work of Graduates in the Labour Market
- the conduct of a Teleworking Pilot Project, which relates the efforts undertaken resulting to this report.

### 1.2.2 Research Objectives

More specifically, in understanding the features and trends in disparities related to remuneration provided to men and women in employment, the Commission requires research involving the conduct of quantitative and qualitative field work that expounds differences (if any) in pay between men and women in different occupational cohorts as defined by:

- occupation types,
- working time,
- value addition and

- other aspects related to work.

The findings of the research will form a basis for recommendations intended to remove barriers that segregate men and women in distinct occupations, whilst exploiting identified opportunities for equal opportunities and equal pay.

### 1.2.3 Significance

The research related to this project bears a significant impact on:

- national policies (education, social security, welfare, employment conditions) and
- instruments (such as financial assistance, employment conditions, training, counselling and social welfare programmes)

availed to people seeking employment or currently gainfully engaged, largely as a result of the recommendations adopted by the Commission in advising on employment regulations or other communications that may encourage employers and employees to adopt new approaches in ensuring equality at work between men and women. In this context, recommendations set out in this report relate to all Maltese society.

Equally important, apart from influencing employment measures and conditions of employment as adoperated by employers, recommendations set out in this report pose implications on Government and the Commission's policies relating to the allocation of resources (financial and human), bearing consequences on:

- Government's structure of earnings (social security contributions and other sources);
- the Commission's structure of earnings (Government funding);
- Government's structure of expenditure (education, entrepreneurship support programmes, business promotion assistance, guidance & counselling services) and
- the Commission's structure of expenditures (administration of programmes, family assistance services).

## 1.3 Project Tasks

In addressing the requirements of the research project, efforts undertaken by Allied Consultants included:

- 
- Provide the services of suitably qualified and/or experienced consultants to conduct the research per project description (as set out in Annex II Par 2.3 (b) of the Tender Document)
  - Carry out initial exploratory research in respect to antecedents of differences in pay among employees of different sexes in Malta, intended to build an initial understanding of the research area by accessing published/unpublished literature pertaining to the subject;
  - Build a research instrument that effectively taps information about pay and work conditions among Maltese workers of both sexes with a focus on job value, responsibilities, hours of work, schedules, benefits, learning and pay;
  - Administering the instrument in (□) above through the conduct of 600 quantitative face-to-face interviews with men and women engaged in paid work (n = 600);
  - Translate quantitative data into electronic fields, coding of data, weigh and verify responses;
  - Conduct additional qualitative interviews (n = 20) in order to expound further the reasons why women and men as distinct social groups are found within different occupational categories, (aimed to identify possible barriers to equal pay and equal opportunities);
  - Conduct quantitative and qualitative analyses on the data gathered in order to attain the research objectives set out in Section 1.2.2, quantifying the differences in the corresponding pay between men and women, along with an identification of the reasons leading to such differences. The same analyses will identify the reasons why such differences exist through the compilation of case studies pertaining to 20 selected men and women;
  - Submit a report detailing the levels and extent of differences in pay between men and women across different occupation groups, expounding the antecedents for such differences;
  - Develop a communications approach targeting Malta's social partners, soliciting the implementation of measures that encourage the adoption equality approaches among employers, presenting opportunities for women to pursue rewarding careers by eliminating gender oriented barriers;
  - Present detailed periodic (quarterly) technical and financial reports to the Project Leader, in a format as required by the Commission and other project stakeholders with authority.
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## 2 A Pay Gap?

### 2.1 Introduction

From the time women entered the labour force, they generally received lower earnings than men. Gender pay inequalities seem to be both universal as well as resistant to social, cultural and economic changes. They have persisted despite the changes that have taken place in the labour market such as the increase in women's participation. They were not eradicated despite the various legislative measures taken to protect women from occupational discrimination. They are still evident despite the higher educational levels achieved by women; despite the various efforts to encourage and implement gender mainstreaming and to foster a culture of gender parity.

Women are not paid less than men because they are less productive. For a long time, this imbalance in the earnings of men and women was justified by the assumption that women did not need to earn as much as men since they were not the breadwinners. Furthermore, policy makers and employers alike (these being largely male) generally assumed that women should earn less than men because otherwise, the traditional balance of power within the family would be disrupted (Swepston, 2002). However, today the fact that this wage gap has managed to survive the 20th century is of great concern to policy makers as well as to women themselves both at local as well as at European and international level especially in the light of the increased importance which has been given to gender issues and employment in recent years within the European Union. This is evident in the European Employment Strategy which has made women's employment and the gender mainstreaming of employment policy a central priority. Consecutive EU Employment guidelines also stress the importance for all member states to tackle the issue seriously if the desired results are to be achieved.

The gender pay gap (in unadjusted form) - one of the structural indicators to monitor progress in the framework of the Lisbon Strategy - measures the difference in the average gross hourly earnings between men and women <sup>(6)</sup>, across the whole economy and all establishments (Commission of the European Communities, 2003).

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<sup>6</sup> These are paid employees aged 15-64, who work at least 15 hours per week.



Differences in earnings between men and women could arise from:

- differences in the composition of the male and female workforce (*'composition effect'*);
- differences in the remuneration of men and women with similar characteristics (*'remuneration effect'*); and
- differences in the labour market participation behaviour of men and women (*'selection effect'*).  
(Commission of the European Communities, 2003).

Although a number of explanations have been put forward citing various factors to account for the persisting gender pay differentials, many studies point to the conclusion that these factors are responsible for part, not all, of the existing gap. There remains a proportion of the pay gap which remains unexplained and which can possibly be due to sex discrimination and the gendered evaluation of jobs. Furthermore, it seems to be generally recognized that part of the solution lies in the need to further integrate women in the labour market and to equalize as much as possible their experience of the labour market (Soumeli and Nergaard, 2002).

## **2.2 Women's Work & Earnings in History**

### **2.2.1 Pre Industrial Society**

Women have contributed to the economy for ages although because of their other predominant role as mothers and wives, their work history has been different in many ways from that of men. In pre-industrial times, the world of work was not separated from that of the home. Families as economic units worked either within the home or close to it and all the family members including children and grandparents gave their share.

In the US, among the non-slave population, men were largely responsible for agriculture while women did the rest. There were differences among women though. Slave women also worked in the fields and single women were at times allotted 'maid plots'. Widowed women were likely to take over their late husband's work. Wealthy women managed rather than worked in the household. However despite these differences there was one thing which women commonly shared. Together with their children they contributed to the household within a self-sufficient economic system (Blau et al, 2002).

In Malta as in other countries, women had both caring and domestic duties as well as other duties alongside their husbands. Especially in the rural areas of Malta and Gozo, women helped

in the fields and on farms. They also spun cloth and worked the lace. Especially during the 18th and 19th centuries, rural Maltese women made up the majority of spinners, weavers, beaters and dyers within the cotton industry while men were involved only in the final stages of the process. Unfortunately by the first decade of the 20th century the cotton industry died out. This meant that Malta not only lost in terms of economic wealth but it also suffered the loss of a skilled female labour force (Camilleri, 1997).

Wives and daughters also contributed to the family income by engaging in various activities such as sewing, making socks, cotton hats and lace. Others made cane baskets as well as hats from palm leaves. Those who did not work in the home, sold their wares on the streets or worked at the harbour close to their husbands. Women, together with the rest of the family were also involved in wine production both in the fields as well as in the pressing process. Women's harsh physical work also extended to the construction industry where women worked as roof beaters for very long hours (Camilleri, 1997).

Despite the hard work and the significant contribution women gave both to the household and to the economy, their earnings were lower than those of men although they were necessary for the family upkeep. Yet women's income alone was inadequate for women and their children to live an independent life.

Another female-dominated occupation which involved long hours and poor working conditions was domestic service. Here again women did not make much in terms of money but the little they earned was crucial to their family. Domestic service was more common among young women who were still unmarried and who were very often expected to live in the servants' quarters of their employer's house. This may partly explain these women's lower earnings. Like married women they were perceived as dependent, in this case on their family, not as breadwinners (Camilleri, 1997).

### 2.2.2 Industrial Society

Industrialisation brought with it the separation of the workplace from the home. In the early industrial period young, unmarried women (and children) were employed in the cotton and textile mills but once they got married they normally returned to the domestic sphere to start a family. Still the participation of women in the labour market was very low compared to that of men. However, many women still earned some money from activities at home (such as taking boarders or doing piecework) as well as on the farm. The lower percentage of married women

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in the labour market was partly due to the marriage bars imposed from the late 19th century to the mid 20th century as well as the lack of availability of part-time work (Blau et al, 2002).

Apart from the low labour market participation rates, another feature characterizing women's employment is occupational segregation. Men and women have traditionally performed different tasks and occupied different posts. Women were concentrated in a small number of fields. They were more likely to work in the service sector than men, especially in domestic service. Others worked in manufacturing, especially textiles, clothing and tobacco while a few others worked as school teachers or nurses. The rest performed clerical or sales work. It is interesting to note that clerical work and teaching, two of the most female-dominated occupations, were originally purely a male domain (Blau et al, 2002).

Research carried out by Goldin (1990 in Blau et al, 2002) provides a historical perspective of women's earnings in relation to men's in the US. The evidence shows that since the beginning of the 19th century earnings in agriculture and manufacture increased. Later data for all economic sectors also show an upward trend with the ratio increasing from 0.46 in 1890 to 0.56 in 1930. Until the 1980, this ratio remained relatively stable although since then the ratio has gone up to well over 0.70.

In Malta, industrialization did not start before the late 1950's. Until World War II women's employment trends did not change much with the exception of a marked increase in the number of school teachers. Also popular with women were retail jobs. During the war in Malta as elsewhere, the role of women changed dramatically. Women who before (and after) the war were expected to stay away from the male world of work and be content with minding the house and the children, were urged to take on 'male jobs' to make up for the loss of manpower resulting from conscription and war casualties (Camilleri, 1997).

In the years following the war and up to the beginning of industrialization the participation of women in the labour market remained at a low of 17-20% of the working population. However the expansion of the industrial sector in the 1970's especially the textiles and clothing sector attracted many women to the labour market (Darmanin, 1992). According to Briguglio (1977) from the mid 1960's to the mid 1970's the number of gainfully employed women rose significantly from 20% to 25% with the highest increase registered in the sub-period 1966-1970. Women's participation rate grew fastest in the private sector. However the rate of women's employment at the time was still below the target of 28.4% set in the seven-year development plan for the period. It is unfortunate to note that the current participation rate is

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not much higher (at around 35%) (NSO, 2005) than that set more than three decades ago. Today, Malta's relatively large public as well as the service sectors are the main providers of women's employment.

During the 1960's and 70's the hourly wage rate of female workers was lower than that of males despite the equal pay for equal work policy (Briguglio, 1977). However, between 1966 and 1975, women's hourly pay rates increased by 9.9% annually in real terms compared to 6.5% for men. Splitting the period into two, one notes that after 1971, women's average hourly earnings increased at a faster rate. A comparison of the average hourly rate of women's pay during the whole period (1966-1975) reveals that women earned 60% of what men earned, looking at 1975 only, one notes that women's earnings had increased to around 71% of male earnings.

In industries that employed a majority of women, the annual earnings of workers were lower than those paid in male-dominated sectors. Statistical data (Briguglio, 1977) suggested that for every Lm1 earned by a male operative in 1975, a female operative earned 87c. This despite the fact, that, women's employment was a very important source of foreign exchange earnings considering that the majority of Malta's exported manufactured products came from female-dominated industries.

Since industrial times, working women had to face constant obstacles and criticism in a male-dominated world. Women's potential threatened men. The Church too played an important role in discouraging women from participating in paid employment. At the same time, concern with the injustices of unequal pay for women was already being voiced both by the Church in Rome as well as by the International Labour Office since the middle of the 20th century. In Malta, the Church used the issue of equal pay to fit within its own agenda. While the Church expressed its concern about the lower remuneration offered to women, it was not exploitation that worried it the most but the incentive to employers offered by cheap female labour. On a similar note, the Church supported the notion of a family wage, also being debated in international circles, but on the grounds that a man should receive sufficient income to support his family so that women can avoid paid work that threatened the moral fibre of society (Camilleri, 1997).

## **2.3 A Universal Pay Gap: An International Comparison & Its Limitations**

Unequal pay for men and women appears to be a universal phenomenon, at least in the economically advanced countries. Women's average earnings remain below those of men in all countries although the evidence points to a general narrowing of the gap in the past few decades. However, in all countries it appears that at present the trend is not for women to continue bridging the gap between their earnings and those of men. Although women's pay disadvantage affects various categories of women, one notes that certain women tend to be worse hit than others. Wage disparities particularly stand out between part-time and full-time workers, the former being mostly female. The gap is also more pronounced among older, better qualified workers and those occupying higher level occupations, while differences are also pronounced between the public and private sectors of the economy (although certain countries do not follow the general pattern of having a wider gender differential within the private sector). Gaps are also wider in traditionally male-dominated sectors.

Other variations are noticeable when comparing different countries. Although women's earnings increased in all countries, the process did not take the same course everywhere. Neither is the earnings differential the same in all countries with disparities ranging from below 5% to over 25%. Although one cannot possibly come to a common explanation for the varying trends in different parts of the world, certain factors play an important role. These include changes in wage structures, enforcement of anti-discrimination legislation laws and the better qualifications of women (Blau et al, 2002).

### **2.3.1 A General Narrowing of the Gap**

Data for a number of selected countries covering a 31-year span from 1967 to 1998 show that in all countries women receive lower wages, although since the 1960's the pay gap has also narrowed in all countries (Blau et al, 2002). The data are used to compare the earnings of men and women in non-agricultural jobs in Australia, France, Japan, West Germany, Norway, Sweden, Switzerland, UK and the US. The 1995 European Structure of Earnings Study (ESES) indicated that the earnings of women working in the service and industrial sectors on a full-time basis in the European Union amounted to around three-fourths of what men earned. The widest gap at the time was noted in the Netherlands and Greece while the greatest parity was found in Belgium, Denmark, Luxembourg, Sweden and the former East Germany (Soumeli and

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Nergaard, 2002). In a study published by Eurostat (2001) based on harmonized national earnings statistics, it was found that the earnings of women had increased in relation to those of men in most member countries but not significantly. While in Denmark, Ireland and Finland the wage gap had remained stable throughout the 1990's, in Austria, Portugal and Sweden it had increased by one to two percentage points. One point made in the study is that in those countries where the gap was widest in 1995, there was relatively little increase in the years that followed. In central and Eastern Europe the gender pay gap was found to be similar across the region as well as when compared to Western Europe. Since the fall of Communism the earnings differential has narrowed although the gap varies across countries (Rangelova, 2002).

More recent data (Carley, 2005) suggest that in all EU countries, women still earn less than men despite a general narrowing of the gap. However, there are still wide discrepancies between countries. In the EU 15 and Norway, the largest difference is found in Austria (at 26%) and the smallest in Luxembourg (at 11%). Other countries where the gap is comparatively narrow include Ireland, Norway, France and Denmark whereas in Portugal, the Netherlands and Finland, the gap is still relatively wide. The average difference in earnings in the EU 15 and Norway stood at 17.4%, slightly less than it was in 2003 (18.6%) when the data were reviewed by the same author. Although consecutive data reviews carried out in previous years show a slight annual decrease from the 19.2% in 2002 and the 20.4% in 2001, this could partly be attributed to the sources of data since the drop is unlikely to be that significant over such a short period. In fact, it has been noted that in countries where national data are available for many years, these only indicate small decreases in the gender pay gap as in the case of Belgium, Denmark, Finland, Ireland and the UK (Carley, 2005)

Among the new Member States, the country with the widest pay differentials is the Czech Republic with a gap of 25.1% while Malta has the narrowest pay gap which stands at 3.6%, making it the country with the highest gender parity in earnings in the whole EU. Other countries with a comparatively narrow pay gap among the recently joined EU members we find Slovenia and Hungary while Estonia, Cyprus and Slovakia still have a relatively wide pay gap. Among the new Member States, the average differential is the same as that for the EU 15 and Norway at 17.4%, with the average gap across all member states reading 17.5% (Carley, 2005).

Despite the fact that some progress has been registered in bridging the gender pay gap, it has been observed that in countries with a relatively small gender gap, this was only achieved by a small number of well educated women in the higher occupational positions. In others, the

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greatest improvement was observed among clerical workers and those occupying elementary jobs (Swepston, 2002). Swepston also notes that since there tends to be greater parity of earnings within the public sector, layoffs in this sector are likely to have a negative impact on women's overall earnings in comparison to men who tend to earn higher salaries in the private sector. Furthermore, narrower gender wage gaps may be masking women's constraints to quit the labour market (Swepston, 2002).

### 2.3.2 Variations Across Countries

Blau et al (2002) note that although the ratio of women's to men's earnings has increased in all countries since the 1960's, the rise did not occur at the same time. Neither did it reach similar levels in all countries. For example in the US the ratio of median weekly earnings of full-time workers rose to .77 between 1975 and 1993. Then it fell but regained its previous level again in 1999. In Sweden the ratio increase occurred by the early 1980's and remained stable from then on at about .90, the highest among the countries examined. In other countries, women's earnings increased at an earlier phase, followed by a period of stagnation and a renewed increase in recent years. Data from Australia shows that as a result of a policy of comparable worth introduced in the 70's, women's wages increased rapidly. In Japan where the gap was traditionally wider than in other countries, there is some indication of a recent upward trend.

Variations across countries feature within different sectors such as between the private and public sector in each country as well as between the different economic sectors. In the EU-15, the difference in earnings between men and women was generally smaller in the public sector than in the private sector – reaching at EU-level 11% in the former compared to 22% in the latter (?). In Italy, the wider gap in the private sector is perhaps most significant in the credit sector (30%) and in the services to persons (25%), while a narrower gap features in sectors that are more regulated, as exemplified by the transport sector (Paparella, 2005). The gender pay gap (GPG) also varied with personal and job characteristics as well as across sectors and occupations (European Commission, 2003).

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<sup>7</sup> According to data from the ECHP, the only exceptions are Finland, the Netherlands and Germany. In these countries, the gender pay gap is of a similar magnitude in both public and private sectors, or, as in the case of Finland, even larger in the public sector.

### 2.3.3 Gap Widens Along the Work Cycle & Between Generations

For a number of reasons, women tend to start their career in lower paying jobs than those occupied by men and then find it difficult to overcome their disadvantage throughout their working life. In fact regardless of the initial pay differential, the gap widens in the course of one's work cycle (Dimas and Almunia, 2004). Furthermore, pay differentials are increasing from one generation to another. A survey carried out in France by Le Minez and Roux in 2002 (cited in Meilland, 2002) examined the pay paths of men and women from the first job onwards since the 1970's. In the 1970's the pay gap for those entering the labour market for the first time was 15% while in the 1990's, women in their first job are likely to earn 22% less than men in the same situation. Furthermore, these differences in earnings tend to increase throughout the work cycle. The authors of the survey calculated an increase of 5% after 5 years in the labour market. However, for workers who at the start of their career are equally qualified, work in the same sector, company size and comparable region, the gap is narrower and has narrowed since the 1970's from 10.3% to 8.5%. Higher qualifications obtained by women explains, at least in part, this trend (Meilland, 2001).

### 2.3.4 Age & Qualifications

Evidence suggests that wage gaps perhaps widen in moving from lesser skilled occupations to professional and senior occupations. According to the National Council of Women Malta (NCW, 2002), the top 10% of female wage earners in the EU receive on average 35% less than the top 10% male wage earners while women who make up the bottom 10% of female employees earn 15% less than the males. The gap is notably high among older workers, those having higher skills and those occupying supervisory positions (Dimas & Almunia, 2004). It is also evident among high earning professionals (Wood, Corcoran and Courant, 1993; Swebston, 2002).

A report on gender pay differentials in Italy also supports this observation, where, according to Paparella (2005) the gap increases with age, education and qualifications. The study established that a much smaller gap among younger workers (5-7%) prevailed than among 40-year olds (20%) and among the over 40's (25%). The study also indicated that among those with a tertiary level of education the wage gap was 10% higher (at 30%) than among those with middle education levels. The reason given for this was the different courses typically followed by males and females with a concentration of women in the humanities and arts and a higher representation of men in technical and scientific courses. However, women and men



having similar vocational qualifications still receive unequal earnings, with a wider gap at higher-level jobs. In Italy, between 1998 and 2002 the salary of female managers equated to 35% less than that of male managers while for middle managers with the same qualifications the gap was narrower at 25%. The gap among blue- and white-collar workers was even lower, estimated at 15-20%. In Canada, highly educated women have a lower income than those with an adequate level of education whereas women with a lower educational level earn more than adequately educated women. For men no significant differences were noted (Drolet, 2002).

Comparing the median income of two age cohorts of full-time workers in the US in 1993, Beeghley (1996) notes that the earnings of women in the younger age cohort (25-34) are closer to those of men (89%) than the earnings of the older group (45-54) who earn 61% of what men earn. It is also shown that women in the second group who are at the peak of their career also do not earn much more than those at the beginning of their career. This suggests that:

- the position of women in the labour market improved due to factors such as education and anti-discrimination legislation, and
- women in the second group had probably interrupted their career and suffered more from discrimination.

### 2.3.5 The Impact of Part-time Work

Pay inequalities increase with age (Paparella, 2005) because of the concentration of women in atypical or precarious employment. While for men atypical employment is very often a temporary phase, women tend to remain in such jobs for longer periods. This tends to widen the pay gap even between men and women from the same age group and having similar qualifications. It is pertinent to note that while female participation in the labour market increased, the rise in female employment has been most significant in the service sector where precarious, flexible and low-paying jobs are more likely to be found. That part-time employment is one of the major reasons behind lower earnings has been documented by a number of studies (e.g. Drolet, 2002; Meilland, 2001; Camilleri, 1997).

Comparing the hourly earnings of full-time and part-time employees, Smith (2003) found that in certain countries such as Germany, Spain, Luxembourg and Sweden, the gender pay gap is the same. This implies that in these countries the number of hours worked is a more important element than gender in determining wage differentials. In other countries, there is a higher

gender pay gap among full-timers than among part-timers while in a few countries, namely Austria, Spain and France, there are significantly greater gender pay disparities among part-timers than among those in full-time employment. In Denmark, Finland, Belgium and Greece, gender pay inequalities among part-timers is relatively small, suggesting that if men were to work on a part-time basis, their pay would not be different from that of their female counterparts. However, Smith does not believe this to be the solution. Comparing the hourly earnings of female part-timers with those of male full-timers, gives a clearer indication of the impact of women employed on a part-time basis. The ratio highlights the very large difference that exists in the pay of female part-timers and male full-timers.

### 2.3.6 International Comparisons: Challenges

According to an EIRO comparative study (Soumeli & Nergaard, 2002), in most EU countries and Norway, pay statistics are collected regularly and the main findings are made accessible to the public. In many countries, detailed national studies on gender pay differentials have also been carried out. However, there are certain difficulties when one tries to make international comparisons, largely arising from:

- variations that can be traced to the statistical sources, and
- the methodology involved in the compilation and computation of statistics.

A number of countries do not have data related to the differences in earnings between men and women for the whole economy, largely as a result of the pertinence of data to sub-groups of workers. This is also the case in certain countries such as Norway and Germany, and until recently also Denmark and Sweden, where sectoral statistics (including statistics on the wage gap) have been available for many years.

Other difficulties arise from whether earnings are calculated on an hourly, weekly, monthly or annual basis. For example, the data analysed by Blau et al (2002) are for hourly wages for all countries except for those pertaining to Japan and the US. Data for Japan refer to weekly earnings and for the US the data pertain to monthly earnings. For a number of reasons, the earnings ratio calculated on a weekly, monthly or annual basis is higher than when hourly earnings are taken into consideration.

Another question concerning the validity of gender pay statistics is the absence of certain groups (especially those which are female-dominated and low paid) such as part-time

employees. In certain countries data incorporate only full-time employees. This leads to an underestimation (or possibly the reverse) of the gender pay gap. According to Soumeli and Nergaard (2002) if part-time employees were included in earnings statistics, the gender pay gap would rise by 1% to 3% in most countries.

Other difficulties arising from the comparison of data involve the way wages are defined in different countries e.g. it may not include certain allowances. There are also variations in the way tax and benefit systems operate in different countries. Using data from the European Structure of Earnings Survey (ESES) and the European Community Household Panel (ECHP) Smith (2003) notes that although the lower hourly earnings of women are evident in all countries, there are some differences between sources. For example, in the case of Germany, there is a difference of 15 percentage points between the ECHP and the ESES due to tax deductions. This puts into question comparative studies which base their conclusions on net earnings data. When comparing annual earnings data, it should also be noted that these may vary according to the number of hours or days worked.

Considering these limitations one can only note and compare general trends across countries. At the same time, Soumeli and Nergaard (2002) feel that despite the shortcomings, the general impression is that wage statistics are considered as being fairly representative of the existing pay gap.

## 2.4 The Maltese Setting

For a number of years, gender equality in the labour market featured in the agenda of Maltese social policy makers. With the intention of strengthening women's social and economic conditions, different government administrations implemented a number of positive steps over the past years, exemplified by <sup>(8)</sup>:

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<sup>8</sup> In January 2004, the National Commission for the Promotion of Equality for Men and Women (NCPE) was established by the coming into force of the Equality for Men and Women Act (2003). The new Commission incorporated the former National Commission for the Advancement of Women and the Department of Women in Society. This was accompanied by a shift in focus from one based on women's rights to one based on gender mainstreaming and ensuring that women and men have equal opportunities. Among its duties, the Commission is responsible for identifying, establishing and updating national policies dealing with gender equality; for addressing the problem of gender discrimination and for the promotion of gender equality. A central concern to the NCPE is that women and men are given equal opportunities in employment with regards pay, training, promotion as well as in advertising for posts (NCPE, 2005).

- the elimination of the marriage bar (which prohibited married women to continue working upon marriage);
- the introduction of parental leave for government employees;
- the possibility of working flexible hours in a number (albeit small) of work places, as well as
- the commitment of the Employment and Training Corporation to encourage and promote gender mainstreaming specifically laid out in its two consecutive Action Plans focusing on gender equality (2002, 2005).

A series of legislative changes over the past few years, largely driven by Malta's obligation as an aspiring EU member to bring its legislation conformant with the EU's *acquis communautaire* by the beginning of 2003, are further evidence of the government's commitment to enhance gender equality. The two most important legal instruments enacted within a short time of each other and both are concerned with making the labour market a more equitable environment comprised:

- The Employment and Industrial Relations Act (that came into force towards the end of 2002), and
- the Equality for Men and Women Act (passed in 2003).

Statistical data for Malta regarding gender pay differentials is not abundant. A vast amount of information is available on the internet pertaining to the EU before the enlargement process took place in 2004 while data on the enlarged EU including Malta is, as expected, more restricted. Furthermore, reports that relate to most of Europe often exclude Malta as data was largely unavailable. This renders comparative analysis a challenging task. A case in point is a report by Hans-Joachim Mittag (2002) on earnings in Europe, presenting survey data from 28 countries in Europe including all EU countries *except* Malta. These aspects suggest a reliance on local data, mainly that supplied by the NSO.

In Malta, the difference in earnings among men and women witnessed an improvement over the past years when it declined from 11.1% in 2000 to 4.6% in 2005<sup>9</sup>) - a noticeable drop of 5.6 percentage points. Data segmented by economic sector also indicates noteworthy improvements in private sector earnings difference over the period under review. Labour Force Survey annual averages for employment and earnings figures within the public and private

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<sup>9</sup> Employment figures include persons who are in full- and/or part-time employment. Quarter 2 data for 2005 LFS data were taken.

sector show that difference in earnings in the private sector between men and women dropped from 14.2% in 2000 to 6.9% in 2005; while that in the public sector declined from 2.6% in 2000 to an almost negligible situation in 2005. Differences in earnings according to economic activity also present a similar setting. A noteworthy improvement within the industry and services segments <sup>(10)</sup> is evident as wage gaps improved from 19.8% in 2000 to 10.1% in 2005 (a drop of 9.7 percentage points); while the gap in the services sector improved from 9.4% in 2000 to 6.1% in 2005 (a drop of 3.3 percentage points) (NSO, 2000-05).

**Figure 1 - Difference in Earnings for Men & Women In Malta Among Major Occupational Groups <sup>(11)</sup>**

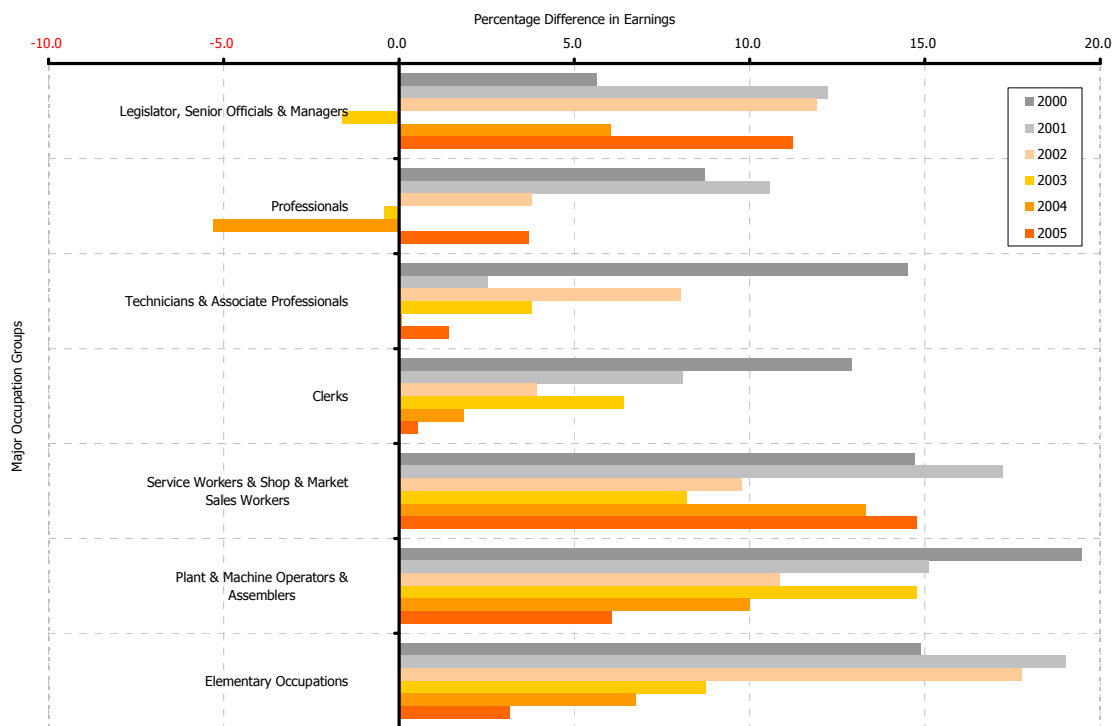


Figure 1 sets out the difference in earnings for men and women according to the respective occupational groups <sup>(12)</sup> of employees. One can correctly argue that under each occupation

<sup>10</sup> Data concerning the Agricultural sector was under-represented and so no analytical information could be derived.

<sup>11</sup> Source: NSO – Labour Force Survey yearly averages for 2000-2004, and Q2 2005

<sup>12</sup> In this data analysis, occupations relating to Armed Forces; Skilled Agriculture & Fisher workers; and Craft and related workers could not be analysed due to under-representativeness in women data.

group, one is clustering different (although related) occupations that represent a wide array of working conditions, different educational attainments and varying years of service (due to career breaks and loyalty).

These differences give rise to observed variations in earnings when analysing data by occupation. Over the period under review, some occupations observed both an improvement as well as deterioration in their earnings difference for men and women.

As observed in the European Commission report (2003), men were both more concentrated in higher paid sectors and occupations and more likely to hold supervisory responsibilities within these sectors and occupations. This is also evidenced in the Maltese scenario where the largest observed gaps are in the highly paid occupations. The only occupational group that registered a deterioration during the period under review is the Legislators, Senior Officials and Managerial group, where the difference in earnings fluctuated from 5.6% in 2000 to 11.2% in 2005 (Table 1). The most noticeable improvement was in the Plant and Machinery Operators and assemblers group where a drop of 13.4 percentage points was registered. The Service Workers, Shop and Market Sales Workers group remained stable with an earnings difference of 14.5%. However, as illustrated in Figure 1, all occupational groups experienced a fluctuation in the earnings difference over the period under review.

**Table 1 – Gender Pay Gap Trends in Malta (<sup>13</sup>)**

Occupation Group	2000	2005	Change
Legislator, Senior Officials & Managers	5.6	11.2	<b>-5.6</b>
Professionals	8.7	3.7	<b>5.0</b>
Technicians & Associate Professionals	14.5	1.4	<b>13.1</b>
Clerks	12.9	0.5	<b>12.4</b>
Service Workers & Shop & Market Sales Workers	14.7	14.7	<b>0.0</b>
Plant & Machine Operators & Assemblers	19.5	6.1	<b>13.4</b>
Elementary Occupations	14.9	3.2	<b>11.7</b>

## 2.5 Pay Equality Legislation

In many countries, there is existing legislation against pay discrimination on the basis of sex while a number of countries, including Finland, France, Germany, Greece, Italy, the

<sup>13</sup> Source: NSO – Labour Force Survey yearly averages for 2000 and Q2 2005

Netherlands, Portugal and Spain have this enshrined in their respective constitutions. In all EU countries, national legislation prohibits direct and indirect pay discrimination on the grounds of sex and considers pay discrimination as any form of (prejudicial) pay differentiation that cannot be objectively justified. Furthermore, the law in various countries provides for pay equality for work of equal value. In a few countries, most notably France and Sweden, legislation of a 'proactive' type enacted, making it obligatory for employers to show evidence of their efforts to implement the concept of equality at their place of work (Soumeli & Nergaard, 2002).

Minimum wage legislation, which does not exist in all EU countries, is also considered to be an effective tool in protecting women against wage discrimination. Soumeli and Nergaard (2002) cite evidence from Ireland that since the introduction of a national minimum wage (NMW) in 2000, the gender wage gap narrowed since women formed part of a large group of low-paid workers who earned less than the minimum wage when it was established. A 2000 report from Sweden cited by the same authors also links NMW legislation to the prevention of pay discrimination claiming however that this also depends on the level at which it is set. If the minimum wage level is too low, this will not significantly effect the wage gap. Similarly, in the UK, the authors claim that a strong relationship has been reported between the introduction of the NMW and the narrowing of the gender pay gap claiming that women were twice as likely to be affected as men. This aspect is considered to be a direct result of women's occupying lowest paying jobs, being heavily concentrated in part-time work. These findings provide a stark contrast against the conclusions established by Robinson (2002) in a study involving Labour Force Survey data for the period 1993-2000 in an attempt to establish the impact of the introduction of the national minimum wage in Britain on the gender pay gap. Robinson revealed that although the pay gap narrowed, it did not do so uniformly across the different regions. The study also revealed that the pay gap was not significantly affected by the introduction of the National Minimum Wage – although the latter, being introduced in April 1999, might have not had the time to establish an effect by the time this study was conducted.

In many countries the law makes it possible for victims of discrimination (which still exists despite the legislation) to sue their employer, albeit the method varies from one country to another. In many countries the law also provides for the setting up of equal opportunities bodies although in many cases these bodies only have consultative and advisory roles. However, in spite of this, it is only a relatively few cases that are presented to the courts largely due to the length of time it takes for cases to be resolved. Yet, the role of the courts as a means of fighting against pay discrimination on the basis of sex should not be dismissed as

ineffective – there have been successful cases both in individual countries as well as at EU level that encouraged employers to change their practices (Soumeli & Nergaard, 2002).

The International Labour Organisation is committed to securing equal pay for working men and women since its foundation in 1919. Indeed, the original text of its constitution attributes a special importance to this principle, which was confirmed by its inclusion in ILO Convention No. 100 on Equal Remuneration (1951) as well as into the UN Convention on the Elimination of all forms of Discrimination against Women (1979). Both the Copenhagen Programme of Action and the Beijing Platform for Action continued to demonstrate and reiterate the importance of the concept and in both cases, all States were urged to ratify and apply Convention No. 100. By the beginning of the 21st century, it occupied second place among the international labour standards that are among the most highly-ratified of all international standards safeguarding human rights. All European countries that are members of the ILO ratified the Convention (Swepston, 2002).

Nowadays, as a result of equality legislation in many countries, rates of pay for women are not different from rates of pay for men doing the same work and occupying the same grade (at least on paper). However, the same cannot be said to have been achieved regarding work of equal value. Equal remuneration for work of equal value implies that some comparison has to be made between different jobs performed by men and women, and, that corresponding rates of pay are established without discrimination on the basis of sex. Although neither the ILO Convention nor European treaty law defines 'value' specifically, it refers to 'the worth of the job for purposes of computing remuneration' (Swepston, 2002). Although the Convention does not restrict the application of the concept to a methodology of comparable worth, it does suggest that market forces should not be the only determining factors but that systems of job appraisals be used to measure the 'worth' of the job. The concept of comparable worth involves an administrative element of the job value rather than an economic one, wherein only the forces of supply and demand determine value.

Furthermore, the Convention suggests that the principle of equal pay for work of equal value may be put into practice through a variety of means including:

- National laws or regulations;
- Legally established or recognised methods for establishing wages;
- Collective agreements;
- A combination of means.



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The Convention also highlights the importance of the co-operation of the social partners within each country in implementing the principle of equal pay for work of equal value (Swepston, 2002).

As an ILO member, Malta is covered by the ILO Declaration on Fundamental Principles and Rights at work 1998 and its follow-up. This requires that Malta be committed to respect, promote and materialise a set of important principles and rights. Malta is signatory to various ILO Conventions, the most pertinent to the issue of gender parity in employment and earnings being Convention No. 100 (1951, ratified in 1988) and Convention No. 111 (1958, ratified in 1968) that is concerned with ensuring equality of employment opportunity and conditions of work regardless of gender. In 1976 the principle of equal pay for equal work became universally applied to all workers and differentiated wage scales for men and women were abolished (Article 14 of the Constitution). Furthermore, the Maltese Constitution was amended in 1991 to prohibit any form of discrimination on the basis of sex when the UN Convention on the Elimination of all Forms of Discrimination Against Women was ratified (ETC, 2002).

Of direct relevance to the issue of gender equality is the Equality for Men and Women Act (2003). Apart from being responsible for the setting up of the National Commission for the Promotion of Equality, the law protects workers against discrimination by employers on the basis of sex or family responsibilities. It also stipulates (among other things) that the differential treatment of women and men in terms of work management, promotion, task distribution and working conditions is unlawful (ETC, 2005).

Undoubtedly, a very significant piece of legislation concerning the position of working women and men is the Employment and Industrial Relations Act (Act 22 of 2002), enacted at the end of 2002. This law incorporates revised parts of the two former labour laws that it replaced i.e. the 1952 Conditions of Employment (Regulations) Act and the 1976 Industrial Relations Act and transposes a number of essential features of the EU Social Policy Regime as set out in a number of Directives. Among the numerous issues addressed, this Act aims to deal with the gender pay gap in the labour market by providing for equal remuneration not only for equal work but also for work of equal value (EU Directive 75/111) (Baldacchino, 2003). Part IV of the Employment and Industrial Relations Act of Malta (2002) also provides for protection against discrimination related to employment.

Under Article 27, the law stipulates that:

*'Employees in the same class of employment are entitled to the same rate of remuneration for work of equal value. Provided that an employer and a worker or a union or workers as a result of negotiations for a collective agreement, may agree on different salary scales, annual increments and other conditions of employment that are different for those workers who are employed at different times, where such salary scales have a maximum that is achieved within a specified period of time; and provided further that any distinction between class of employment based on discriminatory treatment otherwise than in accordance with the provisions of this Act or any other law shall be null and of no effect.'*

Article 30 of the law also provides for recourse to the Industrial Tribunal in cases unfair job evaluation resulting in unequal pay for work of equal value. According to the law:

*'A person who alleges that the employer is in breach of, or that the conditions of employment are in breach of [article 27.....], may within three months of the alleged breach, lodge a complaint to the Industrial Tribunal and the Industrial Tribunal shall hear such complaint and carry out any investigations as it shall deem fit. If the Industrial Tribunal is satisfied that the complaint is justified, it may take such measures as it may deem fit including the cancellation of any contract of service or of any clause in a contract or in a collective agreement which is discriminatory and may order the payment of reasonable sums of money as compensation to the aggravated part.'*

However, pay equity laws are not in themselves sufficient to close the gender pay gap. Research conducted by the European Commission evidences, in particular, the complex nature of gender equality and gender gaps in labour markets as multi-faceted social and economic phenomena, including the working of education and training, job classification and wage formation systems as well as social norms and traditions. Specifically, no clear borders exist between composition effects and remuneration effects, while selection effects tend to complicate analysis.

Over the past two decades, the increase in women's accumulated labour market experience and their movement into higher-paying occupations played a major role in increasing women's wages relative to men's. Change in family status, in industry structure and in unionisation also contributed to narrow the gender pay gap, while increasing economic benefits from skills and increasing wage inequality would have, by themselves, widened the pay gap. In addition, the decrease in the pay gap that remains 'unexplained' after controlling for measured differences

between men and women has been a large contributor to the narrowing of the pay gap (Council of Economic Advisors, 1998).

## 2.6 Explaining Gender Differentials in Pay

Despite gender equality and equal pay legislation, disparities in the income of women and men persist. Numerous research attempts tried to establish the factors that determine the unequal earnings of men and women to the detriment of the latter. It is understandably not easy to single out a number of features for policy makers or other concerned authorities to tackle such aspects since a persistent gender pay gap is a multi-faceted issue that baffled politicians, worker representatives, academics and gender equality organisations alike for many years. Pay inequity between women and men is the result of a variety of factors, including:

- women being less qualified,
- occupational sex segregation with women being clustered in certain occupations and economic sectors;
- over-representation of women in lower paid professions (Grimshaw and Rubery, 2001),
- women being mothers (Budig and England 2001),
- concentration of women in part-time employment (Joshi & Paci, 1998) as well as
- occupational discrimination (Harkness, 1996; Joshi & Paci, 1998).

The causes for inequalities in earnings pertain both within and outside the labour market. Many of the hurdles that challenge the achievement of equality relate to both to the occupational as well as the general circumstances of women and men in society. Traditionally women have been the home-makers and carers in the family, and, despite the social and cultural changes we witnessed in the last decades of the 20th century, many still associate the woman primarily with the home rather than with the workplace. As a result, women are still very often regarded as secondary wage earners; as not worth the investment in training and promotions; and as not performing work of equal worth as that of men. Consequently, women occupied lower-paid jobs at the start of their work trajectory and normally found it hard to enhance their earnings along their career path.

## 2.7 Women's Familial Constraints & Their Impact on Labour Market Patterns

### 2.7.1 Constrained to Interrupt their Career

Research by the Economic and Social Research Institute (ESRI, 2000)<sup>14</sup> suggests that approximately three-quarters of the current wage differential between women and men can be explained by variations in their labour market participation in terms of age and experience/length of service.

*'About three quarters of the gap between men's and women's hourly wages can be attributed to the fact that women, under current social and economic structures, typically spend less time in labour market than men and more time as carers in the home'.*

According to ESRI, the average female employee has worked for 12 years in the paid labour market, as against 18 years for the average male. Of the factors influencing the labour market participation levels, the ESRI data show that it is the arrival of children that is a crucial determinant. Many women leave the workplace to look after children and to perform other caring responsibilities. The lack of high-quality, affordable childcare facilities means that in many cases they are left with little choice.

Paparella (2005) confirms this, claiming that both work experience and the length of service are key factors influencing the gender pay gap. Reviewing a number of recent reports carried out in Italy concerning gender pay differentials, he concluded that the persistent gap in earnings between women and men of the same age, with the same education and level of qualifications is due to women taking maternity and childcare leave, working fewer hours and having lower individual bargaining power, along with the absence of a gender mainstreaming policy in the workplace.

Women's periods of absence from paid employment due to maternity leave, care of children and dependents as well as an earlier retirement age leave a significant impact on their seniority level as opposed to that of men who are more likely to have an uninterrupted career. It has been shown (Budig and England, 2001) that both in the US and the UK working women's

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<sup>14</sup> ESRI forms part of the European Foundation for the Improvement of Living and Working Conditions, Ireland

earnings are reduced upon becoming mothers while those of men are either unaffected or increased. Very often women return to a job with lower status and pay after having children. The study reported a wage penalty of about 7% per child which is suffered by young American women although one third of this reduction could be attributed to past work experience and seniority especially if women worked on a part-time basis. The remaining two-thirds, according to the authors, could be due to working mothers being less productive due to tiredness but also to discriminatory practices by employers.

### 2.7.2 Constrained to Reject Opportunities for Extra Income

Due to their particular circumstances especially their family responsibilities, women tend to opt for jobs which enable them to combine their occupational and domestic duties in an effective way. Therefore they tend to be found in jobs which require them to work less overtime; where there is relatively little skill loss and human capital depreciation due to career interruptions (Sweptson, 2002). They also tend to feel compelled to pass opportunities which enable them to earn extra income. Evidence from Canada (in Drolet, 2002) suggests that in high performance work systems (HPWS), workers receive a higher pay due to the wider range of tasks performed as well as because of stronger interpersonal skills. A central feature of HPWS is participation in self-directed work groups which provide an opportunity for participants to earn a higher pay. Women tend to participate less in these work groups. They are also less likely than men to have their pay tied to performance. Parent (1999 in Drolet, 2002) found that women are disadvantaged when it comes to performance based incentives because they are constrained by family responsibilities. The Canadian Workplace and Employee Survey (1999) indicated that although 59% of women worked in firms that offered incentives for supplementary earnings, this did not result in a significant difference in the extra compensation received by men and women (30.1% and 27% respectively).

### 2.7.3 Constrained to Opt for Flexible or Part-Time Work

The gender pay gap is intricately linked to men and women's different patterns of working, both in choices of job, and, in employment participation history, including their concentration in flexible and part-time working (Walby & Olsen, 2002; Warren et al., 2001). While it is acknowledged that there are distinctions between flexible working and part-time working (Parker & Allen, 2001), here they are considered together, since part-time work is viewed as one type of flexible working (Smithson et al., 2004).

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Women are more likely than men to enter the world of work for the first time through part-time employment that is generally paid less than full-time employment – an augmenting trend over the past years. Women are also more likely (than men) to remain in part-time employment for the rest of their working life or for a longer period of time (Meilland, 2002, 2001; Paparella, 2005). The change in organisational culture, specifically the long working hours culture, contributes towards the crowding of women in part-time employment, as many women are *'unable to choose to work full-time because of the open-ended nature of the commitment'* (Grimshaw & Rubery, 2002).

Smithson et al. (2004) established that loss of salary and status was sometimes seen as an acceptable trade-off for flexible working conditions. Besides, as flexible working conditions usually included giving up expectations for promotion, moving to a less 'well paid' job or working fewer hours, there was a clear impact on both current and future salary. However people's 'choices' are shaped by their perception of their options, structured by the socio-economic context, state policies and other social institutions (Dex, 1988; Pfau-Effinger, 1998; Rose, 1994). Women's choices have often been constrained by the need to provide family care. However, men's choices are also constrained by organisational and social assumptions about gender, bread-winning and flexible working.

Part-time work tends to offer lower levels of pay when compared to full-time employment largely due to labour market discrimination rather than to an inferior part-time labour supply. Part-time workers continue to be disadvantaged due to the marginalisation of part-time work within organisations and to the unequal access of part-timers to certain benefits (Grimshaw & Rubery, 2001). Anderson et al. (2001) demonstrate that the difference in pay for women working part-time, compared to women and men working full-time cannot be explained on the basis of human capital variables, suggesting that one possible explanation for this is that employers believe that part-timers give a 'lower return on investment'. In other words, some of the pay gap is attributable to assumptions about part-timers being less productive.

A number of other studies demonstrated that part-timers earn less than full-timers after controlling for human capital and job characteristics (Anderson et al., 2001; Blank, 1990; Paci et al, 1995). This is partly attributable to having fewer prospects for career advancement and restricted access to training (Arulampalam & Booth, 1997). Smithson et al. (2002) suggest that the notion that 'part-timers' and those working flexibly are not promotable is taken as obvious by most labour market participants. The problem of part-timers' lack of promotion opportunities is explicitly linked to notions about part-timers being family- rather than career-oriented.

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Therefore it is not the amount of time and commitment given to the organisation that is considered but their supposedly lack of commitment towards the organisation. In consequence, part-time and flexible workers face discrimination not for the amount or quality of work they produce, but for perceptions of commitment and orientation based on gendered evaluations.

Recio (2001) provides evidence that gender is still an important factor in maintaining lower earnings among part-timers in Spain. He claims that while part-time employment rates are in most cases lower than full-time rates in the same job category, the difference is greater among women than it is for men (17% against 8%). Besides, most women did not choose freely to work part-time but were constrained either by the characteristics of the job or because they could not find full-time employment.

It is noted in a number of studies (Smithson et al., 2004; Stokoe & Smithson, 2001; Stringer & Hopper, 1998) that while researchers and writers of official documents use gender-neutral terms in their reports, very often the gender-neutral talk about flexible working, routinely becomes talk about female workers. Studies demonstrate that most part-time and flexible workers continue to be women. Although it has been suggested (Anderson et al, 2001) that the increase in flexible work may help to reduce the gender pay gap by allowing women to combine working with caring responsibilities more effectively, this has not in fact happened. Flexible work policies do not, in themselves, succeed in increasing gender equity in the workplace (Sirianni & Negrey, 2000; Warren, 2001; Whittock et al., 2002). Indeed, it is argued that they are 'a means of avoiding more basic changes in the relationship between women and men' (Scott, 1999) since they enable women to enter the labour market but still maintain their responsibility for unpaid caring work (den Dulk et al., 1996). Flexible working can therefore lead to increased gender inequity, as women take on lower-paid and part-time work to fit with caring commitments (Jacobs, 1999; Whittock et al., 2002). Tam (1997) notes that 'part-time work constitutes a trap that lowers women's lifetime employment prospects and earning'. Flexibility and part-time working have thus been credited with the ability to widen, and to narrow, the gender pay gap, depending on who is working flexibly, why and how.

Rather than finding ways for women to better manage the 'double shift' of paid work and unpaid work, some approaches aim to change working patterns for both men and women, breaking down the breadwinner/carer dichotomy that underpins the pay gap (Crompton, 1999). Such approaches suggest an increase in flexible and part-time working for men as well as women, together with a corresponding increase in men's contribution to domestic work and

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parenting (Duncan, 1996; O'Reilly & Fagan, 1998). Flexible working needs to be 'normalised' so that people using it are not seen as 'time deviants'.

#### 2.7.4 Inequalities for Life

Not surprisingly, the injustices suffered by women from the time they take up their first job, stay with them not only during their career but also persist into their retirement as, for a number of reasons, women receive a lower pension than men. A study carried out by the Ministry for Social Affairs in France in 2002 demonstrated that women's pension typically stood at 42% of men's. The pensions were calculated by taking into consideration the length of contribution period, the pay level or non-wage income subject to pension contributions, and, the particular pension scheme (France does not have a uniform pension system). The study also found that although the gap tends to narrow with age (women are more likely to receive survivor's benefits) there still remains a significant difference due to the different career paths taken by men and women (Meilland, 2002).

The structural, poverty and social exclusion indicators published by Malta's National Statistics Office in 2002 do not refer directly to pensions. However, comparing the at-risk of poverty rate of men and women by age, it is evident that in Malta, within the 65+ age group, women's rate of at-risk of poverty in 2000 stood 2% higher than that for men while for the EU 15 (1998) it was 5% higher for women. In all new EU Member States (along with Malta), the at-risk of poverty rate for women aged 65+ is higher than men's rate, reflecting women's lower income both outside and inside the labour market when they were younger.



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## **3 Work for Men & Women**

### **3.1 Occupational Segregation**

Occupational segregation, both horizontal and vertical (Hakim, 1979), leads to the concentration of women in certain occupations and this affects their wages in a direct way by limiting them to lower-paid jobs and in an indirect way by excluding them from certain occupations. In Eastern Europe for example, the increase in the wage differentials between men and women, according to a recent UN/ECE report, is largely attributed to the widespread labour market segregation (NCW, 2002).

In the US, various studies have shown that occupational segregation levels exceeded 60% throughout the 20<sup>th</sup> century. It was only in the 1970's that it started to decline although it remains significant (Blau et al, 2002). Research suggests (Beeghley, 1996; Blau et al, 2002) that since the 1970's the proportion of women increased in many occupations especially in those that offer high status and pay. As a result, presently women are less segregated from men than they were in the past. However, despite these shifts, occupational segregation persists.

Women tend to be concentrated in certain occupational sectors performing particular jobs (horizontal segregation) that tend to offer lower financial rewards than those dominated by men. They also tend to have less access to higher status and more financially rewarding jobs (vertical segregation) even within female-dominated fields. They are also less likely to occupy positions that offer opportunities for extra pay through overtime, merit and seniority. Women tend to concentrate in the public sector especially in the health and educational sectors as well as in clerical, cleaning and sales occupations. Research also suggests that many of these occupations are a replication of some aspect of women's traditional role of home-makers (Coyle & Skinner, 1998; Crompton & Sanderson, 1990; Deguara, 2002; Swepston, 2002). Drolet (2002) argues that the concentration of women in particular occupations, companies or sectors has a negative impact on women's earnings. Jobs and sectors that are traditionally female-dominated tend to offer lower earnings than those dominated by men. However, the Canadian studies she reviews do not provide a conclusive measure as to the proportion of the gender pay gap which can be explained by job segregation.

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Bergmann's (1974, in Blau et al, 2002) overcrowding model links occupational segregation with occupational discrimination. She argues that regardless of the reasons behind occupational segregation (such as personal choice or social pressure), this may result in lower earnings for women. Women tend to overcrowd in female occupations either out of preference or because they have no alternative, but there is evidence that female overcrowding lowers wages. This occurs especially when supply is much bigger than the demand for such jobs. Nevertheless, the overcrowding model does not explain why women are attracted to these jobs and why employers tend to discriminate against women in certain occupations and not in others.

While occupations with a strong female concentration tend to offer lower rates of pay for both women and men, men's earnings in these female-dominated camps still tend to be higher (Dimas & Almunia, 2004). Tam (1997 in Tomaskovic-Devey & Skaggs, 2002) suggested that occupational sex composition does not determine wage differentials since these are largely due to the devaluation of women's work and to the lower investment of women in human capital. However, Tomaskovic-Devey and Skaggs' study established that sex composition does affect earnings, albeit this does not happen in a direct manner and the influence is not highly significant. The impact of sex composition on women's and men's income is largely the result of a lower access to extensive training to women occupying posts in traditionally female sectors.

Furthermore, although occupational segregation normally results in a low female-male earnings ratio, this may not always be the case. In cases where women's earnings are relatively high in female-dominated fields, women may prefer to remain in these jobs rather than enter a traditionally male field. This would result in a high level of occupational segregation but a relatively high earnings ratio. Such is a feature of countries that have strong union policies, tending to compress the overall wage structure as is the case of Sweden or where 'comparable worth' policies have been implemented (Blau et al, 2002).

Apart from concentrating in 'women's' jobs, women are under-represented in higher paid jobs in virtually every country. Despite the legal provisions that exist in many countries, gender inequalities remain in access opportunities to posts that carry higher responsibilities and rewards (Meilland, 2002, 2001). Men are not only over-represented in sectors and occupations that offer higher financial rewards, but are more likely to hold supervisory positions within these sectors and occupations. Women are less likely to occupy supervisory positions in all EU countries where data are available (Dimas & Almunia, 2004).

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This is also the case where women have a relatively higher level of education, as already shown (Swepston, 2002). In the US, although more women than men fall within the professional camp, there are more men working in the higher and more financially rewarding professions (such as law, medicine and engineering) while women tend to be employed in the lower paid fields such as school teaching and nursing (Blau et al, 2002).

The persistence of occupational segregation and consequently of gender pay inequalities may be the result of a number of factors that include:

- men and women occupying similar posts but employed by different companies e.g. fine restaurants tend to employ waiters who are well paid while casual diners are more likely to employ low paid waitresses;
- men and women occupying similar posts within different industries e.g. women are more likely to work in the textiles sector where pay is low, while men are more likely to work in the petroleum industry, which pays higher wages;
- within a company men and women may appear to have similar jobs but they may not have the same degree of authority and responsibilities (Reskin and Padavic, 1994 in Beeghley, 1996).

A different approach to explaining occupational segregation is the dual labour market theory developed by Doeringer and Piore (1971 in Blau et al, 2002), suggesting that the labour market is divided into two segments. One segment consists of primary jobs that are highly skilled, well paid, offer high levels of security and promotion as well as training opportunities. Workers occupying such posts are also more likely to be unionised. On the contrary, secondary jobs are less skilled, offer lower pay, less training and promotion opportunities and feature high rates of labour turnover, with low levels of unionisation. Women, together with other disadvantaged groups (such as people from ethnic minorities) are more likely to concentrate within the secondary segment. Radical feminists such as Hartmann (1976 in Blau et al, 2002) argue that labour market segmentation is beneficial not only to capitalists (who are also mostly men) but also to patriarchy. Males in general benefit from keeping women segregated in low paying and insecure jobs.

### **3.2 Pay Structures**

Within occupations, enterprises or sectors, gendered differences feature in pay structures even though these are not always obvious. Furthermore, in certain countries, especially in agriculture, gendered pay rates are still evident and in some countries, different productivity rates are still established for women and men (Swepston, 2002).

Inequality in earnings between men and women may be influenced by the pay structure depending on:

- The form of payment system: Many payment systems allow for a range of earnings beyond the basic pay stipulated in the pay scheme such as through overtime, seniority or merit. Such systems very often tend to disguise the real differences in earnings;
- The size and ranking of pay differentials across sectors, industries and occupations (the wider the pay dispersion, the wider the gender pay gap);
- The system used to grade and evaluate jobs (Swepston, 2002).

The ILO Convention as well as European treaty law define remuneration as *'the ordinary, basic or minimum wage or salary and any additional emoluments whatsoever payable directly or indirectly, whether in cash or in kind, by the employer to the worker and arising out of the worker's employment'*. This definition presents a central challenge and a significant contention in considering gender pay gap. Any additional payments such as travel, housing allowances, uniforms and other fringe benefits that an employer gives to an employee in addition to the established basic income are incorporated within the definition. It is these 'additional' payments that lead to pay differentials between men and women (Swepston, 2002). One does not expect all payments between men and women to be completely the same since this would lead to inefficient pay structures. Indeed, Swepston (2002) suggests that while the payment of bonuses or any other supplementary earnings to reward characteristics such as seniority, merit or productivity are encourageable, often, decisions related to such payments are influenced, directly or indirectly, by gender.

Swepston (2002) argues that centralised wage structures that offer a wide field of comparison seem to provide the best guarantee against gender discrimination in pay. Indeed, those countries that have a centralized wage-fixing system tend to have narrower discrepancies in earnings between men and women regardless of whether they are established through regulation or collective bargaining. On the contrary, fragmented pay structures as well as those characterised by wide disparities in wage bands tend to provide more opportunity for sex bias to occur. Therefore, where there are strong tendencies towards decentralization of wage fixing, it is even more important for minimum wage protection to be maintained.

### **3.3 Jobs, Gender & Discrimination**

#### 3.3.1 Gendered Evaluation of Jobs

Although different pay rates for men and women occupying a similar grade and doing similar work have largely been abolished (at least on paper), gender neutral job classification and evaluation still present a challenge for policy makers, trade unions and employers alike. Since women and men do not always perform similar jobs, this may give rise to a gendered evaluation of jobs resulting in women's jobs or skills being under-evaluated (Smith, 2003; NCW, 2002). In spite of the legal provisions protecting women's right to receive equal pay not only for equal work but also for work of equal value, women's work is still valued differently from that performed by men perhaps because it is 'women's work'. For example, in countries where the majority of doctors are male, a doctor's salary is at the higher end of the incomes scale whereas in Estonia where the majority of doctors are female, doctors' incomes are closer to the average (Barr & Boyle, 2001). However, the gendering of jobs is often latent as a result of the constraints presented by law.

The institutionalisation of gendered beliefs is manifest in the norms and practices of public settings such as work organisations, bearing important implications for gender inequality (Ridgeway & Correll, 2004). Acker (1990, 1992) argues that within work organisations, employers have a crucial role in gendering jobs. Employers very often have the worker's gender in mind when they create, design, decide the way work is to be done and organised, and, set pay levels. Jobs that are essentially gender-neutral become gendered when they are performed and evaluated.

Employers' devaluation of women's work depends on the conscious and unconscious sex stereotypes that both employees and employers take with them to the workplace (Payne, 2003). Skuratowicz and Hunter (2004) argue that gendered jobs are perpetuated as such because gender is embedded in organisational assumptions and practices. Inbuilt in every occupation is a set of attributes and characteristics that also tend to gender it. For example patience, a caring attitude towards children, gentleness and creativity are all desirable characteristics for a primary school teacher or kindergarten assistant, meaning that such occupations are usually associated with women. The traits very often attributed to female workers such as dexterity, care and the ability to handle emotional situations are given a lower value than those characteristics normally attributed to men (Swepston, 2002). This is reflected in wage systems that traditionally tended to measure only the physical and mental aspects of

work and did not take into consideration factors such as caring or working with people. Support work and non-managerial work that often women carry out, has also been traditionally undervalued or completely ignored. Yet, in some countries, new approaches were developed to carry out gender-neutral job evaluation taking into consideration not only mental and physical aspects but also human relations skills as well as emotional aspects (Swepston, 2002).

Although in many countries law permits victims of pay discrimination to seek justice, such cases are generally not numerous. Nevertheless, there were situations where women felt that their pay was unfairly evaluated and sought redress. Recio (2001) relates to a number of court cases in Spain where women succeeded in demonstrating that their jobs were evaluated differently from men's jobs.

In the UK, female sewing machinists in the furniture sector succeeded in winning a court case in which they argued that they should be paid as much as male upholsterers. In another instance, women packers were granted a higher wage similar to that of male labourers while a cook managed to persuade the legal authorities to grant her equal pay to that of a joiner or a painter (NCW, 2002). Darmanin (2000) accounts for how the number of cases presented by women claiming that their jobs were devalued in the UK, decreased over recent years.

Contrastingly, a review of the decisions taken by the Industrial Tribunal in Malta between 2003 and 2005 indicates that none of the cases was concerned with gender pay discrimination. Nevertheless, this does not necessarily imply that all women in Malta are receiving equal pay for equal work. Court cases may be uncommon for a number of reasons, such as the difficulty to prove discrimination, the length of court proceedings or fear of losing one's job. Another discouraging factor may be the fact that the Industrial Tribunal is (in almost all cases) presided and constituted by men.

In avoiding gender discrimination in pay systems, it is essential for the appropriate methods and procedures to be established for the measurement of the relative value of jobs with varying content to be carried out. The application of this concept is referred to as 'comparable worth' (Swepston, 2002). In many job evaluation systems, job descriptions are often used as the basis of evaluation. However, more often, systems compare jobs against a number of pre-selected characteristics such as skill, effort, responsibility and working conditions and base their evaluation on pre-prepared job descriptions (Swepston, 2002).

A study of the EU 15 and Norway (Soumeli & Nergaard, 2002) shows that many of the countries are addressing job evaluation and the assessment of the quality of existing

classification systems, albeit in different ways. Overall, such schemes seem to be regarded by both trade unions and labour market/gender equality authorities as effective tools against gender pay discrimination. At the same time, there are problems associated with the introduction and implementation of such schemes. One challenge in the implementation of job evaluation schemes is that they may be both time consuming and expensive in terms of wage adjustments particularly in times of low nominal wage increases. Darmanin (2000) points to the importance of being vigilant about those who are involved in evaluation schemes. It is essential for the persons involved in such work to be adequately trained so that there is a true understanding of pay discrimination and a conviction that it needs to be abolished (Swepston, 2002).

Among the challenges presented by job evaluation schemes is the extent to which it is possible to compare jobs that fall in different bargaining areas such as blue- and white-collar occupations. Related to this is the issue of how to compare very different jobs using common and objective criteria. Then there is the market value that calls for contention since men and women are not equally represented in the public and private sectors of the economy. In many countries, men are more likely to be working in the private sector, justifying higher earnings through market factors (Soumeli & Nergaard, 2002).

Darmanin (2000) also outlines a number of factors that legislators should not overlook since they may give rise to abuse or may otherwise render the system ineffective. For instance, there may be situations where a few token men are engaged in the same activity as women (e.g. sub-contracted cleaners). In such cases, it is to these that women will be compared and not to higher paid males. It may also be the case that when a comparison has to be made between two jobs, the wrong comparator is chosen. In some cases, as in small businesses there may be nobody to compare with although the EU allows for comparison to be made with employees in other firms. Furthermore, Darmanin questions whether comparisons always have to be made with a worker of the opposite sex, such as part-time women compared to full-time women or men. Swepston (2002) believes that gender pay equality is best achieved through an overall, objective, wage rationalisation process in order to address the limitations of conducting a comparable worth exercise between men and women.

### 3.3.2 Gendered Pay Expectations and their Influence on Job Evaluation

Apart from the practical challenges faced in job evaluation and classification, there are also psychological and cultural issues involved (Ridgeway & Correll, 2004, 2001). The devaluation of women's activities and roles is well ingrained in different cultures and religions to the extent that they come to be viewed as natural and normal. Gendered beliefs have a hierarchical element of status inequality. As a result, men are traditionally regarded as being more competent and better at doing the things that 'count most' while women are considered as 'nicer' but less competent although they perform better at communal activities (even if these are attributed a lower value). Although alternative beliefs also exist in society, the hegemonic beliefs leave a much more significant impact, very often leading to a self-fulfilling prophecy. From a very young age, boys and girls are brought up with different expectations. Girls get used to expect less for the same level of performance and to work harder than boys in order to prove themselves. According to expectation states theory, these gender beliefs about men's greater competence and status, unconsciously shape the expectations that participants themselves have of their own competence and performance (Ridgeway & Correll, 2004, 2001).

There have been some studies focusing on the premise that gender pay differentials may partly be attributed to the differences in the pay expectations of men and women. Heckert (2002) refers to a number of studies that based their research on the model developed by Major and Konar (1984) or on any of the variables contained in the model. Major and Konar's model included five factors that are linked to gender differences in estimated salaries:

- differences in career paths (e.g. highest degree envisaged; years in full-time employment);
- one's perceived job input (e.g. performance expectations; attributions of performance);
- objective job inputs (e.g. qualifications for the post as well as actual job performance);
- estimated pay for comparison with others (i.e. the perceived pay of other persons in a similar occupation);
- importance given to different job characteristics (e.g. salary, job security, whether the job is interesting).

Reviewing the various research findings, Heckert (2002) concludes that although among job characteristics, the career path and job input variables may be important in explaining different pay expectations by men and women especially at career peak, the most salient feature appears to be the perceived salary earned by others in the same job. This is especially useful



in explaining gender differences in pay estimates particularly at career entry. However, Heckert feels that this evidence is still inconclusive considering that only one study that included all the components of the model was carried out on a diverse group of college majors – with data gathered from only one university.

From her own research on a sample of 371 undergraduates from 50 different majors at a US university, Heckert (2002) confirmed that women's estimated earnings were significantly lower than those of men both at starting point and at career peak, although the differences at career peak were greater. As expected, women gave more importance to job characteristics that accommodated family life better as well as to pleasant working conditions. There were no significant differences regarding women and men's ratings of the importance of pay or job facets related to promotions and job perks. Neither was there much difference in the estimated number of years of full-time employment, on degree expectations as well as on self-ratings for job inputs. The study revealed that on its own, comparison others' pay was sufficient to explain gender differences in pay expectations both at entry and at peak. When this variable was removed from the analysis, gender differences in estimated starting salaries could be attributed mostly to different career paths. At career peak, gender differences in estimated pay was significantly reduced by differences in career paths, importance to job characteristics and job inputs.

Further research is required into why women estimate lower salaries than men for others in similar occupations. One explanation could be their awareness of gender pay differentials. Furthermore, women may anticipate lower earnings both at the start and peak of their careers because they probably recognise that they will be 'penalised' for interrupting their career to have children as well as for having jobs that are more family friendly. Considering the fact that gendered pay estimates are linked to actual gendered earnings, it could be that the pay differential stems from a 'perpetuation of the status quo' (Heckert, 2002).

Heckert also affirms, as established in other studies, that jobs that feature a lesser pay attract women (contrasting against better-paid jobs that typically attract men). Yet the reasons for choices call for more research, possibly establishing whether there is a link between such choices, gendered socialisation and learned expectations as the expectation states theory (in Ridegeway and Correll, 2004) seems to suggest.

### 3.3.3 Nice Girls Don't Ask

As the above research findings show, there are both conscious and subconscious biases that contribute to the gender pay gap. Babcock et al (2003) refer to three separate studies that revealed another subtle source of pay inequality – possibly a direct consequence of women's lower estimation of their work. According to Babcock et al (2003) women do not get what they deserve because they do not ask for it. Unlike women, men tend to negotiate better deals than they are originally offered. One study compared male and female MBA graduates and found that the average initial salary for males was almost \$4,000 higher than the average for females because most of the women had accepted their employers' initial offer. Unlike women, 57% of men (or eight times as many as women) had asked for a higher remuneration and consequently got a better salary. Similar conclusions were reached by two other studies, one in the form of a lab experiment and another large-scale study on the internet. Both studies revealed the greater likelihood for men to negotiate for themselves successfully.

Babcock et al (2003) suggest that this could be the result of socialisation where girls are taught to think of others first before considering their own interests. Women tend to believe that they will be rewarded for working hard and doing a good job. Another reason could be that women may be discouraged from negotiating because those who show assertiveness and ambition often acquire a reputation as 'bitchy' or 'pushy' with rebounding effects.

### 3.3.4 Differences in Human Capital Vs Occupational Discrimination

Women's concentration in certain sectors and occupations as well as the issue of women's persistent lower earnings may well be attributed to occupational discrimination. However, there are divergent interpretations as to what constitutes discrimination (Recio, 2001). From a neo-classical economic perspective, the idea of discrimination only refers to situations that cannot be justified by objective factors such as level of education, work experience, type of occupation and economic sector. Therefore, where women have a lower level of formal education, lower qualifications, less work experience and seniority and are frequently found working in low-paying sectors, the pay differential is justified. However, this still only explains about half the pay gap (Blau et al, 2002).

From a different perspective, the differences in the earnings of men and women reflect the widespread labour market discrimination suffered by women. From this point of view, women receive lower wages than men not because they are less productive or less skilled but because

they are women. Workplaces that are female-dominated offer lower financial rewards because it is women who make up most of the workforce. Women are underrepresented in posts that carry more responsibility and higher pay not because of some inherent limitation on their part but because of barriers and limitations imposed by men. Indeed, there is a high proportion of females among professionals and technicians but very few of them reach high level positions when compared to men, explaining the persistence of the pay gap in the public sector where women with the highest qualifications are largely employed. At the same time among professionals with high qualifications in the public sector the gap is not as wide as it is for those in the private sector. This indicates that despite the anti-discrimination legislation and the higher level of education among women, discriminatory practices still prevail. This approach also considers the concentration of women in temporary and part-time employment as a reflection of discriminatory practices (Blau et al, 2002).

Within economics literature both approaches have made significant contributions to explaining gender wage differentials, with such works calling for a holistic consideration. Taken together these research works give a more holistic understanding of why women's and men's earnings continue to be differentiated.

Supply-side explanations, in line with human capital theory, argue that women come to the labour market with different tastes, expectations, qualifications and experience. For example, women may be more willing to accept repetitive work while men are more likely to accept a dangerous job. Women are also less likely to invest in training, job search and formal education. However, societal discrimination (like social attitudes and cultural expectations tied with women's traditional gender role) often influence women in making job choices. Nevertheless, since the impact of our social environment can be neither denied nor quantified, it is difficult to determine whether women's choices are voluntary or constrained. Moreover, while women's lesser experience, their career interruptions and job tenure have a significant impact on pay differentials, it is more difficult to explain the gap by gender disparity in qualifications. This is evident when one takes into consideration that women are as equally qualified as men, still earn less than their male counterparts (Blau et al, 2002).

Another important factor is that human capital is not always a question of choice. Women may have less access to on-the-job training than men due to employer discrimination. Regardless of whether social pressure has a significant impact on what women take with them to the labour market, societal discrimination is different from occupational discrimination, calling for redress by policy makers in different ways. Labour market discrimination affects women's economic

status directly, producing pay disparities that cannot be justified by differences in either productivity or human capital (Blau et al, 2002).

Blau et al (2002) cite various studies that suggest that occupational discrimination exists. This is further reinforced by evidence coming from employment discrimination court cases. Research findings evidence that pay differences between women and men exist, beyond any justification through qualifications. The problem lies with estimating the degree of discrimination. The ESRI (2000) suggests that the 'unexplained' wage gap is sometimes treated as a base for measuring the so-called 'discrimination index' that is a calculation of the level of wage discrimination existing between men and women of equal experience, who, by law, should receive equal pay for work of equal value. While the 'discrimination index' was 15% in 1987, by 1997 it had fallen to about 5%. Walby and Olsen (2002) also found that sex discrimination was the largest component of the gender pay gap (29% in their analysis).

The direct effects of labour market discrimination may explain more than half the pay gap. It is true that women's preference may play a role in different occupational choices and as already suggested, it is not always easy to distinguish between preference and discrimination. However, evidence points to institutional barriers that exclude women from certain positions or hindering them from being promoted, solely on the basis of gender. Research also supports the existence of discriminatory practices in access to on-the-job training. A study of countries in Central and Eastern Europe (Rangelova, 2002) found that although in these countries part of the gap stems from labour market segmentation, most of the differences are due to overt or covert discrimination practices.

### 3.3.5 Models of Discrimination

In economics literature, a number of models were developed attempting to explain gender disparities in pay as a consequence of discrimination and why they have persisted. Empirical research, nevertheless, failed to determine which model is closest to labour market realities. These models are not mutually exclusive and each offers a valuable insight into occupational discriminatory practices. Moreover, such models of discrimination aim to explain that part of the pay gap that cannot be otherwise explained by gender differences in human capital. Therefore it is assumed in these explanations that men and women are equally qualified and equally productive (Blau et al, 2002).

Developed by Becker (1973 in Blau et al, 2002), one such model assumes that employers as well as co-workers and customers (all of whom are typically men) may all have a taste for discrimination. This model argues that:

- male employers would not hire women to perform certain tasks that are not deemed appropriate for women;
- male workers may agree to work with women in subordinate positions but not in similar or superior ones; and
- customers who have no problems with buying clothes from a female sales assistant may think twice before buying a car from a woman or hiring her as an attorney.

One important implication of this model is that even if employers themselves are not sexist, their profit motive may drive them to discriminate against women if their male employees and customers have such tastes. In engaging women, such employers offer low status and lesser paying jobs because women can be a threat to male employees and are less desirable to customers. Therefore, women are 'worth less'.

Another model developed by Phelps (1972 in Blau et al, 2002) focuses on statistical discrimination whereby discriminatory practices are the result of employer decisions made on the basis of group averages. Employers may decide not to employ, promote or train a woman on the information that the average woman is less productive and scores less in job stability. As a result, individual women may suffer discrimination even if they do not fit the stereotypical average. Such discrimination, nevertheless, may lead to a self-fulfilling prophecy – a woman who is not given the same opportunities as men, is more likely to leave her job and the employer's perception will be confirmed. The authors, indeed, refer to research showing that when women are offered the same incentives as their male counterparts, their turnover patterns are similar to those of men.

### **3.4 Fighting Occupational Discrimination**

One problem with discrimination is that it is very often subtle, at times even unconscious. As a result discriminatory practices are difficult to document, let alone remove. Women may be denied equality of treatment due to existing stereotypes about their qualifications, abilities, commitment to the job and personal traits. In business circles, women are believed to make men uncomfortable, to have difficulties with reconciling work and family demands and to be

less internationally mobile than men. There is also the perception that men make better bosses (Blau et al, 2002). Furthermore, these stereotypes are very often embraced by women themselves, rendering occupational discrimination altogether more difficult to address.

An additional obstacle that hinders the effective addressing of occupational discrimination is its lack of recognition or the refusal to acknowledge its practice not only by employers but also by trade unions. People consistently assert that there are no gender pay differences within their organisation, and are shocked when this assumption is shown to be false (Equal Opportunities Commission, 2002). In Italy, Paparella (2005) reports that both employers and trade unions do not prioritise pay inequality adequately. They are apparently reassured that the law, together with national sectoral collective agreements, provide enough protection against gender inequality or discrimination. In reality, however, this is not the case and pay differentials are far from absent. Furthermore, many employers tend to negotiate pay conditions that do not fit within the boundaries set out in the collective agreements.

Reviewing the situation of gender pay equity in the EU 15 and Norway, Soumeli and Nergaard (2002) report that although in theory, employers' organisations support equal opportunities and favour gender pay equity, in practice, little is the action taken to ensure that these principles are implemented. In most of the countries examined, employers' organisations did not consider it necessary to take action related to gender pay policy. Apparently, the general stand is that the persistent difference in the earnings of men and women is not the result of sex discrimination but stems from the objective realities of men and women in the labour market. In line with human capital theory, the predominating view among employers in Europe is that women and men do not behave similarly in the labour market and related areas. For example, employers believe that women tend to invest less in training and education, job search, job mobility and to make different career choices, thereby justifying differences in earnings.

These findings certainly do not imply a general picture across Europe as a homogenous block. In specific countries (as is Luxembourg) gender issues are given a high priority by employers, and, with the exception of Greece, in all other countries examined, gender pay issues are addressed albeit in an indirect way. In certain cases, more can be done particularly where collective bargaining is concerned – as evidenced by the 16 European country study (Soumeli & Nergaard's, 2002) establishing that gender pay equity is not a central feature in collective bargaining. Indeed, this lack of prioritisation is considered, to a certain extent, within the perimeter of politics and the law rather than as a matter that can be solved through negotiation. Furthermore, since pay inequalities are often attributed to the positional

differences of men and women in the labour market in the course of their career, this is perceived as too big an issue to be solved by means of collective bargaining.

A further problem with trade unions when it comes to address gender issues is the lack of female representation both at membership as well as at executive levels. International and local studies (Blau et al, 2002; Deguara, 2002, Mallia, 1997) established that male-dominated trade unions are less likely to consider women's disadvantaged position in the labour market as a priority. Such assertion also poses additional challenges for European mainstreaming policies to be fully implemented (Paparella, 2005).

### **3.5 Workplace Characteristics**

A study that sought to examine the impact of the characteristics of the workplace on the gender pay gap along with worker attributes is that of Drolet (2002) in Canada. The study used data from the Workplace and Employee Survey (1999) covering a wide range of characteristics related to the workplace including human resource practices, workplace performance, business strategies, technology use and innovation, as well as those related to the worker such as education and experience. It is claimed that in Canada, this is the first study that examined gender pay differentials within the context of workplace characteristics, particularly in respect to the role played by factors such as:

- foreign ownership;
- proportion of part-time workers;
- high performance work practices;
- non-profit organisations;
- training expenditure and
- coincidence needs or family-friendly measures.

The study related to a sample of more than 24,000 responding employees from almost 9,000 private sector non-agricultural workplaces. It revealed that worker characteristics like education, qualifications and experience, accounted for only one-fourth of the gender pay gap. When industry and occupation are included, the explained component within the gender pay gap rises to 58.5%. This research points to the important contribution played by the distribution patterns of men and women in different occupations and industries. Women's concentration in low-paying jobs accounts for 33.8% of the wage gap.

The same study established that workplace characteristics play an even more important role than worker characteristics in explaining the wage gap. Estimates involving worker and workplace characteristics (but excluding industry and occupation) revealed that employee characteristics account for 10.8% while those of the employer/workplace account for 27.9% of the wage differential. These aspects suggest that workplace characteristics are a significant determining force in income differentials. Drolet (2002) also points at the most important factors that bear a significant role in explaining the gender wage gap:

- part-time employment rate and (more significantly)
- the distribution of men and women across the different industries and occupations.

These 'new' workplace variables together further contribute to the gap, although individual contribution is relatively small. When occupation and industry were included in the model, the results obtained were 18.6 % and 42.6% respectively (Drolet, 2002), rounding the total explained component of the pay differentials to 61.2%. This shows that despite the addition of a wide range of workplace variables, 38.8% of the gender pay gap remains unaccountable.

Drolet (2002) also established that women are more likely than men to be employed by non-profit making organisations – entities that generally tend to pay lower wages to their managers, sales and clerical staff even if they are highly qualified. This may in part be due to the lower levels of unionisation featuring within such entities as well as higher proportions of part-time workers. However, despite these indications, there seems to be no significant correlation between earnings and non-profit-making organisations. Drolet (2002) maintains that such aspects explain only 1.3% of the gender pay gap.

Also relatively insignificant is firm ownership: Drolet (2002) refers to a study by Aitkens et al. (1996) suggesting that after accounting to firm size, differences in pay differentials related to foreign ownership remained. These could possibly be attributed to productivity differences in access to financial assets, technology, innovation as well as to lower rates of turnover and greater human capital development. Furthermore, the Canadian Workplace and Employee Survey (1999) indicated that foreign ownership is apparently linked to a wage bonus for men but not for women. As a variable, this characteristic explained a negligible proportion of wage differentials.



## **3.6 Future Directions?**

In a male-dominated society, men feature authority in all aspects of social life including the world of work. Occupying the top posts and the best paying jobs, men organise and manage work, selecting and shaping productive activities, associated methods and human resources, exercising control on the conditions of work. Men determine how jobs are evaluated and paid, whilst exercising authority in the design, implementation and enforcement of laws.

Industrial Tribunals largely feature men, as is the case of the majority of trade union officials – who in turn are less likely to put women’s issues at the top of their agenda. Thus, despite a general apparent consensus on the principle of equal pay between men and women, in reality society exercises otherwise – women still earn a fraction of men’s pay even for similar work. Pay parity is thus a challenging goal to achieve considering that the various measures implemented so far managed to achieve partial success, leaving significant room for further work.

### **3.6.1 Role of Social Partners**

Comparative research in European countries (Soumeli & Nergaard, 2002) suggests that the social partners and the national authorities are still working on measures to combat gender pay inequality other than through legislation. Nevertheless, in many European countries, there is little (if any) co-operation between the social partners to address the gender pay gap. In most cases cooperative initiatives deal with matters of pay indirectly through other policy initiatives such as increasing the participation of women in the labour market (Soumeli & Nergaard, 2002).

In countries like Austria, Belgium, Greece, Ireland, Luxembourg and Spain, this co-operation is practically absent or is limited to activities of minor importance, exemplified by the setting up of study groups and the provision of training courses. In other countries, co-operation is still limited but more developed – as is the case of the UK, Germany, Italy, Norway and Sweden. Co-operative initiatives between the social partners in Denmark, Finland, France, the Netherlands and Portugal feature a significant level of development. For example, in France, the social partners embarked on a joint effort to publish a guidebook for collective bargaining purposes. Similarly in the Netherlands, the social partners together developed an instrument for the implementation, application and evaluation of pay systems (Soumeli & Nergaard, 2002).

Employers' associations in a number of countries introduced some initiatives in support of gender equality in earnings. Nevertheless, such initiatives are fragmented or of an isolated nature or else forming part of a joint initiative with the government or with trade unions. Trade unions seem to be more conscious than employers of the need to tackle the persistent pay gap. Indeed, in most of the 16 European countries reviewed (Soumeli & Nergaard, 2002) trade unions are addressing the problem. Across all countries, the measures taken by trade unions to achieve greater pay equity were somewhat similar (Soumeli and Nergaard, 2002), involving:

- actions to increase public awareness;
- research to identify the causes and practices of discrimination;
- exchanges of views and information and co-operation in the formulation of measures to tackle discrimination;
- implementation of procedures to combat gender discrimination, and
- training.

### 3.6.2 Planning Ahead – Malta's National Action Plan

Despite the optimistic situation projected by the EU's employment strategies and guidelines prevailing in member states, the National Action Plans (NAPs) of many Member States do not feature gender pay equity as a central aspect. A review of a number of NAPs for 2000 and 2001 reveals that in certain countries, pay equity does not feature at all, while other countries' NAPs (Belgium, Denmark, Ireland, the Netherlands and the UK) give pay equity more importance, specifying a number of initiatives aimed at tackling the pay gap (Soumeli & Nergaard, 2002).

As a young member of the European Union, Malta presented its first National Action Plan on Employment (NAP) (ETC, 2004) and the National Reform Programme (NRP) (MEU, 2005)<sup>15</sup>. This exercise forms part of the European Employment Strategy that outlines a series of guidelines for Member States to follow as they strive to attain the objectives set out in the

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<sup>15</sup> The Management Efficiency Unit (MEU) was the coordinating body of the National Reform Programme – Malta's strategy for growth and jobs for the period 2005-2008. The NRP replaced the NAP following a revision of the Lisbon targets by the European Commission. The focus is now on growth and employment, reliant on 24 guidelines.

Lisbon Agenda. Malta's NAP sets out both long-term goals to be reached by 2010 as well as a number of measures to be implemented by 2006.

The 6<sup>th</sup> employment guideline on which Malta's NAP is based deals with gender equality and requires Member States to strive

*'... through an integrated approach combining gender mainstreaming and specific policy actions, [to] encourage female labour market participation and achieve a substantial reduction in gender gaps in employment rates, unemployment rates and pay by 2010. The role of the social partners is crucial in this respect. In particular, with a view to its elimination, policies will aim to achieve by 2010 a substantial reduction in the gender pay gap in each Member State, through a multi-faceted approach addressing the underlying factors of the gender pay gap, including sectoral and occupational segregation, education and training, job classification and pay systems, awareness raising and transparency.*

*Particular attention will be given to reconciling work and private life, notably through the provision of care services for children and other dependents, encouraging the sharing of family and professional responsibilities and facilitating return to work after a period of absence. Member States should remove disincentives to female labour market participation and strive, taking into account the demand for childcare facilities and in line with national patterns of childcare provision, to provide childcare by 2010 to at least 90% of children between three years old and the mandatory school age and at least 33% of children under three years of age'.*

The NAP recognises the gap that prevails in women's and men's earnings in Malta, although it considers it to be relatively low at 10% (or six percentage points below the EU 15 average). It also acknowledges the persistence of both horizontal and vertical occupational segregation. However, Malta's NAP considers the low rates in women's employment and self-employment as more pressing issues – reacting to alarmingly low female participation rate in the Maltese labour market. Malta's NAP also attempts to address the acknowledged restricted availability of regulated and affordable childcare facilities – a feature that challenges young mothers who are willing to work.

The NAP's and NRP's response to the present labour market situation reflects the Government's concern with the wider picture of gender discrepancies in the labour market. Consequently, there are no specific measures that directly address the gender pay gap. This position assumes equal earnings among men and women will be the result once women face the same

opportunities to join the labour market as men – competing for opportunities on an equal footing, without having to interrupt their career for childcare responsibilities.

Among the concrete goals set out by the Government, Malta's NAP sets a female employment rate of 40.7% by 2010, while establishing the employment rate of older workers at 35% (up by 2.4 percentage points). By 2010, Government is committed to encourage an increase, especially among employers, in the availability of childcare provision by 1,800 places for children under three.

The NAP and NRP also set out details concerning specific measures planned (or are already in operation), intended to encourage women to remain within, or return to the labour market. Initiatives within these objectives include those that encourage women not only in seeking work in traditional female fields but also in traditionally male-dominated areas, attempting to redress occupational segregation in Malta. Such initiatives include incentives that encourage women to work whilst benefiting from tax reductions. Other measures aim at enabling more women to effectively balance work and family obligations. Nevertheless, Malta's NAP sets targets that are still well below those set by the EU, albeit probably more realistic.

While Malta's NAP sets out a number of positive initiatives to attract more women to the labour market, a number of challenges remain relatively unaddressed, possibly undermining the potential of strategies set out in the same NAP. Maltese society places an onus of homemaking and childcare on women, with gender roles at home remaining largely traditional. A prevailing lack of childcare facilities challenge mothers in their considerations for participation in the labour market. Women with older children still face childcare challenges during school holidays and after school hours. Moreover, women engaged in work within the private sector are seldom entitled (if any) to parental leave or to flexible or reduced working hours (ETC, 2005). Camilleri-Cassar (2005) asserts that Malta faces a paradoxical situation whereby the government's gender mainstreaming policies conflict with the prevailing traditional male breadwinner model, which, in turn is constantly reinforced not only by informal cultural elements and the Church but also by politicians themselves.

Furthermore, while planning and design are an essential aspect of policy-making, it is the implementation phase that produces results. Recognised are the numerous training programmes that the Employment & Training Corporation organised, along with the remarkable gender awareness campaigns, gender-related projects and publications, albeit a number of initiatives remain pending implementation. Such is the case of two projects directly related to

gender pay equality, forming part of the Corporation's Gender Equality Action Plan (2003-2004):

- Pay Equity at Work project, meant to involve a training course for Human Resources personnel on establishing pay equity and
- Job Evaluation Tool which was meant to help employers ensure that workers, regardless of sex, receive equal pay for work of equal value (ETC, 2002).

### 3.6.3 Initial Recommendations

It is evident that gender pay inequalities stem from a wide range of factors, with no single or simple solution that can address such challenges. However, there are indications that the biggest challenges lie in attracting more women to the labour market and in reducing the positional inequalities between men and women during their working life. Legislation is important – a proven crucial factor in reducing gender discrimination while promoting the concept of equal pay for work of equal value. Nevertheless, the persistent gender pay gap remains almost immune to efforts that combat workplace discrimination, largely as a result of factors outside the labour market. Traditional notions about women's roles and the conflict arising from trying to combine work and family responsibilities have to be addressed seriously if gender pay parity is ever to be achieved (Swepston, 2002).

Significant is the need for countries to promote measures for the objective job appraisal. This places a priority on the establishing of appropriate techniques and procedures to measure the relative value of jobs with varying content. As has been noted, subjective elements often play a role in job evaluation with the consequence that women often fall victims to both conscious/subconscious discrimination. As recommended in the ILO Convention No. 100 it is important for the job evaluation process to be free of sex-stereotyping as this *'may lead to the under-evaluation of tasks performed largely by women'* (Swepston, 2002). Furthermore, since pay levels are linked with the gender orientation of an occupational sector, and, since the gender pay gap is widest in male-dominated sectors, the ILO Committee of Experts suggest that a system be established to allow for the objective evaluation of jobs comparing the relative value of jobs in male and female-dominated sectors (Swepston, 2002).

The setting of centralised minimum standards, narrow pay dispersion policies and more transparent pay structures are likely to contribute to a further decline in gender pay differentials (Rubery et al, 1997 cited in Swepston, 2002). Indeed, evidence from various countries

suggests that wage structures play an important role in influencing the gender pay gap, especially when these rely on centralised wage fixing systems (as opposed to less effective decentralised wage-fixing systems).

Gender-specific factors remain equally important: in the US where changes in the wage structures in the 1970's and 80's favoured workers in male-dominated occupations, women whose qualifications improved (when compared to those among men), contributed to a narrowing of the pay gap. In Sweden, gender-specific factors played an important role in narrowing the wage gap even though Sweden's solidarity wage policy also contributed to a general wage compression and a dramatic narrowing of the pay gap.

These observations also call for a collective effort by social partners in overcoming this persistent social injustice. The social partners' co-operation should extend beyond collective bargaining, possibly taking the form of:

- joint participation in job evaluation design and application;
- joint development of national wage and equal pay policies and
- joint promotion of more centralised wage-fixing systems.

The EU Advisory Committee suggests the following actions for the social partners to take in achieving pay equity while upgrading low pay:

- analyse centralised versus decentralised bargaining: Studies evidence that decentralised wage bargaining has a detrimental effect on women's earnings, thus providing an impetus for social partners to counteract negative effects when these arise;
- conduct job evaluation exercises for both full-time and part-time occupations with the technical assistance of government;
- introduce measures, including the creation of special funds at sectoral level, to increase the pay of jobs which are undervalued; and
- ensure a more equal balance between men and women at the negotiating table (Swepston, 2002).

In 1998 the ILO Committee of Experts issued a General Observation, stating that for an adequate evaluation of the nature, extent and causes of the gender pay gap and in order to assess the application of Convention No. 100, more detailed information is required with respect to women's:

- economic activity in each country,
- hours of work of women,
- educational level attained by women and their qualifications, seniority and ages
- statistical information concerning the nature of earnings, overtime and shift differentials, allowances, bonuses, gratuities and
- remuneration for hours not worked.

This communication constitutes a strong encouragement for Governments to analyse their local situation in establishing the extent and the nature of gender pay differentials – setting a starting point in addressing the differences in earnings between women and men (Swepston, 2002). In addressing persistent and unexplained gaps in earnings, Governments were encouraged to compile high quality statistical information covering wide, pay-related issues by:

- ensuring that statistical data cover all industrial sectors as well as part-timers and other peripheral groups;
- gathering detailed information on occupations which allows for full comparisons between what women and men do;
- providing information on supplementary earnings such as bonuses, fringe benefits and overtime pay which might widen the gap if they are more common among men than among women (Soumeli & Nergaard, 2002).

It is also important that gender pay gap data is provided at company level since it is here that negotiations take place. It is at this level that a thorough examination of the work of women and men is done so that work of equal value will be equally rewarded in order for existing injustices to be redressed (NCW, 2002).

The sources of gender pay disparities are numerous, rendering effective corrective action reliant on measures that deal with all the facets together. Equality in job evaluation and remuneration has to be examined and addressed within the context of the wider scenario. It is the responsibility of the social partners to show their shared determination and together strive to achieve the long awaited economic justice for women.

## 4 Key Issues

Table 2 presents a set of issues that call for investigation among Maltese men and women in paid employment – this in response to the research objectives set out in the project and the issues that arise from the review of different published works pertaining to the subject.

**Table 2 – Summary of Key Issues Arising from Sections 2 & 3**

Area	Issues
Labour Market Participation	<ul style="list-style-type: none"> <li>■ Length of service</li> <li>■ Employment history and basis of employment full-time, part-time or other work conditions.</li> <li>■ The presence of career breaks and their relative importance to the individual.</li> <li>■ Choice/constraints. Factors that influence the career break may include: <ul style="list-style-type: none"> <li>○ whether the husband considered to take a break break for childcare,</li> <li>○ whether the worker suffered undue pressure by the employer,</li> <li>○ social expectations,</li> <li>○ family or friends to take break,</li> <li>○ whether worker was offered alternatives (such as part-time or work from home).</li> </ul> </li> <li>■ Consequences of break on career and pay such as loss of skills, loss of high earning, decrease change of employability, decrease of promotion prospects, the possibility of not finding full-time employment. The perceptions of the worker are important but consequences should also be quantified.</li> <li>■ Do workers enrol in training or education during the career break to increase their employability?</li> </ul>
Features of Present Occupation	<ul style="list-style-type: none"> <li>■ Sector of employment.</li> <li>■ Type of enterprise (private, public; services or manufacturing, male or female dominated).</li> <li>■ Level of job (1st, 2nd or 3rd job)</li> <li>■ Length of job search prior to engaging in the present job</li> <li>■ Level of occupation</li> <li>■ Full-time or part-time. Choice has to be qualified because it very often masks constraints.</li> <li>■ Reasons behind the choice of the job: Was choice made in respect to responsibilities at a social level (e.g. childcare, domestic duties, etc)</li> <li>■ Union representation</li> </ul>
Remuneration	<ul style="list-style-type: none"> <li>■ Was remuneration negotiated between employers and employees? Or was the pay package imposed by workers / union or employer?</li> <li>■ The possibility for negotiation,</li> <li>■ Is pay influenced by performance?</li> <li>■ Level of satisfaction with pay?</li> <li>■ Is there a perceived correlation between pay and the workers' responsibilities, duties and skills.</li> </ul>



- 
- How does pay compare with workers' expectations?
  - Are workers offered opportunities of extra pay? If yes, in what form? How acceptable are such forms of extra pay? If workers refuse such offers, what were the reasons?
  - Did workers (personally or through a union) demand a rise in pay? Were such proposals accepted or refused for a particular reason?
  - Potential of pay rises in the future?
  - Factors that might be associate by workers for a better pay:
    - further training and qualifications
    - more hours of work
    - seniority
    - performance
    - government increase for cost of living
    - Union negotiation
- Inequality & Discrimination
- Is the law, on its own, effective in protecting employers?
  - Is the law, on its own, effective enough to protect workers? Do workers feel protected against discrimination by law and/or union membership?
  - Were employees subject to unfair treatment by employers? If yes, in which sense?
    - discrimination – age, sex, disability, marital status, motherhood, basis of contract such as part time.
    - discrimination following; recruitment, promotion, training, pay, supplementary benefits, hours of work and conditions of work.
  - In cases of unfair treatment, did workers take any action against employer? Was the action through union representation? Did workers use industrial tribunal?
  - Will workers consider any action against the employers if they were to be discriminated against? For what reasons will workers not take action? Fear of losing job? Do not have faith in law? Other possible reasons?
  - Do workers feel that they receive a pay that is lower/higher/equal to other workers' equivalent work. (The term equivalent depends on the type of organisation and also whether workers compare their work to workers of same of opposite gender).
  - Do workers believe that their pay is justified and fair according to (for instance) gender stereotypes? Female workers may justify inequalities in pay especially if they feel men have more responsibility or that their job requires more strength. In such cases, females tend to play down their attributes and requirements.
  - Attributes that workers perceive to justify higher pay and whether they believe it is men or women who normally display any of these attributes
  - Are workers aware of legal provision to address discrimination through industrial tribunal.
- Payment Systems
- Features of payment systems, standardisation (as in case of the public sector) or unstandardised?
  - Are payment systems negotiated with the workers, the union or any other party?
  - Are payment systems different in respect to gender or status (such as single young woman, married dependent woman compared to generally male bread-winner).
  - What are the criteria considered for establishing pay schemes:
    - qualifications;
    - specific skills such as communications, technical, emotional;
-

- 
- hours worked,
  - full time or part time shifts;
  - level of responsibility;
  - decision making;
  - experience;
  - ability to work without supervision;
  - seniority;
  - health hazards;
  - number of workers under one's charge;
  - creativity,
  - patience;
  - dexterity;
  - repetitiveness of work.
  - Other forms of payment or fringe benefits offered by employer apart from basic pay
    - The forms these supplementary benefits/payments take
    - The person/s who are entitled to such benefits/payments
    - The person/s who are at present receiving such supplementary payments based on grades or gender.
- Job Classification
- Is the job standardised?
  - Is the job negotiated by/with the union?
  - Is gender involved in classification scheme?
  - What criteria are used for job classification?
  - Is the job considered to be exclusively 'male' or 'female'. For what reason?
- Job Recruitment / Promotions
- These issues are aimed at operationalising the concept of discrimination that is obviously very difficult to measure especially if it is done in an indirect way.
- Are jobs advertised targeted towards a specific gender?
  - Is there a preference among employers towards men or women in such job?
  - Do employers associate any particular traits with men or women? Such traits may include:
    - responsibility,
    - job commitment,
    - flexibility,
    - ability to show initiative.
- The gender that employers associate with such traits must be determined among employers.
- What are the criteria considered by employers during recruitment?
    - age,
    - skills,
    - experience,
    - gender,
    - marital status,
-

- 
- parenthood,
  - appearance,
  - attitude towards work?
  - Would employers hire a person from the other sex if applicants possess necessary skills/qualifications but are applying for a sex atypical job?
  - Would employers envisage problems with other employees (or with clients) if a person is recruited for a sex atypical job?
  - What factors are considered when it comes to who is offered/given training and promotion?
  - Do employers offer any support/scheme for workers with caring responsibilities e.g. childcare facilities, flexible hours?
  - Do employers consider women to be less/equally/more interested in training/promotion compared to men?
  - Do employers consider women to be less/equally/more committed to their work compared to men?
  - Do part-timer workers have access to training/promotion as other regular workers?
  - Are part-time workers less/equally/more interested in training promotion than full-timers?
  - Are part-time workers less/equally/more committed to their work than full-timers?

## 5 A Gender Pay Review in Malta – Findings from Field Research

### 5.1 Job Features

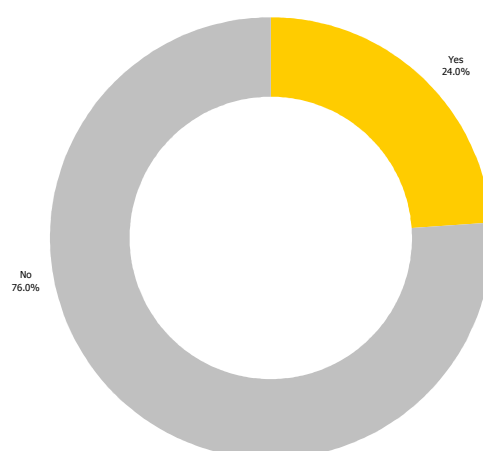
#### 5.1.1 Unemployment Spells & Job Search

A total of 24% of the research participants had experienced an unemployment spell before becoming engaged in their present job (Table 3). An analysis of these responses (Table 4) shows that no significant differences can be observed among the different respondent groups, except for the case where an unemployment spell was more common among:

- workers with lesser qualifications, as exemplified by human resources with A-level qualifications or lower;
- workers engaged with parastatal companies (33.3% of such workers), contrasting against the case of private companies (24.6%);
- workers holding just one job (25.4%) as opposed to workers occupied in more than one job (15.7%);
- workers in fixed term contract jobs (35.3%) than their counterparts engaged in casual or indefinite contract work;
- human resources engaged elementary occupations (30.3%) (as opposed to workers in other occupations, particularly senior managers, directors and professionals).

**Table 3 – Unemployment Spell Before Engaging in Paid Work**

		Frequency	Valid Percent
Valid	Yes	141	24.0
	No	446	76.0
	<b>Total</b>	<b>587</b>	<b>100.0</b>



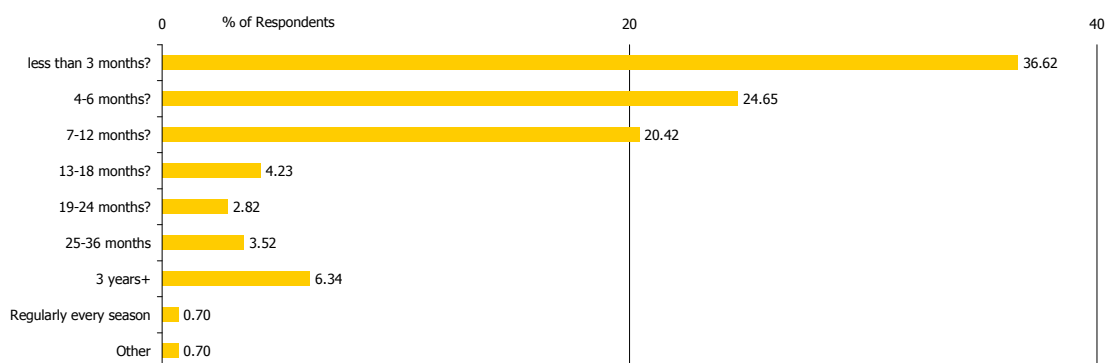
**Table 4 – Analysis of Unemployed/Job Seeking Period Prior to Present Job**

		Did you experience an unemployment spell?					
		Yes		No		Total	
		N	N %	N	N %	N	N %
Gender	Male	81	23.3%	267	76.7%	348	100.0%
	Female	60	25.1%	179	74.9%	239	100.0%
Participant Age	<24	47	25.7%	136	74.3%	183	100.0%
	25 - 34 years	33	21.0%	124	79.0%	157	100.0%
	35 - 44 years	27	24.8%	82	75.2%	109	100.0%
	45 - 54 years	21	21.9%	75	78.1%	96	100.0%
	55 +	11	28.2%	28	71.8%	39	100.0%
Status	Married or living with partner	56	19.7%	228	80.3%	284	100.0%
	Separated, not living with partner	5	38.5%	8	61.5%	13	100.0%
	Widowed, not living with partner	0	.0%	2	100.0%	2	100.0%
	Not married, no partner with parents	71	28.4%	179	71.6%	250	100.0%
	Not married, not with partner, alone	9	23.7%	29	76.3%	38	100.0%
Caring Responsibilities at Home	Yes	60	26.7%	165	73.3%	225	100.0%
	No	81	22.4%	281	77.6%	362	100.0%
Variety of Caring Responsibilities At Home	1	46	27.1%	124	72.9%	170	100.0%
	2	13	26.5%	36	73.5%	49	100.0%
	3	1	20.0%	4	80.0%	5	100.0%
	4	0	.0%	1	100.0%	1	100.0%
How much time do you spend in domestic work?	<1hr	53	24.1%	167	75.9%	220	100.0%
	1 - 3 hrs	47	23.2%	156	76.8%	203	100.0%
	4 - 5 hrs	17	30.4%	39	69.6%	56	100.0%
	6 - 7 hrs	7	23.3%	23	76.7%	30	100.0%
	8 - 9 hrs	2	18.2%	9	81.8%	11	100.0%
	>9 hrs	6	26.1%	17	73.9%	23	100.0%
What is your highest qualification?	Less than O- Level equivalent	32	24.6%	98	75.4%	130	100.0%
	O-Level	44	29.1%	107	70.9%	151	100.0%
	A-Level	30	32.3%	63	67.7%	93	100.0%
	Vocational Certification (City & Guilds or equivalent)	10	17.5%	47	82.5%	57	100.0%
	University Diploma or equivalent -Local	4	16.0%	21	84.0%	25	100.0%
	University Diploma or equivalent -Overseas Institution	3	10.7%	25	89.3%	28	100.0%
	University Degree- Baccalaureate	10	17.2%	48	82.8%	58	100.0%
	University Degree- Masters' Level	4	14.8%	23	85.2%	27	100.0%
	University Doctoral	0	.0%	0	.0%	0	.0%
	Others	4	22.2%	14	77.8%	18	100.0%
Describe the company where you are employed	Government Organisation/Department	33	25.6%	96	74.4%	129	100.0%
	Parastatal Company	12	33.3%	24	66.7%	36	100.0%
	Publicly Listed Company	1	2.7%	36	97.3%	37	100.0%
	Private Company/Sole Trader	91	24.6%	279	75.4%	370	100.0%
	Commercial Partnership	3	37.5%	5	62.5%	8	100.0%
	Non-profit Organisation	1	14.3%	6	85.7%	7	100.0%
Sector of Activity	Agriculture & Fishery	0	.0%	2	100.0%	2	100.0%
	Stone Quarrying & Construction	2	12.5%	14	87.5%	16	100.0%
	Governmental Services	31	24.6%	95	75.4%	126	100.0%
	Hotel & Catering	8	12.7%	55	87.3%	63	100.0%
	Services	62	25.9%	177	74.1%	239	100.0%
	Manufacturing	38	27.0%	103	73.0%	141	100.0%
What is your present main job?	Full time	118	23.9%	376	76.1%	494	100.0%
	Full time (reduced hours)	2	14.3%	12	85.7%	14	100.0%
	Part time	21	26.6%	58	73.4%	79	100.0%
Are you engaged in more than one job?	More than One Job	13	15.7%	70	84.3%	83	100.0%
	One Job Only	128	25.4%	376	74.6%	504	100.0%
What is the basis of your main job?	Casual	18	22.8%	61	77.2%	79	100.0%
	Permanent-Fixed Term Contract	19	35.2%	35	64.8%	54	100.0%
	Permanent-Indefinite Contract	104	22.9%	350	77.1%	454	100.0%
Your level of responsibility	Senior Managers, Directors	6	13.6%	38	86.4%	44	100.0%
	Professionals	14	15.2%	78	84.8%	92	100.0%
	Associate Professionals & Technical	13	20.6%	50	79.4%	63	100.0%
	Clerical employees	36	27.1%	97	72.9%	133	100.0%
	Skilled agriculture & fishery workers	0	.0%	0	.0%	0	.0%
	Crafts & related trades	2	25.0%	6	75.0%	8	100.0%
	Plant & machine operator, assembly workers	14	24.6%	43	75.4%	57	100.0%
	Elementary occupations	23	30.3%	53	69.7%	76	100.0%
	Shop & Market services	33	28.9%	81	71.1%	114	100.0%

Unemployment or job seeking spells varied in duration, as summarised in Table 5, showing how the average spell lasted less than 6 months. Such spells did not feature statistically significant differences between respondent groups (Table 6), except for the case where persons with caring responsibilities at home featured significantly longer unemployment spells than their counterparts without such responsibilities at home. One respondent also claimed to have had several unemployment spells of varying duration, attributing this to the freelance nature of the career selected.

**Table 5 – Summary of Unemployment Spell Duration**

		Count	Valid Percent
How long did it take to find a job whilst unemployed?	less than 3 months?	52	36.6%
	4-6 months?	35	24.6%
	7-12 months?	29	20.4%
	13-18 months?	6	4.2%
	19-24 months?	4	2.8%
	25-36 months	5	3.5%
	3 years+	9	6.3%
	Regularly every season	1	.7%
	Other	1	.7%
	<b>Total</b>	<b>142</b>	<b>100.0%</b>





**Table 6 – Analysis of Duration of Unemployment Spell Across Respondent Groups**

		How long did it take to find a job whilst unemployed?																					
		less than 3 months?		4-6 months?		7-12 months?		13-18 months?		19-24 months?		25-36 months?		3 years+		Regularly every season		Other		Total			
		N	N %	N	N %	N	N %	N	N %	N	N %	N	N %	N	N %	N	N %	N	N %	N	N %		
Gender	Male	29	35.4%	19	23.2%	16	19.5%	4	4.9%	3	3.7%	4	4.9%	5	6.1%	1	1.2%	1	1.2%	1	1.2%	82	100.0%
	Female	23	38.3%	16	26.7%	13	21.7%	2	3.3%	1	1.7%	1	1.7%	4	6.7%	0	0.0%	0	0.0%	0	0.0%	60	100.0%
Participant Age	<24	16	34.0%	15	31.9%	12	25.5%	1	2.1%	0	0.0%	1	2.1%	1	2.1%	1	2.1%	1	2.1%	0	0.0%	47	100.0%
	25 - 34 years	14	42.4%	6	18.2%	9	27.3%	1	3.0%	2	6.1%	0	0.0%	0	0.0%	0	0.0%	1	3.0%	33	100.0%		
	35 - 44 years	10	35.7%	8	28.6%	4	14.3%	0	0.0%	0	0.0%	2	7.1%	4	14.3%	0	0.0%	0	0.0%	28	100.0%		
	45 - 54 years	7	33.3%	2	9.5%	3	14.3%	3	14.3%	3	14.3%	1	4.8%	2	9.5%	3	14.3%	0	0.0%	21	100.0%		
	55 +	4	36.4%	3	27.3%	1	9.1%	1	9.1%	1	9.1%	0	0.0%	1	9.1%	0	0.0%	0	0.0%	11	100.0%		
Status	Married or living with partner	26	45.6%	13	22.8%	7	12.3%	3	5.3%	2	3.5%	2	3.5%	4	7.0%	0	0.0%	0	0.0%	57	100.0%		
	Separated, not living with partner	2	40.0%	1	20.0%	0	0.0%	1	20.0%	0	0.0%	0	0.0%	1	20.0%	0	0.0%	0	0.0%	5	100.0%		
	Widowed, not living with partner	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%		
	Not married, no partner with parents	22	31.0%	18	25.4%	20	28.2%	2	2.8%	1	1.4%	3	4.2%	3	4.2%	1	1.4%	1	1.4%	71	100.0%		
Caring Responsibilities at Home	Yes	23	38.3%	10	16.7%	12	20.0%	2	3.3%	3	5.0%	3	5.0%	6	10.0%	0	0.0%	1	1.7%	60	100.0%		
	No	29	35.4%	25	30.5%	17	20.7%	4	4.9%	1	1.2%	2	2.4%	3	3.7%	1	1.2%	0	0.0%	82	100.0%		
Variety of Caring Responsibilities At Home	1	18	39.1%	8	17.4%	10	21.7%	0	0.0%	3	6.5%	1	2.2%	5	10.9%	0	0.0%	1	2.2%	46	100.0%		
	2	5	38.5%	2	15.4%	2	15.4%	2	15.4%	0	0.0%	1	7.7%	1	7.7%	0	0.0%	0	0.0%	13	100.0%		
	3	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	100.0%	0	0.0%	0	0.0%	1	100.0%				
How much time do you spend in domestic work?	<1hr	17	32.1%	14	26.4%	13	24.5%	1	1.9%	2	3.8%	2	3.8%	3	5.7%	1	1.9%	0	0.0%	53	100.0%		
	1 - 3 hrs	20	41.7%	10	20.8%	10	20.8%	2	4.2%	2	4.2%	1	2.1%	2	4.2%	0	0.0%	1	2.1%	48	100.0%		
	4 - 5 hrs	5	29.4%	7	41.2%	2	11.8%	1	5.9%	0	0.0%	1	5.9%	1	5.9%	0	0.0%	0	0.0%	17	100.0%		
	6 - 7 hrs	3	42.9%	0	0.0%	2	28.6%	1	14.3%	0	0.0%	0	0.0%	1	14.3%	0	0.0%	0	0.0%	7	100.0%		
	8 - 9 hrs	0	0.0%	1	50.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	50.0%	0	0.0%	0	0.0%	2	100.0%		
	>9 hrs	5	83.3%	0	0.0%	1	16.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	6	100.0%		
What is your highest qualification?	Less than O-Level equivalent	8	25.0%	7	21.9%	7	21.9%	2	6.3%	3	9.4%	2	6.3%	3	9.4%	0	0.0%	0	0.0%	32	100.0%		
	O-Level	12	27.3%	11	25.0%	11	25.0%	3	6.8%	0	0.0%	3	6.8%	3	6.8%	1	2.3%	0	0.0%	44	100.0%		
	A-Level	12	40.0%	10	33.3%	4	13.3%	0	0.0%	0	0.0%	0	0.0%	3	10.0%	0	0.0%	1	3.3%	30	100.0%		
	Vocational Certification (City & Guilds or equivalent)	6	54.5%	1	9.1%	2	18.2%	1	9.1%	1	9.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	11	100.0%		
	University Diploma or equivalent -Local	2	50.0%	1	25.0%	1	25.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	4	100.0%		
	University Diploma or equivalent -Overseas Institution	2	66.7%	1	33.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	100.0%		
	University Degree- Baccalaureate	6	60.0%	2	20.0%	2	20.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	10	100.0%		
	University Degree- Masters' Level	3	75.0%	1	25.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	4	100.0%		
	University Doctoral	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%		
	Others	1	25.0%	1	25.0%	2	50.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	4	100.0%		
	Describe the company where you are employed	Government Organisation/Department	13	38.2%	8	23.5%	6	17.6%	2	5.9%	1	2.9%	2	5.9%	2	5.9%	0	0.0%	0	0.0%	34	100.0%	
		Parastatal Company	3	25.0%	2	16.7%	4	33.3%	0	0.0%	2	16.7%	0	0.0%	1	8.3%	0	0.0%	0	0.0%	12	100.0%	
Publicly Listed Company		1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	100.0%		
Private Company/Sole Trader		32	35.2%	25	27.5%	18	19.8%	4	4.4%	1	1.1%	3	3.3%	6	6.6%	1	1.1%	1	1.1%	91	100.0%		
Commercial Partnership		2	66.7%	0	0.0%	1	33.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	100.0%		
Non-profit Organisation		1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	100.0%		
Agriculture & Fishery		0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%		
Stone Quarrying & Construction		1	50.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	50.0%	0	0.0%	0	0.0%	2	100.0%		
Sector of Activity	Governmental Services	11	34.4%	7	21.9%	6	18.8%	2	6.3%	1	3.1%	2	6.3%	3	9.4%	0	0.0%	0	0.0%	32	100.0%		
	Hotel & Catering	2	25.0%	5	62.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	12.5%	0	0.0%	0	0.0%	8	100.0%		
	Services	22	35.5%	15	24.2%	15	24.2%	2	3.2%	2	3.2%	1	1.6%	4	6.5%	1	1.6%	0	0.0%	62	100.0%		
	Manufacturing	16	42.1%	8	21.1%	8	21.1%	2	5.3%	1	2.6%	2	5.3%	0	0.0%	0	0.0%	1	2.6%	38	100.0%		
	Full time	45	37.8%	30	25.2%	24	20.2%	5	4.2%	3	2.5%	4	3.4%	7	5.9%	0	0.0%	1	0.8%	119	100.0%		
	Full time (reduced hours)	1	50.0%	1	50.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	100.0%		
Part time	6	28.6%	4	19.0%	5	23.8%	1	4.8%	1	4.8%	1	4.8%	2	9.5%	1	4.8%	0	0.0%	21	100.0%			
Are you engaged in more than one job?	More than One Job	5	38.5%	3	23.1%	3	23.1%	1	7.7%	1	7.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	13	100.0%		
	One Job Only	47	36.4%	32	24.8%	26	20.2%	5	3.9%	3	2.3%	5	3.9%	9	7.0%	1	0.8%	1	0.8%	129	100.0%		
What is the basis of your main job?	Casual	4	22.2%	4	22.2%	5	27.8%	1	5.6%	1	5.6%	0	0.0%	2	11.1%	1	5.6%	0	0.0%	18	100.0%		
	Permanent-Fixed Term Contract	10	52.6%	7	36.8%	2	10.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	19	100.0%		
	Permanent-Indefinite Contract	38	36.2%	24	22.9%	22	21.0%	5	4.8%	3	2.9%	5	4.8%	7	6.7%	0	0.0%	1	1.0%	105	100.0%		
Your level of responsibility	Senior Managers, Directors	4	66.7%	1	16.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	16.7%	0	0.0%	0	0.0%	6	100.0%		
	Professionals	8	57.1%	3	21.4%	2	14.3%	0	0.0%	0	0.0%	0	0.0%	1	7.1%	0	0.0%	0	0.0%	14	100.0%		
	Associate Professionals & Technical	4	30.8%	1	7.7%	3	23.1%	1	7.7%	0	0.0%	1	7.7%	2	15.4%	0	0.0%	1	7.7%	13	100.0%		
	Clerical employees	14	38.9%	11	30.6%	6	16.7%	1	2.8%	0	0.0%	3	8.3%	1	2.8%	0	0.0%	0	0.0%	36	100.0%		
	Skilled agriculture & fishery workers	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%		
	Crafts & related trades	2	66.7%	0	0.0%	1	33.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	100.0%		
	Plant & machine operator, assembly workers	6	42.9%	1	7.1%	6	42.9%	1	7.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	14	100.0%		
	Elementary occupations	6	26.1%	4	17.4%	5	21.7%	1	4.3%	3	13.0%	1	4.3%	2	8.7%	1	4.3%	0	0.0%	23	100.0%		
	Shop & Market services	8	24.2%	14	42.4%	6	18.2%	2	6.1%	1	3.0%	0	0.0%	2	6.1%	0	0.0%	0	0.0%	33	100.0%		

### 5.1.2 Training in Present Job

Table 7 summarises how 43.5% of the research participants undertook some form of training whilst employed in their present job to increase their employability. An analysis of these responses across respondent groups is set out in Table 8, showing that training intended to augment employability was a significantly more common feature among research participants:

- aged between 25 and 54 years, or
- featuring A-level or vocational or University qualifications, or
- employed in parastatal or publicly listed or commercial partnership employers, or
- employed in a full-time job (even with reduced hours), or
- engaged in senior manager or professional or associate professional or clerical occupations.

**Table 7 – Summary of Responses: Training Undertaken in Present Job**

		Count	Valid Percent
Did you undergo training to increase the chance of employment?	Yes	255	43.5%
	No	331	56.5%
	Total	586	100.0%





**Table 8 – Analysis of Training Undertaken in Present Job**

		Did you undergo training to increase the chance of employment?					
		Yes		No		Total	
		N	N %	N	N %	N	N %
Gender	Male	152	43.7%	196	56.3%	348	100.0%
	Female	103	43.3%	135	56.7%	238	100.0%
Participant Age	<24	68	37.2%	115	62.8%	183	100.0%
	25 - 34 years	80	51.3%	76	48.7%	156	100.0%
	35 - 44 years	54	49.5%	55	50.5%	109	100.0%
	45 - 54 years	39	40.6%	57	59.4%	96	100.0%
	55 +	11	28.2%	28	71.8%	39	100.0%
Status	Married or living with partner	128	45.2%	155	54.8%	283	100.0%
	Separated, not living with partner	9	69.2%	4	30.8%	13	100.0%
	Widowed, not living with partner	0	.0%	2	100.0%	2	100.0%
	Not married, no partner with parents	105	42.0%	145	58.0%	250	100.0%
	Not married, not with partner, alone	13	34.2%	25	65.8%	38	100.0%
Caring Responsibilities at Home	Yes	105	46.9%	119	53.1%	224	100.0%
	No	150	41.4%	212	58.6%	362	100.0%
Variety of Caring Responsibilities At Home	1	77	45.6%	92	54.4%	169	100.0%
	2	24	49.0%	25	51.0%	49	100.0%
	3	3	60.0%	2	40.0%	5	100.0%
	4	1	100.0%	0	.0%	1	100.0%
How much time do you spend in domestic work?	<1hr	96	43.6%	124	56.4%	220	100.0%
	1 - 3 hrs	87	42.9%	116	57.1%	203	100.0%
	4 - 5 hrs	26	46.4%	30	53.6%	56	100.0%
	6 - 7 hrs	13	43.3%	17	56.7%	30	100.0%
	8 - 9 hrs	3	27.3%	8	72.7%	11	100.0%
What is your highest qualification?	>9 hrs	8	36.4%	14	63.6%	22	100.0%
	Less than O- Level equivalent	28	21.5%	102	78.5%	130	100.0%
	O-Level	58	38.4%	93	61.6%	151	100.0%
	A-Level	51	54.8%	42	45.2%	93	100.0%
	Vocational Certification (City & Guilds or equivalent)	36	63.2%	21	36.8%	57	100.0%
	University Diploma or equivalent -Local	10	40.0%	15	60.0%	25	100.0%
	University Diploma or equivalent -Overseas Institution	17	60.7%	11	39.3%	28	100.0%
	University Degree- Baccalaureate	26	45.6%	31	54.4%	57	100.0%
	University Degree- Masters' Level	21	77.8%	6	22.2%	27	100.0%
	University Doctoral	0	.0%	0	.0%	0	.0%
Describe the company where you are employed	Others	8	44.4%	10	55.6%	18	100.0%
	Government Organisation/Department	61	47.7%	67	52.3%	128	100.0%
	Parastatal Company	20	55.6%	16	44.4%	36	100.0%
	Publicly Listed Company	22	59.5%	15	40.5%	37	100.0%
	Private Company/Sole Trader	144	38.9%	226	61.1%	370	100.0%
	Commercial Partnership	5	62.5%	3	37.5%	8	100.0%
Sector of Activity	Non-profit Organisation	3	42.9%	4	57.1%	7	100.0%
	Agriculture & Fishery	1	50.0%	1	50.0%	2	100.0%
	Stone Quarrying & Construction	6	37.5%	10	62.5%	16	100.0%
	Governmental Services	64	51.2%	61	48.8%	125	100.0%
	Hotel & Catering	24	38.1%	39	61.9%	63	100.0%
	Services	103	43.1%	136	56.9%	239	100.0%
What is your present main job?	Manufacturing	57	40.4%	84	59.6%	141	100.0%
	Full time	230	46.7%	263	53.3%	493	100.0%
	Full time (reduced hours)	8	57.1%	6	42.9%	14	100.0%
Are you engaged in more than one job?	Part time	17	21.5%	62	78.5%	79	100.0%
	More than One Job	37	44.6%	46	55.4%	83	100.0%
What is the basis of your main job?	One Job Only	218	43.3%	285	56.7%	503	100.0%
	Casual	25	31.6%	54	68.4%	79	100.0%
	Permanent-Fixed Term Contract	24	44.4%	30	55.6%	54	100.0%
Your level of responsibility	Permanent-Indefinite Contract	206	45.5%	247	54.5%	453	100.0%
	Senior Managers, Directors	23	52.3%	21	47.7%	44	100.0%
	Professionals	51	55.4%	41	44.6%	92	100.0%
	Associate Professionals & Technical	34	54.8%	28	45.2%	62	100.0%
	Clerical employees	63	47.4%	70	52.6%	133	100.0%
	Skilled agriculture & fishery workers	0	.0%	0	.0%	0	.0%
	Crafts & related trades	1	12.5%	7	87.5%	8	100.0%
	Plant & machine operator, assembly workers	16	28.1%	41	71.9%	57	100.0%
Elementary occupations	19	25.0%	57	75.0%	76	100.0%	
Shop & Market services	48	42.1%	66	57.9%	114	100.0%	

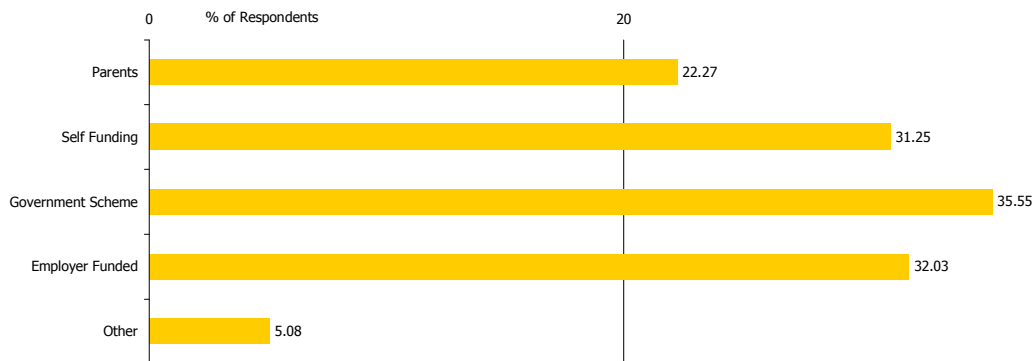
Table 9 sets out a summary of research participants claimed sources of funding for their training, wherein a significant 35.5% of the cases mentioned training forming part of a Government scheme, while 32.0% of the cases asserted to have received training funded by their employer. Equally noteworthy is the fact that 31.3% of the participants (undertaking training) funded their own training, while another 22.3% of cases had training funded by their parents.

An analysis of the responses across research participant groups showed some significant differences, with the:

- self-funding training being a relatively more common feature among:
  - women, or
  - workers aged between 25 and 44 years, or
  - workers who are single or married, or
  - workers with A-level education or University degree (or better), or
  - workers engaged with parastatal or publicly listed employers, or
  - workers in hotel & catering or services establishments, or
  - workers in full-time jobs, or
  - workers engaged in more than one job, or
  - workers engaged in permanent contracts of work, or
  - human resources employed in senior management or professional occupations;
- employer funding training being a relatively more common feature among workers who are:
  - men, or
  - aged between 45 and 54 years, or
  - married & living with a partner or separated, or
  - devote between 4 and 5 hours to domestic work daily, or
  - employed with publicly listed employers, or
  - employed with manufacturing establishments, or
  - employed with a permanent contract, or
  - engaged in senior management jobs.

**Table 9 – Summary of Funding of Training Whilst in Present Job**

		Responses		Percent of Cases
		N	Percent	
Training: Source of Funding	Parents	57	17.6%	22.3%
	Self Funding	80	24.8%	31.3%
	Government Scheme	91	28.2%	35.5%
	Employer Funded	82	25.4%	32.0%
	Other	13	4.0%	5.1%
Total		323	100.0%	126.2%



**Table 10 – Analysis of Training Funding Across Respondent Groups**

		Source of Funding of Training				
		Parents	Self Funding	Government Scheme	Employer Funded	Other
Gender	Male	26	38	59	61	9
	Female	31	42	32	21	4
Participant Age	<24	29	21	32	4	2
	25 - 34 years	12	25	25	31	8
	35 - 44 years	8	20	18	20	
	45 - 54 years	5	10	10	21	3
	55 +	3	4	6	3	
Status	Married or living with partner	22	43	40	53	8
	Separated, not living with partner	1	2	1	6	
	Not married, no partner with parents	30	32	45	20	4
	Not married, not with partner, alone	4	3	5	3	1
Caring Responsibilities at Home	Yes	21	33	32	46	7
	No	36	47	59	36	6
Variety of Caring Responsibilities At Home	1	17	24	26	33	4
	2	4	6	5	11	3
	3		2		2	
	4		1	1		
How much time do you spend in domestic work?	<1hr	22	25	36	30	6
	1 - 3 hrs	18	34	30	30	3
	4 - 5 hrs	7	9	11	11	
	6 - 7 hrs	2	4	4	4	
	8 - 9 hrs		1	1	1	
	>9 hrs	1	1	4	2	1
What is your highest qualification?	Less than O- Level equivalent	4	5	10	8	1
	O-Level	13	12	24	15	5
	A-Level	17	20	18	10	2
	Vocational Certification (City & Guilds or equivalent)	7	6	17	15	1
	University Diploma or equivalent -Local	3	4	3	3	
	University Diploma or equivalent -Overseas Institution	2	9	2	10	
	University Degree- Baccalaureate	6	10	10	8	3
	University Degree- Masters' Level	5	12	4	8	1
Others		2	3	5		
Describe the company where you are employed	Government Organisation/Department	8	15	30	22	2
	Parastatal Company	4	9	6	7	1
	Publicly Listed Company	6	12	2	9	
	Private Company/Sole Trader	37	41	50	41	10
	Commercial Partnership	2	3	1	2	
	Non-profit Organisation			2	1	
Sector of Activity	Agriculture & Fishery		1			
	Stone Quarrying & Construction	1	2		5	1
	Governmental Services	9	16	33	23	1
	Hotel & Catering	7	10	5	3	
	Services	25	35	36	29	9
	Manufacturing	15	16	17	22	2
What is your present main job?	Full time	48	74	80	79	11
	Ful time (reduced hours)	2	1	4	1	
	Part time	7	5	7	2	2
Are you engaged in more then one job?	More than One Job	8	15	11	15	2
	One Job Only	49	65	80	67	11
What is the basis of your main job?	Casual	8	7	10	2	2
	Permanent-Fixed Term Contract	9	8	10	7	2
	Permanent-Indefinite Contract	40	65	71	73	9
Your level of responsibility	Senior Managers, Directors	6	9	5	12	1
	Professionals	12	22	18	17	3
	Associate Professionals & Technical	4	9	13	14	1
	Clerical employees	16	21	25	18	2
	Crafts & related trades				1	
	Plant & machine operator, assembly workers	4	4	6	4	
	Elementary occupations	2	1	6	6	3
	Shop & Market services	13	14	18	10	3

**Table 10 – Analysis of Training Funding Across Respondent Groups (continued)**

			Source of Funding of Training				
			Parents	Self Funding	Government Scheme	Employer Funded	Other
Gender	Male	R %	17.1	25.0	38.8	40.1	5.9
	Female	R %	29.8	40.4	30.8	20.2	3.8
Participant Age	<24	R %	42.6	30.9	47.1	5.9	2.9
	25 - 34 years	R %	15.0	31.3	31.3	38.8	10.0
	35 - 44 years	R %	14.5	36.4	32.7	36.4	
	45 - 54 years	R %	12.8	25.6	25.6	53.8	7.7
	55 +	R %	27.3	36.4	54.5	27.3	
Status	Married or living with partner	R %	16.9	33.1	30.8	40.8	6.2
	Separated, not living with partner	R %	11.1	22.2	11.1	66.7	
	Not married, no partner with parents	R %	28.8	30.8	43.3	19.2	3.8
	Not married, not with partner, alone	R %	30.8	23.1	38.5	23.1	7.7
Caring Responsibilities at Home	Yes	R %	19.6	30.8	29.9	43.0	6.5
	No	R %	24.2	31.5	39.6	24.2	4.0
Variety of Caring Responsibilities At Home	1	R %	21.5	30.4	32.9	41.8	5.1
	2	R %	16.7	25.0	20.8	45.8	12.5
	3	R %			66.7	66.7	
	4	R %		100.0	100.0		
How much time do you spend in domestic work?	<1hr	R %	23.2	26.3	37.9	31.6	6.3
	1 - 3 hrs	R %	20.5	38.6	34.1	34.1	3.4
	4 - 5 hrs	R %	26.9	34.6	42.3	42.3	
	6 - 7 hrs	R %	15.4	30.8	30.8	30.8	
	8 - 9 hrs	R %		33.3	33.3	33.3	
	>9 hrs	R %	11.1	11.1	44.4	22.2	11.1
What is your highest qualification?	Less than O- Level equivalent	R %	14.3	17.9	35.7	28.6	3.6
	O-Level	R %	22.0	20.3	40.7	25.4	8.5
	A-Level	R %	33.3	39.2	35.3	19.6	3.9
	Vocational Certification (City & Guilds or equivalent)	R %	20.0	17.1	48.6	42.9	2.9
	University Diploma or equivalent -Local	R %	30.0	40.0	30.0	30.0	
	University Diploma or equivalent -Overseas Institution	R %	11.8	52.9	11.8	58.8	
	University Degree- Baccalaureate	R %	22.2	37.0	37.0	29.6	11.1
	University Degree- Masters' Level	R %	23.8	57.1	19.0	38.1	4.8
Others	R %		25.0	37.5	62.5		
Describe the company where you are employed	Government Organisation/Department	R %	12.7	23.8	47.6	34.9	3.2
	Parastatal Company	R %	20.0	45.0	30.0	35.0	5.0
	Publicly Listed Company	R %	28.6	57.1	9.5	42.9	
	Private Company/Sole Trader	R %	25.7	28.5	34.7	28.5	6.9
	Commercial Partnership	R %	40.0	60.0	20.0	40.0	
	Non-profit Organisation	R %			66.7	33.3	
Sector of Activity	Agriculture & Fishery	R %		100.0			
	Stone Quarrying & Construction	R %	16.7	33.3		83.3	16.7
	Governmental Services	R %	13.8	24.6	50.8	35.4	1.5
	Hotel & Catering	R %	30.4	43.5	21.7	13.0	
	Services	R %	24.0	33.7	34.6	27.9	8.7
	Manufacturing	R %	26.3	28.1	29.8	38.6	3.5
What is your present main job?	Full time	R %	20.9	32.2	34.8	34.3	4.8
	Full time (reduced hours)	R %	25.0	12.5	50.0	12.5	
	Part time	R %	38.9	27.8	38.9	11.1	11.1
Are you engaged in more than one job?	More than One Job	R %	21.6	40.5	29.7	40.5	5.4
	One Job Only	R %	22.4	29.7	36.5	30.6	5.0
What is the basis of your main job?	Casual	R %	33.3	29.2	41.7	8.3	8.3
	Permanent-Fixed Term Contract	R %	36.0	32.0	40.0	28.0	8.0
	Permanent-Indefinite Contract	R %	19.3	31.4	34.3	35.3	4.3
Your level of responsibility	Senior Managers, Directors	R %	26.1	39.1	21.7	52.2	4.3
	Professionals	R %	23.1	42.3	34.6	32.7	5.8
	Associate Professionals & Technical	R %	11.4	25.7	37.1	40.0	2.9
	Clerical employees	R %	25.4	33.3	39.7	28.6	3.2
	Crafts & related trades	R %				100.0	
	Plant & machine operator, assembly workers	R %	25.0	25.0	37.5	25.0	
	Elementary occupations	R %	11.1	5.6	33.3	33.3	16.7
	Shop & Market services	R %	27.1	29.2	37.5	20.8	6.3

### 5.1.3 Employment Experience

On average, research participants have been in employment for an estimated 155 months (or 12 years 11 months). An analysis of this experience across respondent groups (Table 12) shows that significant differences between groups can be observed, as summarised in Table 11.

**Table 11 – Summary of Employment Experience (Highest & Lowest) Across Respondent Groups**

	<b>Longest Experience</b>	<b>Shortest Experience</b>
<b>Gender</b>	Men	Women
<b>Participant Age</b>	55 years and older	Younger than 24 years
<b>Family Status</b>	Married and/or living with partner	Single living with parents
<b>Caring Responsibilities at Home</b>	Has responsibilities	No responsibilities
<b>Variety of Caring Responsibilities at home</b>	No Statistically Significant Differences	
<b>Time devoted to Domestic Work</b>	4 – 5 hours daily	8 – 9 hours daily
<b>Highest Academic Qualifications</b>	No Statistically Significant Differences	
<b>Type of Employer</b>	Government organisation/department or Commercial partnership	Private company
<b>Sector of Activity</b>	Government Services	Hotel & Catering
<b>Present Job Type</b>	Full-time job	Part-time job
<b>Engaged in more than one job</b>	No Statistically Significant Differences	
<b>Basis of Main Job</b>	Permanent Indefinite Contract	Casual
<b>Occupation Type (ISCO 1988)</b>	Senior Managers, Directors	Clerical

**Table 12 – Analysis of Employment Experience (Months) Across Respondent Groups**

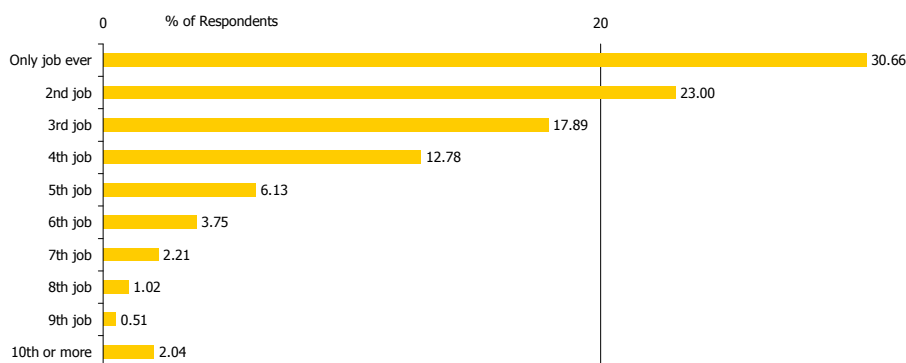
		How long have you been in employment? (months)
		Mean
Gender	Male	190.32
	Female	103.30
Participant Age	<24	38.11
	25 - 34 years	108.69
	35 - 44 years	198.20
	45 - 54 years	301.63
	55 +	407.21
Status	Married or living with partner	232.43
	Separated, not living with partner	188.00
	Widowed, not living with partner	360.00
	Not married, no partner with parents	66.61
	Not married, not with partner, alone	135.16
Caring Responsibilities at Home	Yes	211.48
	No	119.78
Variety of Caring Responsibilities At Home	1	207.19
	2	222.10
	3	285.60
	4	60.00
How much time do you spend in domestic work?	<1hr	134.88
	1 - 3 hrs	177.75
	4 - 5 hrs	193.93
	6 - 7 hrs	147.42
	8 - 9 hrs	69.27
	>9 hrs	187.52
What is your highest qualification?	Less than O- Level equivalent	195.33
	O-Level	143.45
	A-Level	124.20
	Vocational Certification (City & Guilds or equivalent)	168.72
	University Diploma or equivalent -Local	188.08
	University Diploma or equivalent -Overseas Institution	147.89
	University Degree- Baccalaureate	106.44
	University Degree- Masters' Level	143.15
	University Doctoral	.
	Others	212.33
Describe the company where you are employed	Government Organisation/Department	216.16
	Parastatal Company	173.94
	Publicly Listed Company	134.12
	Private Company/Sole Trader	131.97
	Commercial Partnership	216.00
	Non-profit Organisation	171.14
Sector of Activity	Agriculture & Fishery	235.00
	Stone Quarrying & Construction	280.13
	Governmental Services	218.47
	Hotel & Catering	101.47
	Services	133.01
	Manufacturing	143.29
What is your present main job?	Full time	167.47
	Ful time (reduced hours)	122.93
	Part time	81.63
Are you engaged in more then one job?	More than One Job	135.39
	One Job Only	158.04
What is the basis of your main job?	Casual	91.44
	Permanent-Fixed Term Contract	108.53
	Permanent-Indefinite Contract	171.41
Your level of responsibility	Senior Managers, Directors	242.42
	Professionals	169.58
	Associate Professionals & Technical	192.66
	Clerical employees	116.77
	Skilled agriculture & fishery workers	.
	Crafts & related trades	172.90
	Plant & machine operator, assembly workers	146.32
	Elementary occupations	186.70
	Shop & Market services	115.13

Table 13 sets out a summary of the claimed job changes by research participants, showing that on average, each participant changed job once (median response = 2<sup>nd</sup> job). Nevertheless, an analysis of these responses across respondent groups (Table 14) showed that whilst most respondent groups featured a homogenous response, statistically significant differences included:

- an observation that respondents younger than 34 years were (on average) in their second job, whilst older research participants were (on average) in their third job;
- an observation that while unmarried respondents were typically in their second job, research participants who were married and/or living with a partner were in their third job, while research participants who were separated and not living with a partner were in their fourth job;
- an inference wherein respondents with caring responsibilities at home were typically in their third job, while respondents without any caring responsibilities at home were typically in their second job;
- an observation where respondents within the manufacturing or governmental services sectors were typically in their second job, while respondents in the services or hotel & catering sectors were typically in their third job.

**Table 13 – Summary of Job Changes as Claimed by Research Participants**

		Count	Valid Percent
How many jobs did you change?	Only job ever	180	30.7%
	2nd job	135	23.0%
	3rd job	105	17.9%
	4th job	75	12.8%
	5th job	36	6.1%
	6th job	22	3.7%
	7th job	13	2.2%
	8th job	6	1.0%
	9th job	3	.5%
	10th or more	12	2.0%
	Total	587	100.0%





**Table 14 – Analysis of Job Changes as Claimed by Research Participants**

		Only job ever		2nd job		3rd job		4th job		5th job		6th job		7th job		8th job		9th job		10th or more		How many jobs did you change?			
		N	N %	N	N %	N	N %	N	N %	N	N %	N	N %	N	N %	N	N %	N	N %	N	N %	N	N %	Total	
																									Total
Gender	Male	109	31.3%	74	21.3%	55	15.8%	50	14.4%	22	6.3%	14	4.0%	10	2.9%	3	.9%	2	.6%	9	2.6%	18	5.2%	100.0%	
	Female	71	20.7%	61	17.5%	50	14.5%	25	7.2%	14	4.0%	8	2.3%	3	.9%	3	.9%	1	.3%	3	.9%	39	11.1%	100.0%	
Participant Age	<24	78	22.6%	47	13.6%	33	9.5%	11	3.1%	6	1.7%	4	1.1%	2	.6%	1	.3%	0	.0%	0	.0%	3	.9%	83	24.4%
	25 - 34 years	44	12.7%	40	11.5%	23	6.6%	26	7.5%	10	2.9%	7	2.0%	3	.9%	3	.9%	0	.0%	1	.3%	1	.3%	57	16.7%
	35 - 44 years	29	8.4%	17	4.9%	19	5.4%	18	5.1%	8	2.3%	5	1.4%	3	.8%	1	.3%	3	.8%	0	.0%	6	1.8%	69	20.2%
	45 - 54 years	20	5.8%	20	5.8%	24	6.9%	12	3.5%	8	2.3%	4	1.1%	5	1.4%	2	.6%	0	.0%	1	.3%	1	.3%	36	10.5%
	55 +	9	2.6%	9	2.6%	5	1.4%	8	2.3%	4	1.1%	2	.6%	1	.3%	0	.0%	0	.0%	0	.0%	1	.3%	39	11.5%
Status	Married or living with partner	70	20.2%	62	17.8%	48	13.8%	40	11.5%	24	6.9%	14	4.0%	8	2.3%	5	1.4%	3	.8%	3	.8%	10	2.9%	84	24.4%
	Separated, not living with partner	1	.3%	1	.3%	3	.8%	6	1.7%	1	.3%	0	.0%	1	.3%	0	.0%	0	.0%	0	.0%	0	.0%	13	3.8%
	Widowed, not living with partner	0	.0%	2	.6%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	2	.6%
	Not married, no partner with parents	101	29.1%	59	17.0%	44	12.6%	22	6.3%	11	3.1%	7	2.0%	3	.8%	1	.3%	0	.0%	0	.0%	2	.6%	50	14.5%
	Not married, not with partner, alone	8	2.3%	11	3.1%	10	2.8%	7	2.0%	0	.0%	1	.3%	1	.3%	0	.0%	0	.0%	0	.0%	0	.0%	38	11.0%
Caring Responsibilities at Home	Yes	54	15.5%	46	13.2%	46	13.2%	33	9.5%	14	4.0%	13	3.7%	7	2.0%	4	1.1%	2	.6%	2	.6%	6	1.7%	25	7.3%
	No	126	36.2%	89	25.5%	59	16.9%	42	11.9%	22	6.3%	9	2.5%	6	1.7%	2	.6%	1	.3%	1	.3%	6	1.7%	52	15.1%
Variety of Caring Responsibilities At Home	1	40	11.5%	35	10.0%	33	9.4%	25	7.2%	12	3.4%	11	3.1%	5	1.4%	3	.8%	2	.6%	2	.6%	4	1.1%	70	20.2%
	2	14	4.0%	11	3.1%	10	2.8%	6	1.7%	2	.6%	1	.3%	2	.6%	1	.3%	0	.0%	0	.0%	2	.6%	49	14.1%
	3	0	.0%	0	.0%	2	.6%	2	.6%	0	.0%	1	.3%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	5	1.4%
	4	0	.0%	0	.0%	1	.3%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	1	.3%
How much time do you spend in domestic work?	<1hr	83	23.7%	49	14.0%	36	10.2%	23	6.6%	10	2.9%	8	2.3%	4	1.1%	1	.3%	1	.3%	5	1.4%	5	1.4%	20	5.8%
	1 - 3 hrs	58	16.7%	44	12.6%	41	11.7%	24	6.9%	16	4.5%	6	1.7%	3	.8%	2	.6%	2	.6%	1	.3%	4	1.1%	33	9.4%
	4 - 5 hrs	11	3.1%	14	4.0%	7	2.0%	12	3.4%	5	1.4%	1	.3%	2	.6%	2	.6%	0	.0%	2	.6%	2	.6%	56	16.0%
	6 - 7 hrs	8	2.3%	7	2.0%	6	1.7%	2	.6%	2	.6%	4	1.1%	0	.0%	1	.3%	0	.0%	0	.0%	0	.0%	30	8.5%
	8 - 9 hrs	3	.8%	5	1.4%	2	.6%	1	.3%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	11	3.1%
	>9 hrs	5	1.4%	4	1.1%	5	1.4%	6	1.7%	1	.3%	1	.3%	0	.0%	0	.0%	0	.0%	0	.0%	1	.3%	23	6.5%
What is your highest qualification?	Less than O- Level equivalent	29	8.4%	21	6.0%	30	8.5%	27	7.6%	8	2.3%	3	.8%	2	.6%	2	.6%	1	.3%	7	2.0%	7	2.0%	30	8.5%
	O-Level	49	14.1%	36	10.2%	34	9.6%	12	3.4%	10	2.9%	4	1.1%	2	.6%	2	.6%	0	.0%	2	.6%	2	.6%	51	14.5%
	A-Level	25	7.2%	27	7.7%	15	4.3%	11	3.1%	5	1.4%	4	1.1%	2	.6%	1	.3%	1	.3%	1	.3%	2	.6%	33	9.4%
	Vocational Certification (City & Guilds or equivalent)	19	5.5%	16	4.6%	5	1.4%	5	1.4%	6	1.7%	1	.3%	4	1.1%	0	.0%	1	.3%	1	.3%	0	.0%	57	16.0%
	University Diploma or equivalent -Local	6	1.7%	8	2.3%	4	1.1%	5	1.4%	2	.6%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	25	7.2%
	University Diploma or equivalent -Overseas Institution	12	3.4%	2	.6%	4	1.1%	3	.8%	2	.6%	3	.8%	2	.6%	0	.0%	0	.0%	0	.0%	0	.0%	28	7.9%
	University Degree- Baccalaureate	25	7.2%	15	4.3%	8	2.3%	4	1.1%	1	.3%	4	1.1%	1	.3%	0	.0%	0	.0%	0	.0%	0	.0%	58	16.6%
	University Degree- Masters' Level	6	1.7%	8	2.3%	4	1.1%	5	1.4%	1	.3%	2	.6%	0	.0%	0	.0%	0	.0%	0	.0%	1	.3%	27	7.5%
	University Doctoral	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%
	Others	9	2.6%	2	.6%	1	.3%	3	.8%	1	.3%	1	.3%	0	.0%	1	.3%	0	.0%	0	.0%	0	.0%	18	5.1%
Describe the company where you are employed	Government Organisation/Department	43	12.3%	26	7.5%	27	7.6%	17	4.8%	5	1.4%	6	1.7%	1	.3%	1	.3%	0	.0%	3	.8%	3	.8%	29	8.2%
	Parastatal Company	13	3.7%	9	2.6%	6	1.7%	3	.8%	2	.6%	2	.6%	1	.3%	0	.0%	0	.0%	0	.0%	0	.0%	36	10.1%
	Publicly Listed Company	14	4.0%	10	2.8%	6	1.7%	5	1.4%	1	.3%	1	.3%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	37	10.3%
	Private Company/Sole Trader	106	30.2%	88	25.0%	64	18.2%	48	13.6%	26	7.4%	12	3.4%	10	2.8%	4	1.1%	3	.8%	9	2.5%	9	2.5%	70	19.8%
	Commercial Partnership	2	.6%	1	.3%	0	.0%	2	.6%	0	.0%	0	.0%	1	.3%	0	.0%	0	.0%	0	.0%	0	.0%	8	2.2%
	Non-profit Organisation	2	.6%	1	.3%	2	.6%	0	.0%	1	.3%	1	.3%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	7	2.0%
Sector of Activity	Agriculture & Fishery	1	.3%	1	.3%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	2	.6%
	Stone Quarrying & Construction	3	.8%	2	.6%	3	.8%	3	.8%	0	.0%	0	.0%	1	.3%	0	.0%	2	.6%	2	.6%	2	.6%	16	4.5%
	Governmental Services	43	12.3%	26	7.5%	26	7.5%	18	4.9%	5	1.4%	6	1.7%	1	.3%	0	.0%	0	.0%	3	.8%	3	.8%	26	7.4%
	Hotel & Catering	18	5.1%	14	4.0%	11	3.1%	6	1.7%	2	.6%	4	1.1%	3	.8%	2	.6%	1	.3%	1	.3%	2	.6%	53	14.8%
	Services	68	19.5%	50	14.3%	44	12.5%	32	9.0%	22	6.2%	9	2.5%	6	1.7%	3	.8%	0	.0%	5	1.4%	5	1.4%	39	10.8%
	Manufacturing	47	13.5%	42	11.9%	21	6.0%	16	4.5%	8	2.3%	4	1.1%	2	.6%	1	.3%	0	.0%	0	.0%	0	.0%	41	11.6%
What is your present main job?	Full time	150	42.8%	111	30.9%	93	26.3%	66	18.5%	29	8.1%	18	5.1%	10	2.8%	4	1.1%	3	.8%	6	1.7%	10	2.8%	94	26.3%
	Part time	2	.6%	4	1.1%	4	1.1%	2	.6%	2	.6%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	14	3.9%
	Part time (reduced hours)	28	7.9%	20	5.7%	8	2.3%	7	2.0%	5	1.4%	4	1.1%	3	.8%	2	.6%	0	.0%	2	.6%	2	.6%	79	22.1%
Are you engaged in more than one job?	More than One Job	22	6.3%	20	5.7%	16	4.5%	12	3.4%	5	1.4%	3	.8%	1	.3%	2	.6%	0	.0%	2	.6%	2	.6%	33	9.2%
	One Job Only	158	44.7%	115	32.4%	89	24.7%	63	17.5%	31	8.6%	19	5.3%	12	3.4%	4	1.1%	3	.8%	3	.8%	10	2.8%	24	6.7%
What is the basis of your main job?	Casual	23	6.5%	21	5.9%	13	3.6%	8	2.2%	0	.0%	2	.6%	2	.6%	1	.3%	0	.0%	0	.0%	1	.3%	29	7.9%
	Permanent-Fixed Term Contract	11	3.1%	13	3.6%	12	3.4%	4	1.1%	3	.8%	4	1.1%	2	.6%	1	.3%	1	.3%	1	.3%	2	.6%	54	14.8%
	Permanent-Indefinite Contract	146	41.2%	101	28.2%	79	21.9%	63	17.4%	25	7.1%	16	4.5%	9	2.5%	4	1.1%	9	2.5%	2	.6%	9	2.5%	54	14.8%
Your level of responsibility	Senior Managers, Directors	11	3.1%	9	2.5%	9	2.5%	7	1.9%	3	.8%	1	.3%	2	.6%	1	.3%	1	.3%	1	.3%	0	.0%	44	12.1%
	Professionals	39	10.9%	19	5.4%	10	2.8%	10	2.8%	3	.8%	6	1.7%	3	.8%	3	.8%	1	.3%	1	.3%	1	.3%	32	8.8%
	Associate Professionals & Technical	21	5.9%	16	4.5%	11	3.0%	7	1.9%	3	.8%	1	.3%	1	.3%	1	.3%	0	.0						

#### 5.1.4 Choice of Job Basis

A total of 84.2% of research participants occupied a full-time job as their main job, while another 13.5% of the research participants were engaged in a part-time job as their main occupation. An analysis of the reasons why participants chose part-time or full-time with reduced hours basis of employment is set out Table 15, showing how studies account for 37.6% of the part-time employee participants' reason for choice, while caring responsibilities are a key consideration in the choice of non full-time work among 32.3% of the participants engaged in non full-time work.

Table 16 sets out an analysis of these responses across respondent groups, showing how studies prevailed as a reason for opting for non full-time work among research participants (in non full-time work) who:

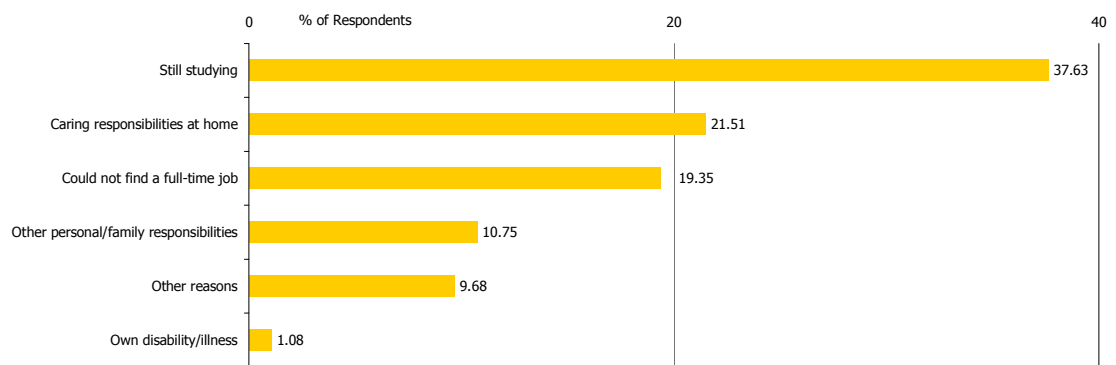
- were men, or
- were younger than 24 years of age, or
- were not married or living with a partner, but living alone, or
- had no caring responsibilities at home, or
- devoted less than 3 hours daily for domestic work, or
- were employed within the hotel & catering or services or manufacturing sectors, or
- were engaged in clerical or shop & market services occupations.

Contrastingly, caring responsibilities at home prevailed as a reason for opting for non full-time work among research participants (in non full-time work) who:

- were women, or
- were aged between 25 and 54 years, or
- were married and/or living with a partner, or
- devoted between 4 and 7 hours daily for domestic work, or
- were employed within Governmental services sector, or
- were engaged in clerical occupations.

**Table 15 – Summary of Research Participants’ Reason for Choice of Job Basis**

		Count	Valid Percent
Why did you choose to work on such a basis?	Still studying	35	37.6%
	Own disability/illness	1	1.1%
	Caring responsibilities at home	20	21.5%
	Could not find a full-time job	18	19.4%
	Other personal/family responsibilities	10	10.8%
	Other reasons	9	9.7%
	Total	93	100.0%



**Table 16 – Analysis of Research Participants’ Reason for Choice of Job Basis Across Respondent Groups**

		Why did you choose to work on such a basis?										Total			
		Still studying		Own disability/illness		Caring responsibilities at home		Could not find a full-time job		Other personal/family responsibilities			Other reasons		
		N	N %	N	N %	N	N %	N	N %	N	N %		N	N %	
Gender	Male	15	48.4%	1	3.2%	0	.0%	8	25.8%	1	3.2%	6	19.4%	31	100.0%
	Female	20	32.3%	0	.0%	20	32.3%	10	16.1%	9	14.5%	3	4.8%	62	100.0%
Participant Age	<24	33	63.5%	0	.0%	0	.0%	13	25.0%	1	1.9%	5	9.6%	52	100.0%
	25 - 34 years	1	9.1%	0	.0%	6	54.5%	3	27.3%	0	.0%	1	9.1%	11	100.0%
	35 - 44 years	1	7.7%	0	.0%	6	46.2%	1	7.7%	5	38.5%	0	.0%	13	100.0%
	45 - 54 years	0	.0%	1	7.7%	8	61.5%	1	7.7%	2	15.4%	1	7.7%	13	100.0%
	55 +	0	.0%	0	.0%	0	.0%	0	.0%	2	50.0%	2	50.0%	4	100.0%
Status	Married or living with partner	1	2.7%	1	2.7%	19	51.4%	4	10.8%	9	24.3%	3	8.1%	37	100.0%
	Separated, not living with partner	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	1	100.0%	1	100.0%
	Widowed, not living with partner	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%
	Not married, no partner with parents	32	62.7%	0	.0%	0	.0%	13	25.5%	1	2.0%	5	9.8%	51	100.0%
Caring Responsibilities at Home	Yes	2	6.7%	0	.0%	20	66.7%	3	10.0%	4	13.3%	1	3.3%	30	100.0%
	No	33	52.4%	1	1.6%	0	.0%	15	23.8%	6	9.5%	8	12.7%	63	100.0%
Variety of Caring Responsibilities At Home	1	2	7.1%	0	.0%	19	67.9%	2	7.1%	4	14.3%	1	3.6%	28	100.0%
	2	0	.0%	0	.0%	1	50.0%	1	50.0%	0	.0%	0	.0%	2	100.0%
How much time do you spend in domestic work?	<1hr	19	55.9%	1	2.9%	1	2.9%	9	26.5%	1	2.9%	3	8.8%	34	100.0%
	1 - 3 hrs	10	37.0%	0	.0%	5	18.5%	3	11.1%	5	18.5%	4	14.8%	27	100.0%
	4 - 5 hrs	2	15.4%	0	.0%	5	38.5%	3	23.1%	3	23.1%	0	.0%	13	100.0%
	6 - 7 hrs	2	22.2%	0	.0%	4	44.4%	1	11.1%	1	11.1%	1	11.1%	9	100.0%
	8 - 9 hrs	0	.0%	0	.0%	1	50.0%	0	.0%	0	.0%	1	50.0%	2	100.0%
	>9 hrs	0	.0%	0	.0%	4	66.7%	2	33.3%	0	.0%	0	.0%	6	100.0%
What is your highest qualification?	Less than O- Level equivalent	0	.0%	0	.0%	8	34.8%	11	47.8%	3	13.0%	1	4.3%	23	100.0%
	O-Level	11	34.4%	1	3.1%	6	18.8%	6	18.8%	6	18.8%	2	6.3%	32	100.0%
	A-Level	16	69.6%	0	.0%	3	13.0%	0	.0%	1	4.3%	3	13.0%	23	100.0%
	Vocational Certification (City & Guilds or equivalent)	4	50.0%	0	.0%	0	.0%	1	12.5%	0	.0%	3	37.5%	8	100.0%
	University Diploma or equivalent -Local	2	100.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	2	100.0%
	University Diploma or equivalent -Overseas Institution	0	.0%	0	.0%	1	100.0%	0	.0%	0	.0%	0	.0%	1	100.0%
	University Degree- Baccalaureate	2	66.7%	0	.0%	1	33.3%	0	.0%	0	.0%	0	.0%	3	100.0%
	University Degree- Masters' Level	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%
	University Doctoral	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%
	Others	0	.0%	0	.0%	1	100.0%	0	.0%	0	.0%	0	.0%	1	100.0%
	Describe the company where you are employed	Government Organisation/Department	1	10.0%	0	.0%	5	50.0%	1	10.0%	0	.0%	3	30.0%	10
Parastatal Company		1	25.0%	0	.0%	0	.0%	1	25.0%	1	25.0%	1	25.0%	4	100.0%
Publicly Listed Company		1	100.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	1	100.0%
Private Company/Sole Trader		31	41.3%	1	1.3%	15	20.0%	15	20.0%	8	10.7%	5	6.7%	75	100.0%
Commercial Partnership		1	33.3%	0	.0%	0	.0%	1	33.3%	1	33.3%	0	.0%	3	100.0%
Non-profit Organisation		0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%
Agriculture & Fishery		0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%
Sector of Activity	Stone Quarrying & Construction	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%
	Governmental Services	0	.0%	0	.0%	5	55.6%	2	22.2%	0	.0%	2	22.2%	9	100.0%
	Hotel & Catering	12	50.0%	0	.0%	3	12.5%	6	25.0%	0	.0%	3	12.5%	24	100.0%
	Services	18	39.1%	0	.0%	10	21.7%	8	17.4%	6	13.0%	4	8.7%	46	100.0%
	Manufacturing	5	35.7%	1	7.1%	2	14.3%	2	14.3%	4	28.6%	0	.0%	14	100.0%
What is your present main job?	Full time	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%
	Full time (reduced hours)	2	14.3%	0	.0%	7	50.0%	2	14.3%	2	14.3%	1	7.1%	14	100.0%
Are you engaged in more than one job?	Part time	33	41.8%	1	1.3%	13	16.5%	16	20.3%	8	10.1%	8	10.1%	79	100.0%
	More than One Job	4	28.6%	0	.0%	1	7.1%	4	28.6%	3	21.4%	2	14.3%	14	100.0%
What is the basis of your main job?	One Job Only	31	39.2%	1	1.3%	19	24.1%	14	17.7%	7	8.9%	7	8.9%	79	100.0%
	Casual	22	44.9%	0	.0%	8	16.3%	11	22.4%	7	14.3%	1	2.0%	49	100.0%
	Permanent-Fixed Term Contract	2	33.3%	0	.0%	2	33.3%	0	.0%	1	16.7%	1	16.7%	6	100.0%
Your level of responsibility	Permanent-Indefinite Contract	11	28.9%	1	2.6%	10	26.3%	7	18.4%	2	5.3%	7	18.4%	38	100.0%
	Senior Managers, Directors	0	.0%	0	.0%	0	.0%	0	.0%	1	100.0%	0	.0%	1	100.0%
	Professionals	4	50.0%	0	.0%	0	.0%	2	25.0%	0	.0%	2	25.0%	8	100.0%
	Associate Professionals & Technical	1	16.7%	0	.0%	2	33.3%	1	16.7%	1	16.7%	1	16.7%	6	100.0%
	Clerical employees	8	34.8%	0	.0%	11	47.8%	2	8.7%	0	.0%	2	8.7%	23	100.0%
	Skilled agriculture & fishery workers	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%
	Crafts & related trades	1	100.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	1	100.0%
	Plant & machine operator, assembly workers	1	25.0%	0	.0%	0	.0%	3	75.0%	0	.0%	0	.0%	4	100.0%
	Elementary occupations	3	23.1%	1	7.7%	4	30.8%	4	30.8%	1	7.7%	0	.0%	13	100.0%
	Shop & Market services	17	45.9%	0	.0%	3	8.1%	6	16.2%	7	18.9%	4	10.8%	37	100.0%

### 5.1.5 Binding Contract

A total of 77.5% of the participating respondents claimed to be engaged in job of a permanent nature with an indefinite contract. A further 13.5% of the research participants were engaged in a casual job (as their main employment), while the remaining 9.0% of research participants were engaged in a permanent job with a fixed term contract. Table 18 sets out an analysis of the durations of fixed term contracts across respondent groups, showing that contract duration differences were fairly homogenous across respondent groups, except for the observation wherein contracts among employees engaged in Governmental services featured longer durations than those among employees engaged in the services and manufacturing sectors.

**Table 17 – Summary of Duration of Fixed Term Contract**

		Count	Valid Percent
What is the duration of the Contract?	less than 3 months	6	11.3%
	4-6 months	8	15.1%
	7-12 months	10	18.9%
	13-18 months	0	.0%
	19-24 months	2	3.8%
	25-36 months	14	26.4%
	3 years+	10	18.9%
	Regularly every season	3	5.7%
	Other	0	.0%
	Total	53	100.0%

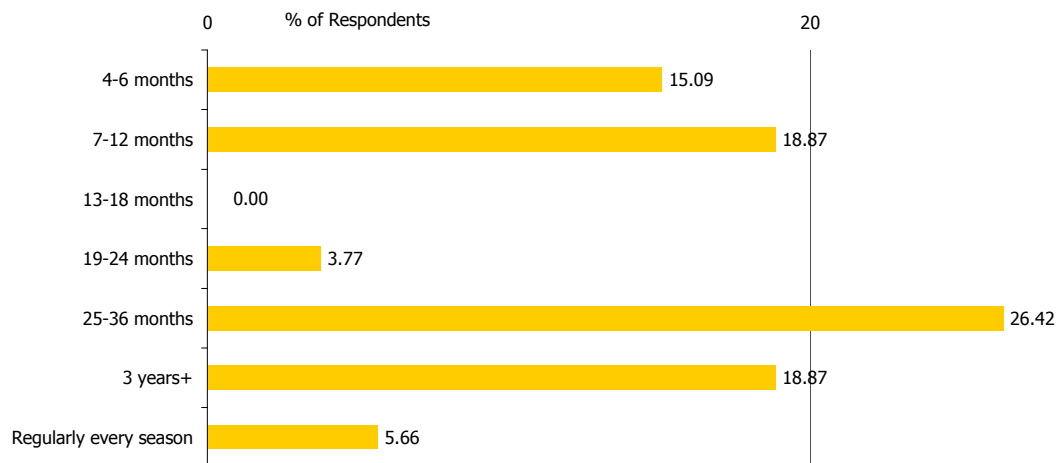


Table 18 – Analysis of Duration of Fixed Term Contract

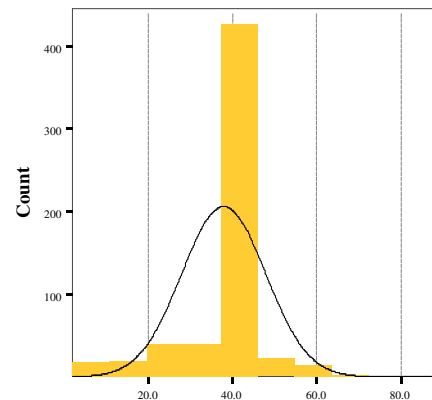
		What is the duration of the Contract?													Total							
		less than 3 months		4-6 months		7-12 months		13-18 months		19-24 months		25-36 months		3 years+		Regularly every season	Other					
		N	N %	N	N %	N	N %	N	N %	N	N %	N	N %	N		N %	N	N %				
Gender	Male	4	15.4%	6	23.1%	4	15.4%	0	.0%	1	3.8%	6	23.1%	5	19.2%	0	.0%	0	.0%	26	100.0%	
	Female	2	7.4%	2	7.4%	6	22.2%	0	.0%	1	3.7%	8	29.6%	5	18.5%	3	11.1%	0	.0%	27	100.0%	
Participant Age	<24	3	12.0%	6	24.0%	4	16.0%	0	.0%	1	4.0%	6	24.0%	4	16.0%	1	4.0%	0	.0%	25	100.0%	
	25 - 34 years	3	17.6%	0	.0%	4	23.5%	0	.0%	0	.0%	6	35.3%	3	17.6%	1	5.9%	0	.0%	17	100.0%	
	35 - 44 years	0	.0%	1	20.0%	2	40.0%	0	.0%	1	20.0%	0	.0%	0	.0%	1	20.0%	0	.0%	5	100.0%	
	45 - 54 years	0	.0%	1	25.0%	0	.0%	0	.0%	0	.0%	0	.0%	3	75.0%	0	.0%	0	.0%	4	100.0%	
	55 +	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	2	100.0%	0	.0%	0	.0%	0	.0%	2	100.0%	
Status	Married or living with partner	1	5.3%	3	15.8%	5	26.3%	0	.0%	1	5.3%	5	26.3%	3	15.8%	1	5.3%	0	.0%	19	100.0%	
	Separated, not living with partner	1	50.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	1	50.0%	0	.0%	0	.0%	2	100.0%	
	Widowed, not living with partner	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	
	Not married, no partner with parents	4	14.8%	5	18.5%	5	18.5%	0	.0%	1	3.7%	7	25.9%	4	14.8%	1	3.7%	0	.0%	27	100.0%	
	Not married, not with partner, alone	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	2	40.0%	2	40.0%	1	20.0%	0	.0%	5	100.0%	
Caring Responsibilities at Home	Yes	1	6.3%	3	18.8%	3	18.8%	0	.0%	0	.0%	5	31.3%	3	18.8%	1	6.3%	0	.0%	16	100.0%	
	No	5	13.5%	5	13.5%	7	18.9%	0	.0%	2	5.4%	9	24.3%	7	18.9%	2	5.4%	0	.0%	37	100.0%	
Variety of Caring Responsibilities At Home	1	0	.0%	1	9.1%	3	27.3%	0	.0%	0	.0%	4	36.4%	2	18.2%	1	9.1%	0	.0%	11	100.0%	
	2	1	20.0%	2	40.0%	0	.0%	0	.0%	0	.0%	1	20.0%	1	20.0%	0	.0%	0	.0%	5	100.0%	
	<1hr	3	15.8%	4	21.1%	5	26.3%	0	.0%	1	5.3%	2	10.5%	3	15.8%	1	5.3%	0	.0%	19	100.0%	
	1 - 3 hrs	2	13.3%	0	.0%	4	26.7%	0	.0%	1	6.7%	6	40.0%	2	13.3%	0	.0%	0	.0%	15	100.0%	
	4 - 5 hrs	0	.0%	1	11.1%	0	.0%	0	.0%	0	.0%	5	55.6%	1	11.1%	2	22.2%	0	.0%	9	100.0%	
	6 - 7 hrs	1	33.3%	0	.0%	1	33.3%	0	.0%	0	.0%	0	.0%	1	33.3%	0	.0%	0	.0%	3	100.0%	
	8 - 9 hrs	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	
	>9 hrs	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	1	100.0%	0	.0%	0	.0%	1	100.0%	
What is your highest qualification?	Less than O-Level equivalent	1	14.3%	3	42.9%	1	14.3%	0	.0%	1	14.3%	0	.0%	1	14.3%	0	.0%	0	.0%	7	100.0%	
	O-Level	0	.0%	3	25.0%	2	16.7%	0	.0%	0	.0%	1	8.3%	5	41.7%	1	8.3%	0	.0%	12	100.0%	
	A-Level	2	16.7%	0	.0%	1	8.3%	0	.0%	1	8.3%	6	50.0%	2	16.7%	0	.0%	0	.0%	12	100.0%	
	Vocational Certification (City & Guilds or equivalent)	0	.0%	2	33.3%	3	50.0%	0	.0%	0	.0%	1	16.7%	0	.0%	0	.0%	0	.0%	6	100.0%	
	University Diploma or equivalent -Local	1	50.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	1	50.0%	0	.0%	0	.0%	2	100.0%	
	University Diploma or equivalent -Overseas Institution	1	50.0%	0	.0%	0	.0%	0	.0%	0	.0%	1	50.0%	0	.0%	0	.0%	0	.0%	2	100.0%	
	University Degree- Baccalaureate	1	11.1%	0	.0%	2	22.2%	0	.0%	1	11.1%	3	33.3%	2	22.2%	0	.0%	0	.0%	9	100.0%	
	University Degree- Masters' Level	0	.0%	0	.0%	1	33.3%	0	.0%	0	.0%	1	33.3%	0	.0%	1	33.3%	0	.0%	3	100.0%	
	University Doctoral	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	
	Others	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	
	Describe the company where you are employed	Government Organisation/Department	0	.0%	0	.0%	3	27.3%	0	.0%	1	9.1%	4	36.4%	3	27.3%	0	.0%	0	.0%	11	100.0%
		Parastatal Company	1	12.5%	1	12.5%	0	.0%	0	.0%	0	.0%	5	62.5%	0	.0%	1	12.5%	0	.0%	8	100.0%
Publicly Listed Company		1	25.0%	0	.0%	2	50.0%	0	.0%	0	.0%	1	25.0%	0	.0%	0	.0%	0	.0%	4	100.0%	
Private Company/Sole Trader		4	14.3%	7	25.0%	5	17.9%	0	.0%	1	3.6%	3	10.7%	6	21.4%	2	7.1%	0	.0%	28	100.0%	
Commercial Partnership		0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	
Non-profit Organisation		0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	1	50.0%	1	50.0%	0	.0%	0	.0%	2	100.0%	
Others		0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	
Sector of Activity	Agriculture & Fishery	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	
	Stone Quarrying & Construction	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	
	Governmental Services	0	.0%	0	.0%	2	13.3%	0	.0%	0	.0%	8	53.3%	4	26.7%	1	6.7%	0	.0%	15	100.0%	
	Hotel & Catering	2	33.3%	0	.0%	2	33.3%	0	.0%	0	.0%	1	16.7%	1	16.7%	0	.0%	0	.0%	6	100.0%	
	Services	1	4.2%	8	33.3%	4	16.7%	0	.0%	2	8.3%	4	16.7%	4	16.7%	1	4.2%	0	.0%	24	100.0%	
	Manufacturing	3	37.5%	0	.0%	2	25.0%	0	.0%	0	.0%	1	12.5%	1	12.5%	1	12.5%	0	.0%	8	100.0%	
	Others	5	10.9%	7	15.2%	8	17.4%	0	.0%	2	4.3%	13	28.3%	9	19.6%	2	4.3%	0	.0%	46	100.0%	
What is your present main job?	Full time (reduced hours)	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	1	100.0%	0	.0%	0	.0%	1	100.0%	
	Part time	1	16.7%	1	16.7%	2	33.3%	0	.0%	0	.0%	1	16.7%	0	.0%	1	16.7%	0	.0%	6	100.0%	
Are you engaged in more than one job?	More than One Job	2	25.0%	1	12.5%	3	37.5%	0	.0%	0	.0%	1	12.5%	1	12.5%	0	.0%	0	.0%	8	100.0%	
	One Job Only	4	8.9%	7	15.6%	7	15.6%	0	.0%	2	4.4%	14	31.1%	9	20.0%	2	4.4%	0	.0%	45	100.0%	
What is the basis of your main job?	Casual	0	.0%	1	100.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	1	100.0%	
	Permanent-Fixed Term Contract	6	11.5%	7	13.5%	10	19.2%	0	.0%	2	3.8%	14	26.9%	10	19.2%	3	5.8%	0	.0%	52	100.0%	
	Permanent-Indefinite Contract	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	
Your level of responsibility	Senior Managers, Directors	0	.0%	0	.0%	1	20.0%	0	.0%	0	.0%	1	20.0%	2	40.0%	1	20.0%	0	.0%	5	100.0%	
	Professionals	0	.0%	0	.0%	1	20.0%	0	.0%	1	20.0%	2	40.0%	0	.0%	1	20.0%	0	.0%	5	100.0%	
	Associate Professionals & Technical	0	.0%	0	.0%	1	20.0%	0	.0%	0	.0%	3	60.0%	1	20.0%	0	.0%	0	.0%	5	100.0%	
	Clerical employees	2	12.5%	1	6.3%	3	18.8%	0	.0%	0	.0%	6	37.5%	4	25.0%	0	.0%	0	.0%	16	100.0%	
	Skilled agriculture & fishery workers	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	
	Crafts & related trades	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	
	Plant & machine operator, assembly workers	1	50.0%	1	50.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	2	100.0%	
	Elementary occupations	1	11.1%	5	55.6%	1	11.1%	0	.0%	0	.0%	1	11.1%	0	.0%	1	11.1%	0	.0%	9	100.0%	
	Shop & Market services	2	18.2%	1	9.1%	3	27.3%	0	.0%	1	9.1%	1	9.1%	3	27.3%	0	.0%	0	.0%	11	100.0%	

### 5.1.6 Hours in a Work Week

Table 19 sets out a summary of the minimum hours worked by research participants, showing how the average across the sample stood at 37.8 hours weekly. Table 20 summarises the inferences made from an analysis of the mean minimum hours worked weekly across different respondent groups (Table 21). Noteworthy is the observation relating to the lower mean of minimum hours worked weekly among women or older participants or in the hotel & catering sector, largely as a result of a significant prevalence of part-time jobs occupied by participants within these groups. A detailed analysis in this regard is set out in Table 22.

**Table 19 – Summary of Mean Minimum Hours Worked in a Week**

	Minimum Hours worked weekly	Valid N (listwise)
N	586	586
Minimum	2.0	
Maximum	90.0	
Mean	37.839	
Std. Deviation	9.9813	



**Table 20 – Summary of Analysis of Minimum Number of Hours Worked Weekly Across Respondent Groups**

	Highest Mean Minimum Hours	Lowest Mean Minimum Hours
<b>Gender</b>	Men (39.51)	Women (35.41)
<b>Participant Age</b>	25 to 44 years (39.00)	55+ years (36.67)
<b>Family Status</b>	No Significant Difference	
<b>Caring Responsibilities at Home</b>	No Significant Difference	
<b>Variety of Caring Responsibilities at home</b>	No Significant Difference	
<b>Time devoted to Domestic Work</b>	1 - 3 hours daily (38.72)	6 - 7 hours daily (33.24)
<b>Highest Academic Qualifications</b>	No Significant Difference	
<b>Type of Employer</b>	No Significant Difference	
<b>Sector of Activity</b>	Manufacturing (38.39) Government Services (38.19)	Hotel & Catering (34.58)
<b>Present Job Type</b>	Full-time (40.88)	Part-time (20.53)
<b>Engaged in more than one job</b>	No Significant Difference	
<b>Basis of Main Job</b>	Permanent Indefinite Contract (39.39)	Casual (28.22)
<b>Occupation Type (ISCO 1988)</b>	Senior Managers (42.41)	Shop & Market Services (35.89)

**Table 21 – Analysis of Minimum Number of Hours Worked Weekly Across Respondent Groups**

		Minimum Hours worked weekly
		Mean
Gender	Male	39.51
	Female	35.41
Participant Age	<24	35.84
	25 - 34 years	39.00
	35 - 44 years	38.99
	45 - 54 years	38.43
	55 +	36.67
Status	Married or living with partner	38.32
	Separated, not living with partner	38.92
	Widowed, not living with partner	35.00
	Not married, no partner with parents	37.09
	Not married, not with partner, alone	38.92
Caring Responsibilities at Home	Yes	38.40
	No	37.49
Variety of Caring Responsibilities At Home	1	38.19
	2	38.71
	3	42.00
	4	40.00
How much time do you spend in domestic work?	<1hr	38.32
	1 - 3 hrs	38.72
	4 - 5 hrs	35.32
	6 - 7 hrs	33.24
	8 - 9 hrs	36.73
	>9 hrs	35.22
What is your highest qualification?	Less than O- Level equivalent	38.02
	O-Level	35.99
	A-Level	36.51
	Vocational Certification (City & Guilds or equivalent)	39.61
	University Diploma or equivalent -Local	38.32
	University Diploma or equivalent -Overseas Institution	39.54
	University Degree- Baccalaureate	39.40
	University Degree- Masters' Level	40.56
	University Doctoral	.
Others	40.89	
Describe the company where you are employed	Government Organisation/Department	38.05
	Parastatal Company	37.63
	Publicly Listed Company	40.97
	Private Company/Sole Trader	37.47
	Commercial Partnership	35.75
	Non-profit Organisation	40.00
Sector of Activity	Agriculture & Fishery	52.50
	Stone Quarrying & Construction	43.06
	Governmental Services	38.19
	Hotel & Catering	34.58
	Services	37.72
	Manufacturing	38.39
What is your present main job?	Full time	40.88
	Ful time (reduced hours)	26.93
	Part time	20.53
Are you engaged in more than one job?	More than One Job	36.77
	One Job Only	38.02
What is the basis of your main job?	Casual	28.22
	Permanent-Fixed Term Contract	38.68
	Permanent-Indefinite Contract	39.39
Your level of responsibility	Senior Managers, Directors	42.41
	Professionals	37.26
	Associate Professionals & Technical	39.67
	Clerical employees	36.74
	Skilled agriculture & fishery workers	.
	Crafts & related trades	43.75
	Plant & machine operator, assembly workers	38.36
	Elementary occupations	38.20
Shop & Market services	35.89	



**Table 22 – Analysis of Minimum Number of Hours Worked Weekly Across Respondent Groups As Distinguished by Their Job Basis**

		What is your present main job?		
		Full time	Ful time (reduced hours)	Part time
		Minimum Hours worked weekly	Minimum Hours worked weekly	Minimum Hours worked weekly
		Mean	Mean	Mean
Gender	Male	41.2	40.0	21.1
	Female	40.3	25.9	20.2
Participant Age	<24	41.8	29.4	19.6
	25 - 34 years	40.2	20.0	24.6
	35 - 44 years	41.0	30.0	22.7
	45 - 54 years	40.9	30.0	21.2
	55 +	39.0	.	16.5
Status	Married or living with partner	40.9	25.6	20.0
	Separated, not living with partner	38.4	.	45.0
	Widowed, not living with partner	35.0	.	.
	Not married, no partner with parents	41.1	29.4	20.4
	Not married, not with partner, alone	41.2	.	19.8
Caring Responsibilities at Home	Yes	40.8	25.6	21.3
	No	40.9	29.4	20.2
Variety of Caring Responsibilities At Home	1	41.2	25.6	21.5
	2	39.5	.	19.5
	3	42.0	.	.
	4	40.0	.	.
How much time do you spend in domestic work?	<1hr	41.5	29.4	19.6
	1 - 3 hrs	41.0	28.8	23.4
	4 - 5 hrs	39.8	26.7	18.7
	6 - 7 hrs	39.6	5.0	18.3
	8 - 9 hrs	40.0	.	22.0
	>9 hrs	39.8	30.0	20.6
What is your highest qualification?	Less than O- Level equivalent	41.3	35.0	20.0
	O-Level	40.3	20.0	19.8
	A-Level	41.6	25.7	19.4
	Vocational Certification (City & Guilds or equivalent)	41.5	.	28.1
	University Diploma or equivalent -Local	40.1	.	17.5
	University Diploma or equivalent -Overseas Institution	40.3	.	20.0
	University Degree- Baccalaureate	40.2	27.5	20.0
	University Degree- Masters' Level	40.6	.	.
	University Doctoral	.	.	.
Describe the company where you are employed	Government Organisation/Department	38.9	25.4	31.2
	Parastatal Company	39.8	.	19.9
	Publicly Listed Company	41.6	.	20.0
	Private Company/Sole Trader	41.7	27.8	19.8
	Commercial Partnership	45.4	.	19.7
	Non-profit Organisation	40.0	.	.
What is your present main job?	Full time	40.9	.	.
	Ful time (reduced hours)	.	26.9	.
	Part time	.	.	20.5
Are you engaged in more than one job?	More than One Job	40.2	.	19.6
	One Job Only	41.0	26.9	20.7
What is the basis of your main job?	Casual	42.5	29.2	17.9
	Permanent-Fixed Term Contract	40.0	30.0	28.0
	Permanent-Indefinite Contract	40.9	24.6	22.9
Your level of responsibility	Senior Managers, Directors	42.7	30.0	.
	Professionals	38.9	25.0	19.7
	Associate Professionals & Technical	41.1	27.5	25.0
	Clerical employees	40.1	21.7	18.9
	Skilled agriculture & fishery workers	.	.	.
	Crafts & related trades	44.3	.	40.0
	Plant & machine operator, assembly workers	39.8	40.0	12.7
	Elementary occupations	41.8	.	20.8
Shop & Market services	42.7	37.5	20.9	

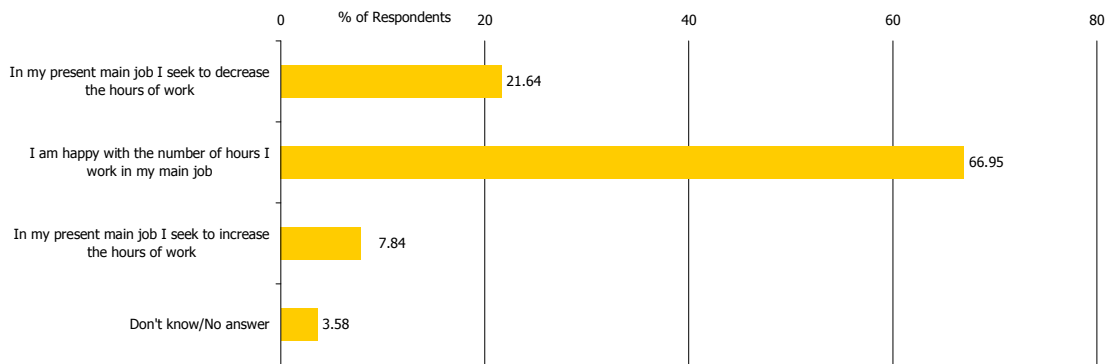
Table 23 sets out a summary of how research participants felt about the hours worked, showing how an overwhelming 67.0% are happy with the number of hours worked, while 21.6% of research participants seek to decrease the hours worked. An analysis of these responses is set out in Table 24, showing how:

- Higher proportions of responses relating to a wish to decrease the hours worked prevailed among participants who:
  - were between 25 and 54 years old, or
  - were married and/or living with a partner or separated, or
  - spent more than 9 hours daily in domestic work at home, or
  - were employed in full-time jobs, or
  - were employed in permanent jobs with an indefinite contract.
- Contrastingly higher proportions of responses relating to a wish to increase the hours worked prevailed among participants who:
  - were younger than 24 years old, or
  - were not married, living with parents or alone, or
  - devoted between 6 and 7 hours daily to domestic work at home, or
  - were employed in part-time jobs, or
  - were employed in casual jobs.

An analysis of the mean minimum hours worked across the responses and basis of employment (Table 25) shows that participants wishing to reduce the hours of work typically worked in jobs with the mean minimum hours of work above the mean for the sample. The converse held in respect to participants wishing to increase their minimum hours of work – who worked an average minimum hours of work that was below the sample’s average.

**Table 23 – Summary of Response: Respondents’ Satisfaction with Hours Worked in Main Job**

		Count	Valid Percent
Which of the following is true in your case?	In my present main job I seek to decrease the hours of work	127	21.6%
	I am happy with the number of hours I work in my main job	393	67.0%
	In my present main job I seek to increase the hours of work	46	7.8%
	Don't know/No answer	21	3.6%
	Total	587	100.0%



**Table 24 – Analysis of Response: Respondents’ Satisfaction with Hours Worked in Main Job Across Respondent Groups**

		Which of the following is true in your case?										
		In my present main job I seek to decrease the hours of work		I am happy with the number of hours I work in my main job		In my present main job I seek to increase the hours of work		Don't know/No answer		Total		
		N	N %	N	N %	N	N %	N	N %	N	N %	
Gender	Male	85	24.4%	222	63.8%	25	7.2%	16	4.6%	348	100.0%	
	Female	42	17.6%	171	71.5%	21	8.8%	5	2.1%	239	100.0%	
Participant Age	<24	28	15.3%	126	68.9%	25	13.7%	4	2.2%	183	100.0%	
	25 - 34 years	33	21.0%	109	69.4%	10	6.4%	5	3.2%	157	100.0%	
	35 - 44 years	32	29.4%	69	63.3%	4	3.7%	4	3.7%	109	100.0%	
	45 - 54 years	25	26.0%	59	61.5%	5	5.2%	7	7.3%	96	100.0%	
	55 +	6	15.4%	30	76.9%	2	5.1%	1	2.6%	39	100.0%	
Status	Married or living with partner	72	25.4%	187	65.8%	13	4.6%	12	4.2%	284	100.0%	
	Separated, not living with partner	5	38.5%	5	38.5%	1	7.7%	2	15.4%	13	100.0%	
	Widowed, not living with partner	1	50.0%	1	50.0%	0	.0%	0	.0%	2	100.0%	
	Not married, no partner with parents	46	18.4%	170	68.0%	27	10.8%	7	2.8%	250	100.0%	
	Not married, not with partner, alone	3	7.9%	30	78.9%	5	13.2%	0	.0%	38	100.0%	
			59	26.2%	144	64.0%	12	5.3%	10	4.4%	225	100.0%
Caring Responsibilities at Home	Yes	68	18.8%	249	68.8%	34	9.4%	11	3.0%	362	100.0%	
	No	43	25.3%	110	64.7%	9	5.3%	8	4.7%	170	100.0%	
Variety of Caring Responsibilities At Home	1	13	26.5%	31	63.3%	3	6.1%	2	4.1%	49	100.0%	
	2	3	60.0%	2	40.0%	0	.0%	0	.0%	5	100.0%	
	3	0	.0%	1	100.0%	0	.0%	0	.0%	1	100.0%	
	4	50	22.7%	146	66.4%	14	6.4%	10	4.5%	220	100.0%	
How much time do you spend in domestic work?	<1hr	38	18.7%	147	72.4%	13	6.4%	5	2.5%	203	100.0%	
	1 - 3 hrs	13	23.2%	35	62.5%	6	10.7%	2	3.6%	56	100.0%	
	4 - 5 hrs	3	10.0%	21	70.0%	6	20.0%	0	.0%	30	100.0%	
	6 - 7 hrs	2	18.2%	9	81.8%	0	.0%	0	.0%	11	100.0%	
	8 - 9 hrs	11	47.8%	8	34.8%	4	17.4%	0	.0%	23	100.0%	
	>9 hrs	34	26.2%	81	62.3%	10	7.7%	5	3.8%	130	100.0%	
	Less than O- Level equivalent	33	21.9%	99	65.6%	17	11.3%	2	1.3%	151	100.0%	
	O-Level	13	14.0%	64	68.8%	12	12.9%	4	4.3%	93	100.0%	
What is your highest qualification?	Vocational Certification (City & Guilds or equivalent)	14	24.6%	36	63.2%	3	5.3%	4	7.0%	57	100.0%	
	University Diploma or equivalent -Local	6	24.0%	16	64.0%	1	4.0%	2	8.0%	25	100.0%	
	University Diploma or equivalent -Overseas Institution	8	28.6%	19	67.9%	1	3.6%	0	.0%	28	100.0%	
	University Degree- Baccalaureate	10	17.2%	44	75.9%	1	1.7%	3	5.2%	58	100.0%	
	University Degree- Masters' Level	5	18.5%	20	74.1%	1	3.7%	1	3.7%	27	100.0%	
	University Doctoral	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	
	Others	4	22.2%	14	77.8%	0	.0%	0	.0%	18	100.0%	
	Describe the company where you are employed	Government Organisation/Department	22	17.1%	95	73.6%	4	3.1%	8	6.2%	129	100.0%
		Parastatal Company	7	19.4%	23	63.9%	5	13.9%	1	2.8%	36	100.0%
		Publicly Listed Company	10	27.0%	23	62.2%	4	10.8%	0	.0%	37	100.0%
Private Company/Sole Trader		83	22.4%	243	65.7%	33	8.9%	11	3.0%	370	100.0%	
Commercial Partnership		1	12.5%	6	75.0%	0	.0%	1	12.5%	8	100.0%	
Non-profit Organisation		4	57.1%	3	42.9%	0	.0%	0	.0%	7	100.0%	
		0	.0%	2	100.0%	0	.0%	0	.0%	2	100.0%	
Sector of Activity	Agriculture & Fishery	8	50.0%	7	43.8%	0	.0%	1	6.3%	16	100.0%	
	Stone Quarrying & Construction	23	18.3%	88	69.8%	7	5.6%	8	6.3%	126	100.0%	
	Governmental Services	17	27.0%	36	57.1%	9	14.3%	1	1.6%	63	100.0%	
	Hotel & Catering	46	19.2%	167	69.9%	20	8.4%	6	2.5%	239	100.0%	
	Services	33	23.4%	93	66.0%	10	7.1%	5	3.5%	141	100.0%	
	Manufacturing	122	24.7%	329	66.6%	23	4.7%	20	4.0%	494	100.0%	
		2	14.3%	11	78.6%	0	.0%	1	7.1%	14	100.0%	
What is your present main job?	Full time	3	3.8%	53	67.1%	23	29.1%	0	.0%	79	100.0%	
	Full time (reduced hours)	20	24.1%	53	63.9%	8	9.6%	2	2.4%	83	100.0%	
	Part time	107	21.2%	340	67.5%	38	7.5%	19	3.8%	504	100.0%	
Are you engaged in more than one job?	More than One Job	7	8.9%	55	69.6%	17	21.5%	0	.0%	79	100.0%	
	One Job Only	10	18.9%	36	67.9%	5	9.4%	2	3.8%	53	100.0%	
		110	24.2%	302	66.4%	24	5.3%	19	4.2%	455	100.0%	
What is the basis of your main job?	Casual	10	22.7%	32	72.7%	0	.0%	2	4.5%	44	100.0%	
	Permanent-Fixed Term Contract	15	16.3%	71	77.2%	3	3.3%	3	3.3%	92	100.0%	
	Associate Professionals & Technical	14	22.2%	42	66.7%	3	4.8%	4	6.3%	63	100.0%	
Your level of responsibility	Clerical employees	31	23.3%	82	61.7%	15	11.3%	5	3.8%	133	100.0%	
	Skilled agriculture & fishery workers	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	
	Crafts & related trades	3	37.5%	5	62.5%	0	.0%	0	.0%	8	100.0%	
	Plant & machine operator, assembly workers	15	26.3%	36	63.2%	5	8.8%	1	1.8%	57	100.0%	
	Elementary occupations	19	25.0%	50	65.8%	4	5.3%	3	3.9%	76	100.0%	
	Shop & Market services	20	17.5%	75	65.8%	16	14.0%	3	2.6%	114	100.0%	

**Table 25 – Analysis of Respondent’s Wish about Hours Worked Across Respondent Basis of Employment and Mean Minimum Hours Worked Weekly**

		What is your present main job?		
		Full time	Ful time (reduced hours)	Part time
		Minimum Hours worked weekly	Minimum Hours worked weekly	Minimum Hours worked weekly
		Mean	Mean	Mean
Which of the following is true in your case?	In my present main job I seek to decrease the hours of work	43.0	32.5	26.7
	I am happy with the number of hours I work in my main job	40.3	26.5	21.4
	In my present main job I seek to increase the hours of work	37.8	.	17.5
	Don't know/No answer	41.6	20.0	.

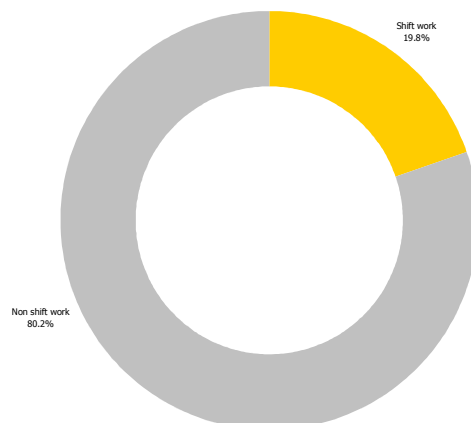
### 5.1.7 Shift Work

Table 26 shows how 19.8% of the research participants were engaged in shift work as opposed to non-shift basis. An analysis of the incidence of shift work across different research participant groups showed No Statistically Significant Differences across such groups except that shift work was a relatively more common incidence among:

- Workers with vocational qualifications or less, or
- Workers engaged with establishments in hotel & catering or manufacturing sectors, or
- Workers engaged in plant & machine operator or elementary or shop & market service occupations.

**Table 26 – Participants Engaged in Shift Work**

		Count	Valid Percent
Do you work on shift?	Yes	116	19.8%
	No	471	80.2%
	Total	587	100.0%



**Table 27 – Analysis of Shift work Across Participant Groups**

		Do you work on shift?					
		Yes		No		Total	
		N	N %	N	N %	N	N %
Gender	Male	74	21.3%	274	78.7%	348	100.0%
	Female	42	17.6%	197	82.4%	239	100.0%
Participant Age	<24	48	26.2%	135	73.8%	183	100.0%
	25 - 34 years	28	17.8%	129	82.2%	157	100.0%
	35 - 44 years	19	17.4%	90	82.6%	109	100.0%
	45 - 54 years	17	17.7%	79	82.3%	96	100.0%
	55 +	4	10.3%	35	89.7%	39	100.0%
Status	Married or living with partner	49	17.3%	235	82.7%	284	100.0%
	Separated, not living with partner	3	23.1%	10	76.9%	13	100.0%
	Widowed, not living with partner	1	50.0%	1	50.0%	2	100.0%
	Not married, no partner with parents	53	21.2%	197	78.8%	250	100.0%
	Not married, not with partner, alone	10	26.3%	28	73.7%	38	100.0%
Caring Responsibilities at Home	Yes	43	19.1%	182	80.9%	225	100.0%
	No	73	20.2%	289	79.8%	362	100.0%
Variety of Caring Responsibilities At Home	1	28	16.5%	142	83.5%	170	100.0%
	2	14	28.6%	35	71.4%	49	100.0%
	3	1	20.0%	4	80.0%	5	100.0%
	4	0	.0%	1	100.0%	1	100.0%
How much time do you spend in domestic work?	<1hr	42	19.1%	178	80.9%	220	100.0%
	1 - 3 hrs	31	15.3%	172	84.7%	203	100.0%
	4 - 5 hrs	13	23.2%	43	76.8%	56	100.0%
	6 - 7 hrs	11	36.7%	19	63.3%	30	100.0%
	8 - 9 hrs	3	27.3%	8	72.7%	11	100.0%
	>9 hrs	3	13.0%	20	87.0%	23	100.0%
What is your highest qualification?	Less than O- Level equivalent	36	27.7%	94	72.3%	130	100.0%
	O-Level	34	22.5%	117	77.5%	151	100.0%
	A-Level	18	19.4%	75	80.6%	93	100.0%
	Vocational Certification (City & Guilds or equivalent)	18	31.6%	39	68.4%	57	100.0%
	University Diploma or equivalent -Local	3	12.0%	22	88.0%	25	100.0%
	University Diploma or equivalent -Overseas Institution	1	3.6%	27	96.4%	28	100.0%
	University Degree- Baccalaureate	4	6.9%	54	93.1%	58	100.0%
	University Degree- Masters' Level	1	3.7%	26	96.3%	27	100.0%
	University Doctoral	0	.0%	0	.0%	0	.0%
	Others	1	5.6%	17	94.4%	18	100.0%
Describe the company where you are employed	Government Organisation/Department	17	13.2%	112	86.8%	129	100.0%
	Parastatal Company	8	22.2%	28	77.8%	36	100.0%
	Publicly Listed Company	10	27.0%	27	73.0%	37	100.0%
	Private Company/Sole Trader	80	21.6%	290	78.4%	370	100.0%
	Commercial Partnership	1	12.5%	7	87.5%	8	100.0%
	Non-profit Organisation	0	.0%	7	100.0%	7	100.0%
Sector of Activity	Agriculture & Fishery	0	.0%	2	100.0%	2	100.0%
	Stone Quarrying & Construction	0	.0%	16	100.0%	16	100.0%
	Governmental Services	15	11.9%	111	88.1%	126	100.0%
	Hotel & Catering	21	33.3%	42	66.7%	63	100.0%
	Services	41	17.2%	198	82.8%	239	100.0%
	Manufacturing	39	27.7%	102	72.3%	141	100.0%
What is your present main job?	Full time	97	19.6%	397	80.4%	494	100.0%
	Full time (reduced hours)	2	14.3%	12	85.7%	14	100.0%
	Part time	17	21.5%	62	78.5%	79	100.0%
Are you engaged in more than one job?	More than One Job	15	18.1%	68	81.9%	83	100.0%
	One Job Only	101	20.0%	403	80.0%	504	100.0%
What is the basis of your main job?	Casual	16	20.3%	63	79.7%	79	100.0%
	Permanent-Fixed Term Contract	17	32.1%	36	67.9%	53	100.0%
	Permanent-Indefinite Contract	83	18.2%	372	81.8%	455	100.0%
Your level of responsibility	Senior Managers, Directors	4	9.1%	40	90.9%	44	100.0%
	Professionals	13	14.1%	79	85.9%	92	100.0%
	Associate Professionals & Technical	6	9.5%	57	90.5%	63	100.0%
	Clerical employees	9	6.8%	124	93.2%	133	100.0%
	Skilled agriculture & fishery workers	0	.0%	0	.0%	0	.0%
	Crafts & related trades	0	.0%	8	100.0%	8	100.0%
	Plant & machine operator, assembly workers	27	47.4%	30	52.6%	57	100.0%
	Elementary occupations	27	35.5%	49	64.5%	76	100.0%
Shop & Market services	30	26.3%	84	73.7%	114	100.0%	

An analysis of the minimum working hours required to be worked by research participants in shift work suggested no significant differences in the average minimum hours worked in shift work as opposed to non-shift work. Table 28 shows how 54.3% of the research participants engaged in shift work were employed through alternate shift, while a further 32.8% were employed through a permanent shift. An analysis of the incidence of such types of shift work across respondent groups (Table 29) showed no significant differences in the incidence of different types of shift work across different respondent groups.

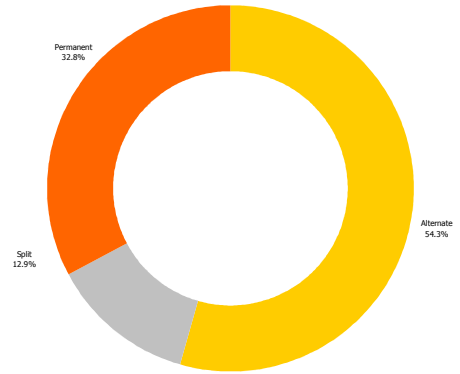
A total of 50.0% of such participants engaged in shift work were entitled to shift allowance. An analysis of the incidence of this allowance (Table 30), showing that generally there were no discernible differences between participant groups and their entitlement to shift allowance, except for a significantly more common incidence of shift allowance entitlement among participants who:

- were employed with establishments comprising Government organisations/departments or parastatal companies, or
- were employed in establishments engaged in Governmental services or manufacturing, or
- were employed in full-time positions, or
- were engaged in plant & machine operator or assembly worker roles.

Overall, participants entitled to a shift allowance claimed that such allowance amounted to Lm 23.86 weekly gross on average – varying from a minimum of Lm 2.00 weekly to a maximum of Lm 104.00 weekly. Table 31 sets out an analysis of the claimed shift allowances (earned weekly gross before National Insurance and tax) across respondent groups and across participant gender. This analysis showed no significant differences except that shift allowances earned by research participants working in establishments that operate in the hotel and catering sector featured the highest means, contrasting against the lowest mean shift allowances earned by participants engaged with manufacturing enterprises. Whilst analysis also shows that men typically earned higher shift allowances than their female counterparts, such differences were not statistically valid at a 95% confidence interval.

**Table 28 – Summary of type of Shifts Worked**

		Count	Valid Percent
How can you describe your shift basis?	Alternate	63	54.3%
	Split	15	12.9%
	Permanent	38	32.8%
	Total	116	100.0%





**Table 29 – Analysis of Type of Shifts Worked Across Respondent Groups**

		How can you describe your shift basis?							
		Alternate		Split		Permanent		Total	
		N	N %	N	N %	N	N %	N	N %
Gender	Male	39	52.7%	8	10.8%	27	36.5%	74	100.0%
	Female	24	57.1%	7	16.7%	11	26.2%	42	100.0%
Participant Age	<24	21	43.8%	4	8.3%	23	47.9%	48	100.0%
	25 - 34 years	19	67.9%	5	17.9%	4	14.3%	28	100.0%
	35 - 44 years	10	52.6%	4	21.1%	5	26.3%	19	100.0%
	45 - 54 years	11	64.7%	2	11.8%	4	23.5%	17	100.0%
	55 +	2	50.0%	0	.0%	2	50.0%	4	100.0%
Status	Married or living with partner	26	53.1%	7	14.3%	16	32.7%	49	100.0%
	Separated, not living with partner	2	66.7%	0	.0%	1	33.3%	3	100.0%
	Widowed, not living with partner	1	100.0%	0	.0%	0	.0%	1	100.0%
	Not married, no partner with parents	26	49.1%	7	13.2%	20	37.7%	53	100.0%
	Not married, not with partner, alone	8	80.0%	1	10.0%	1	10.0%	10	100.0%
Caring Responsibilities at Home	Yes	22	51.2%	7	16.3%	14	32.6%	43	100.0%
	No	41	56.2%	8	11.0%	24	32.9%	73	100.0%
Variety of Caring Responsibilities At Home	1	16	57.1%	5	17.9%	7	25.0%	28	100.0%
	2	5	35.7%	2	14.3%	7	50.0%	14	100.0%
	3	1	100.0%	0	.0%	0	.0%	1	100.0%
How much time do you spend in domestic work?	<1hr	22	52.4%	5	11.9%	15	35.7%	42	100.0%
	1 - 3 hrs	17	54.8%	4	12.9%	10	32.3%	31	100.0%
	4 - 5 hrs	9	69.2%	4	30.8%	0	.0%	13	100.0%
	6 - 7 hrs	5	45.5%	1	9.1%	5	45.5%	11	100.0%
	8 - 9 hrs	0	.0%	0	.0%	3	100.0%	3	100.0%
What is your highest qualification?	>9 hrs	0	.0%	1	33.3%	2	66.7%	3	100.0%
	Less than O- Level equivalent	21	58.3%	5	13.9%	10	27.8%	36	100.0%
	O-Level	21	61.8%	3	8.8%	10	29.4%	34	100.0%
	A-Level	8	44.4%	5	27.8%	5	27.8%	18	100.0%
	Vocational Certification (City & Guilds or equivalent)	7	38.9%	2	11.1%	9	50.0%	18	100.0%
	University Diploma or equivalent -Local	2	66.7%	0	.0%	1	33.3%	3	100.0%
	University Diploma or equivalent -Overseas Institution	1	100.0%	0	.0%	0	.0%	1	100.0%
	University Degree- Baccalaureate	2	50.0%	0	.0%	2	50.0%	4	100.0%
	University Degree- Masters' Level	0	.0%	0	.0%	1	100.0%	1	100.0%
	University Doctoral	0	.0%	0	.0%	0	.0%	0	.0%
Describe the company where you are employed	Others	1	100.0%	0	.0%	0	.0%	1	100.0%
	Government Organisation/Department	8	47.1%	2	11.8%	7	41.2%	17	100.0%
	Parastatal Company	3	37.5%	1	12.5%	4	50.0%	8	100.0%
	Publicly Listed Company	6	60.0%	2	20.0%	2	20.0%	10	100.0%
	Private Company/Sole Trader	45	56.3%	10	12.5%	25	31.3%	80	100.0%
	Commercial Partnership	1	100.0%	0	.0%	0	.0%	1	100.0%
Sector of Activity	Non-profit Organisation	0	.0%	0	.0%	0	.0%	0	.0%
	Agriculture & Fishery	0	.0%	0	.0%	0	.0%	0	.0%
	Stone Quarrying & Construction	0	.0%	0	.0%	0	.0%	0	.0%
	Governmental Services	6	40.0%	1	6.7%	8	53.3%	15	100.0%
	Hotel & Catering	10	47.6%	3	14.3%	8	38.1%	21	100.0%
	Services	23	56.1%	6	14.6%	12	29.3%	41	100.0%
	Manufacturing	24	61.5%	5	12.8%	10	25.6%	39	100.0%
What is your present main job?	Full time	55	56.7%	10	10.3%	32	33.0%	97	100.0%
	Full time (reduced hours)	2	100.0%	0	.0%	0	.0%	2	100.0%
	Part time	6	35.3%	5	29.4%	6	35.3%	17	100.0%
Are you engaged in more than one job?	More than One Job	10	66.7%	2	13.3%	3	20.0%	15	100.0%
	One Job Only	53	52.5%	13	12.9%	35	34.7%	101	100.0%
What is the basis of your main job?	Casual	8	50.0%	4	25.0%	4	25.0%	16	100.0%
	Permanent-Fixed Term Contract	9	52.9%	3	17.6%	5	29.4%	17	100.0%
	Permanent-Indefinite Contract	46	55.4%	8	9.6%	29	34.9%	83	100.0%
Your level of responsibility	Senior Managers, Directors	4	100.0%	0	.0%	0	.0%	4	100.0%
	Professionals	6	46.2%	1	7.7%	6	46.2%	13	100.0%
	Associate Professionals & Technical	2	33.3%	0	.0%	4	66.7%	6	100.0%
	Clerical employees	3	33.3%	2	22.2%	4	44.4%	9	100.0%
	Skilled agriculture & fishery workers	0	.0%	0	.0%	0	.0%	0	.0%
	Crafts & related trades	0	.0%	0	.0%	0	.0%	0	.0%
	Plant & machine operator, assembly workers	20	74.1%	2	7.4%	5	18.5%	27	100.0%
	Elementary occupations	14	51.9%	4	14.8%	9	33.3%	27	100.0%
	Shop & Market services	14	46.7%	6	20.0%	10	33.3%	30	100.0%

**Table 30 – Shift Allowance Entitlement across Respondent Groups**

		Are you entitled to a shift allowance?					
		Yes		No		Total	
		N	N %	N	N %	N	N %
Gender	Male	41	55.4%	33	44.6%	74	100.0%
	Female	16	40.0%	24	60.0%	40	100.0%
Participant Age	<24	23	48.9%	24	51.1%	47	100.0%
	25 - 34 years	11	40.7%	16	59.3%	27	100.0%
	35 - 44 years	9	47.4%	10	52.6%	19	100.0%
	45 - 54 years	10	58.8%	7	41.2%	17	100.0%
	55 +	4	100.0%	0	.0%	4	100.0%
Status	Married or living with partner	27	56.3%	21	43.8%	48	100.0%
	Separated, not living with partner	2	66.7%	1	33.3%	3	100.0%
	Widowed, not living with partner	1	100.0%	0	.0%	1	100.0%
	Not married, no partner with parents	21	39.6%	32	60.4%	53	100.0%
	Not married, not with partner, alone	6	66.7%	3	33.3%	9	100.0%
Caring Responsibilities at Home	Yes	23	54.8%	19	45.2%	42	100.0%
	No	34	47.2%	38	52.8%	72	100.0%
Variety of Caring Responsibilities At Home	1	13	46.4%	15	53.6%	28	100.0%
	2	9	69.2%	4	30.8%	13	100.0%
	3	1	100.0%	0	.0%	1	100.0%
How much time do you spend in domestic work?	<1hr	17	40.5%	25	59.5%	42	100.0%
	1 - 3 hrs	17	56.7%	13	43.3%	30	100.0%
	4 - 5 hrs	4	33.3%	8	66.7%	12	100.0%
	6 - 7 hrs	8	72.7%	3	27.3%	11	100.0%
	8 - 9 hrs	3	100.0%	0	.0%	3	100.0%
	>9 hrs	2	66.7%	1	33.3%	3	100.0%
What is your highest qualification?	Less than O- Level equivalent	18	50.0%	18	50.0%	36	100.0%
	O-Level	18	52.9%	16	47.1%	34	100.0%
	A-Level	7	43.8%	9	56.3%	16	100.0%
	Vocational Certification (City & Guilds or equivalent)	9	50.0%	9	50.0%	18	100.0%
	University Diploma or equivalent -Local	1	33.3%	2	66.7%	3	100.0%
	University Diploma or equivalent -Overseas Institution	1	100.0%	0	.0%	1	100.0%
	University Degree- Baccaalaureate	2	50.0%	2	50.0%	4	100.0%
	University Degree- Masters' Level	1	100.0%	0	.0%	1	100.0%
	University Doctoral	0	.0%	0	.0%	0	.0%
Describe the company where you are employed	Government Organisation/Department	12	75.0%	4	25.0%	16	100.0%
	Parastatal Company	7	87.5%	1	12.5%	8	100.0%
	Publicly Listed Company	4	40.0%	6	60.0%	10	100.0%
	Private Company/Sole Trader	34	43.0%	45	57.0%	79	100.0%
	Commercial Partnership	0	.0%	1	100.0%	1	100.0%
	Non-profit Organisation	0	.0%	0	.0%	0	.0%
Sector of Activity	Agriculture & Fishery	0	.0%	0	.0%	0	.0%
	Stone Quarrying & Construction	0	.0%	0	.0%	0	.0%
	Governmental Services	11	78.6%	3	21.4%	14	100.0%
	Hotel & Catering	7	33.3%	14	66.7%	21	100.0%
	Services	10	24.4%	31	75.6%	41	100.0%
	Manufacturing	29	76.3%	9	23.7%	38	100.0%
What is your present main job?	Full time	53	55.8%	42	44.2%	95	100.0%
	Full time (reduced hours)	0	.0%	2	100.0%	2	100.0%
	Part time	4	23.5%	13	76.5%	17	100.0%
Are you engaged in more than one job?	More than One Job	9	60.0%	6	40.0%	15	100.0%
	One Job Only	48	48.5%	51	51.5%	99	100.0%
What is the basis of your main job?	Casual	5	31.3%	11	68.8%	16	100.0%
	Permanent-Fixed Term Contract	7	43.8%	9	56.3%	16	100.0%
	Permanent-Indefinite Contract	45	54.9%	37	45.1%	82	100.0%
Your level of responsibility	Senior Managers, Directors	0	.0%	4	100.0%	4	100.0%
	Professionals	6	50.0%	6	50.0%	12	100.0%
	Associate Professionals & Technical	2	33.3%	4	66.7%	6	100.0%
	Clerical employees	5	62.5%	3	37.5%	8	100.0%
	Skilled agriculture & fishery workers	0	.0%	0	.0%	0	.0%
	Crafts & related trades	0	.0%	0	.0%	0	.0%
	Plant & machine operator, assembly workers	22	81.5%	5	18.5%	27	100.0%
	Elementary occupations	12	44.4%	15	55.6%	27	100.0%
	Shop & Market services	10	33.3%	20	66.7%	30	100.0%

**Table 31 – Analysis of the Mean Shift Allowance Received among Research Participant Groups and Across Gender**

		Overall	Gender	
			Male	Female
		Gross shift allowance (LM/week)	Gross shift allowance (LM/week)	Gross shift allowance (LM/week)
		Mean	Mean	Mean
Gender	Male	25.40	25.40	
	Female	19.50		19.50
Participant Age	<24	24.24	25.56	23.05
	25 - 34 years	28.04	35.68	7.67
	35 - 44 years	11.88	11.88	
	45 - 54 years	22.00	22.00	
	55 +	43.83	43.83	
Status	Married or living with partner	22.08	21.39	24.70
	Separated, not living with partner	20.00	20.00	
	Widowed, not living with partner	3.00	3.00	
	Not married, no partner with parents	30.11	39.27	15.71
	Not married, not with partner, alone	15.68	14.60	20.00
Caring Responsibilities at Home	Yes	18.58	20.68	6.67
	No	27.40	29.42	23.35
Variety of Caring Responsibilities At Home	1	25.79	29.35	8.00
	2	7.29	7.83	4.00
	3	11.00	11.00	
	4			
How much time do you spend in domestic work?	<1hr	25.75	28.67	17.00
	1 - 3 hrs	24.22	31.99	6.75
	4 - 5 hrs	5.00	5.00	
	6 - 7 hrs	14.94	14.75	15.13
	8 - 9 hrs	44.00	44.00	
	>9 hrs	56.50	15.00	98.00
What is your highest qualification?	Less than O- Level equivalent	27.46	29.93	9.00
	O-Level	25.90	27.56	23.42
	A-Level	11.60	16.00	5.00
	Vocational Certification (City & Guilds or equivalent)	17.50	10.00	40.00
	University Diploma or equivalent -Local	3.00	3.00	
	University Diploma or equivalent -Overseas Institution	40.00	40.00	
	University Degree- Baccalaureate	42.50	80.00	5.00
	University Degree- Masters' Level	12.00	12.00	
	University Doctoral			
	Others			
Describe the company where you are employed	Government Organisation/Department	20.96	22.14	8.00
	Parastatal Company	40.17	40.20	40.00
	Publicly Listed Company	38.75	38.75	
	Private Company/Sole Trader	19.50	20.02	18.68
	Commercial Partnership			
Sector of Activity	Agriculture & Fishery			
	Stone Quarrying & Construction			
	Governmental Services	21.65	23.17	8.00
	Hotel & Catering	47.79	48.50	46.83
	Services	25.20	25.88	22.50
	Manufacturing	16.97	20.65	8.57
What is your present main job?	Full time	21.90	23.83	15.77
	Ful time (reduced hours)			
	Part time	46.50	53.00	40.00
Are you engaged in more than one job?	More than One Job	26.18	27.90	21.00
	One Job Only	23.43	24.92	19.23
What is the basis of your main job?	Casual	35.50	50.00	30.67
	Permanent-Fixed Term Contract	34.29	29.50	40.67
	Permanent-Indefinite Contract	20.81	24.12	5.64
Your level of responsibility	Senior Managers, Directors			
	Professionals	15.00	17.50	5.00
	Associate Professionals & Technical	2.50	3.00	2.00
	Clerical employees	32.00	30.00	40.00
	Skilled agriculture & fishery workers			
	Crafts & related trades			
	Plant & machine operator, assembly workers	14.72	17.37	9.42
	Elementary occupations	35.05	38.50	4.00
	Shop & Market services	33.80	27.43	48.67

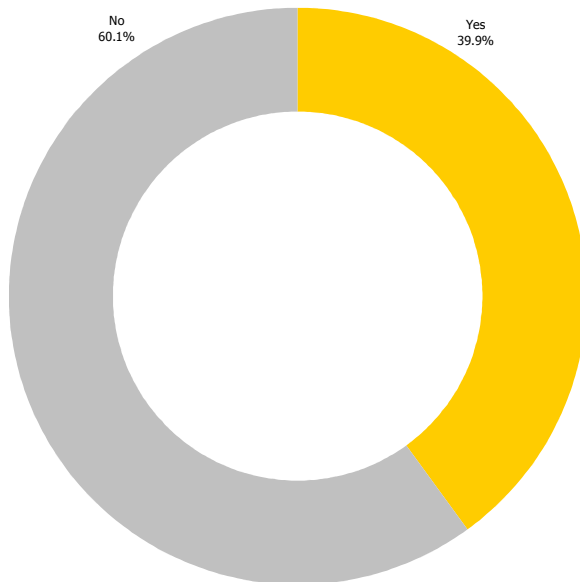
### 5.1.8 Additional Hours of Work

A total of 39.9% of research participants claimed that they worked for additional hours on top of the required minimum hours in their main job (Table 32). An analysis of the incidence of these responses across respondent groups (Table 33) showed that additional hours of work were more frequent among:

- men, or
- workers with academic qualifications including a University Diploma or higher, or
- workers engaged in full-time jobs, or
- participants engaged in jobs with permanent, fixed-term contracts.

**Table 32 – Summary of Incidence of Additional Hours Worked by Participants on top of Stated Minimum**

		Count	Valid Percent
Did you work for additional hours on top of hours you stated?	Yes	234	39.9%
	No	353	60.1%
	Total	587	100.0%



**Table 33 – Analysis of Incidence of Additional Hours Worked by Participants on top of Stated Minimum Across Respondent Groups**

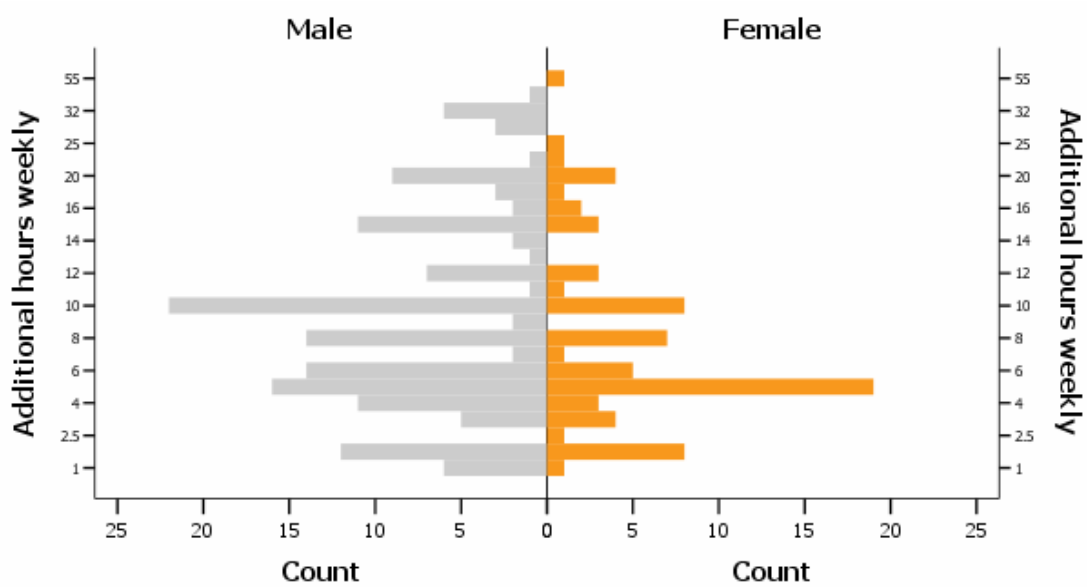
		Did you work for additional hours on top of hours you stated?					
		Yes		No		Total	
		N	N %	N	N %	N	N %
Gender	Male	158	45.4%	190	54.6%	348	100.0%
	Female	76	31.8%	163	68.2%	239	100.0%
Participant Age	<24	76	41.5%	107	58.5%	183	100.0%
	25 - 34 years	68	43.3%	89	56.7%	157	100.0%
	35 - 44 years	40	36.7%	69	63.3%	109	100.0%
	45 - 54 years	39	40.6%	57	59.4%	96	100.0%
	55 +	8	20.5%	31	79.5%	39	100.0%
Status	Married or living with partner	104	36.6%	180	63.4%	284	100.0%
	Separated, not living with partner	7	53.8%	6	46.2%	13	100.0%
	Widowed, not living with partner	1	50.0%	1	50.0%	2	100.0%
	Not married, no partner with parents	108	43.2%	142	56.8%	250	100.0%
	Not married, not with partner, alone	14	36.8%	24	63.2%	38	100.0%
Caring Responsibilities at Home	Yes	91	40.4%	134	59.6%	225	100.0%
	No	143	39.5%	219	60.5%	362	100.0%
Variety of Caring Responsibilities At Home	1	65	38.2%	105	61.8%	170	100.0%
	2	24	49.0%	25	51.0%	49	100.0%
	3	2	40.0%	3	60.0%	5	100.0%
	4	0	.0%	1	100.0%	1	100.0%
How much time do you spend in domestic work?	<1hr	87	39.5%	133	60.5%	220	100.0%
	1 - 3 hrs	86	42.4%	117	57.6%	203	100.0%
	4 - 5 hrs	18	32.1%	38	67.9%	56	100.0%
	6 - 7 hrs	10	33.3%	20	66.7%	30	100.0%
	8 - 9 hrs	1	9.1%	10	90.9%	11	100.0%
	>9 hrs	7	30.4%	16	69.6%	23	100.0%
What is your highest qualification?	Less than O- Level equivalent	43	33.1%	87	66.9%	130	100.0%
	O-Level	52	34.4%	99	65.6%	151	100.0%
	A-Level	33	35.5%	60	64.5%	93	100.0%
	Vocational Certification (City & Guilds or equivalent)	22	38.6%	35	61.4%	57	100.0%
	University Diploma or equivalent -Local	16	64.0%	9	36.0%	25	100.0%
	University Diploma or equivalent -Overseas Institution	11	39.3%	17	60.7%	28	100.0%
	University Degree- Baccalaureate	29	50.0%	29	50.0%	58	100.0%
	University Degree- Masters' Level	17	63.0%	10	37.0%	27	100.0%
	University Doctoral	0	.0%	0	.0%	0	.0%
	Others	11	61.1%	7	38.9%	18	100.0%
	Describe the company where you are employed	Government Organisation/Department	39	30.2%	90	69.8%	129
Parastatal Company		16	44.4%	20	55.6%	36	100.0%
Publicly Listed Company		21	56.8%	16	43.2%	37	100.0%
Private Company/Sole Trader		153	41.4%	217	58.6%	370	100.0%
Commercial Partnership		3	37.5%	5	62.5%	8	100.0%
Non-profit Organisation		2	28.6%	5	71.4%	7	100.0%
Sector of Activity	Agriculture & Fishery	0	.0%	2	100.0%	2	100.0%
	Stone Quarrying & Construction	10	62.5%	6	37.5%	16	100.0%
	Governmental Services	38	30.2%	88	69.8%	126	100.0%
	Hotel & Catering	27	42.9%	36	57.1%	63	100.0%
	Services	98	41.0%	141	59.0%	239	100.0%
	Manufacturing	61	43.3%	80	56.7%	141	100.0%
What is your present main job?	Full time	213	43.1%	281	56.9%	494	100.0%
	Full time (reduced hours)	1	7.1%	13	92.9%	14	100.0%
	Part time	20	25.3%	59	74.7%	79	100.0%
Are you engaged in more than one job?	More than One Job	39	47.0%	44	53.0%	83	100.0%
	One Job Only	195	38.7%	309	61.3%	504	100.0%
What is the basis of your main job?	Casual	20	25.3%	59	74.7%	79	100.0%
	Permanent-Fixed Term Contract	26	49.1%	27	50.9%	53	100.0%
	Permanent-Indefinite Contract	188	41.3%	267	58.7%	455	100.0%
Your level of responsibility	Senior Managers, Directors	22	50.0%	22	50.0%	44	100.0%
	Professionals	38	41.3%	54	58.7%	92	100.0%
	Associate Professionals & Technical	26	41.3%	37	58.7%	63	100.0%
	Clerical employees	48	36.1%	85	63.9%	133	100.0%
	Skilled agriculture & fishery workers	0	.0%	0	.0%	0	.0%
	Crafts & related trades	2	25.0%	6	75.0%	8	100.0%
	Plant & machine operator, assembly workers	30	52.6%	27	47.4%	57	100.0%
	Elementary occupations	30	39.5%	46	60.5%	76	100.0%
	Shop & Market services	38	33.3%	76	66.7%	114	100.0%

Of the 234 participants who claimed to work additional hours on top of their minimum weekly hours, 225 can actually recall an average number of hours worked weekly. A summary of these responses is set out in Table 34, while Table 35 sets out an analysis of these responses across different respondent groups, showing how on average, participants spend an additional 9.6 hours of work weekly on top of their required minimum (a feature among 38.3% of research participants). Variations in the additional time worked across respondent groups were also apparent, as exemplified by observations like:

- persons with caring responsibilities at home typically worked fewer hours than those without such responsibilities. A difference in such hours worked is also apparent across the sexes – men with caring responsibilities at home work an average of 9.4 hours weekly, contrasting with their female counterparts who work for an average of 4.8 hours weekly;
- the additional hours worked weekly also varied with the extent/variety of caring responsibilities at home, with differences across the sexes also apparent as above: men with such responsibilities still devote more additional time for work than women in paid employment;
- the number of additional hours worked weekly declines progressively with the number of hours research participants devote to domestic work. Women devote an average of 11 additional hours for their work when they undertake less than 1 hour daily in domestic work (their male counterparts devote just over 10 additional hours weekly for their work). Contrastingly, when the hours of domestic work increase among research participants, men still devote longer additional hours to their work as opposed to their female counterparts.
- the longest additional hours of work featured among participants employed with private companies (men worked an average of 11.35 hours weekly while women worked an average of 9.43 hours weekly). Lowest number of additional hours featured among participants engaged with parastatal companies – where women worked an estimated average of 7.0 additional hours weekly contrasting against their male counterparts (4.5 hours weekly).
- As expected, the longer additional hours worked weekly featured among participants engaged in full-time jobs (9.98 hours weekly). A difference across sexes also featured: men in full-time jobs worked an average of 10.4 additional hours weekly while their female counterparts worked for 8.98 additional hours weekly.
- Additional hours worked weekly also varied across occupation types (ISCO 1988) – with the highest averages prevailing among workers in plant & machine operator occupations or elementary occupations (11.57 hours and 14.34 hours weekly respectively). Again, men in these occupations claimed to work longer additional hours than their female counterparts.

**Table 34 – Summary of Additional Hours worked (on average) Weekly on top of the Required Minimum Hours by Research Participants**

	Additional hours weekly	Valid N (listwise)
N	225	225
Minimum	1.0	
Maximum	55.0	
Mean	9.642	
Std. Deviation	7.9957	



**Table 35 – Analysis of Additional Hours worked (on average) Weekly on top of the Required Minimum Hours by Research Participants Across Respondent Groups and Respondent Gender**

		Overall	Gender	
		Additional hours weekly Mean	Male	Female
			Additional hours weekly Mean	Additional hours weekly Mean
Gender	Male	10.16	10.16	.
	Female	8.59	.	8.59
Participant Age	<24	10.77	12.45	8.79
	25 - 34 years	10.13	9.74	11.21
	35 - 44 years	7.76	8.60	6.00
	45 - 54 years	8.72	9.22	6.43
	55 +	7.38	8.83	3.00
Status	Married or living with partner	8.67	9.29	6.69
	Separated, not living with partner	6.50	5.40	12.00
	Widowed, not living with partner	5.00	.	5.00
	Not married, no partner with parents	10.55	11.28	9.62
	Not married, not with partner, alone	11.64	12.55	8.33
Caring Responsibilities at Home	Yes	8.29	9.39	4.83
	No	10.49	10.75	10.08
Variety of Caring Responsibilities At Home	1	7.28	8.13	4.88
	2	10.81	12.42	4.70
	3	9.00	9.00	.
	4	.	.	.
How much time do you spend in domestic work?	<1hr	10.38	10.09	11.00
	1 - 3 hrs	8.19	8.31	7.97
	4 - 5 hrs	6.92	8.20	5.31
	6 - 7 hrs	7.11	7.67	6.00
	8 - 9 hrs	.	.	.
	>9 hrs	5.50	3.67	7.33
What is your highest qualification?	Less than O- Level equivalent	10.60	11.85	5.25
	O-Level	10.31	11.44	8.42
	A-Level	8.40	9.44	7.30
	Vocational Certification (City & Guilds or equivalent)	10.73	11.94	5.25
	University Diploma or equivalent -Local	9.07	10.40	5.75
	University Diploma or equivalent -Overseas Institution	9.64	7.75	14.67
	University Degree- Baccalaureate	8.48	7.62	9.29
	University Degree- Masters' Level	9.56	6.70	14.33
	University Doctoral	.	.	.
	Others	7.91	6.70	20.00
Describe the company where you are employed	Government Organisation/Department	8.22	8.70	6.90
	Parastatal Company	5.33	4.50	7.00
	Publicly Listed Company	8.38	9.23	7.00
	Private Company/Sole Trader	10.70	11.35	9.43
	Commercial Partnership	6.67	8.00	4.00
	Non-profit Organisation	6.00	6.00	.
Sector of Activity	Agriculture & Fishery	.	.	.
	Stone Quarrying & Construction	9.30	9.30	.
	Governmental Services	7.76	8.04	7.17
	Hotel & Catering	11.26	9.08	13.00
	Services	9.93	11.38	6.31
	Manufacturing	9.72	10.08	9.07
What is your present main job?	Full time	9.98	10.44	8.98
	Ful time (reduced hours)	8.00	8.00	.
	Part time	6.25	6.40	6.10
Are you engaged in more than one job?	More than One Job	11.58	10.90	12.33
	One Job Only	9.25	10.05	7.38
What is the basis of your main job?	Casual	7.45	7.10	7.80
	Permanent-Fixed Term Contract	11.60	14.15	8.83
	Permanent-Indefinite Contract	9.61	9.99	8.68
Your level of responsibility	Senior Managers, Directors	8.50	10.00	4.50
	Professionals	8.53	6.85	10.63
	Associate Professionals & Technical	9.13	8.33	11.50
	Clerical employees	8.40	9.46	6.86
	Skilled agriculture & fishery workers	.	.	.
	Crafts & related trades	6.00	6.00	.
	Plant & machine operator, assembly workers	11.57	11.78	10.86
	Elementary occupations	14.34	15.56	6.75
	Shop & Market services	8.21	8.05	8.41



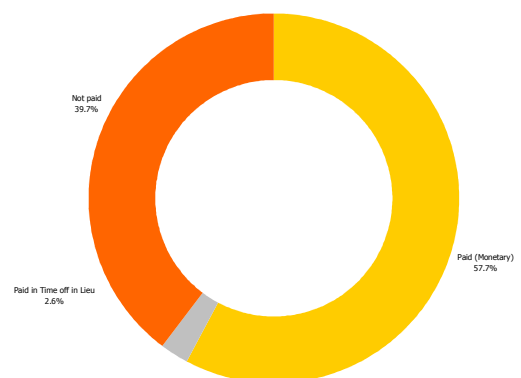
Table 36 sets out a summary of how participants are entitled to any remuneration for additional hours worked, showing how 57.7% of participants who work for additional hours are paid in monetary terms for their additional effort. Differences in the average additional hours worked by research participants as distinguished by their overtime entitlement, however, are not statistically significant.

An analysis of overtime remuneration entitlement across respondent groups (Table 37) showed some significant differences across research participant groups, wherein overtime remuneration entitlement was a significantly more common feature among:

- male workers (contrasting against their female counterparts);
- workers with academic qualifications equal to or less than University diploma (contrasting against University graduates holding Baccalaureate or Master’s degrees);
- workers engaged with establishments operating in governmental services, services or manufacturing, contrasting against their counterparts working in hotel & catering establishments;
- workers engaged in full-time work, as opposed to workers in part time jobs;
- workers employed in associate professional or clerical or plant & machine operator or elementary or shop & market service occupations – as opposed to workers engaged in senior managerial or professional roles.

**Table 36 – Summary of Overtime Remuneration Entitlement**

		Count	Valid Percent
Overtime payment entitlement	Paid (Monetary)	135	57.7%
	Paid in Time off in Lieu	6	2.6%
	Not paid	93	39.7%
	Total	234	100.0%



			Did you work for additional hours on top of hours you stated?
			Yes
			Additional hours weekly
Overtime payment entitlement	Paid (Monetary)	N	135
		Mean	10.1
		Median	8.0
	Paid in Time off in Lieu	N	6
		Mean	7.5
		Median	4.5
Not paid	N	93	
	Mean	9.1	
	Median	6.0	

**Table 37 – Analysis of Overtime Remuneration Entitlement Across Research Participant Groups**

		Overtime payment entitlement							
		Paid (Monetary)		Paid in Time off in Lieu		Not paid		Total	
		N	N %	N	N %	N	N %	N	N %
Gender	Male	101	63.9%	3	1.9%	54	34.2%	158	100.0%
	Female	34	44.7%	3	3.9%	39	51.3%	76	100.0%
Participant Age	<24	45	59.2%	1	1.3%	30	39.5%	76	100.0%
	25 - 34 years	43	63.2%	2	2.9%	23	33.8%	68	100.0%
	35 - 44 years	18	45.0%	3	7.5%	19	47.5%	40	100.0%
	45 - 54 years	24	61.5%	0	.0%	15	38.5%	39	100.0%
	55 +	4	50.0%	0	.0%	4	50.0%	8	100.0%
Status	Married or living with partner	64	61.5%	2	1.9%	38	36.5%	104	100.0%
	Separated, not living with partner	4	57.1%	0	.0%	3	42.9%	7	100.0%
	Widowed, not living with partner	0	.0%	0	.0%	1	100.0%	1	100.0%
	Not married, no partner with parents	60	55.6%	4	3.7%	44	40.7%	108	100.0%
	Not married, not with partner, alone	7	50.0%	0	.0%	7	50.0%	14	100.0%
Caring Responsibilities at Home	Yes	55	60.4%	2	2.2%	34	37.4%	91	100.0%
	No	80	55.9%	4	2.8%	59	41.3%	143	100.0%
Variety of Caring Responsibilities At Home	1	40	61.5%	2	3.1%	23	35.4%	65	100.0%
	2	13	54.2%	0	.0%	11	45.8%	24	100.0%
	3	2	100.0%	0	.0%	0	.0%	2	100.0%
How much time do you spend in domestic work?	<1hr	42	48.3%	1	1.1%	44	50.6%	87	100.0%
	1 - 3 hrs	48	55.8%	5	5.8%	33	38.4%	86	100.0%
	4 - 5 hrs	10	55.6%	0	.0%	8	44.4%	18	100.0%
	6 - 7 hrs	8	80.0%	0	.0%	2	20.0%	10	100.0%
	8 - 9 hrs	0	.0%	0	.0%	0	.0%	0	.0%
	>9 hrs	5	71.4%	0	.0%	2	28.6%	7	100.0%
What is your highest qualification?	Less than O- Level equivalent	33	76.7%	0	.0%	10	23.3%	43	100.0%
	O-Level	34	65.4%	1	1.9%	17	32.7%	52	100.0%
	A-Level	19	57.6%	1	3.0%	13	39.4%	33	100.0%
	Vocational Certification (City & Guilds or equivalent)	14	63.6%	1	4.5%	7	31.8%	22	100.0%
	University Diploma or equivalent -Local	10	62.5%	0	.0%	6	37.5%	16	100.0%
	University Diploma or equivalent -Overseas Institution	7	63.6%	0	.0%	4	36.4%	11	100.0%
	University Degree- Baccalaureate	6	20.7%	2	6.9%	21	72.4%	29	100.0%
	University Degree- Masters' Level	6	35.3%	0	.0%	11	64.7%	17	100.0%
	University Doctoral	0	.0%	0	.0%	0	.0%	0	.0%
	Others	6	54.5%	1	9.1%	4	36.4%	11	100.0%
Describe the company where you are employed	Government Organisation/Department	24	61.5%	3	7.7%	12	30.8%	39	100.0%
	Parastatal Company	10	62.5%	0	.0%	6	37.5%	16	100.0%
	Publicly Listed Company	12	57.1%	0	.0%	9	42.9%	21	100.0%
	Private Company/Sole Trader	86	56.2%	3	2.0%	64	41.8%	153	100.0%
	Commercial Partnership	3	100.0%	0	.0%	0	.0%	3	100.0%
	Non-profit Organisation	0	.0%	0	.0%	2	100.0%	2	100.0%
	Others	0	.0%	0	.0%	0	.0%	0	.0%
Sector of Activity	Agriculture & Fishery	0	.0%	0	.0%	0	.0%	0	.0%
	Stone Quarrying & Construction	9	90.0%	0	.0%	1	10.0%	10	100.0%
	Governmental Services	23	60.5%	2	5.3%	13	34.2%	38	100.0%
	Hotel & Catering	9	33.3%	1	3.7%	17	63.0%	27	100.0%
	Services	53	54.1%	3	3.1%	42	42.9%	98	100.0%
	Manufacturing	41	67.2%	0	.0%	20	32.8%	61	100.0%
	Others	132	62.0%	6	2.8%	75	35.2%	213	100.0%
What is your present main job?	Full time	132	62.0%	6	2.8%	75	35.2%	213	100.0%
	Full time (reduced hours)	1	100.0%	0	.0%	0	.0%	1	100.0%
	Part time	2	10.0%	0	.0%	18	90.0%	20	100.0%
Are you engaged in more than one job?	More than One Job	15	38.5%	2	5.1%	22	56.4%	39	100.0%
	One Job Only	120	61.5%	4	2.1%	71	36.4%	195	100.0%
What is the basis of your main job?	Casual	11	55.0%	0	.0%	9	45.0%	20	100.0%
	Permanent-Fixed Term Contract	11	42.3%	0	.0%	15	57.7%	26	100.0%
	Permanent-Indefinite Contract	113	60.1%	6	3.2%	69	36.7%	188	100.0%
Your level of responsibility	Senior Managers, Directors	4	18.2%	0	.0%	18	81.8%	22	100.0%
	Professionals	14	36.8%	2	5.3%	22	57.9%	38	100.0%
	Associate Professionals & Technical	17	65.4%	0	.0%	9	34.6%	26	100.0%
	Clerical employees	31	64.6%	1	2.1%	16	33.3%	48	100.0%
	Skilled agriculture & fishery workers	0	.0%	0	.0%	0	.0%	0	.0%
	Crafts & related trades	2	100.0%	0	.0%	0	.0%	2	100.0%
	Plant & machine operator, assembly workers	25	83.3%	1	3.3%	4	13.3%	30	100.0%
	Elementary occupations	23	76.7%	0	.0%	7	23.3%	30	100.0%
	Shop & Market services	19	50.0%	2	5.3%	17	44.7%	38	100.0%

Table 38 sets out a summary of the quoted rates of overtime remuneration for each hour overtime worked (where applicable). Noteworthy was the number of participants who could not recall or did not have an applicable rate for late night hours or Sundays or Public Holidays (explaining the reduced number of responses obtained). This analysis shows that whilst the 1:1.50 Hours rate prevailed in respect to overtime work done during workdays and Saturdays, 1:2.00 Hours rate prevailed in respect to overtime work done on Sundays and Public Holidays.

Table 39 through Table 43 set out an analysis of the distribution of such overtime remuneration rates across respondent groups. This analysis shows that differences across respondent groups were not pronounced, except where:

- overtime rates for ordinary days' after hours were typically 1:1.5 hrs among respondents engaged in establishments within manufacturing, services and governmental services, while rates were typically lower among respondents engaged in establishments within the hotel and catering sector;
- overtime rates for ordinary days' night hours were also typically 1:1.5 hrs among respondents engaged with governmental, parastatal or private sector employees;
- overtime rates for ordinary days' night publicly listed establishments, while overtime rates for the same times were typically lower am hours or Saturdays typically prevailed among respondents working in full-time jobs, while employees in part-time or full-time with reduced hours featured fewer and/or poorer overtime remuneration rates;
- overtime rates for Saturdays also averaged 1:1.5 hrs among respondents engaged in establishments within manufacturing, services and governmental services, while rates were typically higher among respondents engaged in establishments within the hotel and catering sector;
- while overtime rates for work on Sundays and Public Holidays averaged 1:2.0 hours, respondents engaged in hotel & catering or services sector establishment featured a more common incidence of 1:1.50 hrs rate than their counterparts in other sectors of activity did.

**Table 38 – Summary of Observed Overtime Remuneration Rates**

1 Hr =	Ordinary Work Day, After Hours	Ordinary Work Day, Night Hours	Saturdays	Sundays	Public Holidays
1.00 Hrs	31	22	26	13	16
1.20 Hrs		1			
1.25 Hrs	1	1	1	1	1
1.30 Hrs	1				
1.44 Hrs	1				
1.50 Hrs	85	31	72	10	8
1.75 Hrs			1		
2.00 Hrs	5	7	8	54	49
2.50 Hrs	1	1	1	1	2
3.00 Hrs					3
4.00 Hrs			1	1	1
<b>Total</b>	<b>125</b>	<b>63</b>	<b>110</b>	<b>80</b>	<b>80</b>

1 Hr =	Ordinary Work Day, After Hours	Ordinary Work Day, Night Hours	Saturdays	Sundays	Public Holidays
1.00 Hrs	24.8%	34.9%	23.6%	16.3%	20.0%
1.20 Hrs		1.6%			
1.25 Hrs	0.8%	1.6%	0.9%	1.3%	1.3%
1.30 Hrs	0.8%				
1.44 Hrs	0.8%				
1.50 Hrs	68.0%	49.2%	65.5%	12.5%	10.0%
1.75 Hrs			0.9%		
2.00 Hrs	4.0%	11.1%	7.3%	67.5%	61.3%
2.50 Hrs	0.8%	1.6%	0.9%	1.3%	2.5%
3.00 Hrs					3.8%
4.00 Hrs			0.9%	1.3%	1.3%



**Table 39 – Analysis of Incidence of Overtime Rates (Ordinary Day, After Hours) Across Respondent Groups**

		O/t calculation - ordinary day, after hours, 1hr =												Total			
		1.00		1.25		1.30		1.44		1.50		2.00		2.50			
		N	N %	N	N %	N	N %	N	N %	N	N %	N	N %	N	N %	N	N %
Gender	Male	22	24.7%	1	1.1%	0	0%	0	0%	64	71.9%	1	1.1%	1	1.1%	89	100.0%
	Female	9	25.0%	0	0%	1	2.8%	1	2.8%	21	58.3%	4	11.1%	0	0%	26	100.0%
Participant Age	<24	12	30.0%	0	0%	1	2.5%	1	2.5%	23	57.5%	2	5.0%	1	2.5%	40	100.0%
	25 - 34 years	4	10.0%	1	2.5%	0	0%	0	0%	34	85.0%	1	2.5%	0	0%	40	100.0%
	35 - 44 years	7	36.8%	0	0%	0	0%	0	0%	11	57.9%	1	5.3%	0	0%	19	100.0%
	45 - 54 years	6	27.3%	0	0%	0	0%	0	0%	15	68.2%	1	4.5%	0	0%	22	100.0%
	55 +	2	66.7%	0	0%	0	0%	0	0%	1	33.3%	0	0%	0	0%	3	100.0%
Status	Married or living with partner	17	29.3%	0	0%	0	0%	0	0%	37	63.8%	4	6.9%	0	0%	58	100.0%
	Separated, not living with partner	0	0%	0	0%	0	0%	0	0%	3	100.0%	0	0%	0	0%	3	100.0%
	Widowed, not living with partner	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Not married, no partner with parents	14	23.3%	1	1.7%	1	1.7%	1	1.7%	41	68.3%	1	1.7%	1	1.7%	60	100.0%
	Not married, not with partner, alone	0	0%	0	0%	0	0%	0	0%	4	100.0%	0	0%	0	0%	4	100.0%
Caring Responsibilities at Home	Yes	15	28.8%	1	1.9%	0	0%	0	0%	34	65.4%	2	3.8%	0	0%	52	100.0%
	No	16	21.9%	0	0%	1	1.4%	1	1.4%	51	69.9%	3	4.1%	1	1.4%	73	100.0%
Variety of Caring Responsibilities At Home	1	13	34.2%	1	2.6%	0	0%	0	0%	23	60.5%	1	2.6%	0	0%	38	100.0%
	2	1	8.3%	0	0%	0	0%	0	0%	10	83.3%	1	8.3%	0	0%	12	100.0%
	3	1	50.0%	0	0%	0	0%	0	0%	1	50.0%	0	0%	0	0%	2	100.0%
How much time do you spend in domestic work?	<1hr	14	35.0%	1	2.5%	0	0%	1	2.5%	22	55.0%	1	2.5%	1	2.5%	40	100.0%
	1 - 3 hrs	13	26.5%	0	0%	0	0%	0	0%	34	69.4%	2	4.1%	0	0%	49	100.0%
	4 - 5 hrs	1	12.5%	0	0%	0	0%	0	0%	6	75.0%	1	12.5%	0	0%	8	100.0%
	6 - 7 hrs	3	50.0%	0	0%	0	0%	0	0%	3	50.0%	0	0%	0	0%	6	100.0%
	8 - 9 hrs	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
>9 hrs	0	0%	0	0%	1	20.0%	0	0%	3	60.0%	1	20.0%	0	0%	5	100.0%	
What is your highest qualification?	Less than O- Level equivalent	13	41.9%	1	3.2%	0	0%	0	0%	16	51.6%	0	0%	1	3.2%	31	100.0%
	O-Level	5	16.1%	0	0%	0	0%	0	0%	23	74.2%	3	9.7%	0	0%	31	100.0%
	A-Level	2	11.1%	0	0%	1	5.6%	1	5.6%	12	66.7%	2	11.1%	0	0%	18	100.0%
	Vocational Certification (City & Guilds or equivalent)	3	20.0%	0	0%	0	0%	0	0%	12	80.0%	0	0%	0	0%	15	100.0%
	University Diploma or equivalent - Local	3	43.9%	0	0%	0	0%	0	0%	4	57.1%	0	0%	0	0%	7	100.0%
	University Diploma or equivalent - Overseas Institution	1	20.0%	0	0%	0	0%	0	0%	4	80.0%	0	0%	0	0%	5	100.0%
	University Degree- Baccalaureate	2	25.0%	0	0%	0	0%	0	0%	6	75.0%	0	0%	0	0%	8	100.0%
	University Degree- Masters' Level	1	33.3%	0	0%	0	0%	0	0%	2	66.7%	0	0%	0	0%	3	100.0%
	University Doctoral	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Others	1	14.3%	0	0%	0	0%	0	0%	6	85.7%	0	0%	0	0%	7	100.0%
	Describe the company where you are employed	Government Organisation/Department	1	4.2%	0	0%	0	0%	0	0%	23	95.8%	0	0%	0	0%	24
Parastatal Company	1	12.5%	0	0%	0	0%	0	0%	7	87.5%	0	0%	0	0%	8	100.0%	
Publicly Listed Company	1	9.1%	0	0%	0	0%	0	0%	9	81.8%	1	9.1%	0	0%	11	100.0%	
Private Company/Sole-Trader	27	34.2%	1	1.3%	1	1.3%	1	1.3%	44	55.7%	4	5.1%	1	1.3%	79	100.0%	
Commercial Partnership	1	33.3%	0	0%	0	0%	0	0%	2	66.7%	0	0%	0	0%	3	100.0%	
Non-profit Organisation	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Sector of Activity	Agriculture & Fishery	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Stone Quarrying & Construction	9	100.0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	9	100.0%
	Governmental Services	1	4.2%	0	0%	0	0%	0	0%	23	95.8%	0	0%	0	0%	24	100.0%
	Hotel & Catering	1	11.1%	0	0%	0	0%	0	0%	5	55.6%	3	33.3%	0	0%	9	100.0%
	Services	12	25.0%	1	2.1%	1	2.1%	1	2.1%	32	66.7%	0	0%	1	2.1%	48	100.0%
	Manufacturing	8	22.9%	0	0%	0	0%	0	0%	25	71.4%	2	5.7%	0	0%	35	100.0%
What is your present main job?	Full time	31	25.4%	1	8%	1	8%	0	0%	84	68.9%	5	4.1%	0	0%	122	100.0%
	Full time (reduced hours)	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100.0%	1	100.0%
	Part time	0	0%	0	0%	0	0%	1	50.0%	1	50.0%	0	0%	0	0%	2	100.0%
Are you engaged in more than one job?	More than One Job	4	23.5%	0	0%	0	0%	0	0%	12	70.6%	1	5.9%	0	0%	17	100.0%
	One Job Only	27	25.0%	1	9%	1	9%	1	9%	73	67.6%	4	3.7%	1	9%	108	100.0%
What is the basis of your main job?	Casual	3	30.0%	0	0%	0	0%	1	10.0%	5	50.0%	0	0%	1	10.0%	10	100.0%
	Permanent-Fixed Term Contract	3	27.3%	0	0%	0	0%	0	0%	7	63.6%	1	9.1%	0	0%	11	100.0%
	Permanent-Indefinite Contract	25	24.0%	1	1.0%	1	1.0%	0	0%	73	70.2%	4	3.8%	0	0%	104	100.0%
Your level of responsibility	Senior Managers, Directors	4	100.0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	4	100.0%
	Professionals	4	44.4%	0	0%	0	0%	1	11.1%	4	44.4%	0	0%	0	0%	9	100.0%
	Associate Professionals & Technical	3	17.6%	0	0%	0	0%	0	0%	14	82.4%	0	0%	0	0%	17	100.0%
	Clerical employees	3	10.0%	0	0%	1	3.3%	0	0%	24	80.0%	2	6.7%	0	0%	30	100.0%
	Skilled agriculture & fishery workers	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Crafts & related trades	0	0%	0	0%	0	0%	0	0%	2	100.0%	0	0%	0	0%	2	100.0%
	Plant & machine operator, assembly workers	5	21.7%	0	0%	0	0%	0	0%	16	69.6%	1	4.3%	1	4.3%	23	100.0%
	Elementary occupations	4	21.1%	1	5.3%	0	0%	0	0%	14	73.7%	0	0%	0	0%	19	100.0%
	Shop & Market services	8	38.1%	0	0%	0	0%	0	0%	11	52.4%	2	9.5%	0	0%	21	100.0%

**Table 40 – Analysis of Incidence of Overtime Rates (Ordinary Day, Night Hours) Across Respondent Groups**

		O/t calculation - ordinary day, night hours, 1hr =														
		1.00		1.20		1.25		1.50		2.00		2.50		Total		
		N	N %	N	N %	N	N %	N	N %	N	N %	N	N %	N	N %	
Gender	Male	14	23.2%	1	2.1%	1	2.1%	26	54.2%	5	10.4%	1	2.1%	48	100.0%	
	Female	8	53.3%	0	.0%	0	.0%	5	33.3%	2	12.3%	0	.0%	15	100.0%	
Participant Age	<24	10	47.6%	0	.0%	0	.0%	7	33.3%	3	14.3%	1	4.8%	21	100.0%	
	25 - 34 years	3	13.6%	0	.0%	1	4.5%	15	68.2%	3	13.6%	0	.0%	22	100.0%	
	35 - 44 years	4	50.0%	0	.0%	0	.0%	3	37.5%	1	12.5%	0	.0%	8	100.0%	
	45 - 54 years	4	36.4%	1	9.1%	0	.0%	6	54.5%	0	.0%	0	.0%	11	100.0%	
	55 +	1	100.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	1	100.0%	
Status	Married or living with partner	9	37.5%	1	4.2%	0	.0%	12	50.0%	2	8.3%	0	.0%	24	100.0%	
	Separated, not living with partner	0	.0%	0	.0%	0	.0%	2	100.0%	0	.0%	0	.0%	2	100.0%	
	Widowed, not living with partner	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	
	Not married, no partner with parents	13	38.2%	0	.0%	1	2.9%	15	44.1%	4	11.8%	1	2.9%	34	100.0%	
	Not married, not with partner, alone	0	.0%	0	.0%	0	.0%	2	66.7%	1	33.3%	0	.0%	3	100.0%	
Caring Responsibilities at Home	Yes	8	30.8%	1	3.8%	1	3.8%	15	57.7%	1	3.8%	0	.0%	26	100.0%	
	No	14	37.8%	0	.0%	0	.0%	16	43.2%	6	16.2%	1	2.7%	37	100.0%	
Variety of Caring Responsibilities At Home	1	6	33.3%	1	5.6%	1	5.6%	10	55.6%	0	.0%	0	.0%	18	100.0%	
	2	1	14.3%	0	.0%	0	.0%	5	71.4%	1	14.3%	0	.0%	7	100.0%	
	3	1	100.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	1	100.0%	
	>3	1	100.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	1	100.0%	
How much time do you spend in domestic work?	<1hr	11	55.0%	0	.0%	1	5.0%	6	30.0%	1	5.0%	1	5.0%	20	100.0%	
	1 - 3 hrs	8	32.0%	0	.0%	0	.0%	12	48.0%	5	20.0%	0	.0%	25	100.0%	
	4 - 5 hrs	1	25.0%	1	25.0%	0	.0%	2	50.0%	0	.0%	0	.0%	4	100.0%	
	6 - 7 hrs	1	33.3%	0	.0%	0	.0%	2	66.7%	0	.0%	0	.0%	3	100.0%	
	8 - 9 hrs	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	
	>9 hrs	0	.0%	0	.0%	0	.0%	2	66.7%	1	33.3%	0	.0%	3	100.0%	
	>9 hrs	0	.0%	0	.0%	0	.0%	2	66.7%	1	33.3%	0	.0%	3	100.0%	
What is your highest qualification?	Less than O- Level equivalent	11	55.0%	0	.0%	1	5.0%	6	30.0%	1	5.0%	1	5.0%	20	100.0%	
	O-Level	4	22.2%	0	.0%	0	.0%	11	61.1%	3	16.7%	0	.0%	18	100.0%	
	A-Level	1	16.7%	0	.0%	0	.0%	4	66.7%	1	16.7%	0	.0%	6	100.0%	
	Vocational Certification (City & Guilds or equivalent)	1	16.7%	1	16.7%	0	.0%	3	50.0%	1	16.7%	0	.0%	6	100.0%	
	University Diploma or equivalent-Local	3	60.0%	0	.0%	0	.0%	2	40.0%	0	.0%	0	.0%	5	100.0%	
	University Diploma or equivalent-Overseas Institution	1	50.0%	0	.0%	0	.0%	1	50.0%	0	.0%	0	.0%	2	100.0%	
	University Degree- Baccalaureate	0	.0%	0	.0%	0	.0%	2	100.0%	0	.0%	0	.0%	2	100.0%	
	University Degree- Masters' Level	0	.0%	0	.0%	0	.0%	1	100.0%	0	.0%	0	.0%	1	100.0%	
	University Doctoral	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	
	Others	1	33.3%	0	.0%	0	.0%	1	33.3%	1	33.3%	0	.0%	3	100.0%	
	Describe the company where you are employed	Government Organisation/Department	1	10.0%	0	.0%	0	.0%	7	70.0%	2	20.0%	0	.0%	10	100.0%
		Parastatal Company	1	20.0%	0	.0%	0	.0%	3	60.0%	1	20.0%	0	.0%	5	100.0%
Publicly Listed Company		1	25.0%	0	.0%	0	.0%	3	75.0%	0	.0%	0	.0%	4	100.0%	
Private Company/Sole Trader		19	44.2%	0	.0%	1	2.3%	18	41.9%	4	9.3%	1	2.3%	43	100.0%	
Commercial Partnership		0	.0%	1	100.0%	0	.0%	0	.0%	0	.0%	0	.0%	1	100.0%	
Non-profit Organisation		0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	
Others		0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	
Sector of Activity	Agriculture & Fishery	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	
	Stone Quarrying & Construction	6	100.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	6	100.0%	
	Governmental Services	1	9.1%	0	.0%	0	.0%	8	72.7%	2	18.2%	0	.0%	11	100.0%	
	Hotel & Catering	0	.0%	0	.0%	0	.0%	1	33.3%	2	66.7%	0	.0%	3	100.0%	
	Services	9	34.6%	1	3.8%	1	3.8%	14	53.8%	0	.0%	1	3.8%	26	100.0%	
	Manufacturing	6	35.3%	0	.0%	0	.0%	8	47.1%	3	17.6%	0	.0%	17	100.0%	
What is your present main job?	Full time	22	35.5%	1	1.6%	1	1.6%	31	50.0%	7	11.3%	0	.0%	62	100.0%	
	Full time (reduced hours)	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	1	100.0%	1	100.0%	
	Part time	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	
Are you engaged in more than one job?	More than One Job	1	16.7%	0	.0%	0	.0%	4	66.7%	1	16.7%	0	.0%	6	100.0%	
	One Job Only	21	36.8%	1	1.8%	1	1.8%	27	47.4%	6	10.5%	1	1.8%	57	100.0%	
What is the basis of your main job?	Casual	2	33.3%	0	.0%	0	.0%	3	50.0%	0	.0%	1	16.7%	6	100.0%	
	Permanent-Fixed Term Contract	3	33.3%	0	.0%	0	.0%	5	55.6%	1	11.1%	0	.0%	9	100.0%	
	Permanent-Indefinite Contract	17	35.4%	1	2.1%	1	2.1%	23	47.9%	6	12.5%	0	.0%	48	100.0%	
Your level of responsibility	Senior Managers, Directors	1	100.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	1	100.0%	
	Professionals	2	40.0%	0	.0%	0	.0%	3	60.0%	0	.0%	0	.0%	5	100.0%	
	Associate Professionals & Technical	2	33.3%	0	.0%	0	.0%	4	66.7%	0	.0%	0	.0%	6	100.0%	
	Clerical employees	3	27.3%	1	9.1%	0	.0%	7	63.6%	0	.0%	0	.0%	11	100.0%	
	Skilled agriculture & fishery workers	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	
	Crafts & related trades	0	.0%	0	.0%	0	.0%	1	100.0%	0	.0%	0	.0%	1	100.0%	
	Plant & machine operator, assembly workers	4	33.3%	0	.0%	0	.0%	5	41.7%	2	16.7%	1	8.3%	12	100.0%	
	Elementary occupations	4	26.7%	0	.0%	1	6.7%	8	53.3%	2	13.3%	0	.0%	15	100.0%	
	Shop & Market services	6	50.0%	0	.0%	0	.0%	3	25.0%	3	25.0%	0	.0%	12	100.0%	



**Table 41 – Analysis of Incidence of Overtime Rates (Saturdays) Across Respondent Groups**

	O/A calculation - Saturdays, 1hr =														Total		
	1.00		1.25		1.50		1.75		2.00		2.50		4.00				
	N	N %	N	N %	N	N %	N	N %	N	N %	N	N %	N	N %	N	N %	
Gender	Male	20	24.1%	1	1.2%	56	67.5%	1	1.2%	3	3.6%	1	1.2%	1	1.2%	63	100.0%
	Female	6	22.2%	0	.0%	16	59.3%	0	.0%	5	18.5%	0	.0%	0	.0%	27	100.0%
Participant Age	<24	9	29.0%	0	.0%	18	58.1%	0	.0%	3	9.7%	1	3.2%	0	.0%	31	100.0%
	25 - 34 years	4	10.5%	1	2.6%	30	78.9%	0	.0%	3	7.9%	0	.0%	0	.0%	38	100.0%
	35 - 44 years	5	26.3%	0	.0%	11	57.9%	1	5.3%	2	10.5%	0	.0%	0	.0%	19	100.0%
	45 - 54 years	6	31.6%	0	.0%	12	63.2%	0	.0%	0	.0%	0	.0%	1	5.3%	19	100.0%
	55 +	2	100.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	2	100.0%
Status	Married or living with partner	14	26.9%	0	.0%	31	59.6%	1	1.9%	5	9.6%	0	.0%	1	1.9%	52	100.0%
	Separated, not living with partner	0	.0%	0	.0%	3	100.0%	0	.0%	0	.0%	0	.0%	0	.0%	3	100.0%
	Widowed, not living with partner	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%
	Not married, no partner with parents	11	22.0%	1	2.0%	34	68.0%	0	.0%	3	6.0%	1	2.0%	0	.0%	50	100.0%
	Not married, not with partner, alone	1	20.0%	0	.0%	4	80.0%	0	.0%	0	.0%	0	.0%	0	.0%	5	100.0%
Caring Responsibilities at Home	Yes	12	25.5%	1	2.1%	30	63.8%	1	2.1%	3	6.4%	0	.0%	0	.0%	47	100.0%
	No	14	22.2%	0	.0%	42	66.7%	0	.0%	5	7.9%	1	1.6%	1	1.6%	63	100.0%
Variety of Caring Responsibilities At Home	1	11	33.3%	1	3.0%	21	63.6%	0	.0%	0	.0%	0	.0%	0	.0%	33	100.0%
	2	0	.0%	0	.0%	8	66.7%	1	8.3%	3	25.0%	0	.0%	0	.0%	12	100.0%
	3	1	50.0%	0	.0%	1	50.0%	0	.0%	0	.0%	0	.0%	0	.0%	2	100.0%
How much time do you spend in domestic work?	<1hr	12	33.3%	1	2.8%	22	61.1%	0	.0%	0	.0%	1	2.8%	0	.0%	36	100.0%
	1 - 3 hrs	11	26.8%	0	.0%	25	61.0%	1	2.4%	3	7.3%	0	.0%	1	2.4%	41	100.0%
	4 - 5 hrs	1	11.1%	0	.0%	8	88.9%	0	.0%	0	.0%	0	.0%	0	.0%	9	100.0%
	6 - 7 hrs	1	14.3%	0	.0%	3	42.9%	0	.0%	3	42.9%	0	.0%	0	.0%	7	100.0%
	8 - 9 hrs	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%
	>9 hrs	0	.0%	0	.0%	3	75.0%	0	.0%	1	25.0%	0	.0%	0	.0%	4	100.0%
What is your highest qualification?	Less than O- Level equivalent	12	38.7%	1	3.2%	15	48.4%	0	.0%	1	3.2%	1	3.2%	1	3.2%	31	100.0%
	O-Level	3	10.0%	0	.0%	23	76.7%	1	3.3%	3	10.0%	0	.0%	0	.0%	30	100.0%
	A-Level	2	16.7%	0	.0%	9	75.0%	0	.0%	1	8.3%	0	.0%	0	.0%	12	100.0%
	Vocational Certification (City & Guilds or equivalent)	2	15.4%	0	.0%	9	69.2%	0	.0%	2	15.4%	0	.0%	0	.0%	13	100.0%
	University Diploma or equivalent - Local	4	57.1%	0	.0%	3	42.9%	0	.0%	0	.0%	0	.0%	0	.0%	7	100.0%
	University Diploma or equivalent - Overseas Institution	1	33.3%	0	.0%	2	66.7%	0	.0%	0	.0%	0	.0%	0	.0%	3	100.0%
	University Degree- Baccalaureate	1	25.0%	0	.0%	3	75.0%	0	.0%	0	.0%	0	.0%	0	.0%	4	100.0%
	University Degree- Masters' Level	0	.0%	0	.0%	3	75.0%	0	.0%	1	25.0%	0	.0%	0	.0%	4	100.0%
	University Doctoral	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%
	Others	1	16.7%	0	.0%	5	83.3%	0	.0%	0	.0%	0	.0%	0	.0%	6	100.0%
Describe the company where you are employed	Government Organisation/Department	1	5.0%	0	.0%	19	95.0%	0	.0%	0	.0%	0	.0%	0	.0%	20	100.0%
	Parastatal Company	2	25.0%	0	.0%	5	62.5%	0	.0%	1	12.5%	0	.0%	0	.0%	8	100.0%
	Publicly Listed Company	1	14.3%	0	.0%	4	57.1%	0	.0%	1	14.3%	0	.0%	1	14.3%	7	100.0%
	Private Company/Sole Trader	21	28.8%	1	1.4%	43	58.9%	1	1.4%	6	8.2%	1	1.4%	0	.0%	73	100.0%
	Commercial Partnership	1	50.0%	0	.0%	1	50.0%	0	.0%	0	.0%	0	.0%	0	.0%	2	100.0%
	Non-profit Organisation	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%
Sector of Activity	Agriculture & Fishery	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%
	Stone Quarrying & Construction	9	100.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	9	100.0%
	Governmental Services	1	5.3%	0	.0%	18	94.7%	0	.0%	0	.0%	0	.0%	0	.0%	19	100.0%
	Hotel & Catering	1	14.3%	0	.0%	3	42.9%	0	.0%	3	42.9%	0	.0%	0	.0%	7	100.0%
	Services	10	24.4%	1	2.4%	28	68.3%	0	.0%	1	2.4%	1	2.4%	0	.0%	41	100.0%
	Manufacturing	5	14.7%	0	.0%	23	67.6%	1	2.9%	4	11.8%	0	.0%	1	2.9%	34	100.0%
What is your present main job?	Full time	26	24.1%	1	.9%	71	65.7%	1	.9%	8	7.4%	0	.0%	1	.9%	108	100.0%
	Full time (reduced hours)	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	1	100.0%	0	.0%	1	100.0%
	Part time	0	.0%	0	.0%	1	100.0%	0	.0%	0	.0%	0	.0%	0	.0%	1	100.0%
Are you engaged in more than one job?	More than One Job	2	16.7%	0	.0%	10	83.3%	0	.0%	0	.0%	0	.0%	0	.0%	12	100.0%
	One Job Only	24	24.5%	1	1.0%	62	63.3%	1	1.0%	8	8.2%	1	1.0%	1	1.0%	98	100.0%
What is the basis of your main job?	Casual	2	22.2%	0	.0%	6	66.7%	0	.0%	0	.0%	1	11.1%	0	.0%	9	100.0%
	Permanent-Fixed Term Contract	2	18.2%	0	.0%	7	63.6%	0	.0%	2	18.2%	0	.0%	0	.0%	11	100.0%
	Permanent-Indefinite Contract	22	24.4%	1	1.1%	59	65.6%	1	1.1%	6	6.7%	0	.0%	1	1.1%	90	100.0%
Your level of responsibility	Senior Managers, Directors	4	100.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	4	100.0%
	Professionals	3	30.0%	0	.0%	7	70.0%	0	.0%	0	.0%	0	.0%	0	.0%	10	100.0%
	Associate Professionals & Technical	2	14.3%	0	.0%	11	78.6%	0	.0%	1	7.1%	0	.0%	0	.0%	14	100.0%
	Clerical employees	3	15.0%	0	.0%	14	70.0%	1	5.0%	2	10.0%	0	.0%	0	.0%	20	100.0%
	Skilled agriculture & fishery workers	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%
	Crafts & related trades	0	.0%	0	.0%	2	100.0%	0	.0%	0	.0%	0	.0%	0	.0%	2	100.0%
	Plant & machine operator, assembly workers	4	17.4%	0	.0%	17	73.9%	0	.0%	1	4.3%	1	4.3%	0	.0%	23	100.0%
	Elementary occupations	3	15.0%	1	5.0%	13	65.0%	0	.0%	2	10.0%	0	.0%	1	5.0%	20	100.0%
	Shop & Market services	7	41.2%	0	.0%	8	47.1%	0	.0%	2	11.8%	0	.0%	0	.0%	17	100.0%

**Table 42 – Analysis of Incidence of Overtime Rates (Sundays) Across Respondent Groups**

		1.00		1.25		1.50		2.00		2.50		4.00		O/t calculation - Sundays, 1hr =	
		N	N %	N	N %	N	N %	N	N %	N	N %	N	N %	Total	
Gender	Male	11	18.6%	1	1.7%	7	11.9%	38	64.4%	1	1.7%	1	1.7%	59	100.0%
	Female	2	9.5%	0	0%	3	14.3%	16	76.2%	0	0%	0	0%	21	100.0%
Participant Age	<24	5	20.0%	0	0%	5	20.0%	14	56.0%	1	4.0%	0	0%	25	100.0%
	25 - 34 years	1	3.7%	1	3.7%	4	14.8%	21	77.8%	0	0%	0	0%	27	100.0%
	35 - 44 years	2	22.2%	0	0%	0	0%	7	77.8%	0	0%	0	0%	9	100.0%
	45 - 54 years	4	23.5%	0	0%	1	5.9%	11	64.7%	0	0%	1	5.9%	17	100.0%
	55 +	1	100.0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100.0%
Status	Married or living with partner	7	20.0%	0	0%	1	2.9%	26	74.3%	0	0%	1	2.9%	35	100.0%
	Separated, not living with partner	0	0%	0	0%	0	0%	3	100.0%	0	0%	0	0%	3	100.0%
	Widowed, not living with partner	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Not married, no partner with parents	6	16.7%	1	2.8%	7	19.4%	21	58.3%	1	2.8%	0	0%	36	100.0%
	Not married, not with partner, alone	0	0%	0	0%	2	33.3%	4	66.7%	0	0%	0	0%	6	100.0%
Caring Responsibilities at Home	Yes	5	14.7%	1	2.9%	1	2.9%	27	79.4%	0	0%	0	0%	34	100.0%
	No	8	17.4%	0	0%	9	19.6%	27	58.7%	1	2.2%	1	2.2%	46	100.0%
Variety of Caring Responsibilities At Home	1	4	15.4%	1	3.8%	0	0%	21	80.8%	0	0%	0	0%	26	100.0%
	2	0	0%	0	0%	1	16.7%	5	83.3%	0	0%	0	0%	6	100.0%
	3	1	50.0%	0	0%	0	0%	1	50.0%	0	0%	0	0%	2	100.0%
How much time do you spend in domestic work?	<1hr	7	29.2%	1	4.2%	4	16.7%	12	50.0%	0	0%	0	0%	24	100.0%
	1 - 3 hrs	5	16.1%	0	0%	3	9.7%	22	71.0%	0	0%	1	3.2%	31	100.0%
	4 - 5 hrs	1	14.3%	0	0%	1	14.3%	5	71.4%	0	0%	0	0%	7	100.0%
	6 - 7 hrs	0	0%	0	0%	0	0%	5	100.0%	0	0%	0	0%	5	100.0%
	8 - 9 hrs	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	>9 hrs	0	0%	0	0%	0	0%	3	100.0%	0	0%	0	0%	3	100.0%
What is your highest qualification?	Less than O- Level equivalent	6	30.0%	1	5.0%	1	5.0%	11	55.0%	0	0%	1	5.0%	20	100.0%
	O-Level	2	8.7%	0	0%	2	8.7%	19	82.6%	0	0%	0	0%	23	100.0%
	A-Level	1	12.5%	0	0%	2	25.0%	4	50.0%	1	12.5%	0	0%	8	100.0%
	Vocational Certification (City & Guilds or equivalent)	0	0%	0	0%	2	22.2%	7	77.8%	0	0%	0	0%	9	100.0%
	University Diploma or equivalent -Local	3	42.9%	0	0%	1	14.3%	3	42.9%	0	0%	0	0%	7	100.0%
	University Diploma or equivalent -Overseas Institution	0	0%	0	0%	1	33.3%	2	66.7%	0	0%	0	0%	3	100.0%
	University Degree- Baccalaureate	0	0%	0	0%	1	33.3%	2	66.7%	0	0%	0	0%	3	100.0%
	University Degree- Masters' Level	0	0%	0	0%	0	0%	3	100.0%	0	0%	0	0%	3	100.0%
	University Doctoral	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Others	1	25.0%	0	0%	0	0%	3	75.0%	0	0%	0	0%	4	100.0%
Describe the company where you are employed	Government Organisation/Department	0	0%	0	0%	3	17.6%	14	82.4%	0	0%	0	0%	17	100.0%
	Parastatal Company	1	12.5%	0	0%	1	12.5%	6	75.0%	0	0%	0	0%	8	100.0%
	Publicly Listed Company	1	16.7%	0	0%	1	16.7%	3	50.0%	0	0%	1	16.7%	6	100.0%
	Private Company/Sole Trader	11	22.9%	1	2.1%	5	10.4%	30	62.5%	1	2.1%	0	0%	48	100.0%
	Commercial Partnership	0	0%	0	0%	0	0%	1	100.0%	0	0%	0	0%	1	100.0%
	Non-profit Organisation	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Agriculture & Fishery	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Sector of Activity	Stone Quarrying & Construction	6	100.0%	0	0%	0	0%	0	0%	0	0%	0	0%	6	100.0%
	Governmental Services	0	0%	0	0%	2	12.5%	14	87.5%	0	0%	0	0%	16	100.0%
	Hotel & Catering	0	0%	0	0%	1	25.0%	3	75.0%	0	0%	0	0%	4	100.0%
	Services	5	16.7%	1	3.3%	6	20.0%	17	56.7%	1	3.3%	0	0%	30	100.0%
	Manufacturing	2	8.3%	0	0%	1	4.2%	20	83.3%	0	0%	1	4.2%	24	100.0%
What is your present main job?	Full time	13	16.3%	1	1.3%	10	12.5%	54	67.5%	1	1.3%	1	1.3%	80	100.0%
	Full time (reduced hours)	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Part time	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Are you engaged in more than one job?	More than One Job	1	9.1%	0	0%	1	9.1%	9	81.8%	0	0%	0	0%	11	100.0%
	One Job Only	12	17.4%	1	1.4%	9	13.0%	45	65.2%	1	1.4%	1	1.4%	69	100.0%
What is the basis of your main job?	Casual	1	16.7%	0	0%	1	16.7%	4	66.7%	0	0%	0	0%	6	100.0%
	Permanent-Fixed Term Contract	1	14.3%	0	0%	1	14.3%	4	57.1%	1	14.3%	0	0%	7	100.0%
	Permanent-Indefinite Contract	11	16.4%	1	1.5%	8	11.9%	46	68.7%	0	0%	1	1.5%	67	100.0%
Your level of responsibility	Senior Managers, Directors	1	100.0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100.0%
	Professionals	2	18.2%	0	0%	2	18.2%	6	54.5%	1	9.1%	0	0%	11	100.0%
	Associate Professionals & Technical	1	9.1%	0	0%	1	9.1%	9	81.8%	0	0%	0	0%	11	100.0%
	Clerical employees	3	23.1%	0	0%	1	7.7%	9	69.2%	0	0%	0	0%	13	100.0%
	Skilled agriculture & fishery workers	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Crafts & related trades	0	0%	0	0%	0	0%	1	100.0%	0	0%	0	0%	1	100.0%
	Plant & machine operator, assembly workers	3	17.6%	0	0%	1	5.9%	13	76.5%	0	0%	0	0%	17	100.0%
	Elementary occupations	1	7.1%	1	7.1%	3	21.4%	8	57.1%	0	0%	1	7.1%	14	100.0%
	Shop & Market services	2	16.7%	0	0%	2	16.7%	8	66.7%	0	0%	0	0%	12	100.0%





**Table 43 – Analysis of Incidence of Overtime Rates (Public Holidays) Across Respondent Groups**

		O/T calculation - Public Holidays, 1hr =															
		1.00		1.25		1.50		2.00		2.50		3.00		4.00		Total	
		N	N %	N	N %	N	N %	N	N %	N	N %	N	N %	N	N %	N	N %
Gender	Male	14	21.5%	1	1.5%	7	10.8%	36	55.4%	2	3.1%	4	6.2%	1	1.5%	65	100.0%
	Female	2	10.0%	0	0%	1	5.0%	13	65.0%	0	0%	4	20.0%	0	0%	20	100.0%
Participant Age	<24	4	18.2%	0	0%	2	9.1%	12	54.5%	1	4.5%	3	13.6%	0	0%	22	100.0%
	25 - 34 years	3	9.7%	1	3.2%	4	12.0%	20	64.5%	1	3.2%	2	6.5%	0	0%	31	100.0%
	35 - 44 years	3	23.1%	0	0%	1	7.7%	8	61.5%	0	0%	1	7.7%	0	0%	13	100.0%
	45 - 54 years	5	29.4%	0	0%	1	5.9%	8	47.1%	0	0%	2	11.8%	1	5.9%	17	100.0%
	55 +	1	100.0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100.0%
Status	Married or living with partner	10	25.0%	0	0%	3	7.5%	22	55.0%	0	0%	4	10.0%	1	2.5%	40	100.0%
	Separated, not living with partner	0	0%	0	0%	1	33.3%	2	66.7%	0	0%	0	0%	0	0%	3	100.0%
	Widowed, not living with partner	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Not married, no partner with parents	6	16.7%	1	2.8%	2	5.6%	21	58.3%	2	5.6%	4	11.1%	0	0%	36	100.0%
	Not married, not with partner, alone	0	0%	0	0%	2	33.3%	4	66.7%	0	0%	0	0%	0	0%	6	100.0%
Caring Responsibilities at Home	Yes	8	20.5%	1	2.6%	3	7.7%	22	56.4%	0	0%	5	12.8%	0	0%	39	100.0%
	No	8	17.4%	0	0%	5	10.9%	27	58.7%	2	4.3%	3	6.5%	1	2.2%	46	100.0%
Variety of Caring Responsibilities At Home	1	7	24.1%	1	3.4%	2	6.9%	15	51.7%	0	0%	4	13.8%	0	0%	29	100.0%
	2	0	0%	0	0%	1	12.5%	6	75.0%	0	0%	1	12.5%	0	0%	8	100.0%
	3	1	50.0%	0	0%	0	0%	1	50.0%	0	0%	0	0%	0	0%	2	100.0%
How much time do you spend in domestic work?	<1hr	8	30.8%	1	3.8%	2	7.7%	14	53.8%	0	0%	1	3.8%	0	0%	26	100.0%
	1 - 3 hrs	6	18.8%	0	0%	1	3.1%	19	59.4%	1	3.1%	4	12.5%	1	3.1%	32	100.0%
	4 - 5 hrs	1	12.5%	0	0%	3	37.5%	3	37.5%	0	0%	1	12.5%	0	0%	8	100.0%
	6 - 7 hrs	1	14.3%	0	0%	1	14.3%	4	57.1%	0	0%	1	14.3%	0	0%	7	100.0%
	8 - 9 hrs	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	>9 hrs	0	0%	0	0%	0	0%	3	100.0%	0	0%	0	0%	0	0%	3	100.0%
	What is your highest qualification?	Less than O- Level equivalent	8	36.4%	1	4.5%	1	4.5%	11	50.0%	0	0%	0	0%	1	4.5%	22
O-Level	3	13.0%	0	0%	0	0%	14	60.9%	0	0%	6	26.1%	0	0%	23	100.0%	
A-Level	1	14.3%	0	0%	1	14.3%	4	57.1%	1	14.3%	0	0%	0	0%	7	100.0%	
Vocational Certification (City & Guilds or equivalent)	0	0%	0	0%	1	10.0%	8	80.0%	0	0%	1	10.0%	0	0%	10	100.0%	
University Diploma or equivalent -Local	2	33.3%	0	0%	2	33.3%	2	33.3%	0	0%	0	0%	0	0%	6	100.0%	
University Diploma or equivalent -Overseas Institution	0	0%	0	0%	1	25.0%	3	75.0%	0	0%	0	0%	0	0%	4	100.0%	
University Degree- Baccalaureate	1	25.0%	0	0%	0	0%	2	50.0%	1	25.0%	0	0%	0	0%	4	100.0%	
University Degree- Masters' Level	0	0%	0	0%	2	50.0%	1	25.0%	0	0%	1	25.0%	0	0%	4	100.0%	
University Doctoral	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Others	1	20.0%	0	0%	0	0%	4	80.0%	0	0%	0	0%	0	0%	5	100.0%	
Describe the company where you are employed	Government Organisation/Department	0	0%	0	0%	3	15.8%	15	78.9%	1	5.3%	0	0%	0	0%	19	100.0%
	Parastatal Company	1	12.5%	0	0%	1	12.5%	6	75.0%	0	0%	0	0%	0	0%	8	100.0%
	Publicly Listed Company	1	16.7%	0	0%	0	0%	2	33.3%	0	0%	2	33.3%	1	16.7%	6	100.0%
	Private Company/Sole Trader	14	27.5%	1	2.0%	4	7.8%	26	51.0%	1	2.0%	5	9.8%	0	0%	51	100.0%
	Commercial Partnership	0	0%	0	0%	0	0%	0	0%	0	0%	1	100.0%	0	0%	1	100.0%
	Non-profit Organisation	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Sector of Activity	Agriculture & Fishery	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Stone Quarrying & Construction	8	100.0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	8	100.0%
	Governmental Services	0	0%	0	0%	2	11.1%	16	88.9%	0	0%	0	0%	0	0%	18	100.0%
	Hotel & Catering	0	0%	0	0%	1	25.0%	3	75.0%	0	0%	0	0%	0	0%	4	100.0%
	Services	5	17.2%	1	3.4%	5	17.2%	14	48.3%	2	6.9%	2	6.9%	0	0%	29	100.0%
	Manufacturing	3	11.5%	0	0%	0	0%	16	61.5%	0	0%	6	23.1%	1	3.8%	26	100.0%
What is your present main job?	Full time (reduced hours)	16	18.8%	1	1.2%	8	9.4%	49	57.6%	2	2.4%	8	9.4%	1	1.2%	85	100.0%
	Part time	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	More than One Job	2	16.7%	0	0%	0	0%	7	58.3%	1	8.3%	2	16.7%	0	0%	12	100.0%
Are you engaged in more than one job?	One Job Only	14	19.2%	1	1.4%	8	11.0%	42	57.5%	1	1.4%	6	8.2%	1	1.4%	73	100.0%
	Casual	1	16.7%	0	0%	0	0%	3	50.0%	0	0%	2	33.3%	0	0%	6	100.0%
What is the basis of your main job?	Permanent-Fixed Term Contract	1	16.7%	0	0%	0	0%	4	66.7%	1	16.7%	0	0%	0	0%	6	100.0%
	Permanent-Indefinite Contract	14	19.2%	1	1.4%	8	11.0%	42	57.5%	1	1.4%	6	8.2%	1	1.4%	73	100.0%
	Senior Managers, Directors	2	100.0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	100.0%
Your level of responsibility	Professionals	2	18.2%	0	0%	4	36.4%	3	27.3%	2	18.2%	0	0%	0	0%	11	100.0%
	Associate Professionals & Technical	1	7.7%	0	0%	1	7.7%	11	84.6%	0	0%	0	0%	0	0%	13	100.0%
	Clerical employees	2	15.4%	0	0%	0	0%	8	61.5%	0	0%	3	23.1%	0	0%	13	100.0%
	Skilled agriculture & fishery workers	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Crafts & related trades	0	0%	0	0%	0	0%	1	100.0%	0	0%	0	0%	0	0%	1	100.0%
	Plant & machine operator, assembly workers	4	21.1%	0	0%	0	0%	10	52.6%	0	0%	5	26.3%	0	0%	19	100.0%
	Elementary occupations	1	7.7%	1	7.7%	2	15.4%	8	61.5%	0	0%	0	0%	1	7.7%	13	100.0%
	Shop & Market services	4	30.8%	0	0%	1	7.7%	8	61.5%	0	0%	0	0%	0	0%	13	100.0%

### 5.1.9 Flexitime

Table 44 sets out a summary of the incidence of flexitime as claimed by research participants, showing how 14.3% of the employees interviewed benefited from this family friendly arrangement. An analysis of the incidence of this benefit across research participant groups is set out in Table 45, which, despite the relative homogenous incidence of flexitime across survey participants, respondents:

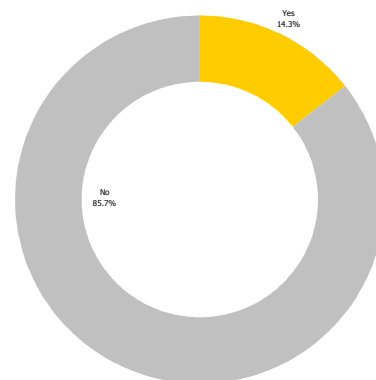
- with wider variety of caring responsibilities at home, or
- working with parastatal or commercial partnership or non-profit organisations, or
- employed in senior management or associate professional or clerical jobs

were likely to feature a relatively higher incidence of such benefit than other respondent groups. Table 46 sets out an analysis of the incidence of flexitime across different conditions of work characteristics, showing that flexitime is not associated with:

- the number of hours required to be worked as a minimum,
- the incidence of shift work,
- the benefiting from a shift allowance,
- the earned shift allowance, and
- the number of additional hours worked on top of the required minimum weekly hours.

**Table 44 – Summary of Incidence of Flexitime**

		Count	Valid Percent
Do you benefit from flexitime?	Yes	84	14.3%
	No	503	85.7%
	Total	587	100.0%



**Table 45 – Analysis of Incidence of Flexitime Across Research Participant Groups**

		Do you benefit from flexitime?					
		Yes		No		Total	
		N	N %	N	N %	N	N %
Gender	Male	47	13.5%	301	86.5%	348	100.0%
	Female	37	15.5%	202	84.5%	239	100.0%
Participant Age	<24	24	13.1%	159	86.9%	183	100.0%
	25 - 34 years	21	13.4%	136	86.6%	157	100.0%
	35 - 44 years	18	16.5%	91	83.5%	109	100.0%
	45 - 54 years	16	16.7%	80	83.3%	96	100.0%
	55 +	3	7.7%	36	92.3%	39	100.0%
Status	Married or living with partner	38	13.4%	246	86.6%	284	100.0%
	Separated, not living with partner	3	23.1%	10	76.9%	13	100.0%
	Widowed, not living with partner	0	.0%	2	100.0%	2	100.0%
	Not married, no partner with parents	37	14.8%	213	85.2%	250	100.0%
	Not married, not with partner, alone	6	15.8%	32	84.2%	38	100.0%
Caring Responsibilities at Home	Yes	37	16.4%	188	83.6%	225	100.0%
	No	47	13.0%	315	87.0%	362	100.0%
Variety of Caring Responsibilities At Home	1	22	12.9%	148	87.1%	170	100.0%
	2	13	26.5%	36	73.5%	49	100.0%
	3	1	20.0%	4	80.0%	5	100.0%
	4	1	100.0%	0	.0%	1	100.0%
How much time do you spend in domestic work?	<1hr	25	11.4%	195	88.6%	220	100.0%
	1 - 3 hrs	35	17.2%	168	82.8%	203	100.0%
	4 - 5 hrs	4	7.1%	52	92.9%	56	100.0%
	6 - 7 hrs	6	20.0%	24	80.0%	30	100.0%
	8 - 9 hrs	3	30.0%	7	70.0%	10	100.0%
	>9 hrs	5	21.7%	18	78.3%	23	100.0%
What is your highest qualification?	Less than O- Level equivalent	10	7.7%	120	92.3%	130	100.0%
	O-Level	18	11.9%	133	88.1%	151	100.0%
	A-Level	17	18.3%	76	81.7%	93	100.0%
	Vocational Certification (City & Guilds or equivalent)	10	17.5%	47	82.5%	57	100.0%
	University Diploma or equivalent -Local	4	16.0%	21	84.0%	25	100.0%
	University Diploma or equivalent -Overseas Institution	7	25.0%	21	75.0%	28	100.0%
	University Degree- Baccalaureate	12	20.7%	46	79.3%	58	100.0%
	University Degree- Masters' Level	4	14.8%	23	85.2%	27	100.0%
	University Doctoral	0	.0%	0	.0%	0	.0%
	Others	2	11.1%	16	88.9%	18	100.0%
Describe the company where you are employed	Government Organisation/Department	9	7.0%	120	93.0%	129	100.0%
	Parastatal Company	7	19.4%	29	80.6%	36	100.0%
	Publicly Listed Company	5	13.5%	32	86.5%	37	100.0%
	Private Company/Sole Trader	58	15.7%	312	84.3%	370	100.0%
	Commercial Partnership	2	25.0%	6	75.0%	8	100.0%
	Non-profit Organisation	3	42.9%	4	57.1%	7	100.0%
Sector of Activity	Agriculture & Fishery	0	.0%	2	100.0%	2	100.0%
	Stone Quarrying & Construction	1	6.3%	15	93.8%	16	100.0%
	Governmental Services	10	7.9%	116	92.1%	126	100.0%
	Hotel & Catering	8	12.7%	55	87.3%	63	100.0%
	Services	42	17.6%	197	82.4%	239	100.0%
	Manufacturing	23	16.3%	118	83.7%	141	100.0%
What is your present main job?	Full time	64	13.0%	430	87.0%	494	100.0%
	Full time (reduced hours)	2	14.3%	12	85.7%	14	100.0%
	Part time	18	22.8%	61	77.2%	79	100.0%
Are you engaged in more than one job?	More than One Job	14	16.9%	69	83.1%	83	100.0%
	One Job Only	70	13.9%	434	86.1%	504	100.0%
What is the basis of your main job?	Casual	17	21.5%	62	78.5%	79	100.0%
	Permanent-Fixed Term Contract	9	17.0%	44	83.0%	53	100.0%
	Permanent-Indefinite Contract	58	12.7%	397	87.3%	455	100.0%
Your level of responsibility	Senior Managers, Directors	9	20.5%	35	79.5%	44	100.0%
	Professionals	14	15.2%	78	84.8%	92	100.0%
	Associate Professionals & Technical	13	20.6%	50	79.4%	63	100.0%
	Clerical employees	25	18.8%	108	81.2%	133	100.0%
	Skilled agriculture & fishery workers	0	.0%	0	.0%	0	.0%
	Crafts & related trades	0	.0%	8	100.0%	8	100.0%
	Plant & machine operator, assembly workers	5	8.8%	52	91.2%	57	100.0%
	Elementary occupations	3	3.9%	73	96.1%	76	100.0%
Shop & Market services	15	13.2%	99	86.8%	114	100.0%	

**Table 46 – Analysis of Flexitime Incidence Against Different Work Aspects**

Observation				Inference			
				<b>Count</b>	<b>Mean</b>		
Do you benefit from flexitime?	Yes	Minimum Hours worked weekly		84	35.9		
	No	Minimum Hours worked weekly		503	38.2		
				<b>Do you work on shift?</b>			
				<b>Yes</b>		<b>No</b>	
				<b>N</b>	<b>N %</b>	<b>N</b>	<b>N %</b>
Do you benefit from flexitime?	Yes			15	12.9%	69	14.6%
	No			101	87.1%	402	85.4%
				<b>Are you entitled to a shift allowance?</b>			
				<b>Yes</b>		<b>No</b>	
				<b>N</b>	<b>N %</b>	<b>N</b>	<b>N %</b>
Do you benefit from flexitime?	Yes			10	17.9%	5	8.6%
	No			46	82.1%	53	91.4%
				<b>Count</b>	<b>Mean</b>		
Do you benefit from flexitime?	Yes	Gross shift allowance (LM/week)		84	26.4		
	No	Gross shift allowance (LM/week)		503	23.2		
				<b>Did you work for additional hours on top of hours you stated?</b>			
				<b>Yes</b>		<b>No</b>	
				<b>N</b>	<b>N %</b>	<b>N</b>	<b>N %</b>
Do you benefit from flexitime?	Yes			39	16.7%	45	12.7%
	No			195	83.3%	308	87.3%
				<b>Count</b>	<b>Mean</b>		
Do you benefit from flexitime?	Yes	Additional hours weekly		84	7.6		
	No	Additional hours weekly		503	10.1		

No significant difference in the mean minimum hours required to be worked across workers with or without flexitime as a benefit

No Statistically Significant Differences in the incidence of flexitime as a benefit across workers as distinguished by shift or non-shift work

No Statistically Significant Differences in the incidence of flexitime as a benefit across workers entitled to a shift allowance or not

No Statistically Significant Differences in the gross shift allowance received across workers benefiting from flexitime or not

No Statistically Significant Differences in the incidence of flexitime as a benefit across workers as distinguished by their working additional hours on top of minimum requirements.

No Statistically Significant Differences in the additional hours worked on top of minimum required work hours across workers as distinguished by their benefiting from flexitime

#### 5.1.10 Total Hours Worked

The total number of hours worked by every research participant in a year was worked out by multiplying the minimum number of hours required to be worked weekly as stated by the research participant and multiplied by 52 to annualise the number of such hours along with the addition of the stated additional hours worked weekly (<sup>16</sup>) multiplied by 52 weeks. The resultant addition, termed the gross annual hours of work, was subject to a quantitative analysis for central tendency, following the application of weights as set out in Appendix 3 enabling the estimation of a truer picture of how many hours workers devote to their main job.

This analysis shows that the weighted average annual hours worked stand at 2,177 hours (or ranging between 2,125 and 2,229 annually at a 95% confidence interval). An analysis of such hourly rate estimates across participant groups is summarised in Table 48, showing how such weighted means varied across different employees as characterised by their employment and social features. Differences between groups showed a typical pattern wherein men registered a significantly higher number of hours worked than their female counterparts overall with some rare exceptions. A summary of these observations is set out in Table 47.

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<sup>16</sup> This working involved a factoring related to the number of days available to the research participant in terms of vacation and sickness leave – these being the most often days off availed by research participants.

**Table 47 – Highlights from Analysis of Mean (Weighted) Estimated Hours Worked Annually <sup>(17)</sup> Across Research Participant Groups (Based on Table 48)**

	Highest Mean (Weighted) Hours Worked Annually	Lowest Mean (Weighted) Hours Worked Annually
<b>Gender</b>	Men	Women
<b>Participant Age</b>	No Statistically Significant Differences between Respondent Groups	
<b>Family Status</b>	No Statistically Significant Differences between Respondent Groups	
<b>Caring Responsibilities at Home</b>	No Statistically Significant Differences between Respondent Groups	
<b>Variety of Caring Responsibilities at home</b>	No Statistically Significant Differences between Respondent Groups	
<b>Time devoted to Domestic Work <sup>(18)</sup></b>	1 hour or less daily	9 hours or more daily
<b>Highest Academic Qualifications <sup>(19)</sup></b>	University Master's Degree	O or A Level equivalent
<b>Type of Employer</b>	No Statistically Significant Differences between the Respondent Groups	
<b>Sector of Activity</b>	No Statistically Significant Differences between the Respondent Groups	
<b>Present Job Type</b>	Full-time Job	Part-time Job
<b>Engaged in more than one job</b>	No Statistically Significant Differences between the Respondent Groups	
<b>Basis of Main Job</b>	Permanent Fixed-term Contract	Casual
<b>Occupation Type (ISCO 1988)</b>	Senior Management Occupations	Shop & Market Services or Clerical Occupations

<sup>17</sup> Inclusive of Overtime, Commissions & Performance Related Bonuses (where applicable) but exclusive of Statutory Bonuses and effects of costs borne by employee (refunded or not) in the conduct of work.

<sup>18</sup> Weighted mean of hours worked annual declines progressively with increasing hours devoted to domestic work.

<sup>19</sup> Progressive increase in the weighted mean gross hourly earnings with increasing level of qualifications observed

**Table 48 – Analysis of Mean (Weighted) Estimated Hours Worked Annually (20) Across Research Participant Groups**

		Overall	Gender		Difference in Means (Hrs)
		Total Annual Hours Worked	Male Total Annual Hours Worked	Female Total Annual Hours Worked	
		Mean	Mean	Mean	
Gender	Male	2,272.13	2,272.13	.	
	Female	2,005.60	.	2,005.60	
Participant Age	<24	2,125.99	2,249.68	1,989.04	260.63
	25 - 34 years	2,262.44	2,356.54	2,124.63	231.91
	35 - 44 years	2,176.19	2,265.25	1,973.62	291.63
	45 - 54 years	2,192.88	2,317.07	1,729.49	587.58
	55 +	1,983.93	2,012.97	1,851.66	161.30
Status	Married or living with partner	2,167.86	2,274.64	1,900.96	373.68
	Separated, not living with partner	2,204.67	2,346.02	1,891.61	454.42
	Widowed, not living with partner	1,959.88	2,080.00	1,772.00	
	Not married, no partner with parents	2,177.82	2,249.25	2,078.82	170.43
	Not married, not with partner, alone	2,243.92	2,394.73	2,110.84	283.90
Caring Responsibilities at Home	Yes	2,187.10	2,334.73	1,851.72	483.01
	No	2,170.15	2,223.91	2,086.65	137.25
Variety of Caring Responsibilities At Home	1	2,144.65	2,306.65	1,842.40	464.24
	2	2,314.87	2,409.60	1,894.34	515.27
	3	2,318.92	2,318.92	.	
	4	2,080.00	.	2,080.00	
How much time do you spend in domestic work?	<1hr	2,208.00	2,248.20	2,113.31	134.89
	1 - 3 hrs	2,193.79	2,254.64	2,085.23	169.42
	4 - 5 hrs	1,977.80	2,182.80	1,736.75	446.05
	6 - 7 hrs	1,927.38	2,118.76	1,694.85	423.91
	8 - 9 hrs	1,937.89	1,768.41	1,969.36	-200.95
	>9 hrs	1,928.84	2,022.80	1,869.71	153.10
	.	.	.	.	.
What is your highest qualification?	Less than O- Level equivalent	2,168.07	2,316.47	1,723.62	592.84
	O-Level	2,075.09	2,133.48	1,991.71	141.76
	A-Level	2,064.22	2,281.59	1,874.27	407.32
	Vocational Certification (City & Guilds or equivalent)	2,320.14	2,379.25	1,921.93	457.31
	University Diploma or equivalent -Local	2,214.04	2,262.16	2,078.38	183.78
	University Diploma or equivalent -Overseas Institution	2,254.95	2,257.86	2,251.60	6.26
	University Degree- Baccalaureate	2,288.54	2,288.30	2,288.80	0.50
	University Degree- Masters' Level	2,357.24	2,225.36	2,633.79	-408.43
	University Doctoral	.	.	.	.
	Others	2,293.92	2,416.17	2,032.78	383.39
	Government Organisation/Department	2,105.83	2,176.60	1,959.34	217.26
Parastatal Company	2,071.53	2,065.56	2,082.99	-17.43	
Publicly Listed Company	2,363.77	2,449.91	2,211.22	238.69	
Private Company/Sole Trader	2,195.85	2,308.92	1,999.59	309.33	
Commercial Partnership	2,095.75	2,499.10	1,792.11	706.99	
Non-profit Organisation	2,167.09	2,246.72	1,998.43	248.29	
Sector of Activity	Agriculture & Fishery	2,749.28	2,749.28	.	
	Stone Quarrying & Construction	2,478.35	2,478.35	.	
	Governmental Services	2,106.80	2,152.81	2,022.40	130.41
	Hotel & Catering	2,049.01	2,082.70	2,018.91	63.79
	Services	2,186.70	2,367.38	1,857.42	509.97
	Manufacturing	2,227.57	2,231.79	2,219.65	12.13
	.	.	.	.	.
What is your present main job?	Full time	2,338.87	2,374.16	2,262.54	111.62
	Full time (reduced hours)	1,573.27	2,488.00	1,471.70	1,016.30
	Part time	1,148.76	1,184.63	1,118.92	65.71
Are you engaged in more than one job?	More than One Job	2,179.96	2,165.77	2,200.66	-34.89
	One Job Only	2,176.49	2,287.97	1,968.48	319.48
What is the basis of your main job?	Casual	1,608.95	1,793.80	1,493.71	300.09
	Permanent-Fixed Term Contract	2,331.69	2,470.11	2,155.58	314.53
	Permanent-Indefinite Contract	2,249.23	2,295.97	2,143.62	152.35
	.	.	.	.	.
Your level of responsibility	Senior Managers, Directors	2,406.38	2,446.84	2,264.76	182.07
	Professionals	2,094.57	2,100.27	2,086.37	13.91
	Associate Professionals & Technical	2,215.25	2,223.35	2,198.59	24.76
	Clerical employees	2,037.59	2,264.86	1,882.53	382.33
	Skilled agriculture & fishery workers	.	.	.	.
	Crafts & related trades	.	.	.	.
	Plant & machine operator, assembly workers	2,282.95	2,289.70	2,261.50	28.20
	Elementary occupations	2,278.05	2,433.29	1,722.44	710.85
	Shop & Market services	2,024.32	2,132.33	1,882.55	249.79
	.	.	.	.	.

<sup>20</sup> Inclusive of Overtime, Commissions & Performance Related Bonuses (where applicable) but exclusive of Statutory Bonuses and effects of costs borne by employee (refunded or not) in the conduct of work.

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## 5.2 Careers

### 5.2.1 Experience with Employer

A total of 17.6% of the research participants were employed for more than 15 years with the same employer, whereas 17.1% of participants were employed for less than 1 year with their respective employer (Table 49). Overall, employees featured a median stay with their respective employer of 5 years. An analysis of the employees' stay (in terms of number of years employed) with the same employer across the different respondent groups showed the some significant differences:

- Employees staying less than 1 year with the same company were more often:
  - men, or
  - aged younger than 24 years, or
  - not married, not living with partner, or
  - not having care responsibilities at home, or
  - workers occupied in clerical jobs, or
  - workers engaged with Private companies, or
  - workers engaged in establishments operating within the services sector, or
  - workers engaged on a full time basis.

Contrastingly, employees who stayed with the same employer for over 15 years were more often:

- men, or
- aged between 45 and 54 years, or
- married and/or living with a partner, or
- had care responsibilities at home, or
- worked in professional jobs, or
- were engaged with private companies, or
- were engaged with establishments operating in the services sector, or
- were engaged in full time jobs.



**Table 49 – Summary of Number of Years Employed with same Company**

		Count	Valid Percent
How long have you been with this company? (months)	< 1 yr	100	17.1%
	1 to 2 yrs	80	13.7%
	2 to 4 yrs	99	16.9%
	4 to 6 yrs	63	10.8%
	6 to 10 yrs	86	14.7%
	10 to 15 yrs	54	9.2%
	15 + yrs	103	17.6%
	Total	585	100.0%

Statistics in Years

	Mean	Median	Std. Deviation	Minimum	Maximum
Stay with Present Employer (Yrs)	8.1595	5.0000	9.18441	.08	50.00

An analysis of the means of the research participants' stay with their respective employers is set out in Table 52, showing how such stays (varied across respondent groups), as summarised in Table 50.

**Table 50 – Summary of Differences in Mean Stay with Respective Employer Across Respondent Groups (based on means set out in Table 52)**

	Longest Stay with Same Employer	Shortest Stay with Same Employer
<b>Gender</b>	Men	Women
<b>Participant Age (21)</b>	55 years and older	Younger than 24 years
<b>Family Status</b>	Married and/or living with partner	Single living with parents or alone
<b>Caring Responsibilities at Home</b>	Has responsibilities	No responsibilities
<b>Variety of Caring Responsibilities at home</b>	No Statistically Significant Differences between Groups	
<b>Time devoted to Domestic Work</b>	No Statistically Significant Differences between Groups	
<b>Highest Academic Qualifications</b>	Vocational Certification or University Diploma	University Baccalaureate Degree
<b>Type of Employer</b>	Government organisation/department or Publicly Listed Company	Private company
<b>Sector of Activity</b>	Government Services	Hotel & Catering
<b>Present Job Type</b>	Full-time job	Part-time job
<b>Engaged in more than one job</b>	No Statistically Significant Differences between Groups	
<b>Basis of Main Job</b>	Permanent Indefinite Contract	Permanent Fixed-term Contract
<b>Occupation Type (ISCO 1988)</b>	Senior Managers, Directors	Shop & Market Service Workers

<sup>21</sup> Increases progressively with age

**Table 51 – Analysis of Employee Stay with Same Employer Across Research Participant Groups**

		How long have you been with this company? (months)						
		< 1 yr	1 to 2 yrs	2 to 4 yrs	4 to 6 yrs	6 to 10 yrs	10 to 15 yrs	15 + yrs
		N	N	N	N	N	N	N
Gender	Male	56.00	33.00	57.00	34.00	50.00	32.00	84.00
	Female	44.00	47.00	42.00	29.00	36.00	22.00	19.00
Participant Age	<24	67.00	45.00	47.00	21.00	2.00	1.00	.00
	25 - 34 years	20.00	16.00	24.00	23.00	47.00	23.00	4.00
	35 - 44 years	8.00	5.00	16.00	10.00	16.00	13.00	39.00
	45 - 54 years	4.00	9.00	11.00	6.00	13.00	12.00	41.00
	55 +	1.00	5.00	1.00	1.00	7.00	5.00	19.00
Status	Married or living with partner	22.00	24.00	33.00	25.00	49.00	43.00	87.00
	Separated, not living with partner	.00	3.00	2.00	2.00	2.00	1.00	3.00
	Widowed, not living with partner	.00	.00	.00	.00	.00	.00	2.00
	Not married, no partner with parents	72.00	49.00	57.00	32.00	24.00	7.00	8.00
	Not married, not with partner, alone	6.00	4.00	7.00	4.00	11.00	3.00	3.00
Caring Responsibilities at Home	Yes	19.00	21.00	26.00	21.00	38.00	32.00	66.00
	No	81.00	59.00	73.00	42.00	48.00	22.00	37.00
What is your highest qualification?	Less than O- Level equivalent	21.00	13.00	20.00	10.00	20.00	16.00	28.00
	O-Level	24.00	21.00	27.00	16.00	24.00	14.00	25.00
	A-Level	20.00	20.00	13.00	12.00	12.00	7.00	9.00
	Vocational Certification (City & Guilds or equivalent)	10.00	7.00	12.00	6.00	4.00	5.00	13.00
	University Diploma or equivalent -Local	6.00	2.00	5.00	.00	2.00	2.00	8.00
	University Diploma or equivalent -Overseas Institution	3.00	3.00	6.00	3.00	6.00	2.00	5.00
	University Degree- Baccalaureate	11.00	9.00	10.00	10.00	8.00	4.00	6.00
	University Degree- Masters' Level	2.00	2.00	4.00	5.00	7.00	3.00	4.00
	University Doctoral	.00	.00	.00	.00	.00	.00	.00
	Others	3.00	3.00	2.00	1.00	3.00	1.00	5.00
	Describe the company where you are employed	Government Organisation/Department	10.00	14.00	23.00	9.00	17.00	17.00
Parastatal Company		5.00	4.00	6.00	5.00	6.00	4.00	6.00
Publicly Listed Company		4.00	4.00	3.00	5.00	7.00	4.00	10.00
Private Company/Sole Trader		80.00	57.00	62.00	43.00	55.00	26.00	45.00
Commercial Partnership		.00	1.00	3.00	1.00	1.00	1.00	1.00
Non-profit Organisation		1.00	.00	2.00	.00	.00	2.00	2.00
Sector of Activity	Agriculture & Fishery	.00	.00	.00	.00	.00	.00	1.00
	Stone Quarrying & Construction	.00	3.00	5.00	2.00	1.00	1.00	4.00
	Governmental Services	9.00	13.00	25.00	9.00	18.00	18.00	34.00
	Hotel & Catering	18.00	17.00	11.00	4.00	5.00	5.00	3.00
	Services	47.00	35.00	37.00	25.00	41.00	18.00	35.00
	Manufacturing	26.00	12.00	21.00	23.00	21.00	12.00	26.00
What is your present main job?	Full time	65.00	58.00	86.00	57.00	77.00	49.00	100.00
	Ful time (reduced hours)	3.00	3.00	1.00	1.00	2.00	4.00	.00
	Part time	32.00	19.00	12.00	5.00	7.00	1.00	3.00
Your level of responsibility	Senior Managers, Directors	1.00	3.00	6.00	3.00	8.00	8.00	15.00
	Professionals	12.00	8.00	14.00	15.00	15.00	5.00	22.00
	Associate Professionals & Technical	11.00	6.00	12.00	5.00	8.00	6.00	15.00
	Clerical employees	26.00	23.00	22.00	16.00	21.00	13.00	12.00
	Skilled agriculture & fishery workers	.00	.00	.00	.00	.00	.00	.00
	Crafts & related trades	1.00	.00	1.00	1.00	2.00	.00	3.00
	Plant & machine operator, assembly workers	9.00	3.00	14.00	7.00	6.00	6.00	11.00
	Elementary occupations	15.00	9.00	10.00	5.00	9.00	12.00	16.00
Shop & Market services	25.00	28.00	20.00	11.00	17.00	4.00	9.00	

**Table 52 – Analysis of Mean Stay (Years) of Employees with Respective Employer Across Respondent Groups**

		Stay with Present Employer (Yrs)
		Mean
Gender	Male	9.89
	Female	5.65
Participant Age	<24	2.07
	25 - 34 years	6.34
	35 - 44 years	11.24
	45 - 54 years	14.82
	55 +	19.32
Status	Married or living with partner	12.20
	Separated, not living with partner	8.17
	Widowed, not living with partner	25.00
	Not married, no partner with parents	3.61
	Not married, not with partner, alone	6.95
Caring Responsibilities at Home	Yes	11.30
	No	6.23
Variety of Caring Responsibilities At Home	1	11.14
	2	12.20
	3	9.57
	4	2.00
How much time do you spend in domestic work?	<1hr	7.18
	1 - 3 hrs	9.17
	4 - 5 hrs	9.67
	6 - 7 hrs	8.45
	8 - 9 hrs	4.27
	>9 hrs	10.47
What is your highest qualification?	Less than O- Level equivalent	9.69
	O-Level	8.33
	A-Level	5.87
	Vocational Certification (City & Guilds or equivalent)	8.47
	University Diploma or equivalent -Local	11.10
	University Diploma or equivalent -Overseas Institution	8.25
	University Degree- Baccalaureate	5.83
	University Degree- Masters' Level	8.00
	University Doctoral	.
Others	10.24	
Describe the company where you are employed	Government Organisation/Department	11.11
	Parastatal Company	8.51
	Publicly Listed Company	10.28
	Private Company/Sole Trader	6.84
	Commercial Partnership	8.18
	Non-profit Organisation	10.07
Sector of Activity	Agriculture & Fishery	22.00
	Stone Quarrying & Construction	9.66
	Governmental Services	10.54
	Hotel & Catering	4.16
	Services	7.47
	Manufacturing	8.71
What is your present main job?	Full time	8.97
	Ful time (reduced hours)	6.04
	Part time	3.46
Are you engaged in more than one job?	More than One Job	6.93
	One Job Only	8.36
What is the basis of your main job?	Casual	4.82
	Permanent-Fixed Term Contract	4.13
	Permanent-Indefinite Contract	9.20
Your level of responsibility	Senior Managers, Directors	13.08
	Professionals	9.52
	Associate Professionals & Technical	10.04
	Clerical employees	6.21
	Skilled agriculture & fishery workers	.
	Crafts & related trades	15.05
	Plant & machine operator, assembly workers	8.61
	Elementary occupations	9.22
	Shop & Market services	4.99

### 5.2.2 Job Tenure

Table 53 summarises how 20.6% of the respondents were in their job for 1 year or less, whereas 19.3% of the participants have been in the same role for a period ranging between 2 and 4 years. The same analysis shows that the median job tenure stood at 3 years. An analysis of the job tenure is set out in Table 54 to Table 56 showing how persons with the more common job tenures differed in terms of typical characteristics. Such is the case of persons within the same job for one year or less, who were typically:

- men, or
- aged less than 24 years, or
- not married, not living with partner, or
- not having care responsibilities at home, or
- had an O level standard of education, or
- workers engaged with Private companies, or
- workers engaged in the services sector, or
- workers engaged on a full time basis, or.
- workers engaged in clerical work.

Contrastingly, persons occupying the same job for the past one or two years were typically:

- women, or
- younger than 24 years, or
- not married, not living with partner, or
- without care responsibilities at home, or
- had an O level standard of education, or
- workers engaged with Private companies, or
- workers engaged in the services sector, or
- workers engaged on a full time basis, or.
- workers engaged in shop or market services occupations.

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This analysis (particularly that of mean job tenure set out in Table 56) shows that women typically feature shorter job tenures across all work contexts, except where women are engaged

in senior management occupations or in jobs covered with a permanent fixed-term contract or when women are engaged in part time jobs as their main occupation.

**Table 53 – Summary of Job Tenure in Years by Research Participants**

		Count	Valid Percent
How long have you been in this present role? (months)	< 1 yr	107	20.6%
	1 to 2 yrs	92	17.7%
	2 to 4 yrs	100	19.3%
	4 to 6 yrs	56	10.8%
	6 to 10 yrs	69	13.3%
	10 to 15 yrs	39	7.5%
	15 + yrs	56	10.8%
	Total	519	100.0%

	Mean	Median	Std. Deviation	Minimum	Maximum
Present Job Tenure (Yrs) <sup>1</sup>	5.9462	3.0000	7.25087	.08	44.33

**Table 54 – Summary Analysis of Job Tenure Across Respondent Groups (based on Analysis set out in Table 56)**

	Longest Job Tenure	Shortest Job Tenure
<b>Gender</b>	Men	Women
<b>Participant Age</b> <sup>(22)</sup>	55 years and older	Younger than 24 years
<b>Family Status</b>	Married and/or living with partner	Single living with parents
<b>Caring Responsibilities at Home</b>	Has responsibilities	No responsibilities
<b>Variety of Caring Responsibilities at home</b>	No Statistically Significant Differences between Groups	
<b>Time devoted to Domestic Work</b>	No Statistically Significant Differences between Groups	
<b>Highest Academic Qualifications</b>	Less than O-level qualification	University Master's Degree
<b>Type of Employer</b>	Government organisation/department or Commercial Partnership or Non-profit Organisation	Publicly Listed Company
<b>Sector of Activity</b>	Government Services	Hotel & Catering
<b>Present Job Type</b>	Full-time job	Part-time job
<b>Engaged in more than one job</b>	No Statistically Significant Differences between Groups	
<b>Basis of Main Job</b>	Permanent Indefinite Contract	Permanent Fixed-term Contract
<b>Occupation Type (ISCO 1988)</b>	Elementary Occupations	Shop & Market Service Workers

<sup>22</sup> Increases progressively with age

**Table 55 – Analysis of Job Tenure Across Respondent Groups**

		How long have you been in this present role? (months)						
		< 1 yr	1 to 2 yrs	2 to 4 yrs	4 to 6 yrs	6 to 10 yrs	10 to 15 yrs	15 + yrs
		Count	Count	Count	Count	Count	Count	Count
Gender	Male	60	40	58	31	41	26	44
	Female	47	52	42	25	28	13	12
Participant Age	<24	69	46	41	18	2	1	0
	25 - 34 years	23	29	22	13	30	10	4
	35 - 44 years	8	7	24	13	17	10	15
	45 - 54 years	4	6	12	8	13	12	28
	55 +	3	4	1	4	7	6	9
Status	Married or living with partner	26	32	43	30	43	34	44
	Separated, not living with partner	0	4	1	2	2	0	1
	Widowed, not living with partner	0	0	0	0	0	0	2
	Not married, no partner with parents	74	52	50	18	17	4	6
	Not married, not with partner, alone	7	4	6	6	7	1	3
Caring Responsibilities at Home	Yes	22	25	37	19	31	22	35
	No	85	67	63	37	38	17	21
What is your highest qualification?	Less than O- Level equivalent	20	12	17	9	22	13	22
	O-Level	26	23	29	15	26	12	10
	A-Level	23	25	12	7	5	6	4
	Vocational Certification (City & Guilds or equivalent)	9	7	13	5	5	3	9
	University Diploma or equivalent -Local	7	2	4	2	0	3	4
	University Diploma or equivalent -Overseas Institution	3	4	8	5	3	0	0
	University Degree- Baccalaureate	13	12	7	6	7	2	5
	University Degree- Masters' Level	3	5	10	3	1	0	1
	University Doctoral	0	0	0	0	0	0	0
	Others	3	2	0	4	0	0	1
Describe the company where you are employed	Government Organisation/Department	8	14	20	9	13	12	20
	Parastatal Company	5	4	5	4	1	0	4
	Publicly Listed Company	8	5	11	6	3	0	3
	Private Company/Sole Trader	85	67	61	36	49	25	27
	Commercial Partnership	0	2	2	1	1	1	1
Non-profit Organisation	1	0	1	0	2	1	1	
Sector of Activity	Agriculture & Fishery	0	0	0	0	0	1	1
	Stone Quarrying & Construction	0	2	5	2	3	2	2
	Governmental Services	6	12	20	12	12	11	22
	Hotel & Catering	22	16	9	5	2	4	2
	Services	51	42	43	22	33	9	15
Manufacturing	28	20	23	15	19	12	14	
What is your present main job?	Full time	70	66	88	50	62	36	54
	Full time (reduced hours)	4	4	2	1	1	2	0
	Part time	33	22	10	5	6	1	2
Your level of responsibility	Senior Managers, Directors	2	5	13	9	5	5	4
	Professionals	14	13	16	9	11	5	15
	Associate Professionals & Technical	9	5	11	8	5	4	3
	Clerical employees	30	26	21	11	15	8	8
	Skilled agriculture & fishery workers	0	0	0	0	0	0	0
	Crafts & related trades	1	0	1	1	1	0	2
	Plant & machine operator, assembly workers	11	7	13	4	6	5	8
	Elementary occupations	13	9	6	4	9	9	12
Shop & Market services	27	27	19	10	17	3	4	

**Table 56 – Analysis of Mean Job Tenure Across Respondent Groups and Across Respondent Gender**

		Overall		Gender	
		Present Job Tenure (Yrs)	Present Job Tenure (Yrs)	Male	Female
				Mean	Mean
Gender	Male	7.02	7.02	.	.
	Female	4.43	.	4.43	.
Participant Age	<24	1.88	2.02	1.75	.
	25 - 34 years	4.70	4.80	4.57	.
	35 - 44 years	7.95	8.61	6.78	.
	45 - 54 years	11.17	11.90	9.10	.
	55 +	12.13	12.82	9.48	.
Status	Married or living with partner	8.51	9.78	6.07	.
	Separated, not living with partner	7.52	10.14	3.33	.
	Widowed, not living with partner	25.00	33.00	17.00	.
	Not married, no partner with parents	2.86	2.96	2.74	.
	Not married, not with partner, alone	5.79	5.81	5.77	.
Caring Responsibilities at Home	Yes	8.07	9.23	6.04	.
	No	4.66	5.48	3.58	.
Variety of Caring Responsibilities At Home	1	8.08	9.30	6.29	.
	2	8.41	9.54	4.92	.
	3	5.37	5.37	.	.
	4	2.00	.	2.00	.
How much time do you spend in domestic work?	<1hr	5.39	6.75	2.82	.
	1 - 3 hrs	6.64	7.59	5.18	.
	4 - 5 hrs	6.61	8.64	4.98	.
	6 - 7 hrs	7.68	9.44	6.14	.
	8 - 9 hrs	2.92	2.63	2.99	.
	>9 hrs	7.89	8.60	7.58	.
What is your highest qualification?	Less than O- Level equivalent	8.63	9.35	6.94	.
	O-Level	5.61	6.09	5.09	.
	A-Level	3.63	4.17	3.22	.
	Vocational Certification (City & Guilds or equivalent)	7.78	8.98	2.14	.
	University Diploma or equivalent -Local	7.71	7.96	7.07	.
	University Diploma or equivalent -Overseas Institution	3.57	3.75	3.30	.
	University Degree- Baccalaureate	4.86	6.47	3.35	.
	University Degree- Masters' Level	3.47	4.18	2.44	.
	University Doctoral	.	.	.	.
	Others	4.59	5.55	2.68	.
Describe the company where you are employed	Government Organisation/Department	8.00	9.05	6.10	.
	Parastatal Company	5.72	7.49	2.59	.
	Publicly Listed Company	4.76	5.73	3.34	.
	Private Company/Sole Trader	5.32	6.18	4.15	.
	Commercial Partnership	7.99	14.47	4.10	.
	Non-profit Organisation	7.93	8.38	7.33	.
Sector of Activity	Agriculture & Fishery	16.83	16.83	.	.
	Stone Quarrying & Construction	7.38	7.38	.	.
	Governmental Services	8.11	9.28	6.19	.
	Hotel & Catering	2.97	4.57	1.98	.
	Services	5.21	6.07	3.94	.
	Manufacturing	6.34	6.93	5.45	.
	What is your present main job?	Full time	6.54	7.53	4.76
	Ful time (reduced hours)	4.07	0.67	4.33	.
	Part time	2.71	1.82	3.25	.
Are you engaged in more than one job?	More than One Job	4.97	6.48	3.11	.
	One Job Only	6.13	7.10	4.67	.
What is the basis of your main job?	Casual	4.08	4.52	3.86	.
	Permanent-Fixed Term Contract	3.36	2.99	3.72	.
	Permanent-Indefinite Contract	6.59	7.59	4.74	.
Your level of responsibility	Senior Managers, Directors	6.59	6.30	7.46	.
	Professionals	7.09	8.91	4.52	.
	Associate Professionals & Technical	4.94	5.38	4.00	.
	Clerical employees	4.61	5.13	4.18	.
	Skilled agriculture & fishery workers	.	.	.	.
	Crafts & related trades	13.31	13.31	.	.
	Plant & machine operator, assembly workers	7.12	7.62	5.85	.
	Elementary occupations	8.50	9.93	4.20	.
	Shop & Market services	4.16	4.40	3.96	.

### 5.2.3 Career Break

A total of 52 research participants experienced a career break during their working life. Of these, 15 were men (4.3% of men participating in the survey), while 37 were women (15.5% of women participating in the research). Table 57 sets out an analysis of the incidence of career groups across respondent groups, showing that women who typically availed of such a career break featured:

- an age between 25 and 54 years;
- a present or past married/living with a partner status;
- caring responsibilities at home;
- spent between 1 and 7 hours daily in domestic work at home.

Contrastingly, men who availed of such career breaks featured:

- an age younger than 24 years, or
- a single's life status.

Among the participants who availed themselves of a career break, 23.7% had such a break that lasted for less than 1 year, whereas another 21.1% of respondents had a career break between 10 and 15 years. An analysis of the duration of such career breaks is set out in Table 58, showing how the median duration stood at 5 years. An analysis of these durations across respondent groups is set out in Table 60, showing how the longest and shortest career breaks featured across respondent groups as summarised in Table 59. Almost across all respondent groups, the longer breaks featured among women, suggesting that the duration of the career break is influenced by personal or social factors rather than contractual, job or employer characteristics.

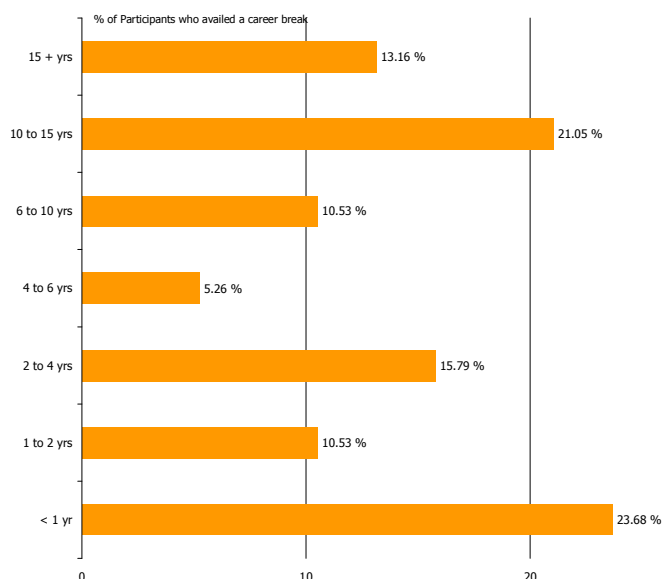


**Table 57 – Analysis of Incidence of Experienced Career Break Across Respondent Groups Across Gender**

		Did you ever avail yourself of a career break?			
		Yes			
		Gender			
		Male		Female	
		N	N %	N	N %
Participant Age	<24	5	55.6%	4	44.4%
	25 - 34 years	3	23.1%	10	76.9%
	35 - 44 years	0	.0%	11	100.0%
	45 - 54 years	4	26.7%	11	73.3%
	55 +	0	.0%	5	100.0%
Status	Married or living with partner	2	6.5%	29	93.5%
	Separated, not living with partner	2	40.0%	3	60.0%
	Widowed, not living with partner	0	.0%	0	.0%
	Not married, no partner with parents	9	60.0%	6	40.0%
	Not married, not with partner, alone	0	.0%	3	100.0%
Caring Responsibilities at Home	Yes	1	3.7%	26	96.3%
	No	12	44.4%	15	55.6%
Variety of Caring Responsibilities At Home	1	1	4.0%	24	96.0%
	2	0	.0%	2	100.0%
How much time do you spend in domestic work?	<1hr	6	66.7%	3	33.3%
	1 - 3 hrs	4	20.0%	16	80.0%
	4 - 5 hrs	1	12.5%	7	87.5%
	6 - 7 hrs	0	.0%	4	100.0%
	8 - 9 hrs	1	50.0%	1	50.0%
	>9 hrs	0	.0%	8	100.0%
What is your highest qualification?	Less than O- Level equivalent	3	25.0%	9	75.0%
	O-Level	3	21.4%	11	78.6%
	A-Level	1	10.0%	9	90.0%
	Vocational Certification (City & Guilds or equivalent)	2	50.0%	2	50.0%
	University Diploma or equivalent -Local	0	.0%	3	100.0%
	University Diploma or equivalent -Overseas Institution	1	50.0%	1	50.0%
	University Degree- Baccalaureate	2	40.0%	3	60.0%
	University Degree- Masters' Level	0	.0%	0	.0%
	University Doctoral	0	.0%	0	.0%
	Others	1	25.0%	3	75.0%
Describe the company where you are employed	Government Organisation/Department	2	15.4%	11	84.6%
	Parastatal Company	1	25.0%	3	75.0%
	Publicly Listed Company	0	.0%	1	100.0%
	Private Company/Sole Trader	8	25.0%	24	75.0%
	Commercial Partnership	1	50.0%	1	50.0%
	Non-profit Organisation	1	50.0%	1	50.0%
Sector of Activity	Agriculture & Fishery	0	.0%	0	.0%
	Stone Quarrying & Construction	0	.0%	0	.0%
	Governmental Services	0	.0%	11	100.0%
	Hotel & Catering	1	25.0%	3	75.0%
	Services	9	28.1%	23	71.9%
	Manufacturing	3	42.9%	4	57.1%
What is your present main job?	Full time	9	26.5%	25	73.5%
	Ful time (reduced hours)	1	14.3%	6	85.7%
	Part time	3	23.1%	10	76.9%
Are you engaged in more than one job?	More than One Job	2	28.6%	5	71.4%
	One Job Only	11	23.4%	36	76.6%
What is the basis of your main job?	Casual	1	8.3%	11	91.7%
	Permanent-Fixed Term Contract	3	33.3%	6	66.7%
	Permanent-Indefinite Contract	9	27.3%	24	72.7%
Your level of responsibility	Senior Managers, Directors	1	33.3%	2	66.7%
	Professionals	1	16.7%	5	83.3%
	Associate Professionals & Technical	3	37.5%	5	62.5%
	Clerical employees	3	20.0%	12	80.0%
	Skilled agriculture & fishery workers	0	.0%	0	.0%
	Crafts & related trades	0	.0%	0	.0%
	Plant & machine operator, assembly workers	1	100.0%	0	.0%
	Elementary occupations	3	37.5%	5	62.5%
	Shop & Market services	1	7.7%	12	92.3%
Region	Southern Harbour	5	27.8%	13	72.2%
	Northern Harbour	2	12.5%	14	87.5%
	South Eastern	1	50.0%	1	50.0%
	Western	3	30.0%	7	70.0%
	Northern	2	33.3%	4	66.7%
	Gozo & Comino	0	.0%	2	100.0%

**Table 58 – Summary of the Duration of Career Breaks**

		Valid Percent
How long did your career break take? (months)	< 1 yr	23.7%
	1 to 2 yrs	10.5%
	2 to 4 yrs	15.8%
	4 to 6 yrs	5.3%
	6 to 10 yrs	10.5%
	10 to 15 yrs	21.1%
	15 + yrs	13.2%
	Total	100.0%



**Table 59 – Summary of the Observed Longest and Shortest Career Breaks Across Respondent Groups**

	Longest Average Career Break	Shortest Average Career Break
<b>Gender</b>	Women	Men
<b>Participant Age</b>	35 to 44 years	Younger than 24 years
<b>Family Status</b>	Married and/or living with partner	Single living with parents
<b>Caring Responsibilities at Home</b>	Has responsibilities	No responsibilities
<b>Variety of Caring Responsibilities at home</b>	Variety = 2 types of responsibilities	Variety = 1 type of responsibility
<b>Time devoted to Domestic Work</b>	No Statistically Significant Differences between Groups	
<b>Highest Academic Qualifications</b>	No Statistically Significant Differences between Groups	
<b>Type of Employer</b>	No Statistically Significant Differences between Groups	
<b>Sector of Activity</b>	No Statistically Significant Differences between Groups	
<b>Present Job Type</b>	No Statistically Significant Differences between Groups	
<b>Engaged in more than one job</b>	No Statistically Significant Differences between Groups	
<b>Basis of Main Job</b>	No Statistically Significant Differences between Groups	
<b>Occupation Type (ISCO 1988)</b>	No Statistically Significant Differences between Groups	

**Table 60 – Analysis of Career Break Durations Across Respondent Groups**

		How long did your career break take? (months)						
		< 1 yr	1 to 2 yrs	2 to 4 yrs	4 to 6 yrs	6 to 10 yrs	10 to 15 yrs	15 + yrs
		Count	Count	Count	Count	Count	Count	Count
Gender	Male	6	1	0	0	1	0	0
	Female	3	3	6	2	3	8	5
Participant Age	<24	3	0	1	0	0	0	0
	25 - 34 years	3	1	2	1	0	0	0
	35 - 44 years	0	0	3	1	1	5	1
	45 - 54 years	2	3	0	0	3	1	2
	55 +	0	0	0	0	0	2	2
Status	Married or living with partner	2	2	5	1	4	8	5
	Separated, not living with partner	0	2	0	0	0	0	0
	Widowed, not living with partner	0	0	0	0	0	0	0
	Not married, no partner with parents	7	0	1	0	0	0	0
	Not married, not with partner, alone	0	0	0	1	0	0	0
Caring Responsibilities at Home	Yes	1	2	5	2	4	6	3
	No	8	2	1	0	0	2	2
What is your highest qualification?	Less than O- Level equivalent	0	1	0	2	1	4	0
	O-Level	3	2	0	0	2	2	2
	A-Level	3	0	3	0	0	1	1
	Vocational Certification (City & Guilds or equivalent)	0	1	0	0	0	1	0
	University Diploma or equivalent -Local	1	0	0	0	0	0	1
	University Diploma or equivalent -Overseas Institution	0	0	0	0	0	0	0
	University Degree- Baccalaureate	2	0	1	0	0	0	0
	University Degree- Masters' Level	0	0	0	0	0	0	0
	University Doctoral	0	0	0	0	0	0	0
Others	0	0	2	0	1	0	1	
Describe the company where you are employed	Government Organisation/Department	2	0	2	0	2	3	2
	Parastatal Company	2	0	0	0	0	0	0
	Publicly Listed Company	0	0	0	0	1	0	0
	Private Company/Sole Trader	4	2	4	2	1	5	3
	Commercial Partnership	0	1	0	0	0	0	0
	Non-profit Organisation	1	1	0	0	0	0	0
Sector of Activity	Agriculture & Fishery	0	0	0	0	0	0	0
	Stone Quarrying & Construction	0	0	0	0	0	0	0
	Governmental Services	0	0	2	0	1	3	2
	Hotel & Catering	1	0	1	0	0	0	1
	Services	6	3	3	1	3	4	1
	Manufacturing	2	1	0	1	0	1	1
What is your present main job?	Full time	7	2	2	1	2	4	3
	Ful time (reduced hours)	0	0	2	0	1	3	0
	Part time	2	2	2	1	1	1	2
Your level of responsibility	Senior Managers, Directors	1	0	0	0	0	1	0
	Professionals	1	0	2	0	0	1	2
	Associate Professionals & Technical	1	1	1	0	1	1	0
	Clerical employees	4	1	3	0	2	0	0
	Skilled agriculture & fishery workers	0	0	0	0	0	0	0
	Crafts & related trades	0	0	0	0	0	0	0
	Plant & machine operator, assembly workers	0	0	0	0	0	0	0
	Elementary occupations	1	1	0	0	0	1	1
Shop & Market services	1	1	0	2	1	4	2	

**Table 61 – Analysis of Mean Career Break Duration Across Respondent Group and Respondent Gender**

		Overall		Gender		
		Career Break (Yrs)	Career Break (Yrs)		Male	Female
			Mean	Mean	Mean	Mean
Gender	Male	1.31	1.31	.	.	
	Female	7.58	.	.	7.58	
Participant Age	<24	0.92	0.21	.	1.63	
	25 - 34 years	1.93	0.50	.	2.50	
	35 - 44 years	8.57	.	.	8.57	
	45 - 54 years	6.50	3.00	.	7.81	
	55 +	13.75	.	.	13.75	
Status	Married or living with partner	8.39	3.75	.	8.76	
	Separated, not living with partner	1.25	1.50	.	1.00	
	Widowed, not living with partner	.	.	.	.	
	Not married, no partner with parents	0.63	0.30	.	1.17	
	Not married, not with partner, alone	4.00	.	.	4.00	
Caring Responsibilities at Home	Yes	7.39	7.00	.	7.41	
	No	4.53	0.50	.	8.06	
Variety of Caring Responsibilities At Home	1	6.82	7.00	.	6.81	
	2	20.00	.	.	20.00	
	3	.	.	.	.	
	4	.	.	.	.	
How much time do you spend in domestic work?	<1hr	0.87	0.36	.	1.63	
	1 - 3 hrs	8.65	0.75	.	10.63	
	4 - 5 hrs	6.04	7.00	.	5.85	
	6 - 7 hrs	8.53	.	.	8.53	
	8 - 9 hrs	0.58	0.17	.	1.00	
	>9 hrs	5.85	.	.	5.85	
What is your highest qualification?	Less than O- Level equivalent	6.78	.	.	6.78	
	O-Level	7.02	0.39	.	9.50	
	A-Level	5.35	0.08	.	6.11	
	Vocational Certification (City & Guilds or equivalent)	7.75	1.50	.	14.00	
	University Diploma or equivalent -Local	7.63	.	.	7.63	
	University Diploma or equivalent -Overseas Institution	.	.	.	.	
	University Degree- Baccalaureate	1.47	0.38	.	3.67	
	University Degree- Masters' Level	.	.	.	.	
	University Doctoral	.	.	.	.	
	Others	7.15	7.00	.	7.19	
Describe the company where you are employed	Government Organisation/Department	7.66	3.75	.	8.53	
	Parastatal Company	0.21	0.17	.	0.25	
	Publicly Listed Company	6.00	.	.	6.00	
	Private Company/Sole Trader	6.91	0.65	.	8.38	
	Commercial Partnership	1.00	.	.	1.00	
	Non-profit Organisation	0.63	0.25	.	1.00	
Sector of Activity	Agriculture & Fishery	.	.	.	.	
	Stone Quarrying & Construction	.	.	.	.	
	Governmental Services	9.53	.	.	9.53	
	Hotel & Catering	6.39	0.17	.	9.50	
	Services	5.10	1.95	.	6.08	
	Manufacturing	5.93	0.29	.	8.75	
	Full time	5.69	1.67	.	6.94	
What is your present main job?	Ful time (reduced hours)	7.78	.	.	7.78	
	Part time	6.54	0.72	.	8.72	
	More than One Job	2.63	0.50	.	3.33	
Are you engaged in more than one job?	One Job Only	6.69	1.43	.	8.06	
	Casual	9.64	.	.	9.64	
What is the basis of your main job?	Permanent-Fixed Term Contract	2.94	0.38	.	5.50	
	Permanent-Indefinite Contract	5.58	1.63	.	6.83	
Your level of responsibility	Senior Managers, Directors	5.25	0.50	.	10.00	
	Professionals	8.68	0.50	.	10.32	
	Associate Professionals & Technical	4.15	2.92	.	6.00	
	Clerical employees	2.64	0.13	.	3.27	
	Skilled agriculture & fishery workers	.	.	.	.	
	Crafts & related trades	.	.	.	.	
	Plant & machine operator, assembly workers	.	.	.	.	
	Elementary occupations	6.88	0.50	.	9.00	
	Shop & Market services	9.16	.	.	9.16	

## 5.2.4 Alternatives to Career Break

In availing themselves of a career, research participants were often offered family friendly measures intended as an alternative to such career break. A total of 38 participants quoted such offers, with the most often offers pertaining to part time work (60.9% of offers) and flexitime (34.8% of cases). Table 63 sets out an analysis of these offers across respondent groups, showing how family friendly arrangements offered to men were mostly limited to flexitime, part-time work, while family friendly arrangements offered to women varied from parental leave to part-time work, flexitime, short notice leave, emergency child care leave and annualised hours. The wider range of family friendly arrangements offered pertained to respondents who featured:

- an age between 25 and 54 years, or
- a married status or living with a partner, or
- caring responsibilities at home, or
- a total time devoted to domestic work between 1 and 5 hours daily, or
- O-level academic attainment, or
- an employment with a governmental organisation/department, or
- an engagement with an establishment operating within Governmental services sector, or
- a job on a full-time basis, or
- a clerical occupation.

**Table 62 – Summary of Family Friendly Arrangements Offered by Employers as an Alternative to a Career Break**

		Responses		Percent of Cases
		N	Percent	
\$Careerbreakalternatives <sup>a</sup>	Flexitime	8	21.1%	34.8%
	Annualised Hours	2	5.3%	8.7%
	Part time work	14	36.8%	60.9%
	Telework	1	2.6%	4.3%
	Job Sharing	1	2.6%	4.3%
	Parental leave	6	15.8%	26.1%
	Short notice leave	3	7.9%	13.0%
	Careerbreak with committed return	1	2.6%	4.3%
	Emergency child care leave	2	5.3%	8.7%
Total		38	100.0%	165.2%

**Table 63 – Analysis of Alternatives to a Career Break Offered to different Research Participant Groups**

		Career Break Alternative												
		Flexitime	Annualised Hours	Childcare facilities	After-school child care facility	Childcare allowance	Part time work	Telework	Job Sharing	Parental leave	Short notice leave	Careerbreak with committed return	Emergency child care leave	Professional guidance
Gender	Male	2					3	1	1					
	Female	6	2				11			6	3	1	2	
Participant Age	<24	2					2		1					
	25 - 34 years	1					2	1		3		1		
	35 - 44 years	3					7			2	1		1	
	45 - 54 years	2	2				3			1	1		1	
	55 +										1			
Status	Married or living with partner	5	2				11			4	3	1	2	
	Separated, not living with partner													
	Not married, no partner with parents	3					3	1	1	1				
	Not married, not with partner, alone									1				
Caring Responsibilities at Home	Yes	4	2				10			5	1	1	2	
	No	4					4	1	1	1	2			
Variety of Caring Responsibilities At Home	1	4	2				9			5	1	1	2	
	2						1							
How much time do you spend in domestic work?	<1hr	2					2	1						
	1 - 3 hrs	2	1				4		1	1	1		1	
	4 - 5 hrs	1	1				2			3	1		1	
	6 - 7 hrs						1				1			
	8 - 9 hrs						1							
	>9 hrs	3					4			2			1	
What is your highest qualification?	Less than O- Level equivalent	2					4			2			1	
	O-Level	3	2				6	1		1	3		1	
	A-Level	1					3			2				
	Vocational Certification (City & Guilds or equivalent)						1						1	
	University Diploma or equivalent -Local	1												
	University Degree- Baccalaureate	1							1	1			1	
Describe the company where you are employed	Government Organisation/Department	3	1				2			2	1	1	1	
	Parastatal Company						1			1				
	Publicly Listed Company		1											
	Private Company/Sole Trader	4					10	1		3	2		1	
	Commercial Partnership						1							
	Non-profit Organisation	1							1					
Sector of Activity	Governmental Services	2	1				2			2	1	1	1	
	Hotel & Catering						1							
	Services	5	1				9	1	1	3			1	
	Manufacturing	1					2			1	2			
What is your present main job?	Full time	5	1				3	1	1	1	1		1	
	Full time (reduced hours)	1	1				2			3	1	1	1	
	Part time	2					9			2	1			
Are you engaged in more than one job?	More than One Job		1				2							
	One Job Only	8	1				12	1	1	6	3	1	2	
What is the basis of your main job?	Casual	2					6			2	1			
	Permanent-Fixed Term Contract	3	1				2	1	1	1	1		1	
	Permanent-Indefinite Contract	3	1				6			3	1	1	1	
Your level of responsibility	Senior Managers, Directors	1					1	1		1				
	Professionals						1							
	Associate Professionals & Technical	1							1					
	Clerical employees	4	1				4			3	1	1	1	
	Elementary occupations	1					3							
	Shop & Market services	1	1				5				2	2	1	



**Table 63 – Analysis of Alternatives to a Career Break Offered to different Research Participant Groups (continued)**

			Career Break Alternative												
			Flexitime	Annualised Hours	Childcare facilities	After-school child care facility	Childcare allowance	Part time work	Telework	Job Sharing	Parental leave	Short notice leave	Careerbreak with committed return	Emergency child care leave	Professional guidance
Gender	Male	R %	50.0					75.0	25.0	25.0					
	Female	R %	31.6	10.5				57.9			31.6	15.8	5.3	10.5	
Participant Age	<24	R %	50.0					50.0		25.0					
	25 - 34 years	R %	20.0					40.0	20.0		60.0		20.0		
	35 - 44 years	R %	37.5					87.5			25.0	12.5		12.5	
	45 - 54 years	R %	40.0	40.0				60.0				20.0		20.0	
	55 +	R %										100.0			
Status	Married or living with partner	R %	31.3	12.5				68.8			25.0	18.8	6.3	12.5	
	Separated, not living with partner	R %													
	Not married, no partner with parents	R %	50.0					50.0	16.7	16.7					
	Not married, not with partner, alone	R %									100.0				
Caring Responsibilities at Home	Yes	R %	26.7	13.3				66.7			33.3	6.7	6.7	13.3	
	No	R %	50.0					50.0	12.5	12.5	12.5	25.0			
Variety of Caring Responsibilities At Home	1	R %	28.6	14.3				64.3			35.7	7.1	7.1	14.3	
	2	R %						100.0							
How much time do you spend in domestic work?	<1hr	R %	66.7					66.7	33.3						
	1 - 3 hrs	R %	28.6	14.3				57.1		14.3	14.3	14.3		14.3	
	4 - 5 hrs	R %	25.0	25.0				50.0			75.0	25.0		25.0	
	6 - 7 hrs	R %						50.0				50.0			
	8 - 9 hrs	R %						100.0							
	>9 hrs	R %	50.0					66.7					16.7		
What is your highest qualification?	Less than O- Level equivalent	R %	33.3					66.7				33.3			
	O-Level	R %	37.5	25.0				75.0	12.5		12.5	37.5		12.5	
	A-Level	R %	20.0					60.0			40.0				
	Vocational Certification (City & Guilds or equivalent)	R %						100.0						100.0	
	University Diploma or equivalent -Local	R %	100.0												
	University Degree- Baccaalaureate	R %	50.0							50.0	50.0		50.0		
	Others	R %													
Describe the company where you are employed	Government Organisation/Department	R %	75.0	25.0				50.0			50.0	25.0	25.0	25.0	
	Parastatal Company	R %						50.0			50.0				
	Publicly Listed Company	R %		100.0											
	Private Company/Sole Trader	R %	28.6					71.4	7.1		21.4	14.3		7.1	
	Commercial Partnership	R %						100.0							
	Non-profit Organisation	R %	100.0							100.0					
Sector of Activity	Governmental Services	R %	66.7	33.3				66.7			66.7	33.3	33.3	33.3	
	Hotel & Catering	R %						100.0							
	Services	R %	33.3	6.7				60.0	6.7	6.7	20.0			6.7	
	Manufacturing	R %	25.0					50.0			25.0	50.0			
What is your present main job?	Full time	R %	55.6	11.1				33.3	11.1	11.1	11.1	11.1		11.1	
	Full time (reduced hours)	R %	25.0	25.0				50.0			75.0	25.0	25.0	25.0	
	Part time	R %	20.0					90.0			20.0	10.0			
Are you engaged in more than one job?	More than One Job	R %		33.3				66.7							
	One Job Only	R %	40.0	5.0				60.0	5.0	5.0	30.0	15.0	5.0	10.0	
What is the basis of your main job?	Casual	R %	25.0					75.0			25.0	12.5			
	Permanent-Fixed Term Contract	R %	100.0	33.3				66.7	33.3	33.3	33.3	33.3		33.3	
	Permanent-Indefinite Contract	R %	25.0	8.3				50.0			25.0	8.3	8.3	8.3	
Your level of responsibility	Senior Managers, Directors	R %	50.0					50.0	50.0		50.0				
	Professionals	R %						100.0							
	Associate Professionals & Technical	R %	100.0							100.0					
	Clerical employees	R %	57.1	14.3				57.1			42.9	14.3	14.3	14.3	
	Elementary occupations	R %	33.3					100.0							
	Shop & Market services	R %	11.1	11.1				55.6			22.2	22.2		11.1	

### 5.2.5 Reasons for a Career Break

Table 64 summarises the responses observed relating to the reasons quoted by research participants in respect to their career break. Childcare/childbirth topped the reasons (55.9% of the persons availing of a career break) while dismissal from their job ranked as the second most common reason (17.6% of persons availing of a career break). An analysis of these reasons across respondent groups is set out in Table 65, showing how a career break for childcare/child birth reasons prevailed among:

- women, or
- participants aged between 35 and 44 years, or
- participants who were married or living with partner, or
- participants who had caring responsibilities at home, or
- participants engaged with Government, or
- participants engaged in full time job, or
- workers engaged through a permanent work contract.

**Table 64 – Summary of Reasons for a Career Break**

		Responses		Percent of Cases
		N	Percent	
\$careerbreakreason <sup>a</sup>	Childbirth & childcare	19	47.5%	55.9%
	Dismissed from previous employment	6	15.0%	17.6%
	Family - adults (disabled or elderly)	1	2.5%	2.9%
	Holiday /break	2	5.0%	5.9%
	Study	3	7.5%	8.8%
	Others	9	22.5%	26.5%
Total		40	100.0%	117.6%



**Table 65 – Analysis of the Reasons for Career Break Across Research Participant Groups**

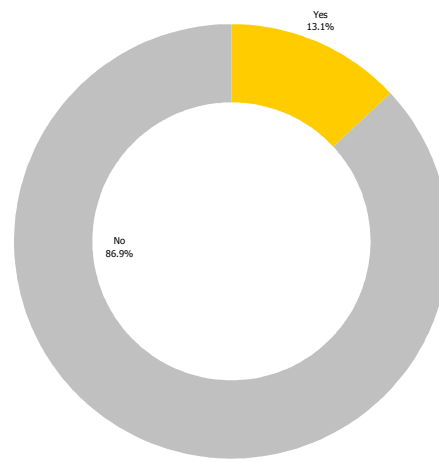
		Childbirth & childcare	Dismissed from previous employment	Family - adults (disabled or elderly)	Holiday /break	Study	Others
		Yes	Yes	Yes	Yes	Yes	Yes
		Count	Count	Count	Count	Count	Count
Gender	Male	0	2	0	1	1	6
	Female	19	4	1	1	2	3
Participant Age	<24	0	1	0	1	3	1
	25 - 34 years	3	2	0	0	0	3
	35 - 44 years	7	1	1	0	0	2
	45 - 54 years	6	2	0	1	0	2
	55 +	3	0	0	0	0	0
Status	Married or living with partner	18	4	1	0	0	5
	Separated, not living with partner	0	1	0	1	0	0
	Widowed, not living with partner	0	0	0	0	0	0
	Not married, no partner with parents	0	1	0	1	3	4
	Not married, not with partner, alone	1	0	0	0	0	0
Caring Responsibilities at Home	Yes	17	4	1	0	1	3
	No	2	2	0	2	2	6
Variety of Caring Responsibilities At Home	1	16	4	1	0	1	3
	2	1	0	0	0	0	0
How much time do you spend in domestic work?	<1hr	0	0	0	0	1	4
	1 - 3 hrs	10	1	0	1	1	2
	4 - 5 hrs	2	1	0	0	0	1
	6 - 7 hrs	1	1	1	0	0	1
	8 - 9 hrs	0	1	0	1	1	0
	>9 hrs	6	2	0	0	0	1
What is your highest qualification?	Less than O- Level equivalent	5	2	1	0	0	1
	O-Level	4	2	0	1	1	2
	A-Level	4	0	0	0	1	2
	Vocational Certification (City & Guilds or equivalent)	1	1	0	0	0	0
	University Diploma or equivalent -Local	1	0	0	0	1	0
	University Diploma or equivalent -Overseas Institution	0	0	0	0	0	0
	University Degree- Baccalaureate	1	0	0	1	0	2
	University Degree- Masters' Level	0	0	0	0	0	0
	University Doctoral	0	0	0	0	0	0
Others	3	1	0	0	0	2	
Describe the company where you are employed	Government Organisation/Department	9	2	0	0	0	4
	Parastatal Company	0	1	0	0	1	0
	Publicly Listed Company	1	0	0	0	0	0
	Private Company/Sole Trader	9	1	1	1	2	4
	Commercial Partnership	0	1	0	0	0	0
	Non-profit Organisation	0	1	0	1	0	1
What is your present main job?	Full time	10	3	0	2	1	8
	Full time (reduced hours)	5	0	0	0	0	0
	Part time	4	3	1	0	2	1
Are you engaged in more than one job?	More than One Job	1	1	0	0	1	1
	One Job Only	18	5	1	2	2	8
What is the basis of your main job?	Casual	4	1	1	0	1	0
	Permanent-Fixed Term Contract	1	0	0	1	0	3
	Permanent-Indefinite Contract	14	5	0	1	2	6
Your level of responsibility	Senior Managers, Directors	0	0	0	0	0	1
	Professionals	4	1	0	0	1	2
	Associate Professionals & Technical	2	1	0	1	0	2
	Clerical employees	5	1	0	1	2	2
	Skilled agriculture & fishery workers	0	0	0	0	0	0
	Crafts & related trades	0	0	0	0	0	0
	Plant & machine operator, assembly workers	0	0	0	0	0	0
	Elementary occupations	2	2	0	0	0	2
	Shop & Market services	6	1	1	0	0	0

### 5.2.6 Seeking a New Job

A total of 77 research participants (13.1%) indicated that they were looking for a new job (Table 66), with a prevailing reason pertaining to a need to obtain better working conditions (53.2% of respondents seeking a new job). Other reasons claimed by research participants included an increase in pay (6.4% of participants seeking a new job) or career advancement (6.4% of participants seeking a new job).

**Table 66 – Summary of Response: Participants Seeking to Change Job**

		Count	Valid Percent
Are you looking for a new job?	Yes	77	13.1%
	No	510	86.9%
	Total	587	100.0%



**Table 67 – Summary of Analysis of Reasons for Seeking a New Job**

		Are you looking for a new job?	
		Count	Column N %
Why are you looking for a new job?	Risk or certainty of loss or termination of job	5	6.5%
	Present job is a temporary one	7	9.1%
	To work for more hours in total in primary job	5	6.5%
	To work for less hours in total in primary job	2	2.6%
	Better work conditions	41	53.2%
	Additional job to increase hours of work	3	3.9%
	Other reasons	13	16.9%
	No answer/Don't know	1	1.3%

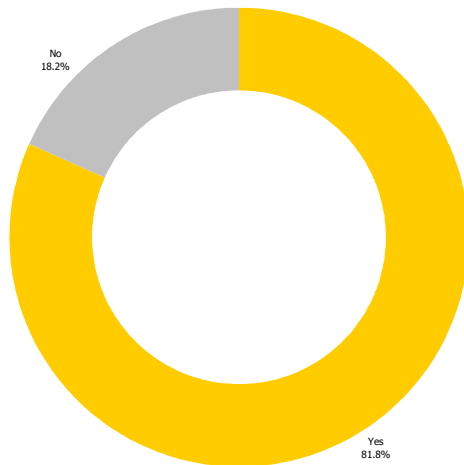
## 5.4 Leave Entitlements

Table 68 sets out a summary of how 81.8% research participants claimed to be entitled to some form of days off in their main job. A further analysis of such responses (Table 69) shows that no significant differences are observable across the different respondent groups except where the entitlement of days off featured a more common incidence among workers:

- employed in the services industry, or
- featuring a secondary level of education, or
- engaged in clerical occupations, or
- engaged in full-time jobs, or
- engaged through a permanent employment contract.

**Table 68 – Days Off Entitlement in Main Job.**

		Count	Valid Percent
Are you entitled to any day off in your main job?	Yes	480	81.8%
	No	107	18.2%
	Total	587	100.0%



**Table 69 – Analysis of Entitlement of Days Off in the Main Job Across Respondent Groups**

		Are you entitled to any day off in your main job?					
		Yes		No		Total	
		N	N %	N	N %	N	N %
Gender	Male	288	82.8%	60	17.2%	348	100.0%
	Female	192	80.3%	47	19.7%	239	100.0%
Participant Age	<24	147	80.3%	36	19.7%	183	100.0%
	25 - 34 years	129	82.2%	28	17.8%	157	100.0%
	35 - 44 years	85	78.0%	24	22.0%	109	100.0%
	45 - 54 years	83	86.5%	13	13.5%	96	100.0%
	55 +	33	84.6%	6	15.4%	39	100.0%
Status	Married or living with partner	238	83.8%	46	16.2%	284	100.0%
	Separated, not living with partner	12	92.3%	1	7.7%	13	100.0%
	Widowed, not living with partner	2	100.0%	0	.0%	2	100.0%
	Not married, no partner with parents	199	79.6%	51	20.4%	250	100.0%
	Not married, not with partner, alone	29	76.3%	9	23.7%	38	100.0%
Caring Responsibilities at Home	Yes	188	83.6%	37	16.4%	225	100.0%
	No	292	80.7%	70	19.3%	362	100.0%
Sector of Activity	Agriculture & Fishery	1	50.0%	1	50.0%	2	100.0%
	Stone Quarrying & Construction	15	93.8%	1	6.3%	16	100.0%
	Governmental Services	101	80.2%	25	19.8%	126	100.0%
	Hotel & Catering	54	85.7%	9	14.3%	63	100.0%
	Services	188	78.7%	51	21.3%	239	100.0%
	Manufacturing	121	85.8%	20	14.2%	141	100.0%
What is your highest level of education?	Primary School or less	24	88.9%	3	11.1%	27	100.0%
	Secondary Schooling	185	83.0%	38	17.0%	223	100.0%
	Secondary (Vocational)	28	90.3%	3	9.7%	31	100.0%
	Post Secondary	101	85.6%	17	14.4%	118	100.0%
	Post Secondary (Vocational)	31	66.0%	16	34.0%	47	100.0%
	Diploma (University) & First Degree	76	75.2%	25	24.8%	101	100.0%
Your level of responsibility	Post Graduate	34	87.2%	5	12.8%	39	100.0%
	Senior Managers, Directors	34	77.3%	10	22.7%	44	100.0%
	Professionals	62	67.4%	30	32.6%	92	100.0%
	Associate Professionals & Technical	57	90.5%	6	9.5%	63	100.0%
	Clerical employees	111	83.5%	22	16.5%	133	100.0%
	Skilled agriculture & fishery workers	0	.0%	0	.0%	0	.0%
	Crafts & related trades	6	75.0%	2	25.0%	8	100.0%
	Plant & machine operator, assembly workers	52	91.2%	5	8.8%	57	100.0%
	Elementary occupations	66	86.8%	10	13.2%	76	100.0%
What is your present main job?	Shop & Market services	92	80.7%	22	19.3%	114	100.0%
	Full time	414	83.8%	80	16.2%	494	100.0%
	Full time (reduced hours)	12	85.7%	2	14.3%	14	100.0%
What is the basis of your main job?	Part time	54	68.4%	25	31.6%	79	100.0%
	Casual	55	69.6%	24	30.4%	79	100.0%
	Permanent-Fixed Term Contract	47	88.7%	6	11.3%	53	100.0%
	Permanent-Indefinite Contract	378	83.1%	77	16.9%	455	100.0%

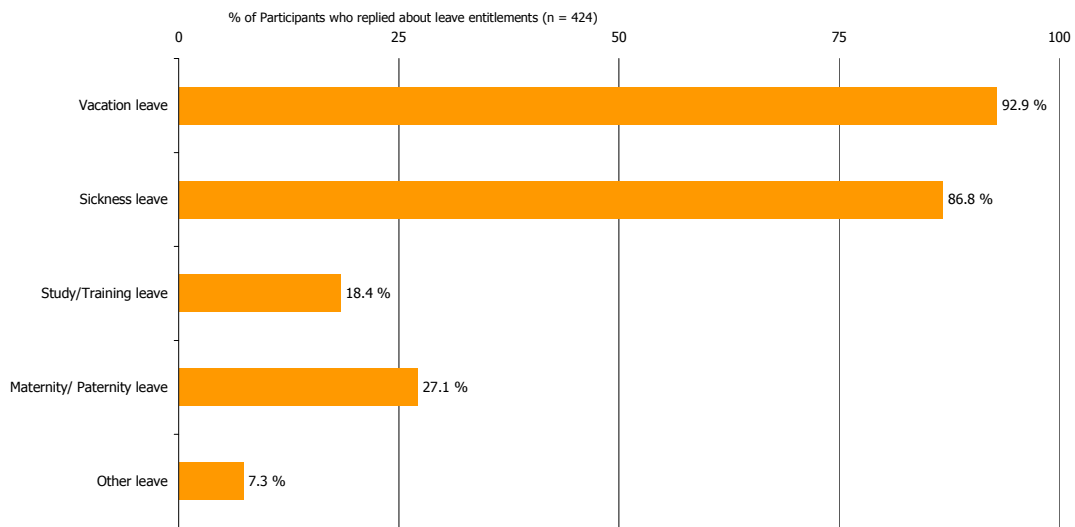
A total of 424 research participants also indicated the types of days off available as part of their work conditions (Table 70), showing how 92.9% of these participants were entitled to vacation leave, while another 86.8% of these participants were entitled to sickness leave. An analysis of these responses across the difference respondent groups (Table 71) showed that:

- Vacation Leave was a more common entitlement among participants who:
  - were men, or
  - were between 25 and 34 years, or
  - did not have care responsibilities at home, or
  - were engaged with establishments in the services sector, or
  - had attained an O level of education, or
  - were engaged in clerical occupations, or
  - were engaged in full time jobs, or
  - were employed through permanent job contracts.
  
- Sickness Leave was a more common entitlement among:
  - men, or
  - participants aged between 25 and 34 years, or
  - participants without care responsibilities at home, or
  - workers engaged with establishments operating in the services sector, or
  - workers engaged with private companies, or
  - workers employed in clerical occupations, or
  - workers engaged in full time jobs, or
  - workers engaged through permanent contracts of work.
  
- Maternity/Paternity Leave was a more common entitlement among:
  - women, or
  - participants aged between 25 and 34 years, or
  - participants with care responsibilities at home, or
  - workers engaged with establishments within the services sector, or

- workers engaged with private companies, or
- participants employed in clerical occupations, or
- workers engaged in full time jobs, or
- workers engaged through permanent contracts of work.

**Table 70 – Breakdown of Leave Entitlement (23)**

		Responses		Percent of Cases
		N	Percent	
\$leave <sup>a</sup>	Vacation leave	394	40.0%	92.9%
	Sickness leave	368	37.3%	86.8%
	Study/Training leave	78	7.9%	18.4%
	Maternity/ Paternity leave	115	11.7%	27.1%
	Other leave	31	3.1%	7.3%
Total		986	100.0%	232.5%



<sup>23</sup> As indicated by responding participants. n = 424

**Table 71 – Analysis of Leave Availability Across Respondent Groups**

		Days Off Available				
		Vacation leave	Sickness leave	Study/ Training leave	Maternity/ Paternity leave	Other leave
Gender	Male	250	228	49	45	14
	Female	144	140	29	70	17
Participant Age	<24	94	96	20	29	11
	25 - 34 years	113	103	28	45	8
	35 - 44 years	78	72	14	20	4
	45 - 54 years	75	65	11	16	7
	55 +	31	31	4	5	1
Status	Married or living with partner	217	206	42	66	16
	Separated, not living with partner	12	8	2	3	1
	Widowed, not living with partner	1	2			
	Not married, no partner with parents	141	130	26	38	12
	Not married, not with partner, alone	23	22	8	8	2
Caring Responsibilities at Home	Yes	169	163	35	61	12
	No	225	205	43	54	19
Variety of Caring Responsibilities At Home	1	127	121	25	44	9
	2	37	36	8	15	3
	3	5	5	2	1	
	4		1		1	
How much time do you spend in domestic work?	<1hr	136	127	19	35	9
	1 - 3 hrs	137	131	27	41	9
	4 - 5 hrs	42	38	8	14	2
	6 - 7 hrs	19	19	6	11	4
	8 - 9 hrs	8	7	3	3	
	>9 hrs	16	14	4	4	3
What is your highest qualification?	Less than O- Level equivalent	92	88	3	17	4
	O-Level	93	86	13	24	8
	A-Level	57	55	14	20	4
	Vocational Certification (City & Guilds or equivalent)	36	34	11	12	4
	University Diploma or equivalent -Local	18	17	4	3	
	University Diploma or equivalent -Overseas Institution	25	24	12	8	6
	University Degree- Baccalaureate	35	27	7	13	1
	University Degree- Masters' Level	22	21	11	14	3
Others	16	16	3	4	1	
Describe the company where you are employed	Government Organisation/Department	94	89	14	22	8
	Parastatal Company	29	25	11	7	3
	Publicly Listed Company	30	28	16	18	6
	Private Company/Sole Trader	234	220	34	65	13
	Commercial Partnership	3	3	1	1	
	Non-profit Organisation	4	3	2	2	1
Sector of Activity	Agriculture & Fishery	1				1
	Stone Quarrying & Construction	15	15	2	2	
	Governmental Services	94	86	15	19	6
	Hotel & Catering	33	33	5	11	5
	Services	156	144	42	54	13
	Manufacturing	95	90	14	29	6
What is your present main job?	Full time	369	342	72	104	27
	Ful time (reduced hours)	8	8	1	6	
	Part time	17	18	5	5	4
Are you engaged in more than one job?	More than One Job	52	48	19	22	7
	One Job Only	342	320	59	93	24
What is the basis of your main job?	Casual	29	29	3	10	5
	Permanent-Fixed Term Contract	41	39	6	16	5
	Permanent-Indefinite Contract	324	300	69	89	21
Your level of responsibility	Senior Managers, Directors	32	27	6	10	1
	Professionals	52	54	19	22	7
	Associate Professionals & Technical	54	47	10	16	2
	Clerical employees	98	88	29	32	8
	Crafts & related trades	5	4			
	Plant & machine operator, assembly workers	38	41	4	9	4
	Elementary occupations	59	53	2	8	4
Shop & Market services	56	54	8	18	5	

**Table 71 – Analysis of Leave Availability Across Respondent Groups (continued)**

			Days Off Available				
			Vacation leave	Sickness leave	Study/ Training leave	Maternity/ Paternity leave	Other leave
Gender	Male	R %	95.8	87.4	18.8	17.2	5.4
	Female	R %	88.3	85.9	17.8	42.9	10.4
Participant Age	<24	R %	84.7	86.5	18.0	26.1	9.9
	25 - 34 years	R %	96.6	88.0	23.9	38.5	6.8
	35 - 44 years	R %	96.3	88.9	17.3	24.7	4.9
	45 - 54 years	R %	94.9	82.3	13.9	20.3	8.9
	55 +	R %	93.9	93.9	12.1	15.2	3.0
Status	Married or living with partner	R %	94.8	90.0	18.3	28.8	7.0
	Separated, not living with partner	R %	100.0	66.7	16.7	25.0	8.3
	Widowed, not living with partner	R %	50.0	100.0			
	Not married, no partner with parents	R %	90.4	83.3	16.7	24.4	7.7
	Not married, not with partner, alone	R %	92.0	88.0	32.0	32.0	8.0
Caring Responsibilities at Home	Yes	R %	92.3	89.1	19.1	33.3	6.6
	No	R %	93.4	85.1	17.8	22.4	7.9
Variety of Caring Responsibilities At Home	1	R %	91.4	87.1	18.0	31.7	6.5
	2	R %	97.4	94.7	21.1	39.5	7.9
	3	R %	100.0	100.0	40.0	20.0	
	4	R %		100.0		100.0	
How much time do you spend in domestic work?	<1hr	R %	91.9	85.8	12.8	23.6	6.1
	1 - 3 hrs	R %	93.8	89.7	18.5	28.1	6.2
	4 - 5 hrs	R %	91.3	82.6	17.4	30.4	4.3
	6 - 7 hrs	R %	90.5	90.5	28.6	52.4	19.0
	8 - 9 hrs	R %	88.9	77.8	33.3	33.3	
	>9 hrs	R %	88.9	77.8	22.2	22.2	16.7
What is your highest qualification?	Less than O- Level equivalent	R %	92.0	88.0	3.0	17.0	4.0
	O-Level	R %	92.1	85.1	12.9	23.8	7.9
	A-Level	R %	90.5	87.3	22.2	31.7	6.3
	Vocational Certification (City & Guilds or equivalent)	R %	94.7	89.5	28.9	31.6	10.5
	University Diploma or equivalent -Local	R %	94.7	89.5	21.1	15.8	
	University Diploma or equivalent -Overseas Institution	R %	96.2	92.3	46.2	30.8	23.1
	University Degree- Baccalaureate	R %	92.1	71.1	18.4	34.2	2.6
	University Degree- Masters' Level	R %	100.0	95.5	50.0	63.6	13.6
	Others	R %	94.1	94.1	17.6	23.5	5.9
Describe the company where you are employed	Government Organisation/Department	R %	91.3	86.4	13.6	21.4	7.8
	Parastatal Company	R %	96.7	83.3	36.7	23.3	10.0
	Publicly Listed Company	R %	96.8	90.3	51.6	58.1	19.4
	Private Company/Sole Trader	R %	92.5	87.0	13.4	25.7	5.1
	Commercial Partnership	R %	100.0	100.0	33.3	33.3	
	Non-profit Organisation	R %	100.0	75.0	50.0	50.0	25.0
Sector of Activity	Agriculture & Fishery	R %	100.0				100.0
	Stone Quarrying & Construction	R %	100.0	100.0	13.3	13.3	
	Governmental Services	R %	94.0	86.0	15.0	19.0	6.0
	Hotel & Catering	R %	86.8	86.8	13.2	28.9	13.2
	Services	R %	92.9	85.7	25.0	32.1	7.7
	Manufacturing	R %	93.1	88.2	13.7	28.4	5.9
What is your present main job?	Full time	R %	95.1	88.1	18.6	26.8	7.0
	Full time (reduced hours)	R %	80.0	80.0	10.0	60.0	
	Part time	R %	65.4	69.2	19.2	19.2	15.4
Are you engaged in more than one job?	More than One Job	R %	88.1	81.4	32.2	37.3	11.9
	One Job Only	R %	93.7	87.7	16.2	25.5	6.6
What is the basis of your main job?	Casual	R %	74.4	74.4	7.7	25.6	12.8
	Permanent-Fixed Term Contract	R %	95.3	90.7	14.0	37.2	11.6
	Permanent-Indefinite Contract	R %	94.7	87.7	20.2	26.0	6.1
Your level of responsibility	Senior Managers, Directors	R %	100.0	84.4	18.8	31.3	3.1
	Professionals	R %	91.2	94.7	33.3	38.6	12.3
	Associate Professionals & Technical	R %	96.4	83.9	17.9	28.6	3.6
	Clerical employees	R %	93.3	83.8	27.6	30.5	7.6
	Crafts & related trades	R %	100.0	80.0			
	Plant & machine operator, assembly workers	R %	90.5	97.6	9.5	21.4	9.5
	Elementary occupations	R %	90.8	81.5	3.1	12.3	6.2
	Shop & Market services	R %	90.3	87.1	12.9	29.0	8.1



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## 5.5 Costs & Remuneration

### 5.5.1 Gross Pay Received

A total of 514 research participants provided a response in respect to their gross monthly pay received from their main employment. This response featured a median gross pay of Lm 400 monthly and a mean gross pay of Lm 410 monthly (5% trimmed mean varied between Lm 394.23 and Lm 426.65 monthly).

Upon application of a posteriori cell-by-cell weightings <sup>(24)</sup>, the response within the sample featured the same median gross pay of Lm 400 monthly and a weighted mean gross pay of Lm 419.00 monthly <sup>(25)</sup>. Such response is also considered to be very close to the reported weighted mean wage of Lm 432.25 by the Ministry of Finance <sup>(26)</sup> and the weighted average monthly wage of Lm 433.09 as reported by the National Statistics Office <sup>(27)</sup>.

Table 72 sets out a summary of the highest and lowest weighted means as observed across respondent groups (see Table 74) showing how men typically earn a higher basic pay than their female counterparts overall with some rare exceptions.

Research participants also featured a median pay (after tax and National Insurance Contribution) of Lm 347.67 monthly and a weighted mean net pay of Lm 410.01 monthly <sup>(28)</sup>. Table 73 summarises the key observations from an analysis of the net monthly pay (weighted average) as featured in detail in Table 75. Differences between groups largely followed the same patterns as established for the weighted gross pay, showing how men typically earned a higher net pay than their female counterparts did overall with some rare exceptions.

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<sup>24</sup> Related to respondent gender and occupation type

<sup>25</sup> or between Lm 402.38 and Lm 435.62 monthly at a 95% confidence interval.

<sup>26</sup> Economic Survey January – September 2005. Economic Policy Division, Ministry of Finance © 2005

<sup>27</sup> Labour Force Survey, December 2005. National Statistics Office © 2006

<sup>28</sup> or between Lm 337.65 and Lm 362.37 net monthly at a 95% confidence interval

**Table 72 – Highlights of Mean Basic Pay (Weighted) Across Respondent Groups (Based on Table 74)**

	Highest Mean (Weighted) Pay	Lowest Mean (Weighted) Pay
<b>Gender</b>	Men	Women
<b>Participant Age</b>	Between 35 and 44 years	Younger than 24 years
<b>Family Status</b>	Separated not living with partner	Single, living with parents
<b>Caring Responsibilities at Home</b>	With caring responsibilities at home	Without caring responsibilities at home
<b>Variety of Caring Responsibilities at home</b>	One type	Two types
<b>Time devoted to Domestic Work <sup>(29)</sup></b>	1 to 3 hours daily	8 to 9 hours daily
<b>Highest Academic Qualifications <sup>(30)</sup></b>	University Master's Degree	Less than O Level equivalent
<b>Type of Employer</b>	Publicly listed companies and Non-profit making organisations	Private Companies
<b>Sector of Activity</b>	Governmental services	Hotel & Catering
<b>Present Job Type</b>	Full-time	Part-time
<b>Engaged in more than one job</b>	No Statistically Significant Differences between the Respondent Groups	
<b>Basis of Main Job</b>	Permanent Indefinite Contract	Casual
<b>Occupation Type (ISCO 1988)</b>	Senior Management	Shop & Market Services Occupations

**Table 73 – Highlights of Mean Net Pay (Weighted) Across Respondent Groups (Based on Table 75)**

	Highest Mean (Weighted) Pay	Lowest Mean (Weighted) Pay
<b>Gender</b>	Men	Women
<b>Participant Age</b>	Between 35 and 44 years	Younger than 24 years
<b>Family Status</b>	Married and/or living with partner	Single, living with parents
<b>Caring Responsibilities at Home</b>	With caring responsibilities at home	Without caring responsibilities at home
<b>Variety of Caring Responsibilities at home</b>	Two types	Four types
<b>Time devoted to Domestic Work <sup>(31)</sup></b>	1 to 3 hours daily	8 to 9 hours daily
<b>Highest Academic Qualifications <sup>(32)</sup></b>	University Master's Degree	Less than O Level equivalent
<b>Type of Employer</b>	Publicly listed companies and Non-profit making organisations	Private Companies
<b>Sector of Activity</b>	Governmental services	Hotel & Catering
<b>Present Job Type</b>	Full-time	Part-time
<b>Engaged in more than one job</b>	No Statistically Significant Differences between the Respondent Groups	
<b>Basis of Main Job</b>	Permanent Fixed Term Contract	Casual
<b>Occupation Type (ISCO 1988)</b>	Senior Management	Shop & Market Services Occupations

<sup>29</sup> Progressive decline in the weighted mean Basic Pay with increasing number of hours devoted to domestic work observed

<sup>30</sup> Progressive increase in the weighted mean Basic Pay with increasing level of qualifications observed

<sup>31</sup> Progressive decline in the weighted mean Net Pay with increasing number of hours devoted to domestic work observed

<sup>32</sup> Progressive increase in the weighted mean Net Pay with increasing level of qualifications observed

**Table 74 – Analysis of Mean Basic Pay (Weighted) Across Respondent Groups**

		Overall	Gender		Difference in Pay Means (Lm)
		Monthly Basic Pay (Lm)	Male Monthly Basic Pay (Lm)	Female Monthly Basic Pay (Lm)	
		Mean	Mean	Mean	
Gender	Male	444.15	444.15	.	
	Female	374.28	.	374.28	
Participant Age	<24	321.81	328.39	315.16	13.24
	25 - 34 years	433.24	436.54	428.09	8.46
	35 - 44 years	483.58	506.80	430.39	76.41
	45 - 54 years	467.77	506.23	332.36	173.87
	55 +	456.67	451.71	478.34	-26.63
Status	Married or living with partner	457.83	491.29	374.75	116.54
	Separated, not living with partner	472.63	435.73	540.43	-104.71
	Widowed, not living with partner	420.00	.	420.00	
	Not married, no partner with parents	368.83	377.73	356.49	21.23
	Not married, not with partner, alone	403.87	394.65	411.70	-17.05
Caring Responsibilities at Home	Yes	471.72	519.08	354.83	164.25
	No	382.42	381.48	383.79	-2.31
Variety of Caring Responsibilities At Home	1	441.22	486.93	350.98	135.94
	2	565.04	598.03	382.57	215.46
	3	540.12	540.12	.	
	4	350.00	.	350.00	
How much time do you spend in domestic work?	<1hr	390.59	401.57	364.88	36.69
	1 - 3 hrs	464.42	497.39	409.60	87.79
	4 - 5 hrs	401.95	473.42	323.75	149.66
	6 - 7 hrs	416.22	471.93	344.94	126.99
	8 - 9 hrs	333.86	446.12	292.93	153.20
	>9 hrs	374.98	409.15	355.48	53.67
What is your highest qualification?	Less than O- Level equivalent	340.01	362.67	268.80	93.87
	O-Level	364.55	375.36	349.61	25.76
	A-Level	370.82	426.47	330.70	95.77
	Vocational Certification (City & Guilds or equivalent)	428.05	450.06	238.50	211.56
	University Diploma or equivalent -Local	516.90	501.77	559.09	-57.32
	University Diploma or equivalent -Overseas Institution	526.42	561.20	486.08	75.13
	University Degree- Baccalaureate	544.20	619.51	460.16	159.35
	University Degree- Masters' Level	650.45	648.10	654.96	-6.86
	University Doctoral	.	.	.	
	Others	549.65	628.90	394.77	234.13
	Describe the company where you are employed	Government Organisation/Department	461.61	485.61	407.81
Parastatal Company		464.19	465.96	460.21	5.75
Publicly Listed Company		549.58	562.72	520.08	42.63
Private Company/Sole Trader		383.09	407.09	345.24	61.86
Commercial Partnership		425.11	461.25	392.92	68.33
Non-profit Organisation		582.96	619.31	470.74	148.57
Agriculture & Fishery		342.97	342.97	.	
Sector of Activity	Stone Quarrying & Construction	463.73	463.73	.	
	Governmental Services	463.45	480.56	429.55	51.00
	Hotel & Catering	373.09	434.88	317.67	117.21
	Services	415.77	443.40	367.35	76.05
	Manufacturing	393.86	407.97	369.84	38.14
	Full time	456.58	465.79	436.50	29.29
What is your present main job?	Ful time (reduced hours)	289.46	340.00	283.85	56.15
	Part time	180.70	207.18	160.51	46.67
	More than One Job	418.21	417.40	419.49	-2.09
Are you engaged in more than one job?	One Job Only	419.14	448.55	365.75	82.79
	Casual	269.00	295.38	252.73	42.65
What is the basis of your main job?	Permanent-Fixed Term Contract	443.29	468.12	414.85	53.28
	Permanent-Indefinite Contract	440.62	455.31	407.18	48.13
	Senior Managers, Directors	648.43	675.79	545.56	130.23
Your level of responsibility	Professionals	538.39	569.74	495.76	73.98
	Associate Professionals & Technical	460.42	476.68	422.88	53.80
	Clerical employees	397.48	448.13	363.66	84.48
	Skilled agriculture & fishery workers	.	.	.	
	Crafts & related trades	.	.	.	
	Plant & machine operator, assembly workers	372.48	368.86	384.00	-15.14
	Elementary occupations	308.08	323.55	254.88	68.67
	Shop & Market services	301.67	323.05	276.44	46.61

**Table 75– Analysis of Mean Net Pay (Weighted) Across Respondent Groups**

		Overall		Gender		Difference in Pay Means (Lm)
		Monthly Basic Pay (Lm) after Tax & NI deductions		Male	Female	
		Mean	Mean	Monthly Basic Pay (Lm) after Tax & NI deductions	Monthly Basic Pay (Lm) after Tax & NI deductions	
Gender	Male	369.56	369.56	.	.	.
	Female	315.48	.	315.48	.	.
Participant Age	<24	278.80	284.28	273.27	.	11.02
	25 - 34 years	359.34	363.71	352.53	.	11.19
	35 - 44 years	399.37	418.30	357.30	.	61.00
	45 - 54 years	384.02	412.90	282.36	.	130.54
	55 +	378.11	377.21	382.05	.	-4.84
Status	Married or living with partner	378.52	404.21	315.48	.	88.74
	Separated, not living with partner	365.48	335.44	420.67	.	-85.23
	Widowed, not living with partner	365.00	.	365.00	.	.
	Not married, no partner with parents	314.05	321.83	303.26	.	18.56
	Not married, not with partner, alone	343.46	343.26	343.62	.	-0.36
Caring Responsibilities at Home	Yes	388.41	424.90	299.67	.	125.23
	No	323.64	323.95	323.20	.	0.74
Variety of Caring Responsibilities At Home	1	367.85	404.13	297.37	.	106.76
	2	451.69	476.56	315.96	.	160.60
	3	432.02	432.02	.	.	.
	4	300.00	.	300.00	.	.
How much time do you spend in domestic work?	<1hr	329.24	336.20	313.02	.	23.19
	1 - 3 hrs	385.60	411.20	343.65	.	67.55
	4 - 5 hrs	332.44	384.15	275.86	.	108.29
	6 - 7 hrs	343.04	389.02	284.19	.	104.83
	8 - 9 hrs	282.25	384.07	245.12	.	138.95
	>9 hrs	311.81	348.90	290.66	.	58.24
What is your highest qualification?	Less than O- Level equivalent	295.49	312.45	242.16	.	70.29
	O-Level	313.15	324.15	298.28	.	25.87
	A-Level	314.76	363.19	279.84	.	83.36
	Vocational Certification (City & Guilds or equivalent)	349.82	366.86	204.79	.	162.07
	University Diploma or equivalent -Local	424.55	417.13	445.26	.	-28.12
	University Diploma or equivalent -Overseas Institution	414.22	445.44	378.01	.	67.43
	University Degree- Baccalaureate	440.70	490.02	385.66	.	104.37
	University Degree- Masters' Level	511.21	505.20	522.72	.	-17.52
	University Doctoral	.	.	.	.	.
	Others	447.34	500.89	342.71	.	158.18
Describe the company where you are employed	Government Organisation/Department	381.37	403.07	333.70	.	69.37
	Parastatal Company	387.85	394.66	372.65	.	22.00
	Publicly Listed Company	430.74	439.33	411.43	.	27.90
	Private Company/Sole Trader	324.27	341.55	297.09	.	44.46
	Commercial Partnership	358.13	378.20	340.26	.	37.94
	Non-profit Organisation	480.11	512.73	379.43	.	133.31
Sector of Activity	Agriculture & Fishery	327.22	327.22	.	.	.
	Stone Quarrying & Construction	385.39	385.39	.	.	.
	Governmental Services	382.07	397.93	351.27	.	46.66
	Hotel & Catering	311.29	353.90	273.07	.	80.83
	Services	346.72	368.03	309.55	.	58.48
	Manufacturing	335.17	344.96	318.49	.	26.47
What is your present main job?	Full time	380.06	387.24	364.54	.	22.70
	Ful time (reduced hours)	252.22	300.00	246.92	.	53.08
	Part time	159.26	176.64	146.01	.	30.63
Are you engaged in more than one job?	More than One Job	345.89	339.38	356.08	.	-16.70
	One Job Only	350.72	374.49	307.82	.	66.67
What is the basis of your main job?	Casual	239.29	264.58	223.69	.	40.89
	Permanent-Fixed Term Contract	367.91	391.12	341.31	.	49.80
	Permanent-Indefinite Contract	366.06	377.07	341.19	.	35.89
Your level of responsibility	Senior Managers, Directors	519.54	534.41	463.62	.	70.80
	Professionals	435.94	458.42	405.38	.	53.04
	Associate Professionals & Technical	383.39	398.75	348.82	.	49.93
	Clerical employees	329.00	367.96	303.48	.	64.48
	Skilled agriculture & fishery workers	.	.	.	.	.
	Crafts & related trades	.	.	.	.	.
	Plant & machine operator, assembly workers	312.88	309.17	324.71	.	-15.55
	Elementary occupations	270.36	283.73	224.35	.	59.38
	Shop & Market services	266.38	285.44	243.88	.	41.56

The gross hourly pay (derived by dividing the claimed gross pay with the minimum hours of work the research participant is expected to work) was computed for each case and subjected to a weighting procedure as discussed earlier. The weighted mean hourly pay stood at Lm 11.36 (or between Lm 10.85 and Lm 11.86 hourly at a 95% confidence interval), while the median hourly pay stood at Lm 10.05.

An analysis of the hourly basic pay across respondent groups is set out in Table 77 (summarised in Table 76), showing how women typically also receive a net lower hourly rate except for some rare participant group cases.

**Table 76 – Highlights of Mean Basic Hourly Pay (Weighted) Across Respondent Groups (Based on Table 77)**

	Highest Mean (Weighted) Hourly Pay	Lowest Mean (Weighted) Hourly Pay
<b>Gender</b>	Men	Women
<b>Participant Age <sup>(33)</sup></b>	Older than 55 years	Younger than 24 years
<b>Family Status</b>	Separated not living with partner	Single, living with parents
<b>Caring Responsibilities at Home</b>	With caring responsibilities at home	Without caring responsibilities at home
<b>Variety of Caring Responsibilities at home</b>	Two types	Four types
<b>Time devoted to Domestic Work</b>	6 to 7 hours daily	8 to 9 hours daily
<b>Highest Academic Qualifications <sup>(34)</sup></b>	University Master's Degree	Less than O Level equivalent
<b>Type of Employer</b>	Publicly listed companies and Non-profit making organisations	Private Companies
<b>Sector of Activity</b>	Governmental services	Manufacturing
<b>Present Job Type</b>	Full-time	Part-time
<b>Engaged in more than one job</b>	No Statistically Significant Differences between the Respondent Groups	
<b>Basis of Main Job</b>	Permanent Fixed Term Contract	Casual
<b>Occupation Type (ISCO 1988)</b>	Senior Management	Shop & Market Services Occupations

<sup>33</sup> Weighted mean Basic Hourly Pay rate increases progressively with participant age

**Table 77 – Analysis of Mean Basic Hourly Pay (Weighted) Across Respondent Groups**

		Overall			Difference in Pay Means (Lm)
		Gross Pay per Hour (Lm)	Male	Gender Female	
			Gross Pay per Hour (Lm)	Gross Pay per Hour (Lm)	
Mean	Mean	Mean			
Gender	Male	11.76	11.76		
	Female	10.63		10.63	
Participant Age	<24	9.71	10.33	9.09	
	25 - 34 years	11.54	11.07	12.26	
	35 - 44 years	12.40	12.74	11.62	
	45 - 54 years	11.85	12.38	9.99	
	55 +	13.21	13.10	13.69	
Status	Married or living with partner	12.10	12.62	10.81	
	Separated, not living with partner	14.16	10.31	21.23	
	Widowed, not living with partner	14.00		14.00	
	Not married, no partner with parents	10.40	10.70	10.00	
	Not married, not with partner, alone	10.32	10.44	10.21	
Caring Responsibilities at Home	Yes	12.33	12.99	10.69	
	No	10.68	10.74	10.61	
Variety of Caring Responsibilities At Home	1	11.51	12.20	10.15	
	2	14.93	14.99	14.64	
	3	13.06	13.06		
	4	8.75		8.75	
How much time do you spend in domestic work?	<1hr	10.97	11.29	10.22	
	1 - 3 hrs	11.89	12.52	10.83	
	4 - 5 hrs	11.25	11.90	10.54	
	6 - 7 hrs	13.30	13.27	13.35	
	8 - 9 hrs	9.36	12.98	8.04	
	>9 hrs	10.78	12.17	9.98	
What is your highest qualification?	Less than O- Level equivalent	9.27	9.59	8.27	
	O-Level	10.90	11.15	10.57	
	A-Level	10.74	11.59	10.15	
	Vocational Certification (City & Guilds or equivalent)	10.77	11.20	7.06	
	University Diploma or equivalent -Local	13.18	12.70	14.51	
	University Diploma or equivalent -Overseas Institution	13.40	14.29	12.36	
	University Degree- Baccalaureate	13.87	15.59	11.96	
	University Degree- Masters' Level	16.26	16.85	15.11	
	University Doctoral				
	Others	13.77	15.28	10.84	
Describe the company where you are employed	Government Organisation/Department	12.55	12.75	12.10	
	Parastatal Company	12.64	12.73	12.43	
	Publicly Listed Company	13.74	14.00	13.17	
	Private Company/Sole Trader	10.51	10.93	9.85	
	Commercial Partnership	10.68	10.84	10.53	
	Non-profit Organisation	14.54	15.15	12.67	
Sector of Activity	Agriculture & Fishery	6.46	6.46		
	Stone Quarrying & Construction	10.86	10.86		
	Governmental Services	12.59	12.78	12.19	
	Hotel & Catering	11.66	14.63	8.99	
	Services	11.13	11.10	11.17	
	Manufacturing	10.54	11.25	9.34	
What is your present main job?	Full time	11.47	11.57	11.24	
	Full time (reduced hours)	10.25	8.50	10.45	
	Part time	10.80	14.11	8.33	
Are you engaged in more than one job?	More than One Job	11.20	11.10	11.36	
	One Job Only	11.38	11.87	10.50	
What is the basis of your main job?	Casual	10.39	12.57	9.07	
	Permanent-Fixed Term Contract	11.79	11.38	12.26	
	Permanent-Indefinite Contract	11.46	11.73	10.86	
Your level of responsibility	Senior Managers, Directors	15.67	16.37	13.07	
	Professionals	14.92	15.57	14.02	
	Associate Professionals & Technical	11.69	12.14	10.67	
	Clerical employees	11.72	11.73	11.71	
	Skilled agriculture & fishery workers				
	Crafts & related trades				
	Plant & machine operator, assembly workers	10.07	10.17	9.78	
	Elementary occupations	8.90	9.15	8.04	
	Shop & Market services	8.69	9.20	8.10	

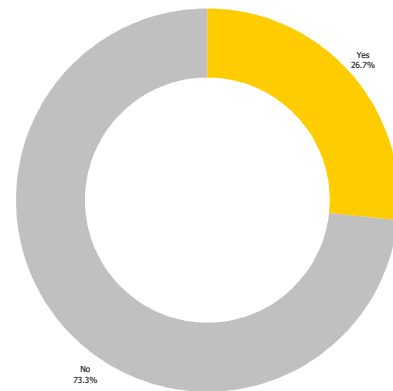
34 Progressive increased in the weighted mean Basic Hourly Pay with increasing level of qualifications observed

### 5.5.2 Costs Incurred for Work

A total of 26.7% of research participants claimed to spend money on certain costs related to their work. An analysis of the incidence of such incurrence (Table 79 and Table 80) shows how the incidence of such costs was not discernable across sexes, but featured differences across participant groups as distinguished by their age, qualifications, employer and occupation type.

**Table 78 – Summary of Costs Incurred by Participants in Conduct of Work**

		Count	Valid Percent
Do you spend money on job related expenses?	Yes	157	26.7%
	No	430	73.3%
	Total	587	100.0%



**Table 79 – Summary of Analysis of Incurrence of Costs (Incidence) Across Research Participant Groups (Based on Analysis set out in Table 80)**

	Most Common Incidence	Least Common Incidence
<b>Gender</b>	No Statistically Significant Differences Among Respondent Groups	
<b>Participant Age</b>	35 to 44 year olds	Younger than 24 years
<b>Family Status</b>	Persons married and/or living with partner	Unmarried, single persons
<b>Caring Responsibilities at Home</b>	No Statistically Significant Differences Among Respondent Groups	
<b>Variety of Caring Responsibilities at home</b>	No Statistically Significant Differences Among Respondent Groups	
<b>Time devoted to Domestic Work</b>	No Statistically Significant Differences Among Respondent Groups	
<b>Highest Academic Qualifications</b>	University Degree (Baccalaureate)	Vocational Certification
<b>Type of Employer</b>	Government Organisation / Department	Publicly Listed Company
<b>Sector of Activity</b>	No Statistically Significant Differences Among Respondent Groups	
<b>Present Job Type</b>	Full-time	Full-time with Reduced Hours
<b>Engaged in more than one job</b>	No Statistically Significant Differences Among Respondent Groups	
<b>Basis of Main Job</b>	No Statistically Significant Differences Among Respondent Groups	
<b>Occupation Type (ISCO 1988)</b>	Senior Managers, Directors, Professionals	Plant & Machine Operators, Assembly Workers

**Table 80 – Analysis of Incurrence of Costs (Incidence) Across Research Participant Groups**

		Do you spend money on job related expenses?					
		Yes		No		Total	
		N	N %	N	N %	N	N %
Gender	Male	93	26.7%	255	73.3%	348	100.0%
	Female	64	26.8%	175	73.2%	239	100.0%
Participant Age	<24	31	16.9%	152	83.1%	183	100.0%
	25 - 34 years	46	29.3%	111	70.7%	157	100.0%
	35 - 44 years	41	37.6%	68	62.4%	109	100.0%
	45 - 54 years	28	29.2%	68	70.8%	96	100.0%
	55 +	8	20.5%	31	79.5%	39	100.0%
Status	Married or living with partner	91	32.0%	193	68.0%	284	100.0%
	Separated, not living with partner	3	23.1%	10	76.9%	13	100.0%
	Widowed, not living with partner	0	.0%	2	100.0%	2	100.0%
	Not married, no partner with parents	51	20.4%	199	79.6%	250	100.0%
	Not married, not with partner, alone	12	31.6%	26	68.4%	38	100.0%
Caring Responsibilities at Home	Yes	71	31.6%	154	68.4%	225	100.0%
	No	86	23.8%	276	76.2%	362	100.0%
Variety of Caring Responsibilities At Home	1	56	32.9%	114	67.1%	170	100.0%
	2	14	28.6%	35	71.4%	49	100.0%
	3	1	20.0%	4	80.0%	5	100.0%
	4	0	.0%	1	100.0%	1	100.0%
How much time do you spend in domestic work?	<1hr	52	23.6%	168	76.4%	220	100.0%
	1 - 3 hrs	66	32.5%	137	67.5%	203	100.0%
	4 - 5 hrs	12	21.4%	44	78.6%	56	100.0%
	6 - 7 hrs	8	26.7%	22	73.3%	30	100.0%
	8 - 9 hrs	2	20.0%	8	80.0%	10	100.0%
	>9 hrs	6	26.1%	17	73.9%	23	100.0%
What is your highest qualification?	Less than O- Level equivalent	32	24.6%	98	75.4%	130	100.0%
	O-Level	32	21.2%	119	78.8%	151	100.0%
	A-Level	23	24.7%	70	75.3%	93	100.0%
	Vocational Certification (City & Guilds or equivalent)	6	10.5%	51	89.5%	57	100.0%
	University Diploma or equivalent -Local	6	24.0%	19	76.0%	25	100.0%
	University Diploma or equivalent -Overseas Institution	6	21.4%	22	78.6%	28	100.0%
	University Degree- Baccalaureate	30	51.7%	28	48.3%	58	100.0%
	University Degree- Masters' Level	18	66.7%	9	33.3%	27	100.0%
	University Doctoral	0	.0%	0	.0%	0	.0%
	Others	4	22.2%	14	77.8%	18	100.0%
Describe the company where you are employed	Government Organisation/Department	41	31.8%	88	68.2%	129	100.0%
	Parastatal Company	7	19.4%	29	80.6%	36	100.0%
	Publicly Listed Company	6	16.2%	31	83.8%	37	100.0%
	Private Company/Sole Trader	93	25.1%	277	74.9%	370	100.0%
	Commercial Partnership	4	50.0%	4	50.0%	8	100.0%
	Non-profit Organisation	6	85.7%	1	14.3%	7	100.0%
Sector of Activity	Agriculture & Fishery	0	.0%	2	100.0%	2	100.0%
	Stone Quarrying & Construction	2	12.5%	14	87.5%	16	100.0%
	Governmental Services	37	29.4%	89	70.6%	126	100.0%
	Hotel & Catering	13	20.6%	50	79.4%	63	100.0%
	Services	73	30.5%	166	69.5%	239	100.0%
	Manufacturing	32	22.7%	109	77.3%	141	100.0%
What is your present main job?	Full time	142	28.7%	352	71.3%	494	100.0%
	Full time (reduced hours)	1	7.1%	13	92.9%	14	100.0%
	Part time	14	17.7%	65	82.3%	79	100.0%
Are you engaged in more than one job?	More than One Job	21	25.3%	62	74.7%	83	100.0%
	One Job Only	136	27.0%	368	73.0%	504	100.0%
What is the basis of your main job?	Casual	19	24.1%	60	75.9%	79	100.0%
	Permanent-Fixed Term Contract	18	34.0%	35	66.0%	53	100.0%
	Permanent-Indefinite Contract	120	26.4%	335	73.6%	455	100.0%
Your level of responsibility	Senior Managers, Directors	18	40.9%	26	59.1%	44	100.0%
	Professionals	40	43.5%	52	56.5%	92	100.0%
	Associate Professionals & Technical	20	31.7%	43	68.3%	63	100.0%
	Clerical employees	24	18.0%	109	82.0%	133	100.0%
	Skilled agriculture & fishery workers	0	.0%	0	.0%	0	.0%
	Crafts & related trades	1	12.5%	7	87.5%	8	100.0%
	Plant & machine operator, assembly workers	9	15.8%	48	84.2%	57	100.0%
	Elementary occupations	15	19.7%	61	80.3%	76	100.0%
Shop & Market services	30	26.3%	84	73.7%	114	100.0%	



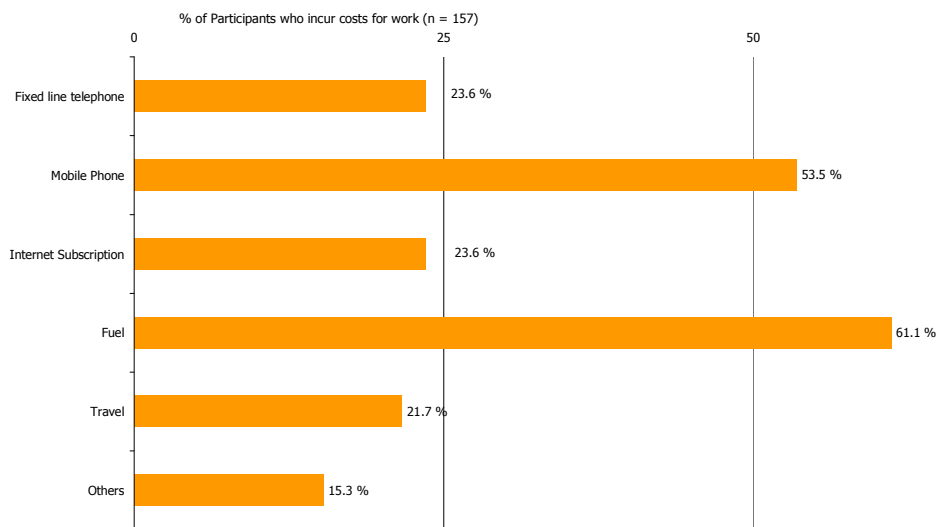
Of the 157 research participants, claiming to incur expenses related to their conduct of work, 96 participants (61.1%) claimed fuel as one such expense, while 84 participants (53.5%) claimed mobile phone as one such expense (Table 81). An analysis of these expenses (Table 82) shows that women typically incur fuel, travel and other costs more frequently than their male counterparts do. The converse holds for expenses related to mobile phone, internet subscription and fixed line telephony, where male participants claimed to incur such costs relatively more frequently than their female counterparts.

An analysis of the different types of costs incurred (Table 82) shows that:

- mobile phone costs were more commonly incurred among participants who:
  - were older than 45 years, or
  - were married and/or living with a partner, or
  - devoted between 1 and 5 hours daily for domestic work, or
  - featured vocational qualifications, or
  - were employed with a parastatal company, or
  - were engaged through a permanent, fixed-term contract, or
  - were employed in senior manager occupations;
- fuel costs were more commonly incurred among participants who:
  - were 35 to 44 years old, or
  - were married and/or living with a partner, or
  - had caring responsibilities at home, or
  - devoted less than 3 hours daily for domestic work, or
  - featured a University Diploma or equivalent, or
  - were employed with a private company, or
  - were employed through a permanent, fixed-term contract, or
  - were engaged in plant & machine operator or elementary occupations.

**Table 81 – Summary of Types of Costs Incurred for Work**

		Responses		Percent of Cases
		N	Percent	
Work Related Expenses <sup>a</sup>	Fixed line telephone	37	11.9%	23.6%
	Mobile Phone	84	26.9%	53.5%
	Internet Subscription	37	11.9%	23.6%
	Fuel	96	30.8%	61.1%
	Travel	34	10.9%	21.7%
	Others	24	7.7%	15.3%
Total		312	100.0%	198.7%



**Table 82 – Analysis of the Types of Costs Incurred by Research Participants Across Participant Groups**

		Work Related Expenses					
		Fixed line telephone	Mobile Phone	Internet Subscription	Fuel	Travel	Others
Gender	Male	27	56	23	56	17	13
	Female	10	28	14	40	17	11
Participant Age	<24	4	12	5	18	7	9
	25 - 34 years	11	27	14	28	13	2
	35 - 44 years	11	23	8	26	8	4
	45 - 54 years	9	17	7	17	6	7
	55 +	2	4	2	4		2
Status	Married or living with partner	27	53	20	59	21	14
	Separated, not living with partner		2	2			
	Not married, no partner with parents	6	23	12	30	11	10
	Not married, not with partner, alone	4	6	3	7	2	
Caring Responsibilities at Home	Yes	23	45	20	45	18	7
	No	14	39	17	51	16	17
Variety of Caring Responsibilities At Home	1	17	32	17	38	12	4
	2	6	12	3	6	5	3
	3		1		1		
How much time do you spend in domestic work?	<1hr	8	28	11	32	9	7
	1 - 3 hrs	17	36	14	41	15	13
	4 - 5 hrs	5	8	4	6	3	2
	6 - 7 hrs	3	2	5	3	3	1
	8 - 9 hrs		1		1	2	
	>9 hrs	2	4	3	5	1	
What is your highest qualification?	Less than O- Level equivalent	7	17	4	21	2	1
	O-Level	8	18	5	21	7	7
	A-Level	5	8	5	15	4	6
	Vocational Certification (City & Guilds or equivalent)	1	5	1	4		1
	University Diploma or equivalent -Local		2	1	5	2	
	University Diploma or equivalent -Overseas Institution	2	3	4	1	1	2
	University Degree- Baccalaureate	6	16	12	15	7	7
	University Degree- Masters' Level	7	13	4	11	10	
Others	1	2	1	3	1		
Describe the company where you are employed	Government Organisation/Department	13	19	12	19	7	8
	Parastatal Company	2	5	3	2	2	2
	Publicly Listed Company		4		4	2	
	Private Company/Sole Trader	20	51	20	66	22	12
	Commercial Partnership	1	2	1	2	1	1
	Non-profit Organisation	1	3	1	3		1
Sector of Activity	Stone Quarrying & Construction	1	1	1	2	1	1
	Governmental Services	12	20	11	18	6	3
	Hotel & Catering	2	7	3	7	3	3
	Services	19	38	16	44	18	16
	Manufacturing	3	18	6	25	6	1
What is your present main job?	Full time	34	77	34	87	30	21
	Full time (reduced hours)				1		
	Part time	3	7	3	8	4	3
Are you engaged in more than one job?	More than One Job	5	14	8	12	4	2
	One Job Only	32	70	29	84	30	22
What is the basis of your main job?	Casual	2	6	4	12	3	5
	Permanent-Fixed Term Contract	5	13	4	14	4	
	Permanent-Indefinite Contract	30	65	29	70	27	19
Your level of responsibility	Senior Managers, Directors	9	15	5	13	6	2
	Professionals	12	19	16	19	10	11
	Associate Professionals & Technical	3	11	4	10	5	2
	Clerical employees	3	9	4	15	5	3
	Crafts & related trades				1		
	Plant & machine operator, assembly workers		3	2	8	1	
	Elementary occupations	3	7	2	12	1	1
	Shop & Market services	7	20	4	18	6	5

**Table 82 – Analysis of the Types of Costs Incurred by Research Participants Across Participant Groups (continued) <sup>(35)</sup>**

			Work Related Expenses					
			Fixed line telephone	Mobile Phone	Internet Subscription	Fuel	Travel	Others
Gender	Male	R %	29.0	60.2	24.7	60.2	18.3	14.0
	Female	R %	15.6	43.8	21.9	62.5	26.6	17.2
Participant Age	<24	R %	12.9	38.7	16.1	58.1	22.6	29.0
	25 - 34 years	R %	23.9	58.7	30.4	60.9	28.3	4.3
	35 - 44 years	R %	26.8	56.1	19.5	63.4	19.5	9.8
	45 - 54 years	R %	32.1	60.7	25.0	60.7	21.4	25.0
	55 +	R %	25.0	50.0	25.0	50.0		25.0
Status	Married or living with partner	R %	29.7	58.2	22.0	64.8	23.1	15.4
	Separated, not living with partner	R %		66.7	66.7			
	Not married, no partner with parents	R %	11.8	45.1	23.5	58.8	21.6	19.6
	Not married, not with partner, alone	R %	33.3	50.0	25.0	58.3	16.7	
Caring Responsibilities at Home	Yes	R %	32.4	63.4	28.2	63.4	25.4	9.9
	No	R %	16.3	45.3	19.8	59.3	18.6	19.8
Variety of Caring Responsibilities At Home	1	R %	30.4	57.1	30.4	67.9	21.4	7.1
	2	R %	42.9	85.7	21.4	42.9	35.7	21.4
	3	R %		100.0		100.0	100.0	
How much time do you spend in domestic work?	<1hr	R %	15.4	53.8	21.2	61.5	17.3	13.5
	1 - 3 hrs	R %	25.8	54.5	21.2	62.1	22.7	19.7
	4 - 5 hrs	R %	41.7	66.7	33.3	50.0	25.0	16.7
	6 - 7 hrs	R %	37.5	25.0	62.5	37.5	37.5	12.5
	8 - 9 hrs	R %		50.0		50.0	100.0	
	>9 hrs	R %	33.3	66.7	50.0	83.3	16.7	
What is your highest qualification?	Less than O- Level equivalent	R %	21.9	53.1	12.5	65.6	6.3	3.1
	O-Level	R %	25.0	56.3	15.6	65.6	21.9	21.9
	A-Level	R %	21.7	34.8	21.7	65.2	17.4	26.1
	Vocational Certification (City & Guilds or equivalent)	R %	16.7	83.3	16.7	66.7		16.7
	University Diploma or equivalent -Local	R %		33.3	16.7	83.3	33.3	
	University Diploma or equivalent -Overseas Institution	R %	33.3	50.0	66.7	16.7	16.7	33.3
	University Degree- Baccalaureate	R %	20.0	53.3	40.0	50.0	23.3	23.3
	University Degree- Masters' Level	R %	38.9	72.2	22.2	61.1	55.6	
	Others	R %	25.0	50.0	25.0	75.0	25.0	
Describe the company where you are employed	Government Organisation/Department	R %	31.7	46.3	29.3	46.3	17.1	19.5
	Parastatal Company	R %	28.6	71.4	42.9	28.6	28.6	28.6
	Publicly Listed Company	R %		66.7		66.7	33.3	
	Private Company/Sole Trader	R %	21.5	54.8	21.5	71.0	23.7	12.9
	Commercial Partnership	R %	25.0	50.0	25.0	50.0	25.0	25.0
	Non-profit Organisation	R %	16.7	50.0	16.7	50.0		16.7
Sector of Activity	Stone Quarrying & Construction	R %	50.0	50.0	50.0	100.0	50.0	50.0
	Governmental Services	R %	32.4	54.1	29.7	48.6	16.2	8.1
	Hotel & Catering	R %	15.4	53.8	23.1	53.8	23.1	23.1
	Services	R %	26.0	52.1	21.9	60.3	24.7	21.9
	Manufacturing	R %	9.4	56.3	18.8	78.1	18.8	3.1
What is your present main job?	Full time	R %	23.9	54.2	23.9	61.3	21.1	14.8
	Full time (reduced hours)	R %				100.0		
	Part time	R %	21.4	50.0	21.4	57.1	28.6	21.4
Are you engaged in more than one job?	More than One Job	R %	23.8	66.7	38.1	57.1	19.0	9.5
	One Job Only	R %	23.5	51.5	21.3	61.8	22.1	16.2
What is the basis of your main job?	Casual	R %	10.5	31.6	21.1	63.2	15.8	26.3
	Permanent-Fixed Term Contract	R %	27.8	72.2	22.2	77.8	22.2	
	Permanent-Indefinite Contract	R %	25.0	54.2	24.2	58.3	22.5	15.8
Your level of responsibility	Senior Managers, Directors	R %	50.0	83.3	27.8	72.2	33.3	11.1
	Professionals	R %	30.0	47.5	40.0	47.5	25.0	27.5
	Associate Professionals & Technical	R %	15.0	55.0	20.0	50.0	25.0	10.0
	Clerical employees	R %	12.5	37.5	16.7	62.5	20.8	12.5
	Crafts & related trades	R %				100.0		
	Plant & machine operator, assembly workers	R %		33.3	22.2	88.9	11.1	
	Elementary occupations	R %	20.0	46.7	13.3	80.0	6.7	6.7
	Shop & Market services	R %	23.3	66.7	13.3	60.0	20.0	16.7

<sup>35</sup> Percentages relate to the number of participant with the same characteristics who claimed to incur expenses related to work. Viz Table 80

A total of 61 (38.8%) participants from those who claimed to incur expenses related to work indicated that some (if not all) of the expenses incurred were refunded by the employer. More significantly, of these costs, the most often refunded comprised fuel and mobile phone costs, as shown in Table 83 (percent of cases referring to the 61 participants who claimed to receive a refund. Table 84 sets out how the proportion of costs refunded by employers is low when compared to the number of participants who incur such costs for the conduct of their work, with the most often refunded cost relating to travel, fuel, internet subscription and mobile phone in diminishing order of incidence.

An analysis of the incidence of such refunds across different respondent groups in terms of effective refund (Table 86) showed that male participants were more often refunded the costs of mobile phone, fuel, travel and other expenses than their female counterparts, while the reverse held in respect to internet subscription and fixed line telephony costs. Other analysis for differences across respondent groups did not features significant differences.

**Table 83 – Summary of the Costs Incurred and Refunded by Employer**

		Responses		Percent of Cases
		N	Percent	
Work Related Expenses Refund	Fixed line telephone refund	10	8.5%	16.4%
	Mobile phone refund	29	24.8%	47.5%
	Internet subscription refund	13	11.1%	21.3%
	Fuel refund	35	29.9%	57.4%
	Travel refund	22	18.8%	36.1%
	Others refund	8	6.8%	13.1%
Total		117	100.0%	191.8%

**Table 84 – Summary of Effective Cost Refund Proportion (Proportion of Participants Who Incur Costs for Work and Refunded such monies over Total Participants Who Incur Costs)**

	Responses		Proportion of Refunded/Incurred
	Cost Incurred	Cost Refunded	
<b>Fixed line telephone</b>	37	10	27.0%
<b>Mobile Phone</b>	84	29	34.5%
<b>Internet Subscription</b>	37	13	35.1%
<b>Fuel</b>	96	35	36.5%
<b>Travel</b>	34	22	64.7%
<b>Others</b>	24	8	33.3%

**Table 85 – Analysis of Refund of Costs Claimed by Research Participants Across Participant Groups**

		Fixed line telephone refund	Mobile phone refund	Internet subscription refund	Fuel refund	Travel refund	Others refund
		Yes	Yes	Yes	Yes	Yes	Yes
		Count	Count	Count	Count	Count	Count
Gender	Male	7	21	8	22	12	6
	Female	3	8	5	13	10	2
Participant Age	<24	1	4	1	5	5	3
	25 - 34 years	3	10	7	8	9	0
	35 - 44 years	2	7	3	10	6	2
	45 - 54 years	2	6	2	9	2	3
	55 +	2	2	0	3	0	0
Status	Married or living with partner	6	17	8	23	14	5
	Separated, not living with partner	0	0	1	0	0	0
	Widowed, not living with partner	0	0	0	0	0	0
	Not married, no partner with parents	2	7	2	10	6	3
	Not married, not with partner, alone	2	5	2	2	2	0
Caring Responsibilities at Home	Yes	4	15	8	18	11	2
	No	6	14	5	17	11	6
Variety of Caring Responsibilities At Home	1	4	11	8	14	7	1
	2	0	3	0	3	3	1
	3	0	1	0	1	1	0
How much time do you spend in domestic work?	<1hr	3	9	2	11	6	4
	1 - 3 hrs	4	15	5	14	8	3
	4 - 5 hrs	0	1	3	1	3	0
	6 - 7 hrs	2	1	2	1	2	1
	8 - 9 hrs	0	0	0	0	1	0
	>9 hrs	1	1	1	2	1	0
What is your highest qualification?	Less than O- Level equivalent	1	6	2	6	1	1
	O-Level	5	8	5	11	5	4
	A-Level	1	2	0	3	2	0
	Vocational Certification (City & Guilds or equivalent)	0	2	0	2	0	0
	University Diploma or equivalent -Local	0	2	0	3	1	0
	University Diploma or equivalent -Overseas Institution	0	1	1	1	0	0
	University Degree- Baccalaureate	2	6	2	6	6	3
	University Degree- Masters' Level	1	2	3	2	6	0
	University Doctoral	0	0	0	0	0	0
Others	0	0	0	1	1	0	
Describe the company where you are employed	Government Organisation/Department	4	3	2	4	5	2
	Parastatal Company	1	3	2	1	0	0
	Publicly Listed Company	0	1	0	2	2	0
	Private Company/Sole Trader	4	22	9	25	15	5
	Commercial Partnership	1	0	0	0	0	1
	Non-profit Organisation	0	0	0	3	0	0
What is your present main job?	Full time	8	27	11	34	21	6
	Ful time (reduced hours)	0	0	0	0	0	0
	Part time	2	2	2	1	1	2
Are you engaged in more than one job?	More than One Job	0	2	0	2	1	0
	One Job Only	10	27	13	33	21	8
What is the basis of your main job?	Casual	2	3	2	5	1	3
	Permanent-Fixed Term Contract	2	6	3	6	2	0
	Permanent-Indefinite Contract	6	20	8	24	19	5
Your level of responsibility	Senior Managers, Directors	4	8	3	10	6	2
	Professionals	2	4	3	4	5	2
	Associate Professionals & Technical	1	5	2	2	3	0
	Clerical employees	0	3	2	5	3	0
	Skilled agriculture & fishery workers	0	0	0	0	0	0
	Crafts & related trades	0	0	0	1	0	0
	Plant & machine operator, assembly workers	0	1	1	1	1	0
	Elementary occupations	1	1	0	3	0	1
Shop & Market services	2	7	2	9	4	3	

**Table 85 – Analysis of Refund of Costs Claimed by Research Participants Across Participant Groups (continued)**

			Work Related Expenses Refund					
			Fixed line telephone refund	Mobile phone refund	Internet subscription refund	Fuel refund	Travel refund	Others refund
Gender	Male	R %	17.9	53.8	20.5	56.4	30.8	15.4
	Female	R %	13.6	36.4	22.7	59.1	45.5	9.1
Participant Age	<24	R %	10.0	40.0	10.0	50.0	50.0	30.0
	25 - 34 years	R %	17.6	58.8	41.2	47.1	52.9	
	35 - 44 years	R %	11.1	38.9	16.7	55.6	33.3	11.1
	45 - 54 years	R %	16.7	50.0	16.7	75.0	16.7	25.0
	55 +	R %	50.0	50.0		75.0		
Status	Married or living with partner	R %	15.4	43.6	20.5	59.0	35.9	12.8
	Separated, not living with partner	R %			100.0			
	Not married, no partner with parents	R %	13.3	46.7	13.3	66.7	40.0	20.0
	Not married, not with partner, alone	R %	33.3	83.3	33.3	33.3	33.3	
Caring Responsibilities at Home	Yes	R %	13.8	51.7	27.6	62.1	37.9	6.9
	No	R %	18.8	43.8	15.6	53.1	34.4	18.8
Variety of Caring Responsibilities At Home	1	R %	20.0	55.0	40.0	70.0	35.0	5.0
	2	R %		37.5		37.5	37.5	12.5
	3	R %		100.0		100.0	100.0	
How much time do you spend in domestic work?	<1hr	R %	15.8	47.4	10.5	57.9	31.6	21.1
	1 - 3 hrs	R %	16.7	62.5	20.8	58.3	33.3	12.5
	4 - 5 hrs	R %		16.7	50.0	16.7	50.0	
	6 - 7 hrs	R %	66.7	33.3	66.7	33.3	66.7	33.3
	8 - 9 hrs	R %					100.0	
	>9 hrs	R %	50.0	50.0	50.0	100.0	50.0	
What is your highest qualification?	Less than O- Level equivalent	R %	10.0	60.0	20.0	60.0	10.0	10.0
	O-Level	R %	27.8	44.4	27.8	61.1	27.8	22.2
	A-Level	R %	16.7	33.3		50.0	33.3	
	Vocational Certification (City & Guilds or equivalent)	R %		66.7		66.7		
	University Diploma or equivalent -Local	R %		66.7		100.0	33.3	
	University Diploma or equivalent -Overseas Institution	R %		50.0	50.0	50.0		
	University Degree- Baccalaureate	R %	20.0	60.0	20.0	60.0	60.0	30.0
	University Degree- Masters' Level	R %	12.5	25.0	37.5	25.0	75.0	
	Others	R %				100.0	100.0	
Describe the company where you are employed	Government Organisation/Department	R %	36.4	27.3	18.2	36.4	45.5	18.2
	Parastatal Company	R %	33.3	100.0	66.7	33.3		
	Publicly Listed Company	R %		25.0		50.0	50.0	
	Private Company/Sole Trader	R %	10.3	56.4	23.1	64.1	38.5	12.8
	Commercial Partnership	R %	100.0					100.0
	Non-profit Organisation	R %				100.0		
Sector of Activity	Stone Quarrying & Construction	R %		50.0		100.0	50.0	50.0
	Governmental Services	R %	42.9	42.9	28.6	28.6	42.9	14.3
	Hotel & Catering	R %	25.0	50.0	25.0	50.0	75.0	25.0
	Services	R %	16.7	50.0	16.7	58.3	30.6	11.1
	Manufacturing	R %		41.7	33.3	66.7	33.3	8.3
What is your present main job?	Full time	R %	13.8	46.6	19.0	58.6	36.2	10.3
	Full time (reduced hours)	R %						
	Part time	R %	66.7	66.7	66.7	33.3	33.3	66.7
Are you engaged in more than one job?	More than One Job	R %		66.7		66.7	33.3	
	One Job Only	R %	17.2	46.6	22.4	56.9	36.2	13.8
What is the basis of your main job?	Casual	R %	25.0	37.5	25.0	62.5	12.5	37.5
	Permanent-Fixed Term Contract	R %	22.2	66.7	33.3	66.7	22.2	
	Permanent-Indefinite Contract	R %	13.6	45.5	18.2	54.5	43.2	11.4
Your level of responsibility	Senior Managers, Directors	R %	30.8	61.5	23.1	76.9	46.2	15.4
	Professionals	R %	18.2	36.4	27.3	36.4	45.5	18.2
	Associate Professionals & Technical	R %	12.5	62.5	25.0	25.0	37.5	
	Clerical employees	R %		30.0	20.0	50.0	30.0	
	Crafts & related trades	R %				100.0		
	Plant & machine operator, assembly workers	R %		50.0	50.0	50.0	50.0	
	Elementary occupations	R %	25.0	25.0		75.0		25.0
	Shop & Market services	R %	16.7	58.3	16.7	75.0	33.3	25.0

**Table 86 – Analysis of Effective Cost Refund Proportion Across Participant Groups**

		Effective Work Related Expenses Refund					
		Fixed line telephone	Mobile Phone	Internet Subscription	Fuel	Travel	Others
Gender	Male	25.9%	37.5%	34.8%	39.3%	70.6%	46.2%
	Female	30.0%	28.6%	35.7%	32.5%	58.8%	18.2%
Participant Age	<24	25.0%	33.3%	20.0%	27.8%	71.4%	33.3%
	25 - 34 years	27.3%	37.0%	50.0%	28.6%	69.2%	
	35 - 44 years	18.2%	30.4%	37.5%	38.5%	75.0%	50.0%
	45 - 54 years	22.2%	35.3%	28.6%	52.9%	33.3%	42.9%
	55 +	100.0%	50.0%		75.0%		
Status	Married or living with partner	22.2%	32.1%	40.0%	39.0%	66.7%	35.7%
	Separated, not living with partner			50.0%			
	Not married, no partner with parents	33.3%	30.4%	16.7%	33.3%	54.5%	30.0%
	Not married, not with partner, alone	50.0%	83.3%	66.7%	28.6%	100.0%	
Caring Responsibilities at Home	Yes	17.4%	33.3%	40.0%	40.0%	61.1%	28.6%
	No	42.9%	35.9%	29.4%	33.3%	68.8%	35.3%
Variety of Caring Responsibilities At Home	1	23.5%	34.4%	47.1%	36.8%	58.3%	25.0%
	2		25.0%		50.0%	60.0%	33.3%
	3		100.0%		100.0%	100.0%	
How much time do you spend in domestic work?	<1hr	37.5%	32.1%	18.2%	34.4%	66.7%	57.1%
	1 - 3 hrs	23.5%	41.7%	35.7%	34.1%	53.3%	23.1%
	4 - 5 hrs		12.5%	75.0%	16.7%	100.0%	
	6 - 7 hrs	66.7%	50.0%	40.0%	33.3%	66.7%	100.0%
	8 - 9 hrs					50.0%	
	>9 hrs	50.0%	25.0%	33.3%	40.0%	100.0%	
What is your highest qualification?	Less than O- Level equivalent	14.3%	35.3%	50.0%	28.6%	50.0%	100.0%
	O-Level	62.5%	44.4%	100.0%	52.4%	71.4%	57.1%
	A-Level	20.0%	25.0%		20.0%	50.0%	
	Vocational Certification (City & Guilds or equivalent)		40.0%		50.0%		
	University Diploma or equivalent -Local		100.0%		60.0%	50.0%	
	University Diploma or equivalent -Overseas Institution		33.3%	25.0%	100.0%		
	University Degree- Baccalaureate	33.3%	37.5%	16.7%	40.0%	85.7%	42.9%
	University Degree- Masters' Level	14.3%	15.4%	75.0%	18.2%	60.0%	
	Others				33.3%	100.0%	
Describe the company where you are employed	Government Organisation/Department	30.8%	15.8%	16.7%	21.1%	71.4%	25.0%
	Parastatal Company	50.0%	60.0%	66.7%	50.0%		
	Publicly Listed Company		25.0%		50.0%	100.0%	
	Private Company/Sole Trader	20.0%	43.1%	45.0%	37.9%	68.2%	41.7%
	Commercial Partnership	100.0%					100.0%
	Non-profit Organisation						
Sector of Activity	Stone Quarrying & Construction		100.0%		100.0%	100.0%	100.0%
	Governmental Services	25.0%	15.0%	18.2%	11.1%	50.0%	33.3%
	Hotel & Catering	50.0%	28.6%	33.3%	28.6%	100.0%	33.3%
	Services	31.6%	47.4%	37.5%	47.7%	61.1%	25.0%
	Manufacturing		27.8%	66.7%	32.0%	66.7%	100.0%
	Full time	23.5%	35.1%	32.4%	39.1%	70.0%	28.6%
What is your present main job?	Full time (reduced hours)						
	Part time	66.7%	28.6%	66.7%	12.5%	25.0%	66.7%
Are you engaged in more than one job?	More than One Job				16.7%	25.0%	
	One Job Only	31.3%	38.6%	44.8%	39.3%	70.0%	36.4%
What is the basis of your main job?	Casual	100.0%	50.0%	50.0%	41.7%	33.3%	60.0%
	Permanent-Fixed Term Contract	40.0%	46.2%	75.0%	42.9%	50.0%	
	Permanent-Indefinite Contract	20.0%	30.8%	27.6%	34.3%	70.4%	26.3%
Your level of responsibility	Senior Managers, Directors	44.4%	53.3%	60.0%	76.9%	100.0%	100.0%
	Professionals	16.7%	21.1%	18.8%	21.1%	50.0%	18.2%
	Associate Professionals & Technical	33.3%	45.5%	50.0%	20.0%	60.0%	
	Clerical employees		33.3%	50.0%	33.3%	60.0%	
	Crafts & related trades				100.0%		
	Plant & machine operator, assembly workers		33.3%	50.0%	12.5%	100.0%	
	Elementary occupations	33.3%	14.3%		25.0%		100.0%
	Shop & Market services	28.6%	35.0%	50.0%	50.0%	66.7%	60.0%

Research participants also claimed that such work related expenses varied between Lm 1 to Lm 500 monthly (weighted mean response standing at Lm 31.49 monthly, while the median response standing at Lm 20 monthly<sup>36</sup>). An analysis of these responses (contributed by 146 research participants, Table 87) featured no significant differences in the amounts claimed across different respondent groups, except when participants were categorised by their occupation, wherein participants in management occupations declared a weighted average of Lm 59.96 monthly incurred as work related costs, contrasting against the Lm 18.01 weighted average declared to be incurred monthly as work related costs among associate professional and technical research participants.



**Table 87 – Mean Monthly Costs Incurred for Work by Research Participants Across Respondent Groups**

		Overall		
		Total cost of expenses monthly	Gender	
			Male	Female
		Mean	Mean	Mean
Gender	Male	31.81	31.81	.
	Female	30.95	.	30.95
Participant Age	<24	29.08	14.08	36.85
	25 - 34 years	28.01	30.14	24.96
	35 - 44 years	26.12	26.56	25.11
	45 - 54 years	44.83	48.85	22.76
	55 +	38.32	21.49	104.50
Status	Married or living with partner	31.37	32.26	28.83
	Separated, not living with partner	26.83	15.00	37.50
	Widowed, not living with partner	.	.	.
	Not married, no partner with parents	26.43	31.45	21.70
	Not married, not with partner, alone	52.78	31.29	64.91
Caring Responsibilities at Home	Yes	34.62	39.10	22.06
	No	28.51	22.04	35.61
Variety of Caring Responsibilities At Home	1	26.77	29.18	22.06
	2	65.29	65.29	.
	3	25.00	25.00	.
	4	.	.	.
How much time do you spend in domestic work?	<1hr	27.85	31.24	22.36
	1 - 3 hrs	32.07	36.44	20.61
	4 - 5 hrs	63.63	24.11	112.97
	6 - 7 hrs	15.76	22.48	11.18
	8 - 9 hrs	38.57	10.00	70.00
	>9 hrs	21.68	40.00	18.24
What is your highest qualification?	Less than O- Level equivalent	24.10	21.82	34.31
	O-Level	37.14	18.61	55.09
	A-Level	43.95	59.81	25.58
	Vocational Certification (City & Guilds or equivalent)	20.44	20.44	.
	University Diploma or equivalent -Local	22.56	27.18	11.19
	University Diploma or equivalent -Overseas Institution	21.20	22.39	20.32
	University Degree- Baccalaureate	23.61	26.29	20.58
	University Degree- Masters' Level	39.91	50.74	14.65
	University Doctoral	.	.	.
	Others	52.50	66.59	29.16
Describe the company where you are employed	Government Organisation/Department	24.20	23.13	25.61
	Parastatal Company	29.92	32.28	23.50
	Publicly Listed Company	23.46	40.00	16.76
	Private Company/Sole Trader	36.74	36.66	36.88
	Commercial Partnership	21.06	23.26	17.39
	Non-profit Organisation	10.14	7.68	20.00
Sector of Activity	Agriculture & Fishery	.	.	.
	Stone Quarrying & Construction	25.00	25.00	.
	Governmental Services	26.20	24.46	28.02
	Hotel & Catering	41.59	45.68	35.51
	Services	28.39	31.61	21.24
	Manufacturing	41.31	34.27	52.26
What is your present main job?	Full time	32.70	32.88	32.37
	Ful time (reduced hours)	30.00	.	30.00
Are you engaged in more than one job?	Part time	18.02	15.09	20.61
	More than One Job	18.49	17.01	20.22
	One Job Only	33.35	33.60	32.91
What is the basis of your main job?	Casual	29.11	44.33	23.27
	Permanent-Fixed Term Contract	58.56	57.23	59.61
	Permanent-Indefinite Contract	28.14	28.87	26.38
Your level of responsibility	Senior Managers, Directors	59.96	55.36	78.75
	Professionals	36.30	45.33	27.17
	Associate Professionals & Technical	18.01	13.75	25.00
	Clerical employees	28.05	29.08	27.09
	Skilled agriculture & fishery workers	.	.	.
	Crafts & related trades	.	.	.
	Plant & machine operator, assembly workers	33.06	36.00	27.00
	Elementary occupations	23.07	20.73	33.33
	Shop & Market services	20.86	18.25	24.13

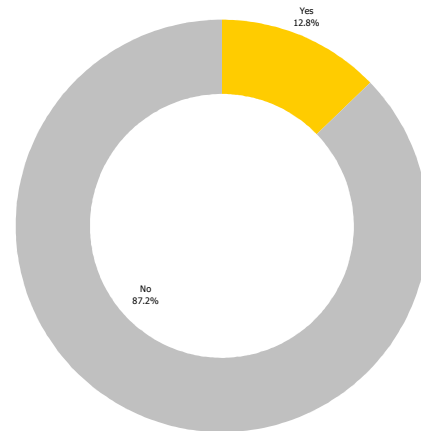
<sup>36</sup> The weighted mean monthly work related cost ranged between Lm 23.47 and Lm 39.51 at a 95% confidence interval.

### 5.5.3 Commissions & Bonuses

A total of 75 (or 12.8%) of the research participants claimed to receive other payments in the form of performance bonuses and commissions. An analysis of the incidence of such receipts across respondent groups is set out in Table 90, with the key observations relating to statistically significant highest and lowest incidences set out in Table 89. Apart from other statistically significant differences, noteworthy is the fact that women earn such additional payments more often than their male counterparts.

**Table 88 – Summary of Receipt of Additional Payments (Performance Bonuses & Commissions) Claimed by Respondents**

		Count	Valid Percent
Are you paid bonuses related to performance?	Yes	75	12.8%
	No	512	87.2%
	Total	587	100.0%



**Table 89 – Summary of Analysis of Receipt of Additional Payments (Performance Bonuses & Commissions) Across Research Participant Groups**

	Most Common Incidence	Least Common Incidence
<b>Gender</b>	Women	Men
<b>Participant Age</b>	25 to 34 years	Younger than 24 years
<b>Family Status</b>	No Significant Difference Between Groups	
<b>Caring Responsibilities at Home</b>	No Significant Difference Between Groups	
<b>Variety of Caring Responsibilities at home</b>	No Significant Difference Between Groups	
<b>Time devoted to Domestic Work</b>	No Significant Difference Between Groups	
<b>Highest Academic Qualifications</b>	University Diploma or University Master's Degree	University Baccalaureate Degree
<b>Type of Employer</b>	Publicly Listed Company	Government Organisation / Department
<b>Sector of Activity</b>	Services	Hotel & Catering or Government Services
<b>Present Job Type</b>	No Significant Difference Between Groups	
<b>Engaged in more than one job</b>	No Significant Difference Between Groups	
<b>Basis of Main Job</b>	Permanent, Fixed-term contract	Casual
<b>Occupation Type (ISCO 1988)</b>	Senior Management Occupations	Associate Professional & Technical Occ.

**Table 90 – Analysis of Receipt of Additional Payments (Performance Bonuses & Commissions) Across Research Participant Groups**

		Are you paid bonuses related to performance?					
		Yes		No		Total	
		N	N %	N	N %	N	N %
Gender	Male	34	9.8%	314	90.2%	348	100.0%
	Female	41	17.2%	198	82.8%	239	100.0%
Participant Age	<24	13	7.1%	170	92.9%	183	100.0%
	25 - 34 years	29	18.5%	128	81.5%	157	100.0%
	35 - 44 years	19	17.4%	90	82.6%	109	100.0%
	45 - 54 years	10	10.4%	86	89.6%	96	100.0%
	55 +	4	10.3%	35	89.7%	39	100.0%
Status	Married or living with partner	39	13.7%	245	86.3%	284	100.0%
	Separated, not living with partner	4	30.8%	9	69.2%	13	100.0%
	Widowed, not living with partner	0	.0%	2	100.0%	2	100.0%
	Not married, no partner with parents	25	10.0%	225	90.0%	250	100.0%
	Not married, not with partner, alone	7	18.4%	31	81.6%	38	100.0%
Caring Responsibilities at Home	Yes	36	16.0%	189	84.0%	225	100.0%
	No	39	10.8%	323	89.2%	362	100.0%
Variety of Caring Responsibilities At Home	1	26	15.3%	144	84.7%	170	100.0%
	2	9	18.4%	40	81.6%	49	100.0%
	3	1	20.0%	4	80.0%	5	100.0%
	4	0	.0%	1	100.0%	1	100.0%
How much time do you spend in domestic work?	<1hr	27	12.3%	193	87.7%	220	100.0%
	1 - 3 hrs	29	14.3%	174	85.7%	203	100.0%
	4 - 5 hrs	5	8.9%	51	91.1%	56	100.0%
	6 - 7 hrs	4	13.3%	26	86.7%	30	100.0%
	8 - 9 hrs	2	20.0%	8	80.0%	10	100.0%
	>9 hrs	2	8.7%	21	91.3%	23	100.0%
What is your highest qualification?	Less than O- Level equivalent	13	10.0%	117	90.0%	130	100.0%
	O-Level	14	9.3%	137	90.7%	151	100.0%
	A-Level	12	12.9%	81	87.1%	93	100.0%
	Vocational Certification (City & Guilds or equivalent)	7	12.3%	50	87.7%	57	100.0%
	University Diploma or equivalent -Local	5	20.0%	20	80.0%	25	100.0%
	University Diploma or equivalent -Overseas Institution	9	32.1%	19	67.9%	28	100.0%
	University Degree- Baccalaureate	4	6.9%	54	93.1%	58	100.0%
	University Degree- Masters' Level	8	29.6%	19	70.4%	27	100.0%
	University Doctoral	0	.0%	0	.0%	0	.0%
	Others	3	16.7%	15	83.3%	18	100.0%
Describe the company where you are employed	Government Organisation/Department	5	3.9%	124	96.1%	129	100.0%
	Parastatal Company	9	25.0%	27	75.0%	36	100.0%
	Publicly Listed Company	15	40.5%	22	59.5%	37	100.0%
	Private Company/Sole Trader	44	11.9%	326	88.1%	370	100.0%
	Commercial Partnership	2	25.0%	6	75.0%	8	100.0%
	Non-profit Organisation	0	.0%	7	100.0%	7	100.0%
Sector of Activity	Agriculture & Fishery	1	50.0%	1	50.0%	2	100.0%
	Stone Quarrying & Construction	0	.0%	16	100.0%	16	100.0%
	Governmental Services	8	6.3%	118	93.7%	126	100.0%
	Hotel & Catering	4	6.3%	59	93.7%	63	100.0%
	Services	51	21.3%	188	78.7%	239	100.0%
	Manufacturing	11	7.8%	130	92.2%	141	100.0%
What is your present main job?	Full time	67	13.6%	427	86.4%	494	100.0%
	Full time (reduced hours)	3	21.4%	11	78.6%	14	100.0%
	Part time	5	6.3%	74	93.7%	79	100.0%
Are you engaged in more than one job?	More than One Job	11	13.3%	72	86.7%	83	100.0%
	One Job Only	64	12.7%	440	87.3%	504	100.0%
What is the basis of your main job?	Casual	3	3.8%	76	96.2%	79	100.0%
	Permanent-Fixed Term Contract	9	17.0%	44	83.0%	53	100.0%
	Permanent-Indefinite Contract	63	13.8%	392	86.2%	455	100.0%
Your level of responsibility	Senior Managers, Directors	11	25.0%	33	75.0%	44	100.0%
	Professionals	13	14.1%	79	85.9%	92	100.0%
	Associate Professionals & Technical	3	4.8%	60	95.2%	63	100.0%
	Clerical employees	18	13.5%	115	86.5%	133	100.0%
	Skilled agriculture & fishery workers	0	.0%	0	.0%	0	.0%
	Crafts & related trades	0	.0%	8	100.0%	8	100.0%
	Plant & machine operator, assembly workers	5	8.8%	52	91.2%	57	100.0%
	Elementary occupations	6	7.9%	70	92.1%	76	100.0%
Shop & Market services	19	16.7%	95	83.3%	114	100.0%	

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Of the 75 such respondents who claimed to be entitled additional payments (performance bonuses or commissions), 73 provided responses in respect to the types of such payments entitled, as summarised in Table 91, showing how the most common of additional payments involved performance bonuses and commissions (57.5% and 41.1% of participants entitled to some form of additional payment as part of their working conditions). More significant is the notion that performance bonuses were entitled to by a net 7.2% of research participants while commissions were an entitlement among a net 5.1% of research participants.

Whilst an analysis of the incidence of such entitlements across participant groups did not reveal many significant differences across respondent groups in respect to production bonuses, one off bonuses and other forms of bonuses, some differences were apparent in respect to commission and performance bonuses. Commissions were a relatively more common entitlement among participants who were:

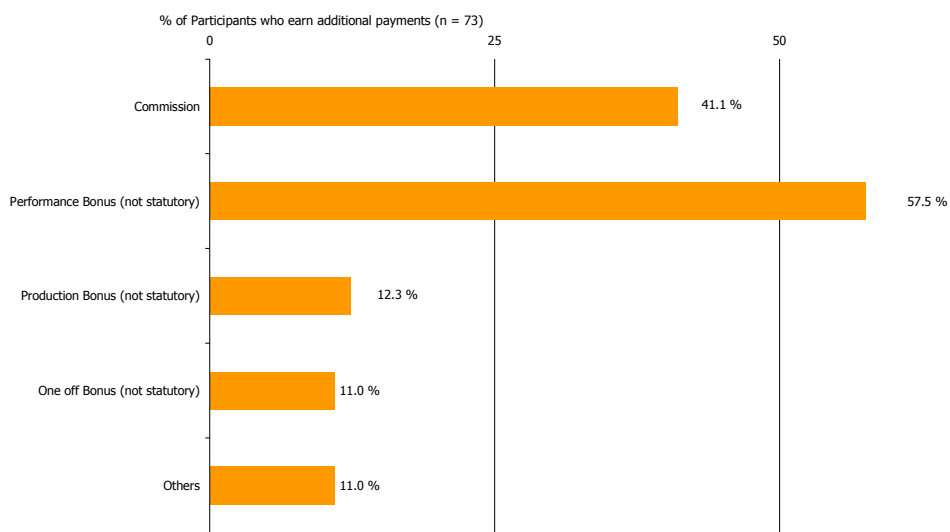
- women, or
- younger than 24 years, or
- single, or
- employed in private companies, or
- engaged with establishments operating in manufacturing and services.

Contrastingly, entitlement to performance bonuses featured a relative prevalence among participants who:

- were men, or
- were 25 to 54 years old, or
- were married and/or living with a partner, or
- were employed with a parastatal or publicly listed employer, or
- were engaged with establishments operating in Governmental services or services sectors, or
- were employed on a full-time basis.

**Table 91 – Summary of the Types of Performance Bonuses or Commissions Entitled by Research Participants**

		Responses		Percent of Cases
		N	Percent	
Bonuses & Commissions Applicable	Commission	30	30.9%	41.1%
	Performance Bonus (not statutory)	42	43.3%	57.5%
	Production Bonus (not statutory)	9	9.3%	12.3%
	One off Bonus (not statutory)	8	8.2%	11.0%
	Others	8	8.2%	11.0%
Total		97	100.0%	132.9%



**Table 92 – Analysis of Incidence of Entitlement of Bonuses & Commissions Across Research Participant Groups**

		Bonuses & Commissions Applicable				
		Commission	Performance Bonus (not statutory)	Production Bonus (not statutory)	One off Bonus (not statutory)	Others
Gender	Male	10	24	4	3	3
	Female	20	18	5	5	5
Participant Age	<24	8	4	2	3	2
	25 - 34 years	9	18	4	4	4
	35 - 44 years	9	12	2	1	
	45 - 54 years	3	6			2
	55 +	1	2	1		
Status	Married or living with partner	13	25	2	2	3
	Separated, not living with partner	2	2	1		
	Not married, no partner with parents	11	11	5	4	3
	Not married, not with partner, alone	4	4	1	2	2
Caring Responsibilities at Home	Yes	13	21	2	2	3
	No	17	21	7	6	5
Variety of Caring Responsibilities At Home	1	10	12	2	1	3
	2	2	8			
	3	1	1		1	
How much time do you spend in domestic work?	<1hr	10	14	1	3	3
	1 - 3 hrs	12	18	2	3	2
	4 - 5 hrs	3	3			
	6 - 7 hrs	2	1	1		
	8 - 9 hrs	1	1			
	>9 hrs		1	1		1
What is your highest qualification?	Less than O- Level equivalent	6	2	2	1	2
	O-Level	8	6	4		
	A-Level	4	8		1	2
	Vocational Certification (City & Guilds or equivalent)	5	3			1
	University Diploma or equivalent -Local	2	5	1	2	1
	University Diploma or equivalent -Overseas Institution	2	6	2	3	1
	University Degree- Baccalaureate	1	3		1	1
	University Degree- Masters' Level	1	7			
Others	1	2				
Describe the company where you are employed	Government Organisation/Department	1	2		1	1
	Parastatal Company	3	7	1	2	2
	Publicly Listed Company	2	14			1
	Private Company/Sole Trader	22	18	8	5	4
	Commercial Partnership	2	1			
Sector of Activity	Agriculture & Fishery					1
	Governmental Services	1	5		1	2
	Hotel & Catering	2	2	1		
	Services	21	30	6	7	5
	Manufacturing	6	5	2		
What is your present main job?	Full time	25	42	8	6	8
	Ful time (reduced hours)	1			2	
	Part time	4		1		
Are you engaged in more than one job?	More than One Job	2	6	2	1	2
	One Job Only	28	36	7	7	6
What is the basis of your main job?	Casual	2			1	
	Permanent-Fixed Term Contract	6	2		1	1
	Permanent-Indefinite Contract	22	40	9	6	7
Your level of responsibility	Senior Managers, Directors	1	10		1	
	Professionals	5	11	2	2	2
	Associate Professionals & Technical		1	1	1	1
	Clerical employees	5	10	2	3	2
	Plant & machine operator, assembly workers		1	3	1	
	Elementary occupations	2	1			2
Shop & Market services	17	8	1		1	

**Table 92 – Analysis of Incidence of Entitlement of Bonuses & Commissions Across Research Participant Groups (continued) <sup>(37)</sup>**

			Bonuses & Commissions Applicable				
			Commission	Performance Bonus (not statutory)	Production Bonus (not statutory)	One off Bonus (not statutory)	Others
Gender	Male	R %	30.3	72.7	12.1	9.1	9.1
	Female	R %	50.0	45.0	12.5	12.5	12.5
Participant Age	<24	R %	61.5	30.8	15.4	23.1	15.4
	25 - 34 years	R %	32.1	64.3	14.3	14.3	14.3
	35 - 44 years	R %	47.4	63.2	10.5	5.3	
	45 - 54 years	R %	33.3	66.7			22.2
	55 +	R %	25.0	50.0	25.0		
Status	Married or living with partner	R %	34.2	65.8	5.3	5.3	7.9
	Separated, not living with partner	R %	50.0	50.0	25.0		
	Not married, no partner with parents	R %	45.8	45.8	20.8	16.7	12.5
	Not married, not with partner, alone	R %	57.1	57.1	14.3	28.6	28.6
Caring Responsibilities at Home	Yes	R %	37.1	60.0	5.7	5.7	8.6
	No	R %	44.7	55.3	18.4	15.8	13.2
Variety of Caring Responsibilities At Home	1	R %	40.0	48.0	8.0	4.0	12.0
	2	R %	22.2	88.9			
	3	R %	100.0	100.0		100.0	
How much time do you spend in domestic work?	<1hr	R %	38.5	53.8	3.8	11.5	11.5
	1 - 3 hrs	R %	41.4	62.1	6.9	10.3	6.9
	4 - 5 hrs	R %	60.0	60.0			
	6 - 7 hrs	R %	66.7	33.3	33.3		
	8 - 9 hrs	R %	50.0	50.0			
	>9 hrs	R %		50.0	50.0		50.0
What is your highest qualification?	Less than O- Level equivalent	R %	50.0	16.7	16.7	8.3	16.7
	O-Level	R %	61.5	46.2	30.8		
	A-Level	R %	33.3	66.7		8.3	16.7
	Vocational Certification (City & Guilds or equivalent)	R %	71.4	42.9			14.3
	University Diploma or equivalent -Local	R %	40.0	100.0	20.0	40.0	20.0
	University Diploma or equivalent -Overseas Institution	R %	22.2	66.7	22.2	33.3	11.1
	University Degree- Baccalaureate	R %	25.0	75.0		25.0	25.0
	University Degree- Masters' Level	R %	12.5	87.5			
	Others	R %	33.3	66.7			
Describe the company where you are employed	Government Organisation/Department	R %	20.0	40.0		20.0	20.0
	Parastatal Company	R %	33.3	77.8	11.1	22.2	22.2
	Publicly Listed Company	R %	13.3	93.3			6.7
	Private Company/Sole Trader	R %	52.4	42.9	19.0	11.9	9.5
	Commercial Partnership	R %	100.0	50.0			
Sector of Activity	Agriculture & Fishery	R %					100.0
	Governmental Services	R %	12.5	62.5		12.5	25.0
	Hotel & Catering	R %	50.0	50.0	25.0		
	Services	R %	42.9	61.2	12.2	14.3	10.2
	Manufacturing	R %	54.5	45.5	18.2		
What is your present main job?	Full time	R %	37.9	63.6	12.1	9.1	12.1
	Full time (reduced hours)	R %	33.3			66.7	
	Part time	R %	100.0		25.0		
Are you engaged in more than one job?	More than One Job	R %	18.2	54.5	18.2	9.1	18.2
	One Job Only	R %	45.2	58.1	11.3	11.3	9.7
What is the basis of your main job?	Casual	R %	66.7			33.3	
	Permanent-Fixed Term Contract	R %	75.0	25.0		12.5	12.5
	Permanent-Indefinite Contract	R %	35.5	64.5	14.5	9.7	11.3
Your level of responsibility	Senior Managers, Directors	R %	10.0	100.0		10.0	
	Professionals	R %	38.5	84.6	15.4	15.4	15.4
	Associate Professionals & Technical	R %		33.3	33.3	33.3	33.3
	Clerical employees	R %	27.8	55.6	11.1	16.7	11.1
	Plant & machine operator, assembly workers	R %		20.0	60.0	20.0	
	Elementary occupations	R %	40.0	20.0			40.0
	Shop & Market services	R %	89.5	42.1	5.3		5.3

<sup>37</sup> Percentages relate to the number of participant with the same characteristics who claimed to incur expenses related to work. Viz Table 90

Of the 73 who indicated their specific entitlement to different types of benefits, 62 indicated the receipt of such benefits over the 12 months preceding the study (or an effective earning rate of 84.9%). A summary of these responses is set out Table 93, showing parallel proportions and findings as set out earlier.

**Table 93 – Summary of Claimed Earned Bonuses & Commissions by Research Participants**

		Responses		Percent of Cases
		N	Percent	
Bonuses & Commissions Received	Commission	25	30.5%	40.3%
	Performance Bonus (not statutory)	34	41.5%	54.8%
	Production Bonus (not statutory)	7	8.5%	11.3%
	One off Bonus (not statutory)	8	9.8%	12.9%
	Others	8	9.8%	12.9%
Total		82	100.0%	132.3%

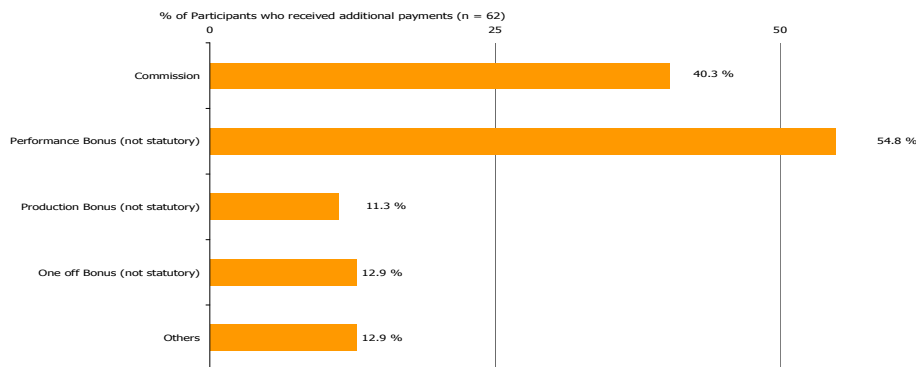


Table 94 sets out a summary of the amounts declared by research participants received monthly in the form of any of the commissions or bonuses mentioned earlier. Performance bonuses featured the highest median (Lm 80 monthly) followed by commission (Lm 70 monthly). An analysis of these declared amounts across research participant groups is also set out in Table 95, albeit no significant differences can be observed, largely because of the small number of responses attained from research participants.

**Table 94 – Summary of Claimed Benefits Received (Weighted Average, Monthly) by Research Participants**

	Valid N	Mean	Median	Minimum	Maximum
Commission (monthly estimate Lm)	16	155.56	80.00	3.00	950.00
Performance Bonus (not statutory) (monthly estimate Lm)	27	181.91	80.00	2.00	900.00
Production Bonus (not statutory) (monthly estimate Lm)	6	43.11	30.00	2.50	120.00
One off Bonus (not statutory) (monthly estimate Lm)	5	269.91	360.00	30.00	500.00
Others (monthly estimate Lm)	7	238.19	280.00	3.00	520.00



**Table 95 – Analysis of Claimed Benefits Received (Weighted Average, Monthly) by Research Participants**

		Commission (monthly estimate Lm)	Performance Bonus (not statutory) (monthly estimate Lm)	Production Bonus (not statutory) (monthly estimate Lm)	One off Bonus (not statutory) (monthly estimate Lm)	Others (monthly estimate Lm)
		Mean	Mean	Mean	Mean	Mean
Gender	Male	203.47	144.77	46.18	232.75	164.61
	Female	121.35	242.28	36.13	295.97	270.15
Participant Age	<24	93.45	11.76	120.00	248.60	367.06
	25 - 34 years	188.53	257.24	20.90	282.85	172.74
	35 - 44 years	87.25	230.96	30.00	.	.
	45 - 54 years	459.40	83.06	.	.	280.00
	55 +	70.00	60.00	.	.	.
Status	Married or living with partner	197.12	195.38	40.00	30.00	323.21
	Separated, not living with partner	58.61	20.00	.	.	.
	Widowed, not living with partner	.	.	.	.	.
	Not married, no partner with parents	163.04	43.97	53.06	248.60	411.94
	Not married, not with partner, alone	51.22	346.12	3.00	348.09	24.52
Caring Responsibilities at Home	Yes	191.17	178.56	40.00	30.00	323.21
	No	121.81	187.79	43.83	304.99	205.78
Variety of Caring Responsibilities At Home	1	86.04	118.85	40.00	30.00	323.21
	2	567.55	238.16	.	.	.
	3	150.00	.	.	.	.
	4	.	.	.	.	.
How much time do you spend in domestic work?	<1hr	177.42	26.74	30.00	248.60	205.94
	1 - 3 hrs	184.21	179.48	.	369.70	440.00
	4 - 5 hrs	122.76	755.24	.	.	.
	6 - 7 hrs	84.35	80.00	120.00	.	.
	8 - 9 hrs	200.00	20.00	.	.	.
	>9 hrs	.	658.00	40.00	.	400.00
What is your highest qualification?	Less than O- Level equivalent	98.02	20.00	40.00	360.00	280.00
	O-Level	96.60	30.71	62.02	.	.
	A-Level	388.32	122.05	.	30.00	136.19
	Vocational Certification (City & Guilds or equivalent)	10.36	20.00	.	.	440.00
	University Diploma or equivalent -Local	96.41	50.78	3.00	36.00	3.00
	University Diploma or equivalent -Overseas Institution	25.00	323.40	2.50	369.70	300.00
	University Degree- Baccalaureate	200.00	2.00	.	.	520.00
	University Degree- Masters' Level	500.00	364.19	.	.	.
	University Doctoral	.	.	.	.	.
	Others	65.00	60.00	.	.	.
Describe the company where you are employed	Government Organisation/Department	100.00	27.95	.	30.00	.
	Parastatal Company	3.88	180.28	3.00	348.09	24.52
	Publicly Listed Company	25.00	334.04	.	.	400.00
	Private Company/Sole Trader	169.24	91.57	50.19	248.60	366.71
	Commercial Partnership	252.22	.	.	.	.
	Non-profit Organisation	.	.	.	.	.
Sector of Activity	Agriculture & Fishery	.	.	.	.	280.00
	Stone Quarrying & Construction	.	.	.	.	.
	Governmental Services	100.00	187.52	.	500.00	35.00
	Hotel & Catering	98.56	60.00	120.00	.	.
	Services	172.80	198.84	21.13	155.23	318.42
	Manufacturing	147.32	135.72	25.00	.	.
What is your present main job?	Full time	171.27	181.91	22.27	282.85	238.19
	Ful time (reduced hours)	30.00	.	.	248.60	.
	Part time	120.97	.	120.00	.	.
Are you engaged in more than one job?	More than One Job	37.14	138.80	2.50	.	169.46
	One Job Only	167.17	190.58	47.61	269.91	276.61
What is the basis of your main job?	Casual	5.00	.	.	360.00	.
	Permanent-Fixed Term Contract	115.78	370.05	.	500.00	440.00
	Permanent-Indefinite Contract	178.49	162.42	43.11	32.33	212.06
Your level of responsibility	Senior Managers, Directors	150.00	159.18	.	.	.
	Professionals	401.08	207.05	3.00	36.00	150.65
	Associate Professionals & Technical	.	500.00	.	500.00	35.00
	Clerical employees	28.52	146.20	17.41	30.00	460.00
	Skilled agriculture & fishery workers	.	.	.	.	.
	Crafts & related trades	.	.	.	.	.
	Plant & machine operator, assembly workers	.	20.00	31.70	360.00	.
	Elementary occupations	200.00	.	.	.	280.00
Shop & Market services	84.99	40.00	120.00	.	440.00	

#### 5.5.4 Total Earnings

The total earnings realised by each research participant were computed on a case-by-case basis involving the following process:

- Multiplying the earned gross monthly pay by twelve to attain a gross annual figure;
- Dividing the estimated gross annual pay by 52 weeks and dividing the result by the number of claimed hours that the research participant has to work as a minimum weekly, obtaining the gross hourly rate earned by the research participant;
- Multiplying the minimum number of hours required to be worked weekly as stated by the research participant and multiplied by 52 to annualise the number of such hours <sup>(38)</sup>
- Multiplying the effective annual number overtime hours with the overtime rate and hourly gross pay to attain an estimated annual OT pay figure earned by research participant only if the research participant is entitled to such payment;
- Multiplying the monthly average commissions and bonuses claimed to be earned by the research participant by 12 to obtain an annual figure for such earnings for each research participant;
- Summing the totals in (□) (□) and (□) above to estimate the total annual gross earnings claimed by research participants.

This approach does not consider other payments that may be provided by employers and does not consider the net effect of costs incurred by research participants in the conduct of their work, which may or may not be refunded by the employer. Equally significant is the notion that this approach does not consider statutory bonuses.

Such earnings featured a weighted average of Lm 557.31 monthly (or a range between Lm 524.46 and Lm 590.16 monthly at a 95% confidence interval). An analysis of such estimates across participant groups is summarised in Table 96, showing how such weighted means varied across different employees as characterised by their employment and social features.

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<sup>38</sup> This working involved a factoring related to the number of days available to the research participant in terms of vacation and sickness leave – these being the most often days off availed by research participants.

**Table 96 – Highlights from Analysis of Mean (Weighted) Estimated Gross Earnings <sup>(39)</sup> Across Research Participant Groups**

	Highest Mean (Weighted) Gross Earnings	Lowest Mean (Weighted) Gross Earnings
<b>Gender</b>	Men	Women
<b>Participant Age</b>	Between 25 and 34 years	Younger than 24 years
<b>Family Status</b>	No Statistically Significant Differences between Respondent Groups	
<b>Caring Responsibilities at Home</b>	With caring responsibilities at home	Without caring responsibilities at home
<b>Variety of Caring Responsibilities at home <sup>(40)</sup></b>	One type	Four types
<b>Time devoted to Domestic Work <sup>(41)</sup></b>	1 to 3 hours daily	8 to 9 hours daily
<b>Highest Academic Qualifications <sup>(42)</sup></b>	University Master's Degree	Less than O Level equivalent
<b>Type of Employer</b>	Publicly listed companies	Private Companies
<b>Sector of Activity</b>	No Statistically Significant Differences between Respondent Groups	
<b>Present Job Type</b>	Full-time	Part-time
<b>Engaged in more than one job</b>	No Statistically Significant Differences between the Respondent Groups	
<b>Basis of Main Job</b>	Permanent Fixed-term Contract	Casual
<b>Occupation Type (ISCO 1988)</b>	Senior Management	Shop & Market Services Occupations

<sup>39</sup> Inclusive of Overtime, Commissions & Performance Related Bonuses (where applicable) but exclusive of Statutory Bonuses and effects of costs borne by employee (refunded or not) in the conduct of work.

<sup>40</sup> Progressive decline in the weighted mean Gross Earnings with increasing variety of caring responsibilities

<sup>41</sup> Progressive decline in the weighted mean Gross Earnings with increasing number of hours devoted to domestic work observed

**Table 97 – Analysis of Mean (Weighted) Estimated Gross Earnings <sup>(43)</sup> Across Research Participant Groups**

		Overall	Gender		Difference in Means (Lm)
		Total Monthly Gross Earnings	Male	Female	
			Total Monthly Gross Earnings	Total Monthly Gross Earnings	
Mean	Mean	Mean			
Gender	Male	608.92	608.92	.	
	Female	467.33	.	467.33	
Participant Age	<24	456.14	496.47	415.45	81.02
	25 - 34 years	630.39	674.03	563.83	110.20
	35 - 44 years	569.02	612.04	476.29	135.75
	45 - 54 years	623.43	694.13	378.64	315.49
	55 +	528.06	533.24	505.43	27.81
Status	Married or living with partner	586.30	645.06	444.74	200.32
	Separated, not living with partner	576.89	593.44	546.49	46.96
	Widowed, not living with partner	420.00	.	420.00	
	Not married, no partner with parents	517.84	567.55	449.89	117.66
	Not married, not with partner, alone	568.40	509.51	618.48	-108.97
Caring Responsibilities at Home	Yes	601.21	685.66	402.69	282.96
	No	526.29	544.32	500.48	43.85
Variety of Caring Responsibilities At Home	1	542.65	625.22	388.55	236.67
	2	783.41	832.19	513.61	318.59
	3	740.86	740.86	.	
	4	350.00	.	350.00	
How much time do you spend in domestic work?	<1hr	480.91	511.47	409.40	102.06
	1 - 3 hrs	614.00	644.53	563.76	80.77
	4 - 5 hrs	503.62	636.27	362.72	273.55
	6 - 7 hrs	530.28	655.14	384.16	270.98
	8 - 9 hrs	409.04	608.91	336.17	272.74
	>9 hrs	480.79	429.78	509.88	-80.10
What is your highest qualification?	Less than O- Level equivalent	468.57	528.79	287.87	240.93
	O-Level	518.52	569.76	448.67	121.09
	A-Level	460.02	516.10	420.81	95.30
	Vocational Certification (City & Guilds or equivalent)	643.21	677.50	347.87	329.63
	University Diploma or equivalent -Local	659.99	691.79	571.24	120.55
	University Diploma or equivalent -Overseas Institution	810.32	678.57	963.15	-284.59
	University Degree- Baccalaureate	583.19	669.76	486.58	183.18
	University Degree- Masters' Level	829.97	821.25	846.67	-25.42
	University Doctoral	.	.	.	
	Others	665.24	799.73	402.44	397.29
Describe the company where you are employed	Government Organisation/Department	586.43	639.60	467.28	172.32
	Parastatal Company	634.23	525.40	877.24	-351.84
	Publicly Listed Company	809.36	889.23	662.28	226.95
	Private Company/Sole Trader	514.23	577.19	416.33	160.86
	Commercial Partnership	647.42	737.73	566.98	170.75
	Non-profit Organisation	582.96	619.31	470.74	148.57
Sector of Activity	Agriculture & Fishery	476.05	476.05	.	
	Stone Quarrying & Construction	712.84	712.84	.	
	Governmental Services	616.54	638.12	573.79	64.33
	Hotel & Catering	464.36	549.45	388.02	161.43
	Services	553.53	626.35	429.40	196.95
	Manufacturing	521.31	545.35	481.94	63.40
What is your present main job?	Full time	610.57	639.43	549.31	90.12
	Full time (reduced hours)	400.94	1,422.50	287.51	1,134.99
	Part time	212.28	230.26	198.57	31.70
Are you engaged in more than one job?	More than One Job	504.79	527.91	468.21	59.70
	One Job Only	566.36	622.30	467.17	155.13
What is the basis of your main job?	Casual	351.63	399.59	322.04	77.56
	Permanent-Fixed Term Contract	714.73	761.21	663.24	97.97
	Permanent-Indefinite Contract	571.96	613.90	478.64	135.25
Your level of responsibility	Senior Managers, Directors	725.97	789.51	511.02	278.49
	Professionals	619.12	647.92	579.96	67.96
	Associate Professionals & Technical	651.55	677.41	591.89	85.52
	Clerical employees	507.68	592.28	451.19	141.09
	Skilled agriculture & fishery workers	.	.	.	
	Crafts & related trades	.	.	.	
	Plant & machine operator, assembly workers	547.65	548.52	545.08	3.44
	Elementary occupations	514.08	582.56	283.44	299.12
	Shop & Market services	401.98	435.55	363.03	72.52

A similar treatment to the derivation of the total hours worked annually by each research participant was undertaken in factoring vacation and sickness leave as set out in (□) above. This figure enabled the derivation of the gross hourly rate each research participant receives inclusive of overtime, commissions and other performance related bonuses.

<sup>42</sup> Progressive increase in the weighted mean Gross Earnings with increasing level of qualifications observed

Such hourly earnings featured a weighted average of Lm 3.09 (or a range between Lm 2.92 and Lm 3.26 at a 95% confidence interval). An analysis of such hourly rate estimates across participant groups is summarised in Table 98, showing how such weighted means varied across different employees as characterised by their employment and social features. Differences between groups largely followed the same patterns as established in the analysis for the weighted gross annual earnings above, showing how men typically earned a higher estimated hourly rate than their female counterparts overall with some rare exceptions.

**Table 98 – Highlights from Analysis of Mean (Weighted) Estimated Hourly Earnings <sup>(44)</sup> Across Research Participant Groups (Based on Table 99)**

	Highest Mean (Weighted) Gross Hourly Earnings	Lowest Mean (Weighted) Gross Hourly Earnings
<b>Gender</b>	Men	Women
<b>Participant Age <sup>(45)</sup></b>	55 years and older	Younger than 24 years
<b>Family Status</b>	No Statistically Significant Differences between Respondent Groups	
<b>Caring Responsibilities at Home</b>	No Statistically Significant Differences between Respondent Groups	
<b>Variety of Caring Responsibilities at home</b>	Two types	One type
<b>Time devoted to Domestic Work</b>	6 to 7 hours daily	1 hour or less daily
<b>Highest Academic Qualifications <sup>(46)</sup></b>	University Master's Degree	Less than O Level equivalent
<b>Type of Employer</b>	Publicly listed companies	Private Companies
<b>Sector of Activity</b>	Governmental Services	Manufacturing
<b>Present Job Type</b>	No Statistically Significant Differences between Respondent Groups	
<b>Engaged in more than one job</b>	No Statistically Significant Differences between the Respondent Groups	
<b>Basis of Main Job</b>	Permanent Fixed-term Contract	Casual
<b>Occupation Type (ISCO 1988)</b>	Professional Occupations	Shop & Market Services Occupations

<sup>43</sup> Inclusive of Overtime, Commissions & Performance Related Bonuses (where applicable) but exclusive of Statutory Bonuses and effects of costs borne by employee (refunded or not) in the conduct of work.

<sup>44</sup> Inclusive of Overtime, Commissions & Performance Related Bonuses (where applicable) but exclusive of Statutory Bonuses and effects of costs borne by employee (refunded or not) in the conduct of work.

<sup>45</sup> Progressive increase in the weighted mean gross hourly earnings with increasing age of respondent

**Table 99 – Analysis of Mean (Weighted) Estimated Gross Hourly Earnings <sup>(47)</sup> Across Research Participant Groups**

		Overall			Difference in Means (Lm)	
		Male		Female		
		Total Gross Earnings Per Hour	Total Gross Earnings Per Hour	Total Gross Earnings Per Hour		
		Mean	Mean	Mean		
Gender	Male		3.26	3.26		
	Female		2.79	.	2.79	
Participant Age	<24		2.72	2.96	2.49	
	25 - 34 years		3.33	3.35	3.31	
	35 - 44 years		3.09	3.20	2.84	
	45 - 54 years		3.25	3.49	2.41	
	55 +		3.40	3.43	3.25	
Status	Married or living with partner		3.23	3.41	2.78	
	Separated, not living with partner		3.68	3.01	4.93	
	Widowed, not living with partner		2.84	.	2.84	
	Not married, no partner with parents		2.91	3.13	2.60	
	Not married, not with partner, alone		2.94	2.65	3.17	
Caring Responsibilities at Home	Yes		3.24	3.49	2.64	
	No		2.98	3.07	2.86	
Variety of Caring Responsibilities At Home	1		2.98	3.26	2.47	
	2		4.01	4.02	3.98	
	3		3.88	3.88	.	
	4		2.02	.	2.02	
How much time do you spend in domestic work?	<1hr		2.74	2.87	2.44	
	1 - 3 hrs		3.26	3.37	3.08	
	4 - 5 hrs		2.98	3.37	2.57	
	6 - 7 hrs		4.08	4.88	3.19	
	8 - 9 hrs		2.72	4.39	2.10	
	>9 hrs		2.91	2.67	3.04	
What is your highest qualification?	Less than O- Level equivalent		2.64	2.87	1.96	
	O-Level		3.07	3.25	2.81	
	A-Level		2.87	3.03	2.76	
	Vocational Certification (City & Guilds or equivalent)		3.14	3.23	2.32	
	University Diploma or equivalent -Local		3.37	3.47	3.10	
	University Diploma or equivalent -Overseas Institution		4.17	3.71	4.72	
	University Degree- Baccalaureate		3.16	3.60	2.67	
	University Degree- Masters' Level		4.26	4.36	4.06	
	University Doctoral		.	.	.	
	Others		3.51	4.05	2.46	
Describe the company where you are employed	Government Organisation/Department		3.33	3.49	2.98	
	Parastatal Company		3.44	2.97	4.55	
	Publicly Listed Company		4.20	4.51	3.64	
	Private Company/Sole Trader		2.86	3.08	2.51	
	Commercial Partnership		3.34	3.59	3.11	
	Non-profit Organisation		3.21	3.31	2.92	
	Others		2.17	2.17	.	
Sector of Activity	Agriculture & Fishery		2.17	2.17	.	
	Stone Quarrying & Construction		3.38	3.38	.	
	Governmental Services		3.45	3.51	3.33	
	Hotel & Catering		3.01	3.87	2.23	
	Services		3.02	3.12	2.84	
	Manufacturing		2.86	3.05	2.55	
	Full time		3.15	3.24	2.96	
	Full time (reduced hours)		2.89	6.86	2.45	
What is your present main job?	Part time		2.72	3.40	2.21	
	More than One Job		2.78	2.88	2.63	
Are you engaged in more than one job?	One Job Only		3.14	3.33	2.82	
	Casual		2.61	2.84	2.47	
What is the basis of your main job?	Permanent-Fixed Term Contract		3.58	3.41	3.77	
	Permanent-Indefinite Contract		3.11	3.29	2.71	
	Senior Managers, Directors		3.60	3.89	2.64	
Your level of responsibility	Professionals		3.71	3.87	3.49	
	Associate Professionals & Technical		3.39	3.53	3.08	
	Clerical employees		3.11	3.18	3.07	
	Skilled agriculture & fishery workers		.	.	.	
	Crafts & related trades		.	.	.	
	Plant & machine operator, assembly workers		3.01	3.08	2.82	
	Elementary occupations		2.55	2.72	1.96	
	Shop & Market services		2.53	2.79	2.23	

<sup>46</sup> Progressive increase in the weighted mean gross hourly earnings with increasing level of qualifications observed

<sup>47</sup> Inclusive of Overtime, Commissions & Performance Related Bonuses (where applicable) but exclusive of Statutory Bonuses and effects of costs borne by employee (refunded or not) in the conduct of work.

## 5.6 Pay Structure & Advancement

### 5.6.1 Pay Negotiation

A total of 78.3% of respondents stated that their pay conditions and structure were found as standard, contrasting against the situation pertaining to 21.7% of respondents who negotiated their pay upon starting their present employment. Of the negotiated pay structures, 64% were 'imposed' by the employer, while 22.2% were negotiated by the relevant trade union.

An analysis of the negotiated pay structures is set out in Table 101, showing how employer imposed structures prevailed among private employers, while union negotiated packages were a more common feature among Governmental and parastatal employers.

**Table 100 – Summary of Pay Negotiation**

		Count	Valid Percent
Was pay negotiated or found as a standard?	Negotiated	127	21.7%
	Found as a Standard	459	78.3%

#### Standardised

		N	N %
Which system best describes your payment system?	Public Sector	16	12.9%
	Collective agreement-Public Sector	15	11.8%
	Wage remuneration Order	4	3.2%
	Industry Standard	5	3.8%
	Employer Fixed Scales	31	24.8%
	Others	54	43.4%

#### Negotiated

		N	N %
By whom was it negotiated?	Worker	3	.6%
	Employer	289	64.0%
	Union	100	22.2%
	Others	59	13.1%

**Table 101 – Analysis of Negotiated Pay Structures Across Respondent Groups**

		By whom was it negotiated or standardised?									
		Worker		Employer		Union		Others		Total	
		N	N %	N	N %	N	N %	N	N %	N	N %
Gender	Male	1	.4%	169	60.2%	71	25.4%	39	14.0%	280	100.0%
	Female	2	1.0%	120	70.2%	29	17.0%	20	11.7%	171	100.0%
Participant Age	<24	2	1.4%	134	87.5%	9	5.8%	8	5.2%	153	100.0%
	25 - 34 years	1	.6%	60	55.0%	33	30.3%	15	14.1%	109	100.0%
	35 - 44 years	0	.0%	40	46.6%	27	31.1%	19	22.3%	87	100.0%
	45 - 54 years	0	.0%	37	53.9%	20	28.7%	12	17.4%	68	100.0%
	55 +	0	.0%	15	48.2%	12	37.0%	5	14.8%	31	100.0%
Status	Married or living with partner	0	.0%	109	52.1%	63	29.9%	38	18.1%	209	100.0%
	Separated, not living with partner	0	.0%	5	53.2%	1	8.5%	4	38.3%	10	100.0%
	Widowed, not living with partner	0	.0%	0	.0%	1	100.0%	0	.0%	1	100.0%
	Not married, no partner with parents	3	1.4%	153	76.1%	28	14.1%	17	8.4%	201	100.0%
	Not married, not with partner, alone	0	.0%	22	72.1%	8	25.2%	1	2.7%	31	100.0%
Caring Responsibilities at Home	Yes	0	.0%	91	52.5%	55	31.6%	27	15.8%	173	100.0%
	No	3	1.0%	198	71.2%	46	16.4%	32	11.4%	278	100.0%
Variety of Caring Responsibilities At Home	1	0	.0%	65	51.5%	40	31.7%	21	16.8%	127	100.0%
	2	0	.0%	24	54.7%	14	31.5%	6	13.8%	44	100.0%
	3	0	.0%	1	60.1%	1	39.9%	0	.0%	1	100.0%
	4	0	.0%	1	100.0%	0	.0%	0	.0%	1	100.0%
How much time do you spend in domestic work?	<1hr	3	1.6%	120	69.0%	31	18.0%	20	11.3%	174	100.0%
	1 - 3 hrs	0	.0%	95	62.0%	35	23.2%	23	14.8%	153	100.0%
	4 - 5 hrs	0	.0%	29	69.8%	9	21.8%	3	8.4%	41	100.0%
	6 - 7 hrs	0	.0%	12	55.9%	5	22.9%	4	21.2%	21	100.0%
	8 - 9 hrs	0	.0%	4	47.8%	4	42.9%	1	9.2%	8	100.0%
	>9 hrs	0	.0%	8	39.4%	6	31.2%	6	29.4%	19	100.0%
What is your highest qualification?	Less than O-Level equivalent	1	1.0%	73	63.0%	23	20.1%	18	15.9%	115	100.0%
	O-Level	2	1.5%	81	72.4%	24	21.4%	5	4.7%	112	100.0%
	A-Level	0	.0%	48	73.5%	13	20.0%	4	6.5%	65	100.0%
	Vocational Certification (City & Guilds or equivalent)	0	.0%	32	70.7%	7	16.2%	6	13.0%	46	100.0%
	University Diploma or equivalent -Local	0	.0%	9	71.3%	1	10.7%	2	18.0%	13	100.0%
	University Diploma or equivalent -Overseas Institution	0	.0%	7	37.0%	8	41.5%	4	21.4%	20	100.0%
	University Degree- Baccalaureate	0	.0%	25	63.5%	7	18.2%	7	18.3%	40	100.0%
	University Degree- Masters' Level	0	.0%	7	31.4%	6	27.2%	9	41.4%	22	100.0%
	University Doctoral	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%
	Others	0	.0%	6	33.7%	10	53.5%	2	12.8%	18	100.0%
Describe the company where you are employed	Government Organisation/Department	0	.0%	29	27.2%	50	47.2%	27	25.6%	107	100.0%
	Parastatal Company	0	.0%	9	30.6%	14	49.7%	6	19.6%	29	100.0%
	Publicly Listed Company	0	.0%	18	63.0%	7	25.0%	3	12.0%	29	100.0%
	Private Company/Sole Trader	3	1.0%	225	81.1%	27	9.7%	23	8.2%	278	100.0%
	Commercial Partnership	0	.0%	3	100.0%	0	.0%	0	.0%	3	100.0%
	Non-profit Organisation	0	.0%	5	77.8%	1	22.2%	0	.0%	7	100.0%
	Others	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%
Sector of Activity	Agriculture & Fishery	0	.0%	0	.0%	0	.0%	2	100.0%	2	100.0%
	Stone Quarrying & Construction	1	67.8%	1	32.2%	0	.0%	0	.0%	2	100.0%
	Governmental Services	0	.0%	28	26.9%	50	48.0%	26	25.1%	104	100.0%
	Hotel & Catering	0	.0%	43	89.1%	2	3.6%	4	7.4%	48	100.0%
	Services	0	.0%	130	72.8%	30	16.7%	19	10.5%	179	100.0%
	Manufacturing	2	1.5%	87	75.3%	19	16.2%	8	7.1%	115	100.0%
	Others	3	.8%	223	58.8%	99	26.1%	54	14.3%	380	100.0%
What is your present main job?	Full time	0	.0%	9	93.1%	0	.0%	1	6.9%	10	100.0%
	Full time (reduced hours)	0	.0%	57	91.5%	1	1.6%	4	6.9%	62	100.0%
	Part time	0	.0%	39	59.1%	15	22.4%	12	18.5%	66	100.0%
Are you engaged in more than one job?	More than One Job	3	.7%	250	64.9%	85	22.2%	47	12.2%	385	100.0%
	One Job Only	0	.0%	56	89.4%	3	4.2%	4	6.4%	63	100.0%
What is the basis of your main job?	Casual	0	.0%	22	73.5%	5	16.3%	3	10.2%	30	100.0%
	Permanent-Fixed Term Contract	3	.8%	211	58.8%	93	25.9%	52	14.6%	358	100.0%
	Permanent-Indefinite Contract	0	.0%	22	73.0%	4	13.5%	4	13.5%	31	100.0%
Your level of responsibility	Senior Managers, Directors	0	.0%	29	51.4%	14	25.0%	13	23.5%	56	100.0%
	Professionals	0	.0%	42	49.2%	28	33.2%	15	17.6%	85	100.0%
	Associate Professionals & Technical	1	1.1%	42	69.1%	13	21.3%	5	8.6%	60	100.0%
	Clerical employees	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%
	Skilled agriculture & fishery workers	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%
	Crafts & related trades	1	1.8%	36	64.1%	14	25.0%	5	9.1%	57	100.0%
	Plant & machine operator, assembly workers	1	1.6%	39	53.2%	20	27.8%	13	17.4%	73	100.0%
	Elementary occupations	0	.0%	79	88.3%	7	7.4%	4	4.3%	89	100.0%

### 5.6.2 Prospects for Better Pay

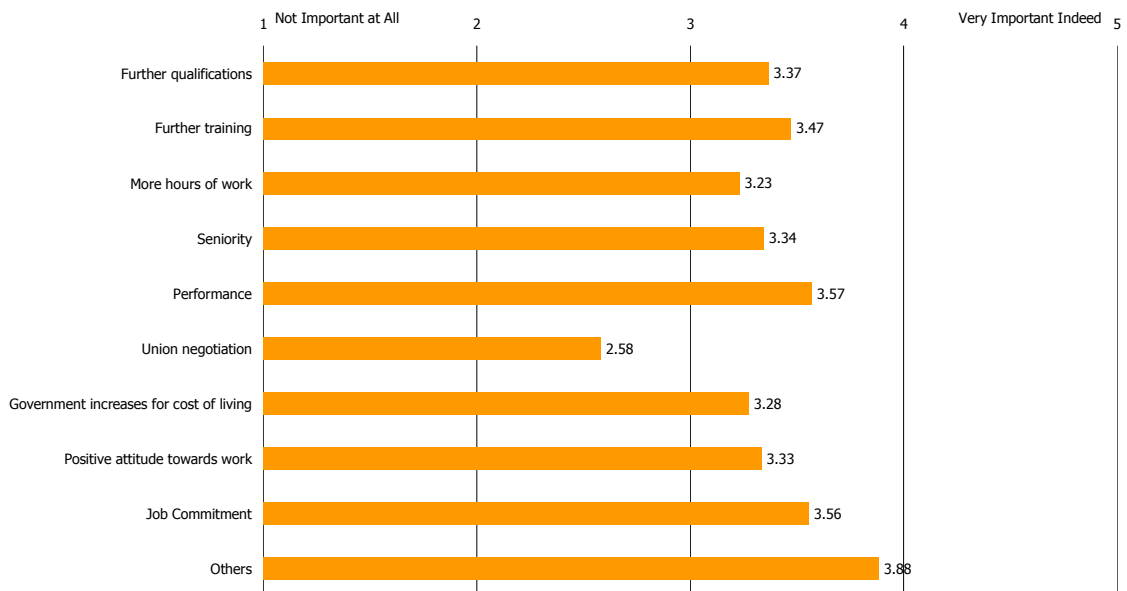
Research participants pointed at job commitment as the key feature linked to prospects of better pay (Table 102). Contrastingly, the least important of factors is union negotiation. An analysis of these responses across respondent groups showed some significant differences, the more conspicuous being:



- 
- A prevailing perception about job commitment with highest mean scores featuring among participants who:
    - were women, or
    - were between 25 and 34 years old, or
    - lived as singles, or
    - had no caring responsibilities at home, or
    - dedicated less than 1 hour daily for domestic work, or
    - featured a University Degree, or
    - worked with a publicly listed employer, or
    - worked in the manufacturing sector, or
    - were engaged in a full-time job.
  
  - Contrastingly, respondents who least believed that union negotiation was important:
    - were men, or
    - were older than 55 years, or
    - were Married and/or living with a partner, or
    - had caring responsibilities at home, or
    - dedicated more than 9 hours in domestic work daily, or
    - featured a University Degree, or
    - worked with a parastatal company or were engaged with a Governmental employer, or
    - were engaged in a full-time job.
-

**Table 102 – Analysis of Perceived Impact of Different Participant Characteristics**

	Valid N	Mean
Further qualifications	525	3.37
Further training	514	3.47
More hours of work	476	3.23
Seniority	496	3.34
Performance	514	3.57
Union negotiation	463	2.58
Government increases for cost of living	509	3.28
Positive attitude towards work	500	3.33
Job Commitment	491	3.56
Others	574	3.88



**Table 103 – Analysis of Perceived Impact of Different Participant Characteristics Across Participant Groups**

		Better pay = further qualifications	Better pay = further training	Better pay = More hours of work	Better pay = Seniority	Better pay = Performance	Better pay = Union negotiation	Better pay = Government increases for cost of living	Better pay = Positive attitude towards work	Better pay = Job Commitment	Others
		Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean
Gender	Male	3.35	3.48	3.14	3.35	3.51	2.73	3.27	3.34	3.55	4.28
	Female	3.40	3.47	3.37	3.33	3.66	2.37	3.28	3.33	3.56	3.30
Participant Age	<24	3.30	3.55	3.32	3.59	3.64	2.47	3.13	3.39	3.65	4.25
	25 - 34 years	3.54	3.59	3.55	3.42	3.75	2.70	3.40	3.47	3.73	4.52
	35 - 44 years	3.40	3.44	2.71	3.17	3.22	2.43	3.27	3.03	3.22	2.07
	45 - 54 years	3.06	3.22	3.20	3.12	3.51	2.65	3.28	3.45	3.54	5.04
	55 +	3.65	3.23	3.14	2.65	3.56	3.00	3.31	3.08	3.29	2.00
Status	Married or living with partner	3.28	3.35	3.11	3.15	3.53	2.66	3.28	3.34	3.47	4.10
	Separated, not living with partner	3.10	2.89	3.00	1.75	3.60	2.44	3.60	2.89	3.30	1.92
	Widowed, not living with partner	3.50	3.50	3.00	5.00	2.50	2.50	5.00	2.50	3.00	2.00
	Not married, no partner with parents	3.45	3.60	3.38	3.54	3.60	2.52	3.26	3.36	3.66	4.05
	Not married, not with partner, alone	3.51	3.69	3.22	3.71	3.69	2.50	3.16	3.30	3.58	2.00
Caring Responsibilities at Home	Yes	3.32	3.29	3.20	3.23	3.48	2.67	3.26	3.28	3.42	3.73
	No	3.40	3.58	3.25	3.41	3.63	2.53	3.29	3.37	3.64	3.98
Variety of Caring Responsibilities At Home	1	3.37	3.21	3.21	3.13	3.38	2.74	3.23	3.26	3.34	3.12
	2	3.10	3.48	3.14	3.58	3.74	2.54	3.39	3.41	3.71	6.13
	3	3.20	3.80	3.00	3.20	3.60	1.75	2.60	2.60	2.80	2.00
	4	5.00	5.00	5.00	.	5.00	.	5.00	5.00	5.00	2.00
How much time do you spend in domestic work?	< 1hr	3.31	3.57	3.38	3.45	3.57	2.55	3.42	3.40	3.65	4.31
	1 - 3 hrs	3.59	3.39	3.01	3.32	3.62	2.61	3.22	3.36	3.57	2.02
	4 - 5 hrs	3.22	3.46	3.20	3.16	3.53	2.51	3.13	3.22	3.43	1.96
	6 - 7 hrs	2.75	3.25	3.73	3.00	3.38	2.39	3.18	3.04	3.52	1.97
	8 - 9 hrs	2.57	4.00	3.25	3.33	3.57	2.71	3.29	3.00	3.00	2.00
	>9 hrs	3.56	3.28	2.47	2.94	3.39	2.88	3.44	3.39	3.32	6.35
	What is your highest qualification?	Less than O- Level equivalent	3.09	3.27	3.41	3.20	3.44	2.61	3.42	3.14	3.47
O-Level	3.38	3.70	3.30	3.44	3.70	2.54	3.17	3.45	3.77	6.04	
A-Level	3.24	3.48	3.14	3.17	3.56	2.45	3.23	3.41	3.49	4.21	
Vocational Certification (City & Guilds or equivalent)	3.58	3.69	3.33	3.57	3.64	2.78	3.38	3.50	3.46	5.67	
University Diploma or equivalent -Local	3.39	3.13	3.11	2.70	2.65	2.10	2.80	2.63	2.64	2.00	
University Diploma or equivalent -Overseas Institution	3.58	3.42	3.13	3.26	3.68	2.59	3.08	3.25	3.52	1.89	
University Degree- Baccalaureate	3.56	3.24	2.53	3.88	3.73	2.41	3.41	3.48	3.70	3.76	
University Degree- Masters' Level	3.28	3.54	3.23	3.24	3.77	3.05	3.29	3.56	4.00	1.93	
University Doctoral	.	.	.	.	.	.	.	.	.	.	
Others	4.25	3.44	3.86	3.33	3.46	3.19	3.65	3.14	3.15	1.89	
Describe the company where you are employed	Government Organisation/Department	3.57	3.43	2.89	3.48	3.06	3.03	3.37	2.80	2.99	2.74
	Parastatal Company	3.45	3.26	2.89	3.13	3.36	3.14	3.33	3.16	3.26	4.86
	Publicly Listed Company	3.71	3.71	3.87	3.15	4.21	2.94	3.65	4.03	4.22	2.22
	Private Company/Sole Trader	3.26	3.50	3.33	3.34	3.71	2.34	3.21	3.45	3.71	4.43
	Commercial Partnership	2.60	2.25	4.00	3.00	4.14	1.00	2.29	4.14	4.14	2.50
	Non-profit Organisation	3.57	3.33	1.75	3.67	2.50	2.00	3.50	2.50	2.67	1.86
	Sector of Activity	Agriculture & Fishery	1.00	1.00	1.00	1.00	1.00	1.00	5.00	1.00	1.00
Stone Quarrying & Construction	2.31	2.81	1.94	2.81	3.25	1.71	3.27	3.06	3.63	2.00	
Governmental Services	3.57	3.43	2.92	3.41	3.13	3.04	3.34	2.83	2.98	3.53	
Hotel & Catering	2.95	3.38	3.38	3.11	3.47	2.16	2.96	3.17	3.37	3.71	
Services	3.48	3.53	3.27	3.31	3.73	2.50	3.26	3.50	3.73	4.97	
Manufacturing	3.33	3.56	3.57	3.54	3.81	2.57	3.35	3.61	3.85	2.71	
What is your present main job?	Full time	3.42	3.47	3.18	3.36	3.58	2.68	3.34	3.37	3.59	4.23
	Full time (reduced hours)	3.33	3.82	3.50	2.83	3.08	2.00	2.67	3.08	3.42	2.00
	Part time	3.03	3.41	3.49	3.33	3.62	2.02	2.93	3.15	3.38	2.03
Are you engaged in more than one job?	More than One Job	3.42	3.44	3.32	3.83	3.64	2.78	3.40	3.44	3.58	3.13
	One Job Only	3.36	3.48	3.21	3.27	3.56	2.55	3.26	3.32	3.55	4.01
What is the basis of your main job?	Casual	3.17	3.46	3.79	3.37	3.72	2.10	3.14	3.53	3.68	2.13
	Permanent-Fixed Term Contract	3.49	3.60	3.33	3.42	3.79	2.10	2.86	3.65	3.88	10.26
	Permanent-Indefinite Contract	3.39	3.46	3.11	3.33	3.52	2.71	3.34	3.26	3.50	3.51
Your level of responsibility	Senior Managers, Directors	3.65	3.51	2.43	3.31	3.53	2.31	3.00	3.66	3.89	2.26
	Professionals	3.51	3.35	2.70	3.14	3.29	2.60	3.39	3.20	3.51	3.04
	Associate Professionals & Technical	3.46	3.65	3.31	3.43	3.74	2.60	3.48	3.25	3.47	3.41
	Clerical employees	3.61	3.56	3.22	3.34	3.66	2.46	3.23	3.32	3.47	4.24
	Skilled agriculture & fishery workers	.	.	.	.	.	.	.	.	.	.
	Crafts & related trades	2.50	4.13	4.00	3.75	3.86	3.00	3.25	4.17	4.50	2.50
	Plant & machine operator, assembly workers	3.45	3.78	3.24	3.50	3.32	3.00	3.49	3.17	3.51	1.96
	Elementary occupations	3.00	3.00	3.29	3.24	3.32	2.84	3.15	3.06	3.38	8.61
	Shop & Market services	3.05	3.44	3.66	3.44	3.85	2.33	3.21	3.57	3.68	2.94

### 5.6.3 Experienced Promotion

Only 28.3% of the research participants had actually experienced a promotion offer in their job (Table 104). Such participants pointed at job commitment as a key impacting factor (mean of 4.18 on a scale from 1 to 5 <sup>48</sup>), followed by performance (4.13). Contrastingly, Government increases featured as the least considered reason for attaining a promotion as set out in the summary in Table 105.

**Table 104 – Summary of Experienced Promotion**

		N	N %
Have you ever been offered a promotion?	Yes	165	28.3%
	No	418	71.7%

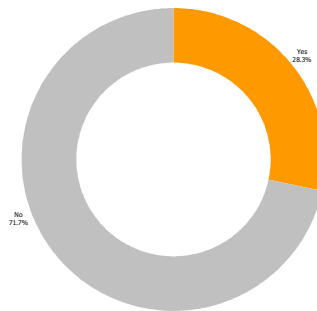


Table 106 sets out an analysis of these responses across respondent groups, showing how job commitment prevailed as a key factor (where highest mean scores were observed) among participants who:

- were men, or
- were between 45 and 54 years old, or
- were married and/or living with a partner, or
- had caring responsibilities at home, or
- dedicated more than 9 hours to domestic work daily, or
- featured a University Degree, or
- occupied a full-time job.

Contrastingly, government increases scored lowest perceived impact among respondents who:

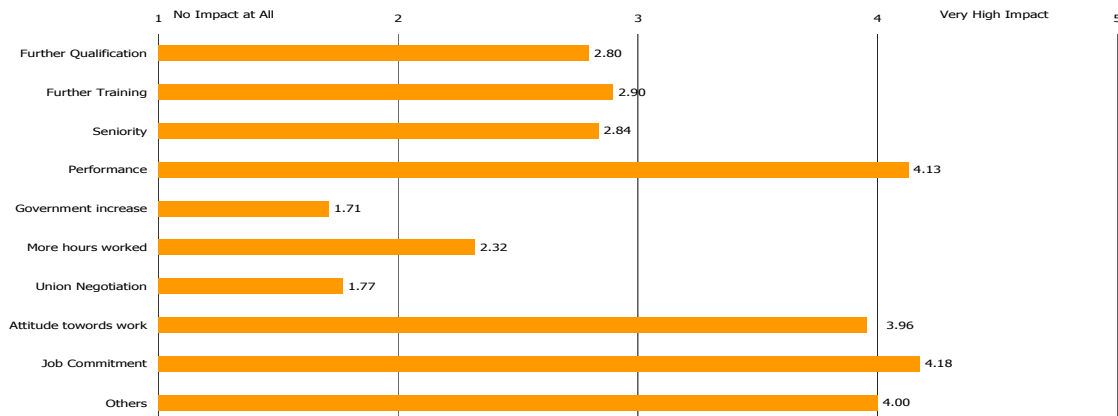
- were men, or

<sup>48</sup> 1 = No Impact At All, 5 = Very High Impact

- were younger than 24 years, or
- were not married and lived as singles, or
- did not have caring responsibilities at home, or
- dedicated less than 1 hour for domestic work at home, or
- featured a University Degree, or
- worked for a parastatal organisation or
- was engaged in a full-time job.

**Table 105 – Summary of Aspects that Impact on Employer in Offering a Promotion**

	Have you ever been offered a promotion?	
	Yes	
	Mean	Valid N
Further Qualification	2.80	138
Further Training	2.90	135
Seniority	2.84	140
Performance	4.13	148
Government increase	1.71	114
More hours worked	2.32	125
Union Negotiation	1.77	117
Attitude towards work	3.96	136
Job Commitment	4.18	142
Others	4.00	31



**Table 106 – Analysis of Factors affecting an Offer for Promotion Across Respondent Groups**

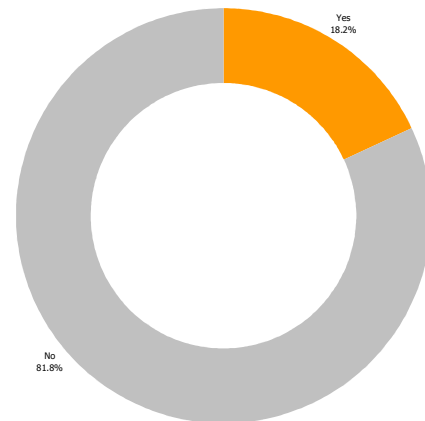
		Reason for your promotion - Further Qualification	Reason for your promotion - Further Training	Reason for your promotion - Seniority	Reason for your promotion - Performance	Reason for your promotion - Government increase	Reason for your promotion - More hours worked	Reason for your promotion - Union Negotiation	Reason for your promotion - Attitude towards work	Reason for your promotion - Job Commitment	Reason for your promotion - Others
		Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean
Gender	Male	2.91	2.85	3.01	4.14	1.83	2.31	1.89	3.95	4.15	4.12
	Female	2.62	3.02	2.53	4.04	1.63	2.39	1.67	3.91	4.16	3.00
Participant Age	<24	2.78	3.08	2.65	4.04	1.92	2.50	1.88	3.70	4.19	3.50
	25 - 34 years	2.98	3.15	2.98	3.94	1.84	2.67	1.61	3.89	4.04	4.17
	35 - 44 years	3.17	3.25	2.97	4.36	1.85	2.14	2.20	4.21	4.33	3.60
	45 - 54 years	2.07	1.96	2.79	4.21	1.29	1.82	1.67	4.15	4.46	4.43
	55 +	2.80	2.40	2.60	3.80	1.63	2.00	2.00	3.11	3.10	4.00
Status	Married or living with partner	2.79	2.86	2.88	4.36	1.60	2.13	1.79	4.11	4.23	3.81
	Separated, not living with partner	1.75	1.33	3.00	1.67	1.67	1.67	1.67	3.00	3.00	.
	Widowed, not living with partner	.	.	.	.	.	.	.	.	.	.
	Not married, no partner with parents	3.06	3.19	2.80	3.95	2.05	2.66	1.91	3.86	4.20	4.09
	Not married, not with partner, alone	2.31	2.54	2.85	3.75	1.67	2.33	1.69	3.42	3.75	.
Caring Responsibilities at Home	Yes	2.65	2.87	2.82	4.33	1.43	1.94	1.56	4.02	4.30	3.95
	No	2.94	2.94	2.88	3.93	2.00	2.61	2.00	3.88	4.05	3.83
Variety of Caring Responsibilities At Home	1	2.77	2.97	2.76	4.23	1.50	1.82	1.45	3.85	4.17	3.77
	2	2.38	2.57	2.90	4.55	1.29	2.17	1.72	4.37	4.95	4.00
	3	3.00	4.00	3.00	4.50	1.50	2.00	2.00	4.00	4.50	5.00
	4	.	.	.	.	.	.	.	.	.	.
How much time do you spend in domestic work?	<1hr	3.16	3.12	3.00	4.25	1.88	2.81	1.74	4.31	4.49	3.90
	1 - 3 hrs	2.70	2.76	2.62	4.06	1.70	2.04	1.91	3.75	3.85	4.50
	4 - 5 hrs	2.69	2.83	3.00	4.23	1.20	1.60	1.40	4.00	4.42	2.33
	6 - 7 hrs	2.14	2.00	3.00	3.78	1.86	2.00	2.43	3.00	3.43	4.00
	8 - 9 hrs	.	.	.	1.00	.	.	.	.	.	.
	>9 hrs	2.83	3.17	3.17	4.57	1.25	2.20	1.00	4.50	4.71	3.00
What is your highest qualification?	Less than O- Level equivalent	1.92	2.62	3.18	4.21	1.45	2.33	1.92	3.94	4.29	5.00
	O-Level	2.41	2.80	3.09	4.30	1.88	2.32	1.88	4.06	4.11	4.50
	A-Level	3.09	3.33	2.67	3.96	1.78	2.14	1.95	4.00	4.30	3.67
	Vocational Certification (City & Guilds or equivalent)	2.40	2.40	3.07	4.00	1.70	1.64	1.36	3.92	4.00	4.50
	University Diploma or equivalent -Local	1.83	1.92	2.58	3.46	1.67	2.08	1.44	3.08	3.54	3.50
	University Diploma or equivalent -Overseas Institution	3.50	3.20	2.56	4.10	1.88	2.67	2.56	3.80	4.18	4.67
	University Degree- Baccalaureate	3.31	2.75	2.92	4.00	1.80	3.09	1.33	4.09	4.00	5.00
	University Degree- Masters' Level	4.25	4.13	2.75	4.18	2.00	2.85	2.08	4.00	4.50	1.00
	University Doctoral	.	.	.	.	.	.	.	.	.	.
	Others	2.60	2.40	1.80	4.83	1.20	1.80	1.33	4.50	4.50	4.00
Describe the company where you are employed	Government Organisation/Department	2.83	2.64	2.82	3.83	1.50	1.84	2.05	3.50	3.79	4.11
	Parastatal Company	2.92	2.85	2.75	3.50	2.00	1.70	2.11	3.18	3.50	3.67
	Publicly Listed Company	3.59	2.94	2.56	4.14	1.56	2.71	1.94	4.17	4.32	2.00
	Private Company/Sole Trader	2.66	2.99	2.90	4.22	1.87	2.46	1.72	4.06	4.29	4.18
	Commercial Partnership	1.00	1.00	3.00	5.00	1.00	1.00	1.00	5.00	5.00	.
	Non-profit Organisation	3.50	4.50	4.50	4.50	1.00	4.00	1.00	5.00	4.50	.
Sector of Activity	Agriculture & Fishery	.	.	.	.	.	.	.	.	.	.
	Stone Quarrying & Construction	1.00	1.00	4.00	5.00	1.00	2.50	1.00	5.00	5.00	5.00
	Governmental Services	2.91	2.61	2.78	3.84	1.61	2.05	2.19	3.45	3.80	4.11
	Hotel & Catering	2.27	2.70	2.58	4.38	1.30	1.90	1.22	4.08	4.38	4.67
	Services	2.97	3.02	2.91	4.03	1.79	2.37	1.77	3.95	4.22	3.60
	Manufacturing	2.70	3.05	2.82	4.27	1.97	2.53	1.86	4.08	4.16	3.75
What is your present main job?	Full time	2.85	2.94	2.82	4.12	1.78	2.37	1.84	3.91	4.15	4.00
	Full time (reduced hours)	1.33	1.33	2.00	3.67	1.67	1.00	2.33	3.67	3.67	.
	Part time	2.67	2.89	3.60	4.09	1.63	2.30	1.38	4.30	4.40	2.50
Are you engaged in more than one job?	More than One Job	3.18	2.95	3.00	4.43	2.11	2.58	2.16	4.25	4.33	4.14
	One Job Only	2.74	2.90	2.83	4.05	1.70	2.29	1.75	3.88	4.13	3.84
What is the basis of your main job?	Casual	2.69	3.69	3.14	4.80	1.54	3.15	1.42	4.71	4.79	3.67
	Permanent-Fixed Term Contract	1.91	2.45	2.50	3.69	1.70	2.60	1.90	4.00	4.09	1.00
	Permanent-Indefinite Contract	2.91	2.86	2.86	4.06	1.80	2.21	1.86	3.84	4.09	4.04
Your level of responsibility	Senior Managers, Directors	2.79	2.78	2.94	4.23	1.67	2.28	1.94	4.15	4.48	4.00
	Professionals	2.90	2.93	2.63	3.75	1.67	2.09	2.20	3.65	3.82	3.00
	Associate Professionals & Technical	2.45	2.67	2.84	4.40	1.60	2.18	1.27	3.89	4.11	4.60
	Clerical employees	3.03	3.11	2.54	3.93	1.75	2.18	1.68	3.78	3.93	3.67
	Skilled agriculture & fishery workers	.	.	.	.	.	.	.	.	.	.
	Crafts & related trades	1.00	1.00	3.00	5.00	1.00	4.00	1.00	5.00	5.00	5.00
	Plant & machine operator, assembly workers	2.33	3.00	3.33	4.00	1.50	1.44	1.44	3.67	4.11	.
	Elementary occupations	3.57	2.86	3.55	4.50	2.17	3.67	2.38	4.36	4.27	5.00
	Shop & Market services	2.78	3.00	2.93	4.17	2.04	2.75	1.88	4.11	4.46	3.75

#### 5.6.4 Declined Offers for Promotion

Of the respondents offered a promotion, 18.2% claimed to have declined such an offer for a range of reasons, set out in Table 108. These responses suggest that the key deterrent to accepting such an offer typically comprised the longer hours required in the job (43.3% of respondents declining such an offer), followed by nature of tasks related to the job (36.7% of respondents declining such an offer). An analysis of these responses across respondent groups featured no significant differences across different respondent groups as defined by their personal, job or contextual characteristics.

**Table 107 – Summary of Responses: Declined Offers for Promotion**

		Have you ever been offered a promotion?	
		Yes	
		N	N %
Have you ever declined a promotion offer	Yes	30	18.2%
	No	135	81.8%



**Table 108 – Summary of Reasons for Declining an Offer for a Promotion**

		Responses		Percent of Cases
		N	Percent	
Reason for Declined Promotion Offer	Added Responsibilities	9	16.1%	30.0%
	New team member	2	3.6%	6.7%
	Longer Hours	13	23.2%	43.3%
	Nature of Task	11	19.6%	36.7%
	New Location	2	3.6%	6.7%
	Pressure from family/ friends	2	3.6%	6.7%
	New Boss	4	7.1%	13.3%
	Others	13	23.2%	43.3%
Total		56	100.0%	186.7%

### 5.6.5 Factors Perceived as Valued by Employers

A series of potential factors that may be considered by employers in providing a promotion or further training to employees were tested for the perceived importance among research participants who had been offered a promotion. A summary of the responses is set out in Table 109, showing how commitment towards the job, positive attitude towards work and communication skills were perceived as the top most important aspects considered by employers in awarding promotions or providing training. Religion, social interests, nationality and friends were considered as the least important aspects considered by employers in deciding on a promotion or further training.

**Table 109 – Summary of Perceived Importance of Different Factors in Giving Promotions or Training to Employees**

	Valid N	Mean
Skills	26	4.23
Age	24	2.58
Qualifications	25	3.32
Positive attitude towards work	27	4.52
Commitment towards job	27	4.67
Gender	23	1.70
Mind set / culture	22	2.77
Lifestyle of employee	22	2.14
Family status	20	1.80
Friends	19	1.47
Connections outside company	19	2.37
Religion	19	1.37
Nationality	20	1.45
Social interests	21	1.43
Innovation & Creativity	24	3.79
Logical reasoning skills	24	3.75
Friendly attitude with co-workers	25	3.44
Assertiveness	24	3.83
Communication Skills	24	4.25
Others	1	5.00

Legend:

1 = Not Important at all

5 = Very Important indeed

An analysis of these responses across respondent groups (Table 110) showed no significant differences across such groups, owing to the small response attained in the study.





**Table 110 – Analysis of Responses (Perceived Importance of Factors For Providing a Promotion) Across Respondent Groups**

		Important Factor - Skills	Important Factor - Age	Important Factor - Qualifications	Important Factor - Positive attitude towards work	Important Factor - Commitment towards job	Important Factor - Gender	Important Factor - Mind set / culture	Important Factor - Lifestyle of employee	Important Factor - Family status	Important Factor - Friends	Important Factor - Connections outside company	Important Factor - Religion	Important Factor - Nationality	Important Factor - Social interests	Important Factor - Innovation & Creativity	Important Factor - Logical reasoning skills	Important Factor - Friendly attitude with co-workers	Important Factor - Assertiveness	Important Factor - Communication Skills	Others	
		Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	
Gender	Male	4.50	3.71	3.71	4.50	4.81	1.99	2.69	2.06	2.15	1.67	2.17	1.50	1.46	1.46	4.14	4.00	3.50	3.52	4.43	-	
	Female	3.80	2.40	2.70	4.55	4.45	1.70	2.89	2.22	1.14	1.14	2.71	1.14	1.43	1.38	2.89	3.45	3.36	3.73	4.00	5.00	
Participant Age	<24	4.00	2.67	2.75	4.50	4.75	1.57	3.17	2.17	1.80	1.00	2.40	1.00	1.00	1.00	4.00	3.43	3.43	3.57	4.43	-	
	25 - 34 years	4.20	2.71	2.67	4.43	4.38	1.87	2.33	1.80	1.57	1.30	1.60	1.17	1.50	1.17	3.38	2.29	2.88	3.14	3.71	-	
	35 - 44 years	4.20	1.80	3.80	4.60	5.00	1.00	3.40	2.20	2.00	1.75	2.20	2.00	1.50	2.00	4.00	4.80	4.40	4.60	4.60	-	
	45 - 54 years	4.40	3.20	4.30	4.00	4.60	3.00	2.50	1.75	2.00	2.25	3.00	1.67	2.00	1.75	3.75	3.50	3.00	4.25	4.00	-	
	55 +	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Status	Married or living with partner	4.25	2.60	3.47	4.50	4.56	1.97	2.71	1.71	1.77	1.62	1.92	1.50	1.46	1.57	3.47	3.57	3.33	3.71	4.13	-	
	Separated, not living with partner	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Widowed, not living with partner	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Not married, no partner with parents	4.20	2.56	3.10	4.55	4.82	1.89	2.88	2.88	1.86	1.17	3.33	1.14	1.43	1.14	4.33	4.00	3.60	4.00	4.44	5.00	
Caring Responsibilities at Home	Yes	4.20	2.33	3.67	4.70	5.00	1.78	2.78	1.78	1.80	1.63	1.88	1.75	1.56	1.56	4.20	4.00	3.40	4.11	4.50	-	
	No	3.94	2.73	3.13	4.41	4.47	1.64	2.77	2.38	1.73	1.36	2.73	1.09	1.36	1.33	3.50	3.60	3.47	3.67	4.07	5.00	
Variety of Caring Responsibilities At Home	1	5.00	2.40	3.20	4.83	5.00	1.80	2.60	1.20	1.00	1.00	1.50	1.00	1.20	1.00	4.17	4.20	3.33	3.80	4.33	-	
	2	4.67	2.33	4.67	4.33	5.00	2.00	3.33	2.67	3.00	2.67	2.67	3.00	2.33	2.67	4.00	3.33	3.67	4.67	4.67	-	
	3	3.00	3.00	3.00	5.00	5.00	1.00	2.00	2.00	1.00	1.00	1.00	1.00	1.00	1.00	5.00	5.00	3.00	4.00	5.00	-	
	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
How much time do you spend in domestic work?	<1hr	4.09	2.61	3.36	4.50	4.75	1.50	2.78	2.56	2.44	1.69	3.11	1.67	1.56	1.67	4.30	4.09	4.00	4.27	4.70	5.00	
	1 - 3 hrs	4.14	2.17	3.29	4.29	4.43	1.17	2.50	1.67	1.40	1.00	1.50	1.00	1.00	1.33	3.17	3.50	2.50	3.67	4.00	-	
	4 - 5 hrs	5.00	2.25	3.50	5.00	5.00	1.75	1.00	1.00	1.00	1.00	1.50	1.00	1.25	1.00	5.00	4.00	3.50	3.75	4.00	-	
	6 - 7 hrs	5.00	-	-	5.00	5.00	-	-	-	-	-	-	-	-	-	1.00	-	-	-	5.00	-	
	8 - 9 hrs	-	1.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5.00	-
What is your highest qualification?	>9 yrs	3.00	3.00	1.00	4.00	4.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	3.00	-
	Less than O-Level equivalent	5.00	3.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	-
	O-Level	3.50	2.60	2.75	4.50	3.75	1.75	2.00	1.75	2.25	1.50	1.75	1.50	1.50	1.50	2.25	2.50	2.50	2.75	3.50	5.00	
	A-Level	4.40	2.00	3.40	4.20	5.00	1.20	2.20	2.40	1.25	1.00	3.67	1.00	1.00	1.00	3.60	3.40	2.60	4.40	4.80	-	
	Vocational Certification (City & Guilds or equivalent)	4.00	3.00	4.00	3.50	4.00	3.50	1.50	1.50	1.50	2.50	3.50	1.00	2.00	1.50	4.00	4.50	3.00	4.00	3.50	-	
	University Diploma or equivalent /Level	3.00	2.33	2.33	4.00	4.67	1.00	3.33	1.67	2.67	1.00	1.67	1.00	1.00	1.67	4.33	4.00	3.67	3.00	4.00	-	
	University Diploma or equivalent - Overseas Institution	5.00	-	5.00	5.00	5.00	5.00	5.00	5.00	-	-	-	-	-	-	5.00	5.00	5.00	5.00	5.00	-	
	University Degree - Bachelorate	4.50	2.80	3.60	4.86	4.86	1.60	4.00	3.00	2.00	2.00	2.25	2.25	2.25	2.00	4.83	4.33	4.43	4.43	4.50	-	
	University Degree- Masters' Level	5.00	3.00	3.00	5.00	5.00	1.00	3.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	5.00	3.00	3.00	3.00	4.00	-	
	University Doctoral	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Describe the company where you are employed	Government /Organisation/Department	5.00	1.00	5.00	5.00	5.00	1.00	5.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	5.00	5.00	5.00	5.00	5.00	-	
	Personal Company	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Publicly Listed Company	4.75	2.67	3.67	5.00	5.00	1.00	2.00	1.00	1.00	1.00	4.00	1.00	1.00	1.00	4.50	4.33	4.50	5.00	5.00	-	
	Private Company/Sole Trader	4.00	2.72	3.16	4.35	4.55	1.72	2.78	2.22	1.81	1.40	2.27	1.19	1.38	1.35	3.68	3.47	3.16	3.63	4.11	5.00	
Sector of Activity	Commercial Partnership	5.00	2.00	3.00	5.00	5.00	4.00	1.00	1.00	1.00	1.00	3.00	1.00	2.00	1.00	5.00	5.00	3.00	4.00	5.00	-	
	Non-profit Organisation	5.00	2.00	4.00	5.00	5.00	1.00	3.00	4.00	4.00	4.00	5.00	5.00	4.00	3.00	5.00	5.00	5.00	5.00	5.00	-	
	Agriculture & Fishery	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Stone Quarrying & Construction	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
What is your present main job?	Governmental Services	5.00	1.00	5.00	5.00	5.00	1.00	5.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	5.00	5.00	5.00	5.00	5.00	-	
	Hotel & Catering	3.75	3.00	2.25	4.50	4.75	1.00	2.00	1.67	1.00	1.00	3.00	1.00	1.00	1.00	2.00	2.33	3.33	3.33	4.33	-	
	Services	4.38	2.40	3.75	4.66	4.68	1.91	3.40	2.40	2.22	1.56	2.80	1.75	1.56	1.78	4.25	3.50	3.85	3.92	4.33	-	
Are you engaged in more than one job?	Manufacturing	4.13	2.78	3.00	4.25	4.13	1.75	2.25	2.50	1.63	1.57	2.86	1.13	1.50	1.25	3.63	3.88	3.00	3.75	4.00	5.00	
	Full time	4.39	2.62	3.45	4.58	4.67	1.80	2.75	2.20	1.67	1.53	2.29	1.41	1.50	1.47	3.77	3.90	3.50	3.95	4.24	5.00	
What is the basis of your main job?	Full time (reduced hours)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Part time	3.00	2.33	2.33	4.00	4.67	1.00	1.00	1.50	3.00	1.00	3.00	1.00	1.00	1.00	4.00	4.00	3.67	3.00	4.33	-	
	More than One Job	4.67	3.20	3.00	4.86	4.86	1.75	3.75	2.25	1.25	1.25	2.50	1.25	1.75	1.25	3.83	4.40	4.40	4.33	4.40	-	
Your level of responsibility	One Job Only	4.10	2.42	3.40	4.40	4.60	1.68	2.56	2.11	1.94	1.53	2.33	1.40	1.38	1.47	3.78	3.58	3.16	3.68	4.21	5.00	
	Casual	2.50	2.50	1.00	3.50	4.50	1.00	3.00	1.50	3.00	1.00	3.00	1.00	1.00	1.00	4.00	2.00	2.50	2.50	4.00	-	
Permanent/Full-Term Contract	Permanent/Full-Term Contract	4.00	3.50	3.00	4.67	4.67	2.50	2.00	3.00	2.50	2.00	2.50	2.00	2.00	2.00	1.67	2.50	3.67	3.00	4.33	-	
	Permanent/Indefinite Contract	4.43	2.50	3.57	4.59	4.68	1.68	2.83	2.22	1.56	1.47	2.27	1.33	1.44	1.41	4.11	4.05	3.50	4.05	4.26	5.00	
	Senior Managers, Directors	4.20	2.20	3.60	4.80	5.00	1.00	3.50	2.00	2.00	1.75	2.00	2.00	1.50	2.25	4.75	4.25	4.25	4.50	4.50	-	
	Professionals	4.43	3.00	4.14	4.25	4.63	2.50	3.33	2.33	1.40	1.80	2.20	1.20	1.80	1.40	4.14	3.29	3.14	3.71	3.83	-	
	Associate Professionals & Technical	5.00	3.00	2.00	4.75	5.00	1.33	2.67	2.00	1.33	1.00	2.50	1.00	1.00	1.00	3.75	5.00	3.75	4.67	5.00	5.00	
	Classical employees	4.50	2.50	3.25	4.75	4.00	1.75	1.50	2.50	1.00	1.00	3.00	1.00	1.33	1.00	3.00	4.00	3.50	3.75	3.50	-	
	Skilled agriculture & fishery workers	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Crafts & related trades	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Plant & machine operator, assembly workers	4.00	2.00	4.00	5.00	5.00	1.00	3.00	2.00	3.00	1.00											

### 5.6.6 Factors Catalysing a Promotion

Table 111 sets out a summary of the responses observed among research participants relating to their perceptions about what factor may encourage their employer to award them a promotion. Of these factors, job commitment featured as the strongest factor, followed by performance and positive attitude towards work. These perceptions contrast against those held about union negotiation and government increases, both considered as relatively weak determinants.

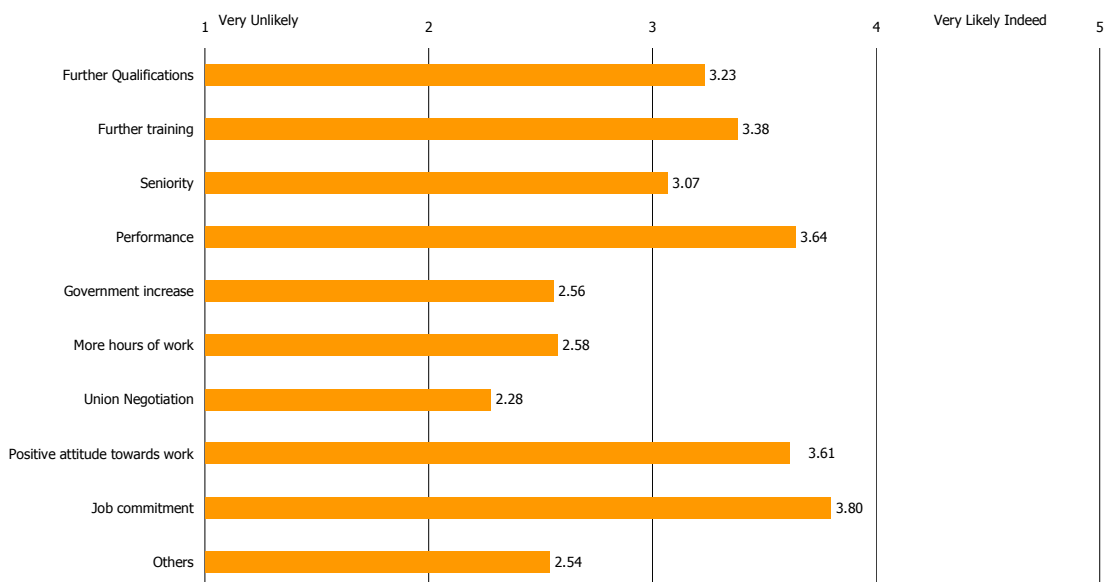
**Table 111 – Summary of Factors Perceived to Encourage an Employer in Awarding a Promotion to Research Participants**

	Valid N	Mean
Further Qualifications	480	3.23
Further training	477	3.38
Seniority	470	3.07
Performance	495	3.64
Government increase	419	2.56
More hours of work	445	2.58
Union Negotiation	418	2.28
Positive attitude towards work	483	3.61
Job commitment	480	3.80
Others	111	2.54

Legend:

1 = Very Unlikely

5 = Very Likely Indeed



An analysis of the responses obtained is set out in Table 112 across different respondent groups. More specifically, the responses related to job commitment featured highest mean scores (<sup>49</sup>) among participants who:

- were younger than 24 years, or
- dedicated between 4 and 5 hours to domestic work at home, or
- had a vocational level of education, or
- worked for an establishment formed as a commercial partnership, or
- were engaged in a part-time job, or
- were employed on a Casual Basis.

Contrastingly, union negotiation featured the lowest mean scores among participants who:

- women, or
- younger than 24 years, or
- dedicated between 4 and 5 hours daily to domestic work, or
- featured University education, or
- worked with the private sector, or
- worked in the hotel & catering sector, or
- were engaged in a full-time job with reduced hours, or
- were employed in a casual job.

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<sup>49</sup> On a scale from 1 = Very Unlikely to 5 = Very Likely Indeed

**Table 112 – Analysis of Reasons Considered to be Important in Awarding Promotions by Employers Across Respondent Groups**

		Consideration - Further Qualifications	Consideration - Further training	Consideration - Seniority	Consideration - Performance	Consideration - Government increase	Consideration - More hours of work	Consideration - Union Negotiation	Consideration - Positive attitude towards work	Consideration - Job commitment	Others	
		Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	
Gender	Male	3.26	3.41	3.18	3.69	2.63	2.61	2.47	3.66	3.83	2.80	
	Female	3.19	3.33	2.90	3.57	2.45	2.52	1.98	3.55	3.76	2.17	
Participant Age	<24	3.42	3.79	3.31	3.68	2.69	2.87	2.22	3.63	3.89	2.00	
	25 - 34 years	3.35	3.38	3.22	3.75	2.54	2.50	2.27	3.62	3.80	3.37	
	35 - 44 years	3.16	3.36	2.90	3.55	2.41	2.40	2.28	3.58	3.61	2.21	
	45 - 54 years	2.76	2.71	2.79	3.47	2.47	2.36	2.36	3.68	3.85	2.47	
	55 +	2.93	2.79	2.33	3.54	2.61	2.38	2.52	3.33	3.63	3.17	
Status	Married or living with partner	3.07	3.10	2.93	3.61	2.38	2.32	2.22	3.58	3.70	2.63	
	Separated, not living with partner	3.44	3.33	2.33	3.44	2.38	2.89	2.38	3.67	4.00	3.00	
	Widowed, not living with partner	2.50	1.50	4.00	2.00	3.50	3.00	3.00	3.00	3.00	.	
	Not married, no partner with parents	3.42	3.70	3.20	3.66	2.77	2.84	2.27	3.67	3.90	2.45	
	Not married, not with partner, alone	3.10	3.38	3.34	3.84	2.41	2.39	2.67	3.50	3.75	2.33	
Caring Responsibilities at Home	Yes	3.15	3.14	2.99	3.57	2.35	2.34	2.34	3.62	3.78	2.81	
	No	3.28	3.53	3.12	3.68	2.68	2.72	2.24	3.61	3.81	2.41	
Variety of Caring Responsibilities At Home	1	3.15	3.16	2.97	3.48	2.38	2.38	2.39	3.51	3.67	2.65	
	2	3.05	3.05	3.15	3.79	2.23	2.35	2.22	4.02	4.18	3.80	
	3	3.60	3.00	2.20	3.80	1.33	1.25	2.00	3.00	3.40	.	
	4	5.00	5.00	.	5.00	5.00	1.00	.	5.00	5.00	.	
	4	3.35	3.61	3.22	3.79	2.67	2.82	2.19	3.64	3.85	2.24	
How much time do you spend in domestic work?	<1hr	3.32	3.35	2.93	3.56	2.61	2.44	2.36	3.52	3.73	2.62	
	1 - 3 hrs	2.29	2.73	2.80	3.61	2.55	2.33	2.04	3.76	3.94	2.82	
	4 - 5 hrs	3.00	3.05	3.27	3.00	2.10	2.30	2.59	3.13	3.14	3.20	
	6 - 7 hrs	4.60	4.40	4.00	3.00	2.17	2.40	2.60	3.50	3.40	4.00	
	>9 hrs	3.69	2.93	2.73	3.53	2.27	1.90	2.18	3.87	3.69	3.40	
What is your highest qualification?	Less than O- Level equivalent	2.50	2.83	2.90	3.32	2.49	2.63	2.34	3.32	3.55	2.34	
	O-Level	3.28	3.48	3.18	3.38	2.63	2.49	2.17	3.70	3.86	2.53	
	A-Level	3.38	3.73	3.03	3.64	2.69	2.40	2.27	3.66	3.78	2.21	
	Vocational Certification (City & Guilds or equivalent)	3.62	3.70	3.30	4.04	3.03	3.10	2.73	3.94	4.10	3.75	
	University Diploma or equivalent -Local	3.25	3.25	3.32	3.74	2.28	2.63	2.31	3.42	3.74	1.83	
	University Diploma or equivalent -Overseas Institution	3.22	2.96	2.91	3.30	2.05	2.38	2.12	3.09	3.30	2.83	
	University Degree- Baccalaureate	3.54	3.33	2.95	3.60	2.44	2.56	2.14	3.66	3.91	2.71	
	University Degree- Masters' Level	3.68	3.73	3.09	3.96	2.20	2.86	1.90	3.78	4.00	3.00	
	University Doctoral	.	.	.	.	.	.	.	.	.	.	
	Others	3.75	3.59	3.06	3.94	2.36	2.08	2.44	4.19	4.19	5.00	
	Describe the company where you are employed	Government Organisation/Department	3.51	3.34	3.17	3.26	2.64	2.05	2.80	3.46	3.59	3.21
		Parastatal Company	3.34	3.21	2.90	3.55	2.71	2.05	2.85	3.63	3.82	3.60
Publicly Listed Company		3.44	3.63	3.27	4.06	2.52	2.32	2.25	3.79	3.84	2.45	
Private Company/Sole Trader		3.10	3.39	3.03	3.73	2.54	2.79	2.03	3.64	3.86	2.17	
Commercial Partnership		2.00	2.50	3.00	4.75	1.67	3.75	1.00	4.75	4.75	1.00	
Non-profit Organisation		3.60	4.00	3.00	3.25	2.00	2.67	2.33	3.50	3.50	3.00	
Others		3.60	3.60	3.60	3.60	3.60	3.60	3.60	3.60	3.60	3.60	
Sector of Activity	Agriculture & Fishery	1.00	1.00	1.00	3.00	1.00	1.00	1.00	3.00	4.00	1.00	
	Stone Quarrying & Construction	2.36	2.29	2.43	3.13	1.86	1.71	1.36	2.73	3.13	1.00	
	Governmental Services	3.52	3.38	3.13	3.30	2.65	2.01	2.76	3.48	3.59	3.15	
	Hotel & Catering	3.13	3.52	3.17	3.64	2.02	2.47	2.08	3.27	3.74	1.67	
	Services	3.20	3.34	3.04	3.80	2.57	2.80	2.19	3.74	3.93	2.65	
	Manufacturing	3.16	3.55	3.10	3.77	2.81	2.91	2.18	3.82	3.90	2.67	
	Others	3.33	3.39	3.03	3.64	2.54	2.52	2.34	3.64	3.78	2.76	
What is your present main job?	Full time	2.00	2.42	2.33	3.08	2.09	2.08	1.60	3.33	3.83	1.00	
	Full time (reduced hours)	2.86	3.50	3.47	3.75	2.76	3.00	1.98	3.52	3.89	1.64	
	Part time	3.44	3.52	3.08	3.48	2.78	2.58	2.41	3.63	3.80	2.92	
Are you engaged in more than one job?	More than One Job	3.20	3.36	3.07	3.66	2.52	2.57	2.26	3.61	3.80	2.49	
	One Job Only	3.13	3.59	3.34	3.74	2.64	3.09	1.75	3.70	4.05	1.94	
What is the basis of your main job?	Casual	3.29	3.41	2.93	3.72	2.38	2.75	2.19	4.12	4.15	1.92	
	Permanent-Fixed Term Contract	3.24	3.34	3.04	3.61	2.56	2.46	2.38	3.55	3.72	2.76	
	Permanent-Indefinite Contract	3.55	3.24	2.65	3.97	2.32	2.39	1.89	3.71	4.03	3.00	
Your level of responsibility	Senior Managers, Directors	3.39	3.26	2.89	3.45	2.42	2.47	2.35	3.44	3.83	2.00	
	Professionals	3.08	3.46	3.14	3.90	2.63	2.43	2.26	3.82	4.02	3.77	
	Associate Professionals & Technical	3.53	3.52	3.05	3.59	2.73	2.40	2.25	3.58	3.70	2.32	
	Clerical employees	3.38	3.63	3.63	4.63	3.86	3.83	2.86	4.63	4.63	3.00	
	Skilled agriculture & fishery workers	.	.	.	.	.	.	.	.	.	.	
	Crafts & related trades	3.17	3.87	3.31	3.40	2.61	2.39	2.37	3.48	3.78	1.91	
	Plant & machine operator, assembly workers	2.69	2.73	3.08	2.66	2.21	2.66	2.64	3.58	3.73	2.78	
	Elementary occupations	3.04	3.43	3.15	3.65	2.56	2.92	2.05	3.65	3.67	2.41	
	Shop & Market services	.	.	.	.	.	.	.	.	.	.	
	Others	3.04	3.43	3.15	3.65	2.56	2.92	2.05	3.65	3.67	2.41	

### 5.6.7 Part-time Workers

A total of 59.7% of research participants believed that part-time workers do not have access to training & promotion facilities as usually provided to full-time employees (Table 113). This opinion was shared among 45.4% of male research participants and 37.7% of women participating in the research.

**Table 113 – Summary of Perceived Access to Training & Promotion to Part-time Employees**

		Count	Valid Percent
Do p/t workers have access to training & promotion?	Yes	236	40.3%
	No	349	59.7%
	Total	585	100.0%

		Gender			
		Male		Female	
		N	N %	N	N %
Interest of p/t's compared to f/t's	More	14	4.0%	13	5.4%
	Equal	176	50.6%	136	56.9%
	Less	158	45.4%	90	37.7%

Nevertheless, a significant 42.2% research participants believed that part-time employees nurtured a lower interest to training when compared with their full-time counterparts, while another 53.2% consider part-time employees equally interested in training as their full-time counterparts.

**Table 114 – Perceived Interest of Part-time Employees to Training among Research Participants**

		Count	Valid Percent
Interest of p/t's compared to f/t's	More	27	4.6%
	Equal	312	53.2%
	Less	248	42.2%
	Total	587	100.0%

Table 115 sets out a summary about how 50.6% research participants believed that part-time workers were typically committed to their job as much as their full-time counterparts, while another staggering 46.2% of research participants believed that part-time workers were less committed to their job than their full-time counterparts were.

**Table 115 – Summary of Responses: Perceived Commitment of Part-time Employees to their Job Across All Research Participants**

		Count	Valid Percent
Commitment of p/t's compared to f/t's	More	19	3.2%
	Equal	297	50.6%
	Less	271	46.2%
	Total	587	100.0%

## 5.7 Work At Home

A total of 13.5% of the research participants are able to carry out part of their work at home (Table 116). An analysis of these responses (Table 118) working at home as part of the main job was a more common incidence among:

- men, or
- participants married or living with a partner, or
- participants working with establishments operating in the services sector, or
- participants featuring a Diploma or University Degree, or
- participants engaged in a Professional occupation

**Table 116 – Summary of Research Participants' Ability to Work at Home as Part of Main Job**

		Count	Valid Percent
Can you work at home as part of your main job	Yes	79	13.5%
	No	508	86.5%
	Total	587	100.0%

Table 117 sets out a summary of the number of weekly hours dedicated to work at home by research participants, showing how 35.3% of participants devote between 5 and 10 hours to work at home weekly. This is also the median number of hours devoted to work at home weekly by the interviewed participants.

An analysis of these responses (Table 119) across research participant groups shows some significant differences in the number of hours worked wherein:

- working up to 5 Hours weekly at home was more common among;
  - men, or

- participants aged between 25 and 34 years, or
  - participants who did not having caring responsibilities at home, or
  - workers engaged with the services sector, or
  - workers featuring a University Degree or Diploma, or
  - workers engaged in a professional occupation, or
  - workers engaged in full time jobs, or
  - workers engaged in permanent contracts of work.
- working between 5 and 10 hours weekly at home was a more common incidence among;
- men, or
  - participants aged between 35 and 44 years, or
  - participants who were married or living with partner, or
  - workers engaged within the services sector, or
  - workers featuring Post Graduate level of education, or
  - workers engaged in full time jobs, or
  - workers engaged in permanent contracts of work.

**Table 117 – Summary of Responses Related to Hours per Week Dedicated to Work at Home**

		Count	Valid Percent
Hours per week dedicated to work at home	0 to 5 hrs	10	29.4%
	5 to 10 hrs	12	35.3%
	10 to 15 hrs	1	2.9%
	15 to 20 hrs	4	11.8%
	20 + hrs	7	20.6%
	Total	34	100.0%

**Table 118 – Analysis of Research Participants’ Ability to Work at Home as Part of Main Job Across Respondent Groups**

		Can you work at home as part of your main job					
		Yes		No		Total	
		N	N %	N	N %	N	N %
Gender	Male	51	14.7%	297	85.3%	348	100.0%
	Female	28	11.7%	211	88.3%	239	100.0%
Participant Age	<24	11	6.0%	172	94.0%	183	100.0%
	25 - 34 years	25	15.9%	132	84.1%	157	100.0%
	35 - 44 years	19	17.4%	90	82.6%	109	100.0%
	45 - 54 years	18	18.8%	78	81.3%	96	100.0%
	55 +	5	12.8%	34	87.2%	39	100.0%
Status	Married or living with partner	49	17.3%	235	82.7%	284	100.0%
	Separated, not living with partner	1	7.7%	12	92.3%	13	100.0%
	Widowed, not living with partner	0	.0%	2	100.0%	2	100.0%
	Not married, no partner with parents	25	10.0%	225	90.0%	250	100.0%
	Not married, not with partner, alone	4	10.5%	34	89.5%	38	100.0%
Caring Responsibilities at Home	Yes	37	16.4%	188	83.6%	225	100.0%
	No	42	11.6%	320	88.4%	362	100.0%
Sector of Activity	Agriculture & Fishery	0	.0%	2	100.0%	2	100.0%
	Stone Quarrying & Construction	3	18.8%	13	81.3%	16	100.0%
	Governmental Services	20	15.9%	106	84.1%	126	100.0%
	Hotel & Catering	2	3.2%	61	96.8%	63	100.0%
	Services	41	17.2%	198	82.8%	239	100.0%
	Manufacturing	13	9.2%	128	90.8%	141	100.0%
What is your highest level of education?	Primary School or less	0	.0%	27	100.0%	27	100.0%
	Secondary Schooling	16	7.2%	207	92.8%	223	100.0%
	Secondary (Vocational)	2	6.5%	29	93.5%	31	100.0%
	Post Secondary	15	12.7%	103	87.3%	118	100.0%
	Post Secondary (Vocational)	2	4.3%	45	95.7%	47	100.0%
	Diploma (University) & First Degree	28	27.7%	73	72.3%	101	100.0%
	Post Graduate	16	41.0%	23	59.0%	39	100.0%
Your level of responsibility	Senior Managers, Directors	16	36.4%	28	63.6%	44	100.0%
	Professionals	25	27.2%	67	72.8%	92	100.0%
	Associate Professionals & Technical	16	25.4%	47	74.6%	63	100.0%
	Clerical employees	12	9.0%	121	91.0%	133	100.0%
	Skilled agriculture & fishery workers	0	.0%	0	.0%	0	.0%
	Crafts & related trades	0	.0%	8	100.0%	8	100.0%
	Plant & machine operator, assembly workers	3	5.3%	54	94.7%	57	100.0%
	Elementary occupations	2	2.6%	74	97.4%	76	100.0%
	Shop & Market services	5	4.4%	109	95.6%	114	100.0%
What is the basis of your main job?	Casual	5	6.3%	74	93.7%	79	100.0%
	Permanent-Fixed Term Contract	6	11.3%	47	88.7%	53	100.0%
	Permanent-Indefinite Contract	68	14.9%	387	85.1%	455	100.0%
What is your present main job?	Full time	73	14.8%	421	85.2%	494	100.0%
	Full time (reduced hours)	3	21.4%	11	78.6%	14	100.0%
	Part time	3	3.8%	76	96.2%	79	100.0%



**Table 119 – Analysis of Responses Related to Hours per Week Dedicated to Work at Home across Respondent Groups**

		Hours per week dedicated to work at home					
		0 to 5 hrs	5 to 10 hrs	10 to 15 hrs	15 to 20 hrs	20 + hrs	Total
		Count	Count	Count	Count	Count	Count
Gender	Male	6	11	0	2	5	24
	Female	4	1	1	2	2	10
Participant Age	<24	2	2	0	0	0	4
	25 - 34 years	4	0	1	1	4	10
	35 - 44 years	1	5	0	1	2	9
	45 - 54 years	2	2	0	2	1	7
	55 +	1	3	0	0	0	4
Status	Married or living with partner	4	10	0	2	5	21
	Separated, not living with partner	0	0	0	0	0	0
	Widowed, not living with partner	0	0	0	0	0	0
	Not married, no partner with parents	4	2	1	2	2	11
	Not married, not with partner, alone	2	0	0	0	0	2
Caring Responsibilities at Home	Yes	3	6	0	3	5	17
	No	7	6	1	1	2	17
Sector of Activity	Agriculture & Fishery	0	0	0	0	0	0
	Stone Quarrying & Construction	1	0	0	0	0	1
	Governmental Services	0	3	0	1	3	7
	Hotel & Catering	0	0	0	0	0	0
	Services	7	8	1	3	4	23
	Manufacturing	2	1	0	0	0	3
What is your highest level of education?	Primary School or less	0	0	0	0	0	0
	Secondary Schooling	1	1	0	0	0	2
	Secondary (Vocational)	0	1	0	0	0	1
	Post Secondary	1	1	0	1	1	4
	Post Secondary (Vocational)	0	0	0	1	0	1
	Diploma (University) & First Degree	6	4	1	1	3	15
Your level of responsibility	Post Graduate	2	5	0	1	3	11
	Senior Managers, Directors	2	3	0	0	2	7
	Professionals	5	5	1	0	2	13
	Associate Professionals & Technical	1	2	0	3	1	7
	Clerical employees	1	0	0	1	1	3
	Skilled agriculture & fishery workers	0	0	0	0	0	0
	Crafts & related trades	0	0	0	0	0	0
	Plant & machine operator, assembly workers	0	0	0	0	0	0
	Elementary occupations	0	1	0	0	0	1
Shop & Market services	1	1	0	0	1	3	
What is your present main job?	Full time	9	12	1	4	7	33
	Full time (reduced hours)	0	0	0	0	0	0
	Part time	1	0	0	0	0	1
What is the basis of your main job?	Casual	1	0	0	0	0	1
	Permanent-Fixed Term Contract	2	0	0	0	0	2
	Permanent-Indefinite Contract	7	12	1	4	7	31

A total of 47.8% (Table 120) of the respondents currently conducting part of their work at home would not request any form of remuneration to compensate for the inconvenience should such form of work be removed by the employer, whereas 26.1% of the respondents would request a remuneration of Lm 50 + weekly for such a removal. An analysis of the responses across respondent groups, however, did not feature statistically significant differences.

**Table 120 – Summary of Remuneration Asked by Participants in Case Working at Home was Removed**

		<b>Count</b>	<b>Valid Percent</b>
To relinquish work at home, would ask for?	Lm 0	22	47.8%
	Lm 1 - Lm 10 weekly	4	8.7%
	Lm 11 - Lm 20 weekly	2	4.3%
	Lm 21 - Lm 30 weekly	4	8.7%
	Lm 31 - Lm 50 weekly	2	4.3%
	Lm 50+ weekly	12	26.1%
	Total	46	100.0%



**Table 121 – Analysis of Remuneration Asked by Participants in Case Working at Home Was Removed Across Respondent Groups**

		To relinquish work at home, would ask for?										Total				
		Lm 0		Lm 1 - Lm 10 weekly		Lm 11 - Lm 20 weekly		Lm 21 - Lm 30 weekly		Lm 31 - Lm 50 weekly			Lm 50+ weekly			
		N	N %	N	N %	N	N %	N	N %	N	N %		N	N %		
Gender	Male	16	50.0%	4	12.5%	2	6.3%	2	6.3%	1	3.1%	7	21.9%	32	100.0%	
	Female	6	42.9%	0	.0%	0	.0%	2	14.3%	1	7.1%	5	35.7%	14	100.0%	
Participant Age	<24	2	33.3%	1	16.7%	0	.0%	2	33.3%	1	16.7%	0	.0%	6	100.0%	
	25 - 34 years	8	57.1%	1	7.1%	1	7.1%	0	.0%	0	.0%	4	28.6%	14	100.0%	
	35 - 44 years	7	58.3%	0	.0%	0	.0%	2	16.7%	1	8.3%	2	16.7%	12	100.0%	
	45 - 54 years	4	40.0%	0	.0%	1	10.0%	0	.0%	0	.0%	5	50.0%	10	100.0%	
	55 +	1	25.0%	2	50.0%	0	.0%	0	.0%	0	.0%	1	25.0%	4	100.0%	
Status	Married or living with partner	14	50.0%	2	7.1%	1	3.6%	2	7.1%	2	7.1%	7	25.0%	28	100.0%	
	Separated, not living with partner	1	100.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	1	100.0%	
	Widowed, not living with partner	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	
	Not married, no partner with parents	5	33.3%	2	13.3%	1	6.7%	2	13.3%	0	.0%	5	33.3%	15	100.0%	
	Not married, not with partner, alone	2	100.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	2	100.0%	
Caring Responsibilities at Home	Yes	9	40.9%	0	.0%	1	4.5%	2	9.1%	2	9.1%	8	36.4%	22	100.0%	
	No	13	54.2%	4	16.7%	1	4.2%	2	8.3%	0	.0%	4	16.7%	24	100.0%	
Variety of Caring Responsibilities At Home	1	6	37.5%	0	.0%	1	6.3%	1	6.3%	2	12.5%	6	37.5%	16	100.0%	
	2	2	40.0%	0	.0%	0	.0%	1	20.0%	0	.0%	2	40.0%	5	100.0%	
	3	1	100.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	1	100.0%	
	>3	5	31.3%	1	6.3%	1	6.3%	3	18.8%	2	12.5%	4	25.0%	16	100.0%	
How much time do you spend in domestic work?	<1hr	11	64.7%	2	11.8%	0	.0%	0	.0%	0	.0%	4	23.5%	17	100.0%	
	1 - 3 hrs	1	33.3%	0	.0%	1	33.3%	0	.0%	0	.0%	1	33.3%	3	100.0%	
	4 - 5 hrs	1	100.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	1	100.0%	
	6 - 7 hrs	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	
	8 - 9 hrs	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	
	>9 hrs	2	40.0%	0	.0%	0	.0%	0	.0%	0	.0%	3	60.0%	5	100.0%	
What is your highest qualification?	Less than O- Level equivalent	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	
	O-Level	3	60.0%	1	20.0%	1	20.0%	0	.0%	0	.0%	0	.0%	5	100.0%	
	A-Level	0	.0%	0	.0%	1	25.0%	0	.0%	0	.0%	3	75.0%	4	100.0%	
	Vocational Certification (City & Guilds or equivalent)	1	16.7%	2	33.3%	0	.0%	1	16.7%	0	.0%	2	33.3%	6	100.0%	
	University Diploma or equivalent -Local	2	66.7%	0	.0%	0	.0%	0	.0%	0	.0%	1	33.3%	3	100.0%	
	University Diploma or equivalent -Overseas Institution	5	71.4%	0	.0%	0	.0%	1	14.3%	0	.0%	1	14.3%	7	100.0%	
	University Degree- Baccalaureate	5	45.5%	1	9.1%	0	.0%	1	9.1%	2	18.2%	2	18.2%	11	100.0%	
	University Degree- Masters' Level	5	62.5%	0	.0%	0	.0%	1	12.5%	0	.0%	2	25.0%	8	100.0%	
	University Doctoral	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	
	Others	1	50.0%	0	.0%	0	.0%	0	.0%	0	.0%	1	50.0%	2	100.0%	
	Describe the company where you are employed	Government Organisation/Department	7	53.8%	0	.0%	0	.0%	0	.0%	1	7.7%	5	38.5%	13	100.0%
		Parastatal Company	1	20.0%	0	.0%	1	20.0%	1	20.0%	0	.0%	2	40.0%	5	100.0%
Publicly Listed Company		1	100.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	1	100.0%	
Private Company/Sole Trader		10	50.0%	3	15.0%	1	5.0%	2	10.0%	1	5.0%	3	15.0%	20	100.0%	
Commercial Partnership		1	50.0%	0	.0%	0	.0%	0	.0%	0	.0%	1	50.0%	2	100.0%	
Non-profit Organisation		2	40.0%	1	20.0%	0	.0%	1	20.0%	0	.0%	1	20.0%	5	100.0%	
Agriculture & Fishery		0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	
Stone Quarrying & Construction		1	100.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	1	100.0%	
Sector of Activity	Governmental Services	6	54.5%	0	.0%	0	.0%	0	.0%	1	9.1%	4	36.4%	11	100.0%	
	Hotel & Catering	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	
	Services	13	43.3%	3	10.0%	2	6.7%	4	13.3%	0	.0%	8	26.7%	30	100.0%	
	Manufacturing	2	50.0%	1	25.0%	0	.0%	0	.0%	1	25.0%	0	.0%	4	100.0%	
	Full time	22	50.0%	3	6.8%	2	4.5%	3	6.8%	2	4.5%	12	27.3%	44	100.0%	
	Full time (reduced hours)	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	
	Part time	0	.0%	1	50.0%	0	.0%	1	50.0%	0	.0%	0	.0%	2	100.0%	
Are you engaged in more than one job?	More than One Job	4	44.4%	1	11.1%	0	.0%	1	11.1%	0	.0%	3	33.3%	9	100.0%	
	One Job Only	18	48.6%	3	8.1%	2	5.4%	3	8.1%	2	5.4%	9	24.3%	37	100.0%	
What is the basis of your main job?	Casual	0	.0%	1	50.0%	0	.0%	1	50.0%	0	.0%	0	.0%	2	100.0%	
	Permanent-Fixed Term Contract	1	25.0%	1	25.0%	1	25.0%	0	.0%	1	25.0%	0	.0%	4	100.0%	
	Permanent-Indefinite Contract	21	52.5%	2	5.0%	1	2.5%	3	7.5%	1	2.5%	12	30.0%	40	100.0%	
	Senior Managers, Directors	5	55.6%	0	.0%	1	11.1%	2	22.2%	0	.0%	1	11.1%	9	100.0%	
Your level of responsibility	Professionals	9	56.3%	1	6.3%	0	.0%	1	6.3%	1	6.3%	4	25.0%	16	100.0%	
	Associate Professionals & Technical	5	45.5%	2	18.2%	1	9.1%	0	.0%	0	.0%	3	27.3%	11	100.0%	
	Clerical employees	3	50.0%	0	.0%	0	.0%	1	16.7%	0	.0%	2	33.3%	6	100.0%	
	Skilled agriculture & fishery workers	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	
	Crafts & related trades	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	
	Plant & machine operator, assembly workers	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	
	Elementary occupations	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	1	100.0%	1	100.0%	
	Shop & Market services	0	.0%	1	33.3%	0	.0%	0	.0%	1	33.3%	1	33.3%	3	100.0%	

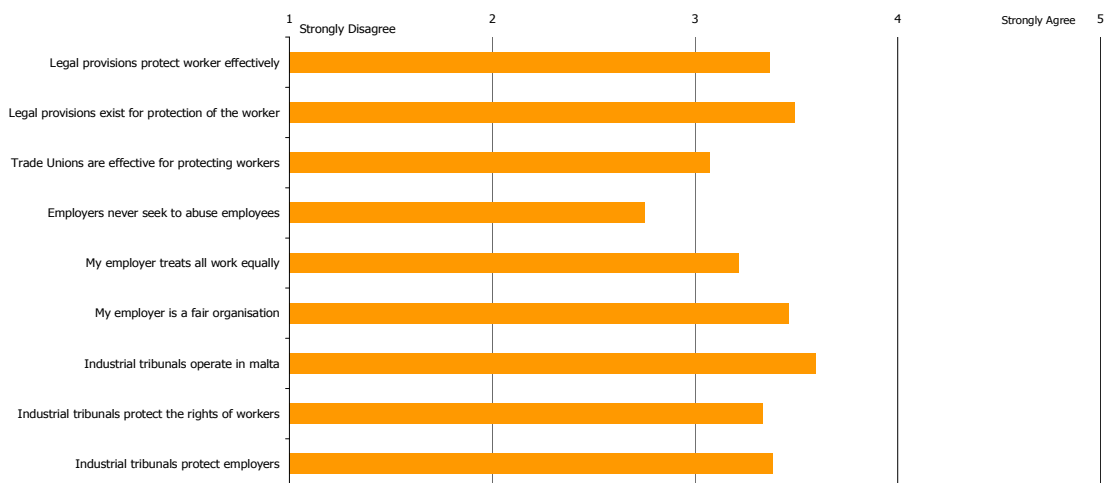
## 5.8 Equality & Protection At Work

### 5.8.1 Perceived Effectiveness of Employment Protection

A number of items tested how research participants perceived the effectiveness of the local employment protection framework (involving the use of different statements accompanied by a 5 point Likert Type scaling<sup>50</sup>). Research participants generally saw legal provisions as effective in protecting workers, perceiving their employer as an organisation that treats all employees equally, albeit respondents also perceive employers as slightly abusive when it comes to employees in general (Table 122).

**Table 122 – Summary of Response: Perceptions About Employment Protection**

	Valid N	Mean
Legal provisions protect worker effectively	505	3.37
Legal provisions exist for protection of the worker	510	3.49
Trade Unions are effective for protecting workers	493	3.08
Employers never seek to abuse employees	509	2.75
My employer treats all work equally	526	3.22
My employer is a fair organisation	526	3.46
Industrial tribunals operate in malta	467	3.60
Industrial tribunals protect the rights of workers	464	3.34
Industrial tribunals protect employers	448	3.38



<sup>50</sup> 1 = Strongly Disagree, 5 = Strongly Agree

**Table 123 – Summary of Top Box (Strongly Agree) Responses for Different Employment Protection Statements**

		Responses		Percent of Cases
		N	Percent	
Strongly Agree	Legal provision protect worker effective	100	10.5%	29.6%
	Legal provision exist for protection of	124	13.1%	36.7%
	Trade Unions are effective for protectin	75	7.9%	22.2%
	Employers never seek to abuse employees	87	9.2%	25.7%
	My employer treats all work equally	142	15.0%	42.0%
	My employer is a fair organisation	150	15.8%	44.4%
	Industrial tribunals operate in malta	125	13.2%	37.0%
	Industrial tribunals protect the rights	75	7.9%	22.2%
	Industrial tribunals protect employers	71	7.5%	21.0%
Total		949	100.0%	280.8%

**Table 124 – Summary of Bottom Box (Strongly Disagree) Responses for Different Employment Protection Statements**

		Responses		Percent of Cases
		N	Percent	
Strongly Disagree <sup>a</sup>	Legal provision protect worker effective	43	8.3%	18.0%
	Legal provision exist for protection of	32	6.2%	13.4%
	Trade Unions are effective for protectin	72	13.8%	30.1%
	Employers never seek to abuse employees	152	29.2%	63.6%
	My employer treats all work equally	95	18.3%	39.7%
	My employer is a fair organisation	57	11.0%	23.8%
	Industrial tribunals operate in malta	20	3.8%	8.4%
	Industrial tribunals protect the rights	28	5.4%	11.7%
	Industrial tribunals protect employers	21	4.0%	8.8%
Total		520	100.0%	217.6%

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An analysis of the means of responses across respondent groups (Table 125) showed that statistically significant differences in responses across respondent groups related to a perception about the respondents' employer in treating workers:

- A higher level of perception (agreement) that the respondents' employer treated all workers equally prevailed among participants who:
  - were 55 years or older, or
  - spent between 6 and 9 hours daily in domestic work, or
  - featured a vocational certificate as the highest level of academic attainment, or
  - were employed with commercial partnership employers, or
  - were employed with establishments in manufacturing, or
  - were employed on a part-time basis, or
  - were engaged by their employer through a casual basis.
  
- Contrastingly, the lowest level of perception (or highest disagreement) that the respondents' employer treated all workers equally, prevailed among participants who:
  - were 35 to 44 years old, or
  - devoted 9 hours or more to domestic work, or
  - featured a University diploma as their highest academic attainment, or
  - were employed with parastatal companies, or
  - were employed with organisations engaged in Governmental services, or
  - were employed on a full-time basis, or
  - were engaged through a permanent fixed-term contract

**Table 125 – Analysis of Mean Response to Employment Protection Statements Across Respondent Groups**

		Legal provision protect worker effectively	Legal provision exist for protection of the worker	Trade Unions are effective for protecting workers	Employers never seek to abuse employees	My employer treats all work equally	My employer is a fair organisation	Industrial tribunals operate in Malta	Industrial tribunals protect the rights of workers	Industrial tribunals protect employers
		Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean
Gender	Male	3.39	3.51	3.08	2.79	3.17	3.42	3.63	3.35	3.43
	Female	3.34	3.47	3.06	2.70	3.30	3.53	3.56	3.31	3.32
Participant Age	<24	3.38	3.45	3.12	2.75	3.25	3.56	3.57	3.35	3.42
	25 - 34 years	3.36	3.51	3.07	2.79	3.36	3.55	3.50	3.38	3.27
	35 - 44 years	3.37	3.46	2.78	2.85	2.88	3.06	3.66	3.17	3.35
	45 - 54 years	3.27	3.48	3.02	2.47	3.19	3.45	3.54	3.30	3.47
	55 +	3.53	3.63	3.74	3.06	3.63	3.91	4.10	3.63	3.50
Status	Married or living with partner	3.36	3.50	3.00	2.67	3.18	3.44	3.64	3.34	3.41
	Separated, not living with partner	3.00	3.38	2.83	2.33	3.25	3.50	3.80	3.20	3.56
	Widowed, not living with partner	3.00	3.00	3.00	4.00	3.00	3.00	3.00	3.00	3.50
	Not married, no partner with parents	3.40	3.44	3.12	2.77	3.27	3.52	3.58	3.31	3.32
	Not married, not with partner, alone	3.42	3.80	3.47	3.36	3.15	3.29	3.35	3.53	3.48
Caring Responsibilities at Home	Yes	3.30	3.49	2.92	2.63	3.08	3.35	3.68	3.41	3.40
	No	3.41	3.50	3.18	2.84	3.31	3.54	3.54	3.29	3.38
Variety of Caring Responsibilities At Home	1	3.23	3.40	2.88	2.64	3.14	3.41	3.67	3.40	3.38
	2	3.60	3.89	3.19	2.57	2.93	3.16	3.65	3.51	3.38
	3	2.80	2.60	1.80	2.80	2.00	2.80	4.20	2.60	4.00
	4	.	.	.	.	5.00	5.00	.	5.00	.
How much time do you spend in domestic work?	<1hr	3.46	3.54	3.15	2.83	3.25	3.54	3.61	3.31	3.32
	1 - 3 hrs	3.41	3.59	3.04	2.85	3.35	3.48	3.77	3.47	3.47
	4 - 5 hrs	3.14	3.31	3.00	2.46	3.00	3.25	3.46	3.15	3.43
	6 - 7 hrs	3.18	3.43	3.23	2.81	3.69	4.07	3.62	3.50	3.33
	8 - 9 hrs	3.83	3.71	3.60	3.43	4.00	3.63	4.00	4.33	4.50
	>9 hrs	3.12	3.22	2.90	2.18	2.40	3.15	3.77	3.14	3.14
What is your highest qualification?	Less than O- Level equivalent	3.21	3.28	3.09	2.94	3.35	3.38	3.35	3.13	3.28
	O-Level	3.40	3.57	3.25	2.96	3.38	3.65	3.57	3.36	3.50
	A-Level	3.49	3.52	3.09	2.59	2.95	3.41	3.59	3.20	3.23
	Vocational Certification (City & Guilds or equivalent)	3.33	3.42	2.86	2.73	3.46	3.60	3.64	3.26	3.42
	University Diploma or equivalent -Local	3.00	3.17	2.87	2.68	3.08	3.48	3.86	3.55	3.48
	University Diploma or equivalent -Overseas Institution	3.59	3.59	2.69	2.00	2.43	2.82	3.42	3.27	3.48
	University Degree- Baccalaureate	3.33	3.67	2.98	2.49	3.25	3.54	3.85	3.40	3.38
	University Degree- Masters' Level	3.38	3.65	3.04	2.74	3.31	3.42	3.72	3.77	3.23
	University Doctoral	.	.	.	.	.	.	.	.	.
	Others	3.94	3.80	3.53	2.94	2.82	3.22	4.12	4.12	3.59
Describe the company where you are employed	Government Organisation/Department	3.31	3.44	3.25	2.69	3.08	3.20	3.81	3.28	3.26
	Parastatal Company	3.25	3.28	3.06	2.33	2.42	2.91	3.57	2.96	3.34
	Publicly Listed Company	3.45	3.67	2.91	2.53	2.79	3.36	3.41	3.47	3.50
	Private Company/Sole Trader	3.41	3.50	3.04	2.85	3.38	3.60	3.56	3.38	3.44
	Commercial Partnership	2.71	3.50	2.38	2.71	3.83	4.43	3.17	3.57	2.57
	Non-profit Organisation	3.33	4.17	3.17	2.67	3.17	3.50	3.33	3.20	3.40
	Agriculture & Fishery	1.00	1.00	1.00	5.00	4.00	5.00	.	.	.
Sector of Activity	Stone Quarrying & Construction	3.19	3.94	2.13	3.75	3.44	3.47	4.25	3.44	3.62
	Governmental Services	3.29	3.46	3.24	2.70	2.95	3.12	3.85	3.29	3.27
	Hotel & Catering	3.28	3.23	3.11	2.30	3.00	3.24	3.44	3.28	3.30
	Services	3.46	3.44	2.94	2.69	3.21	3.56	3.48	3.32	3.45
	Manufacturing	3.36	3.70	3.30	2.97	3.56	3.73	3.53	3.44	3.41
	Full time	3.34	3.49	3.06	2.79	3.11	3.35	3.60	3.31	3.37
What is your present main job?	Full time (reduced hours)	3.69	3.69	3.08	1.92	3.67	3.85	3.42	3.30	3.40
	Part time	3.47	3.45	3.20	2.71	3.84	4.13	3.66	3.49	3.46
	More than One Job	3.30	3.62	3.13	2.55	3.12	3.41	3.76	3.51	3.43
Are you engaged in more than one job?	One Job Only	3.38	3.47	3.07	2.79	3.24	3.47	3.57	3.31	3.38
	Casual	3.44	3.73	3.09	2.73	3.65	3.90	3.69	3.43	3.37
What is the basis of your main job?	Permanent-Fixed Term Contract	3.20	3.41	2.68	2.40	2.98	3.37	3.65	3.10	3.55
	Permanent-Indefinite Contract	3.38	3.46	3.12	2.80	3.18	3.40	3.58	3.35	3.37
	Senior Managers, Directors	3.54	4.03	3.00	2.69	3.38	3.92	4.16	3.69	3.43
Your level of responsibility	Professionals	3.69	3.56	3.12	2.64	3.40	3.52	3.70	3.51	3.30
	Associate Professionals & Technical	3.14	3.56	3.00	2.47	2.95	3.17	3.63	3.27	3.47
	Clerical employees	3.41	3.53	3.03	2.76	3.19	3.55	3.57	3.41	3.33
	Skilled agriculture & fishery workers	.	.	.	.	.	.	.	.	.
	Crafts & related trades	4.00	4.00	3.20	4.00	4.17	3.83	3.80	3.83	3.67
	Plant & machine operator, assembly workers	3.34	3.36	3.23	3.11	2.94	3.13	3.54	3.13	3.46
	Elementary occupations	3.32	3.15	3.01	2.81	3.25	3.24	3.39	3.05	3.42
	Shop & Market services	3.13	3.40	3.12	2.77	3.26	3.59	3.46	3.26	3.38

### 5.8.2 Unfair Treatment by Employer

Table 126 highlights how 72.9% of respondents perceived themselves to have been treated fairly by their employer whereas 27.1% perceived themselves to have been subject to some form of unfair treatment. An analysis of the responses collected against the different respondent groups provided no evidence of statistically significant differences between respondent groups.

**Table 126 – Summary of Response: Perceived Unfair Treatment by Employer**

		Count	Valid Percent
Have you ever been unfairly treated by employer?	Yes	158	27.1%
	No	424	72.9%
	Total	582	100.0%



**Table 127 – Analysis of Responses relating to Perceived Unfair Treatment by Employer Across Respondent Groups**

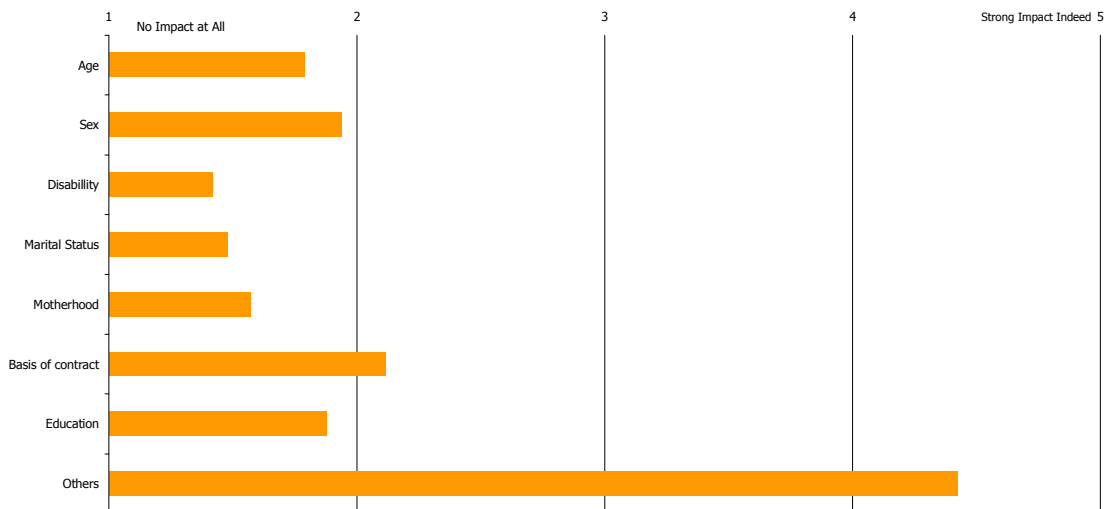
		Have you ever been unfairly treated by employer?					
		Yes		No		Total	
		N	N %	N	N %	N	N %
Gender	Male	93	27.1%	250	72.9%	343	100.0%
	Female	65	27.2%	174	72.8%	239	100.0%
Participant Age	<24	37	20.4%	144	79.6%	181	100.0%
	25 - 34 years	44	28.2%	112	71.8%	156	100.0%
	35 - 44 years	33	30.6%	75	69.4%	108	100.0%
	45 - 54 years	30	31.6%	65	68.4%	95	100.0%
	55 +	14	35.9%	25	64.1%	39	100.0%
Status	Married or living with partner	89	31.7%	192	68.3%	281	100.0%
	Separated, not living with partner	2	15.4%	11	84.6%	13	100.0%
	Widowed, not living with partner	0	.0%	2	100.0%	2	100.0%
	Not married, no partner with parents	62	25.0%	186	75.0%	248	100.0%
	Not married, not with partner, alone	5	13.2%	33	86.8%	38	100.0%
Caring Responsibilities at Home	Yes	77	34.2%	148	65.8%	225	100.0%
	No	81	22.7%	276	77.3%	357	100.0%
Sector of Activity	Agriculture & Fishery	0	.0%	2	100.0%	2	100.0%
	Stone Quarrying & Construction	2	12.5%	14	87.5%	16	100.0%
	Governmental Services	49	39.2%	76	60.8%	125	100.0%
	Hotel & Catering	17	27.0%	46	73.0%	63	100.0%
	Services	64	27.0%	173	73.0%	237	100.0%
	Manufacturing	26	18.7%	113	81.3%	139	100.0%
What is your highest level of education?	Primary School or less	7	25.9%	20	74.1%	27	100.0%
	Secondary Schooling	41	18.6%	179	81.4%	220	100.0%
	Secondary (Vocational)	9	29.0%	22	71.0%	31	100.0%
	Post Secondary	37	31.6%	80	68.4%	117	100.0%
	Post Secondary (Vocational)	16	34.0%	31	66.0%	47	100.0%
	Diploma (University) & First Degree	33	32.7%	68	67.3%	101	100.0%
	Post Graduate	15	38.5%	24	61.5%	39	100.0%
Your level of responsibility	Senior Managers, Directors	11	25.6%	32	74.4%	43	100.0%
	Professionals	24	26.4%	67	73.6%	91	100.0%
	Associate Professionals & Technical	24	38.1%	39	61.9%	63	100.0%
	Clerical employees	40	30.1%	93	69.9%	133	100.0%
	Skilled agriculture & fishery workers	0	.0%	0	.0%	0	.0%
	Crafts & related trades	0	.0%	7	100.0%	7	100.0%
	Plant & machine operator, assembly workers	12	21.1%	45	78.9%	57	100.0%
	Elementary occupations	20	26.3%	56	73.7%	76	100.0%
What is your present main job?	Shop & Market services	27	24.1%	85	75.9%	112	100.0%
	Full time	144	29.4%	345	70.6%	489	100.0%
	Full time (reduced hours)	3	21.4%	11	78.6%	14	100.0%
What is the basis of your main job?	Part time	11	13.9%	68	86.1%	79	100.0%
	Casual	15	19.2%	63	80.8%	78	100.0%
	Permanent-Fixed Term Contract	20	38.5%	32	61.5%	52	100.0%
	Permanent-Indefinite Contract	123	27.2%	329	72.8%	452	100.0%

Respondents who suffered some form of unfair treatment by their employer further indicated the type of unfair treatment (summarised in Table 128). This analysis shows that respondents

did not indicate most of the reasons prompted, but indicated other reasons of their own. Such reasons largely related to personality mismatch with employer or colleagues (43%), role ambiguity (17%), political reasons (15%) among others. An analysis of the means of responses is set out in Table 129, albeit no statistically significant differences in these responses across respondent groups were observed.

**Table 128 – Summary of Responses About Reason for Unfair Treatment**

	Valid N	Mean
Reason for unfair treatment - Age	123	1.79
Reason for unfair treatment - Sex	126	1.94
Reason for unfair treatment - Disability	117	1.42
Reason for unfair treatment - Marital Status	123	1.48
Reason for unfair treatment - Motherhood	110	1.57
Reason for unfair treatment - Basis of contract	121	2.12
Reason for unfair treatment - Education	122	1.88
Others	90	4.42



**Table 129 – Analysis of Responses About Reason for Unfair Treatment Across Respondent Groups**

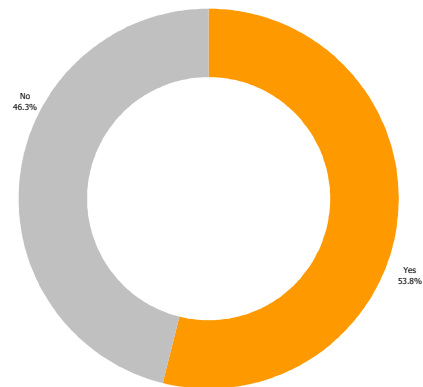
		Reason for unfair treatment - Age	Reason for unfair treatment - Sex	Reason for unfair treatment - Disability	Reason for unfair treatment - Marital Status	Reason for unfair treatment - Motherhood	Reason for unfair treatment - Basis of contract	Reason for unfair treatment - Education	Others
		Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean
Gender	Male	1.77	1.51	1.41	1.24	1.36	1.93	1.81	4.60
	Female	1.81	2.50	1.43	1.82	1.84	2.36	1.96	4.07
Participant Age	<24	1.73	1.97	1.48	1.48	1.55	1.97	1.75	4.11
	25 - 34 years	2.41	2.50	1.60	1.94	2.00	2.82	2.44	4.60
	35 - 44 years	1.63	1.93	1.33	1.07	1.61	1.52	1.78	4.24
	45 - 54 years	1.36	1.39	1.30	1.46	1.29	2.27	1.41	4.43
	55 +	1.33	1.11	1.11	1.11	1.00	1.33	1.78	5.00
Status	Married or living with partner	1.62	1.65	1.35	1.42	1.49	2.03	1.71	4.52
	Separated, not living with partner	2.50	5.00	3.00	3.00	5.00	5.00	4.50	.
	Widowed, not living with partner	.	.	.	.	.	.	.	.
	Not married, no partner with parents	2.04	2.10	1.46	1.53	1.65	2.25	2.04	4.29
	Not married, not with partner, alone	1.40	3.20	1.60	1.20	1.20	1.40	1.60	3.00
Caring Responsibilities at Home	Yes	1.71	1.65	1.51	1.54	1.79	2.05	1.77	4.52
	No	1.86	2.20	1.34	1.42	1.38	2.17	1.97	4.30
Variety of Caring Responsibilities At Home	1	1.84	1.73	1.41	1.59	1.78	1.95	1.50	4.57
	2	1.35	1.59	1.60	1.53	1.87	2.44	2.29	4.27
	3	2.00	1.00	2.33	1.00	1.00	1.00	2.50	5.00
	4	.	.	.	.	.	.	.	.
How much time do you spend in domestic work?	<1hr	1.85	1.55	1.26	1.30	1.49	1.90	1.72	4.81
	1 - 3 hrs	1.62	2.03	1.40	1.58	1.64	2.39	2.08	4.45
	4 - 5 hrs	1.38	1.94	1.27	1.56	1.36	1.73	1.56	4.33
	6 - 7 hrs	2.00	2.13	1.43	1.57	2.00	3.14	2.57	2.33
	8 - 9 hrs	.	.	.	.	.	.	.	.
What is your highest qualification?	>9 hrs	2.11	2.20	1.67	1.44	1.44	1.50	1.70	4.56
	Less than O- Level equivalent	1.40	1.25	1.36	1.46	1.55	1.33	1.45	5.00
	O-Level	1.50	1.86	1.31	1.38	1.42	1.93	1.64	4.56
	A-Level	1.77	2.04	1.50	1.73	1.83	2.35	2.00	4.14
	Vocational Certification (City & Guilds or equivalent)	1.79	1.57	1.15	1.36	1.40	2.64	2.07	5.00
	University Diploma or equivalent -Local	1.80	1.80	1.00	1.00	1.00	1.80	1.40	4.00
	University Diploma or equivalent -Overseas Institution	2.38	3.15	2.17	1.54	1.42	2.00	2.46	5.00
	University Degree- Baccalaureate	2.45	2.33	1.60	1.60	2.22	2.50	2.36	3.82
	University Degree- Masters' Level	1.60	1.60	1.20	1.50	1.60	2.40	1.70	3.29
	University Doctoral	.	.	.	.	.	.	.	.
Describe the company where you are employed	Others	1.75	1.00	1.00	1.00	1.00	1.80	1.00	5.00
	Government Organisation/Department	2.00	1.97	1.43	1.34	1.50	2.04	1.97	4.63
	Parastatal Company	1.81	2.24	1.88	1.41	1.44	2.39	1.71	4.11
	Publicly Listed Company	2.22	1.90	1.75	1.89	1.75	2.40	2.80	3.71
	Private Company/Sole Trader	1.58	1.89	1.26	1.52	1.62	2.06	1.70	4.44
	Commercial Partnership	.	.	.	.	.	.	.	.
	Non-profit Organisation	2.67	1.00	1.00	1.00	.	1.00	3.00	5.00
Sector of Activity	Agriculture & Fishery	.	.	.	.	.	.	.	.
	Stone Quarrying & Construction	1.00	1.00	1.00	1.00	.	1.00	1.00	5.00
	Governmental Services	1.89	2.00	1.41	1.33	1.44	2.06	1.88	4.53
	Hotel & Catering	2.00	2.06	1.07	1.63	1.15	2.47	1.81	4.38
	Services	1.78	1.87	1.62	1.49	1.72	2.23	1.98	4.26
	Manufacturing	1.57	2.00	1.25	1.62	1.74	1.70	1.76	4.47
What is your present main job?	Full time	1.81	1.98	1.43	1.49	1.63	2.06	1.94	4.40
	Ful time (reduced hours)	1.00	1.00	1.00	1.00	1.00	3.50	1.00	5.00
Are you engaged in more than one job?	Part time	1.67	1.56	1.33	1.44	1.00	2.44	1.33	4.33
	More than One Job	1.70	2.15	1.53	1.85	1.72	2.20	1.95	3.93
What is the basis of your main job?	One Job Only	1.81	1.90	1.40	1.41	1.54	2.10	1.86	4.51
	Casual	1.71	1.64	1.27	1.47	1.23	2.40	1.80	4.33
	Permanent-Fixed Term Contract	2.00	2.26	1.44	1.68	1.75	1.94	2.06	4.38
Your level of responsibility	Permanent-Indefinite Contract	1.76	1.91	1.44	1.44	1.59	2.10	1.85	4.43
	Senior Managers, Directors	1.40	1.00	1.00	1.00	1.00	1.22	1.40	4.11
	Professionals	1.78	1.89	1.72	1.44	1.83	2.84	2.42	3.77
	Associate Professionals & Technical	2.18	2.45	1.62	1.67	1.63	1.89	1.71	4.73
	Clerical employees	2.00	2.42	1.57	1.77	1.67	2.55	2.29	4.50
	Skilled agriculture & fishery workers	.	.	.	.	.	.	.	.
	Crafts & related trades	.	.	.	.	.	.	.	5.00
	Plant & machine operator, assembly workers	1.44	1.80	1.40	1.00	1.22	1.20	1.30	3.86
	Elementary occupations	1.60	1.50	1.00	1.40	1.57	2.00	2.11	4.83
Shop & Market services	1.54	1.50	1.14	1.39	1.55	1.91	1.36	4.67	

### 5.8.3 Redressing Unfair Treatment

The respondents who claimed to have suffered an unfair treatment were asked about any measures they undertook to redress the situation. A total of 53.8% of such research participants tried to redress the situation (Table 130), with the most frequent action consisting of a complaint with the employer (82.1% of cases), followed by adjusting oneself to the new conditions (54.5% of cases). An analysis of these responses across respondent groups is set out in Table 132, showing no statistically significant differences between such groups.

**Table 130 – Summary of Redress Actions Among Respondents Receiving Unfair Treatment**

		Count	Valid Percent
If unfairly treated did you seek to redress situation?	Yes	86	53.8%
	No	74	46.3%
	Total	160	100.0%



**Table 131 – Summary of Redress Actions Taken by Respondents Receiving Unfair Treatment**

		Responses		Percent of Cases
		N	Percent	
Redress Action	Complained with employer on my own	69	34.3%	82.1%
	Sought legal assistance by lawyer	8	4.0%	9.5%
	Sought assistance from trade union	31	15.4%	36.9%
	Sought assistance by other people	22	10.9%	26.2%
	Adjusted to new conditions	46	22.9%	54.8%
	Sought an alternative job and quit	19	9.5%	22.6%
	Others	6	3.0%	7.1%
Total		201	100.0%	239.3%

**Table 132 – Analysis of Redress Actions Taken by Respondents Receiving Unfair Treatment**

		Redress Action						
		Complained with employer on my own	Sought legal assistance by lawyer	Sought assistance from trade union	Sought assistance by other people	Adjusted to new conditions	Sought an alternative job and quit	Others
Gender	Male	43	4	23	11	33	12	4
	Female	26	4	8	11	13	7	2
Participant Age	<24	17	1	7	9	8	4	1
	25 - 34 years	19	3	5	8	13	4	2
	35 - 44 years	15	2	8	3	11	6	2
	45 - 54 years	11		6		8	3	1
	55 +	7	2	5	2	6	2	
Status	Married or living with partner	35	2	16	7	26	8	3
	Separated, not living with partner	2	1				1	
	Not married, no partner with parents	29	5	15	14	19	9	3
	Not married, not with partner, alone	3			1	1	1	
Caring Responsibilities at Home	Yes	38	4	13	6	26	11	3
	No	31	4	18	16	20	8	3
Variety of Caring Responsibilities At Home	1	26	1	10	3	20	7	2
	2	10	3	3	2	4	3	1
	3	2			1	2	1	
How much time do you spend in domestic work?	<1hr	15	3	5	9	11	5	
	1 - 3 hrs	30	3	14	5	19	7	6
	4 - 5 hrs	10		5	2	7	2	
	6 - 7 hrs	2	1	1	1		1	
	>9 hrs	5	1	1	1	3	2	
What is your highest qualification?	Less than O- Level equivalent	7		2	3	7	3	
	O-Level	13	2	5	5	5	3	
	A-Level	10		3		8	4	
	Vocational Certification (City & Guilds or equivalent)	6	2	3	2	4	3	
	University Diploma or equivalent -Local	4	1	2	1	2		
	University Diploma or equivalent -Overseas Institution	8	1	3	1	5	2	2
	University Degree- Baccalaureate	8		2	5	4	1	1
	University Degree- Masters' Level	8	2	6	3	4	2	2
Others	5		5	2	7	1	1	
Describe the company where you are employed	Government Organisation/Department	19	4	12	6	15	4	3
	Parastatal Company	11		8	3	10	4	2
	Publicly Listed Company	5	1	2	2	3		1
	Private Company/Sole Trader	34	3	9	11	18	11	
Sector of Activity	Stone Quarrying & Construction	2		1	2	2	1	
	Governmental Services	20	4	12	6	18	5	3
	Hotel & Catering	8		1	3	6	2	
	Services	25	4	14	8	15	9	3
	Manufacturing	14		3	3	5	2	
What is your present main job?	Full time	66	8	30	21	45	18	6
	Full time (reduced hours)	1				1		
	Part time	2		1	1		1	
Are you engaged in more than one job?	More than One Job	12	3	9	4	6	2	3
	One Job Only	57	5	22	18	40	17	3
What is the basis of your main job?	Casual	1		1				
	Permanent-Fixed Term Contract	12	3	3	5	3	4	
	Permanent-Indefinite Contract	56	5	27	17	43	15	6
Your level of responsibility	Senior Managers, Directors	6		3	2	3	3	1
	Professionals	11	1	5	2	6	1	3
	Associate Professionals & Technical	12	1	4	1	10	2	1
	Clerical employees	16	4	8	7	11	6	
	Plant & machine operator, assembly workers	7		3	2	4	1	
	Elementary occupations	7	1	6	5	7	2	1
	Shop & Market services	10	1	2	3	5	4	

**Table 132 – Analysis of Redress Actions Taken by Respondents Receiving Unfair Treatment (continued)**

			Redress Action						
			Complained with employer on my own	Sought legal assistance by lawyer	Sought assistance from trade union	Sought assistance by other people	Adjusted to new conditions	Sought an alternative job and quit	Others
Gender	Male	R %	84.3	7.8	45.1	21.6	64.7	23.5	7.8
	Female	R %	78.8	12.1	24.2	33.3	39.4	21.2	6.1
Participant Age	<24	R %	81.0	4.8	33.3	42.9	38.1	19.0	4.8
	25 - 34 years	R %	79.2	12.5	20.8	33.3	54.2	16.7	8.3
	35 - 44 years	R %	83.3	11.1	44.4	16.7	61.1	33.3	11.1
	45 - 54 years	R %	91.7		50.0		66.7	25.0	8.3
	55 +	R %	77.8	22.2	55.6	22.2	66.7	22.2	
Status	Married or living with partner	R %	87.5	5.0	40.0	17.5	65.0	20.0	7.5
	Separated, not living with partner	R %	100.0	50.0				50.0	
	Not married, no partner with parents	R %	76.3	13.2	39.5	36.8	50.0	23.7	7.9
	Not married, not with partner, alone	R %	75.0			25.0	25.0	25.0	
Caring Responsibilities at Home	Yes	R %	90.5	9.5	31.0	14.3	61.9	26.2	7.1
	No	R %	73.8	9.5	42.9	38.1	47.6	19.0	7.1
Variety of Caring Responsibilities At Home	1	R %	86.7	3.3	33.3	10.0	66.7	23.3	6.7
	2	R %	100.0	30.0	30.0	20.0	40.0	30.0	10.0
	3	R %	100.0			50.0	100.0	50.0	
How much time do you spend in domestic work?	<1hr	R %	78.9	15.8	26.3	47.4	57.9	26.3	
	1 - 3 hrs	R %	88.2	8.8	41.2	14.7	55.9	20.6	17.6
	4 - 5 hrs	R %	100.0		50.0	20.0	70.0	20.0	
	6 - 7 hrs	R %	66.7	33.3	33.3	33.3		33.3	
	>9 hrs	R %	83.3	16.7	16.7	16.7	50.0	33.3	
What is your highest qualification?	Less than O- Level equivalent	R %	77.8		22.2	33.3	77.8	33.3	
	O-Level	R %	86.7	13.3	33.3	33.3	33.3	20.0	
	A-Level	R %	83.3		25.0		66.7	33.3	
	Vocational Certification (City & Guilds or equivalent)	R %	75.0	25.0	37.5	25.0	50.0	37.5	
	University Diploma or equivalent -Local	R %	80.0	20.0	40.0	20.0	40.0		
	University Diploma or equivalent -Overseas Institution	R %	88.9	11.1	33.3	11.1	55.6	22.2	22.2
	University Degree- Baccalaureate	R %	72.7		18.2	45.5	36.4	9.1	9.1
	University Degree- Masters' Level	R %	100.0	25.0	75.0	37.5	50.0	25.0	25.0
	Others	R %	71.4		71.4	28.6	100.0	14.3	14.3
Describe the company where you are employed	Government Organisation/Department	R %	73.1	15.4	46.2	23.1	57.7	15.4	11.5
	Parastatal Company	R %	84.6		61.5	23.1	76.9	30.8	15.4
	Publicly Listed Company	R %	100.0	20.0	40.0	40.0	60.0		20.0
	Private Company/Sole Trader	R %	85.0	7.5	22.5	27.5	45.0	27.5	
Sector of Activity	Stone Quarrying & Construction	R %	100.0		50.0	100.0	100.0	50.0	
	Governmental Services	R %	71.4	14.3	42.9	21.4	64.3	17.9	10.7
	Hotel & Catering	R %	88.9		11.1	33.3	66.7	22.2	
	Services	R %	83.3	13.3	46.7	26.7	50.0	30.0	10.0
	Manufacturing	R %	93.3		20.0	20.0	33.3	13.3	
What is your present main job?	Full time	R %	81.5	9.9	37.0	25.9	55.6	22.2	7.4
	Full time (reduced hours)	R %	100.0				100.0		
	Part time	R %	100.0		50.0	50.0		50.0	
Are you engaged in more than one job?	More than One Job	R %	80.0	20.0	60.0	26.7	40.0	13.3	20.0
	One Job Only	R %	82.6	7.2	31.9	26.1	58.0	24.6	4.3
What is the basis of your main job?	Casual	R %	50.0		50.0				
	Permanent-Fixed Term Contract	R %	92.3	23.1	23.1	38.5	23.1	30.8	
	Permanent-Indefinite Contract	R %	81.2	7.2	39.1	24.6	62.3	21.7	8.7
Your level of responsibility	Senior Managers, Directors	R %	85.7		42.9	28.6	42.9	42.9	14.3
	Professionals	R %	91.7	8.3	41.7	16.7	50.0	8.3	25.0
	Associate Professionals & Technical	R %	80.0	6.7	26.7	6.7	66.7	13.3	6.7
	Clerical employees	R %	80.0	20.0	40.0	35.0	55.0	30.0	
	Plant & machine operator, assembly workers	R %	77.8		33.3	22.2	44.4	11.1	
	Elementary occupations	R %	70.0	10.0	60.0	50.0	70.0	20.0	10.0
Shop & Market services	R %	90.9	9.1	18.2	27.3	45.5	36.4		

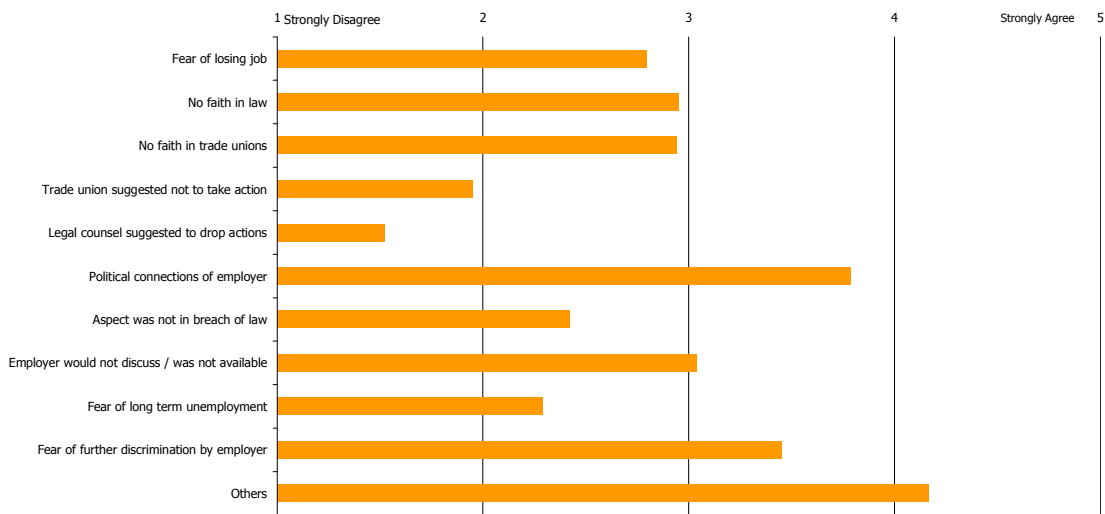
Contrastingly, the respondents who decided not to redress the suffered unfair treatment by their employer were requested to quote a reason for so doing. Table 133 summarises the means of the responses (on a Likert type scaling<sup>51</sup>) pertaining to a number of prompts, of which, respondents indicated political connections of the employer and fear of further discrimination by employer as the stronger reasons. An analysis of these means across

<sup>51</sup> 1 = Strongly Disagree, 5 = Strongly Agree

respondent groups (Table 134) featured no statistically significant differences between respondent groups.

**Table 133 – Summary of Reasons that Hindered Respondents from Redressing Unfair Treatment**

	Valid N	Mean
Fear of losing job	64	2.80
No faith in law	61	2.95
No faith in trade unions	52	2.94
Trade union suggested not to take action	41	1.95
Legal counsel suggested to drop actions	40	1.53
Political connections of employer	51	3.78
Aspect was not in breach of law	45	2.42
Employer would not discuss / was not available	54	3.04
Fear of long term unemployment	55	2.29
Fear of further discrimination by employer	62	3.45
Others	18	4.17



**Table 134 – Analysis of Reasons that Hindered Respondents from Redressing Unfair Treatment Across Respondent Groups**

		Fear of losing job	No faith in law	No faith in trade unions	Trade union suggested not to take action	Legal counsel suggested to drop actions	Political connection of employer	Aspect was not in breach of law	Employer would not discuss / was not available	Fear of long term unemployment	Fear of further discrimination by employer	Others
		Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean
Gender	Male	2.83	3.11	3.07	2.09	1.59	2.93	2.96	2.85	2.45	3.50	4.50
	Female	2.75	2.73	2.77	1.79	1.44	5.00	1.86	3.33	2.05	3.38	3.90
Participant Age	<24	3.60	2.93	2.67	1.70	1.44	8.30	2.17	3.00	2.42	3.50	4.14
	25 - 34 years	2.88	3.07	3.50	1.75	1.80	2.17	2.55	3.21	2.46	3.43	4.00
	35 - 44 years	2.08	3.69	3.09	2.11	1.33	3.64	2.33	2.83	2.42	3.64	.
	45 - 54 years	2.60	2.36	2.62	2.09	1.45	1.85	2.62	3.23	2.07	3.27	4.20
	55 +	2.60	2.40	2.75	2.33	1.50	4.00	2.33	2.33	1.75	3.40	5.00
Status	Married or living with partner	2.38	2.78	2.85	1.93	1.33	2.64	2.55	2.77	2.08	3.31	3.91
	Separated, not living with partner	.	.	.	.	.	.	.	.	.	.	.
	Widowed, not living with partner	.	.	.	.	.	.	.	.	.	.	.
	Not married, no partner with parents	3.71	3.29	3.11	2.00	1.92	6.53	2.19	3.53	2.72	3.75	4.57
	Not married, not with partner, alone	1.00	.	.	.	.	.	.	.	.	.	.
Caring Responsibilities at Home	Yes	2.43	2.79	2.74	1.83	1.17	2.58	2.43	2.88	2.11	3.44	4.43
	No	3.12	3.09	3.10	2.04	1.82	5.04	2.42	3.17	2.46	3.47	4.00
Variety of Caring Responsibilities At Home	1	2.36	3.00	2.69	1.64	1.00	2.43	2.38	2.94	2.06	3.43	5.00
	2	2.63	2.14	2.86	2.14	1.60	3.20	2.60	2.71	2.22	3.44	3.67
	3	.	.	.	.	.	.	.	.	.	.	5.00
	4	.	.	.	.	.	.	.	.	.	.	.
How much time do you spend in domestic work?	<1hr	2.93	2.88	2.96	1.95	1.61	2.55	2.47	3.29	2.29	3.64	4.17
	1 - 3 hrs	2.88	3.06	2.73	2.00	1.22	7.29	2.60	2.79	2.50	3.24	5.00
	4 - 5 hrs	3.00	3.40	3.40	2.67	2.50	3.80	2.50	3.75	1.75	3.67	1.00
	6 - 7 hrs	2.33	2.33	3.00	1.40	1.40	1.83	2.00	2.67	2.67	3.00	5.00
	8 - 9 hrs	.	.	.	.	.	.	.	.	.	.	.
	>9 hrs	1.80	2.60	3.00	2.33	1.00	1.00	2.20	2.75	2.00	3.00	2.00
What is your highest qualification?	Less than O-Level equivalent	3.17	2.86	2.33	1.50	1.00	1.80	1.75	2.83	2.67	3.71	5.00
	O-Level	3.25	3.06	3.29	2.25	1.75	2.00	2.27	3.24	2.63	3.74	3.67
	A-Level	2.56	2.50	2.73	1.83	1.40	2.50	2.58	3.25	1.86	2.93	3.80
	Vocational Certification (City & Guilds or equivalent)	3.29	3.71	3.50	3.00	2.00	12.86	3.25	3.00	2.80	4.14	5.00
	University Diploma or equivalent -Local	2.50	2.25	3.67	1.00	1.00	2.33	3.67	3.00	2.25	3.00	3.00
	University Diploma or equivalent -Overseas Institution	2.50	3.67	2.00	2.00	1.50	2.67	2.33	2.00	2.75	3.50	5.00
	University Degree-Baccalaureate	1.25	3.60	3.00	1.67	2.00	3.00	2.00	1.67	1.25	2.25	5.00
	University Degree- Masters' Level	2.50	2.50	3.00	1.00	1.00	3.00	1.00	4.50	2.00	4.00	4.00
	University Doctoral	.	.	.	.	.	.	.	.	.	.	.
	Others	1.00	1.00	1.00	1.00	1.00	5.00	1.00	4.00	1.00	5.00	.
Describe the company where you are employed	Government Organisation/Department	2.56	3.00	3.56	2.08	1.58	3.29	2.54	3.50	2.53	3.82	5.00
	Parastatal Company	3.50	3.60	2.50	2.33	2.00	4.20	2.50	3.00	2.00	4.00	.
	Publicly Listed Company	1.75	3.60	3.50	2.25	1.67	3.25	1.67	3.75	2.50	4.00	5.00
	Private Company/Sole Trader	3.03	2.66	2.54	1.81	1.29	4.19	2.38	2.77	2.28	3.12	3.93
	Commercial Partnership	.	.	.	.	.	.	.	.	.	.	.
	Non-profit Organisation	1.33	3.67	3.00	1.00	4.00	2.00	4.00	2.50	1.33	3.33	.
	Others	.	.	.	.	.	.	.	.	.	.	.
Sector of Activity	Agriculture & Fishery	.	.	.	.	.	.	.	.	.	.	.
	Stone Quarrying & Construction	.	.	.	.	.	.	.	.	.	.	.
	Governmental Services	2.82	3.00	3.41	2.15	1.58	3.67	2.46	3.33	2.33	4.00	5.00
	Hotel & Catering	2.33	3.29	3.25	3.67	2.00	18.75	2.67	3.00	2.33	4.00	3.75
	Services	2.94	3.03	2.79	1.44	1.42	2.12	2.50	3.27	2.52	3.37	4.14
	Manufacturing	2.60	2.25	2.14	2.14	1.57	1.43	2.00	1.89	1.38	2.50	4.00
What is your present main job?	Full time	2.76	3.14	3.18	2.09	1.56	2.65	2.51	2.96	2.40	3.45	4.06
	Full time (reduced hours)	2.00	1.00	1.00	1.00	1.00	1.00	1.00	4.00	1.00	4.00	.
	Part time	3.25	2.25	1.83	1.25	1.50	12.83	2.33	3.33	1.83	3.29	5.00
Are you engaged in more than one job?	More than One Job	2.83	2.80	1.50	1.00	1.00	19.25	1.00	3.17	2.33	3.80	4.67
	One Job Only	2.79	2.96	3.00	2.00	1.55	2.47	2.49	3.02	2.29	3.42	4.07
What is the basis of your main job?	Casual	3.33	3.00	3.10	2.13	1.88	8.50	2.20	3.67	2.40	3.82	5.00
	Permanent-Fixed Term Contract	2.50	2.83	2.29	1.00	1.75	2.33	2.20	2.60	2.00	4.00	3.00
	Permanent-Indefinite Contract	2.70	2.95	3.03	2.03	1.39	2.69	2.53	2.95	2.30	3.29	4.27
	Senior Managers, Directors	2.00	1.67	3.50	1.00	1.00	3.00	5.00	2.00	2.00	3.00	5.00
Your level of responsibility	Professionals	2.80	3.00	2.11	2.11	1.25	2.67	2.22	2.60	1.56	3.22	4.80
	Associate Professionals & Technical	2.11	2.89	2.00	1.33	1.57	2.67	1.80	2.38	1.50	2.67	5.00
	Clerical employees	2.50	3.07	3.36	2.55	1.90	3.17	2.33	4.00	2.23	3.60	3.00
	Skilled agriculture & fishery workers	.	.	.	.	.	.	.	.	.	.	.
	Crafts & related trades	.	.	.	.	.	.	.	.	.	.	.
	Plant & machine operator, assembly workers	3.25	3.00	3.67	2.00	2.00	3.00	4.00	2.00	3.00	4.00	5.00
	Elementary occupations	3.29	3.13	3.00	2.60	2.00	2.50	2.83	2.75	3.25	3.75	5.00
	Shop & Market services	3.43	3.00	3.56	1.00	1.00	7.70	2.00	3.55	2.80	3.79	3.40



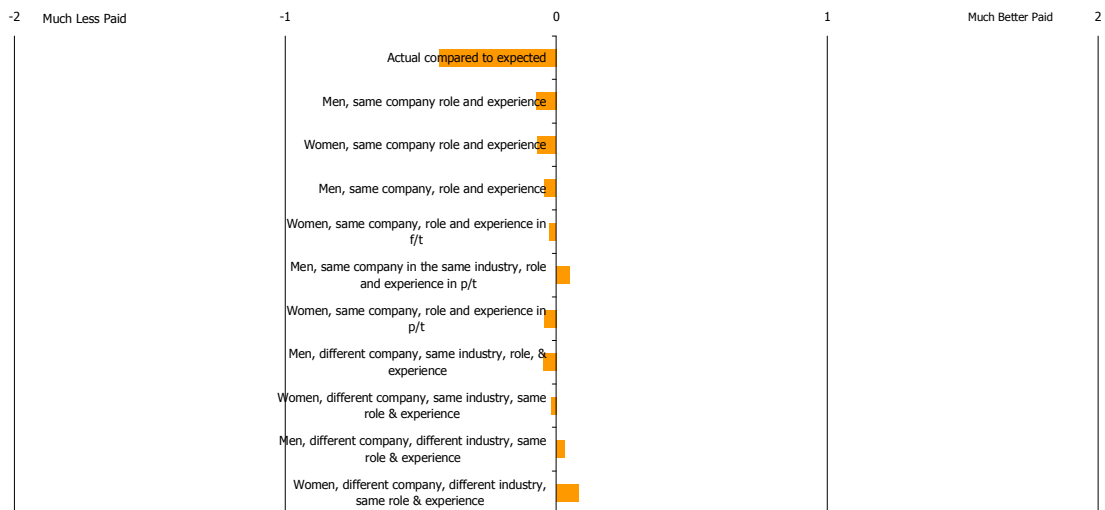
#### 5.8.4 Perceived Pay Equality

Research participants were asked to relate to their pay to a series of comparative situations as set out in Table 135, by relating to a differential scale (-2 = much less paid, +2 = much better paid). Overall, respondents perceived their pay to be only slightly different than that of other human resources' – but featured a significant response in that their pay was much less than expected. An analysis of means of responses is set out in Table 136, showing that whilst respondent groups featured statistically non-significant differences, the following were statistically valid observations:

- Respondents least actually paid when compared to their expectations included respondents with 3 types of domestic care responsibilities or respondents who devote more than 9 hours daily for domestic work or respondents in full-time work. The converse holds in respect to respondents who had one type of care responsibility at home, or devoted between 6 and 9 hours daily for domestic work or were employed in part-time work;
- Women in the same company, with the same role and experience but in a part-time job were perceived to be better paid than the respondents by respondents who were women or were single persons.

**Table 135 – Summary of Means of Responses: Comparisons of Pay & Equality**

	Valid N	Mean
Actual compared to expected	520	-.43
Men, same company role and experience	443	-.07
Women, same company role and experience	384	-.07
Men, same company, role and experience	419	-.04
Women, same company, role and experience in f/t	374	-.02
Men, same company in the same industry, role and experience in p/t	350	.05
Women, same company, role and experience in p/t	329	-.05
Men, different company, same industry, role, & experience	393	-.05
Women, different company, same industry, same role & experience	367	-.02
Men, different company, different industry, same role & experience	394	.03
Women, different company, different industry, same role & experience	369	.08



**Table 136 – Analysis of Means of Responses: Comparisons of Pay & Equality Across Respondent Groups**

		Actual compared to expected	Men, same company role and experience	Women, same company role and experience	Men, same company, role and experience	Women, same company, role and experience in f/t	Men, same company in the same industry, role and experience in p/t	Women, same company, role and experience in p/t	Men, different company, same industry, role, & experience	Women, different company, same industry, same role & experience	Men, different company, different industry, same role & experience	Women, different company, different industry, same role & experience
		Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean
Gender	Male	-.48	-.10	-.03	-.02	.01	.06	.05	-.04	.00	.10	.14
	Female	-.37	-.03	-.11	-.08	-.06	.03	-.16	-.07	-.04	-.08	.01
Participant Age	<24	-.31	-.07	-.08	-.04	-.06	-.02	-.14	-.06	-.11	-.02	.02
	25 - 34 years	-.45	-.03	-.08	-.08	.01	.07	.05	.01	.17	.07	.19
	35 - 44 years	-.61	-.32	-.15	-.15	-.12	.17	.16	-.36	-.28	-.19	-.16
	45 - 54 years	-.35	.12	.06	.09	.10	.06	-.08	.14	.15	.26	.35
	55 +	-.55	.00	.05	.10	.11	.00	-.39	.07	.15	.11	-.14
Status	Married or living with partner	-.48	-.08	-.01	-.06	.00	.08	-.01	-.03	.01	.04	.10
	Separated, not living with partner	-.42	-.11	-.14	-.25	-.33	1.00	1.20	-.50	.14	.00	.00
	Widowed, not living with partner	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	Not married, no partner with parents	-.37	-.06	-.08	-.02	-.02	.03	-.07	-.06	-.04	.05	.09
	Not married, not with partner, alone	-.55	-.10	-.29	-.08	-.11	-.19	-.31	-.04	-.15	-.08	-.08
Caring Responsibilities at Home	Yes	-.52	-.08	-.05	-.12	-.10	.13	-.03	-.04	.04	.04	.14
	No	-.37	-.07	-.07	.00	.01	.01	-.05	-.05	-.05	.03	.05
Variety of Caring Responsibilities At Home	1	-.44	-.10	-.07	-.15	-.09	.09	.00	-.10	.03	-.05	.09
	2	-.72	.06	-.07	.06	-.14	.27	-.15	.29	.15	.44	.33
	3	-.140	-.40	.50	-.60	.00	.33	.00	-1.00	-1.00	-.67	.00
	4	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
How much time do you spend in domestic work?	<1hr	-.46	-.01	-.13	-.07	-.09	-.06	-.13	-.20	-.20	-.18	-.16
	1 - 3 hrs	-.53	-.23	-.11	-.17	-.13	-.02	-.11	.03	.09	.06	.09
	4 - 5 hrs	-.21	-.05	.03	.28	.16	.46	-.06	.13	.00	.22	.24
	6 - 7 hrs	.00	.09	.05	.05	.16	.28	.21	.14	.23	.05	.38
	8 - 9 hrs	.00	.00	.17	.00	-.20	.00	-.20	-.20	.20	.00	.40
	>9 hrs	-.65	-.27	-.13	-.31	.06	.13	.15	.09	.08	.36	.33
What is your highest qualification?	Less than O-Level equivalent	-.45	-.04	-.01	.10	.04	.05	-.05	.06	.07	.15	.20
	O-Level	-.31	-.03	-.18	-.02	-.06	.07	-.11	-.02	.00	.09	.13
	A-Level	-.45	-.08	.05	-.08	.04	.02	-.03	.12	.10	.08	.14
	Vocational Certification (City & Guilds or equivalent)	-.41	-.07	.00	.09	.03	.39	.20	-.13	.06	.09	.42
	University Diploma or equivalent -Local	-.57	-.11	-.33	-.24	-.24	.00	-.06	-.35	-.31	-.33	-.33
	University Diploma or equivalent -Overseas Institution	-.36	-.14	.21	-.05	.17	.56	.86	.15	.06	.15	.00
	University Degree- Baccalaureate	-.60	-.15	-.03	-.26	-.03	-.22	-.23	-.23	-.05	-.25	-.05
	University Degree- Masters' Level	-.71	-.30	-.39	-.39	-.44	-.11	-.29	-.70	-.89	-.45	-.70
	University Doctoral	.	.	.	.	.	.	.	.	.	.	.
	Others	-.25	.00	.00	-.08	-.11	-.42	-.44	.20	.22	.25	.00
Describe the company where you are employed	Government Organisation/Department	-.62	-.19	-.11	-.12	-.04	.16	.13	-.01	.03	.03	.11
	Parastatal Company	-.43	-.33	-.20	-.09	.00	.22	.13	.26	.30	.46	.52
	Publicly Listed Company	-.11	.07	.15	.17	.12	.32	.23	.08	.08	.21	.08
	Private Company/Sole Trader	-.40	-.02	-.07	-.03	-.04	-.03	-.14	-.10	-.08	-.04	.01
	Commercial Partnership	-.33	-1.00	.00	-2.00	.00	-2.00	.00	.20	.40	.75	1.25
	Non-profit Organisation	-.43	.20	.20	.17	.20	.25	.00	-.50	-.20	-.20	-.20
	Agriculture & Fishery	1.00	1.00	.	1.00	.	.	.	1.00	.	1.00	.
Sector of Activity	Stone Quarrying & Construction	-.47	-.21	.50	-.25	.00	.14	-.67	-.15	.00	-.27	-.17
	Governmental Services	-.61	-.20	-.18	-.14	-.06	.25	.17	.08	.18	.11	.22
	Hotel & Catering	-.54	-.07	.00	.02	.04	.05	-.12	-.02	.11	.14	.10
	Services	-.34	-.02	-.05	.02	.00	-.01	-.08	-.07	-.09	.15	.13
	Manufacturing	-.38	-.04	-.06	-.08	-.07	-.04	-.12	-.13	-.13	-.23	-.12
	Full time	-.49	-.09	-.08	-.07	-.05	.04	-.04	-.08	-.03	-.01	.07
	Part time	-.25	.00	.11	.00	.11	.11	.00	.13	.13	.38	.25
Are you engaged in more than one job?	More than One Job	-.61	.00	-.16	-.06	-.21	-.02	-.21	.05	-.09	.02	-.08
	One Job Only	-.40	-.09	-.05	-.04	.00	.06	-.02	-.07	-.01	.04	.11
What is the basis of your main job?	Casual	-.21	.04	-.07	.18	.17	.18	-.10	.22	.26	.18	.27
	Permanent-Fixed Term Contract	-.46	-.12	-.02	-.05	-.15	-.03	-.17	-.24	.00	.24	.23
	Permanent-Indefinite Contract	-.47	-.09	-.07	-.08	-.04	.04	-.02	-.07	-.08	-.01	.03
Your level of responsibility	Senior Managers, Directors	-.38	-.07	-.17	.04	.09	-.15	-.21	-.21	-.17	-.11	-.12
	Professionals	-.38	-.22	-.14	-.20	-.06	.08	.07	-.12	.02	-.05	.04
	Associate Professionals & Technical	-.45	.00	-.11	-.07	-.19	.27	-.07	-.32	-.39	-.43	-.39
	Clerical employees	-.49	-.02	-.09	.00	-.03	.02	-.01	.10	.12	.24	.19
	Skilled agriculture & fishery workers	.	.	.	.	.	.	.	.	.	.	.
	Crafts & related trades	-.80	-.40	.00	-.50	.00	.67	-2.00	.00	.00	-.20	.50
	Plant & machine operator, assembly workers	-.30	-.11	-.11	-.09	.00	.06	-.04	-.10	-.06	-.13	-.03
Elementary occupations	Elementary occupations	-.39	.00	.11	.15	.26	.07	.10	.10	.24	.39	.63
	Shop & Market services	-.50	-.08	-.12	-.07	-.10	-.03	-.15	-.04	-.11	.05	.04

## 5.9 Gender Orientation of Work

Survey participants were asked to indicate for which gender was their job more appropriate (Table 137), showing how the majority of both men and women perceived their job to be appropriate for both men and women. Nevertheless, this summary also shows that 44.1% of men perceived their job to be appropriate only for men, while only 21.8% of women perceived their job to be appropriate only for women.

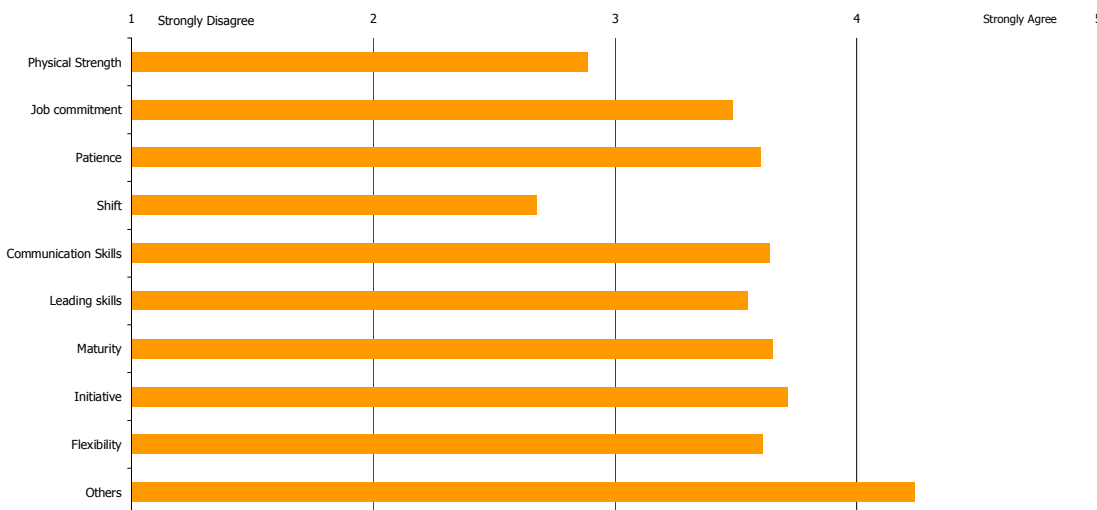
Research participants were further prompted about possible reasons for their response. Topping the reasons was initiative (mean response: 3.71<sup>52</sup>) followed by maturity (mean response: 3.66). Shifts and physical strength featured as the weakest reasons.

**Table 137 – Perceived Job Gender Orientation**

		Gender			
		Male		Female	
		Count	Column N %	Count	Column N %
Do you consider your job to be more appropriate for	Men	152	44.1%	5	2.1%
	Women	1	.3%	52	21.8%
	Both	192	55.7%	182	76.2%

**Table 138 – Summary of Responses: Reasons for Potential Gender Orientation of Job**

	Valid N	Mean
Physical Strength	411	2.89
Job commitment	458	3.49
Patience	459	3.60
Shift	302	2.68
Communication Skills	449	3.64
Leading skills	439	3.55
Maturity	459	3.66
Initiative	460	3.71
Flexibility	431	3.61
Others	58	4.24



<sup>52</sup> Related to a Likert type scaling: 1 = Strongly Disagree, 5 = Strongly Agree

**Table 139 – Analysis of Responses: Reasons for Potential Perceived Gender Orientation of Job Across Respondent Gender**

	Gender					
	Male			Female		
	Do you consider your job to be more appropriate for			Do you consider your job to be more appropriate for		
	Men	Women	Both	Men	Women	Both
	Mean	Mean	Mean	Mean	Mean	Mean
Physical Strength	4.16	.	2.33	4.00	1.95	2.16
Job commitment	3.09	1.00	3.67	3.00	3.39	3.69
Patience	3.15	3.00	3.80	2.25	4.15	3.61
Shift	2.73	2.00	2.70	2.67	2.36	2.68
Communication Skills	3.23	5.00	3.84	1.75	3.79	3.71
Leading skills	3.39	5.00	3.75	2.00	3.32	3.53
Maturity	3.25	4.00	3.86	2.25	3.64	3.77
Initiative	3.45	3.00	3.88	2.00	3.47	3.86
Flexibility	3.59	4.00	3.72	2.67	3.02	3.69
Others	4.44	.	4.00	5.00	4.43	4.08

Table 139 sets out an analysis why respondents think their job may be gender oriented or otherwise, showing how, male respondents thinking that their job is male oriented largely respond to the perceived need for physical strength, flexibility and initiative needed by the job. Contrastingly, men thinking that their job is more oriented for women believe that such is the result of the job's needs in terms of communication and leadership skills. Women think that their jobs may be more suited for men in response to the jobs' needs in terms of physical strength and job commitment. Contrastingly, women thinking that their job is more female oriented believe in such in response to the perceived jobs' needs in terms of patience and communication skills.

Table 140 sets out a further analysis of the overall responses across respondent groups.

**Table 140 – Analysis of Responses: Reasons for Potential Gender Orientation of Job Across Respondent Groups**

		Physical Strength	Job commitment	Patience	Shift	Communication Skills	Leading skills	Maturity	Initiative	Flexibility	Others
		Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean
Gender	Male	3.30	3.41	3.53	2.73	3.61	3.61	3.62	3.70	3.68	4.24
	Female	2.17	3.61	3.72	2.61	3.69	3.45	3.71	3.72	3.51	4.24
Participant Age	<24	2.90	3.33	3.41	2.77	3.44	3.21	3.43	3.49	3.30	3.93
	25 - 34 years	3.02	3.47	3.68	2.75	3.63	3.63	3.70	3.73	3.68	4.36
	35 - 44 years	2.77	3.47	3.69	2.48	3.78	3.69	3.60	3.76	3.81	4.43
	45 - 54 years	2.63	3.58	3.57	2.65	3.56	3.51	3.78	3.79	3.58	4.00
	55 +	3.26	4.00	3.90	2.36	4.27	4.38	4.32	4.29	4.21	4.67
Status	Married or living with partner	2.72	3.53	3.57	2.50	3.76	3.71	3.73	3.78	3.77	4.23
	Separated, not living with partner	3.11	2.50	3.83	2.80	3.43	3.29	3.17	3.71	3.50	5.00
	Widowed, not living with partner	3.00	3.50	3.50	3.50	1.00	4.00	5.00	4.00	3.50	.
	Not married, no partner with parents	3.08	3.51	3.67	2.78	3.54	3.37	3.58	3.61	3.44	4.15
	Not married, not with partner, alone	2.76	3.31	3.35	3.05	3.50	3.59	3.59	3.82	3.52	4.67
Caring Responsibilities at Home	Yes	2.72	3.49	3.54	2.53	3.62	3.55	3.66	3.79	3.72	4.43
	No	3.00	3.49	3.64	2.75	3.65	3.55	3.65	3.66	3.54	4.11
Variety of Caring Responsibilities At Home	1	2.77	3.42	3.43	2.49	3.49	3.45	3.55	3.65	3.62	4.53
	2	2.63	3.58	3.74	2.60	3.87	3.76	3.92	4.18	3.95	4.25
	3	1.75	4.60	4.60	3.00	4.80	4.25	4.20	4.40	4.40	.
	4	.	5.00	5.00	.	5.00	5.00	5.00	5.00	.	.
How much time do you spend in domestic work?	<1hr	3.12	3.61	3.57	2.66	3.58	3.52	3.51	3.62	3.43	4.15
	1 - 3 hrs	2.71	3.27	3.53	2.38	3.56	3.61	3.70	3.74	3.63	4.43
	4 - 5 hrs	2.48	3.72	3.89	2.90	4.07	3.39	3.89	3.83	3.87	3.67
	6 - 7 hrs	2.32	3.65	3.50	3.22	4.04	4.00	3.83	3.73	3.68	3.00
	8 - 9 hrs	4.00	4.25	3.86	3.33	3.43	3.43	3.71	3.88	3.83	4.00
	>9 hrs	1.60	3.30	3.64	2.00	3.17	3.18	3.92	4.00	3.60	4.80
What is your highest qualification?	Less than O- Level equivalent	3.54	3.55	3.50	3.07	3.19	3.28	3.52	3.61	3.49	4.77
	O-Level	2.78	3.48	3.52	2.91	3.65	3.52	3.51	3.61	3.64	4.00
	A-Level	2.12	3.63	3.92	2.44	4.01	3.72	3.93	4.05	3.76	4.00
	Vocational Certification (City & Guilds or equivalent)	3.32	3.25	3.31	2.63	3.32	3.53	3.57	3.64	3.55	4.13
	University Diploma or equivalent -Local	2.40	3.65	3.90	2.31	3.90	3.68	3.65	3.89	3.63	2.50
	University Diploma or equivalent -Overseas Institution	2.94	2.96	3.70	2.45	3.78	3.38	3.48	3.68	3.73	4.50
	University Degree- Baccalaureate	1.95	3.50	3.70	1.73	4.00	3.95	4.10	3.85	3.53	5.00
	University Degree- Masters' Level	1.94	3.55	3.43	2.07	3.75	3.67	3.63	3.42	3.41	3.67
	University Doctoral	.	.	.	.	.	.	.	.	.	.
Others	3.60	3.71	3.71	2.00	3.69	3.50	3.73	3.73	3.86	4.50	
Describe the company where you are employed	Government Organisation/Department	2.75	3.75	3.94	2.49	3.83	3.72	3.87	3.74	3.63	4.45
	Parastatal Company	2.92	3.42	3.75	2.83	3.61	3.50	4.04	3.88	3.68	4.75
	Publicly Listed Company	2.00	3.48	3.71	2.73	4.13	3.90	4.03	4.03	3.96	3.83
	Private Company/Sole Trader	3.04	3.41	3.44	2.68	3.52	3.46	3.49	3.65	3.57	4.16
	Commercial Partnership	2.29	3.63	4.38	4.00	4.14	3.86	3.88	4.13	4.00	.
	Non-profit Organisation	2.50	2.83	3.50	3.00	3.17	3.17	3.83	3.17	2.80	3.00
	Agriculture & Fishery	2.00	4.00	4.00	.	2.00	4.00	2.00	3.00	4.00	.
Sector of Activity	Stone Quarrying & Construction	3.38	3.50	3.06	1.25	4.00	3.79	3.38	3.50	3.87	5.00
	Governmental Services	2.62	3.68	3.90	2.38	3.79	3.65	3.82	3.67	3.54	4.57
	Hotel & Catering	2.49	3.42	3.33	2.49	3.42	3.18	3.39	3.61	3.28	4.25
	Services	2.90	3.41	3.59	2.60	3.74	3.61	3.82	3.82	3.64	4.00
	Manufacturing	3.18	3.47	3.54	3.12	3.41	3.50	3.42	3.68	3.74	4.13
	Others	2.95	3.54	3.62	2.74	3.67	3.63	3.70	3.77	3.70	4.31
What is your present main job?	Full time	2.95	3.54	3.62	2.74	3.67	3.63	3.70	3.77	3.70	4.31
	Full time (reduced hours)	1.89	3.50	3.20	1.38	3.91	3.50	3.50	3.20	2.90	.
	Part time	2.62	3.14	3.53	2.56	3.38	3.02	3.39	3.43	3.19	3.00
Are you engaged in more than one job?	More than One Job	3.25	3.45	3.56	3.03	3.69	3.60	3.69	3.65	3.80	4.25
	One Job Only	2.84	3.49	3.61	2.63	3.63	3.54	3.65	3.72	3.58	4.24
What is the basis of your main job?	Casual	2.98	3.45	3.47	2.40	3.35	3.03	3.34	3.44	3.17	5.00
	Permanent-Fixed Term Contract	2.51	3.73	3.51	2.69	3.87	3.55	3.87	3.84	3.77	3.67
	Permanent-Indefinite Contract	2.92	3.46	3.64	2.73	3.66	3.64	3.68	3.74	3.67	4.27
Your level of responsibility	Senior Managers, Directors	2.45	3.74	3.72	2.35	4.03	3.89	3.89	4.05	4.03	3.71
	Professionals	2.52	3.73	3.94	1.91	3.88	3.88	3.77	3.89	3.57	4.56
	Associate Professionals & Technical	3.15	3.56	3.87	2.52	4.02	3.82	3.84	3.80	3.83	4.88
	Clerical employees	2.02	3.26	3.54	2.33	3.63	3.42	3.56	3.64	3.59	4.00
	Skilled agriculture & fishery workers	.	.	.	.	.	.	.	.	.	.
	Crafts & related trades	5.00	3.40	2.60	2.25	1.25	3.20	3.20	3.20	3.75	5.00
	Plant & machine operator, assembly workers	3.63	3.38	3.28	3.31	3.15	3.33	3.38	3.60	3.82	3.33
	Elementary occupations	3.89	3.89	3.80	3.56	3.43	3.46	3.85	3.95	3.64	5.00
	Shop & Market services	2.69	3.30	3.39	2.72	3.58	3.35	3.54	3.47	3.28	3.70

Table 141 sets out a summary of the responses obtained for question prompting research participants to indicate how committed women are to work compared with men. A staggering 73% of research participants believed that women and men are equally committed to work, while almost equal proportions of the remaining 27% perceived differences in such commitment. Indeed, 18.1% of men thought that women were typically less committed to their work than men were, while 26.9% of women held that men were less committed to work than women were.

**Table 141 – Commitment of Women to Work compared with Men**

		Count	Valid Percent
Commitment of women compared to men	More	80	13.7%
	Equal	428	73.0%
	Less	78	13.3%
	Total	586	100.0%

		Gender			
		Male		Female	
		N	N %	N	N %
Commitment of women compared to men	More	16	4.6%	64	26.9%
	Equal	269	77.3%	159	66.8%
	Less	63	18.1%	15	6.3%

## 5.10 Observed Family Friendly Benefits

A total of 29.2% of respondents observed that their employer provided some form of support scheme to workers with caring responsibilities. An analysis of these responses (Table 143) shows that such schemes were more often observed by participants exemplified by:

- men, or
- persons aged between 25 and 34 Years, or
- workers who are married or living with partner, or
- participants not having caring responsibilities at home, or
- workers engaged with the services sector, or
- workers featuring a less than O-level qualifications, or
- workers engaged in a Clerical Occupations, or
- workers having a permanent indefinite contract, or

- workers engaged in full time jobs.

**Table 142 – Summary of Responses relating to Observed Employer Support Schemes for Workers with Caring Responsibilities**

		<b>Count</b>	<b>Valid Percent</b>
Does employer offer schemes for workers with caring responsibility?	Yes	170	29.2%
	No	413	70.8%
	Total	583	100.0%



**Table 143 – Analysis of Responses Relating to Observed Support Schemes Provided by Employers to Workers with Caring Responsibilities Across Respondent Groups**

		Does employer offer schemes for workers with caring resp.?					
		Yes		No		Total	
		N	N %	N	N %	N	N %
Gender	Male	103	29.9%	242	70.1%	345	100.0%
	Female	67	28.2%	171	71.8%	238	100.0%
Participant Age	<24	31	17.0%	151	83.0%	182	100.0%
	25 - 34 years	50	32.3%	105	67.7%	155	100.0%
	35 - 44 years	45	41.3%	64	58.7%	109	100.0%
	45 - 54 years	30	31.6%	65	68.4%	95	100.0%
	55 +	11	28.2%	28	71.8%	39	100.0%
Status	Married or living with partner	97	34.5%	184	65.5%	281	100.0%
	Separated, not living with partner	4	30.8%	9	69.2%	13	100.0%
	Widowed, not living with partner	0	.0%	2	100.0%	2	100.0%
	Not married, no partner with parents	57	22.9%	192	77.1%	249	100.0%
	Not married, not with partner, alone	12	31.6%	26	68.4%	38	100.0%
Caring Responsibilities at Home	Yes	80	35.6%	145	64.4%	225	100.0%
	No	90	25.1%	268	74.9%	358	100.0%
Sector of Activity	Agriculture & Fishery	0	.0%	2	100.0%	2	100.0%
	Stone Quarrying & Construction	2	12.5%	14	87.5%	16	100.0%
	Governmental Services	74	58.7%	52	41.3%	126	100.0%
	Hotel & Catering	17	27.9%	44	72.1%	61	100.0%
	Services	52	21.8%	187	78.2%	239	100.0%
What is your highest level of education?	Manufacturing	25	18.0%	114	82.0%	139	100.0%
	Primary School or less	5	18.5%	22	81.5%	27	100.0%
	Secondary Schooling	46	20.9%	174	79.1%	220	100.0%
	Secondary (Vocational)	16	53.3%	14	46.7%	30	100.0%
	Post Secondary	32	27.1%	86	72.9%	118	100.0%
	Post Secondary (Vocational)	11	23.4%	36	76.6%	47	100.0%
Your level of responsibility	Diploma (University) & First Degree	42	41.6%	59	58.4%	101	100.0%
	Post Graduate	17	43.6%	22	56.4%	39	100.0%
	Senior Managers, Directors	20	45.5%	24	54.5%	44	100.0%
	Professionals	28	30.4%	64	69.6%	92	100.0%
	Associate Professionals & Technical	26	41.3%	37	58.7%	63	100.0%
	Clerical employees	44	33.3%	88	66.7%	132	100.0%
	Skilled agriculture & fishery workers	0	.0%	0	.0%	0	.0%
	Crafts & related trades	3	37.5%	5	62.5%	8	100.0%
What is your present main job?	Plant & machine operator, assembly workers	11	19.3%	46	80.7%	57	100.0%
	Elementary occupations	16	21.3%	59	78.7%	75	100.0%
	Shop & Market services	22	19.6%	90	80.4%	112	100.0%
	Full time	151	30.8%	339	69.2%	490	100.0%
What is the basis of your main job?	Full time (reduced hours)	4	28.6%	10	71.4%	14	100.0%
	Part time	15	19.0%	64	81.0%	79	100.0%
	Casual	13	16.5%	66	83.5%	79	100.0%
What is the basis of your main job?	Permanent-Fixed Term Contract	15	28.8%	37	71.2%	52	100.0%
	Permanent-Indefinite Contract	142	31.4%	310	68.6%	452	100.0%

Moreover, survey participants indicated the form of support schemes observed to be offered by their employer, as summarised in Table 144, showing how the most frequent benefit involved emergency leave for care reasons (78.7% of the cases) and employment on reduced hours (68.6% of cases). Least observed benefits comprised extended hours' childcare services (7.7% of cases) and independent childcare facilities near the employer (8.3% of cases).

An analysis of these responses across respondent groups showed that:

- emergency leave for care reasons was more often observed by participants who were:
  - women, or
  - younger than 24 years of age, or
  - responsible for the care of persons at home, or
  - employed with establishments like parastatal companies, publicly listed entities or private companies, or
  - employed with manufacturing concerns, or
  - employed in part-time jobs.
- reduced hours were more often observed by participants who were:
  - men, or
  - between 25 and 34 years of age, or
  - independent of caring responsibilities at home, or
  - employed with parastatal or publicly listed companies, or
  - employed with services companies, or
  - employed in full-time jobs.
- Flexitime was more often observed by participants who were:
  - men, or
  - aged younger than 44 years, or
  - independent of caring responsibilities at home, or
  - employed with publicly listed companies, or
  - engaged with service companies, or
  - employed in a full-time job.

**Table 144 – Summary of Support Schemes Offered by Employers to Employees with Caring Responsibilities**

		Responses		Percent of Cases
		N	Percent	
Relief Schemes <sup>a</sup>	Childcare facilities	36	8.2%	21.3%
	Childcare facilities near employer (but	14	3.2%	8.3%
	Flexitime	92	21.1%	54.4%
	Reduced hours	116	26.5%	68.6%
	Care counselling	21	4.8%	12.4%
	Extended hours child care services	13	3.0%	7.7%
	Emergency leave for care reasons	133	30.4%	78.7%
	Others	12	2.7%	7.1%
Total		437	100.0%	258.6%

**Table 145 – Analysis of Responses: Observed Family Friendly Benefits Across Respondent Groups**

		Observed Family Friendly Benefits							
		Childcare facilities	Childcare facilities near employer (but independent)	Flexitime	Reduced hours	Care counselling	Extended hours childcare services	Emergency leave for care reasons	Others
Gender	Male	20	9	60	75	14	9	78	7
	Female	16	5	32	41	7	4	55	5
Participant Age	<24	13	8	18	21	8	6	31	
	25 - 34 years	9	2	27	37	4	2	33	4
	35 - 44 years	8	2	25	29	5	3	33	8
	45 - 54 years	3	1	14	19	3	1	25	
	55 +	3	1	5	8	1	1	9	
Status	Married or living with partner	16	6	42	64	10	5	76	5
	Separated, not living with partner	1		3	3		1	3	1
	Not married, no partner with parents	15	7	38	41	7	5	47	5
	Not married, not with partner, alone	4	1	9	8	4	2	7	1
Caring Responsibilities at Home	Yes	11	2	39	53	8	4	63	6
	No	25	12	53	63	13	9	70	6
Variety of Caring Responsibilities At Home	1	9	2	27	37	6	2	48	5
	2	2		11	15	2	2	14	1
	3			1	1			1	
How much time do you spend in domestic work?	<1hr	13	5	32	32	8	5	41	1
	1 - 3 hrs	11	3	38	50	7	4	56	4
	4 - 5 hrs	2		8	13	3		12	3
	6 - 7 hrs	2	1	3	3		1	5	1
	8 - 9 hrs	1		2	3		1	2	
	>9 hrs	4	2	4	8	1	2	9	2
	Others	6	1	12	18	3	2	18	1
What is your highest qualification?	Less than O- Level equivalent	11	6	17	21	5	4	32	2
	O-Level	4	2	9	18	1	2	16	2
	A-Level	4	1	8	9	1	1	13	1
	Vocational Certification (City & Guilds or equivalent)	1	1	9	7			5	1
	University Diploma or equivalent -Local	5	2	10	12	5	1	13	3
	University Diploma or equivalent -Overseas Institution	4	1	13	14	3	2	22	1
	University Degree- Baccalaureate	1		6	9	2	1	6	1
	University Degree- Masters' Level			8	8	1		8	
	Others	13	5	36	57	4	5	54	8
Describe the company where you are employed	Government Organisation/Department	3	2	11	17	2		14	2
	Parastatal Company			8	9	4		8	1
	Publicly Listed Company	19	7	35	32	10	8	52	1
	Private Company/Sole Trader								
	Commercial Partnership							1	
	Non-profit Organisation	1		2	1	1		4	
	Others								
Sector of Activity	Stone Quarrying & Construction				1			1	1
	Governmental Services	15	7	38	59	4	5	56	8
	Hotel & Catering	10	4	10	9	4	4	16	
	Services	9	2	32	37	11	2	39	3
	Manufacturing	2	1	12	10	2	2	21	
	Others	27	10	84	105	17	10	118	12
What is your present main job?	Full time			1	4	1	1	3	
	Full time (reduced hours)	9	4	7	7	3	2	12	
	Part time	5	1	13	19	4	1	21	3
Are you engaged in more than one job?	More than One Job	31	13	79	97	17	12	112	9
	One Job Only	6	3	6	3	2	1	11	
What is the basis of your main job?	Casual	4	3	7	10	4	2	13	1
	Permanent-Fixed Term Contract	26	8	79	103	15	10	109	11
	Permanent-Indefinite Contract	1	1	10	13	2	1	17	2
Your level of responsibility	Senior Managers, Directors	9	2	15	17	5	4	22	2
	Professionals	7	3	18	22	5	1	20	4
	Associate Professionals & Technical	6	2	21	35	2	1	33	3
	Clerical employees			3	2			2	
	Crafts & related trades	2		7	4	1	1	8	1
	Plant & machine operator, assembly workers	2	1	9	13	1	1	13	
	Elementary occupations	9	5	9	10	5	4	18	
	Shop & Market services								

**Table 145 – Analysis of Responses: Observed Family Friendly Benefits Across Respondent Groups (continued)**

			Observed Family Friendly Benefits								
			Childcare facilities	Childcare facilities near employer (but independent)	Flexitime	Reduced hours	Care counselling	Extended hours child care services	Emergency leave for care reasons	Others	
Gender	Male	R %	19.6	8.8	58.8	73.5	13.7	8.8	76.5	6.9	
	Female	R %	23.9	7.5	47.8	61.2	10.4	6.0	82.1	7.5	
Participant Age	<24	R %	40.6	25.0	56.3	65.6	25.0	18.8	96.9		
	25 - 34 years	R %	18.0	4.0	54.0	74.0	8.0	4.0	66.0	8.0	
	35 - 44 years	R %	18.2	4.5	56.8	65.9	11.4	6.8	75.0	18.2	
	45 - 54 years	R %	10.3	3.4	48.3	65.5	10.3	3.4	86.2		
	55 +	R %	27.3	9.1	45.5	72.7	9.1	9.1	81.8		
Status	Married or living with partner	R %	16.8	6.3	44.2	67.4	10.5	5.3	80.0	5.3	
	Separated, not living with partner	R %	25.0		75.0	75.0		25.0	75.0	25.0	
	Not married, no partner with parents	R %	25.9	12.1	65.5	70.7	12.1	8.6	81.0	8.6	
	Not married, not with partner, alone	R %	33.3	8.3	75.0	66.7	33.3	16.7	58.3	8.3	
Caring Responsibilities at Home	Yes	R %	14.1	2.6	50.0	67.9	10.3	5.1	80.8	7.7	
	No	R %	27.5	13.2	58.2	69.2	14.3	9.9	76.9	6.6	
Variety of Caring Responsibilities At Home	1	R %	15.0	3.3	45.0	61.7	10.0	3.3	80.0	8.3	
	2	R %	11.8		64.7	88.2	11.8	11.8	82.4	5.9	
	3	R %			100.0	100.0			100.0		
How much time do you spend in domestic work?	<1hr	R %	25.0	9.6	61.5	61.5	15.4	9.6	78.8	1.9	
	1 - 3 hrs	R %	15.7	4.3	54.3	71.4	10.0	5.7	80.0	5.7	
	4 - 5 hrs	R %	13.3		53.3	86.7	20.0		80.0	20.0	
	6 - 7 hrs	R %	33.3	16.7	50.0	50.0		16.7	83.3	16.7	
	8 - 9 hrs	R %	33.3		66.7	100.0		33.3	66.7		
	>9 hrs	R %	40.0	20.0	40.0	80.0	10.0	20.0	90.0	20.0	
		R %	26.1	4.3	52.2	78.3	13.0	8.7	78.3	4.3	
What is your highest qualification?	Less than O- Level equivalent	R %	31.4	17.1	48.6	60.0	14.3	11.4	91.4	5.7	
	O-Level	R %	17.4	8.7	39.1	78.3	4.3	8.7	69.6	8.7	
	A-Level	R %	21.1	5.3	42.1	47.4	5.3	5.3	68.4	5.3	
	Vocational Certification (City & Guilds or equivalent)	R %	10.0	10.0	90.0	70.0			50.0	10.0	
	University Diploma or equivalent -Local	R %	35.7	14.3	71.4	85.7	35.7	7.1	92.9	21.4	
	University Degree- Bacalaureate	R %	16.0	4.0	52.0	56.0	12.0	8.0	88.0	4.0	
	University Degree- Masters' Level	R %	10.0		60.0	90.0	20.0	10.0	60.0	10.0	
	Others	R %	80.0		80.0	80.0	10.0		80.0		
	Describe the company where you are employed	Government Organisation/Department	R %	18.1	6.9	50.0	79.2	5.6	6.9	75.0	11.1
		Parastatal Company	R %	15.8	10.5	57.9	89.5	10.5		73.7	10.5
Publicly Listed Company		R %			80.0	90.0	40.0		80.0	10.0	
Private Company/Sole Trader		R %	30.2	11.1	55.6	50.8	15.9	12.7	82.5	1.6	
Commercial Partnership		R %							100.0		
Non-profit Organisation		R %	25.0		50.0	25.0	25.0		100.0		
Sector of Activity	Stone Quarrying & Construction	R %			50.0	50.0			50.0	50.0	
	Governmental Services	R %	20.3	9.5	51.4	79.7	5.4	6.8	75.7	10.8	
	Hotel & Catering	R %	58.8	23.5	58.8	52.9	23.5	23.5	94.1		
	Services	R %	17.0	3.8	60.4	69.8	20.8	3.8	73.6	5.7	
	Manufacturing	R %	8.7	4.3	52.2	43.5	8.7	8.7	91.3		
		R %	17.9	6.6	55.6	69.5	11.3	6.6	78.1	7.9	
What is your present main job?	Full time	R %			25.0	100.0	25.0	25.0	75.0		
	Part time	R %	64.3	28.6	50.0	50.0	21.4	14.3	85.7		
		R %	17.2	3.4	44.8	65.5	13.8	3.4	72.4	10.3	
Are you engaged in more than one job?	One Job Only	R %	22.1	9.3	56.4	69.3	12.1	8.6	80.0	6.4	
	Casual	R %	50.0	25.0	50.0	25.0	16.7	8.3	91.7		
	Permanent-Fixed Term Contract	R %	26.7	20.0	46.7	66.7	26.7	13.3	86.7	6.7	
What is the basis of your main job?	Permanent-Indefinite Contract	R %	18.3	5.6	55.6	72.5	10.6	7.0	76.8	7.7	
		R %	5.0	5.0	50.0	65.0	10.0	5.0	85.0	10.0	
	Senior Managers, Directors	R %	32.1	7.1	53.6	60.7	17.9	14.3	78.6	7.1	
Your level of responsibility	Professionals	R %	25.9	11.1	66.7	81.5	18.5	3.7	74.1	14.8	
	Associate Professionals & Technical	R %	13.3	4.4	46.7	77.8	4.4	2.2	73.3	6.7	
	Clerical employees	R %			100.0	66.7			66.7		
	Crafts & related trades	R %			63.6	36.4		9.1	72.7	9.1	
	Plant & machine operator, assembly workers	R %	12.5	6.3	56.3	81.3	6.3	6.3	81.3		
	Elementary occupations	R %	47.4	26.3	47.4	52.6	26.3	21.1	94.7		
	Shop & Market services	R %									

## 5.11 Findings from Qualitative Field Research

### 5.11.1 Equality & Protection at Work

Qualitative research showed that a proportion of workers consider themselves to have been unfairly treated by their employer or by prospective employers. The basis of injustice varies, gender discrimination being one of the factors involved. Unfair treatment is suffered both by

those in the private sector as well as by those who work in parastatal/state employers. None of those interviewed sought to redress the perceived injustice through the industrial tribunal. There were those who chose to take no action while others sought to defend themselves. There were those who sought legal advice. Trade unions did not feature much as a protective measure against injustice.

One of the cases concerned Carla, a front officer with a parastatal organisation who was assigned to work at a particular site where she should not have been alone (not because she is a woman but because she believes her type of work requires two persons to be present on any site). She was sexually harassed by the watchman and she reported the case. Instead of transferring the watchman, the employer transferred her, advising her to seek psychological help. Whilst not wanting the watchman to lose his job, she wished to continue working at the same site. She wanted justice and even sought redress through the National Commission for the Promotion of Equality. The watchman was only transferred a year later.

Apart from her experience of sexual harassment, Carla also complained that at work she has added responsibilities for which she is not paid. Although Carla is the only woman in her section, and her male colleagues do not accept such conditions, Carla does not consider this as a gender issue. The difference in treatment is between the old and new employees. Carla is still on probation and is employed on contract with a parastatal organisation while Government seconds the older workers (with a more secure employment). Carla claims that although in the past, women were given different tasks and responsibilities on the basis of gender, this is no longer the case nowadays. The demarcation line lies between old and new employees.

Unfair treatment was also evident in relation to promotion and recruitment practices. Although many of those interviewed were of the opinion that employers associate jobs with a specific gender, it was Anthea who was directly discriminated on the basis of her sex by a well-established food importing and distributing company. Anthea is a sales representative who claims to have applied for a job with this company whose policy is to employ male sales persons only. This was specifically stated in the letter of refusal she received from the company informing her that her application was not considered. Anthea did not feel that she should take any action to defend her case because she accepted that this was company policy. Paul also mentioned the same company, claiming that a few years ago when the company still employed women in sales, it terminated the employment of one of its female sales representatives simply because she was getting married – despite this woman's sterling quality of work she provided for her employer.

The issue of gender discrimination did not feature much in relation to promotions. Gender may feature in an indirect way where promotions are concerned such as when women are employed on a part-time basis or working reduced hours, thus reducing their chances for promotion. Women are also disadvantaged as a result of having to break their careers. Qualitative interviews revealed that in many cases, promotions are not awarded on the basis of merit, experience, qualifications or commitment but are a question of personal preference. This is especially the case in lesser paying jobs within the private sector. Dorian, a delivery-man, sees promotion as a remote possibility because at his place of work this depends on knowing the right people. Damian, a security officer also claims that promotions are a question of preference – with instances recalled relating to persons promoted to senior posts within three years of employment. Indeed, Damian does not mind working more overtime than that permitted by law since he feels it is a question of give and take. He is confident that his boss will make it up to him in terms of leave, roster and promotion.

Celine who worked for two years at a fast food restaurant claimed similar criteria. If the management likes the way a worker deals with the customers or the way she smiles, she would be promoted. Celine was never promoted although once she had an opportunity – only to refuse owing to exams. She was never offered another chance. She claims that even when training sessions that lead to promotions are held, not all workers are given the opportunity to attend. A list of names is published of those who have been chosen by the management.

One case of unfair treatment concerned a deliveryman who was involved in a car accident a few minutes after leaving work driving his own car. The storekeeper sought to dismiss him from work as a consequence of the accident although he still retained his job since the company director overruled the storekeeper's decision. James, a senior tradesman with a parastatal organisation claims to have had two days' pay deducted from his salary when he was on sick leave and the company doctor did not find him at home. He claimed to have been visiting his doctor although his defence was not accepted during the disciplinary inquiry where he represented himself. He considered this to be unfair since this was the first time it happened and he felt he could have been given a warning instead. One has to note that the issue of fairness or unfairness has a subjective element tied to it. There may be cases where the worker feels unjustly treated but would not necessarily have a case. For example, James also claims to have injured himself while on duty. There was an inquiry, which he feels was unjustly carried out since nobody went on site to make inspections as normally happens. James was not given any compensation as he was not wearing any safety equipment. He claims that he is

unable to wear the safety shoes provided by the company due to a skin condition he suffers from. However although his doctor certified that he suffers from eczema, he did not back up his argument against wearing safety shoes.

Others may choose to leave their job if they feel they are unfairly treated. Maria is happy at work and she has never felt discriminated. If she were to be unfairly treated, she would just quit.

#### 5.11.2 Gender Orientation

Qualitative interviews typically indicated that certain jobs are more suitable for either men or women. A proportion of men believed that their particular job was unsuited for women as in the case of deliverymen, security guards, labourers and maintenance workers as well as electricity and air-conditioning installation. In other cases, interviewees commented on what they regarded as male work even though they did not consider their work as gender specific. Such was the case of Victoria, a bank employee – with the main reasons pointing at physical and strenuous work that is better performed by men or because it may be more dangerous for women to be alone in remote areas day and night (as in the case of security work or workers assigned to open heritage sites). Contrastingly, less jobs were considered to be unsuitable for men. Anthea feels that women are better at sales and Corinne argued that women could be more capable of obtaining certain information as journalists although she did not consider journalism to be a woman's job.

Many of those interviewed believe that many employers have a specific gender in mind when they advertise for jobs or recruit workers. That is why certain sectors remain male- or female-dominated. Dorian claims that his company never employs women for delivery work as it involves carrying heavy loads. Joseph does not know of any female drivers employed with the parastatal company where he works. Sexist recruitment practices do not necessarily reflect suitability however, because (as discussed elsewhere in this document) there are companies that despite the anti-discrimination legislation, continue to discriminate against married women and/or mothers. Although Anthea believes that females make better sales representatives (because they have better persuasive skills than men) she was herself the victim of sex discrimination by a company whose policy it is not to employ female sales representatives.

Gendered perceptions that are manifest in the recruitment practices of employers continue to reinforce gender stereotypes both among workers and their employers. This is evident when



one looks at jobs that are open to both males and females but which somehow seem to attract one sex more than the other such as tourist guidance (female) or security work (male).

Gendered orientations at work do not stop upon recruitment but are also reflected in the tasks and responsibilities assigned to men and women. Corinne, a journalist, believes that women have to work harder in order to prove themselves. At her place of work, it is common practice for men to be assigned coverage of 'hard' news such as politics and the economy while women are sent to cover the softer news such as entertainment, fashion and culture – despite the fact that the head of news is a woman. Corinne does not feel this is intentional but rather engrained in our culture.

Carla also encountered gendered practices at her place of work although she claims that they have now stopped. Up to a year before this study, women were not assigned to certain posts because they did not drive.

### 5.11.3 Leave

#### Vacation & Sickness Leave

Qualitative research suggests that workers who do not have vacation or sick leave are those who work on an hourly basis such as casual workers or as in the case of tourist guides (freelance workers). Since women make up the majority of casual and temporary workers, they are less likely to have such benefits compared to men.

Some employers were observed to adhere strictly to the 19-hour limit to avoid meeting leave obligations. Celine claims that at the fast food restaurant, where almost everyone is employed on an hourly basis, management is extremely careful not to let any worker exceed the 19 hours. If a worker requests to switch shifts with another worker, management first checks whether this has an impact on the 19-hour limit.

There are also employers that abuse the system even further – as revealed by John who is a security officer. Security guards may be employed on a part-time basis and required to work much longer hours. In order to conceal this, the worker is issued with three separate payments. This benefits the management in more than one way while the worker has to suffer the consequences. The management avoids having to give vacation and sick leave to these workers as well as having to pay overtime rates.

While workers may have the option of availing themselves of vacation and sick leave, they may still encounter problems. For example, it is not easy for security guards to get their vacation leave approved especially if it is for more than one day according to John.

Carla, who works as a front officer with a parastatal organisation also complained about vacation leave, claiming that vacation leave has to be booked months before while approval is not given before the last minute. Besides, in order to avail herself of vacation leave, an employee has to find a replacement – often proving to be a very difficult arrangement. If the employee finds no replacement, vacation leave is not availed.

A similar situation is faced by Natasha. As a freelancer Natasha not only does not have vacation or sick leave benefits but she also has to find someone else to replace her on occasions when she cannot work. Since sick leave is not planned, this further complicates matters since she would have to find a tourist guide to replace her in a matter of hours.

#### Parental Leave

Outside civil service employment, where both men and women are offered the possibility to take parental leave, there are certain workers who are offered maternity or other forms of leave at the discretion of the employer. Among the interviewees, those working at the bank, some workers in parastatal organisations as well as a journalist employed with a television station claimed to have parental leave although in none of the cases is this extended to men. Corinne, the journalist claims that women are offered one year unpaid maternity leave. They tried to win more time during the collective agreement negotiations but did not succeed. Sonia, who is currently on unpaid maternity leave from the bank, states that a mother can take one year unpaid leave, with two years granted only in special cases. However, this is subject to approval and is granted only under certain circumstances such as in the case of having children with disabilities or if the worker proves that she does not have anyone with whom to leave the child. The bank also offers the possibility of a six-month period of emigration leave to all employees.

Parental leave has its obvious benefits especially when the alternative is for the parent, usually the mother, to resign from the job. However, when a mother takes parental leave she also has to face certain consequences such as less opportunities for training and promotion. Although workers on unpaid parental leave do not lose their job, they may be transferred to another post such as in the case of teachers or bank employees. Sonia is sure that after her maternity leave she will be transferred to another branch according to the exigencies of the bank although she

will not lose her grade or pay. Sonia does not regret taking maternity leave because she looked forward both to the break from work as well as to spending time with her baby daughter. However, since her husband works in the private sector, she was the only one who could take the unpaid leave option. As Sonia's salary is higher than that of her husband, she would have preferred to continue working herself and for her husband to take parental leave if he had the option.

#### Work at Home

None of the participants interviewed worked from home or claimed to dedicate time for work at home. None of the interviewees expressed an interest in working from home.

#### 5.11.4 Remuneration & Pay.

##### Enhancing Pay – Overtime & Other Payments

Both men and women employed in lower level occupations such as security guards, delivery persons, maintenance workers, drivers, general hands, sales persons and labourers claim to receive a very low income that in certain cases can be significantly enhanced by overtime or commissions. Certain categories of workers however hardly have any opportunity to supplement their basic income especially those who work with government departments or parastatal organisations.

Joseph works as a driver with a parastatal corporation seconded by the government and works under the same conditions as the employees of the corporation. His salary, after 38 years in employment, is in the lowest scales. In the past, his salary was higher because he worked overtime and shifts which carried allowances. As a result of recent restructuring, however, the shift system was eliminated and now he just receives his basic pay and has no opportunity for overtime. Maria, a general hand working with a parastatal organisation, also receives very low pay, and has no opportunity for extra income. The only time she works overtime is when there is a social function at her place of work.

Within the private sector, overtime work depends on the nature of work and on market demand. For example, Dorian who works as a delivery man with a private company used to work overtime frequently until recently – a consequence of the company's response to increased competition from firms importing similar goods. One sector that provides

opportunities for overtime work is security work. Security guards, especially those employed by security companies are among the lowest paid employees reviewed within this study. Such feature is claimed to be result of harsh price competition among security firms that market their services through competitive bids. In securing contracts, these firms had to cut down on salaries – with flat rates paid as low as Lm 1.25 to Lm 1.37 per hour. A guard working the basic hours will earn about Lm 200 monthly. Some companies pay as little as Lm 1 hourly, pushing security workers to work long hours of overtime with resultant abuse apparent – with 65- to 80-hour work weeks typical for guards when they earn a modest Lm 400 monthly. Even then, such guards may not be paid at a standard overtime rate for all the hours of overtime worked. There are companies that issue separate cheques through different establishment entities, so that it looks as if the employee is not working overtime. There are companies that pay a certain number of hours at a certain rate (e.g. the first 10 hours) and the rest at a lower rate. In certain cases, overtime is not taken as that which exceeds the 40-hour week, but a certain number of hours, such as the case when the total hours worked exceeds 70 hours. Up to such hours, the employee receives a basic hourly rate. Some companies also distinguish the overtime rates paid by the sites at which security people are assigned – with some instances known to be exempt from any overtime rates. Often, workers do not have much choice if they do not want to take home a low remuneration – with employers often making their security personnel accept such conditions or opt for a strictly 40-hour week alternative.

#### Bonuses & Commissions

Another source of supplementary income within the private sector is commission especially in the retail and wholesale sector.

Nevertheless, qualitative interviews suggest no particular differences between males and females regarding bonuses or commissions received, although bonuses are relatively more common among higher-level workers. Anthea was the only interviewee who receives a commission as a sales representative. She claimed to receive a commission equivalent to her basic salary. Commission is worked out each year in comparison to the sales made the previous year. Once she reaches the sales quota of the previous year (or 100% of the sales target) she receives Lm 200 monthly commission. Otherwise, her employer pays commission on a pro-rata basis. Apart from commission, she also receives penetration and servicing bonuses. Penetration bonus depends on the number of shops she enters in her route. Servicing relates to whether she manages to sell all four product-lines her firm distributes.

Michael (a university student employed with a currency exchange bureau on a part-time basis) claims to have benefited from two of the various incentive schemes offered by the company for workers to earn extra income. These incentives are tied to the workers' ability to convince customers to exchange larger sums of money.

Bank employees also benefit from a number of incentive schemes such as subsidised loans, sponsored work-related studies, health insurance schemes as well as performance bonuses. Performance at the bank is linked with performance – measured in terms of sales of insurance policies, number of accounts opened and so on. This may put women who work on reduced hours at a disadvantage since they have less time available to perform like other full-time workers. However, this is not necessarily the case – a woman working 30 hours weekly may still perform better than a full-time worker if she works hard enough according to Sonia (a bank employee).

#### Earnings Difference

There appears to be a discrepancy between workers' perceptions concerning the gender pay gap and the social reality revealed by the quantitative research. Almost all of the qualitative research participants regardless of sex, occupation, social class and level of education denied that men and women receive different earnings. Michael, a University student who works as a clerk on a part-time basis claimed that he never encountered any differences in any of the work places where he was employed during the past five years. Victoria, who is a bank manager, claims that there is no gender pay gap at the bank. Corinne, a journalist, does not believe that there are gender differences in pay among those who are better qualified or among professionals although she believes these exist among women and men in lower paid jobs especially in the tourist industry. James, a senior tradesman with a parastatal organisation believes that men and women who do the same work receive the same pay. According to Celine, who worked in a fast food chain for two years, men and women employed in the same grade are paid the same rates. David, a casual printing press worker, considers his pay similar to other casual workers although he believes that office workers and machine operators earn better salaries. Dorian, a deliveryman, also claims that deliverymen employed by other companies or with the government earn the same salary he does.

At the same time there were those who hinted at gender differences in earnings that may be due to factors beyond the standard pay rates of male and female employees occupying similar posts and performing similar duties.

Perceived differences in pay existed in relation to different grades or between workers who have different levels of seniority. Some of the interviewees compared their salaries with those earned by workers employed in similar occupations with other organisations or by workers doing similar work in different sectors. Other interviewees, however, held no opinion regarding what others earned, largely as a result of indifference as Maria (a general hand with a parastatal organisation) explained. Indeed, it was only recently that Maria learnt that her friend (also employed as a general hand) has a higher income than hers as a consequence of being employed with a Government department. On the contrary, Joseph, (as a driver with a parastatal corporation on secondment by the government) claims that the corporation conditions are slightly better than those offered by his employer. At the same time, Joseph believes that drivers in the private sector have a higher income although he never enquired about it. Maria has not done anything about her discovery yet since it was only recently that she realised there was a discrepancy.

Contrastingly, security guards appear to receive similar rates of pay largely due to the harsh competition prevailing among their employers. Although rates of pay vary from one company to another by a few cents weekly, they consider themselves underpaid were it not for the large amount of overtime work they do. However, security guards not engaged with security companies earn better salaries since their pay is set according to established scales and regulated accordingly. It is even more difficult for women to work the long hours of security guards. There are guards who work 48 straight hours in remote areas day and night. Such long hours are even difficult for married men, let alone for women with young families. As John confesses, there was a time when working from 05:30 till 21:00 for six days weekly nearly broke up his family and himself, 'hardly ever seeing the three children... and could not take it any longer'.

Noel, a project leader, believes that although about 40% of project leaders are female, these would probably earn less than men because it is men who are assigned the higher profile projects. Women are also more likely to be working on temporary assignments. He believes pregnancy to be the main issue. He sees women as being in a difficult situation. A married woman may suffer the consequences of motherhood while a single woman may be seen as too independent and as more likely than men to make an abrupt move such as emigrating or leaving her job for other reasons.

Comparing her job with that of other sales persons in other companies, Anthea feels she has better working conditions. For example, other companies do not provide a company car but

pay a limited travel allowance that does not cover the commuting expenses involved. Certain companies pay commission to employees only when they collect money from customers – Anthea’s commission is paid irrespective of the clients’ settlement of dues. Comparing her salary to new employees in the same company, her pay is higher due to seniority.

Corinne who worked at a fast food restaurant for two years claims that a similar chain pays slightly higher rates. In her present work as a journalist, she considers her pay as unsatisfactory – but does not complain in view of restructuring process presently underway at her employer’s establishment involving cost-cutting measures and possibly employee layoffs. Compared to journalists in her newsroom, Corinne has the highest pay due to seniority. Journalists at her place of work receive the same pay regardless of their qualifications. Compared to journalists working for Government controlled companies, her salary is considered lower although she believes that journalists in the private sector receive more or less a similar salary.

Natasha, a young freelance tourist guide, also brought up the issue of women’s disadvantaged position. Although women and men are not paid different rates, the earnings of the tourist guide depend on the number of hours worked (since most guides work freelance) and the languages spoken. Guides who speak languages that are not common in Malta (such as Japanese or Russian) demand very high rates for their services. The Maltese guides also have to compete with foreigners in this regard.

There are more female than male guides and demand for their services depends much on the number of languages they speak. This does not necessarily put women at a disadvantage. However, a guide will lose work opportunities if she repeatedly refuses assignments. As Natasha explained, as freelancers, tourist guides do not have vacation or sick leave. If an agent calls for the guide’s services and the guide refuses on repeated occasions, the agent will turn to someone else. This puts pregnant women and young mothers at a disadvantage since they are more likely to be unable to work on occasions. In certain cases, where the guide is employed on a full-time basis with an agency, she may be offered office work during her pregnancy or early motherhood although such cases are uncommon.

Although occupations that offer opportunities for extra income among lower level jobs may be found in both male- and female-dominated sectors, it is often more difficult for women (especially with home/caring responsibilities) to take such opportunities. Anthea admits that it is difficult for wives and mothers to cope with her working hours – a point shared by Carla (a

front officer with a parastatal organisation). Carla cannot imagine a married woman working the long hours of overtime she is expected to work, and it is not uncommon for her to be informed only one hour before that she has to work overtime. Such situation is often even difficult for single persons employed with the same establishment.

Nevertheless, qualitative research suggests that the issue of pay discrepancy among workers performing similar jobs does not feature as a controversial issue. None of the workers identified pay discrepancy especially on the basis of gender as a source of injustice or discrimination although many workers are still not content with what they earn.

### Promotions

Promotion opportunities are another source of gender inequality in earnings. Victoria, who started her bank career as a clerk twenty years ago, worked her way up to a managerial post. She believes that the bank offers incentives to all those who want to continue studying. Obtaining the desired qualifications is very often tied to promotions. Victoria appreciates the encouragement she receives from the bank. With her prior qualifications she could not continue advancing in her career. It would also have been difficult had she had a career break. Victoria is married but does not have children. Therefore, although she is convinced that there is no gender pay gap, her female colleagues might not have had the same promotion opportunities she had. As the bank does not extend parental leave to men, it is female workers who mostly avail themselves of career breaks. Sonia is one of these women. She is a bank employee on unpaid parental leave. Since she started working with the bank as a clerk, she was promoted once. Having a certificate in financial advising automatically leads to promotion. Bank employees are encouraged to follow this course and many are the women who completed it successfully. However, Sonia had to stop on becoming a mother although her newborn was not the only reason she stopped. She had also failed two subjects. If Sonia is offered a promotion, it is her family that she would consider first. If a promotion entails longer working hours, she is inclined to refuse it. If a worker refuses a promotion more than once s/he will probably not be considered in the future. Women with children find it difficult to work longer hours although there also men who do not like working overtime. However, women have more problems – with late arrival to work a common incidence among mothers who arrive late for work because of child commitments.

Many young mothers at the bank also tend to opt for reduced working hours. The bank does not discriminate against women who are on career breaks or who work on reduced hours.



Sonia is still informed of any training and promotion opportunities offered by the bank even though she is on maternity leave. She also claims that the bank does not consider these circumstances when giving promotions. Commitment is more important for the bank. However, there were cases where women suffered the consequences of their circumstances. After all, commitment is more difficult when one has the responsibility of a young family.

Noel, the project leader, believes that women are not promoted at the same pace as men. Men are the promoters and they apparently feel more secure in promoting men – who are perceived as more likely to stay long with their employer. Women leave in response to their husband's career or studies or as a consequence of motherhood. Women who take career breaks are disadvantaged according to Noel as they miss opportunities for training, study and promotion and if they return to work in their early 40's they would also be disadvantaged due to their age.

Being a part-timer also reduces one's chances for promotion. Michael claimed that unless he becomes a full-timer, he will never be offered the opportunity for promotion. Since it is women who are more likely than men to be performing part-time work, this puts more women than men at a disadvantage.

Although lower level jobs may offer less opportunity for promotion, there are jobs that offer this possibility. For example, Damian, a security officer, claims that those who are promoted to senior posts (such as 'cash in transit') or night patrollers earn significantly more. Such a promotion may equate to an extra Lm 100 weekly. Security work is a male-dominated sector and Damian does not know of any woman who occupies a senior post.

#### Negotiation of Pay

Qualitative research also indicates that most workers do not negotiate their pay. Pay rates are either set by the government or by the management in the case of the private sector. Otherwise, they are established by means of a collective agreement between the employer and employees through trade union intervention. Some employees claimed that upon recruitment they were asked what salary they expected. Damian (during his interview for a post of a security guard) told the management that he would not work for less than what he was earning. However his target is only reached after long hours of overtime. There were also a few workers who were not sure whether their salary is based on a collective agreement or whether it was established by the management alone.

Victoria was the only worker who claimed to have been involved in some form of negotiation with the bank management – even though the bank does not normally negotiate pay. However, when the bank was in the process of computerisation about ten years ago, the workers involved spoke with the management. They felt that this work required more responsibility, study, travelling abroad and longer hours of work even during weekends. Indeed, pay was improved across all levels.

Kenneth, a maintenance worker, did not negotiate his salary. However, once he asked for a raise and his employer accepted his request because he showed commitment. Michael (a part-time worker with a currency exchange bureau) claims that pay is not negotiated by employees but set by the management. As a part-timer, Michael is satisfied with his salary. However many full-timers were unhappy with their income to the extent that during his short span with the company, seven full-time workers resigned from their job as a result. Those employed to replace them also resigned due to low salaries. Contrary to what literature suggests, Michael claims that in this company, men tend to accept the pay they are offered even if they are unhappy, while it was a woman who managed to bring about a change. She complained to the management and threatened to leave if salaries were not raised. As a result, and probably also due to the other resignations, the management decided to increase salaries.

Evidence from qualitative interviews suggests that both men and women change jobs to improve their pay and conditions of work although individuals with little or no qualifications tended to change jobs more often.

#### Prospects for Better Pay or Promotion

Commitment was also a factor mentioned by a number of participants during qualitative interviews although what employers look for when promoting their employees also depends on the type of work involved. Michael, a part-time clerk, associates hard work and effort together with qualifications with better pay or promotion prospects. Better pay also depends on how the company is doing financially. In non-manual occupations, such as those of bank employees, qualifications and promotions are directly linked with higher pay prospects. For Anthea, qualifications are not important in her line of work. A sales representative must feature the necessary skills to deal with people (such as shop and bar owners) and to persuade customers to buy products – a skill that is independent of qualifications.

At the fast food restaurant where Celine used to work, all employees work on an hourly basis. Prospects for better pay depend on promotion, which is not awarded to workers who feature no commitment. Nevertheless, Celine claims that promotions are more a question of preferences. A promotion was offered to her once, which she declined owing to her facing some exams in pursuing academic studies. Since then, she claims to have been branded as lacking commitment and was never offered another promotion again. Dorian shares such views, claiming that promotions are given on the basis of personal preference. He sees the possibility of promotion as remote and the possibility of earning extra pay as depending on overtime work when it is available.

Interviewed men associated long hours of work with better income especially in the lower income jobs where prospects for promotion are not wide. There were cases of women whose income depended on overtime or the number of hours worked such as Carla who works a significant number of overtime hours for a parastatal organisation where she is employed. Natasha, a tourist guide who is a freelancer can only earn more if she works more hours. Corinne who is a journalist also sees the possibility of increasing her pay by working everyday instead of alternate days – an option she cannot consider. Corinne also sees promotion as a remote possibility since her employer stopped promotions as part of a cost-cutting exercise.

There are workers whose prospects for better pay are bleak and depend only on statutory budget increases – such as annual cost of living adjustments. For workers such as Maria and Joseph (parastatal employees), improving their qualifications is not an option they consider especially now that they have reached a certain age. They do not have any opportunity to work extra hours or for promotion, event though both are willing to work more hours if given the opportunity.

Although qualifications and further study are less associated with job improvement in the lower occupational scales, Kenneth who is a maintenance worker claims that because he showed commitment, his employer gave him a raise in salary. At present he is following a course in electrical work and upon completion he is guaranteed an automatic promotion and a pay rise of Lm 400.

#### Expenses Incurred By Workers

A few of the workers interviewed incurred expenses related to their job or were at risk of suffering financial losses due to events beyond their control. For example, certain security

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companies provide uniforms to their guards while others just provide a company tie, with the rest of the uniform purchased by the employee. Security guards also have to pay a licence annually and to attend a work-related course that they have to pay themselves. Some companies deploy their security guards in Gozo monthly. Martin was not informed of this during the interview. The company pays the Gozo crossing ticket and adds 1 hour's pay at the end of the month. It costs Martin Lm 5 to report to work in Gozo and settlement by employer is a frequently difficult process. Martin does not receive any petrol allowance, despite the long journeys he has to make to report to work.

Anthea, who works as a sales representative is provided with a company car and given a petrol allowance. However, since the company bought new cars that consume more fuel and since the price of fuel increased over the past months, the allowance (that remained unchanged) became insufficient to cover her commuting expenses. She is also paid a Lm 10 allowance every three months for mobile calls expenses, also insufficient to cover the real amounts of mobile calls made related to work. Unlike Anthea, Dorian (a deliveryman) does not incur expenses on a regular basis, albeit he is not paid any allowances for driving heavy vehicles. Neither is he insured against the possibility of goods being stolen from his vehicle. In the case of theft, Dorian has to pay for any stolen goods himself. Furthermore, if he is involved in a car accident, Dorian has to pay for the damages himself.

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## **6 Discussion & Conclusions**

### **6.1 A Gender Pay Gap**

The research findings in Section 5 clearly point to a significant differential in earnings between men and women in the Maltese labour market, despite the various measures taken by policy makers in an attempt to reduce or even eliminate them. It appears that gender pay differentials persist despite the various social, legislative and economic initiatives, implemented to attract more women to the labour market and to enable them to participate in paid work equally with their male counterparts. This research indicates that the measures so far were only partly successful in addressing this persistent social anomaly. Such measures may have standardised pay rates of men and women occupying the same grade and performing similar duties within the same organisation. They have also contributed to reduce cases of discrimination and unfair treatment as revealed by the study. Family-friendly measures have succeeded in attracting more women to the labour market and enabling them to continue working but they have also contributed to their concentration in part-time employment as well as to a proportion of women who are officially employed but are actually on unpaid maternity leave at home.

As highlighted in the literature, the factors underlying gender pay differentials are various although women's domestic and childcare responsibilities appear to have a major impact on their lower earnings. However, other factors such as occupational segregation and discrimination also have a considerable impact.

### **6.2 Labour Market Participation Patterns & Trends**

The study confirms other findings such as those by the Economic and Social Research Institute (ESRI, 2000) and Paparella (2005) that a significant proportion of the gender pay gap is due to differences in the labour market participation patterns exhibited by women and men. Indeed the study revealed that men not only tend to have a longer employment experience than women but they are also more likely to be working on a full-time basis than women. While only 8.9% of men work on reduced hours or part-time, women are three times more likely not to be engaged in full-time work. Studies (Meilland, 2000, 2001; Paparella, 2005) showed that women are more likely than men to start working on a part-time basis and to remain in part-time employment for longer periods than their male counterparts. This factor contributed

significantly to women's lower earnings. As the literature shows, part-time workers tend to be paid less than full-timers. The lower earnings of part-timers are not due to their having less human capital or as a result of job characteristics (Anderson et al, 2001; Blank, 1990; Paci et al, 1995) but largely due to employer discrimination. Anderson et al (2001) argued that employers tend to perceive part-timers as giving 'a lower return on investment'. Consequently, they also tend to offer part-timers less opportunities for training and promotion. Furthermore, it is significant to note that while there is a concentration of women in part-time jobs, the findings of the study reveal that in Malta male part-timers have higher earnings than females. This was also demonstrated by Recio (2001) who claimed that in Spain, the difference between part-time and full-time earnings is greater for women than it is for men.

### **6.3 Career Breaks**

Although part-time work is the most common alternative to those with caring responsibilities to interrupting a career, there are still those who opt for a career break, either by resigning or by availing themselves of parental leave. However, the majority of both male and female employees who participated in the study do not have this option. Although in the public sector both males and females are entitled to parental leave, employers outside the civil service who offer parental leave to their employees generally restrict the option to women. Consequently, women are more likely to take career breaks than men. Their breaks also tend to be of a longer duration, in many cases lasting for 10 years or more. While men's career breaks tend to be of an average duration of 15 months, it is noted that none of the male research participants who interrupted their career did so for the purpose of caring for own children. Men tend to interrupt their career mainly in order to further their studies. Contrastingly, women's primary reason for interrupting their career is childbirth and caring responsibilities.

The time that women spend away from the labour market is detrimental to their earnings as shown by Budig and England (2001). While the availability of parental leave has its advantages to parents especially as an alternative to giving up their job, it also has a number of repercussions. Those on unpaid leave tend to lose on training and promotion opportunities as well as income. Those who interrupt their career by resigning from their job to return after a number of years are even more disadvantaged since very often they return to jobs with lower status and pay. Budig and England (2001) calculated a penalty of around 7% per child suffered by mothers who leave and later return to the labour market. For those mothers who stay away from paid work for a longer time span, age may present another hurdle. However, among the

study respondents who went through a period of unemployment, women were more likely than men to start working within 12 months although this also depended on their qualifications.

#### **6.4 Caring & Domestic Responsibilities**

More than one third of the study participants claimed to have caring responsibilities at home while the vast majority of respondents engage in some form of domestic work. However, women tend to devote more time to childcare and domestic work than males. Women in clerical occupations, plant and machine operators, and, shop or market services workers as well as women in elementary occupations tend to spend the longest time performing duties related to house chores or childcare. Among men, it is professionals or associate professionals who contribute mostly to domestic and family requirements. The heavier burden that women still carry as a consequence of being the main home makers has a significant impact on their employment patterns and trends and hence on their earnings. Women tend to choose jobs that enable them to combine the demands of their different roles effectively. Hence, their concentration in part-time work. They may also reject opportunities to earn a higher income such as overtime work (Swepston, 2002; Drolet, 2002). This study also revealed that more women than men have refused a promotion opportunity. It appears that the major deterrent to accepting such an offer is the longer hours of work that the new job may entail, although the nature of the tasks related to the job as well as the added responsibilities were also indicated by a significant number of respondents.

#### **6.5 Hours of Work**

It appears that in Malta, as in the UK, employers are increasingly using 'time' to their advantage either as a way of increasing productivity or to expand their service provision, making employees work harder, longer hours according to the requirements of the organisation. These changes in working time arrangements are increasingly making the dividing line between work and non-work time less clear – resulting in a number of social implications (Rubery et al, 2005). In the Maltese labour market it is men who work the longer number of hours. It is clear that the difference in the number of hours worked by men and women accounts to a significant extent for the pay gap between sexes. Indeed, it is significant to note that the majority of the women participating in the study indicated that they associate more hours of work with better pay prospects. It is estimated that men work an average of 267 hours more than women annually regardless of educational level, sector of employment, job basis and type of occupation.

Women also tend to work less overtime than men. Men work on average just over 10 hours a week on top of their basic hours while the average for women stands at just over 8½ hours.

As long as workers are appropriately compensated for the extra hours worked, trade unions in the UK (Rubery et al, 2005) and in Malta have largely supported overtime opportunities especially in the case of lower paid workers where overtime very often means earning a decent wage. For many low-income earners, overtime or shift work provides a means of compensation for their low pay rates. However, apart from the implications of having to endure unsociable hours of work, a significant number of workers are not rewarded for their extra effort, with such being a more common incidence among women. Whereas 63.9% of men are paid for overtime, only 44.7% of women receive remuneration for working extra hours.

Although men may be putting more hours into their work than women, the amount of extra hours being worked by both men and women is of concern, implying that a significant share of economic activity in the Maltese labour market is taking place outside the 'standard' working day. Although there were always workers whose duties require them to work 'odd' hours as in the case of nurses, policemen and security guards, there appears to have been an increase in the number of workers who are required to work nights, early mornings, weekends and holidays. Consequently, there has been a decrease in 'social' time as more workers are performing work or work related activities in their supposedly 'free' time (Rubery et al, 2005).

Qualitative research within this study indicated that certain categories of workers, particularly security guards are constrained to work much longer than the average in order to secure an average wage to the detriment of their health as well as their social and family life. Their experience of work fits quite neatly into the employer-led model described by Rubery et al (2005). Employers, unconstrained by state or trade union regulations, determine the conditions and hours of work of these employees, with opportunities to manipulate their conditions of work and pay as required by the company and as dictated by market competition – with resultant abuse on employees. Observations of various abuses claimed by such workers are varied, exemplified by:

- the issue of separate payments to the same employee intended to conceal the number of hours worked;
- extra hours compensated at different pay rates as established by the employer;
- extra hours paid at the standard rate as well as the demarcation line between standard and non-standard work time determined by the employer regardless of the standard 40-hour week.



Such workers face an alternative of working a standard 40-hour week without any overtime at low pay rates amounting to a monthly salary nearing the minimum wage.

Although admittedly, not all Maltese employees work 70- or 80-hour weeks as in the above case, a long work-week culture especially among men has a number of social implications. In Malta, where wages are relatively low compared to the European average, workers are motivated to work overtime in order to enhance their income. Furthermore since it is the male who is still considered to be the breadwinner of the family, men tend to work longer hours especially since in most cases, their wife would not be in paid employment. This observed trend goes against the much stressed notion of the need for workers to achieve a work-life balance. It is also incongruent with the declared aim of policy makers to facilitate the entry of more women into the labour market as well as to encourage men and women to be equally committed to family responsibilities. Husbands whose working day exceeds the 8-hour standard considerably cannot possibly contribute much to household responsibilities and childcare making it more difficult for their wives to take up paid employment or to work on a full-time basis. The long working hours' culture assumes workers are unconstrained by family responsibilities as well as by their own personal needs. It is in complete contrast with the concept of the dual earner family. Furthermore, long working hours are detrimental to workers' physical and psychological health as well as to their social development.

## **6.6 Supplementary Earnings – Beyond the Basic Pay**

Drolet (2002) showed that women's family commitments also put them at a disadvantage when it comes to performance-based incentives. This study revealed that women who work less hours and whose performance is tied to work output have to work harder in order to obtain a performance bonus, which is similar to that received by their full-time colleagues. This may partly explain the contradiction apparent from the research findings that while more women are entitled to commissions and performance or other types of bonuses than men, the earnings received by women from such supplementary sources of income is less than those received by men. As Swepston (2002) contends, these additional benefits account significantly for pay differentials between men and women. Indeed this study's research data suggest that while there is a notable pay differential in the weighted mean gross basic earnings received by men and women, the gap increases significantly when supplementary earnings are taken into consideration. Whereas the weighted average basic monthly pay received by men is Lm 444.15 and that for women is Lm 374.28, the corresponding figures for monthly earnings including

commissions, performance bonuses and overtime stood at Lm 608.92 and Lm 467.33 for men and women respectively. This gender pay discrepancy featured across all age groups, occupations, sectors of activity and basis of employment except for some rare cases.

## **6.7 Negotiation of Pay**

The study further revealed that the majority of workers did not negotiate their pay but their earnings were established either by their employer or by a collective agreement between their employer and a trade union. Men are more likely than women to have had their pay established on the basis of a trade union agreement. This could also contribute to lower earnings for women since it suggests that women are less industrially organised than men.

In non-unionised work places, there is more room for abuse especially in the private sector. Indeed, the study indicates that workers in the private sector were more likely to be unfairly treated by their employer, confirmed by qualitative research. Some workers were observed to be threatened with redundancy should they join a trade union. Workers engaged in lower level occupations within the private sector appear to be the worst hit in this regard. In cases where workers are unionised and have their pay set in terms of a collective agreement, pay discrepancies between men and women may be the result of gendered job evaluation or discrimination even if this is not done consciously. Trade unions are male dominated institutions where gender stereotypes are unlikely to be completely absent. Furthermore, they are less likely to consider women's disadvantaged position in the labour market as a priority.

## **6.8 Occupational Segregation**

Occupational segregation is another factor that contributes to differences in earnings between men and women. Both horizontal and vertical segregation (Hakim, 1979) contribute to the crowding of women in certain jobs. As a result, their wages are affected either directly due to their tendency to concentrate in lower paid female-dominated occupations or indirectly due to their exclusion from higher status jobs. Although studies such as that of Blau et al (2002) have suggested that occupational segregation declined since the 1970's, they also revealed that both horizontal and vertical segregation still exist. The data from the study indeed point to the tendency for women to occupy clerical, services and sales jobs while being relatively less present in managerial occupations, among professionals, senior officials and legislators. Maltese women are also less likely to be engaged in elementary occupations or as plant and machine operators and assemblers as well as in technical and associate professional jobs. The

data also show that women are more likely to be found working in the hotel and catering sector while men dominate the services and manufacturing sectors and especially the stone quarrying and construction sector where women are practically absent. It is observed that among clerical as well as shop and market employees, where women are more likely to feature, men still earn more than women. This observation is similar to that made by Dimas and Almunia (2004) who noted that while female-dominated jobs tend to offer lower wages to both men and women, men's earnings still tend to be higher.

Horizontal segregation is inextricably linked with gendered stereotypes and perceptions that are still very evident among workers. The study found that women are more likely than men to perceive their job as being gender neutral. Both men and women still associate physical strength as the main reason for categorising a job as being a 'male' job. Contrastingly, women and men identified different characteristics with jobs that they considered to be more suitably performed by women. While men identified communication and leadership skills with 'female' jobs, women indicated patience as a requisite for jobs that are more suitable for them. This partly explains why certain jobs tend to attract one sex more than the other even if they are open to both sexes.

However, in practice not all jobs are equally available to men and women. The research established that employees believe that employers have a specific gender in mind when they advertise for posts or when they recruit workers according to whether they perceive the job as being more suitable for men or for women. Furthermore, sexist recruitment practices do not necessarily reflect suitability. It is regrettable to observe that certain companies still exclude women from certain jobs because of their likelihood of getting married or having children.

As revealed by the data, in the Maltese labour market women are less likely to be found in high level occupations such as senior managerial and higher legislative posts. However, they are also less likely to be found in low-level jobs than men. It appears that women are concentrated in middle level occupations as exemplified by clerical work. This may be due to women having better suited qualifications than men, thus enabling them to infiltrate the middle occupational levels more than men. It could also suggest that men are less attracted to such jobs that may be considered to be less appropriate for them than manual work, which is more typically 'male'. It is interesting to note that the highest gender discrepancies in earnings in the Maltese labour market are between those who occupy senior managerial grades and those in elementary jobs – job categories that feature a strong concentration of men and where the difference in earnings among men and women is close to Lm 300 monthly. One factor that may account for

the earnings difference between male and female senior managers and directors could be the practice of individualised contracts between employer and employee. The number of hours worked by men could also account for the gap although in higher-level occupations it is not uncommon for employees not to be compensated for overtime work. In elementary occupations, the gender pay discrepancy is probably due to the longer-hours worked by men. Among workers employed in lower level jobs, overtime work is very often welcomed as an opportunity to make up for the relatively low rates of pay (Rubery et al, 2005), a trend which also characterizes the Maltese labour market.

Women's under representation in the higher occupational levels is a characteristic of virtually all countries. Despite the social and legislative changes that took place in many countries including Malta, women and men still do not have equal access to jobs that carry higher responsibilities and rewards (Meilland, 2002; Dimas and Almunia, 2004). A number of factors may contribute to this phenomenon. It may be argued that men may have a higher degree of human capital than women. However, research shows that even in cases where women have a relatively higher level of education they are still less likely to be found occupying the top positions (Swepston, 2002). The gender pay review data show that the earnings of women who are equally qualified as men are still lower than those of their male counterparts. It is only women who are in possession of a university diploma or equivalent from an overseas institution or who have a Master's degree who for some reason have higher earnings than men with similar qualifications. However among those having a Master's degree, the discrepancy in earnings among men and women only amounts to a mean of Lm 25 monthly.

Women also tend to concentrate in the lower paid professional fields such as teaching and nursing while men are more likely to be engaged in higher status and better paid professions such as law, medicine and engineering, even when there are more females than males in the professional camp (Blau et al, 2002). One factor that possibly attracts more women to these posts is the hours of work or the flexibility afforded by such vocations as teaching and nursing, especially for women with family commitments. Indeed, any profession is less accessible to women with family commitments as revealed by the data of the study. Among the study participants, the proportion of women with caring responsibilities who were engaged in professional work amounted to less than half of those professional women without caring responsibilities.

Being in a top job is very often tied with either seniority or promotion. Men are more likely to have seniority than women since they tend to spend longer employment spells with the same

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employer as well as generally within the labour market. The study herein shows that men's average stay with the same employer stood at 9.9 years while that of women was 5.7 years. Women are also more likely to interrupt their career for longer periods than men.

Promotion opportunities appear to be available to men to a larger extent. Among the study participants, more men than women claimed to have been offered a promotion. Furthermore, men are also more inclined than women to accept a promotion. While both men and women identified longer hours of work as the main reason for refusing a promotion, women may be more constrained not to work longer hours due to their caring responsibilities. However, this is not the only reason behind any refusal.

Both men and women who were given a promotion consider commitment and performance as factors that they believe their employers value as prerequisites for promotion. This suggests that employers perceive women as being less committed or as giving a lower input than their male counterparts. The fact that women work less hours than men and are more likely to be engaged in part-time work is a determining factor. As discussed earlier, part-time workers are given less opportunities for training and promotion. However the study also established that women are less likely to receive training that is funded by their employer regardless of whether they are full-time or part-time workers. In line with human capital theory, one may argue that women tend to be less interested in training and promotion than men. After all, more women have refused promotion than men. However, women's decisions may not always be a matter of choice although it is difficult to distinguish between constraints and choice. They may be constrained to invest less in their career as a result of having more childcare and domestic responsibilities than men. Their shorter job tenure, their lower experience, their career interruptions may not be voluntary but determined by the demands of their family (Blau et al, 2002).

Furthermore, women continue to suffer the consequences of their disadvantaged position in the labour market even after they retire. Unequal opportunities in the labour market are reflected in the lower pensions that women receive later on in life as shown by Meiland (2002). The number of contributions paid by an employee, as well as whether the contributions were paid on a continuous basis are key determinants for the calculation of pension schemes. Due to their patterns of interrupted employment, their concentration in part-time work and their likelihood of not being employed in higher-level occupations, women are also disadvantaged when pensions are calculated as a percentage of the best earnings during the last years of employment.

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## 6.9 Discrimination

Women's lack of opportunities for training and promotion may point to employer discrimination. A model developed by Phelps (1972 in Blau et al, 2002) suggests that statistical discrimination may be practised by employers who decide not to employ, train or promote women on the basis of data projecting the average woman as less productive and as more likely to resign from her job than a man. Although women's preferences may play a role in determining their concentration in middle level occupations, there is evidence that points to the practice of discrimination within the labour market (Blau et al, 2002; Rangelova, 2002). Walby and Olsen (2002) report that occupational sex discrimination features as the most prominent factor in their analysis of the gender pay gap.

Anti-discrimination legislation may have had some positive effects although it did not manage to eliminate gender discrimination. This study established that relatively few workers considered themselves to have been unfairly treated by their employer, particularly with respect to gender. However, among those who claimed to have suffered unfair treatment, women indicated sex discrimination as the strongest factor underlying their experience. One of the problems with discriminatory practice is that it may be subtle, even unconscious. Women may be denied access to training and higher paid jobs as a result of stereotyped preconceptions about their skills, abilities, commitment and personal characteristics – preconceptions that at times are also shared by women (Blau et al, 2002). Consequently, both employers and employees may not always recognise discrimination. This may be reflected in the relatively low incidence of those who reported to have been the target of gender discrimination in this study. However, it may also point to an actual decrease in discriminatory practices in the Maltese labour market.

The perceived absence of gender discrimination is starkly evident in relation to earnings received by men and women. Despite the grim reality portrayed by the statistical data in this study, most of the participants regardless of gender, social class, occupation and level of education denied that men and women receive different earnings. Research participants pointed at differences in earnings as a result of workers occupying different grades or having different levels of seniority. This is probably the result of pay rates for male and female workers occupying the same grade and performing similar duties within the same workplace standardised in response to legal requirements. The gender discrepancies in earnings that emerge out of other factors such as occupational segregation, employer discrimination, the concentration of women in part-time work, women's shorter hours of work and longer career

breaks tend to be less apparent. Indeed none of the workers identified pay discrepancy especially on the basis of gender as a source of injustice or discrimination.

## **6.10 Recommendations**

Findings in research suggest that pay inequalities between male and female workers in the Maltese labour market still exist even though workers seem to be unaware of the problem. It is also clear that fighting gender pay inequality is not an easy task because the causes of pay discrepancies are numerous. However, the findings, in support of the international literature point to the need to develop or strengthen the necessary structures and schemes that enable more women to engage in paid economic activities on an equal footing with men.

Legal measures taken to promote gender equality and to protect individuals against discrimination are important as a support structure, enabling Maltese society to face the more difficult challenge of effecting a transition within the domestic sphere. Here, stereotyped clear-cut roles of the female carer and the male breadwinner need to be replaced by the concepts of equality and sharing of responsibilities and opportunities.

For women to be able to participate equally and fully in the labour market and to have the same work, training, promotion and pay opportunities as men, they have to be freed from the conflict of combining significant work and family responsibilities. Both women and men should be able to work and to participate in family life in a way that is acceptable to both worker and employer. Therefore, it is essential for society to provide the necessary structures to enable an acceptable work-life balance for both men and women. It is also crucial for both men and women to recognise the benefits of participating equally and sharing responsibilities both in the domestic and public sphere.

The discrepancies in the earnings of men and women have to be addressed within the wider framework of encouraging more women to participate in paid employment as well as enabling them to pursue a career without having to interrupt it due to the unavailability of real, viable alternatives. Government has the responsibility to ensure that the general objectives set out in the National Action Plan (ETC, 2004) and the National Reform Programme (MEU, 2005) are attained. However, the inequalities in the earning of male and female workers are not directly addressed by both NAP and NRP. It is considered enough to attract more women to the labour market. It is assumed that this alone will automatically lead to a reduction or elimination of gender inequalities in earnings.

Although if the number of economically active women increases, the difference in the earnings of men and women might decrease, this also depends on the participation patterns of women in the labour market. A larger number of women employed on a part-time basis, will not necessarily reduce the gap. Offering opportunities for unpaid parental leave without encouraging men to take the opportunity to participate in the upbringing of their children will not reduce the gap. It will only mean having a higher percentage of working women on unpaid parental leave and thus further contributing to the gender pay gap.

Therefore it is important for policy makers to:

- establish the causes underlying the low level of female participation in the Maltese labour market;
- establish what women themselves consider to be viable incentives to leave their home and enter the labour market;
- make it more financially viable for both partners to work (although certain incentives are already being offered);
- enable more women to take up full-time rather than part-time employment;
- encourage more men to avail themselves of parental leave;
- provide incentives to the non-state sector to offer opportunities for parental leave to both female and male employees;
- develop structures and schemes which offer a real alternative to parental leave;
- ensure that equality and anti-discrimination laws are being respected;
- discourage on a national level the practice of individualised, performance-based contracts especially with regards to professional and higher level employees (<sup>53</sup>);
- organise a national awareness campaign informing workers of their rights provided by protective legislation;
- increase workers' knowledge of equal opportunities and of ways of seeking advice or redressing unfair treatment;
- increase the resources of ETC to be in a better position to ensure that employers are respecting working time regulations as well as the health and safety of their employees;

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<sup>53</sup> It is common for employees on such contracts not to be entitled to family-friendly measures, thus contributing to the gender pay gap. Such contracts also provide more opportunity to employers to discriminate against employees on the basis of sex.



- rethink its national employment policy that is based on low wages encouraging a long hours of work culture. This has led to an employment situation where men work long hours to compensate for their low rates of pay and women stay at home shouldering all the household and childcare responsibilities.

Furthermore, the government as an employer should set an example to other employers where gender equality is concerned. For example, it should have a policy of awarding tenders only to equal opportunity employers and to employers who respect the rights and dignity of employees. Awarding tenders to the lowest bidder, for example, may lead an employer to cut down on employee's wages and benefits.

Together with the other social partners, Government should seek to address the gender pay gap more specifically by:

- encouraging more workers to become unionised;
- ensuring that more workers are covered by collective agreements;
- giving more priority to addressing the gender pay gap in collective bargaining
- encouraging the establishment of standardised pay structures outside the public sector;
- seeking to establish a system of job evaluation which enables the objective appraisal of jobs with special attention to reduce the wage gap between male- and female-dominated sectors of employment;
- establishing a national system of job classification that would make it possible to compare work of equal value even across different occupational sectors;
- carrying out job evaluation exercises for both full-time and part-time employees;
- introducing measures to increase the pay of jobs that are deemed to be under evaluated;
- discouraging personalised agreements between employers and employees outside collective agreements;
- setting and ensuring the observance of a limit to how much a person can work. Furthermore, those whose nature of work entails working unsocial hours have to be paid a premium that reflects these conditions;
- addressing the less obvious, underlying causes of the gender pay gap more seriously;

This involves serious discussions on how to enable more women to participate in the labour market on a full-time basis without having to interrupt their career due to lack of support

systems. The social partners have to devise ways of making full-time work a feasible option for both men and women without this being detrimental to

- family needs and responsibilities and
- productivity.

Among the possibilities that were considered seriously are the provision of:

#### Childcare

For parents to be able to contribute to the economy they have to be partly relieved of the conflict between the demands of their job and the demands of their family especially in the case of small children. For childcare to be a viable option, studies have to be carried out to establish issues such as the location (<sup>54</sup>), cost-effectiveness, affordability and service hours. Unless childcare is affordable, the labour market will only attract women who give more priority to their career than to income – often such women would already be in the labour force. Childcare facility service hours pose an issue not only to parents of pre-school children but also by those who have school age children (typically younger than 12 years).

#### Flexitime

This system operated in certain sectors of employment merits further investigation and research in order to evaluate its strengths and limitations, enabling an identification of ways of optimising its utilisation to the benefit of both workers and employers.

#### Home Work & Telework

Like flexitime, this system is still being explored in the Maltese labour market, featuring a number of benefits for both workers and employers that still have to be exploited.

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<sup>54</sup> Options for location include centralisation in different areas of the islands e.g. in industrial estates, or central locations that are easily accessible to workers on their way to work (district level) or local level options linked to the village school or location of work. The social partners have to be sensitive to workers' needs and seek to establish the location that the majority of workers consider to be the most practical.

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### Leave for Child Sickness

This option merits serious consideration in respect to all workers with young children, or at least for those parents who provide evidence that they do not have any support from relatives in the case of child sickness. Workers are very often constrained to avail themselves of vacation leave or (if possible) to abuse of their own sick leave when their children are sick. For many workers emergency vacation leave is not an option especially if it involves more than one day – a significant contention, particularly when workers are not entitled to vacation leave (as in the case of teachers).

### Targeting Traditional Gender Roles

A joint effort between policy makers, employers, trade unions to address the gender pay gap will only have the desired effects if it is accompanied by an equally strong drive to bring about a change in the gendered perception of traditional gender roles. Policies dealing with:

- labour market discrimination,
- equal pay legislation,
- the provision of parental leave,
- income tax incentives and
- numerous other measures aimed at gender mainstreaming

cannot be exploited effectively unless factors arising outside the labour market (and more specifically within the domestic sphere) are addressed seriously.

Equality legislation and anti-discrimination policies have certainly been decisive in reducing abuse and in promoting greater parity between men and women. However, it is traditional views about the role women and men within the family and the conflict between the demands of work and family responsibilities that continue to be the major underlying source of gender inequality in the labour market and consequently of the gender pay gap.

It is certainly an easier task to take legislative measures and design policy programmes than to bring about changes in strongly ingrained cultural values and social expectations tied to the roles of women and men in society especially since traditional social forces will seek to perpetuate the status quo. However, as long as women continue to be perceived as housewives/mothers and men as the breadwinners, women will continue to face difficulties and obstacles that they cannot overcome on their own. For both men and women to be able to

contribute fully to the economy and to participate equally in both economic and family life, drastic changes have to be implemented.

Maltese society has gone through a number of social, economic and cultural changes over the past few decades, making the above necessary changes less difficult. However, implementing such changes is still a bold endeavour that cannot be undertaken by the State alone. It is an approach that has to involve civic society as well as the private sector targeting various social groups such as:

- children and young people
- young parents
- employers
- educators
- employees as well as
- general audiences.

through a nation-wide educational campaign aimed at eradicating gender stereotyped perceptions and practices both within the domestic and the public sphere.

## **6.11 Strengths & Limitations of the Study**

The study presented herein draws from research with over 600 persons in employment who participated through face-to-face interviews. The sample is deemed representative of the realities of the Maltese labour setting, with a sample error limited to  $\pm 4.04\%$ . Equally significant is the reliance on qualitative interviews among a sample of the survey participants, supplementing the findings established by the quantitative methodology, thereby enhancing the study's width and depth.

Whilst addressing fully the terms of reference relating to the project, the study features a series of weaknesses. One such aspect relates to the considerations given to costs borne by research participants, wherein quantifying the actual costs incurred by participants and the actual compensation provided by employers relied on amounts quoted by participants without any supporting evidence. In a similar context pay and other remuneration claimed by participants is not supported by documented evidence – which cannot be requested from interviewees. Such a facet only augments the potential error arising from respondents' unwillingness to provide full information about their earnings in view of the sensitivity such information represents.

The reliance on a totally random sample precluded research from addressing and comparing employees in work of equal value. Whilst potentially capable of providing details of how persons in gainful employment are engaged among Maltese enterprises (namely basis of employment, designation and date of engagement), the listing of persons in employment as maintained by the Employment & Training Corporation does not reflect how persons occupy work of a specific value.

Equally significant is the study's reliance on information provided by persons in employment without relating to the perceptions and views of employers. In this context, the study does not relate to the views of those who are responsible for the establishing, evaluating and regulating wage/remuneration structures – albeit such a view was also not part of the terms of reference of the project.

Further, the project did not consider the employees' trade union membership – a factor that featured as potentially a significant influence on the differences in earnings between men and women in employment in Malta.

These weaknesses set a need for a further research, such as studies relating to the wage structures as implemented by employers inclusive of basic wages, allowances, monetary benefits and the provision of non-monetary benefits translated in monetary terms. Equally, further research is indicated to establish the views of employers, assessing the level of gendered job evaluations that may be practised throughout the Maltese human resources management milieu. In addition, a need is felt for further investigations relating to employment conditions and associated remuneration, involving an evaluation of all benefits received by persons in employment, exemplified by non-monetary benefits as equated in monetary terms (such as family friendly systems in operation by specific employers). As significant is the need to establish the differences in earnings between men and women at work in unionised and non-unionised contexts.

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## Appendix 1 Methodology – Considerations

### Data Collection Process

In the context of the subject under study along with the critical requirement of reliable data collected from participating respondents (who are very likely to exhibit indifference towards research), personal interviews (among other methods for data collection) provide an approach that offers the highest level of reliability of data collected. More specifically, Computer Assisted Personal Interviews (CAPIs) provide a more economic approach in collection of sensitive and reliable field data whilst avoiding the incurrence of costs as described above, assuring high quality data as:

- even by the most complex study designs, *no filtering error* can occur during the interview
- automatic *plausibility checks* with feedback prevent answer inconsistencies during the interview
- the randomly generated rotation of answer guidelines *avoids serial effects*
- the *interviewer's influence is minimised* and the interviewer's controlling possibilities are increased.

In addition, as the interviewee is led through the catalogue of questions and the interviewer merely takes on an explaining role, ***sensitive questions*** are also answered ***significantly more frequently***. At the end of the interview the data set is saved in a form that the interviewer can no longer access (effectively sealing the interview).

### Interviewers

All interviewers were selected and trained to maximise the effectiveness of the data collection process. In this respect, selected interviewers:

- possessed a minimum of a baccalaureate standard of education in management, marketing, sociology or human resource management related fields or equivalent;
- had a minimum experience of two years in research, communications or related areas;
- were capable to communicate clearly with different respondents who had different levels of education and came from different walks of life.
- were trained to:
  - approach interviewees and instil confidence whilst establishing a short and close rapport;

- observe and record respondent reactions to different questions, including classificatory features of the respondent (such as respondent identity code attributed from sample frame, contact numbers, respondent organisation sector and size);
- record any observations not directly related to any of the questions made as part of the structured interview, and
- keep a dress code in accordance with standards for personal appearance as laid out by Allied Consultants Limited in respect to the research context.

Interviewer training comprised:

- an introductory session relating to the scope of the survey forming part of this project and features of such survey;
- a training session (2 hours) relating to methodology of research inclusive of recruitment of interviewees, data collation, use of CAPI stations and transmission of data (frequencies and timings), and any other details relating to self presentation and special care in data collection. This session served as a refresher course to our experienced interviewers;
- a training session (3 hours) relating to the subject researched and items asked to each interviewee and use of specific media (such as show cards). This briefing session made use of specifically constructed presentations and presentation notes for interviewers
- a set of documents laying out methodologies and instruments, along with authorisation letters and other associated documentation required for use in field research.

All documentation to interviewers were prepared by Allied Consultants in accordance with instruments and methodologies as may be indicated by the client.

## Participant Contact

In total, interviewer – interviewee contact involved:

- A recruitment visit/phone call, estimated averaging 3 to 5 minutes per recruited participant, with a success rate estimated at about 15% <sup>(55)</sup>;
- A personal interview that lasted a median duration of 32 minutes (n = 608);
- A second personal interview that lasted an estimated median of 8 minutes, relating to 10% of survey participants, forming part of the quality management policy within this project.

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<sup>55</sup> Relating to the number of prospective participants accepting to participate in the survey.

## Interviewing Features

All interviewing was conducted in Maltese or English languages as selected by interviewees and in accordance with the schedule set out in Table 146. In exceptional cases and when indicated by the survey participant, interviews were conducted at a time and place as required by the interviewee.

**Table 146 – Interviewing Schedule**

Interviewing	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Start	08:00	08:00	08:00	08:00	08:00	08:00	09:00
End	20:00	20:00	20:00	20:00	20:00	19:00	13:00

## Field Research Quality Management

One in ten (10%) of survey participants reached by interviewers were contacted (telephonically by a field supervisor or higher) in order to verify the results recorded for key questions and features of the interviewing process. This quality process was undertaken after the conduct of an interview but before the termination of the field research.

Additionally, built-in response validation and filters supported by the operating CAPI software removed the risk of inadvertent data entry at the point of interviewing. Together with an assortment of custom built show cards and other visual material, responses contributed by survey participants were only recorded by interviewers as indicated by the same participants on the apposite visual material, removing all potential sources of interviewer misinterpretations of answers provided by interviewees.

Every interviewer working on the survey was subjected to repeated random checks regarding the quality of work during the conduct of interviews.

***All interviews were conducted in accordance with the requirements set out in ICC/ESOMAR<sup>(56)</sup> Code of Marketing & Social Research Practice.***

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<sup>56</sup> ESOMAR is the World Association of Research Professionals.



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## **Appendix 2 Instrument (English Version)**

Dear Sir/Madam

Allied Consultants are carrying out a survey among men and women in work to explore the different aspects related to work and potential gaps in the conditions of employment between men and women.

This questionnaire forms part of a European Union funded project for the National Commission for the Promotion of Equality and its strategy for Gender Mainstreaming. The questionnaire seeks to collate unique information on many of the differences featuring in the conditions of work afforded to men and women, enabling local entities to implement positive approaches to promote equality at work.

We shall be most grateful if you are willing to spend the 30 – 45 minutes in answering the questions asked by our interviewer. Any information you will provide us will be treated with the strictest of confidence and will not be seen by anyone outside Allied Consultants. It will not be used in any way that can lead to the identification of individuals. Indeed, your response, like many others, will be used for analysis of aggregate results from all respondents.

Nevertheless, we shall be asking you for a telephone number and few contact details, this to enable us to return to you, should the case arise, to clarify or verify your responses. This is a standard approach we apply in our research in order to verify that the questionnaire was completed correctly and that the data truly reflects your responses.

Allied Consultants is a private research company and respects a strict code of data protection and social research ethic. Our interviewer will not attempt to sell anything to you, nor will this survey result in other persons calling on you for the sale of products/services or providing you with advertising material.

Our interviewer will answer any other questions you may have. Whilst thanking you for your participation, we hope that you enjoy the survey.

Yours sincerely,

Emanuel Said

Director

**Administrative**

Interview Date <b>01</b> Day <b>02</b> Month	Contact Sheet Reference: <b>03</b>
<input type="text"/> 01 to 31	<input type="text"/>
<b>04</b> Location of interview (town)	<input type="text"/>

**Introduction**

Good morning/afternoon/evening. I am \_\_\_\_\_ from Allied Consultants. We are conducting a survey on aspects of reward for work and differences in conditions of work between men and women. **Can you help us?**

Result of Call				Reasons for non-cooperation:			
	Date	Time	Cooperation?		Not at home	Refusal	Other reasons*
1 <sup>st</sup> call			Yes	No	1	2	..
2 <sup>nd</sup> call			Yes	No	1	2	..
3 <sup>rd</sup> call			Yes	No	1	2	..

\*Other reasons:

3 = no longer available (deceased, retired, abroad); 4 = requested postponement; 5 = other reasons

End Attempts if Non-cooperative on 3<sup>rd</sup> call

Who is the person answering to this questionnaire	<b>Title</b>	<b>Name</b>	<b>Surname</b>					
	<input type="text"/>	<input type="text"/>	<input type="text"/>					
	<b>05</b>	<b>06</b>	<b>07</b>					
<b>08</b> Designation at Work	<input type="text"/>							
<b>09</b> Respondent phone number	<input type="text"/>							
<b>Back Check?</b>								
Yes	<input type="checkbox"/>	<input type="checkbox"/>	No					
<b>Method?</b>								
Phone	<input type="checkbox"/>	<input type="checkbox"/>	Personal Visit					
<b>BACKCHECK SUPERVISOR</b>	<input type="text"/>							
<b>BACKCHECK DATE</b>	d	d	m	m	<b>2</b>	<b>0</b>	<b>0</b>	<b>6</b>

**Main Questionnaire**

**About You**

**GENDER (DO NOT PROMPT)**

**10**  MALE  **OR**  FEMALE

**11** Can you tell us your age last birthday?

**How would you describe your status? (select one answer where applicable)**

<b>12</b> Married or living with partner	<input type="checkbox"/>	1
Separated or divorced and not living with partner	<input type="checkbox"/>	2
Widowed and not living with partner	<input type="checkbox"/>	3
Never married and not living with partner – but living with parents	<input type="checkbox"/>	4
Never married and not living with partner – living alone	<input type="checkbox"/>	5
Don't know / no answer	<input type="checkbox"/>	&

**Do you have caring responsibilities at home?**

13 YES  OR  NO

If no, go to 22

**How would you describe these caring responsibilities?**

(select one answer where applicable)

14	Kids – under 2 years	<input type="checkbox"/>	1
15	Kids – between 2 and 5 years	<input type="checkbox"/>	2
16	Kids – between 5 and 16 years	<input type="checkbox"/>	3
17	Others	<input type="checkbox"/>	4

If 'no' to 17, go to 22

**How would you describe other caring responsibilities?**

(select one answer where applicable)

18	Parents / others – independent	<input type="checkbox"/>	1
19	Parents / others – dependent (immobile or with disability)	<input type="checkbox"/>	2
20	Others	<input type="checkbox"/>	3

21 Others Specify

--

**How much time do you spend in domestic work / caring responsibilities on average (daily)?**

(select one answer where applicable)

22	< 1hr	<input type="checkbox"/>	1
	1- 3 hrs	<input type="checkbox"/>	2
	4 - 5 hrs	<input type="checkbox"/>	3
	5 - 7 hrs	<input type="checkbox"/>	4
	7 - 9 hrs	<input type="checkbox"/>	5
	>9 hours	<input type="checkbox"/>	6
	Don't know / no answer	<input type="checkbox"/>	&

**23 What is the highest level of education you attended? (please choose ONE answer)**

Primary Schooling or less	<input type="checkbox"/>	1	Post Secondary (Vocational)	<input type="checkbox"/>	5
Secondary Schooling	<input type="checkbox"/>	2	Diploma (University) & First Degree	<input type="checkbox"/>	6
Secondary (Vocational)	<input type="checkbox"/>	3	Post Graduate	<input type="checkbox"/>	7
Post Secondary	<input type="checkbox"/>	4			

**24 What is the highest level of qualifications you attained? (please choose ONE answer)**

Less than O-Level equivalent	<input type="checkbox"/>	1	University Diploma or equivalent – Overseas Institution	<input type="checkbox"/>	6
O-Level	<input type="checkbox"/>	2	University Degree – Baccalaureate	<input type="checkbox"/>	7
A-Level	<input type="checkbox"/>	3	University Degree – Masters' Level	<input type="checkbox"/>	8
Vocational Certification (City & Guilds or equivalent)	<input type="checkbox"/>	4	University Doctoral	<input type="checkbox"/>	9
University Diploma or equivalent – Local	<input type="checkbox"/>	5	Other (specify)	<input type="checkbox"/>	10

25 Others Specify

--

**At Work**

**Did you experience an unemployment spell before the present job?**

26 YES  OR  NO

If no, go to 29

**27 How long did it take to find your present job whilst unemployed? (select one answer)**

less than 3 months?	<input type="checkbox"/>	1	25 – 36 months	<input type="checkbox"/>	6
4 – 6 months?	<input type="checkbox"/>	2	3 years+	<input type="checkbox"/>	7
7 – 12 months?	<input type="checkbox"/>	3	Regularly every season	<input type="checkbox"/>	8
13 – 18 months?	<input type="checkbox"/>	4	Other	<input type="checkbox"/>	9
19 – 24 months	<input type="checkbox"/>	5			

28 Specify Others

--

**Did you undergo any training/education in order to increase the chance of employability whilst in your present job?**

29  YES  OR  NO

If NO, go to 36

**Who funded your studies? (circle where appropriate)**

30	Parents	<input type="checkbox"/>	31	Employer Funded	<input type="checkbox"/>
32	Self	<input type="checkbox"/>	33	Other	<input type="checkbox"/>
34	Government Scheme	<input type="checkbox"/>			

35 Specify Others

36 How long have you been in employment?

Month Starting	Year Starting	Total Months
<input type="text"/>	<input type="text"/>	<input type="text"/>

**Since starting your career in work, how many jobs did you change?**

37 In other words – what is your current job? The only job you ever had? The second job – after changing your job once? (select one answer)

<input type="checkbox"/> 1	My present job is the only job I ever had	<input type="checkbox"/> 6	<input type="checkbox"/> 6	Sixth job
<input type="checkbox"/> 2	My present job is the 2 <sup>nd</sup> job – I changed jobs once	<input type="checkbox"/> 7	<input type="checkbox"/> 7	Seventh job
<input type="checkbox"/> 3	My present job is the 3 <sup>rd</sup> job – I changed jobs twice	<input type="checkbox"/> 8	<input type="checkbox"/> 8	Eighth Job
<input type="checkbox"/> 4	Fourth job	<input type="checkbox"/> 9	<input type="checkbox"/> 9	Ninth Job
<input type="checkbox"/> 5	Fifth job	<input type="checkbox"/> 10	<input type="checkbox"/> 10	Tenth Job or more

**38 How can you describe the Company where you are presently employed? (select one answer)**

<input type="checkbox"/> 1	Government Organisation/Department	<input type="checkbox"/> 4	Private Company/Sole trader
<input type="checkbox"/> 2	Parastatal Company	<input type="checkbox"/> 5	Commercial Partnership
<input type="checkbox"/> 3	Publicly Listed Company	<input type="checkbox"/> 6	Non-Profit Organisation

**39 How do you describe your Company's sector of activity? (select one answer)**

Agriculture & fishery	01	Mfg: Metal products & engineering	09	Other personal services	17
Banking, finance & insurance	02	Mfg: Leather & leather goods	10	Printing	18
Communications	03	Mfg: paper	11	Real Estate	19
Community & business	04	Mfg: Pharmaceutical	12	Recreation services	20
Government services	05	Mfg: Rubber & chemical	13	Stone quarrying & construction	21
Hotel & Catering	06	Mfg: textiles, footwear & clothing	14	Storage & warehousing	22
Mfg: Electrical products & appliances	07	Mfg: Transport Equipment	15	Transport	23
Mfg: food, beverage & tobacco	08	Mfg: wood, cork & furniture	16	Utility: Energy & Water supply	24
				Wholesale & retail	25

40 Is your present main job..

Full time?	Full time (reduced hours)?	Part Time?
<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3

If 'Full time' go to 43

**41 Why did you choose to work on such a basis? (select one answer)**

<input type="checkbox"/> 1	Still studying	<input type="checkbox"/> 4	Could not find a full-time job
<input type="checkbox"/> 2	Own disability/illness	<input type="checkbox"/> 5	Other personal / family responsibilities
<input type="checkbox"/> 3	Caring responsibilities at home	<input type="checkbox"/> 6	Other reasons

42 Specify other

**Are you engaged in more than one job?**

43 YES  OR  NO

---

**44 What is the basis of your main job?**

Casual	Permanent – Fixed Term Contract	Permanent – Indefinite Contract
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1	2	3

If '1' or '3', Skip to 47

---

**45 What is the duration of the Contract? (select one answer)**

less than 3 months?	<input type="checkbox"/>	1	25 – 36 months	<input type="checkbox"/>	6
4 – 6 months?	<input type="checkbox"/>	2	3 years+	<input type="checkbox"/>	7
7 – 12 months?	<input type="checkbox"/>	3	Regularly every season	<input type="checkbox"/>	8
13 – 18 months?	<input type="checkbox"/>	4	Other	<input type="checkbox"/>	9
19 – 24 months	<input type="checkbox"/>	5			

---

**46 Specify other**

---

**47 How many hours do you have to work as a minimum weekly in your main job?**

Hours

---

**48 Which of the following is true in your case? (select one answer)**

In my present main job I seek to decrease the hours of work	<input type="checkbox"/>	1
I am happy with the number of hours I work in my main job	<input type="checkbox"/>	2
In my present main job I seek to increase the hours of work	<input type="checkbox"/>	3
Don't Know / No Answer	<input type="checkbox"/>	&

---

**Do you work on shift?**

49 YES  OR  NO

If no, go to 54

---

**50 How can you describe your basis of shift?**

Alternate	Split	Permanent
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1	2	3

If '2' go to 52

---

**51 How do you describe your type of shift? (select one answer from show card and circle near to code shown on right)**

Morning / afternoons / night	<input type="checkbox"/>	1
Morning / afternoons	<input type="checkbox"/>	2
Day / night	<input type="checkbox"/>	3

---

**Are you entitled to a shift allowance?**

52 YES  OR  NO

If no, go to 54

---

**53 What is the weekly, gross shift allowance (before tax & NI)?**

LM / week

---

**Do you work for additional hours on top of the hours you stated (see Q 47)?**

54 YES  OR  NO

If no, go to 62

---

**55 How many additional hours do you work in a week on average?**

Hours weekly



**Are you entitled to an overtime payment?**

56 YES – paid  OR YES – paid in Time of In Lieu  OR NO

If no, go to 62

<b>How is your remuneration for overtime work calculated?</b> Please provide us with the time (hours) at which you are paid for the time worked overtime on these days		Time Worked	Equivalent Time for remuneration (hours)	Not applicable/no answer
57	Ordinary Work days, after hours	1 hour	<input type="text"/>	&
58	Ordinary Work days, night hours (after 22:00)	1 hour	<input type="text"/>	&
59	Saturdays	1 hour	<input type="text"/>	&
60	Sundays	1 hour	<input type="text"/>	&
61	Public Holidays	1 hour	<input type="text"/>	&

**Do you benefit from flexitime (flexible hours, flexible work weeks)?**

62 YES  OR  NO

**Role & Responsibilities**

63 **Which of the following describes best your level of responsibility?**  
(select one answer from show card and circle near code shown on right)

Senior Managers, Large Business Owners, Directors, High ranking Government Officials	<input type="checkbox"/>	1
Professionals (employed or self-employed)	<input type="checkbox"/>	2
Associate Professionals and Technical	<input type="checkbox"/>	3
Clerical employees	<input type="checkbox"/>	4
Skilled agriculture & fishery workers	<input type="checkbox"/>	5
Crafts & related trades	<input type="checkbox"/>	6
Plant & machine operator, assembly workers	<input type="checkbox"/>	7
Elementary occupations	<input type="checkbox"/>	8
Sales & Market Workers	<input type="checkbox"/>	9

64 **Which of the following describes best the role of your direct superior?**  
(select one answer)

64 Designation	65	
Senior Managers, Large Business Owners, Directors, High ranking Officials	<input type="checkbox"/>	1
Professionals (employed or self-employed)	<input type="checkbox"/>	2
Associate Professionals and Technical	<input type="checkbox"/>	3
Clerical employees	<input type="checkbox"/>	4
Skilled agriculture & fishery workers	<input type="checkbox"/>	5
Crafts & related trades	<input type="checkbox"/>	6
Plant & machine operator, assembly workers	<input type="checkbox"/>	7
Elementary occupations	<input type="checkbox"/>	8
Sales & Market Workers	<input type="checkbox"/>	9

**Do you have employees reporting to you?**

66 YES  OR  NO

If 'NO', go to 75

**How many employees report to you?** (enter number of employees in total at each level)

67 Senior Managers, Directors, High ranking Officials	<input type="text"/>	68 Professionals (employed or self-employed)	<input type="text"/>
69 Associate Professionals and Technical	<input type="text"/>	70 Clerical employees	<input type="text"/>
71 Skilled agriculture & fishery workers	<input type="text"/>	72 Crafts & related trades	<input type="text"/>
73 Plant & machine operator, assembly workers	<input type="text"/>	74 Elementary occupations	<input type="text"/>

**75 Which of the following best describes your role's function? (Select one answer)**

Administration	<input type="checkbox"/>	1	Maintenance	<input type="checkbox"/>	7
Customer Care	<input type="checkbox"/>	2	Marketing	<input type="checkbox"/>	8
Delivery / Distribution	<input type="checkbox"/>	3	Operations	<input type="checkbox"/>	9
Finance	<input type="checkbox"/>	4	Sales	<input type="checkbox"/>	10
Human Resources	<input type="checkbox"/>	5	Production	<input type="checkbox"/>	11
IT / ICT	<input type="checkbox"/>	6	Others	<input type="checkbox"/>	12

**76 Specify other**

**Does your job require you to spend monies on job related expenses (like mobile phone, phone, internet, fuel, travel or others?)**

**77** YES  **OR**  NO

If no, go to 92

**Which of the following are the expenses that you have to incur? (select where applicable and indicate if these are refunded by the employer)**

	Circle if Applicable	Are expenses refunded by employer?
<b>78</b> Fixed Line Telephone	<input type="checkbox"/>	<b>79</b> <input type="checkbox"/>
<b>80</b> Mobile Phone	<input type="checkbox"/>	<b>81</b> <input type="checkbox"/>
<b>82</b> Internet Subscription	<input type="checkbox"/>	<b>83</b> <input type="checkbox"/>
<b>84</b> Fuel	<input type="checkbox"/>	<b>85</b> <input type="checkbox"/>
<b>86</b> Travel	<input type="checkbox"/>	<b>87</b> <input type="checkbox"/>
<b>88</b> Others	<input type="checkbox"/>	<b>89</b> <input type="checkbox"/>

**90 Specify other**

**91 How much is the total cost of such expenses per month?**  Lm / month

**For the work you do, are you paid commissions or bonuses related to your performance?**

**92** YES  **OR**  NO

If no, go to 109

**Which of the following describe such additional payments? (select where applicable and indicate if you received them in the past 12 months, and the estimated average you receive MONTHLY)**

	Circle if Applicable	Did you receive payment in past 12 months?	Estimated amount received monthly (Lm)
<b>93</b> Commission	<input type="checkbox"/>	<b>94</b> <input type="checkbox"/>	<b>95</b> <input type="text"/>
<b>96</b> Performance Bonus (not statutory)	<input type="checkbox"/>	<b>97</b> <input type="checkbox"/>	<b>98</b> <input type="text"/>
<b>99</b> Production Bonus (not statutory)	<input type="checkbox"/>	<b>100</b> <input type="checkbox"/>	<b>101</b> <input type="text"/>
<b>102</b> One off Bonus (not statutory)	<input type="checkbox"/>	<b>103</b> <input type="checkbox"/>	<b>104</b> <input type="text"/>
<b>105</b> Others	<input type="checkbox"/>	<b>106</b> <input type="checkbox"/>	<b>107</b> <input type="text"/>

**108 Specify other**

### Your Career

109	How long have you been with this company?	Month Starting	Year Starting	Total Months
		[ ]		
110	How long have you been in the present role?	Month Starting	Year Starting	Total Months
		[ ]		

#### Did you join this employer after a career break? <sup>(57)</sup>

111 YES  OR  NO  
If 'No', go to 134

#### Did you ever avail yourself of a career break?

112 YES  OR  NO  
If 'No', go to 134

113	How long did this career break take?	Month Starting	Year Starting	Total Months
		Month Ending	Year Ending	

#### Were you offered any alternatives to your career break prior to setting off on your break? (circle where applicable if benefit was offered to you by your employer prior to availing of career break)

	Offered	Not Offered	
114	Flexitime	<input type="checkbox"/>	<input type="checkbox"/>
115	Annualised Hours	<input type="checkbox"/>	<input type="checkbox"/>
116	Childcare facilities	<input type="checkbox"/>	<input type="checkbox"/>
117	After-school child care facility/programme	<input type="checkbox"/>	<input type="checkbox"/>
118	Childcare subsidy / allowance	<input type="checkbox"/>	<input type="checkbox"/>
119	Part-time work	<input type="checkbox"/>	<input type="checkbox"/>
120	Telework / Home work	<input type="checkbox"/>	<input type="checkbox"/>
121	Job Sharing	<input type="checkbox"/>	<input type="checkbox"/>
122	Parental leave	<input type="checkbox"/>	<input type="checkbox"/>
123	Short notice leave	<input type="checkbox"/>	<input type="checkbox"/>
124	Career break with committed/guaranteed return	<input type="checkbox"/>	<input type="checkbox"/>
125	Sick/emergency child care leave	<input type="checkbox"/>	<input type="checkbox"/>
126	Professional Guidance (childcare, elderly care)	<input type="checkbox"/>	<input type="checkbox"/>

#### What was/were the key reason/s for this career break? (circle where appropriate)

127	Family – Childbirth & childcare	<input type="checkbox"/>	128	Dismissed from previous employment <sup>(58)</sup>	<input type="checkbox"/>
129	Family – adults (disabled or elderly)	<input type="checkbox"/>	130	Holiday/break	<input type="checkbox"/>
131	Study	<input type="checkbox"/>	132	Other reasons	<input type="checkbox"/>
133	Specify other	[ ]			

#### Are you looking for a new job?

134 YES  OR  NO

<sup>57</sup> Defined as a stop from work longer than 12 months or not through any statutory 'leave entitlement' such as maternity or paternity leave or study leave.

<sup>58</sup> Includes employer closing down, employer reducing workforce, employee being dismissed for disciplinary reasons



If no, go to 137

**135 Why are you looking for a new job?**  
(circle once where appropriate)

Risk or certainty of loss or termination of job	<input type="checkbox"/>	1	Better work conditions	<input type="checkbox"/>	5
Present job is a temporary one	<input type="checkbox"/>	2	Additional job to increase hours of work	<input type="checkbox"/>	6
To work for more hours in total in primary job	<input type="checkbox"/>	3	Other reasons	<input type="checkbox"/>	7
To work for less hours in total in primary job	<input type="checkbox"/>	4	No reason / Don't Know	<input type="checkbox"/>	8

**136 Specify other**

**Leave**

**Are you entitled to any days off in your main job?**

**137** YES  OR  NO

If no, go to 155

**Have you availed yourself of any days off in your main job over the past 12 months (or since starting, whichever ever is the shortest)?**

**138** YES  OR  NO

How many days of days off are available for you? (Select where applicable, indicate if you are subject to deductions if such leave is availed and the number of days available for such leave in 12 months).		Indicate if entitled	Indicate if deductions suffered if availed	Number of days available over 12 months	
<b>139</b>	Vacation Leave	<input type="checkbox"/>	<b>140</b>	<input type="checkbox"/>	<b>141</b>
<b>142</b>	Sickness Leave	<input type="checkbox"/>	<b>143</b>	<input type="checkbox"/>	<b>144</b>
<b>145</b>	Study/Training Leave	<input type="checkbox"/>	<b>146</b>	<input type="checkbox"/>	<b>147</b>
<b>148</b>	Maternity / Paternity Leave	<input type="checkbox"/>	<b>149</b>	<input type="checkbox"/>	<b>150</b>
<b>151</b>	Other Leave	<input type="checkbox"/>	<b>152</b>	<input type="checkbox"/>	<b>153</b>
<b>154</b>	<b>Specify other</b>				

**Remuneration & Pay**

**155 What is the basic pay that you receive excluding deductions (Tax and NI)?** Lm / month

**156 What is the basic pay that you receive following tax deductions?** Lm / month

**Pay Structure**

**Was pay negotiated with employer or found as a standard?**

**157** Negotiated  OR  Found as a Standard

If 'Negotiated' go to 160

**158 If the payment system is based on a standardised system, which of the following best describes its type? (select one answer)**

Public Sector Collective Agreement	<input type="checkbox"/>	1	Industry Standard	<input type="checkbox"/>	4
Collective Agreement – Private Sector	<input type="checkbox"/>	2	Employer Fixed Scales	<input type="checkbox"/>	5
Wage Regulation Order	<input type="checkbox"/>	3	Others	<input type="checkbox"/>	6

159 **Others Specify**

160 **By whom was it negotiated or standardised?**

Worker	Employer	Union	Others
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1	2	3	4

161 **Others Specify**

**Which of the following do you associate with prospects for a better pay?**  
(please choose ONE answer per line)

	No Importance At All	1	2	3	4	5	Very Important Indeed	No Answer / Not Applicable
162	Further Qualifications	1	2	3	4	5	&	
163	Further training	1	2	3	4	5	&	
164	More hours of work	1	2	3	4	5	&	
165	Seniority	1	2	3	4	5	&	
166	Performance	1	2	3	4	5	&	
167	Union negotiation	1	2	3	4	5	&	
168	Government increases of cost of living	1	2	3	4	5	&	
169	Positive attitude towards work	1	2	3	4	5	&	
170	Job Commitment	1	2	3	4	5	&	
171	Others	1	2	3	4	5	&	

172 **Others Specify**

**Have you ever been offered a promotion?**

173 YES  **OR**  NO

If no, go to 216

**Which of the following reasons could possibly have been the reasons for your promotion?**  
(please choose ONE answer per line)

	No Impact At All	1	2	3	4	5	Very High Impact	No Answer / Not Applicable
174	Further Qualifications	1	2	3	4	5	&	
175	Further training	1	2	3	4	5	&	
176	Seniority	1	2	3	4	5	&	
177	Performance	1	2	3	4	5	&	
178	Government increases of cost of living	1	2	3	4	5	&	
179	More hours worked	1	2	3	4	5	&	
180	Union Negotiation	1	2	3	4	5	&	
181	Positive attitude towards work	1	2	3	4	5	&	
182	Job Commitment	1	2	3	4	5	&	
183	Others	1	2	3	4	5	&	

184 **Others Specify**

**Have you ever declined a promotion offered to you?**

185 YES  **OR**  NO

If no, go to 216

**If you did not accept the promotion, what were the possible reasons?** (circle where appropriate)

186	Added Responsibilities	<input type="checkbox"/>	187	New Team Members	<input type="checkbox"/>
188	Longer Hours	<input type="checkbox"/>	189	Nature of Tasks	<input type="checkbox"/>
190	New Location	<input type="checkbox"/>	191	Pressure from family/friends	<input type="checkbox"/>
192	New Boss	<input type="checkbox"/>	193	Others	<input type="checkbox"/>

194 **Others Specify**

<b>When giving a promotion or further training, what factors are of most important in your opinion for the employers?</b> (please choose ONE answer per line)		<b>Not important At All</b>					<b>Very Important Indeed</b>		<b>No Answer / Not Applicable</b>
		1	2	3	4	5	&		
195	Skills	1	2	3	4	5	&		
196	Age	1	2	3	4	5	&		
197	Qualifications	1	2	3	4	5	&		
198	Positive attitude towards work	1	2	3	4	5	&		
199	Commitment towards job	1	2	3	4	5	&		
200	Gender	1	2	3	4	5	&		
201	Mind set / culture	1	2	3	4	5	&		
202	Lifestyle of employee	1	2	3	4	5	&		
203	Family status	1	2	3	4	5	&		
204	Friends	1	2	3	4	5	&		
205	Connections outside company	1	2	3	4	5	&		
206	Religion	1	2	3	4	5	&		
207	Nationality	1	2	3	4	5	&		
208	Social interests	1	2	3	4	5	&		
209	Innovation & creativity	1	2	3	4	5	&		
210	Logical reasoning skills	1	2	3	4	5	&		
211	Friendly attitude with co-workers	1	2	3	4	5	&		
212	Assertiveness	1	2	3	4	5	&		
213	Communication skills	1	2	3	4	5	&		
214	Others	1	2	3	4	5	&		
215	Others Specify								

<b>Which of the following reasons may be considered by your employer in awarding a future promotion?</b> (please choose ONE answer per line)		<b>Very Unlikely</b>			<b>Very Likely Indeed</b>			<b>No Answer / Not Applicable</b>
		1	2	3	4	5	&	
216	Further Qualifications	1	2	3	4	5	&	
217	Further training	1	2	3	4	5	&	
218	Seniority	1	2	3	4	5	&	
219	Performance	1	2	3	4	5	&	
220	Government increases of cost of living	1	2	3	4	5	&	
221	More hours worked	1	2	3	4	5	&	
222	Union Negotiation	1	2	3	4	5	&	
223	Positive attitude towards work	1	2	3	4	5	&	
224	Job Commitment	1	2	3	4	5	&	
225	Others	1	2	3	4	5	&	
226	Others Specify							

**Work at Home**

<b>Can you work at home as part of your main job?</b>										
227	YES <input type="checkbox"/> OR <input type="checkbox"/> NO									
If no, go to 231										
228	<b>Where do you prefer to work?</b>									
	<table border="1" style="width: 100%;"> <tr> <th style="width: 33%;">Home</th> <th style="width: 33%;">Work</th> <th style="width: 33%;">Both</th> </tr> <tr> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> <tr> <td style="text-align: center;">1</td> <td style="text-align: center;">2</td> <td style="text-align: center;">3</td> </tr> </table>	Home	Work	Both	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	1	2	3
Home	Work	Both								
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>								
1	2	3								
If 'WORK', go to 231										
229	<b>How many hours do you dedicate for job related work at home weekly?</b>									
	<table border="1" style="width: 100%;"> <tr> <td style="width: 80%; height: 30px;"></td> <td style="width: 20%;">Hours / weekly</td> </tr> </table>		Hours / weekly							
	Hours / weekly									

**230 If you had to give up working at home for your present employer, how much would you ask for as a suited remuneration to compensate for the 'inconvenience' in amounts of money weekly?**  
Do not prompt – let participant mention a weekly amount of money. Select one of the following accordingly

Lm 0	<input type="checkbox"/>	1	Lm 20 – Lm 30 weekly	<input type="checkbox"/>	4
Lm 0 – Lm 10 weekly	<input type="checkbox"/>	2	Lm 30 – Lm 50 weekly	<input type="checkbox"/>	5
Lm 10 – Lm 20 weekly	<input type="checkbox"/>	3	Lm 50+ weekly	<input type="checkbox"/>	6

**Equality & Protection at Work**

**Employment Regulations**  
(please choose ONE answer per line)

			Strongly Disagree			Strongly Agree			No Answer / Not Applicable
			1	2	3	4	5	&	
231	Legal provisions protect worker effectively		1	2	3	4	5	&	
232	Legal provisions exist for protection of the worker		1	2	3	4	5	&	
233	Trade unions are an effective mechanism for protecting workers		1	2	3	4	5	&	
234	Employers never seek to abuse employees		1	2	3	4	5	&	
235	My employer treats all employees equally		1	2	3	4	5	&	
236	My employer is a fair organisation		1	2	3	4	5	&	
237	Industrial tribunals operate in Malta		1	2	3	4	5	&	
238	Industrial tribunals protect the rights of workers		1	2	3	4	5	&	
239	Industrial tribunals protect employers		1	2	3	4	5	&	

**Have you ever been unfairly treated by your employer?**

240  YES  **OR**  NO

If no, go to 278

**What do you consider the key reasons for unfair treatment by your employer?**  
(please choose ONE answer per line)

			No Impact At All			Strong Impact Indeed			No Answer / Not Applicable
			1	2	3	4	5	&	
241	Age		1	2	3	4	5	&	
242	Sex		1	2	3	4	5	&	
243	Disability		1	2	3	4	5	&	
244	Marital Status		1	2	3	4	5	&	
245	Motherhood		1	2	3	4	5	&	
246	Basis of contract (e.g. part time)		1	2	3	4	5	&	
247	Education		1	2	3	4	5	&	
248	Others		1	2	3	4	5	&	
249	<b>Others Specify</b>								

**In case of Unfair treatment, did you seek to redress the situation?**

250  YES  **OR**  NO

If no, go to 266

**How?**  
(select where applicable and indicate if these are refunded by the employer)

			Circle if Applicable		Were expenses refunded by employer?
251	Complained with employer on my own	<input type="checkbox"/>	252	<input type="checkbox"/>	
253	Sought legal assistance by lawyer and complained formally with employer	<input type="checkbox"/>	254	<input type="checkbox"/>	
255	Sought assistance by a trade union/professional association	<input type="checkbox"/>	256	<input type="checkbox"/>	
257	Sought assistance by other people	<input type="checkbox"/>	258	<input type="checkbox"/>	
259	Adjusted to new conditions	<input type="checkbox"/>	260	<input type="checkbox"/>	
261	Sought an alternative job and quit	<input type="checkbox"/>	262	<input type="checkbox"/>	
263	Others	<input type="checkbox"/>	264	<input type="checkbox"/>	

**265 Others Specify**

Proceed to 278

**If not redressed, why?**  
(please choose ONE answer per line)

	Strongly Disagree			Strongly Agree			No Answer / Not Applicable
	1	2	3	4	5	&	
<b>266</b> Fear of losing job	1	2	3	4	5	&	
<b>267</b> No faith in law	1	2	3	4	5	&	
<b>268</b> No faith in the trade union	1	2	3	4	5	&	
<b>269</b> Trade union / association turned down my request/suggested not to take action	1	2	3	4	5	&	
<b>270</b> Legal counsel suggested to drop actions	1	2	3	4	5	&	
<b>271</b> Political connections of employer	1	2	3	4	5	&	
<b>272</b> Aspect was not in breach of law	1	2	3	4	5	&	
<b>273</b> Employer would not discuss / was not available	1	2	3	4	5	&	
<b>274</b> Fear of long term unemployment	1	2	3	4	5	&	
<b>275</b> Fear of further discrimination by employer	1	2	3	4	5	&	
<b>276</b> Other	1	2	3	4	5	&	

**277 Others Specify**

**How does your pay from your main job compare?**  
(please choose ONE answer per line)

	Much Less Paid			Much Better Paid			No Answer / Not Applicable
	-2	-1	0	1	2	&	
<b>278</b> Actual compared to expected	-2	-1	0	1	2	&	
<b>279</b> Your pay compared to men in same company having the same role with the same experience	-2	-1	0	1	2	&	
<b>280</b> Your pay compared to women in the same company having the same role with the same experience	-2	-1	0	1	2	&	
<b>281</b> Your pay compared to men in same company having the same role with the same experience in full-time job	-2	-1	0	1	2	&	
<b>282</b> Your pay compared to women in the same company having the same role with the same experience in full-time job	-2	-1	0	1	2	&	
<b>283</b> Your pay compared to men in same company having the same role with the same experience in a part-time job	-2	-1	0	1	2	&	
<b>284</b> Your pay compared to women in the same company having the same role with the same experience in a part-time job	-2	-1	0	1	2	&	
<b>285</b> Your pay compared to men in a different company in the same industry having the same role with the same experience	-2	-1	0	1	2	&	
<b>286</b> Your pay compared to women in a different company in the same industry having the same role with the same experience	-2	-1	0	1	2	&	
<b>287</b> Your pay compared to men in a different company in a different industry having the same role with the same experience	-2	-1	0	1	2	&	
<b>288</b> Your pay compared to women in a different company in a different industry having the same role with the same experience	-2	-1	0	1	2	&	

### Gender Orientation

**Do you consider your job to be more appropriate for:**

(Circle where applicable)

289	Men	<input type="checkbox"/>	1
	Women	<input type="checkbox"/>	2
	Both	<input type="checkbox"/>	3

**What are the reasons for your answers in 289?**

(please choose ONE answer per line)

		Strongly disagree			Strongly agree			No Answer / Not Applicable
		1	2	3	4	5	&	
290	Physical Strength	1	2	3	4	5	&	
291	Job commitment	1	2	3	4	5	&	
292	Patience	1	2	3	4	5	&	
293	Shifts	1	2	3	4	5	&	
294	Communication Skills	1	2	3	4	5	&	
295	Leading Skills	1	2	3	4	5	&	
296	Maturity	1	2	3	4	5	&	
297	Initiative	1	2	3	4	5	&	
298	Flexibility	1	2	3	4	5	&	
299	Other	1	2	3	4	5	&	
300	<b>Specify Other</b>							

**Does your employer offer support schemes for workers with caring responsibilities?**

301	YES	<input type="checkbox"/>	<b>OR</b>	<input type="checkbox"/>	NO
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If no, go to 311

**Which of the following does your employer offer to employees with caring responsibilities?**

(Circle where applicable)

302	Childcare facilities – owned by employer	<input type="checkbox"/>
303	Childcare facilities near employer (but run independently)	<input type="checkbox"/>
304	Flexitime	<input type="checkbox"/>
305	Reduced hours	<input type="checkbox"/>
306	Care counselling	<input type="checkbox"/>
307	Extended hours childcare services	<input type="checkbox"/>
308	Emergency leave for care reasons	<input type="checkbox"/>
309	Other	<input type="checkbox"/>

310 Others Specify

311	<b>How much do you consider a woman as being committed to work compared to a man?</b>	More	Equal	Less
		<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3

**Do part time workers have access to training & promotion at your employer's establishment?**

312	YES	<input type="checkbox"/>	<b>OR</b>	<input type="checkbox"/>	NO
-----	-----	--------------------------	-----------	--------------------------	----

313	<b>In your opinion, how interested are part timers in training compared to full timers?</b>	More	Equal	Less
		<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3

314	<b>In your opinion, how committed are part timers compared to full timers</b>	More	Equal	Less
		<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3



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**This survey forms part of a large research project that relates to the same areas discussed above. Would you be willing to help us in further research by participating in other surveys?**

315	<input type="checkbox"/>	YES	<input type="checkbox"/>	<b>OR</b>	<input type="checkbox"/>	NO
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**Comments**


**Thank you for participating in this research**

## Appendix 3 Sample Features

### Desired Sample Characteristics

Table 147 sets out a summary of the distribution of Maltese persons in employment by gender across different occupation groups, while Table 148 provides the same analysis of Maltese persons in employment by gender and their sector of employment. This analysis suggests a number of options in respect to the selection of participants in research for this project, including:

- Equal distribution of responses across the sexes (50% women, 50% men);
- Stratification of responses across the sexes (47.9% women, 52.1% men);
- Stratification of responses across gender, occupation and sectors

In maximising the representativeness of a sample in respect to the Maltese population of persons engaged in gainful occupations, Option (□) above provides optimised approach. The representativeness of this sample is further augmented through post-hoc, cell-by-cell *posteriori stratification* weighting of data, based on relevant published statistics available through official sources at the time of the compilation of research.

**Table 147 – Distribution of Maltese Persons in Employment by Gender and Occupation (<sup>59</sup>) as at December 2005**

Occupation	Employed Persons		
	Men	Women	Total
Armed Forces	1,173		1,173
Clerks	6,934	10,031	16,965
Craft and related trades workers	19,817	263	20,080
Elementary occupations	14,168	3,839	18,007
Legislators; senior officials and managers	10,199	3,068	13,267
Plant and machine operators and assemblers	11,234	3,363	14,597
Professionals	9,448	6,739	16,187
Service workers and shop and sales workers	13,088	9,976	23,064
Skilled agricultural and fishery workers	2,914		2,914
Technicians and associate professionals	14,723	7,252	21,975
<b>Total</b>	<b>103,698</b>	<b>44,531</b>	<b>148,229</b>

Occupation	Employed Persons		
	Men	Women	Total
Armed Forces	0.8%	0.0%	0.8%
Clerks	4.7%	6.8%	11.4%
Craft and related trades workers	13.4%	0.2%	13.5%
Elementary occupations	9.6%	2.6%	12.1%
Legislators; senior officials and managers	6.9%	2.1%	9.0%
Plant and machine operators and assemblers	7.6%	2.3%	9.8%
Professionals	6.4%	4.5%	10.9%
Service workers and shop and sales workers	8.8%	6.7%	15.6%
Skilled agricultural and fishery workers	2.0%	0.0%	2.0%
Technicians and associate professionals	9.9%	4.9%	14.8%
<b>Total</b>	<b>70.0%</b>	<b>30.0%</b>	<b>100.0%</b>



**Table 148 – Distribution of Maltese Persons in Employment by Gender and Sector of Activity <sup>(60)</sup> as at December 2005**

Occupation	Employed Persons		
	Men	Women	Total
Agriculture, hunting & forestry	2,804	111	2,915
Fishing	533	-	533
Mining & quarrying	491	-	491
Manufacturing	21,730	5,565	27,295
Electricity, gas & water supply	2,985	309	3,294
Construction	12,456	283	12,739
Wholesale & retail trade, repairs	14,368	6,765	21,133
Hotels & restaurants	7,906	5,111	13,017
Transport, storage & communication	9,986	1,996	11,982
Financial intermediation	3,122	2,953	6,075
Real Estate, renting & business activities	5,901	2,375	8,276
Public administration	8,771	2,634	11,405
Education	3,854	7,225	11,079
Health & social work	4,954	5,625	10,579
Other community, social & personal service activities	3,651	3,579	7,230
Private households with employed persons	-	-	-
Extra-territorial organisations & bodies	186	-	186
<b>Total</b>	<b>103,698</b>	<b>44,531</b>	<b>148,229</b>

Occupation	Employed Persons		
	Men	Women	Total
Agriculture, hunting & forestry	1.9%	0.1%	2.0%
Fishing	0.4%	0.0%	0.4%
Mining & quarrying	0.3%	0.0%	0.3%
Manufacturing	14.7%	3.8%	18.4%
Electricity, gas & water supply	2.0%	0.2%	2.2%
Construction	8.4%	0.2%	8.6%
Wholesale & retail trade, repairs	9.7%	4.6%	14.3%
Hotels & restaurants	5.3%	3.4%	8.8%
Transport, storage & communication	6.7%	1.3%	8.1%
Financial intermediation	2.1%	2.0%	4.1%
Real Estate, renting & business activities	4.0%	1.6%	5.6%
Public administration	5.9%	1.8%	7.7%
Education	2.6%	4.9%	7.5%
Health & social work	3.3%	3.8%	7.1%
Other community, social & personal service activities	2.5%	2.4%	4.9%
Private households with employed persons	0.0%	0.0%	0.0%
Extra-territorial organisations & bodies	0.1%	0.0%	0.1%
<b>Total</b>	<b>70.0%</b>	<b>30.0%</b>	<b>100.0%</b>

<sup>59</sup> Source: Labour Force Survey. National Statistics Office © 2006

<sup>60</sup> Source: Labour Force Survey. National Statistics Office © 2006

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## Characteristics of Survey Participants

Interviewing, initiated on 16 May 2006, involved the piloting of the instrument with 30 voluntary interviewees. On 1 June 2006, a team of 22 interviewers set out on the conduct of full-scale field work, conducting a total of 608 CAPI <sup>(61)</sup> with persons randomly selected through the Electoral Register (issued by the Department of Information in April 2006)

These interviews related to persons in paid employment and excluded business owners or self-employed individuals. A proportion of the interviews (10%) were back checked personally or telephonically by different field interviewers or field supervisors in order to verify the responses recorded during the conduct of CAPI. Of these 608 records, 21 were invalidated for a number of reasons following the conduct of back-check verifications, leaving a total of 587 valid records.

An analysis of the characteristics of the survey participants is set out hereunder, showing how:

- 40.7% of the interviewees were women;
- The mean age of the survey participants stood at 33.7 years;
- 225 participants claimed to have caring responsibilities at home (38.3% of respondents);
- 30 participants (out of the above 225 – or 13.3%) claimed to have caring responsibilities involving own children older than 16 years of age;
- Of the 225 participants who claimed to have caring responsibilities at home, 170 had only one type of such responsibility at home (75.5%);
- 543 respondents recalled the amount of time spend in domestic work (Table 156), with the mean time devoted to such work being shorter (on a weekly basis) among male respondents than their female counterparts (Table 157);
- Time spent in domestic work varied across occupations (ISCO 1988 coding), wherein the longest time devoted to domestic work featured among professional and associate professional participants, while among women, the longest time devoted to domestic work featured among clerical, plant & machine operator or shop & market service workers or women in elementary occupations (Table 158);
- Time spent in domestic work also featured differences in age. Indeed the mean age of women increased with increasing durations of daily domestic work, albeit no such relationship could be observed among male research participants;

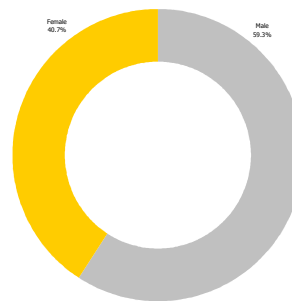
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<sup>61</sup> Computer Assisted Personal Interviews

- 21.98% of the respondents were engaged in work with Governmental institutions (which compares very closely to the 20.5% of the gainfully employed engaged with Government institutions as established by the Labour Force Survey in December 2005 <sup>(62)</sup>;
- 84.2% of the research participants were engaged in a full-time job <sup>(63)</sup>. An analysis of the job features across gender (Table 166) showed that women more often held a part-time job as a main job than their male counterparts;
- 85.9% of research participants occupied only one job;
- 77.5% of research participants occupied a job with an indefinite contract.

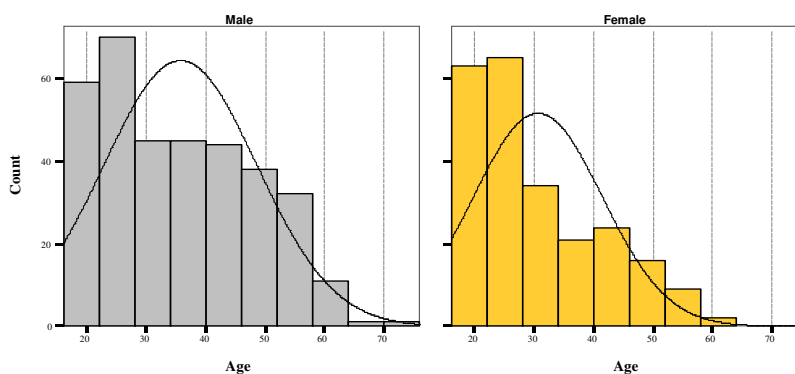
**Table 149 – Summary of Research Participant Gender**

		Frequency	Valid Percent
Valid	Male	348	59.3
	Female	239	40.7
	<b>Total</b>	<b>587</b>	<b>100.0</b>



**Table 150 – Research Participants' Age**

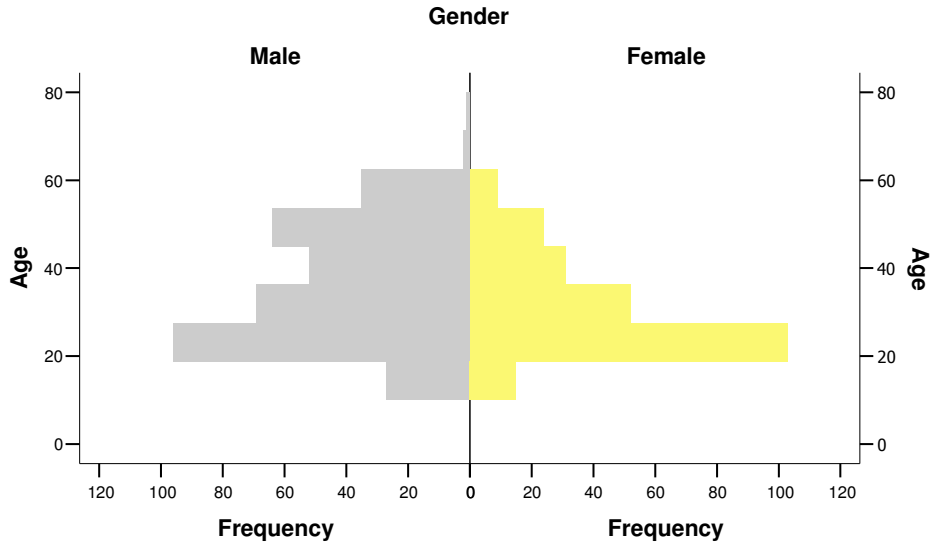
Gender	Mean	N	Std. Deviation
Male	35.72	346	12.871
Female	30.61	234	10.863
Total	33.66	580	12.348



<sup>62</sup> Source: National Statistics Office. Labour Force Survey © 2006

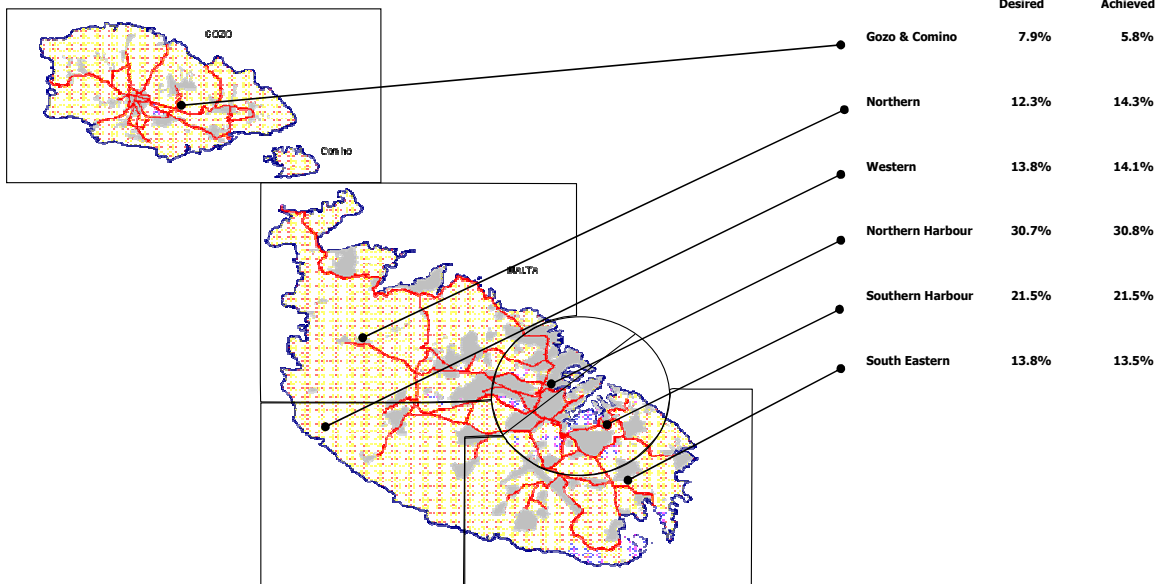
<sup>63</sup> In December 2005 Labour Force Survey (© National Statistics Office 2006) established that 90.3% of gainfully employed (including self-employed) occupied a full-time job

**Figure 2 – Research Sample Age Characteristics**



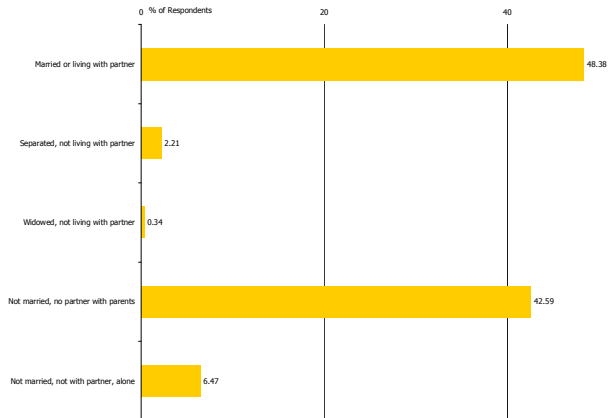
**Table 151 – Geographic Distribution of Respondents**

		Frequency	Valid Percent
Valid	Southern Harbour	126	21.5
	Northern Harbour	181	30.8
	South Eastern	79	13.5
	Western	83	14.1
	Northern	84	14.3
	Gozo & Comino	34	5.8
<b>Total</b>		<b>587</b>	<b>100.0</b>



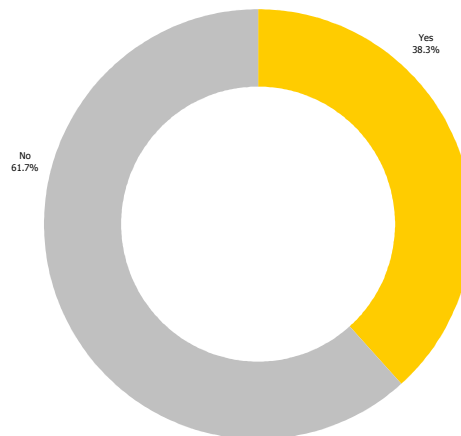
**Table 152 – Summary of Respondent Family Status**

		Frequency	Valid Percent
Valid	Married or living with partner	284	48.4
	Separated, not living with partner	13	2.2
	Widowed, not living with partner	2	.3
	Not married, no partner with parents	250	42.6
	Not married, not with partner, alone	38	6.5
<b>Total</b>		<b>587</b>	<b>100.0</b>



**Table 153 – Summary of Respondent Caring Responsibilities at Home**

		Frequency	Valid Percent
Valid	Yes	225	38.3
	No	362	61.7
	<b>Total</b>	<b>587</b>	<b>100.0</b>

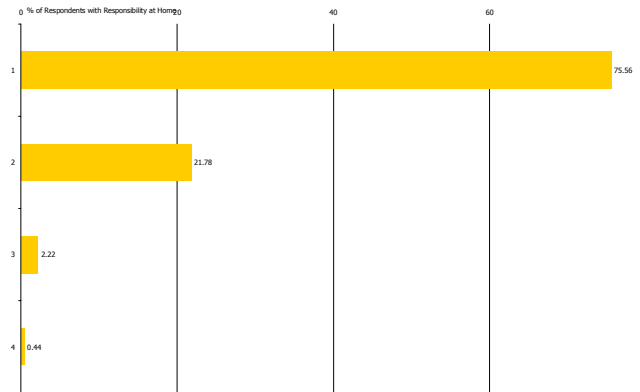


**Table 154 – Analysis of Respondents' Caring Responsibilities at Home**

		Responses		Percent of Cases
		N	Percent	
Caring Responsibilities At Home	Responsibilities - Kids, under 2 years	33	11.5%	14.7%
	Responsibilities - Kids, between 2 and 5	40	13.9%	17.8%
	Responsibilities - Kids, between 6 and 16	118	41.1%	52.4%
	Responsibilities - Parents / other - independent	53	18.5%	23.6%
	Responsibilities - Parents / other - dependent	13	4.5%	5.8%
	Others	30	10.5%	13.3%
<b>Total</b>		<b>287</b>	<b>100.0%</b>	<b>127.6%</b>

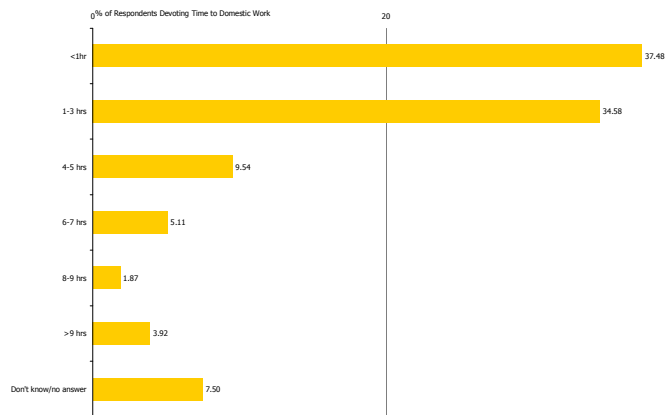
**Table 155 – Analysis of Caring Responsibilities: An Index of the Variety of Caring Responsibilities at Home <sup>(64)</sup>**

		Frequency	Valid Percent
Valid	1	170	75.6
	2	49	21.8
	3	5	2.2
	4	1	.4
	<b>Total</b>	<b>225</b>	<b>100.0</b>



**Table 156 – Time Spent in Domestic Work at Home**

		Frequency	Valid Percent
Valid	<1hr	220	37.5
	1-3 hrs	203	34.6
	4-5 hrs	56	9.5
	6-7 hrs	30	5.1
	8-9 hrs	11	1.9
	>9 hrs	23	3.9
	Don't know/no answer	44	7.5
<b>Total</b>	<b>587</b>	<b>100.0</b>	

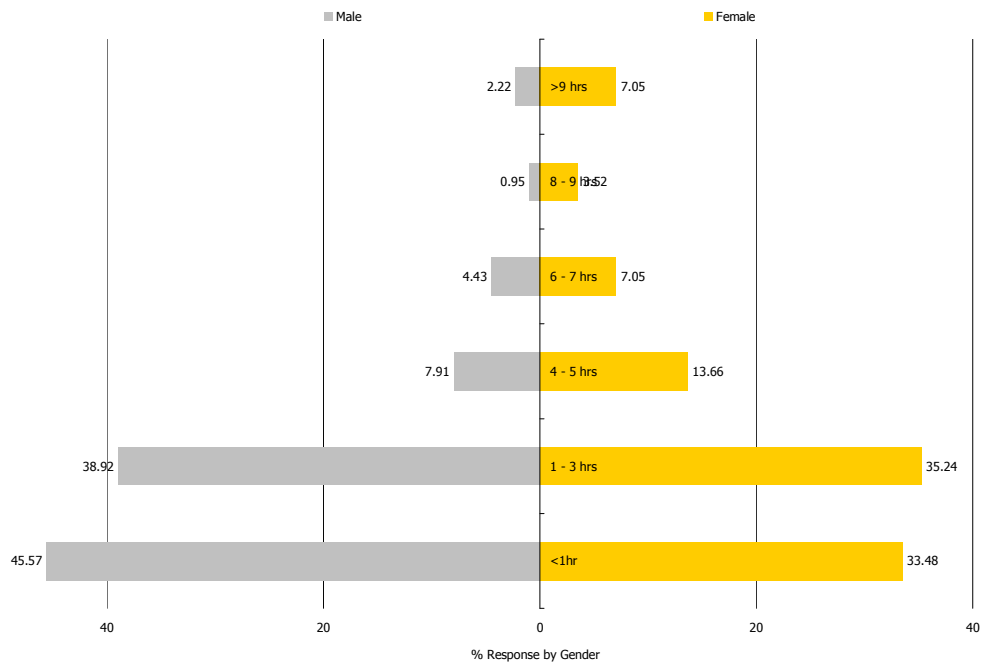


<sup>64</sup>

An index of the responsibilities at home was created by adding up the categories of responsibilities claimed by the respondent. Thus, a respondent claiming to have a caring responsibility related to children younger than 2 years only was assigned a score of 1, while a respondent claiming to have a caring responsibility relating to children younger than 2 years and between 2 and 5 years was assigned a score of 2. Only one survey participant had a score of 4 types of responsibilities at home.

**Table 157 – Analysis of Time Spent in Domestic Work Across Respondent Gender**

		Gender			
		Male		Female	
		N	N %	N	N %
How much time do you spend in domestic work?	<1hr	144	45.6%	76	33.5%
	1 - 3 hrs	123	38.9%	80	35.2%
	4 - 5 hrs	25	7.9%	31	13.7%
	6 - 7 hrs	14	4.4%	16	7.0%
	8 - 9 hrs	3	.9%	8	3.5%
	>9 hrs	7	2.2%	16	7.0%



**Table 158 – Analysis of Time Devoted to Domestic Work by Gender and Occupation Type <sup>(65)</sup>**

			Gender	
			Male	Female
			Mean	Mean
Your level of responsibility	Senior Managers, Large business Owners, Directors	How much time do you spend in domestic work?	1.63	2.00
	Professionals (employed or self employed)	How much time do you spend in domestic work?	2.02	1.71
	Associate Professionals and Technical	How much time do you spend in domestic work?	2.29	2.20
	Clerical employees	How much time do you spend in domestic work?	1.75	2.52
	Crafts and related trades	How much time do you spend in domestic work?	1.38	.
	Plant and machine operator, assembly workers	How much time do you spend in domestic work?	1.78	2.57
	Elementary occupations	How much time do you spend in domestic work?	1.78	3.47
	Shop & Market services	How much time do you spend in domestic work?	1.65	2.15

**Table 159 – Analysis of Time Devoted to Domestic Work by Gender and Average Age**

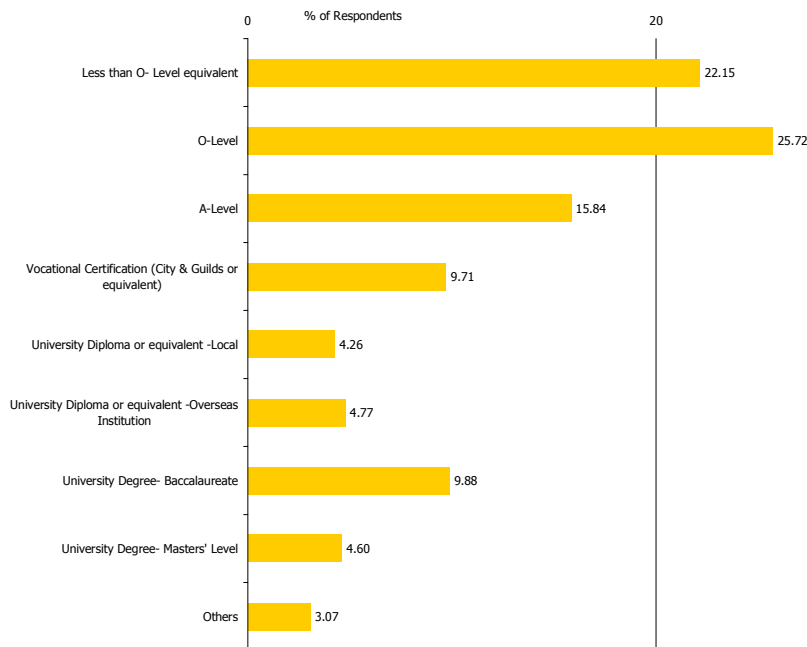
			Gender	
			Male	Female
			Mean	Mean
How much time do you spend in domestic work?	<1hr	Age	33.50	24.55
	1 - 3 hrs	Age	38.33	31.97
	4 - 5 hrs	Age	41.80	35.65
	6 - 7 hrs	Age	35.21	34.69
	8 - 9 hrs	Age	26.33	37.25
	>9 hrs	Age	40.43	36.00

<sup>65</sup> ISCO 1988. Means relate to a relative scale of duration of domestic work daily, wherein 1 = < 1hr daily, 2 = 1 to 3 hours daily, 3 = 3 – 5 hours daily, 4 = 5 – 7 hours daily, 5 = 7 – 9 hours daily, 6 = >9 hours daily.



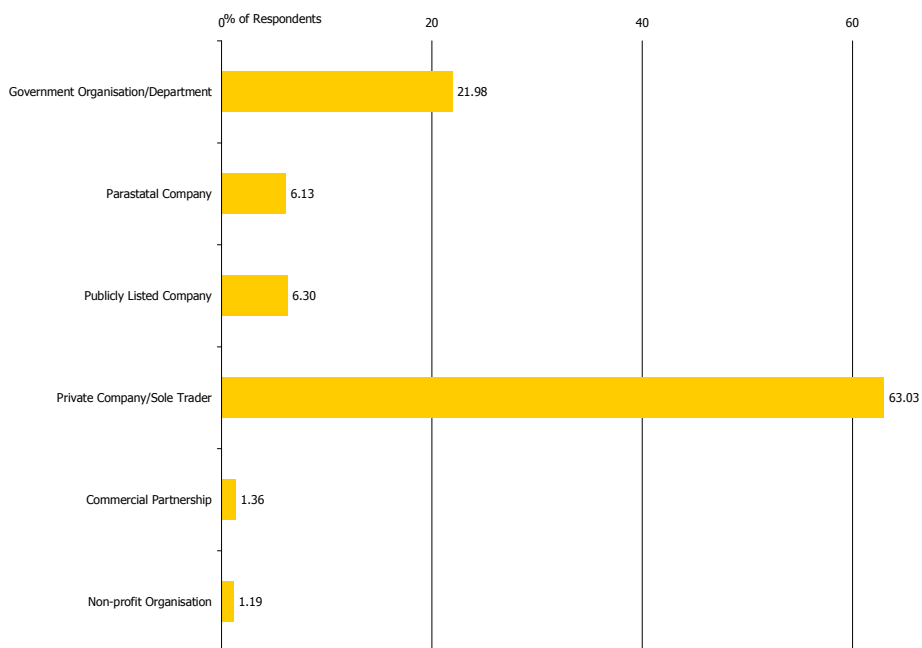
**Table 160 – Summary of Research Participants’ Educational Attainment**

		Frequency	Valid Percent
Valid	Less than O- Level equivalent	130	22.1
	O-Level	151	25.7
	A-Level	93	15.8
	Vocational Certification (City & Guilds or equivalent)	57	9.7
	University Diploma or equivalent -Local	25	4.3
	University Diploma or equivalent -Overseas Institution	28	4.8
	University Degree- Baccaulaureate	58	9.9
	University Degree- Masters' Level	27	4.6
	Others	18	3.1
	<b>Total</b>	<b>587</b>	<b>100.0</b>



**Table 161 – Summary of Respondents’ Employer Type**

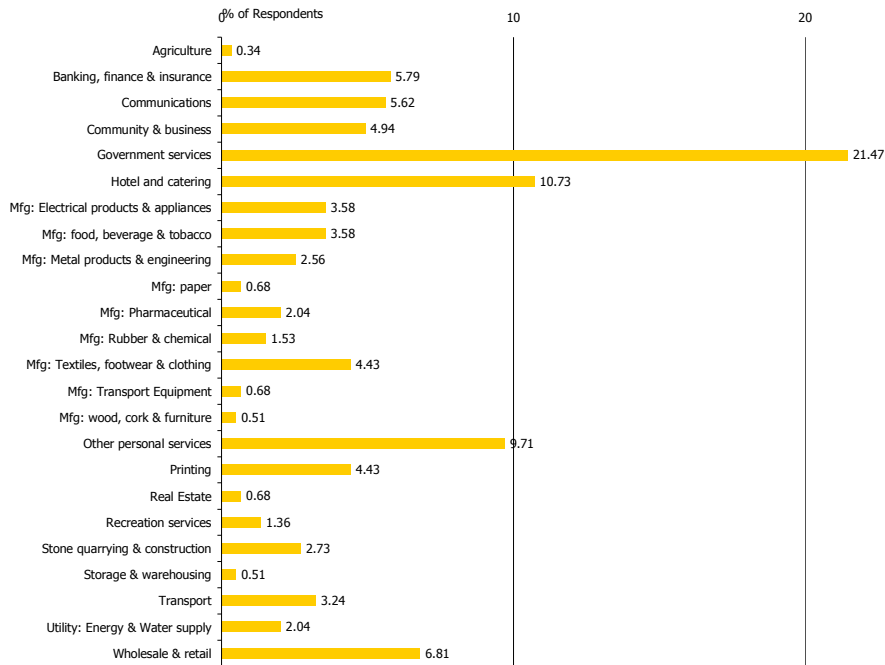
		Frequency	Valid Percent
Valid	Government Organisation/Department	129	22.0
	Parastatal Company	36	6.1
	Publicly Listed Company	37	6.3
	Private Company/Sole Trader	370	63.0
	Commercial Partnership	8	1.4
	Non-profit Organisation	7	1.2
	<b>Total</b>	<b>587</b>	<b>100.0</b>



**Table 162 – Summary of Research Participants’ Sector of Employment**

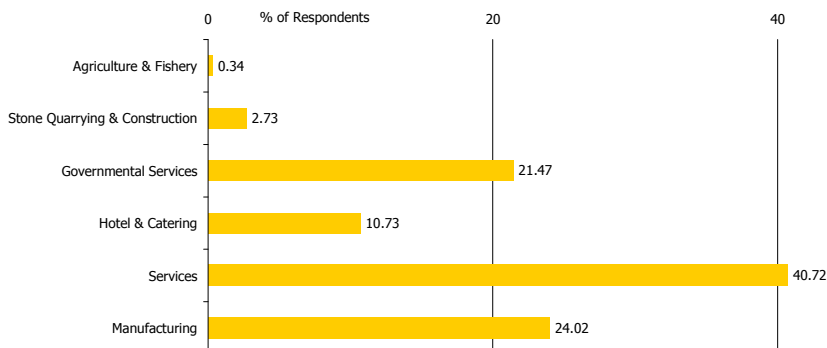
		<b>Frequency</b>	<b>Valid Percent</b>
Valid	Agriculture	2	.3
	Banking, finance & insurance	34	5.8
	Communications	33	5.6
	Community & business	29	4.9
	Government services	126	21.5
	Hotel and catering	63	10.7
	Mfg: Electrical products & appliances	21	3.6
	Mfg: food, beverage & tobacco	21	3.6
	Mfg: Metal products & engineering	15	2.6
	Mfg: paper	4	.7
	Mfg: Pharmaceutical	12	2.0
	Mfg: Rubber & chemical	9	1.5
	Mfg: Textiles, footwear & clothing	26	4.4
	Mfg: Transport Equipment	4	.7
	Mfg: wood, cork & furniture	3	.5
	Other personal services	57	9.7
	Printing	26	4.4
	Real Estate	4	.7
	Recreation services	8	1.4
	Stone quarrying & construction	16	2.7
	Storage & warehousing	3	.5
	Transport	19	3.2
	Utility: Energy & Water supply	12	2.0
	Wholesale & retail	40	6.8
	<b>Total</b>	<b>587</b>	<b>100.0</b>

**Figure 3 – Summary of Research Participants’ Sector of Employment**



**Table 163 – Summary of Research Participants’ Employer Sector of Activity (Simplified)**

		Count	Valid Percent
Sector of Activity	Agriculture & Fishery	2	.3%
	Stone Quarrying & Construction	16	2.7%
	Governmental Services	126	21.5%
	Hotel & Catering	63	10.7%
	Services	239	40.7%
	Manufacturing	141	24.0%
	Total	587	100.0%

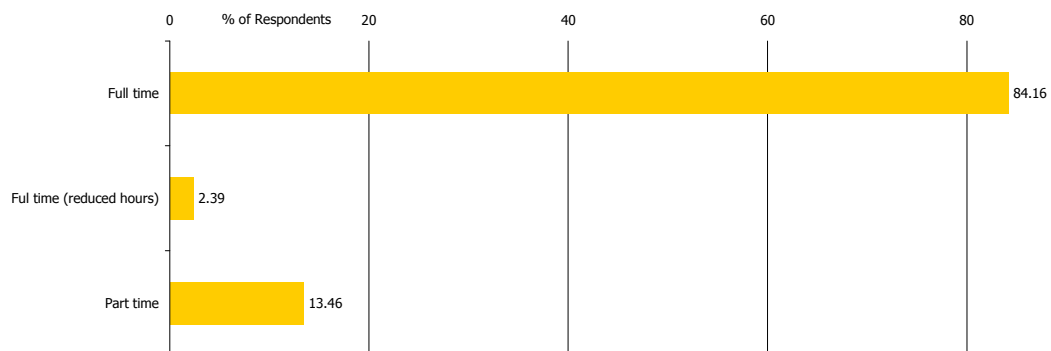


**Table 164 – Analysis of Research Participants’ Distribution Across Sectors of Activity and Gender**

		Gender			
		Male		Female	
		N	Valid N %	N	Valid N %
Sector of Activity	Agriculture & Fishery	2	.3%	0	.0%
	Stone Quarrying & Construction	16	2.7%	0	.0%
	Governmental Services	78	13.3%	48	8.2%
	Hotel & Catering	24	4.1%	39	6.6%
	Services	143	24.4%	96	16.4%
	Manufacturing	85	14.5%	56	9.5%

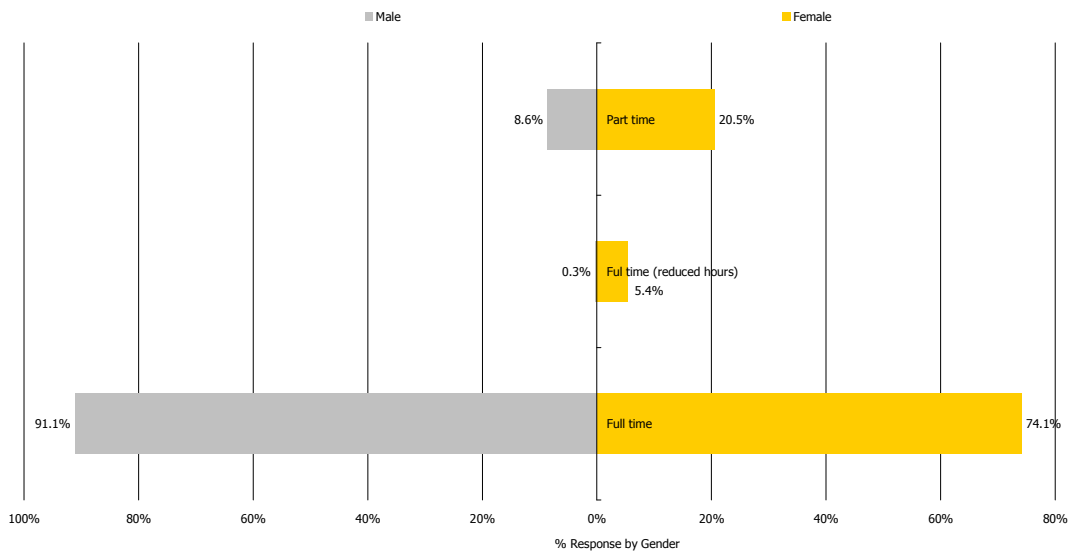
**Table 165 – Summary of Research Participants’ Basis of Employment**

		Frequency	Valid Percent
Valid	Full time	494	84.2
	Ful time (reduced hours)	14	2.4
	Part time	79	13.5
	<b>Total</b>	<b>587</b>	<b>100.0</b>



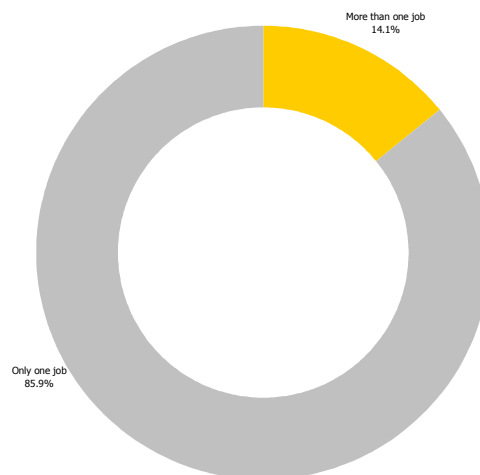
**Table 166 – Analysis of Job Basis Across Participant Gender**

		Gender			
		Male		Female	
		N	N %	N	N %
What is your present main job?	Full time	317	91.1%	177	74.1%
	Ful time (reduced hours)	1	.3%	13	5.4%
	Part time	30	8.6%	49	20.5%



**Table 167 – Summary of Participants' Engagement in Different Jobs**

		Frequency	Valid Percent
Valid	More than One Job	83	14.1
	One Job Only	504	85.9
	<b>Total</b>	<b>587</b>	<b>100.0</b>

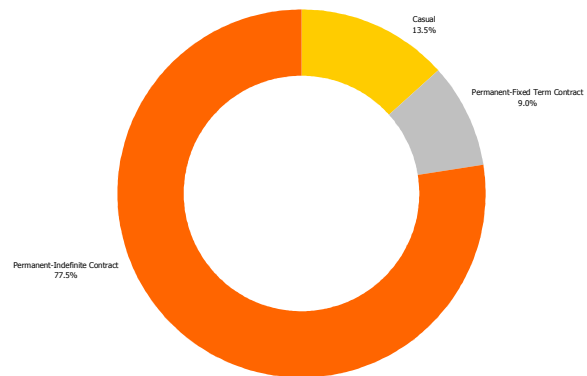


**Table 168 – Analysis of Participants Holding more than One Job**

				Gender			
				Male		Female	
				N	N %	N	N %
What is your present main job?	Full time	Are you engaged in more than one job?	Yes	40	12.6%	29	16.4%
			No	277	87.4%	148	83.6%
	Full time (reduced hours)	Are you engaged in more than one job?	Yes	0	.0%	0	.0%
			No	1	100.0%	13	100.0%
	Part time	Are you engaged in more than one job?	Yes	6	20.0%	8	16.3%
			No	24	80.0%	41	83.7%

**Table 169 – Summary of Participants' Basis of Main Job**

		Count	Valid Percent
What is the basis of your main job?	Casual	79	13.5%
	Permanent-Fixed Term Contract	53	9.0%
	Permanent-Indefinite Contract	455	77.5%
	Total	587	100.0%



**Table 170 – Analysis of Participants' Job Basis Across Participants' Gender**

			Gender			
			Male		Female	
			N	N %	N	N %
What is the basis of your main job?	Casual	26	7.5%	53	22.2%	
	Permanent-Fixed Term Contract	26	7.5%	27	11.3%	
	Permanent-Indefinite Contract	296	85.1%	159	66.5%	

**Table 171 – Summary of Research Participants’ Jobs (ISCO 1988)**

		Frequency	Valid Percent
Valid	Senior Managers, Directors	44	7.5
	Professionals	92	15.7
	Associate Professionals & Technical	63	10.7
	Clerical employees	133	22.7
	Crafts & related trades	8	1.4
	Plant & machine operator, assembly workers	57	9.7
	Elementary occupations	76	12.9
	Shop & Market services	114	19.4
	<b>Total</b>	<b>587</b>	<b>100.0</b>

**Table 172 – Analysis of Research Participants’ Occupations (ISCO 1988) Across Gender <sup>(66)</sup>**

Occupation	Desired Sample			Attained Sample		
	Men	Women	Total	Men	Women	Total
Clerks	6%	8%	14%	10.2%	12.4%	22.7%
Craft and related trades workers				1.4%	0.0%	1.4%
Elementary occupations	11%	3%	15%	9.7%	3.2%	12.9%
Legislators; senior officials and managers	8%	2%	11%	5.6%	1.9%	7.5%
Plant and machine operators and assemblers	9%	3%	12%	7.0%	2.7%	9.7%
Professionals	8%	5%	13%	9.2%	6.5%	15.7%
Service workers and shop and sales workers	11%	8%	19%	8.9%	10.6%	19.4%
Skilled agricultural and fishery workers				0.0%	0.0%	0.0%
Technicians and associate professionals	12%	6%	18%	7.3%	3.4%	10.7%
<b>Total</b>	<b>64.3%</b>	<b>35.7%</b>	<b>100.0%</b>	<b>59.3%</b>	<b>40.7%</b>	<b>100.0%</b>

## Sample Error

The study is reliant on a sample of 587 interviewees. This sample is estimated to feature  $\pm 4.04\%$  sample error when related to a total population of gainfully employed in Malta (148,229 <sup>67</sup>).

<sup>66</sup> Desired Sample Characteristics are based on Labour Force Survey Statistics of December 2005 © National Statistics Office 2006

<sup>67</sup> As established by the Labour Force Survey Statistics of December 2005. © National Statistics Office 2006



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