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* ATTITUDES TO WORK *
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Introduction

1. This paper analyses responses to three sets of questions in the NCDS 1U interview, each concerned with attitudes towards various aspects of jobs and working life. The first section discusses satisfaction with different aspects of the jobs which respondents were doing at the time of interview at age 23, or of their last job if they were not working when interviewed (variables N4313 to N4320 and N4413 to N4420). The paper goes on to deal with the factors which respondents saw as the most important to them in choosing a job (N4862 to N4866), and finally the last part of the paper explores the various attitudes towards work which were measured by variables N4868 to N4876. The relevant questions from the NCDS 1U questionnaire are reproduced in the appendix.

2. The following special groups are excluded from the analysis:
- those who were self-employed or agency temps in their current or last job
 - those who at the time of interview were employed in a sheltered workshop (1)
 - those who had never had a "proper" job (2)

Some information on the attitudes of self-employed people is given in Working Paper 10.

Sex differences in satisfaction with the current job

3. The responses of men and women to the questions on satisfaction with various aspects of the current job, and, for those not working at the time of interview, their last job, are given in Table 1. The percentage giving the answer "don't know" or "doesn't apply"

was generally very small and is not reported separately for each item. The final row of the table reports the biggest value found for this percentage on any item, but on most items the percentage was much smaller than the maximum figure. The number of respondents fluctuates slightly between items, and hence the base number reported at the foot of the table is an approximate figure only (in fact it is the number of respondents to the first item on pay).

4. Sex differences in the satisfaction of respondents who were in employment when interviewed are revealed by comparing the first and third columns of Table 1. Despite variation between the sexes and among the different aspects of job satisfaction, the modal category for both sexes on all items was "satisfied".

5. Women were significantly more satisfied with their usual take home pay than were men, with 13% saying that they were very satisfied compared to 10% of men, and 59% reporting themselves to be satisfied compared to 51% of men (3). Views on prospects were less clearly divided by sex, with more men than women at either extreme of the distribution, while more women than men were simply "satisfied". These differences were small but significant.

6. Very few of either sex were dissatisfied with "the people you work with", but more women than men were very satisfied. Women were also more likely than men to be very satisfied with their physical working conditions, and more women than men were also satisfied or very satisfied with "the way your firm or organisation is run" and "the way your abilities are used". Sex differences on

"the interest and skill involved in your job" were smaller, but significantly more women than men still said that they were very satisfied.

7. Given the consistency of the differences in favour of women, it is not surprising that, "taking everything into account", 7% more women than men were very satisfied with their "job as a whole".

8. The aspect of their job with which women were most likely to be satisfied was "the people you work with" - 40% were very satisfied in this respect. Second by some distance came "the interest and skill involved" (25%) and physical working conditions (24%). It is interesting to note that more women - one third - were very satisfied with the job as a whole than were very satisfied with any specific aspect of their job except for their fellow workers. The ranking of satisfaction with different job aspects was very similar for men. Top came "the people you work with" (33%), followed by interest and skill (23%) and physical conditions (19%). Like women, more men were satisfied with their job as a whole than were satisfied with any other single aspect except their fellow workers.

9. The most common source of dissatisfaction for women was "the way your firm or organisation is run", with which 23% were either dissatisfied or very dissatisfied. Second place in the dissatisfaction league was shared by pay and prospects, with 18% each, and these were closely followed by "the way your abilities are used" (16%). Again, men's rankings were similar: thirty-four per cent were dissatisfied or very dissatisfied with "the way your firm or organisation is run", 25% with pay, 23% with "the way your

abilities are used", and 21% with their prospects.

10. Four of the more important dimensions of job satisfaction were selected for more detailed examination. These are satisfaction with usual take home pay, prospects, the interest and skill involved in the job, and the job as a whole.

Satisfaction with usual take home pay in current job

11. It might be supposed that satisfaction with pay would be influenced by the actual level of pay in a job, by expectations, and by financial need or obligations. All these factors were found relevant in the analysis of NCDS 10 respondents.

12. Table 2 shows the mean net pay of men and women who were employed at the time of interview, according to the social class of their job and whether they were satisfied or dissatisfied with their pay. Not surprisingly, within any given social class respondents who were satisfied or very satisfied had a considerably higher mean income than respondents of the same sex who were dissatisfied or very dissatisfied. The size of this difference was greater for men than for women. For men it ranged from a low of £15.32 for class IV workers to a high of £23.35 for those in class I, while for women the range was £7.86 (class II) to £14.23 (class III manual).

13. Within each social class where numbers permitted the comparison, women who were satisfied or very satisfied had a lower mean income than similarly satisfied men, and dissatisfied or very dissatisfied women had a lower mean income than dissatisfied or

very dissatisfied men. Indeed, in class III and IV occupations the mean income of women who were satisfied or very satisfied was lower than the mean income of men who were dissatisfied or very dissatisfied.

14. For women, the mean pay of those who were satisfied or very satisfied declined steadily with social class, though the pay of women in skilled non-manual and skilled manual jobs was similar. The overall difference between the mean pay of satisfied or very satisfied women in class I and class IV jobs was £23.30 (there were too few women in class V jobs to compare). There was also a strong relationship between social class and mean pay for women who were dissatisfied or very dissatisfied with their pay.

15. For men, the relationship between mean pay and social class was flatter, with a difference of only £7.97 between the mean pay of satisfied or very satisfied men in class I and class IV jobs - £15.33 less than the corresponding figure for women. Neither was there the straightforward linear relationship which was observed for women. Among both satisfied and dissatisfied men the highest earners were skilled manual workers. These men were probably near the peak of their earning power at age 23, while many men in professional and intermediate jobs, and possibly also in skilled non-manual jobs, could expect their income to rise in future years.

16. Sex differences in earnings tended to increase as social class declined. For respondents who were satisfied or very satisfied the difference between the mean pay of men and women in class I jobs was £10.08 while the difference between the mean pay of men and

women in class IV jobs was £25.41. Similarly for respondents who were dissatisfied or very dissatisfied the sex difference in mean earnings for those in class II jobs was £7.12 while for those in class IV jobs it was £18.02. The exception to this generalisation was class III manual, where sex differentials were greatest of all: £30.49 for those who were satisfied or very satisfied and £26.36 for the dissatisfied or very dissatisfied.

17. Although the mean pay actually received by satisfied and dissatisfied men and women varied in a fairly straightforward way across social classes, the relationship between social class and the level of satisfaction was more complex. The relevant figures are given in Table 3. For men, satisfaction with pay generally declined with social class, with the exception that class I workers were less satisfied than men in classes II and III non-manual, presumably because starting salaries in their careers were low. A more surprising exception to the general relationship was that males in skilled manual jobs were less satisfied than either intermediate or skilled non-manual workers, despite the fact that they had the highest earnings of all groups. The explanation for this may be connected with their being near the peak of their earning power with little possibility of further improvement, or with a popular feeling in the late seventies that government pay policies had eroded the differential between the earnings of skilled manual workers and less skilled workers.

18. For women it was also the highest earning groups who were most dissatisfied with pay, though in their case this meant the professional and intermediate workers rather than skilled manual

workers. Indeed the women who were most satisfied were the poorly paid partly skilled class IV workers. Again the causes for this are likely to be complex. Women's professional and semi-professional occupations, of which nursing and teaching are prime examples, are much less well paid than professions where the majority of workers are male. However, women's satisfaction with their pay was also influenced by their marital status. Table 4 shows that 77% of married women were satisfied or very satisfied with their pay, compared to 68% of single women. At age 23, many women who left school at the minimum age had already married, while women with a more prolonged education were much less likely to have done so. Clearly the more poorly educated were most likely to be in less skilled jobs, but the impact of their low wages was often softened by a husband's earnings. Despite this, when marital status was controlled, it was still women in class I and II jobs who were least satisfied with their pay, and women in class IV jobs who were most satisfied. Proper statistical analysis would be needed to sort out the relative impact of marital status, social class and actual pay received on women's satisfaction with their earnings.

19. Married men were also a little more satisfied than single men with their pay, but the difference was smaller than for women. However Table 4 shows that the relationship between parenthood and pay also went in opposite directions for the two sexes. Women with children tended to be more satisfied with their pay than childless women, but men with children were less satisfied than childless men.

20. The greater satisfaction of working mothers with their pay was most certainly not due to any higher earning power on their part. Working Paper 31 showed that mothers in the cohort who had jobs tended to work part time and were quite likely to have experienced occupational downgrading. It is demonstrated below that women working part time were more satisfied than full time women in several respects, including pay. A further point is that, while 76% of downwardly mobile women who were working when interviewed were satisfied or very satisfied with their pay, the figure for upwardly mobile women was only 68% (4), and the relationship between occupational mobility and satisfaction with pay was much stronger for married women than for single women. It seems likely therefore that working mothers were more satisfied with their pay than childless women because their expectations were lower, and, for the married among them, because they had the additional support of their husband's earnings.

21. Men with children have extra obligations to meet, and this alone might explain why fathers in the cohort were less satisfied with their pay than childless men. However earlier analysis of NCDS IV (Working Papers 21 and 31) has shown that men with children tended to have less stable employment histories and more unemployment than childless men who left full time education at the same age. Unemployment was associated with less skilled employment and with occupational downgrading, and this complex of factors was probably also involved in the inverse relationship between fatherhood and satisfaction with pay.

22. For both sexes, satisfaction with pay was associated with a stable employment history, and dissatisfaction was more common among people with a very interrupted career and with repeated spells of unemployment (table not given). Table 5 shows that, in addition to this, satisfaction with pay tended to decrease as the number of jobs held grew. This was true of both men and women, and the relationship was maintained when age of leaving full time education (and hence number of years in the labour market) was controlled. However, men who had held two jobs (and among 16 and 17 year old leavers, men who had held three jobs as well) were as likely to be satisfied with their pay as men who had held one job only; it was only among men who had held several jobs that satisfaction with pay fell significantly.

23. As with social class, the relationship between qualifications and satisfaction with pay was different for men and women. Table 6 shows that men with GCE "O" levels or similar examination passes were more likely to be satisfied than men without any such qualifications, and that satisfaction increased with the number of "O" levels held. Similarly men with "A" levels or SCE higher grades were more often satisfied than those without, as were men who had gained a qualification during the course of their employment as part of an apprenticeship or training course, and men who had served their time on a trade apprenticeship. For women most of these relationships were reversed, the less well qualified tending to be more satisfied with their pay than women with qualifications. The differences between qualified and unqualified women were fairly small and not all of them were statistically significant, but the general trend is clear. The explanation

probably lies in the same complex of factors which underlies sex differences in the relationship between social class and satisfaction with pay.

24. In Table 7 the ten industrial divisions are ranked according to the percentage of workers who were satisfied or very satisfied with the pay in their current job. Industries varied quite a lot in this respect: in the highest ranked industry 72% of male workers and 87% of females were satisfied or very satisfied, compared to only 53% and 65% of males and females respectively in the industry ranked lowest.

25. The ranking of industries was similar for men and women. The top two - energy and water supply, and transport and communication - were the same for both sexes, and so were the bottom three, namely metal goods, engineering and vehicles, extraction of minerals and ores other than fuels, manufacture of metals, mineral products and chemicals, and last of all, distribution, hotels and catering and repairs. The biggest discrepancy between the sexes was in the position of other services. This ranked joint second for men, but was in seventh ranking for women. As in many industries men and women working in other services were likely to be doing different jobs, and it is possible that the low satisfaction of women in this division was partly explained by a disproportionate number compared to men in two of the subgroups of this division, classes 98 and 99, personal and domestic services. However the relationship described above between satisfaction with pay on the one hand and social class and qualifications on the other suggests that better qualified women in higher status service

jobs also tended to be more dissatisfied with their pay than other women.

26. The rankings reported in Table 7 are of course based on a sample of 23 year olds, and it is possible that an older sample including employees further up the income ladder would produce a different pattern.

27. Around three fifths of men and women who were working at the time of interview said that their wages or salary or conditions of service were negotiated by a trade union or staff association. These people were significantly more satisfied with their pay than respondents in jobs without a negotiating body. The difference was greater for women than it was for men: 75% of women in jobs where there was a trade union or staff association were satisfied or very satisfied with their pay compared to 67% without, while the figures for men were 62% compared to 58%.

28. Comparison of satisfaction with pay in different occupation groups is reserved for a later section of the paper, where occupation groups are compared in terms of satisfaction on four different dimensions.

Satisfaction with prospects in current job

29. "Prospects" could mean different things to different people. For the ambitious the word might denote the existence of a career structure with the possibility of promotion to very senior positions, for others it might mean the chance to increase their earnings, while for some it might mean simply that there was no

immediate threat of redundancy.

30. After they had answered questions about job satisfaction, members of the NCDS IV cohort who were working at the time of interview were asked whether they would describe the type of work they did as offering a career with prospects of promotion in the years to come. Seventy-one per cent of men answered "yes" to this question, and 60% of women. Although women working full time were much more likely than part timers to be in a career job (62% compared to 39%), full time women were still less likely than men to be in this kind of job.

31. Not surprisingly, more than three-quarters of respondents in jobs with a career structure were satisfied or very satisfied with their prospects - 76% of men and 78% of women. What accorded less with expectations was that more than a third of men and exactly half of women who were not in career jobs were satisfied or very satisfied with their prospects. Presumably for these people other interpretations of the word were foremost in their minds, or their prospects were unimportant to them and so they were satisfied with none.

32. There were no questions in NCDS IV on expectations of future earnings, but in terms of security women felt themselves to be in a better position than men. Fifty-six per cent of women described their current job as very secure compared to 46% of men, and 8% said it was not very secure compared to 13% of men. Again full time working women were in a better position than part timers, with 58% saying they felt very secure compared to 41% of the latter;

women part timers were in fact less likely than men to feel secure.

33. Job security was also closely related to satisfaction with prospects, and to much the same degree for both sexes.

Seventy-five per cent of men who felt their jobs were very secure were satisfied or very satisfied with their prospects, compared to 63% of men in "fairly secure" jobs and 31% of men who felt their job was not very secure. The corresponding figures for women were 74%, 63% and 35%.

34. Not surprisingly, respondents with jobs in the higher social classes were the most satisfied with their prospects (Table 8). More than three quarters of men in professional occupations were satisfied or very satisfied in this respect compared to less than half of men in unskilled jobs, and the range for women was nearly as great. Although the overall percentage who were satisfied or very satisfied was similar for the two sexes (64% of men and 66% of women), there were sex differences within social classes. These were statistically significant in class III non-manual, where more men than women were satisfied with their prospects, and in classes III manual and IV, where more women than men were satisfied. These differences were presumably explained by the different jobs done by men and women in the same social class, and by differences in expectations.

35. Using the separate classification of occupational status, women in managerial positions were found to be significantly less satisfied with their prospects than their male counterparts.

Twenty-four per cent of women managers described themselves as very

satisfied compared to 34% of men. Male managers were also more likely than female to say that their job had a career structure (89% compared to 81%).

36. Both men and women in social class I and II jobs were more satisfied with their prospects than with their pay, the difference being particularly marked for people in class I. The same was true of men in skilled non-manual jobs, but women in skilled non-manual jobs were more satisfied with their pay than with their prospects.

37. Table 9 shows the relationship that satisfaction with prospects had with qualifications of various kinds. Like the relationship between qualifications and satisfaction with pay, it went in opposite directions for the two sexes. Men who had GCE "A" levels or five or more "O" levels or the equivalent were more satisfied with their prospects than men without, but for women any differences that existed favoured the unqualified. For qualifications gained during the course of employment the findings were different: women with training qualifications were more satisfied with their prospects than women without such qualifications, but men who had completed an apprenticeship were slightly but significantly less satisfied than other men. Their views may have reflected the severe recession in manufacturing industry in the late seventies which must have caused some apprentice trained men to fear future unemployment.

38. As would be expected, satisfaction with prospects was also influenced by training provisions in the job. Table 10 shows that people who had received training in their current job were more

satisfied with their prospects than those who had received none, particularly if it was something more than just induction training. People who had not had training in their current job were more satisfied with their prospects if their job nevertheless gave opportunities for training.

39. The size of the establishment where the respondent worked had no clear relationship with satisfaction with prospects, though within small establishments with less than 25 employees there was a small difference in favour of those which were branches of a larger organisation.

40. Men and women who had changed jobs frequently were less satisfied with their prospects than respondents who had stayed in one job (Table 11) and this relationship remained when age of leaving full time education was controlled. For men, one change of employer appeared to do no harm to satisfaction with prospects, and women were on average able to change jobs twice before their satisfaction began to drop.

41. In general it was men and women who had very stable employment histories who were most likely to be satisfied with their prospects (table not given). However women who had returned to work after a spell out of the labour force were also among the most satisfied, and for them the chance of promotion was almost certainly usually less important than the convenience with which the job fitted in with their family commitments.

42. Married women were more satisfied with their prospects than

single women (Table 12). Married men were also more satisfied with their prospects than others, but it will be recalled from Working Papers 21 and 31 that married men were also less likely to have been unemployed than unmarried men who left full time education at the same age. Parenthood however seemed to make little difference to satisfaction with prospects.

Satisfaction with interest and skill in current job

43. In general, as Table 13 shows, respondents' satisfaction with the interest and skill involved in their jobs declined with social class, though people in intermediate class II jobs were no less satisfied than people of professional status. A bigger exception to the general rule was that skilled non-manual workers were less satisfied in this respect than skilled manual workers. Class III non-manual covers of course a wide range of occupations from low level administrative jobs to very junior clerical workers and shop assistants. In classes I and II women were significantly more likely than men to be satisfied or very satisfied with regard to interest and skill, but in the other social classes the differences between the sexes were not statistically significant.

44. If the job had provision for training, satisfaction with interest and skill was increased for both sexes (Table 14). As with pay, the increase was more pronounced if the training was more than induction training, and it applied whether or not respondents had actually received training with their present employer. Men and women who had acquired qualifications during the course of their employment or who had completed apprenticeships also tended to be more satisfied with the interest and skill of their jobs.

45. Surprisingly, there was no difference between the satisfaction of those who had GCE type qualifications at either "O" or "A" level and those who had none. This rather worrying finding would bear further investigation. "O" levels are the entry ticket for a number of skilled non-manual jobs, and the lower satisfaction of people in these jobs compared to people in skilled manual jobs has already been remarked on. Another element in the explanation may be that people who stayed on at school to take "A" levels started looking for their first job at a time of higher national unemployment than people who had left at 16, and it may be that they more often had to settle for a job which was not their first choice. When analysed by date of first leaving full time education, it was found that satisfaction with interest and skill was indeed a little lower among 18 year old leavers than among minimum age leavers of either sex (table not shown). Alternatively the explanation may be simply that the wording of the question, with its use of the term "skill", predisposed people in skilled manual trades to say that they were satisfied, while people working in jobs which required less specific and readily identifiable skills may have viewed the question more critically.

46. Once more it was men and women with stable employment histories who were most likely to be satisfied, and this time the satisfaction of women who had returned to work after a spell out of the labour force was below the average for all women (table not given). For both sexes satisfaction decreased as the number of jobs increased (Table 16), and those who had changed jobs even once were less satisfied than men and women who had stayed with their

first employer. This pattern held true for men and women who left full time education at age 16, but was less clear for older leaving groups who had spent less time in the labour market.

47. Table 17 reports the relationship which satisfaction with interest and skill had with family formation. Married men were significantly more likely to be either satisfied or very satisfied than either single men or men whose marriage had broken down. The difference between married and single women did not reach significance, but single women were significantly more likely than married women to be *very* satisfied with this aspect of their job. Some single women indeed may have postponed marriage because they found their work absorbing.

48. For men, satisfaction with interest and skill did not vary according to whether or not they had children, but working mothers were significantly less satisfied than childless women.

Satisfaction with the current job as a whole

49. Satisfaction with the current job as a whole showed a pattern which could probably be predicted from what has gone before. It was less in the lower social classes (Table 18), but there was no significant difference between classes I and II, nor between the non-manual and manual subdivisions of class III. In each social class women were more likely to be satisfied than men. There was very little difference between the satisfaction of men and women with and without GCE "O" level or similar qualifications, and for men with and without "A" levels. However women who had "A" levels were a little, but significantly, *less* likely to be satisfied than

women who had none (Table 19). In contrast, qualifications gained during the course of employment were associated with increased satisfaction, particularly for women. There was, however, no difference to speak of between the satisfaction of men who had served their time in an apprenticeship and other men.

50. Although both men and women with stable employment histories which avoided unemployment had above average satisfaction, the most satisfied group of all were women who had returned to work after a period out of the labour force (table not given). Married men and married women were both significantly more satisfied than their unmarried contemporaries (Table 20), but there were no significant differences between men and women who had children and the childless.

51. For men and women who left full time education at the minimum age, there was a more or less steady decline in satisfaction as the number of jobs held increased (Table 21). For older leavers this pattern was not so clear.

Satisfaction in different occupation groups

52. The four different dimensions of job satisfaction, which have been examined in detail - pay, prospects, interest and skill and the job as a whole - were also analysed by OPCS occupation group. The results, shown in Table 22, give profiles of the advantages and disadvantages of different kinds of jobs for the young men and women who work in them.

53. Ranking top in satisfaction with pay for both men and women

was group 8, the security and protective services, where all the women interviewed and nine out of ten of the men were satisfied or very satisfied. These occupations also came top for both sexes in satisfaction with prospects, top for women and close to the top for men in satisfaction with interest and skill, and top for both sexes once more in satisfaction with the job as a whole.

54. Workers in group 1, professional and related jobs supporting management and senior national and local government managers, were fairly well satisfied in most respects except for their pay. This was also the pattern for women in group 2, professional and related workers in education, welfare and health, but for men this group ranked near the top in satisfaction with pay. It is probable of course that men and women within this group were concentrated in different kinds of jobs; for example there would be few male nurses.

55. The pattern for the two sexes was also different in group 3, literary, artistic and sports occupations. Here men were well satisfied with most aspects of their work, particularly with the interest and skill involved, but although women liked the interest and skill and the job as a whole, these occupations ranked low on satisfaction with prospects and particularly low on satisfaction with pay.

56. Occupation group 6, which contains clerical and related jobs, also had discrepant rankings on different factors. For both sexes it occupied roughly middle ranking among all occupation groups for pay, prospects and the job as a whole, but ranked low in interest

and skill.

57. Rather worrying for Britain's adaptation to the age of technology was the low job satisfaction of young men and women in group 4, professional and related occupations in science, engineering, technology and similar fields. For men in this area satisfaction was well below average on all four dimensions. For women satisfaction was above average only with regards to pay, but even in this respect there were several other occupation groups where women were more satisfied.

58. Managerial occupations, group 5, ranked high in terms of pay and prospects, being for women second only to security and protective services on satisfaction with pay. Rankings on interest and skill and the job as a whole were somewhat lower in this group, particularly for women for whom the percentage satisfied or very satisfied with the job as a whole was actually lower than the percentage for all working women.

59. There were two other occupation groups where women were noticeably more satisfied with their pay than they were with other aspects of their jobs: these were group 11, materials processing, making and repairing (excluding metal and electrical), and group 13, painting, repetitive assembling, product inspecting, packaging and related. The first of these ranked around the middle for aspects other than pay and the second had very low rankings on non-pay aspects.

60. Taking all four dimensions together, group 13 was probably the

least popular of all groups for men, followed by the "miscellaneous" group 16 which consisted largely of labouring jobs. Group 15, transport operating, materials moving and storing and related, also came close to the bottom in the satisfaction league.

61. For women, the jobs which gave least satisfaction were those in group 12, processing, making, repairing and related (metal and electrical). This group came bottom on prospects, interest and skill, and the job as a whole, and second from bottom on pay (bottom place on pay being occupied by literacy, artistic and sports occupations). Second in unpopularity for women taking all four dimensions together seemed to be group 13.

62. Among men's manual jobs, it was group 14, construction, mining and related occupations not identified elsewhere, which came top on pay and prospects, and these jobs were also well regarded in terms of interest and skill and the job as a whole. The other group of manual occupations with which workers were generally well satisfied was group 10, farming, fishing and related occupations. This ranked only a little below construction and mining in terms of pay and prospects, but no less than third among all groups of occupations in terms of interest and skill and joint second on satisfaction with the job as a whole. Certainly these rankings do not accord with the stereotyped picture of the farm worker.

63. Both male and female workers in the lower grade service occupations, group 7, selling, and group 9, catering, cleaning, hairdressing and other personal service, had below average levels

of satisfaction on all four dimensions considered. Within each sex workers in these two groups had roughly similar levels of satisfaction.

64. If the question on satisfaction with the job as a whole might be taken to sum up respondents' feelings about their jobs, then the different occupation groups were rated as follows. Top for both men and women was security and protective service, and second for both were professional and related occupations in education, welfare and health. Sharing second place for men were farming, fishing and related occupations, a group in which there were insufficient women to compare. The next two groups for men were literary, artistic and sports occupations followed by professional and related occupations supporting management and senior national and local government managers. For women it was the same two groups which came next but with the rankings reversed.

65. For men the sixth place was occupied by construction, mining and related occupations, again a group containing too few women for comparison, closely followed by managerial occupations. Next for men came a block of occupations with very few percentage points separating them: joint eighth were clerical and related occupations, personal service occupations and materials processing etc. excluding metal and electrical, eleventh were professional and related occupations in science, engineering and technology, and joint twelfth were three groups: selling, processing etc. (metal and electrical) and transport operating, materials moving and storing, and related occupations. Sharing bottom place, some nine percentage points adrift, were painting, repetitive assembling,

product inspecting, packaging and related, and the miscellaneous category containing mostly labouring jobs.

66. Fifth for women were personal service jobs, closely followed by clerical and related occupations. Managerial occupations came next, a little further down the ranking than they were for men. These were followed by selling and materials processing etc. excluding metal and electrical sharing eighth place, with professional and related occupations in science, engineering and technology following one percentage point below. There being very few women in groups 15 and 16, the penultimate place was occupied by painting, repetitive assembling, etc., and last of all for women, six percentage points further down, was materials processing etc. excluding metal and electrical.

Job satisfaction and part time work

67. The Women in Employment Survey (Martin and Roberts 1984) showed that for women part time work was associated with downward mobility, and this finding was confirmed in the NCDS cohort (Working Paper 31). Despite this, Table 23 shows that women working part time were more satisfied than full time working women in a number of respects. The difference between part time and full time women was statistically significant on pay, physical conditions, the way the firm or organisation was run and the job as a whole. A greater percentage of full time working women than of part timers were satisfied or very satisfied with their prospects and with their job's interest and skill, but these differences were not significant.

68. The explanation for the greater satisfaction of part timers probably lies in their different requirements of what a job should offer them. A later section of the paper shows that for part timers by far the most important factor in choosing a job was convenient hours and conditions, while full time working women attached importance to a variety of factors. In fact 87% of women part timers said that their hours suited them and only 9% wanted to work for longer hours, while 19% of women working full time said they would have preferred to work shorter hours.

Job satisfaction in the last job

69. Members of the cohort who were not working at the time of interview were asked the same set of questions on job satisfaction as those who were currently employed, but in relation to the last job which they had held. The answers given are presented in Table 1, alongside those of currently employed members of the cohort.

70. As with the current job, women were more likely than men to be satisfied with their last job. This included satisfaction with prospects in the last job, a dimension on which the sex difference in the current job was small.

71. As a rule, sex differences were greater in satisfaction with the last job than they were in satisfaction with the current job. This was not surprising given that the majority of non-working women were housewives and were likely to have left their jobs for domestic reasons. There was however no evidence that women had a rosy view of their last job. On all eight dimensions the proportion of non-working women who very satisfied in their last

job was smaller than the corresponding proportion of currently working women, and on all dimensions except pay there were more non-working women who were dissatisfied or very dissatisfied with their last job than there were currently working women who were equally dissatisfied with their current job. These differences were not large, but they were consistent and most of them were significant.

72. Table 24 shows the satisfaction with their last job of men and women who were unemployed at the time of interview and compares this with the satisfaction of housewives. Sex differences in the satisfaction of unemployed respondents were generally much smaller than sex differences in the satisfaction of all non-working respondents, and close in size to sex differences in the satisfaction of currently working respondents with their current job.

73. When compared with currently working men, unemployed men were less satisfied with every aspect of their last job except the pay. Not surprisingly, the biggest change was in respect of prospects, though there were also large differences on the interest and skill involved and on the job as a whole. It was also on these three factors that the biggest differences were found between working and unemployed women, though unemployed women were less satisfied than working women on all dimensions, including their pay.

74. Housewives were more satisfied than unemployed women with all eight aspects of their last job. The biggest differences were with regard to prospects, the way the firm or organisation was run, and

the job as a whole. However housewives were no more satisfied with their last job than working women were with their current job. Eighty-one per cent of housewives were satisfied or very satisfied with their last job as a whole, compared to 82% of working women, and while more housewives than currently working women were satisfied or very satisfied with pay, the way the firm or organisation was run and the way their abilities were used, more working women than housewives were satisfied with their prospects and the interest and skill involved in their job.

75. Unfortunately NCDS IV does not distinguish domestic reasons for leaving the last job from reasons which were job-related. However voluntary and involuntary departures can be identified. Three quarters of non-working women left their last job of their own accord compared to only 35% of non-working men, though the corresponding proportions among unemployed men and women were smaller (52% and 29% respectively).

76. Only respondents who were not working at the time of interview were asked why they left their last job, and they of course yielded a very biased sample of all job departures, most of which, for men at least, would be in order to take up another job. Nevertheless by comparing satisfaction in the last job according to whether the departure from that job was voluntary or involuntary some idea can be gained of the factors which were sufficiently important to make people want to leave their jobs. Conclusions from this cross tabulation are only tentative. Dissatisfaction with a particular aspect of a job was not necessarily converted into a reason for leaving, and views about the last job might have changed after

leaving - might indeed have been changed by the reason for and mode of the departure.

77. With this caveat, Table 25 is presented. It compares the satisfaction with the last job of people who left that job voluntarily with the satisfaction of people who left because the job was temporary, or the firm closed or they were made redundant, or because they were sacked.

78. As might be expected, men who left of their own accord were less satisfied with all eight aspects of their jobs than men who left involuntarily. All the differences were large, but the aspect which stood out particularly, apart from the job as a whole, was the way the respondent felt his abilities were used. Sixty-one per cent of men who left involuntarily were satisfied or very satisfied with this, compared to only 39% of men who left of their own accord.

79. For women the picture was different. Taking all non-working women together (columns 3 and 4 of Table 25), those who left voluntarily were ~~more~~ satisfied than women who left involuntarily on virtually all dimensions. This makes sense if we remind ourselves that a large proportion of women who left their last work voluntarily did so for domestic reasons totally unconnected with their work. For this reason the last two columns of the table compare only unemployed women, fewer of whom might be supposed to have left for domestic reasons. The findings for these women are closer to the findings for men, in that fewer of those who left voluntarily than of those who left involuntarily were satisfied or

very satisfied with their "job as a whole". On other dimensions however the picture is erratic: all of the differences were small and some favoured women who left involuntarily while others favoured women who left voluntarily. It seems not possible to identify clearly factors which might have been influential in causing women to leave their jobs.

Sex differences in priorities in job choice

80. Another section of the NCDS IV questionnaire listed 14 aspects of a job and asked respondents to choose which one of them would be most important if they were looking for a job at that moment, and which would be the second and third most important. This question was asked both of people who were working and who were not working at the time of interview, but it was not asked of non-working respondents who did not expect to take up paid employment at any time in the future. As with the analysis of job satisfaction, the tables and graphs based on this question which are presented in this report exclude the groups listed in paragraph 2 above.

81. The most important factors in choosing a job are presented graphically for men and women in Figures 1 and 2. On the left hand side of each graph is a ladder which measures the percentage of men or women who chose each of the 14 factors. The first column depicts answers to the question which factor was the most important, the second column shows answers to which factor was the second most important, and similarly for the third.

82. For men, security had a clear lead in importance. This was chosen as of first importance by 32%, twice as many as chose its

nearest rival, good pay. Remembering that respondents were aged only 23 when interviewed, these answers perhaps show the influence which high levels of unemployment have had on attitudes. Third ranking belonged to the chance to be your own boss, chosen by one in ten.

83. There followed a cluster of factors which, although the first choice of significant minorities, tended to be given more often as of second or third importance: these were, in order of popularity as first choices, the chance of promotion (19%), the need to use your head/ to think (9%), variety (7%), convenient hours and conditions (4%), and a friendly place to work (4%).

84. The bottom six places for men were occupied by the same six factors on all three rankings of first, second and third choices. These factors were, in rank order, outdoor work (given by 3.5% as the first choice), working with your hands (2%), the opportunity of helping others (2%), the chance of being in charge of other people (1%), a clean job (0.6%), and not too much responsibility at first (0.4%). Some of these factors were given little importance simply because respondents were unlikely to be put in a position where they might have to consider taking a job with one of the characteristics mentioned; for example there are relatively few jobs nowadays which are really dirty. Others probably reflected real priorities; thus 23 year old men appeared to be more interested in their own independence (the chance to be your own boss) than in whether they were or were not in charge of other people.

85. In order to combine information on the first, second and third choices into a single measure of the importance of each factor, a simple index was constructed. The percentage making any given factor their first choice was given a weight of three, second choices were given a weight of two, and third choices a weight of one, and the three numbers so derived were summed. The results of this exercise are given in Table 26. The clear leader for men was still security, but pay made up some ground once people making it their second or third choice were taken into account. The chance of promotion moved into third place, and the need to use your head and a friendly place both moved up one rung. With these exceptions, the ranking of factors on the combined index followed the order of their popularity as first choices.

86. Women's priorities (Figure 2) were different from those of men. Top as the most important factor were convenient hours and conditions, pushing security and pay into second and third position. Also among the leading factors was a friendly place to work, which, although only in fourth place in the choice of the most important factor, was in top place as a second or a third choice. This was reflected in the combined index (Table 26)) which put "a friendly place" in second position to hours and conditions.

87. The need to use your head and variety were of roughly equal importance for men and women, with similar scores on the combined index, and five of the six factors which were of little importance to men also appeared at the bottom of the women's rankings. However men and women attached differing degrees of importance to the remaining three factors. Promotion, third in importance

overall for men with a combined index score of 65, ranked only seventh for women with a score of 40, and being your own boss, joint fourth overall for men with a score of 48, ranked ninth with women with a score of only 16. In contrast, helping others ranked eleventh for men and scores only 12, but came eighth for women, scoring 39.

Job choice and economic status

88. Married women, and especially women with children, are often limited in their job choice by domestic ties, and it is not surprising that convenient hours and conditions should figure importantly when women are taken as a whole. Analysis by economic status gives a more discriminating picture of women's priorities.

89. Table 27(b) compares the priorities of women working full time with those of unemployed women, part timers and housewives. In order to simplify the table, figures are presented only on the choice of the first most important factor, and only factors which were chosen by 5% or more of the group are listed.

90. It is apparent that while hours and conditions are of prime importance to non-working women and to part timers, they take second place for full time working women to the factor which was also of greatest importance for men, namely security. For housewives hours and conditions were of overwhelming importance, being the first choice of more than three fifths, and their dominance squeezed out consideration of many other factors. In contrast, full time working women were able to consider a rather wider range of factors in choosing a job.

91. It is also noteworthy that while security came high in importance for the other groups of women, it was quoted as the most important factor by only 5% of housewives. This may be because they expected that any work which they might take up stood a fair chance of being interrupted by domestic commitments.

92. More than two fifths of part time working women gave hours and conditions as their first priority, but another 13% were most concerned about security. Good pay was of less importance to this group of women than it was to others, and was ranked below the social aspects of the job, the opportunity of helping others and a friendly place to work.

93. Unemployed women gave less importance to hours and conditions than either housewives or part timers, and more importance to security, though not as much importance as was given by full time working women. Full time working women also attached higher priority than other women to the need to use your head, variety and promotion.

94. Table 27(a) compares the priorities of men working full time with those of unemployed men. In both groups security and pay took the top two places, but they were more important to unemployed men. Other differences between these two groups probably reflected differences in their occupational distribution: for example, promotion was of some importance to employed men, while outdoor work was mentioned by a significant minority of the unemployed.

Job choice and occupation group

95. An earlier section of the paper drew profiles of occupation groups according to the degree of satisfaction of people working in them with different aspects of their work. Table 28 shows the varying priorities of the young men and women who were working in each group or had worked in the group when they were last employed. For the sake of simplicity the table reports only the two factors which in each group were the first and second most frequent choices as the most important factor in choosing a job.

96. For men, security ranked either first or second in every group except group 1, where the two most important factors were the need to use your head and promotion. In most of the remaining groups security had first place, but in group 4 it took second place to the need to use your head, and in group 10 it was second to outdoor work. Many groups shared the uniform pattern of security as first priority and pay as second. These tended to be the groups where many jobs were routine and which perhaps did not have much to choose between them otherwise. Pay was displaced from second place in group 2, where it was replaced by the need to use your head, in groups 3 and 8 where it was replaced by variety, and in groups 5 and 6 where it was replaced by promotion.

97. Women's priorities were not so uniform as men's and a greater range of factors had importance (male chauvinists might comment that such choice was a luxury that men could not afford). However hours and conditions took either first or second place in all groups except three. These were: group 1, where the choice was the same as for men, i.e. the need to use your head and promotion,

and groups 3 and 4, where the priorities were the need to use your head and variety. Among the remaining groups hours and conditions occupied second rather than first place in group 2, where it was displaced by the opportunity of helping others, and in group 8 where, as for men, the first priority was security.

98. In groups containing a high proportion of routine jobs the standard pattern for women was for the first priority to be hours and conditions and the second priority to be security. This applied to groups 6, 7, 9, 12 and 15, but surprisingly, it was also true of group 5, though here the percentages choosing these two factors were only 13% and 12% respectively. Security was ousted from second rank in three groups: group 10, where outdoor work was the next consideration after hours and conditions, and groups 11 and 13, where the next consideration was good pay.

99. Apart from the general differences between the sexes in job priorities, some particular groups of occupations appealed to men and women on different grounds. Group 2 was an example of this; here men felt security and the need to use your head were important, but women gave first priority to helping others. Another example was group 6, where men felt that after security the chance of promotion was important, but women attached most weight to hours and conditions and security.

Other correlates of priorities in job choice

100. A number of crosstabulations were run looking at the relationship between priorities in choosing a job and various personal characteristics. There is not space to give full details

of all of these, and many of the findings might in any case be easily predicted. The major points are summarised below.

101. Security was more important for married than for single men, with 40% and 27% respectively making it their first choice. For women the relationship was reversed: security was the first choice of 20% of single women and 14% of those who were married.

Similarly security was more important for men with children than for childless men (39% compared to 30%) but the reverse was true for women (21% of childless women compared to 7% of women with children). Virtually half of women with children said that convenient hours and conditions was the most important factor to them in choosing a job, compared to one in eight of childless women. Hours and conditions were also the first choice of two fifths of downwardly mobile women but of only one fifth of the upwardly mobile (4).

102. Security became progressively less important for women as the number of jobs which they had held increased, but for men there was no easily discernible relationship between the number of jobs and the importance attached to this factor.

103. Men in social classes I and II gave less importance to security than other men, but there was little difference in this respect between men in classes III (either manual or non-manual), IV and V. Pay and hours and conditions tended to be more important for manual than for non-manual workers. In contrast non-manual workers gave higher priority to the chance to use your head and the opportunity of promotion, and within the non-manual group the

importance attached to these two factors increased with social class.

104. Among women the importance attached to hours and conditions varied a lot with social class. Forty-nine per cent of women in social class V gave this first priority, compared to only 3% of women in class I. Pay and a friendly place to work also tended to be less important for women in classes I and II compared to other women. Not surprisingly, the importance attached by women to the chance to use your head, to promotion and to variety grew as they went up the social class scale. Security however was of greatest importance to women in the middle of the scale, and of less importance to those at either extreme.

Attitudes towards working life

105. All respondents in NCDS IV, regardless of their economic status or experience of work, were asked to record their attitudes to nine statements concerning working life in general. Answers were recorded on a five-point scale from "strongly agree" to "strongly disagree". "Don't know" responses were not allowed, and people who genuinely had no opinion on the subject in question would therefore be most likely to appear in the middle category, "neither agree nor disagree" together with people who felt that the arguments were equally balanced on both sides.

106. The questions covered a range of subjects including motivations for working, attitudes towards unemployment and views on equality of opportunity. The present author was not involved in

the design stage of the questionnaire and no information has been passed to her about how the questions were developed or whether they were intended to form a scale of any kind. Answers to each question are therefore analysed separately.

107. Table 29 records the distribution of responses to the nine statements among the five response categories, both separately by sex and for men and women combined. In Table 30 the percentage agreeing or strongly agreeing with each statement is given by economic status, and Table 31 shows how attitudes towards three of the statements vary within occupation groups.

"Work is the most important thing in life"

108. A minority of both sexes agreed with this statement, and fewer women agreed than men. There was a strong relationship with social class: while 14% of men in class I agreed, 38% of class U men expressed agreement, and the figures for women were 7% and 36% respectively. A variety of correlates showed a pattern consistent with the association with social class: people with qualifications were less likely to agree than people without, the upwardly mobile were less likely to agree than the downwardly mobile, and agreement was greatest in the occupation groups which contained more routine and fewer career structured jobs.

109. Attitudes on this subject were also related to economic status. Unemployed people were much more likely than people in work to believe that work was of the utmost importance. More surprisingly, housewives were more likely than working women to feel this, and part time working women more than full timers. The

differences between these three groups of women were not as great as differences between social classes, and it is possible that they resulted from it being the less well educated women who by age 23 were most likely to have left the labour market or to be working only part time.

110. We might speculate on the paradox that people in the least rewarding jobs attached the greatest importance to work. Undoubtedly for these people the threat of being without work was more real. Possibly also their lower incomes and lesser educations meant that they were able to get enjoyment from a narrower range of activities.

"Having a job gives people a sense of purpose"

111. This statement was much more moderately phrased than the preceding one, and nine out of ten respondents agreed with it. For this reason it did not discriminate as strongly between different groups. Nevertheless there were some differences, and they were in the opposite direction. Women were more likely to agree than men, people in the higher social classes were more likely to agree than those in classes IV or V, and qualified people were more likely to agree than the unqualified.

112. Differences according to economic status were not large, and for the most part could probably be interpreted as reflecting the social class and educational composition of the groups. It is worth noting however that part time working women were a little more likely to agree than full timers, going against what might be predicted from the generally low social class of their jobs. For

many women with young children the only realistic choice lay between being a full time housewife and part time work, and those who opted for part time work for other than financial reasons almost certainly valued work more highly than women who remained as housewives.

"Most jobs are dull and boring"

113. It is *a priori* unclear whether attitudes on this subject reflected respondents' personal experience, or whether they were based on an objective view of what most jobs were like. Someone in the most fascinating of jobs may have agreed with the statement if she felt that she was unusually lucky.

114. In fact one in five of the sample agreed with the statement, and agreement was more common among men than among women. Both men and women in social classes IV and V were markedly more prone to agree (31% of men in class IV and 34% in class V, and 28% of women in both classes). However differences between the other social classes were small, and people in professional occupations were more likely than people in skilled non-manual jobs to express agreement, possibly because more of them interpreted the statement objectively.

115. There were large differences between occupational groups on this issue. Men in group 16, most of whom were labourers, were the most likely to agree, while for women this distinction belonged to those in group 12, processing, making, repairing and related (metal and electrical). Indeed the contrast between the views of men and women in this group was striking: 43% of women agreed with the

statement compared to only 20% of men. Other groups where agreement was well above average were groups 14, 13 and 11, the last two particularly so for women.

116. Unemployed people of both sexes were more likely to agree with the statement than people who were in work, but they were of course also more likely to have held class IV or V jobs.

Housewives were also more likely to agree than working women, including part timers, and their views no doubt reflected not only their experience of the world of work, but the choices which they had made.

"The only reason for going out to work is the money"

117. Rather more respondents agreed with this than with the previous statement, a total of 32%, but again women were less likely to agree than men. This was consistent with sex differences on the most important factor in choosing a job, where men rated pay more highly than did women.

118. Attitudes towards this statement were very strongly related to social class: 12% of men in class I agreed compared to 53% in class V, the corresponding figures for women being 6% and 47%. There was a very big jump between the proportion of men in the non-manual and manual sub-sections of class III who agreed - 24% of the former compared to 46% of the latter - and it will be recalled that skilled manual workers were particularly dissatisfied with their pay and gave it high priority in choosing a job. The differences between social classes on this attitude statement were reflected in large differences between people with and without

academic qualifications, but it was noticeable that men who had acquired qualifications during the course of their employment - very often as part of an apprenticeship - were equally likely to agree with the statement as men without such qualifications.

119. This point is picked up again in the classification by occupation group. Agreement with the statement was well above the male average in manufacturing occupations, though it was highest of all - over 50% - in groups 14 and 16. Women in manufacturing occupations, groups 11, 12 and 13, were also much more likely to agree with the statement than other women, and indeed in these groups women were more likely to agree than men. There were several occupation groups where one tenth or less of women agreed with the statement - groups 1, 2, 3, 8 and 10. It was only in group 2 that as few men as this agreed with the statement, a picture which accords with the generally much higher importance which men attached to pay.

120. Crosstabulation with economic status revealed that unemployed people were more likely to agree with the statement than people in work, but this is probably explained by the fact that the jobs which they had held tended to be of relatively low social class. Housewives were also considerably more prone to agree than working women, including women working part time. As well as the social class explanation for the views of housewives, it was probably also the case that many women who had returned to part time work following the birth of children had done so precisely because they believed that work offered more rewards than just monetary ones.

"Having an enjoyable social life is more important than having an enjoyable job"

121. Responses to this question showed a much less distinct pattern than other items, and again it is not entirely clear how the statement was interpreted. Most people did not agree that work was the most important thing in life, but the things which they valued more than work did not necessarily include a good social life, which may indeed have seemed rather trivial to some. In fact only 26% of men and 15% of women agreed with the statement.

122. The relationship between this variable and social class was the opposite of what would have been predicted from the pattern of response to "work is the most important thing in life". People in the lower social classes were more likely to agree with this last statement than other people, but they were also more likely to agree that an enjoyable social life was more important than having an enjoyable job. This is not inconsistent if they did not look to their work as the main source of their enjoyment, and it suggests another possible ambiguity in the statement.

"People think you are nobody, if you are unemployed"

123. This is another statement which was open to varying constructions. People who had been unemployed might be expected to have responded on the basis of their own personal experience. Those who had not been unemployed might either have responded on the basis of their observation of what most people believed, or they may have responded in terms of their own personal belief in the worth of unemployed people. Yet others, with different sympathies, might have disagreed because they were of the opinion

that unemployed people were too generously treated.

124. Men and women who were unemployed at the time of interview were in fact particularly likely to agree with this statement - 43% of unemployed men compared to 28% of men working full time, and 34% and 21% respectively of women. Overall men were more likely to agree than women (29% versus 24%), but this was probably because unemployment was a more common experience for men. In addition part time working women were more likely to agree than either full timers or housewives, and the desire for the social status associated by many with having a job may have been part of their motivation to take up employment.

125. People in class IV and V jobs, the groups most vulnerable to unemployment, were most likely to agree with the proposition, but otherwise no clear conclusions could be drawn from the association with social class, which appeared somewhat erratic. The relationship with qualifications was also far from clear or consistent. This strongly suggests that more than one interpretation of the statement was in operation.

"Any job is better than being unemployed"

126. Seventy per cent of the sample agreed with this statement. The proportion was virtually the same for men and women, but men were more likely to express their agreement in strong terms. Unemployed people of both sexes were less likely to agree than people in work, though the difference was smaller for women than for men. Possibly people who agreed with the statement who had been unemployed in the past had in fact taken whatever job they

could get and so did not appear among the currently unemployed

127. Married men and men with children were more likely to agree with the statement than men without family responsibilities. This finding contradicts the view sometimes put forward that the social security system encourages men with children to remain unemployed.

128. People whose current or last job was manual, particularly women in class IV and V jobs and men in class V, were more likely to agree with the statement than people in the higher social classes, despite the fact that the incidence of unemployment was higher in these classes and we have already seen that unemployed people were less likely to agree. This suggests that the belief expressed by the statement led people to take low skilled jobs. This interpretation was supported by the crosstabulation with mobility: 73% of downwardly mobile men agreed with the statement compared to 68% of the upwardly mobile.

129. There was also a strong relationship between attitudes towards this statement and qualifications. Eighty-one per cent of women and 79% of men with no qualifications equivalent to GCE "O" level agreed with the statement, compared to 64% of women and 63% of men with five or more "O" levels or equivalents. For totally unqualified men and women, "any job" was not necessarily very much worse than the kind of job they might normally expect to get, while for qualified men and women the difference in desirability could be great.

"In this country black people have as much chance as anybody else of getting a decent job"

130. Opinions on this were more evenly divided than on any other statement. Thirty-nine per cent of the sample agreed and 48% disagreed: a majority in favour of the view that there is inequality. Taking women alone opinions were more finely balanced: 42% agreed and 44% disagreed.

131. Unemployed people of both sexes were more likely than people in work to take the view that black people stood an equal chance with others. This was perhaps a product only of their lower average education and social class, for attitudes on this item were strongly associated with both, or perhaps their experience of unemployment also contributed to their view. Proper hypothesis testing would be appropriate here.

132. Thirteen per cent of men and women in class I agreed with the statement, increasing to 48% and 59% of the two sexes respectively in class V. For men there was a big jump between the views of workers in non-manual and manual occupations; for women the progression between the social classes was steady. Consistently with this, the better educated in the sample also had little faith in the existence of equality: nineteen per cent and 24% of men and women respectively who had five or more "O" levels or similar qualifications agreed with the statement compared to 50% and 59% respectively of those who had none.

"If a women wants to, she can get ahead as easily as a man"

133. The 23 year olds interviewed in NCDS IV were more prepared to believe in the existence of sexual equality than in the existence of racial equality. Sixty-five per cent of the sample thought that a women could get ahead as easily as a man, and more women than men were of this opinion.

134. Again there was some ambiguity in the phrasing of the statement. It would have been possible to take it to express a belief in the equal capacities of women with men, a feminist view, or alternatively to interpret it as denying the existence of social barriers to women's advancement, an anti-feminist position.

135. Housewives were in fact significantly more likely to agree with the statement than working women, particularly women working full time, which suggests that the anti-feminist interpretation predominated. There was also a strong relationship with social class, with both men and women in the manual classes being more likely to agree than people in classes I, II or III non-manual. The difference between classes I and V was 25% for both men and women. This association with social class may of course explain why housewives were more prone to agree than other women, for by age 23 few women in the higher social classes had left the labour market. Downwardly mobile women (and men) were also more likely to agree than women who had been upwardly mobile. This apparent paradox is easily resolved if women's views were influenced by the class in which they ended up rather than the class in which they started.

136. As might be expected there were also strong associations between views on this issue and the possession of qualifications, and with marriage and parenthood. These were all in the direction which would be predicted from the association with social class.

Usefulness of different sections of the questionnaire

137. In assessing the usefulness of the various questions on attitudes towards jobs and to work in general, three points are considered: whether the question was in any way ambiguous, how well it distinguished between different groups of respondents, and whether the findings were of any real interest. This assessment of course represents the author's personal views, though it is based on detailed work with each variable.

138. The section on job satisfaction was on the whole very useful, though some of the dimensions on which satisfaction was measured may be thought in today's economic climate to represent luxuries about which only the more privileged could afford to be fussy. Some aspects did not discriminate very much between respondents; for example most were contented with the people they worked with and with their physical working conditions. Views on the way the firm or organisation was run seemed to reflect general satisfaction or dissatisfaction with the job rather than specific managerial policy. If space were limited, it would probably be best to concentrate on pay and prospects, with perhaps a question also on the way abilities were used or the interest and skill involved in the job, though it is possible that the last of these was taken by some to refer specifically to manual skills. Given the prime

importance of security for men and of convenient hours and conditions for women, questions on satisfaction with these aspects might also be included. NCDS IV had a question on how secure the job was felt to be, but this did not show whether respondents were worried by or content with their position.

139. The question, "If you were looking for a job now what would be most important to you in choosing a job?" also produced interesting results. It was however probably unnecessary to ask about the second and third most important factors, as when these were taken into account the ranking of the various factors listed did not change very much from the ranking based on the first most important factor only. At the very least the question on the third most important factor could be omitted.

140. Three of the 14 factors listed were chosen by very few men and women - the chance of being in charge of other people, a clean job, and not too much responsibility at first - and these could probably be dropped. Two more, working with your hands and outdoor work, were unimportant for most people but were prominent in certain occupation groups. Whether these were to be included would depend on the purpose for which the information was being gathered.

141. The nine questions on attitudes to working life would have been more useful if there were an account of what they were intended to measure, for this is not always wholly clear. It would also be useful to have evidence that they do actually measure what they are intended to measure, in the form either of an account of the development of the questions or a small validation study. Some

of the statements were particularly ambiguous, but it was not clear in several cases whether respondents were being asked to report their personal experience or how they believed matters to stand generally. One of the statements, "Having a job gives people a sense of purpose" elicited agreement from almost everybody, and so was not particularly useful.

142. Of course it does not follow directly from the fact that someone agrees with a statement provided by an interviewer that the views so expressed would motivate their actions. A particular example is the statement "Any job is better than being unemployed". Unemployed people were less likely than people in work to agree with this, but it does not follow that this was one of the causes of their unemployment. Inferences from statements about attitudes to statements about deeds must be drawn with care.

SUMMARY

143. The paper examines attitudes towards various aspects of jobs and working life among members of the cohort who were employees either in their current job or in their last job if they were not working when interviewed, excluding those employed as agency temps or in sheltered workshops.

144. On all aspects of the current job but one - their prospects - women were more satisfied than men. For both sexes, "the people you work with" gave most satisfaction, followed by the interest and skill involved in the job and the physical working conditions. The biggest sources of dissatisfaction were "the way your firm or organisation is run", pay, prospects, and "the way your abilities are used"

145. For men, satisfaction with pay declined on the whole with social class, but skilled manual workers were more dissatisfied than one would predict from the level of their earnings. In contrast, the least satisfied among women workers were those in professional and intermediate occupations. Although married women were more satisfied with their pay than single women, when marital status was controlled professional and intermediate women were still less satisfied than others. Within each social class, satisfaction with pay was related to the actual pay received. Working mothers were more satisfied with their pay than women without children, probably because their expectations were lower, but men with children were less satisfied than childless men.

146. Men's satisfaction with pay increased with qualifications, but for women the opposite was true. For both men and women dissatisfaction with pay was associated with repeated spells of unemployment and numerous job changes. Satisfaction varied considerably between industrial divisions, and was higher in jobs where there was a trade union or staff association.

147. Men's jobs more often than women's offered a career with prospects of promotion, though women were more likely than men to feel their job was secure. In both respects part time working women were in a worse position than full timers. Both these variables were closely related to satisfaction with prospects.

148. Satisfaction with prospects increased with social class, and 23 year olds in class I and II jobs were more satisfied with their prospects than with their pay. However women in managerial positions and in skilled non-manual jobs were less satisfied with their prospects than their male counterparts. As with pay, the relationship between qualifications and satisfaction with prospects went in opposite directions for the two sexes, but both men and women tended to be more satisfied with their prospects if their job gave opportunities for training.

149. Satisfaction with the interest and skill involved in the job generally declined with social class, but skilled non-manual workers were less satisfied in this respect than skilled manual workers. Provision for training was associated with increased satisfaction, but surprisingly people with GCE type qualifications, either "O" or "A" level, were no more satisfied than people

without. Working mothers were less satisfied in this respect than childless women.

150. Satisfaction with the job as a whole was lowest in social classes IV and V, but there was no significant difference between classes I and II, nor between the manual and non-manual subdivisions of class III. In each class women were more satisfied than men. Women with "A" levels were slightly less satisfied than women without, but there was otherwise no difference to speak of between people with and without GCE type qualifications. However qualifications gained during the course of employment were associated with increased satisfaction, particularly for women, but serving an apprenticeship seemed to make little difference. Married men and women were both significantly more satisfied overall than their unmarried contemporaries, but there were no significant differences between men and women who had had children and the childless.

151. The paper gives "satisfaction profiles" in the 16 OPCS occupation groups. Workers in security and protective service had very high satisfaction on all four dimensions examined, but the satisfaction of people employed in science, engineering, technology and similar fields was low. Satisfaction with pay in professional and related jobs supporting management and among senior national and local government managers did not match satisfaction on other dimensions, and this was also true for women, but not men, in professional and related work in education, welfare and health, and in literary, artistic and sports occupations. In clerical and related jobs and in managerial occupations satisfaction with

interest and skill was less than than with other dimensions.

152. Occupations in which satisfaction was lowest were, for men, painting, repetitive assembling, product inspecting, packaging and related jobs, and "miscellaneous" (largely labouring) occupations. For women, processing, making, repairing and related jobs (metal and electrical) were bottom of the league.

153. Women part timers were more satisfied than full time working women in a number of respects, despite the fact that their jobs tended to be lower paid and less skilled. For these women the convenience of their job took priority over all other aspects.

154. Members of the cohort who were not working when interviewed were asked about satisfaction with their last job. Sex differences here were greater than sex differences in satisfaction with the current job. This was predictable as women were more likely than men to have left their last job for reasons unrelated to their work. Differences in the degree of satisfaction between men and women who were unemployed when interviewed were much smaller.

155. The dissatisfaction of non-working men and women with their last job was greater than that of employed men and women with their current job in every respect except pay. Housewives were more satisfied with their last job than women who were unemployed, but no more satisfied than working women were with their current job.

156. Among non-working men, those who left their last job of their own accord were less satisfied with their last job than men who

left involuntarily. The difference was particularly marked in respect of "the way your abilities were used". In contrast, women who left their last job of their own accord were ~~were~~ satisfied with it than women who left involuntarily, presumably because many of them had left for domestic reasons unconnected with work. When the comparison was restricted to currently unemployed women the picture was similar to that found for men.

157. For men the most important factor by far in choosing a job was security, and second in importance was good pay. The leading factor for women as a whole was convenient hours and conditions, and although security and pay were the next most frequent as first choices, "a friendly place to work" was an important subsidiary consideration. Men attached more importance than women to the chance of promotion and being their own boss, and women gave more importance than men to helping others.

158. For housewives hours and conditions were of overwhelming importance, and security got relatively little mention. Hours and conditions were also very important to women part timers, but security came second for them. Part timers also ranked good pay below the social aspects of a job. Unemployed women attached less importance to hours and conditions than either housewives or part-timers and more importance to security, though not as much importance as was given by full time working women for whom, like men, it came first in importance.

159. Security and pay took the top two places for both working and unemployed men, but they were more important for the latter.

160. For men, security ranked first or second in every occupation group except that comprised of professional and related occupations supporting management and senior national and local government managers, where the two most important factors were "the need to use your head" and promotion. Workers in more routine occupations shared a common pattern of giving first priority to security and second to pay.

161. For women a greater variety of factors had importance in different occupation groups, but hours and conditions took either first or second place in all groups but three. These were professional occupations supporting management and senior managers, where women's priorities were the same as men's, and literary, artistic and sports occupations and professional and related occupations in science, engineering and technology, where women's priorities were "the need to use your head" and "variety". In routine jobs the standard pattern was to give first priority to hours and conditions and second to security.

162. In some occupation groups men and women had different priorities in addition to the relative stress on security and hours and conditions. In professional and related occupations in education, welfare and health men felt "the need to use your head" was important after security, but women gave first priority to helping others, and in clerical and related occupations promotion was important to men but not to women.

162. Security was more important for married than for single men and for men with children than for men without, but the reverse was

true for women. Mothers attached much more importance to hours and conditions than did childless women. Priorities in job choice were also clearly related to social class.

163. Fewer women than men agreed that work was the most important thing in life, but both sexes were more likely to agree with this if their job was of low social class. The unemployed were also much more likely to share this view than people in work.

164. Nearly everyone assented to the proposition that "having a job gives people a sense of purpose". Differences between groups tended to be in the opposite direction from those found on the previous statement.

165. Men were more likely than women to agree that "most jobs are dull and boring", and among both sexes those in social classes IV and V were more likely to agree than others. There were large differences between occupation groups.

166. Men were also more likely than women to feel that "the only reason for going out to work is the money". Attitudes towards this statement were very strongly related to social class, and there was evidence that skilled manual workers gave a lot of importance to pay. Once more opinions on this matter varied a good deal among occupation groups.

166. The statement, "Having an enjoyable social life is more important than having an enjoyable job" seems to have been interpreted differently by different groups.

167. People who were unemployed at the time of interview were much more likely than others to agree that "people think you are nobody, if you are unemployed", as also were people in social classes IV and V. Interestingly, part time working women were more likely to concur with this statement than either housewives or women working full time.

168. Similar proportions of men and women were of the opinion that "any job is better being unemployed", but the unemployed were a little less likely to agree with this than people in work. Married men and men with children were more likely to agree than single or childless men, and agreement was also more common among men and women in the lowest social classes and with no qualifications.

169. The statement, "In this country black people have as much chance as anybody else of getting a decent job" divided opinions more evenly than any other. Well qualified people and those in higher social classes had less faith than others in the existence of equality, and men were more likely to disagree with the statement than women.

170. Belief that "if a women wants to, she can get ahead as easily as a man" was more widespread, but as with the previous statement, the higher their social class and qualifications, the less likely people were to agree with this. Women were more likely to accept the statement than men, and housewives more so than working women, especially women working full time.

171. The final section of the paper assesses the value of the

various questions on attitudes to work in the NCDS IV questionnaire. The questions on job satisfaction were on the whole very useful, though some items could have been replaced by questions on satisfaction with aspects of jobs which were of greater importance to members of the cohort, for example job security and hours and conditions. Questions on the most important factors in choosing a job also produced interesting results, but were probably unnecessarily detailed. It is not clear what some of the questions on attitudes towards working life were intended to measure, and an account of their development would be helpful.

REFERENCES

MARTIN, Jean & ROBERTS, Ceridwen (1984) Women and Employment - a Lifetime Perspective. London, HMSO

NOTES

- (1) People who were not working at the time of interview were not asked whether last their job was in a sheltered workshop.
- (2) Jobs which were not counted in the NCDS IV interview were jobs lasting less than one month, vacation jobs, and short fill-in jobs after finishing an education course and while waiting for another course or a permanent job to start.
- (3) Here and throughout the paper "significant" means statistically significant at or beyond the 5% level of probability.
- (4) Occupational mobility is defined in terms of the change between the social class of the first job and the social class of the current job at the time of interview (or the last job if the respondent was not working when interviewed). Movement between class III non-manual and class III manual was ignored.

APPENDIX

A. Questions on job satisfaction

Current job

Q.19 I am going to read out some things which affect how people feel about their job. Can you tell me how satisfied or dissatisfied you feel with each one in your present job?

SHOWCARD B Please use one of the answers from this card.

| | Very satis- fied | Satis- fied | Neither | Dissat- isfied | Very dissat- isfied | Don't know/ Doesn't Apply |
|--|------------------------|----------------|---------|-------------------|---------------------------|------------------------------------|
| a) Your usual take home pay ----- | 1 | 2 | 3 | 4 | 5 | 8 |
| b) Your prospects ----- | 1 | 2 | 3 | 4 | 5 | 8 |
| c) The people you work with ----- | 1 | 2 | 3 | 4 | 5 | 8 |
| d) Your physical working conditions ----- | 1 | 2 | 3 | 4 | 5 | 8 |
| e) The way your firm or organisation is run ----- | 1 | 2 | 3 | 4 | 5 | 8 |
| f) The way your abilities are used ----- | 1 | 2 | 3 | 4 | 5 | 8 |
| g) The interest and skill involved in your job ----- | 1 | 2 | 3 | 4 | 5 | 8 |
| h) And finally, taking everything into consideration, how satisfied or dissatisfied are you with your job as a whole? ----- | 1 | 2 | 3 | 4 | 5 | 8 |

Last job

Q.16 I am going to read out some things which affect how people feel about their job. Can you tell me how satisfied or dissatisfied you felt with each one in your last job.

SHOWCARD B Please use one of the answers from this card.

| | Very satis- fied | Satis- fied | Neither | Dissat- isfied | Very dissat- isfied | Don't know/ Doesn't Apply |
|--|------------------------|----------------|---------|-------------------|---------------------------|------------------------------------|
| a) Your usual take home pay ----- | 1 | 2 | 3 | 4 | 5 | 8 |
| b) Your prospects ----- | 1 | 2 | 3 | 4 | 5 | 8 |
| c) The people you worked with ----- | 1 | 2 | 3 | 4 | 5 | 8 |
| d) Your physical working conditions --- | 1 | 2 | 3 | 4 | 5 | 8 |
| e) The way your firm or organisation was run ----- | 1 | 2 | 3 | 4 | 5 | 8 |
| f) The way your abilities were used --- | 1 | 2 | 3 | 4 | 5 | 8 |
| g) The interest and skill involved in your job ----- | 1 | 2 | 3 | 4 | 5 | 8 |
| h) And finally, taking everything into consideration, how satisfied or dissatisfied were you with your last job as a whole? ----- | 1 | 2 | 3 | 4 | 5 | 8 |

B. Questions on most important factors in choosing a job

Q.1 Please look at this list (SHOWCARD H) If you were looking for a job now what would be most important to you in choosing a job?

Q.2 And what would be second most important?

CODE ONE ONLY IN EACH COLUMN

Q.3 And what would be third most important?

| | <u>Q.1</u> <u>First</u> (62-63) | <u>Q.2</u> <u>Second</u> (64-65) | <u>Q.3</u> <u>Third</u> (66-67) |
|---|---------------------------------------|--|---------------------------------------|
| Convenient hours and conditions ----- | 01 | 01 | 01 |
| Variety ----- | 02 | 02 | 02 |
| Chance of promotion ----- | 03 | 03 | 03 |
| The chance of being in charge of other people ----- | 04 | 04 | 04 |
| The chance to be your own boss ----- | 05 | 05 | 05 |
| A clean job ----- | 06 | 06 | 06 |
| The opportunity of helping others ----- | 07 | 07 | 07 |
| Not too much responsibility at first ----- | 08 | 08 | 08 |
| Job security ----- | 09 | 09 | 09 |
| Working with your hands ----- | 10 | 10 | 10 |
| The need to use your head/to think ----- | 11 | 11 | 11 |
| Outdoor work ----- | 12 | 12 | 12 |
| Good pay ----- | 13 | 13 | 13 |
| A friendly place to work ----- | 14 | 14 | 14 |
| Don't know ----- | 98 | 98 | 98 |

C. Questions on attitudes towards working life

Q.4 SHOWCARD I I am going to read you some statements that people sometimes make about work. Thinking about your own experience and feelings can you please tell me how much you agree or disagree with each statement in turn.

| | <u>Strongly agree</u> | <u>Agree</u> | <u>Neither agree nor disagree</u> | <u>Disagree</u> | <u>Strongly disagree</u> |
|--|-----------------------|--------------|-----------------------------------|-----------------|--------------------------|
| (a) Work is the most important thing in life ----- | 1 | 2 | 3 | 4 | 5 |
| (b) In this country black people have as much chance as anybody else of getting a decent job ----- | 1 | 2 | 3 | 4 | 5 |
| (c) People think you are nobody, if you are unemployed ----- | 1 | 2 | 3 | 4 | 5 |
| (d) Having an enjoyable social life is more important than having an enjoyable job ----- | 1 | 2 | 3 | 4 | 5 |
| (e) Having a job gives people a sense of purpose ----- | 1 | 2 | 3 | 4 | 5 |
| (f) Most jobs are dull and boring ----- | 1 | 2 | 3 | 4 | 5 |
| (g) Any job is better than being unemployed ----- | 1 | 2 | 3 | 4 | 5 |
| (h) If a woman wants to, she can get ahead as easily as a man ----- | 1 | 2 | 3 | 4 | 5 |
| (i) The only reason for going out to work is the money ----- | 1 | 2 | 3 | 4 | 5 |

NATIONAL CHILD DEVELOPMENT STUDY

WORKING PAPER 32

Attitudes to work

Figures & Tables

Joan Payne

February, 1985

Notes to Tables

'-' means 0.5% or less but greater than zero

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Figure 1 The three most important factors in choosing a job; men (N=5573)

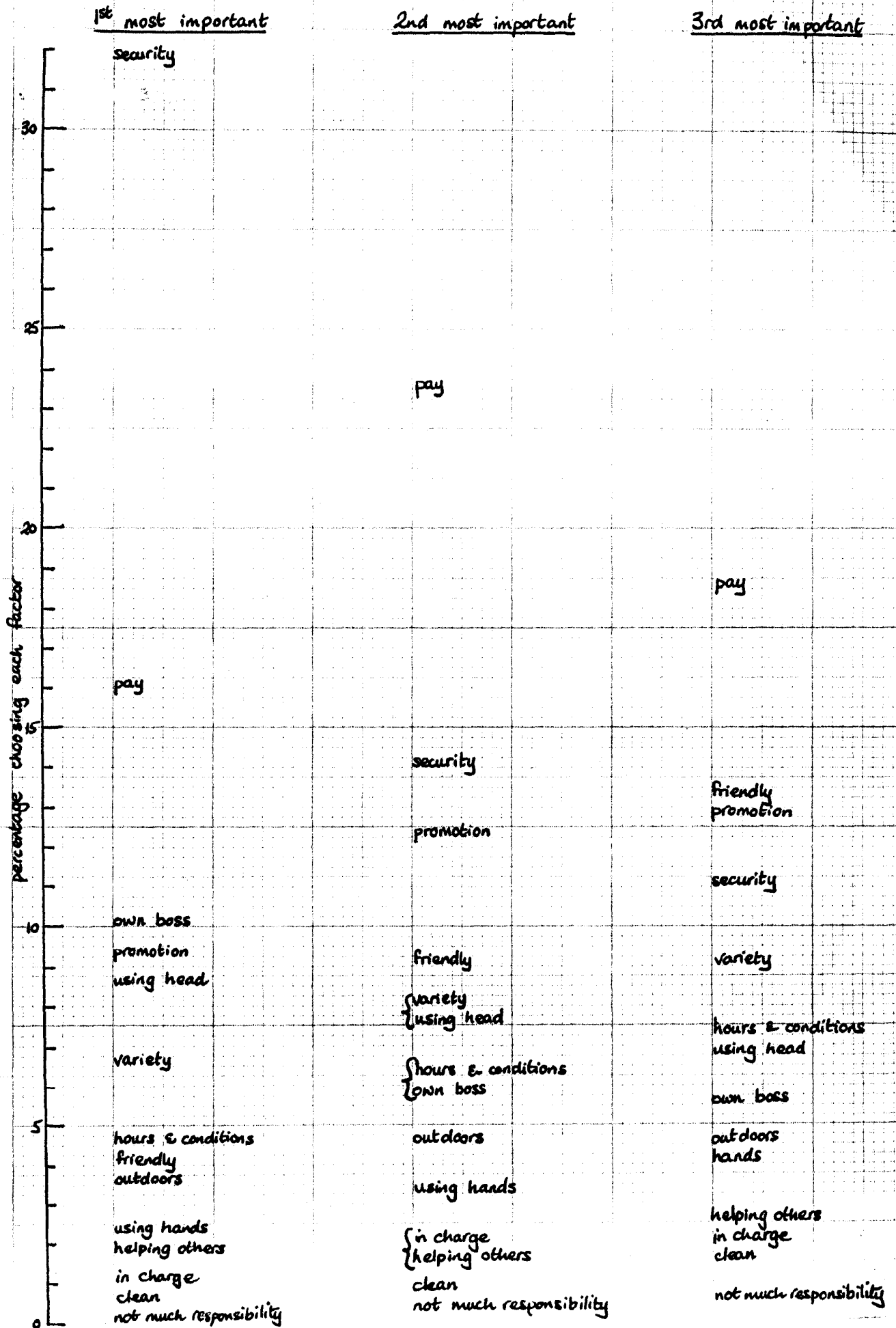


Figure 2 The three most important factors in choosing a job: women (N=5578)

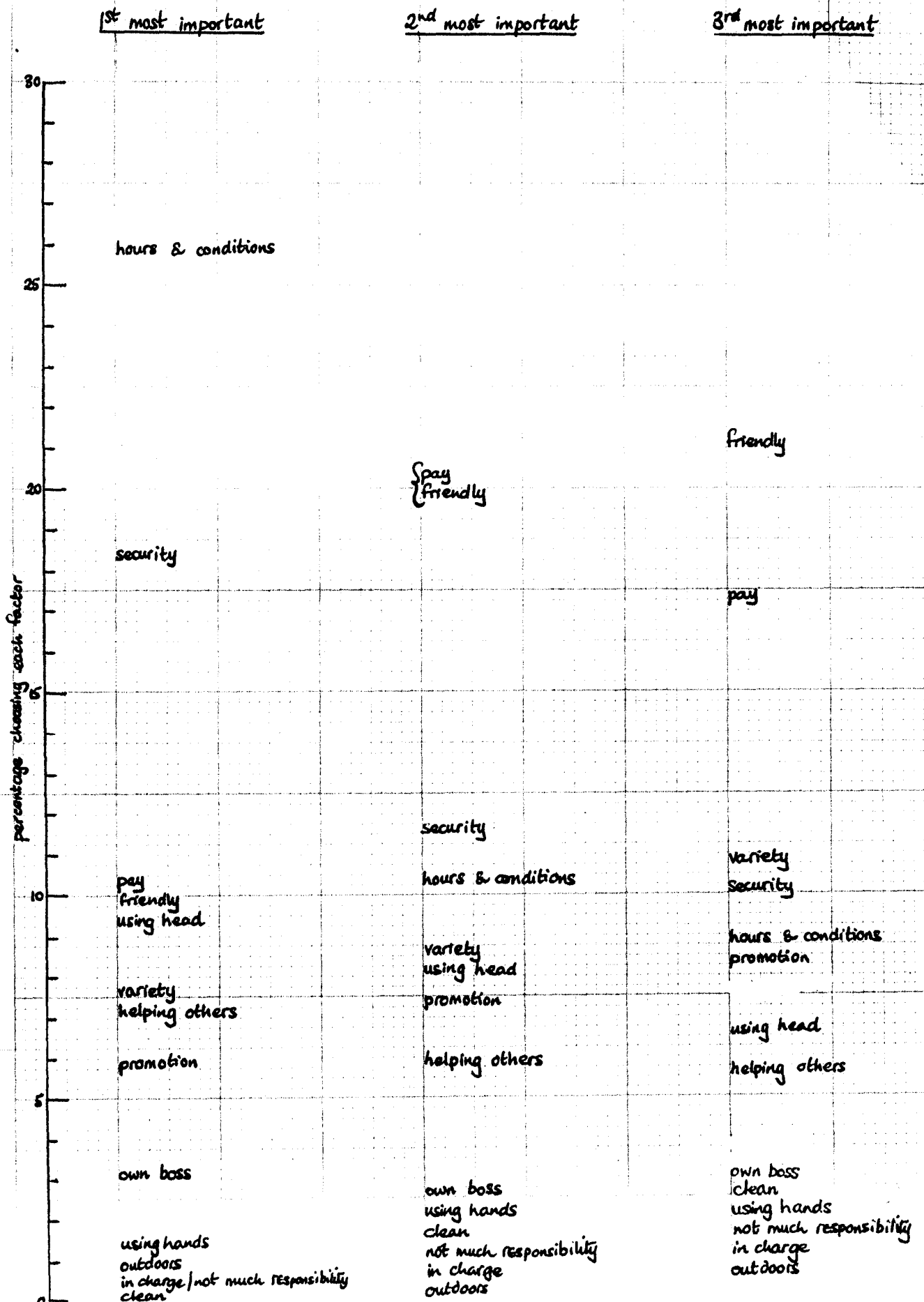


Table 1 Satisfaction with various aspects of current and of last job, by sex

| | <u>men</u> | | <u>women</u> | |
|---|---------------------|------------------|---------------------|------------------|
| | current job % | last job % | current job % | last job % |
| <u>Usual take home pay</u> | | | | |
| very satisfied | 10 | 12 | 13 | 11 |
| satisfied | 51 | 49 | 59 | 63 |
| neither | 14 | 12 | 10 | 8 |
| dissatisfied | 21 | 18 | 15 | 14 |
| very dissatisfied | 4 | 9 | 3 | 3 |
| <u>Prospects</u> | | | | |
| very satisfied | 14 | 5 | 13 | 6 |
| satisfied | 50 | 31 | 52 | 47 |
| neither | 14 | 16 | 15 | 19 |
| dissatisfied | 17 | 28 | 15 | 20 |
| very dissatisfied | 4 | 14 | 3 | 3 |
| <u>The people you work with</u> | | | | |
| very satisfied | 33 | 28 | 40 | 34 |
| satisfied | 55 | 52 | 50 | 53 |
| neither | 8 | 9 | 6 | 6 |
| dissatisfied | 3 | 7 | 4 | 5 |
| very dissatisfied | 1 | 3 | - | 2 |
| <u>Physical working conditions</u> | | | | |
| very satisfied | 19 | 11 | 24 | 18 |
| satisfied | 56 | 54 | 56 | 60 |
| neither | 11 | 10 | 8 | 8 |
| dissatisfied | 11 | 18 | 10 | 11 |
| very dissatisfied | 3 | 7 | 2 | 3 |
| <u>The way your firm or organisation is run</u> | | | | |
| very satisfied | 8 | 6 | 12 | 11 |
| satisfied | 38 | 36 | 47 | 52 |
| neither | 20 | 16 | 17 | 12 |
| dissatisfied | 26 | 28 | 19 | 19 |
| very dissatisfied | 8 | 12 | 4 | 5 |

continued§

Table 1 Continued ...

| | <u>men</u> | | <u>women</u> | |
|--|---------------------|------------------|---------------------|------------------|
| | current job % | last job % | current job % | last job % |
| <u>The way your abilities are used</u> | | | | |
| very satisfied | 9 | 6 | 12 | 8 |
| satisfied | 55 | 47 | 60 | 63 |
| neither | 13 | 12 | 10 | 9 |
| dissatisfied | 19 | 25 | 14 | 15 |
| very dissatisfied | 4 | 9 | 2 | 3 |
| <u>The interest and skill involved in your job</u> | | | | |
| very satisfied | 23 | 13 | 25 | 16 |
| satisfied | 53 | 40 | 52 | 51 |
| neither | 12 | 15 | 11 | 13 |
| dissatisfied | 10 | 21 | 9 | 15 |
| very dissatisfied | 2 | 10 | 2 | 4 |
| <u>Job as a whole</u> | | | | |
| very satisfied | 26 | 16 | 33 | 29 |
| satisfied | 51 | 39 | 49 | 48 |
| neither | 9 | 11 | 7 | 7 |
| dissatisfied | 11 | 23 | 8 | 12 |
| very dissatisfied | 3 | 11 | 2 | 4 |
| (Base N-approx.) | (4758) | (851) | (3886) | (2042) |
| "don't know" or "not applicable" - maximum % | 0.8 | 6.0 | 1.5 | 3.8 |

Table 2 Mean net income¹ from current job by level of satisfaction with usual take home pay, sex and social class of current job (full time workers only)

| Social class | mean income | | | |
|-----------------------|-----------------------------|---------------------------------|-----------------------------|------------------------------|
| | men | | women | |
| | very satisfied or satisfied | dissatisfied or or very dissat. | very satisfied or satisfied | dissatisfied or very dissat. |
| I (N) | £89.07 (166) | £65.72 (68) | £78.99 (57) | + |
| II (N) | £89.27 (459) | £70.50 (170) | £71.17 (540) | £63.31 (186) |
| III non-manual (N) | £85.38 (504) | £67.84 (182) | £62.76 (1349) | £52.99 (310) |
| III manual (N) | £92.49 (1080) | £74.12 (484) | £62.00 (184) | £47.77 (61) |
| IV (N) | £81.10 (334) | £65.78 (172) | £55.69 (247) | £47.76 (63) |
| V (N) | £79.42 (81) | £63.65 (44) | + | + |

¹ Defined as take home pay on last occasion paid, after any deductions for tax and National Insurance, but including overtime, bonus, commission or tips

+ Less than 30 observations

Table 3 Satisfaction with usual take home pay in current job, by social class¹ and sex

| Social class | satisfied or very satisfied with pay: | | | |
|--------------------------|---------------------------------------|-----------|-------|-----------|
| | men | | women | |
| | % | base N | % | base N |
| I professional | 60 | (301) | 64 | (97) |
| II intermediate | 63 | (786) | 68 | (946) |
| IIINM skilled non-manual | 62 | (858) | 74 | (2005) |
| IIIM skilled manual | 60 | (1877) | 69 | (310) |
| IV partly skilled | 57 | (612) | 77 | (444) |
| V unskilled | 55 | (161) | 74 | (47) |
| All | 61 | (4751) | 72 | (3867) |

¹ OPCS 1980 classification

Table 4 Satisfaction with usual take home pay in current job, by marital status, parenthood and sex

| | <u>satisfied or very satisfied with pay:</u> | | | |
|--------------------------------|--|-----------|-------|-----------|
| | men | | women | |
| | % | base N | % | base N |
| <u>Marital status</u> | | | | |
| single | 60 | (2877) | 68 | (1950) |
| married | 62 | (1782) | 77 | (1765) |
| widowed, separated or divorced | 65 | (93) | 73 | (152) |
| <u>Parenthood</u> | | | | |
| no child ever born | 62 | (3949) | 72 | (3471) |
| at least one child | 57 | (803) | 79 | (396) |
| All | 61 | (4752) | 72 | (3867) |

Table 5 Satisfaction with usual take home pay in current job, by number of jobs held and sex

| | <u>satisfied or very satisfied with pay:</u> | | | |
|-----------------------|--|-----------|-------|-----------|
| | men | | women | |
| | % | base N | % | base N |
| <u>Number of jobs</u> | | | | |
| one | 63 | (1552) | 77 | (1197) |
| two | 63 | (1207) | 73 | (977) |
| three | 61 | (805) | 70 | (694) |
| four | 56 | (514) | 69 | (485) |
| five or more | 54 | (674) | 64 | (514) |
| All | 61 | (4752) | 72 | (3867) |

Table 6 Satisfaction with usual take home pay in current job, by qualifications and sex

| | <u>satisfied or very satisfied with pay:</u> | | | |
|--|--|-----------|-------|-----------|
| | men | | women | |
| | % | base N | % | base N |
| <u>GCE "O" levels¹</u> | | | | |
| none | 58 | (1926) | 72 | (1021) |
| 1-4 | 60 | (1253) | 75 | (1189) |
| five or more | 64 | (1573) | 73 | (1657) |
| <u>GCE "A" levels²</u> | | | | |
| none | 60 | (3739) | 73 | (2845) |
| one or more | 63 | (1013) | 70 | (1022) |
| <u>Training qualifications³</u> | | | | |
| none | 59 | (2818) | 74 | (3093) |
| some qualification | 63 | (1934) | 67 | (774) |
| <u>Apprenticeship</u> | | | | |
| no or incomplete apprenticeship | 60 | (3412) | 72 | (3767) |
| completed apprenticeship | 63 | (1340) | 70 | (100) |
| All | 61 | (4752) | 72 | (3867) |

¹ Including SCE ordinary grades and CSE grade 1

² Including SCE higher grades

³ Training qualifications are defined as qualifications acquired during the course of employment, including during the course of an apprenticeship

Table 7 Satisfaction with usual take home pay in current job by industry¹ and sex

Ranking of industries according to the percentage of men and women who were satisfied or very satisfied with their usual take home pay.

(a) Men

| rank | division | % satisfied or very satisfied | base N |
|------|-------------------------------------|-------------------------------|--------|
| 1 | 1: energy & water supply | 72 | (242) |
| 2 | 0: agriculture, forestry & fishing | 66 | (99) |
| 2 | 7: transport & communication | 66 | (385) |
| 2 | 9: other services | 66 | (866) |
| 5 | 4: other manufacturing | 63 | (481) |
| 6 | 8: banking, finance, insurance etc. | 62 | (407) |

(mean % satisfied or very satisfied for all men = 61%)

| | | | |
|----|---|----|-------|
| 7 | 5: construction | 60 | (469) |
| 8 | 3: metal goods, engineering & vehicles | 56 | (777) |
| 9 | 2: extraction of minerals etc. & manufacture of metals etc. | 55 | (231) |
| 10 | 6: distribution, hotels & catering, repairs | 53 | (688) |

(b) Women

| | | | |
|---|--------------------------------------|----|-------|
| 1 | 1: energy & water supply | 87 | (54) |
| 2 | 7: transport & communication | 80 | (169) |
| 3 | 8: banking, finance, insurance, etc. | 78 | (557) |
| 4 | 0: agriculture, forestry & fishing | 77 | (30) |
| 4 | 4: other manufacturing | 77 | (396) |
| 6 | 5: construction | 76 | (33) |

(mean % satisfied or very satisfied for all women = 72%)

| | | | |
|----|---|----|--------|
| 7 | 9: other services | 71 | (1562) |
| 7 | 3: metal goods, engineering & vehicles | 71 | (259) |
| 9 | 2: extraction of minerals etc. & manufacture of metals etc. | 67 | (94) |
| 10 | 6: distribution, hotels & catering, repairs | 65 | (662) |

¹ 1980 Standard Industrial Classification

Table 8 Satisfaction with prospects in current job, by social class¹ and sex

| <u>Social class</u> | | <u>satisfied or very satisfied with prospects</u> | | | |
|---------------------|--------------------|---|-----------|-------|-----------|
| | | men | | women | |
| | | % | base N | % | base N |
| I | professional | 76 | (301) | 81 | (100) |
| II | intermediate | 72 | (782) | 72 | (945) |
| IIINM | skilled non-manual | 68 | (856) | 64 | (1988) |
| IIIM | skilled manual | 61 | (1864) | 67 | (304) |
| IV | partly skilled | 55 | (601) | 62 | (428) |
| V | unskilled | 47 | (159) | 56 | (45) |
| | All | 64 | (4718) | 66 | (3828) |

¹ OPCS 1980 classification

Table 9 Satisfaction with prospects in current job, by qualifications and sex

| <u>GCE "O" levels¹</u> | | <u>satisfied or very satisfied with prospects</u> | | | |
|--|--------------------------|---|-------------------|-------|-----------|
| | | men | | women | |
| | | % | base N | % | base N |
| | none | 62 | (1908) | 67 | (1004) |
| | 1 - 4 | 62 | (1246) | 66 | (1172) |
| | five or more | 69 | (1565) | 66 | (1652) |
| <u>GCE "A" levels¹</u> | | men | | women | |
| | | % | base N | % | base N |
| | | | none | 63 | (3711) |
| | one or more | 70 | (1008) | 65 | (1019) |
| <u>Training qualifications¹</u> | | men | | women | |
| | | % | base N | % | base N |
| | | | none | 64 | (2794) |
| | some qualification | 65 | (1925) | 72 | (778) |
| <u>Apprenticeship</u> | | men | | women | |
| | | % | base N | % | base N |
| | | | no apprenticeship | 65 | (3387) |
| | completed apprenticeship | 62 | (1332) | 69 | (99) |
| | All | 64 | (4719) | 66 | (3828) |

¹ See notes to Table 6

Table 10 Satisfaction with prospects in current job by training opportunities and sex

| | <u>satisfied or very satisfied with prospects</u> | | | |
|---|---|-----------|-------|-----------|
| | men | | women | |
| | % | base N | % | base N |
| <u>Have you had any training of any kind while working for your present employer?</u> | | | | |
| yes | 68 | (3076) | 70 | (2086) |
| no | 58 | (1629) | 63 | (1737) |
| <u>(If had training) Was this training just showing you what the job was when you first started, or was it more than this?</u> | | | | |
| just what the job was | 60 | (597) | 65 | (588) |
| more than this | 70 | (2458) | 72 | (1482) |
| <u>(If had no training) Are there any opportunities for getting training or qualifications for people doing the same sort of work as you?</u> | | | | |
| yes | 69 | (666) | 70 | (601) |
| no | 49 | (924) | 59 | (1102) |

Table 11 Satisfaction with prospects in current job, by number of jobs held and sex

| <u>Number of jobs</u> | | | | |
|-----------------------|----|--------|----|--------|
| one | 66 | (1547) | 68 | (1184) |
| two | 66 | (1198) | 68 | (970) |
| three | 63 | (799) | 68 | (686) |
| four | 62 | (506) | 66 | (480) |
| five or more | 60 | (669) | 57 | (508) |
| All | 64 | (4719) | 66 | (3828) |

Table 12 Satisfaction with prospects in current job, by marital status, parenthood and sex

| | <u>satisfied or very satisfied with prospects</u> | | | |
|--------------------------------|---|-----------|-------|-----------|
| | men | | women | |
| | % | base N | % | base N |
| <u>Marital status</u> | | | | |
| single | 63 | (2852) | 64 | (1937) |
| married | 67 | (1774) | 69 | (1741) |
| widowed, separated or divorced | 58 | (93) | 66 | (150) |
| <u>Parenthood</u> | | | | |
| no child ever born | 64 | (798) | 66 | (3444) |
| at least one child | 64 | (3921) | 67 | (384) |
| All | 64 | (4719) | 66 | (3828) |

Table 13 Satisfaction with interest and skill involved in current job, by social class¹ and sex

| | <u>satisfied or very satisfied with interest and skill</u> | | | |
|--------------------------|--|-----------|-------|-----------|
| | men | | women | |
| | % | base N | % | base N |
| <u>Social class</u> | | | | |
| I professional | 81 | (300) | 91 | (99) |
| II intermediate | 84 | (786) | 90 | (948) |
| IIINM skilled non-manual | 72 | (858) | 73 | (1998) |
| IIIM skilled manual | 79 | (1872) | 81 | (310) |
| IV paartly skilled | 67 | (608) | 70 | (441) |
| V unskilled | 58 | (158) | 51 | (45) |
| All | 76 | (4738) | 78 | (3859) |

¹ DPCS 1980 classification

Table 14 Satisfaction with interest and skill involved in current job, by training opportunities and sex

| | <u>satisfied or very satisfied with interest and skill</u> | | | |
|---|--|-----------|-------|-----------|
| | men | | women | |
| | % | base N | % | base N |
| <u>Have you had any training of any kind while working for your present employer?</u> | | | | |
| yes | 79 | (3094) | 80 | (2097) |
| no | 72 | (1643) | 75 | (1760) |
| <u>(If had training) Was this training just showing you what the job was when you first started, or was it more than this?</u> | | | | |
| just what the job was more than this | 73 | (600) | 72 | (589) |
| | 81 | (2474) | 83 | (1492) |
| <u>(If had no training) Are there any opportunities for getting training or qualifications for people doing the same sort of work as you?</u> | | | | |
| yes | 82 | (668) | 82 | (604) |
| no | 64 | (936) | 71 | (1122) |

Table 15 Satisfaction with interest and skill involved in current job, by qualifications and sex

| | <u>satisfied or very satisfied with interest & skill</u> | | | |
|--|--|-----------|-------|-----------|
| | men | | women | |
| | % | base N | % | base N |
| <u>GCE "O" levels¹</u> | | | | |
| none | 77 | (1918) | 78 | (1014) |
| 1 - 4 | 76 | (1249) | 76 | (1185) |
| five or more | 76 | (1572) | 78 | (1660) |
| <u>GCE "A" levels¹</u> | | | | |
| none | 76 | (3727) | 78 | (2835) |
| one or more | 77 | (1012) | 77 | (1024) |
| <u>Training qualifications¹</u> | | | | |
| none | 74 | (2814) | 76 | (3083) |
| some qualification | 81 | (1925) | 83 | (776) |
| <u>Apprenticeship</u> | | | | |
| no apprenticeship | 75 | (3404) | 77 | (3758) |
| completed apprenticeship | 79 | (1335) | 87 | (101) |
| All | 76 | (4739) | 78 | (3859) |

¹ See notes to Table 6

Table 16 Satisfaction with interest and skill in current job, by number of jobs held and sex

| | <u>satisfied or very satisfied with interest and skill</u> | | | |
|-----------------------|--|--------|-------|--------|
| | men | | women | |
| | % | base N | % | base N |
| <u>Number of jobs</u> | | | | |
| one | 80 | (1551) | 81 | (1196) |
| two | 77 | (1206) | 79 | (976) |
| three | 75 | (801) | 77 | (695) |
| four | 72 | (512) | 77 | (481) |
| five or more | 72 | (669) | 70 | (511) |
| All | 76 | (4739) | 78 | (3859) |

Table 17 Satisfaction with interest and skill involved in current job, by marital status, parenthood and sex

| | <u>satisfied or very satisfied with interest and skill</u> | | | |
|--------------------------------|--|--------|-------|--------|
| | men | | women | |
| | % | base N | % | base N |
| <u>Marital status</u> | | | | |
| single | 75 | (2871) | 77 | (1952) |
| married | 79 | (1775) | 79 | (1756) |
| widowed, separated or divorced | 69 | (93) | 72 | (151) |
| <u>Parenthood</u> | | | | |
| no child ever born | 77 | (3937) | 78 | (3469) |
| at least one child | 76 | (802) | 73 | (390) |
| All | 76 | (4739) | 78 | (3859) |

Table 18 Satisfaction with current job as a whole, by social class¹ and sex

| Social class | | <u>satisfied or very satisfied with interest and skill</u> | | | |
|--------------|--------------------|--|-----------|-------|-----------|
| | | men | | women | |
| | | % | base N | % | base N |
| I | professional | 82 | (301) | 87 | (99) |
| II | intermediate | 79 | (787) | 88 | (946) |
| IIINM | skilled non-manual | 76 | (857) | 81 | (2008) |
| IIIM | skilled manual | 77 | (1879) | 83 | (312) |
| IV | partly skilled | 73 | (608) | 78 | (446) |
| V | unskilled | 68 | (160) | 71 | (48) |
| | All | 77 | (4748) | 83 | (3877) |

¹ OPCS 1980 classification

Table 19 Satisfaction with current job as a whole, by qualifications and sex

| | <u>satisfied or very satisfied with job as a whole:</u> | | | |
|--|---|-----------|-------|-----------|
| | men | | women | |
| | % | base N | % | base N |
| <u>GCE "O" levels¹</u> | | | | |
| none | 76 | (1925) | 82 | (1025) |
| 1-4 | 76 | (1252) | 82 | (1192) |
| five or more | 78 | (1572) | 83 | (1660) |
| <u>GCE "A" levels¹</u> | | | | |
| none | 76 | (3734) | 83 | (2852) |
| one or more | 78 | (1014) | 80 | (1025) |
| <u>Training qualifications¹</u> | | | | |
| none | 76 | (2818) | 82 | (3099) |
| some qualification | 79 | (1931) | 87 | (778) |
| <u>Apprenticeship</u> | | | | |
| no apprenticeship | 76 | (3409) | 82 | (3776) |
| completed apprenticeship | 77 | (1339) | 85 | (101) |
| All | 77 | (4749) | 83 | (3877) |

¹ See notes to Table 6

Table 20 Satisfaction with current job as a whole, by marital status, parenthood and sex

| | <u>satisfied or very satisfied with job as a whole:</u> | | | |
|--------------------------------|---|--------|-------|--------|
| | men | | women | |
| | % | base N | % | base N |
| <u>Marital status</u> | | | | |
| single | 75 | (2876) | 81 | (1955) |
| married | 80 | (1780) | 84 | (1770) |
| widowed, separated or divorced | 75 | (93) | 81 | (152) |
| <u>Parenthood</u> | | | | |
| no child ever born | 76 | (3949) | 82 | (3477) |
| at least one child | 78 | (800) | 83 | (400) |
| All | 77 | (4749) | 83 | (3877) |

Table 21 Satisfaction with current job as a whole, by number of jobs held and sex: those who left full time education before September 1974 (age 16)

| | <u>satisfied or very satisfied with job as a whole:</u> | | | |
|-----------------------|---|--------|-------|--------|
| | men | | women | |
| | % | base N | % | base N |
| <u>Number of jobs</u> | | | | |
| one | 80 | (841) | 90 | (505) |
| two | 78 | (714) | 85 | (438) |
| three | 75 | (531) | 79 | (354) |
| four | 74 | (389) | 83 | (282) |
| five or more | 73 | (551) | 74 | (313) |
| All | 77 | (3026) | 83 | (1892) |

Table 22 Ranking of OPCS Occupation Groups¹ according to the percentage satisfied or very satisfied with selected aspects of the current job, by sex

Notes Occupation Groups 10,14,15 and 16 each contain less than 30 women. The rankings for women are thus based on 12 groups only, while the rankings for men are based on all 16 groups.

* denotes that the percentage of men or women in the Occupation Group who are satisfied or very satisfied with the job aspect in question is above the average for all men or women.

| OPCS Occupational Group | <u>men</u> | | <u>women</u> | |
|--|-------------------------------|---------------------------------|-------------------------------|---------------------------------|
| | % satisfied or very satisfied | ranking among occupation groups | % satisfied or very satisfied | ranking among occupation groups |
| 1 Professional & related supporting management; senior national & local government managers | | | | |
| usual take home pay | 56 | 13 | 67 | 9 |
| prospects | 79* | 2 | 77* | 2 |
| interest and skill involved | 80* | 6 | 89* | 3 |
| job as a whole | 81* | 5 | 86* | 3 |
| (Base N - approximate) | | (282) | | (150) |
| 2 Professional & related in education,welfare & health | | | | |
| usual take home pay | 68* | 3 | 66 | 10 |
| prospects | 71* | 5 | 73* | 4 |
| interest and skill involved | 93* | 2 | 94* | 2 |
| job as a whole | 88* | 2 | 91* | 2 |
| (Base N - approximate) | | (164) | | (670) |
| 3 Literary , artistic & sports | | | | |
| usual take home pay | 71* | 2 | 52 | 12 |
| prospects | 76* | 4 | 61 | 9 |
| interest and skill involved | 95* | 1 | 87* | 4 |
| job as a whole | 85* | 4 | 83 | 4 |
| (Base N - approximate) | | (55) | | (46) |

continued§

Table 22 continued ...

| | <u>men</u> | | <u>women</u> | |
|--|--|--|--|--|
| | % satisfied or very satisfied | ranking among occupation groups | % satisfied or very satisfied | ranking among occupation groups |
| 4 Professional & related in science engineering, tech., & similar fields | | | | |
| usual take home pay | 59 | 9 | 76* | 5 |
| prospects | 63 | 9 | 58 | 11 |
| interest and skill involved | 77 | 9 | 73 | 9 |
| job as a whole | 75 | 11 | 77 | 10 |
| (Base N - approximate) | | (357) | | (62) |
| 5 Managerial | | | | |
| usual take home pay | 66* | 4 | 78* | 2 |
| prospects | 78* | 3 | 75* | 3 |
| interest and skill involved | 86* | 5 | 79* | 5 |
| job as a whole | 79* | 7 | 79 | 7 |
| (Base N - approximate) | | (286) | | (113) |
| 6 Clerical & related | | | | |
| usual take home pay | 62* | 7 | 75* | 6 |
| prospects | 65* | 7 | 64 | 6 |
| interest and skill involved | 68 | 12 | 72 | 10 |
| job as a whole | 76 | 8 | 81 | 6 |
| (Base N - approximate) | | (551) | | (1796) |
| 7 Selling | | | | |
| usual take home pay | 57 | 12 | 67 | 8 |
| prospects | 63 | 9 | 64 | 6 |
| interest and skill involved | 72 | 11 | 76 | 7 |
| job as a whole | 74 | 12 | 78 | 8 |
| (Base N - approximate) | | (206) | | (241) |
| 8 Security & protective service | | | | |
| usual take home pay | 90* | 1 | 100* | 1 |
| prospects | 86* | 1 | 94* | 1 |
| interest and skill involved | 88* | 3 | 100* | 1 |
| job as a whole | 89* | 1 | 97* | 1 |
| (Base N - approximate) | | (246) | | (32) |

Continued§

Table 22 Continued ...

| | men | | women | |
|---|-------------------------------|---------------------------------|-------------------------------|---------------------------------|
| | % satisfied or very satisfied | ranking among occupation groups | % satisfied or very satisfied | ranking among occupation groups |
| 9 Catering, cleaning, hairdressing & other personal service | | | | |
| usual take home pay | 58 | 11 | 71 | 7 |
| prospects | 57 | 13 | 62 | 8 |
| interest and skill involved | 61 | 15 | 76 | 7 |
| job as a whole | 76 | 8 | 82 | 5 |
| (Base N - approximate) | | (142) | | (375) |
| 10 Farming, fishing & related | | | | |
| usual take home pay | 64* | 6 | | |
| prospects | 65* | 7 | | |
| interest and skill involved | 88* | 3 | | |
| job as a whole | 88* | 2 | | |
| (Base N - approximate) | | (118) | | + |
| 11 Materials processing, making & repairing (exc. metal & electrical) | | | | |
| usual take home pay | 60 | 8 | 78* | 2 |
| prospects | 59 | 11 | 65 | 5 |
| interest and skill involved | 74 | 10 | 78 | 6 |
| job as a whole | 76 | 8 | 78 | 8 |
| (Base N - approximate) | | (405) | | (158) |
| 12 Processing, making, repairing & related (metal & electrical) | | | | |
| usual take home pay | 59 | 9 | 54 | 11 |
| prospects | 58 | 12 | 46 | 12 |
| interest and skill involved | 80* | 6 | 55 | 12 |
| job as a whole | 74 | 12 | 66 | 12 |
| (Base N - approximate) | | (1023) | | (35) |

Continued§

Table 22 Continued ...

| | men | | women | |
|--|--|--|--|--|
| | % satisfied or very satisfied | ranking among occupation groups | % satisfied or very satisfied | ranking among occupation groups |
| 13 Painting, repetitive assembling, product inspect, packaging & rel. | | | | |
| usual take home pay | 47 | 16 | 77* | 4 |
| prospects | 46 | 16 | 60 | 10 |
| interest & skill | | | | |
| involved | 63 | 14 | 60 | 11 |
| job as a whole | 65 | 15 | 72 | 11 |
| (Base N - approximate) | | (170) | | (135) |
| 14 Construction, mining & related not identified elsewhere | | | | |
| usual take home pay | 65* | 5 | | |
| prospects | 70* | 6 | | |
| interest and skill | | | | |
| involved | 80* | 6 | | |
| job as a whole | 80* | 6 | | |
| (Base N - approximate) | | (235) | | + |
| 15 Transport operating, materials moving & storing & related | | | | |
| usual take home pay | 56 | 13 | | |
| prospects | 56 | 14 | | |
| interest and skill | | | | |
| involved | 68 | 13 | | |
| job as a whole | 74 | 12 | | |
| (Base N - approximate) | | (422) | | + |
| 16 Miscellaneous ² | | | | |
| usual take home pay | 56 | 13 | | |
| prospects | 55 | 15 | | |
| interest and skill | | | | |
| involved | 53 | 16 | | |
| job as a whole | 65 | 15 | | |
| (Base N - approximate) | | (63) | | |

¹ OPCS 1980 classification

² Group 16 consists largely of labourers

+ Base N is less than 30

Table 23 Women's satisfaction with various aspects of their current job, by whether working full time or part time

| | full time % | part time % |
|--|----------------|----------------|
| <u>Satisfied or very satisfied with:</u> | | |
| usual take home pay | 71 | 83 |
| prospects | 67 | 63 |
| people you work with | 89 | 91 |
| physical working conditions | 79 | 88 |
| way firm or organisation is run | 58 | 68 |
| way abilities are used | 72 | 76 |
| interest & skill involved | 78 | 77 |
| jobs as a whole | 82 | 86 |
| (Base N - approximate) | (3464) | (392) |

Table 24 Satisfaction with various aspects of last job, by current economic status and sex

| | men currently unemployed % | women currently unemployed % | housewives % |
|---|-------------------------------------|---------------------------------------|-----------------|
| <u>Satisfied or very satisfied</u> in last job with: | | | |
| usual take home pay | 61 | 68 | 77 |
| prospects | 39 | 44 | 60 |
| the people you worked with | 81 | 84 | 88 |
| physical working conditions | 65 | 74 | 79 |
| the way your firm or organisation was run | 44 | 52 | 68 |
| the way your abilities were used | 58 | 68 | 75 |
| the interest and skill involved in your job | 56 | 66 | 70 |
| last job as a whole | 56 | 67 | 81 |
| (Base N - approx.) | (653) | (410) | (1429) |

Table 25 Satisfaction with various aspects of last job: comparison of men and women who left last job voluntarily and involuntarily.

| | <u>men</u> | | <u>women</u> | | | |
|--|--------------------|---------------|--------------------|---------------|------------------------|--------|
| | <u>all</u> | | <u>all</u> | | <u>currently</u> | |
| | <u>non-working</u> | | <u>non-working</u> | | <u>unemployed only</u> | |
| | left | left | left | left | left | left |
| | voluntarily | involuntarily | voluntarily | involuntarily | volun. | invol. |
| | % | % | % | % | % | % |
| <u>Satisfied o very</u> <u>satisfied with</u> | | | | | | |
| usual take | | | | | | |
| home pay | 52 | 66 | 74 | 71 | 68 | 68 |
| prospects | 29 | 39 | 56 | 44 | 44 | 40 |
| people you | | | | | | |
| worked with | 71 | 85 | 87 | 86 | 82 | 87 |
| physical working | | | | | | |
| conditions | 58 | 67 | 78 | 74 | 72 | 72 |
| way firm or | | | | | | |
| organisation | | | | | | |
| was run | 34 | 46 | 64 | 57 | 50 | 52 |
| way abilities | | | | | | |
| were used | 39 | 61 | 72 | 66 | 67 | 67 |
| interest & | | | | | | |
| skill involved | 43 | 58 | 69 | 63 | 63 | 65 |
| job as a whole | 39 | 64 | 76 | 74 | 63 | 70 |
| (Base N) | (302) | (487) | (1522) | (347) | (203) | (162) |

Table 26 Scores and rankings on the combined index of the first, second and third most important factors in choosing a job, by sex

| <u>men</u> | | | <u>women</u> | | |
|------------|-----------------------------|-------|--------------|-----------------------------|-------|
| rank | factor | score | rank | factor | score |
| 1 | job security | 135 | 1 | hours and conditions | 106 |
| 2 | good pay | 114 | 2 | friendly place | 90 |
| 3 | chance of promotion | 65 | 3 | good pay | 88 |
| 4 | need to use your head | 48 | 4 | job security | 85 |
| 4 | being own boss | 48 | 5 | need to use your head | 52 |
| 6 | variety | 45 | 6 | variety | 50 |
| 7 | friendly place | 43 | 7 | chance of promotion | 40 |
| 8 | hours and conditions | 33 | 8 | helping others | 39 |
| 9 | outdoor work | 24 | 9 | being own boss | 16 |
| 10 | working with hands | 18 | 10 | working with hands | 9 |
| 11 | helping others | 12 | 11 | clean job | 7 |
| 12 | being in charge | 9 | 12 | not too much responsibility | 6 |
| 13 | clean job | 5 | 12 | being in charge | 6 |
| 14 | not too much responsibility | 3 | 14 | outdoor work | 5 |

(Base N = 5573)

(Base N = 5578)

Table 27: Most important factor in choosing a job, by sex and current economic status

Factors chosen as the most important by at least 5%, ranked in order of the percentage choosing each.

(a) Men

| <u>working full time</u> | | <u>unemployed</u> | |
|--------------------------|-----------------------|-------------------|-----------------------|
| % | <u>factor</u> | % | <u>factor</u> |
| 32 | job security | 37 | job security |
| 16 | good pay | 18 | good pay |
| 11 | being own boss | 7 | being own boss |
| 10 | chance of promotion | 6 | need to use your head |
| 8 | need to use your head | (5 | outdoor work |
| 7 | variety | (5 | friendly place |
| | | (5 | variety |
| (Base N) | (4646) | | (651) |

(b) Women

| <u>working full time</u> | | <u>unemployed</u> | |
|--------------------------|-----------------------|-------------------|-----------------------|
| % | <u>factor</u> | % | <u>factor</u> |
| 22 | job security | 32 | hours & conditions |
| (12 | hours & conditions | 17 | job security |
| (12 | need to use your head | (12 | good pay |
| 11 | good pay | (12 | friendly place |
| 10 | friendly place | 7 | need to use your head |
| 9 | variety | 6 | helping others |
| (8 | chance of promotion | | |
| (8 | helping others | | |
| (Base N) | (3466) | | (407) |

Women

| <u>working part time</u> | | <u>housewives</u> | |
|--------------------------|-----------------------|-------------------|----------------------|
| % | <u>factor</u> | % | <u>factor</u> |
| 42 | hours and conditions | 62 | hours and conditions |
| 13 | job security | 9 | good pay |
| 9 | helping others | 8 | friendly place |
| 8 | friendly place | (5 | job security |
| (7 | need to use your head | (5 | helping others |
| (7 | good pay | | |
| 6 | variety | | |
| (Base N) | (397) | | (1118) |

Table 28: Most important factor in choosing a job, by OPCS occupation group of current or last job and sex

The two factors chosen most frequently by men and women in each occupation group

| | | <u>Most frequent choice</u> | | <u>2nd most frequent choice</u> | |
|--|-------|-----------------------------|-----------------------|---------------------------------|---------------------------|
| | | <u>%</u> | <u>factor</u> | <u>%</u> | <u>factor</u> |
| <u>OPCS Occupation Group</u> | | | | | |
| 1 Professional & rel. supporting management; senior national & local govt.managers | | | | | |
| | men | 23 | need to use your head | 19 | chance of promotion 291 |
| | women | 31 | need to use your head | 19 | chance of promotion 162 |
| 2 Professional & rel. in education,welfare & health | | | | | |
| | men | 21 | job security | 18 | need to use your head 176 |
| | women | 21 | helping others | 15 | hours & conditions 781 |
| 3 Literary,artistic & sports | | | | | |
| | men | 25 | job security | 19 | variety 62 |
| | women | 23 | need to use your head | 19 | variety 53 |
| 4 Professional & rel. in science,engineering, technology & similar fields | | | | | |
| | men | 23 | need to use your head | 22 | job security 393 |
| | women | 32 | need to use your head | 17 | variety 76 |
| 5 Managerial | | | | | |
| | men | 26 | job security | 16 | chance of promotion 309 |
| | women | 13 | hours & conditions | 12 | job security 137 |
| 6 Clerical & rel. | | | | | |
| | men | 33 | job security | 16 | chance of promotion 608 |
| | women | 23 | hours & conditions | 21 | job security 2352 |

continued...§

Table 28 continued...

| | | <u>Most frequent choice</u> | | <u>2nd most frequent choice</u> | | |
|---|-------|-----------------------------|--------------------|---------------------------------|--------------------|------|
| | | % | factor | % | factor | |
| 7 Selling | | | | | | |
| | men | 30 | job security | 20 | good pay | 228 |
| | women | 38 | hours & conditions | 13 | job security | 422 |
| 8 Security & protective service | | | | | | |
| | men | 43 | job security | 13 | variety | 261 |
| | women | 39 | job security | 14 | hours & conditions | 44 |
| | | | | 14 | variety | |
| 9 Catering, cleaning, hairdressing & other personal service | | | | | | |
| | men | 29 | job security | 13 | good pay | 211 |
| | women | 39 | hours & conditions | 14 | job security | 712 |
| 10 Farming, fishing and related | | | | | | |
| | men | 21 | outdoor work | 21 | job security | 150 |
| | women | 26 | hours & conditions | 20 | outdoor work | 35 |
| 11 Materials processing; making & repairing (exc. metal & electrical) | | | | | | |
| | men | 32 | job security | 18 | good pay | 464 |
| | women | 34 | hours & conditions | 18 | good pay | 359 |
| 12 Processing, making, repairing & rel. (metal & electrical) | | | | | | |
| | men | 38 | job security | 19 | good pay | 1188 |
| | women | 31 | hours & conditions | 18 | job security | 68 |
| 13 Painting, repetitive assembling, product inspecting, packaging & related | | | | | | |
| | men | 35 | job security | 17 | good pay | 225 |
| | women | 33 | hours & conditions | 17 | good pay | 305 |
| 14 Construction, mining & rel. not identified elsewhere ¹ | | | | | | |
| | men | 32 | job security | 21 | good pay | 329 |

Continued.....§

Table 28 continued...

| | | <u>Most frequent choice</u> | | <u>2nd most frequent choice</u> | |
|---|-------|-----------------------------|--------------------|---------------------------------|--------------|
| | | % | factor | % | factor |
| 15 Transport operating, materials moving & storing & rel. | | | | | |
| | men | 36 | job security | 17 | good pay |
| | women | 24 | hours & conditions | 21 | job security |
| 16 Miscellaneous ¹ | | | | | |
| | men | 36 | job security | 15 | good pay |

¹ *Too few women for analysis. The "Miscellaneous" group consists largely of labourers.*

Table 29 Attitudes towards working life, by sex

| | men % | women % | all % |
|--|----------|------------|----------|
| <u>Work is the most important thing in life</u> | | | |
| strongly agree | 4 | 3 | 4 |
| agree | 20 | 16 | 18 |
| neither agree nor disagree | 16 | 16 | 16 |
| disagree | 49 | 57 | 53 |
| strongly disagree | 10 | 8 | 9 |
| | | | |
| <u>In this country black people have as much chance as anybody of getting a decent job</u> | | | |
| strongly agree | 3 | 3 | 3 |
| agree | 33 | 39 | 36 |
| neither agree nor disagree | 14 | 14 | 14 |
| disagree | 43 | 40 | 42 |
| strongly disagree | 7 | 4 | 5 |
| | | | |
| <u>People think you are nobody, if you are unemployed</u> | | | |
| strongly agree | 2 | 2 | 2 |
| agree | 27 | 22 | 25 |
| neither agree nor disagree | 19 | 16 | 17 |
| disagree | 48 | 57 | 53 |
| strongly disagree | 4 | 3 | 3 |
| | | | |
| <u>Having an enjoyable social life is more important than having an enjoyable job</u> | | | |
| strongly agree | 4 | 1 | 2 |
| agree | 22 | 14 | 18 |
| neither agree nor disagree | 29 | 26 | 27 |
| disagree | 43 | 56 | 50 |
| strongly disagree | 2 | 3 | 3 |
| | | | |
| <u>Having a job gives people a sense of purpose</u> | | | |
| strongly agree | 12 | 10 | 11 |
| agree | 77 | 82 | 79 |
| neither agree nor disagree | 7 | 5 | 6 |
| disagree | 4 | 3 | 4 |
| strongly disagree | - | - | - |

continued . . .

Table 29 continued

| | men % | women % | all % |
|--|----------|------------|----------|
| <u>Most jobs are dull and boring</u> | | | |
| strongly agree | 12 | 10 | 11 |
| agree | 77 | 82 | 79 |
| neither agree nor disagree | 7 | 5 | 6 |
| disagree | 4 | 3 | 4 |
| strongly disagree | - | - | - |
| <u>Any job is better than being unemployed</u> | | | |
| strongly agree | 16 | 10 | 13 |
| agree | 54 | 61 | 57 |
| neither agree nor disagree | 9 | 9 | 9 |
| disagree | 20 | 19 | 20 |
| strongly disagree | 2 | 1 | 1 |
| <u>If a woman wants to, she can get ahead as easily as a man</u> | | | |
| strongly agree | 5 | 9 | 7 |
| agree | 56 | 59 | 58 |
| neither agree nor disagree | 10 | 7 | 8 |
| disagree | 27 | 23 | 25 |
| strongly disagree | 2 | 2 | 2 |
| <u>The only reason for going out to work is the money</u> | | | |
| strongly agree | 5 | 2 | 4 |
| agree | 31 | 25 | 28 |
| neither agree nor disagree | 9 | 9 | 9 |
| disagree | 49 | 58 | 54 |
| strongly disagree | 6 | 6 | 6 |
| (Base N - approximate) | (5609) | (5927) | (11536) |

Table 30 Attitudes towards working life, by current economic status and sex

% who agree or strongly agree with each of the following statements

| | current economic status | | | |
|--|-------------------------------|--|-----------------------------------|-----------------------------------|
| | employed full time % | employed part time ¹ % | unem- ployed ¹ % | house- wives ¹ % |
| <u>Work is the most important thing in life</u> | | | | |
| men | 24 | | 36 | |
| women | 16 | 19 | 30 | 21 |
| <u>In this country black people have as much chance as anybody of getting a decent job</u> | | | | |
| men | 36 | | 43 | |
| women | 39 | 41 | 49 | 50 |
| <u>People think you are nobody, if you are unemployed</u> | | | | |
| men | 28 | | 43 | |
| women | 21 | 29 | 34 | 25 |
| <u>Having an enjoyable social life is more important than having an enjoyable job</u> | | | | |
| men | 26 | | 26 | |
| women | 15 | 12 | 12 | 18 |
| <u>Having a job gives people a sense of purpose</u> | | | | |
| men | 89 | | 86 | |
| women | 92 | 94 | 91 | 90 |
| <u>Most jobs are dull and boring</u> | | | | |
| men | 21 | | 32 | |
| women | 14 | 18 | 22 | 20 |
| <u>Any job is better than being unemployed</u> | | | | |
| men | 72 | | 62 | |
| women | 72 | 70 | 67 | 70 |
| <u>If a woman wants to, she can get ahead as easily as a man</u> | | | | |
| men | 62 | | 65 | |
| women | 65 | 71 | 71 | 76 |

continued

Table 30 continued

current economic status

| | employed | employed | unem- | house- |
|--|-------------------|--------------------------------|--------------------------|-------------------------|
| | full time % | part time ¹ % | ployed ¹ % | wives ¹ % |
| <u>The only reason for going out to work is the money.</u> | | | | |
| men | 36 | | 40 | |
| women | 23 | 26 | 37 | 35 |

(Base N - approximate)

| | | | | |
|---------|--------|-------|-------|--------|
| (men) | (4664) | | (657) | |
| (women) | (3475) | (400) | (410) | (1430) |

¹ The numbers of men employed part time or occupied with housework were very small - 62 and 4 respectively - hence percentages for men in these categories are not shown.

Table 31 Selected attitudes towards working life within OPCS Occupation Groups¹ by sex:

Percentage who "agree" or "strongly agree" with each statement.

| OPCS Occupation Group | <u>Work is the most important thing in life</u> | | <u>Most jobs are dull & boring</u> | | <u>The only reason for going out to work is the money.</u> | |
|---|---|-------|--|-------|--|-------|
| | men | women | men | women | men | women |
| | % | % | % | % | % | % |
| 1 Prof. & rel. supporting management; senior national & local govt. managers (Base N: 2 men 292 women 164) | 14 | 3 | 25 | 16 | 14 | 10 |
| 2 Prof. & rel. in education, welfare & health (Base N: men 179 women 795) | 14 | 14 | 27 | 10 | 10 | 8 |
| 3 Literary, artistic & sports (Base N: men 63 women 53) | 16 | 6 | 22 | 21 | 21 | 9 |
| 4 Prof. & rel. in science, engineering, technology & similar fields (Base N: men 396 women 77) | 13 | 8 | 17 | 9 | 23 | 12 |
| 5 Managerial (Base N: men 312 women 140) | 20 | 14 | 19 | 11 | 23 | 15 |
| 6 Clerical & rel. (Base N: men 612 women 2463) | 15 | 14 | 22 | 13 | 25 | 26 |
| 7 Selling (Base N: men 231 women 463) | 25 | 24 | 23 | 17 | 26 | 31 |
| 8 Security & protective service (Base N: men 261 women 46) | 23 | 11 | 16 | 15 | 20 | 6 |
| 9 Catering, cleaning, hair-dressing & other personal service (Base N: men 213 women 772) | 36 | 25 | 23 | 19 | 37 | 33 |

continued...

Table 31 continued

| | <u>Work is the most important thing in life</u> | | <u>Most jobs are dull & boring</u> | | <u>The only reason for going out to work is the money</u> | |
|--|---|---------|--|---------|---|---------|
| | men % | women % | men % | women % | men % | women % |
| 10 Farming, fishing & rel. (Base N: men 151 women 39) | 42 | 18 | 26 | 18 | 32 | 8 |
| 11 Materials processing, making & repairing (exc. metal & electrical) Base N: men 479 women 418) | 32 | 31 | 26 | 30 | 50 | 52 |
| 12 Processing, making, repairing & rel. (metal & electrical) (Base N: men 1190 women 77) | 23 | 43 | 20 | 43 | 46 | 49 |
| 13 Painting, repetitive assem- bling, product inspecting, packaging & rel. (Base N: men 226 women 336) | 34 | 29 | 31 | 36 | 46 | 57 |
| 14 Construction, mining & rel. not identified elsewhere (Base N: men 333) | 14 | + | 29 | + | 54 | + |
| 15 Transport operating, materials moving & storing & rel. (Base N: men 517 women 48) | 33 | 31 | 27 | 19 | 44 | 40 |
| 16 Miscellaneous (Base N: men 127) | 42 | + | 44 | + | 54 | + |

¹ OPCS 1980 Classification

² Approximate figure

+ Base N is less than 30