

An unfair pandemic? Gender inequality in the workplace

Insight report

April 2021

WorkL
FOR BUSINESS

Executive Summary

This report examines gender inequality in the workplace using results from the WorkL Happiness Survey and WorkL Working From Home survey.

It focuses on responses obtained since the start of the Covid-19 pandemic in the UK (31/1/2020).

Results are based on overall Happiness in the workplace, and the six steps to workplace happiness, with the specific survey questions asked identified below,



REWARD AND RECOGNITION

I am fairly paid
I am happy with the hours I work
I am recognised when I do something well.



INFORMATION SHARING

I have enough information to do my job well
Information is freely and openly shared with me
My views are heard at work



EMPOWERMENT

I have what I need to do my job well
I am allowed to make decisions
I am trusted to make decisions.



INSTILLING PRIDE

I do something worthwhile
I feel proud to work for my organisation.
I would recommend my friends and family to work for my organisation.



JOB SATISFACTION

I am treated with respect
I enjoy my job.
I have a good relationship with my manager
I am being developed.



WELL-BEING

My employer cares for my well-being
I rarely feel anxious or depressed about work
I am happy with my working environment
I feel happy at work.

Overall, females are slightly less happy than males scoring 67.9 compared with 69.4.

More specifically, females score lower than males on Empowerment, Well-being and Reward & recognition while the scores are very similar for Information sharing, Instilling pride and job satisfaction.

This difference disappears when **working from home (WFH)** where females score 72.1 and males 71.4,

The top benefits for females from WFH are Empowerment (74.8% WFH v 66.5% WFO), Job satisfaction (73.9% WFH v 66.7% WFO) and Well-being (78.5% WFH v 64.1% WFO).

Executive Summary

Management v non-management

Managers score higher across all six dimensions, with the biggest gap being for Empowerment.

The gap between managers and non-managers is bigger for females (72.3% v 66.0%) than males (72.1% v 67.5%).

Managers scores for females and males are very similar across all dimensions. The most notable gap is for Well-being (68.8% for female managers v 69.7% for male managers).

In contrast, for Non-managers there are notable gaps between females and males in terms of Well-being (62.2% v 65.2%), Empowerment (63.3% v 65.7%) and Reward & recognition (65.3% v 66.9%).

Job type

Females are more likely to work in Admin and Sales & customer service, and less likely to be Managers & Directors, Skilled Trades or Machine operatives than males.

Happiness within different job types tends to be similar for females and males, with the most notable difference being that males in Sales & customer service are noticeably happier than females.

The Happiest employees are Managers & Directors, who are more likely to be males.

These results suggest that differences between females and males are driven by the types of job that females and males do.

Industry sector

Females are less likely to be employed in the Manufacturing, Transport, Construction and Professional & scientific sectors, but more likely to be employed in the Health & social work, and Education sectors.

In the Construction, Agriculture & utilities and Professional & scientific sectors females are less happy than their male counterparts. These are also sectors with more male employees.

These results may suggest that industries which have a more balanced workforce are happier places for females to work.

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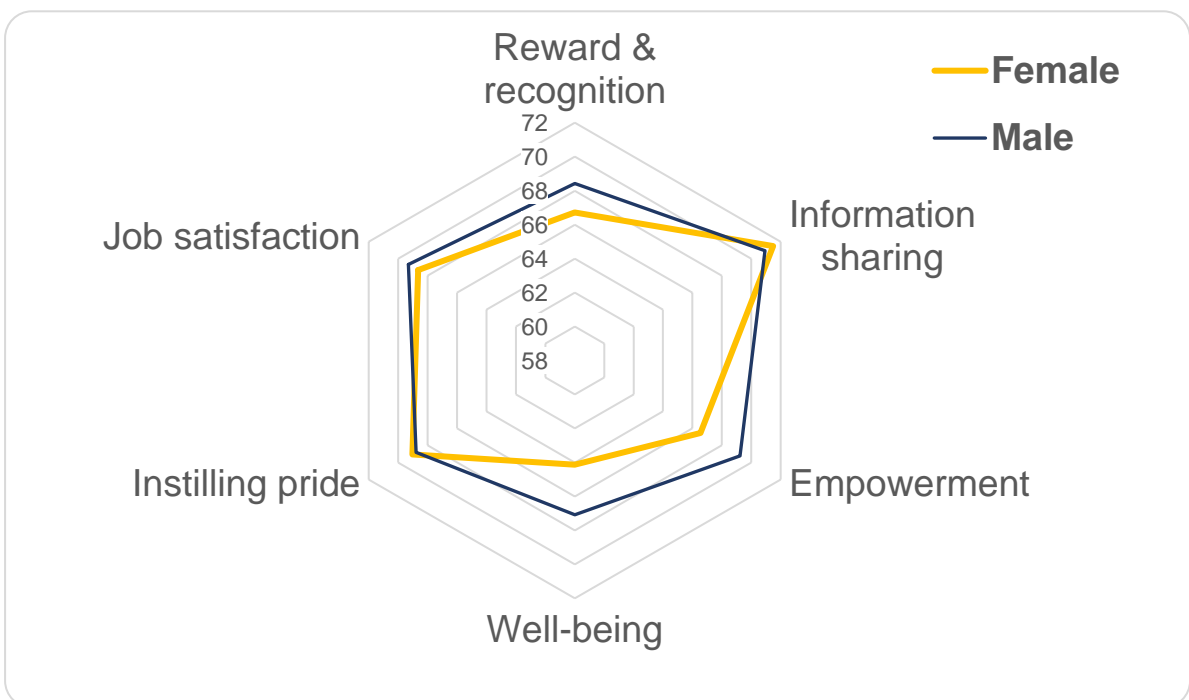
1. **Gender differences**
2. **Management v non-management**
3. **Job type**
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1. Gender differences

Overall gender comparison

What is your gender?	sample	% of sample	Happiness Score (%)
Female	7,144	57%	67.9
Male	5,283	42%	69.4

What is your gender?	Reward & recognition	Information sharing	Empowerment	Well-being	Instilling pride	Job satisfaction
Female	66.7	71.5	66.5	64.1	69.0	68.7
Male	68.4	70.9	69.2	67.1	68.8	69.3



Reward & recognition



What is your gender?	I am fairly paid.	I am happy with the hours I work.	I am recognised when I do something well.
Female	70.9	65.5	63.8
Male	71.7	68.4	65.1
difference (females - males)	-0.80	-2.92	-1.37

Information sharing



What is your gender?	I have enough information to do my job well.	Information is freely and openly shared with me.	My views are heard at work.
Female	67.1	74.3	73.1
Male	67.5	73.4	71.9
difference (females - males)	-0.44	0.91	1.21

Empowerment



What is your gender?	I have what I need to do my job well.	I am allowed to make decisions.	I am trusted to make decisions.
Female	65.8	69.2	64.6
Male	69.0	71.5	67.2
difference (females - males)	-3.18	-2.32	-2.57

Well-being



What is your gender?	My employer cares for my well-being.	I rarely feel anxious or depressed about work.	I am happy with my working environment .	I feel happy at work.
Female	65.8	57.9	66.5	66.4
Male	67.6	63.4	69.3	68.1
difference (females - males)	-1.80	-5.46	-2.79	-1.71

Instilling pride



What is your gender?	I do something worthwhile.	I feel proud to work for my organisation.	I would recommend my friends and family to work for my organisation.
Female	72.8	70.6	63.7
Male	71.7	69.9	64.8
difference (females - males)	1.15	0.69	-1.11

Job satisfaction









What is your gender?	I am treated with respect.	I enjoy my job.	I have a good relationship with my manager.	I am being developed.
Female	69.3	71.4	72.5	61.5
Male	70.5	71.5	72.8	62.4
difference (females - males)	-1.19	-0.13	-0.33	-0.97

2. Management v Non- management

Management v Non-management overall

Gender	Are you Management or Non-management?	sample	% of sample	Happiness Score (%)
female	Non-management	5,050	71%	66.0
female	Management	2,094	29%	72.3
	Total	7,144	100%	
male	Non-management	3,114	59%	67.5
male	Management	2,169	41%	72.1
	Total	5,283	100%	

Gender	Are you Management or Non-management?	 Reward & recognition	 Information sharing	 Empowerment	 well-being	 Instilling pride	 Job satisfaction
female	Non-management	65.3	70.8	63.3	62.2	67.4	66.6
female	Management	70.2	73.2	74.4	68.8	73.1	73.5
male	Non-management	66.9	70.0	65.7	65.2	66.5	67.1
male	Management	70.6	72.2	74.4	69.7	72.1	72.5

Reward & recognition



Gender	Are you Management or Non-management?	I am fairly paid.	I am happy with the hours I work.	I am recognised when I do something well.
female	Non-management	70.6	63.6	61.6
female	Management	71.5	70.1	68.9
male	Non-management	71.4	66.8	62.6
male	Management	72.1	70.8	68.8

Information sharing



Gender	Are you Management or Non-management?	I have enough information to do my job well.	Information is freely and openly shared with me.	My views are heard at work.
female	Non-management	65.5	74.1	72.9
female	Management	71.1	74.7	73.6
male	Non-management	66.0	72.7	71.4
male	Management	69.8	74.3	72.6

Empowerment



Gender	Are you Management or Non-management?	I have what I need to do my job well.	I am allowed to make decisions.	I am trusted to make decisions.
female	Non-management	62.0	66.3	61.5
female	Management	74.8	76.2	72.3
male	Non-management	65.2	68.4	63.3
male	Management	74.4	76.0	72.8

Well-being



Gender	Are you Management or Non-management?	My employer cares for my well-being.	I rarely feel anxious or depressed about work.	I am happy with my working environment.	I feel happy at work.
female	Non-management	63.4	55.9	65.0	64.6
female	Management	71.5	62.9	70.1	70.6
male	Non-management	65.3	61.6	67.9	66.2
male	Management	70.8	66.0	71.3	70.8

Instilling pride



Gender	Are you Management or Non-management?	I do something worthwhile.	I feel proud to work for my organisation.	I would recommend my friends and family to work for my organisation.
female	Non-management	71.8	69.0	61.4
female	Management	75.3	74.4	69.5
male	Non-management	70.0	67.4	62.2
male	Management	74.1	73.4	68.7

Job satisfaction



Gender	Are you Management or Non-management?	I am treated with respect.	I enjoy my job.	I have a good relationship with my manager.	I am being developed.
female	Non-management	67.4	69.8	70.9	58.4
female	Management	73.9	75.3	76.2	68.8
male	Non-management	68.0	69.9	71.2	59.1
male	Management	74.0	73.9	75.1	67.1

3. Job type

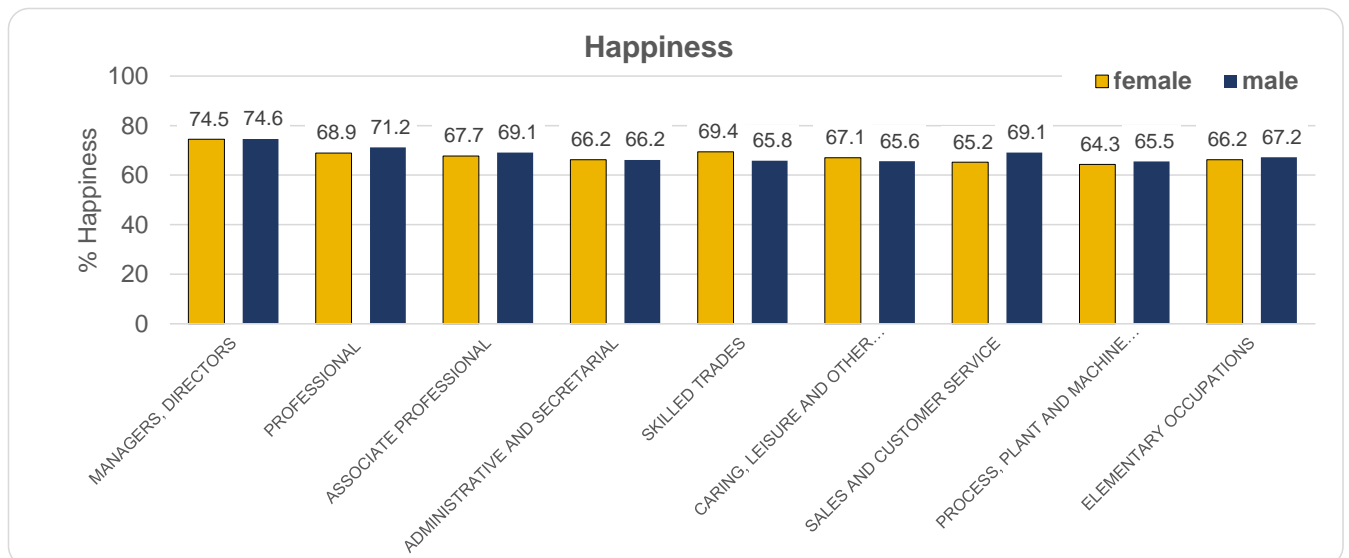
Job type comparison

Job Group Title	sample	% of sample	Happiness Score (%)
MANAGERS, DIRECTORS AND SENIOR OFFICIALS	1,371	12%	74.5
PROFESSIONAL OCCUPATIONS	2,527	22%	69.8
ASSOCIATE PROFESSIONAL OCCUPATIONS	1,327	12%	68.3
ADMINISTRATIVE AND SECRETARIAL OCCUPATIONS	1,532	14%	66.1
SKILLED TRADES OCCUPATIONS	895	8%	66.7
CARING, LEISURE AND OTHER SERVICE OCCUPATIONS	547	5%	66.7
SALES AND CUSTOMER SERVICE OCCUPATIONS	2,234	20%	66.6
PROCESS, PLANT AND MACHINE OPERATIVES	748	7%	64.9
ELEMENTARY OCCUPATIONS	71	1%	67.1

	female	male
MANAGERS, DIRECTORS	10%	15%
PROFESSIONAL	23%	21%
ASSOCIATE PROFESSIONAL	13%	11%
ADMINISTRATIVE AND SECRETARIAL	17%	9%
SKILLED TRADES	3%	14%
CARING, LEISURE AND OTHER SERVICE	6%	3%
SALES AND CUSTOMER SERVICE	22%	17%
PROCESS, PLANT AND MACHINE OPERATIVES	5%	9%
ELEMENTARY OCCUPATIONS	1%	1%
Total	100%	100%

Job type comparison

Job Group Title	Happiness Score (%)		
	female	male	female - male
MANAGERS, DIRECTORS	74.5	74.6	-0.2
PROFESSIONAL	68.9	71.2	-2.2
ASSOCIATE PROFESSIONAL	67.7	69.1	-1.4
ADMINISTRATIVE AND SECRETARIAL	66.2	66.2	0.1
SKILLED TRADES	69.4	65.8	3.6
CARING, LEISURE AND OTHER SERVICE	67.1	65.6	1.5
SALES AND CUSTOMER SERVICE	65.2	69.1	-3.9
PROCESS, PLANT AND MACHINE OPERATIVES	64.3	65.5	-1.2
ELEMENTARY OCCUPATIONS	66.2	67.2	-1.0



4. Industry

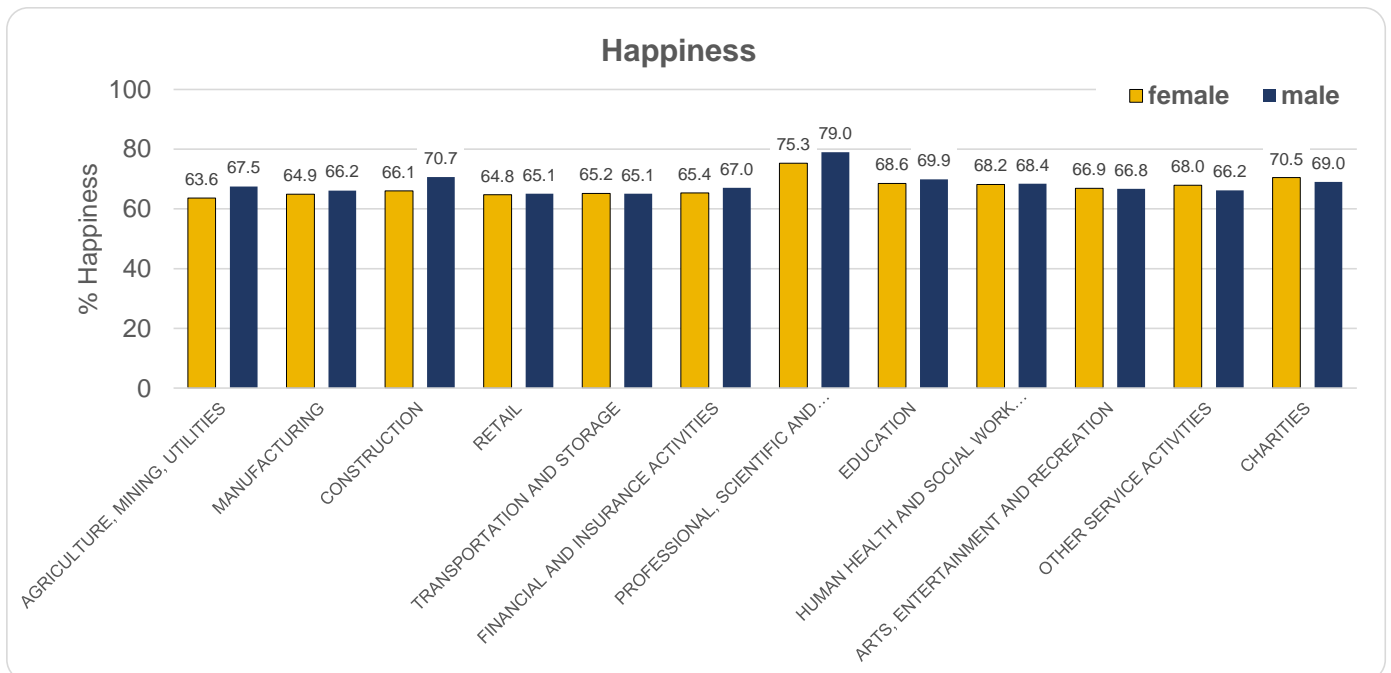
Industry sector comparison

Industry sector	sample	% of sample	Happiness Score (%)
AGRICULTURE, MINING, UTILITIES	287	2%	66.2
MANUFACTURING	1,025	9%	65.9
CONSTRUCTION	492	4%	69.3
RETAIL	1,877	16%	64.9
TRANSPORTATION AND STORAGE	387	3%	65.2
FINANCIAL AND INSURANCE ACTIVITIES	526	4%	66.1
PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES	1,851	16%	77.3
EDUCATION	1,307	11%	68.8
HUMAN HEALTH AND SOCIAL WORK ACTIVITIES	1,924	16%	68.2
ARTS, ENTERTAINMENT AND RECREATION	1,128	10%	66.9
OTHER SERVICE ACTIVITIES	802	7%	67.2
CHARITIES	243	2%	70.0
Total	11,849	100%	

	female	male
AGRICULTURE, MINING, UTILITIES	2%	4%
MANUFACTURING	6%	13%
CONSTRUCTION	2%	7%
RETAIL	17%	14%
TRANSPORTATION AND STORAGE	1%	6%
FINANCIAL AND INSURANCE ACTIVITIES	4%	6%
PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES	11%	21%
EDUCATION	15%	6%
HUMAN HEALTH AND SOCIAL WORK ACTIVITIES	23%	8%
ARTS, ENTERTAINMENT AND RECREATION	10%	9%
OTHER SERVICE ACTIVITIES	7%	6%
CHARITIES	3%	1%

Industry sector comparison

	Happiness Score (%)		
	female	male	female - male
AGRICULTURE, MINING, UTILITIES	63.6	67.5	-3.9
MANUFACTURING	64.9	66.2	-1.2
CONSTRUCTION	66.1	70.7	-4.6
RETAIL	64.8	65.1	-0.4
TRANSPORTATION AND STORAGE	65.2	65.1	0.0
FINANCIAL AND INSURANCE ACTIVITIES	65.4	67.0	-1.6
PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES	75.3	79.0	-3.7
EDUCATION	68.6	69.9	-1.3
HUMAN HEALTH AND SOCIAL WORK ACTIVITIES	68.2	68.4	-0.3
ARTS, ENTERTAINMENT AND RECREATION	66.9	66.8	0.1
OTHER SERVICE ACTIVITIES	68.0	66.2	1.8
CHARITIES	70.5	69.0	1.4



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