

Supplementary Report of a Survey on Workload and WAM at CARBS: Differences in Workload Outcomes for Men and Women

This supplementary report provides detail on differences in workload (hours and intensity) and differences in how these are managed and experienced between men and women faculty at CARBS. In the context of a large (19.6%) and increasing university-wide gender pay gap, reflecting an under-representation of women in more senior roles, a public sector equality duty to pursue equality in a proactive manner (including the use of Equality Impact Assessments) and accreditation under Athena Swan, gender differences in the allocation and experience of workload must be an important consideration. They have not been to date.

The report comprises a series of charts which depict the distribution of responses to each item and differences in means across item responses using a conventional gender-based colour scheme, the responses from women are depicted in pink and those for men in blue. Two consistent findings from the literature, that women report higher levels of job satisfaction and benefit from working flexible hours are relevant here and suggest that any differences reported might favour women. The findings indicate the opposite with clear patterns in which women report greater levels of dissatisfaction with workload (hours and intensity) and more frequent experience of adverse impact from work overload

Some care is needed when comparing responses in this way. The survey sample in the CARBS workload survey was small and this limits the confidence that we can have in these differences. When comparing average responses by sub-group, most differences do not meet the threshold of statistical significance. This does not necessarily mean that differences are not there. Rather it means that the sample size is too small to establish with sufficient confidence that they are. Where differences are significantly different, this is flagged in the narrative. Four questions are replicated from the Staff Survey and it is possible to cross-check findings from the CARBS workload survey with these.¹

1. Workload (hours and intensity)

Importantly, there is no difference between men and women in average weekly hours worked in the reference week. This is 47. Measured over the course of a year, there is a difference of one hour (46 and 45) which is not significant. There is a difference in the spread of weekly hours with women's hours more consistently close to the average and men reporting at both the high (70) and low (35) extremes. There are differences in how workload is experienced in terms of (dis)satisfaction with hours of work and work intensity with women reporting higher levels of dissatisfaction with both.

Figures 1 to 3 report responses from the question "Are you satisfied or dissatisfied with the intensity of your work and the overall hours of your last year", first in terms of the mean response by group (Figure 1) and then the distribution of responses for each item by group (Figures 2 and 3). Satisfaction is measured on a five-point scale where 1=very satisfied and

¹ Thanks to Karen Cooke for providing a gender breakdown for the T&R and T&S career paths from the Staff Survey at the college and School level.

5=very dissatisfied. Differences in mean satisfaction on both items are significant: $p=0.03$ (work intensity) and $p=0.08$ (work hours). The sample size for Figures 1 to 3 is 57.

Figure 1 Mean satisfaction score by male and female

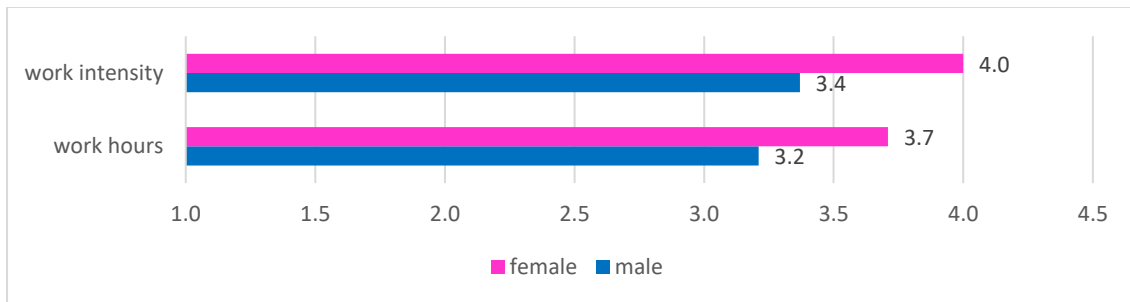


Figure 2 Distribution of satisfaction with work intensity by male and female

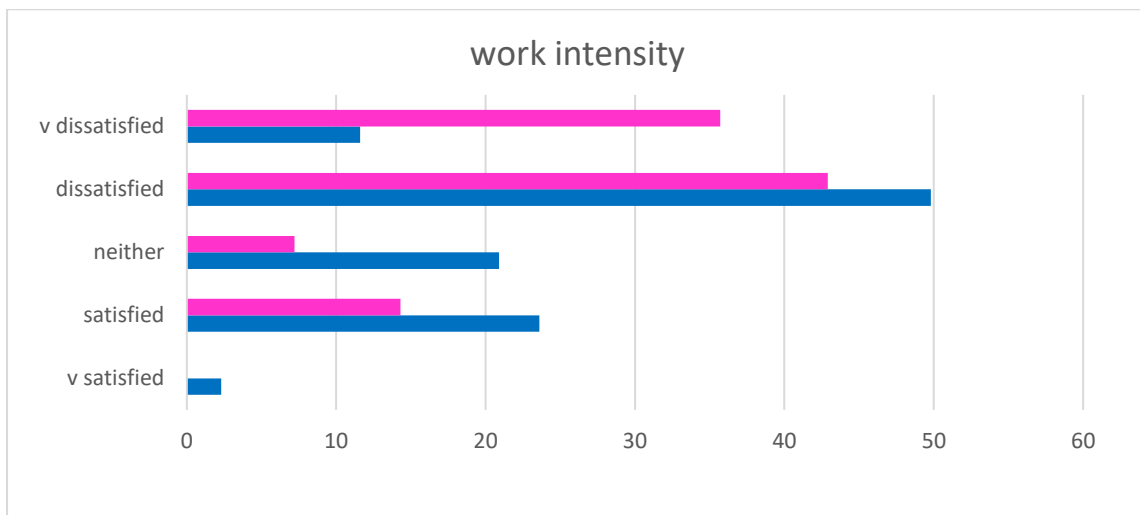
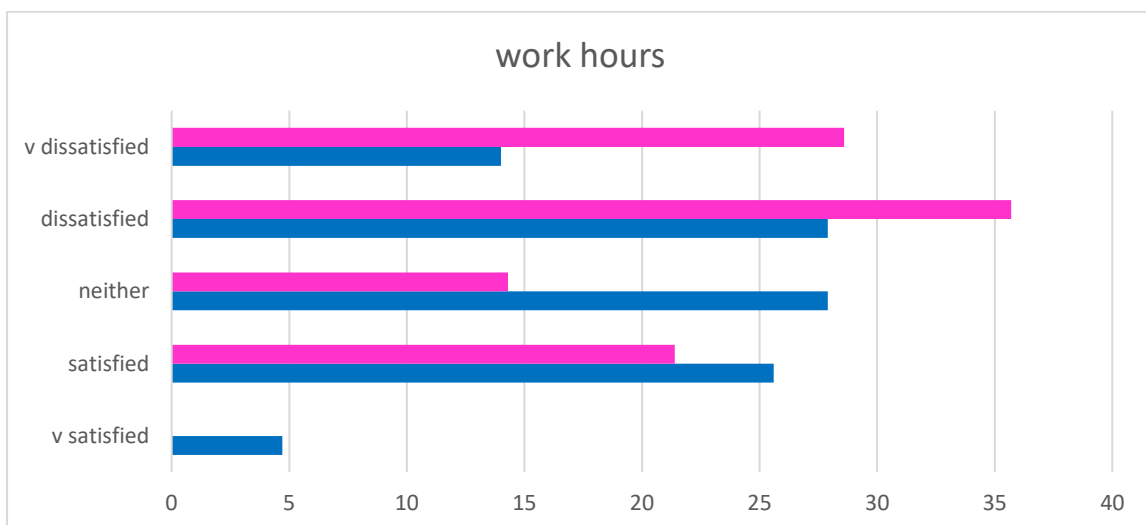


Figure 3 Distribution of satisfaction with work hours by male and female



2. Work-related outcomes

There are differences in the frequency with which different negative and positive outcomes are experienced. Figures 4 to 15 report responses to the question “Thinking of the last few weeks, how much of the time has your job made you feel each of the following?” with a set of negative outcomes followed by a set of positive outcomes. The mean response by group on negative outcomes (Figure 4) is followed by the distribution of responses for each negative item by group in Figures 5 to 9 and positive outcomes reported in Figures 10 to 15. Frequency is measured on a five-point scale where 1=almost never and 5=almost all the time. Differences in mean frequency by sub-group are not significant on negative items. On the positive responses, men are significantly more likely to find themselves able to manage their workload ($p=0.10$) and to take sufficient breaks during the working day ($p=0.01$). The sample size for Figures 4 to 15 is 48.

Figure 4 Mean frequency score by male and female (negative outcomes)

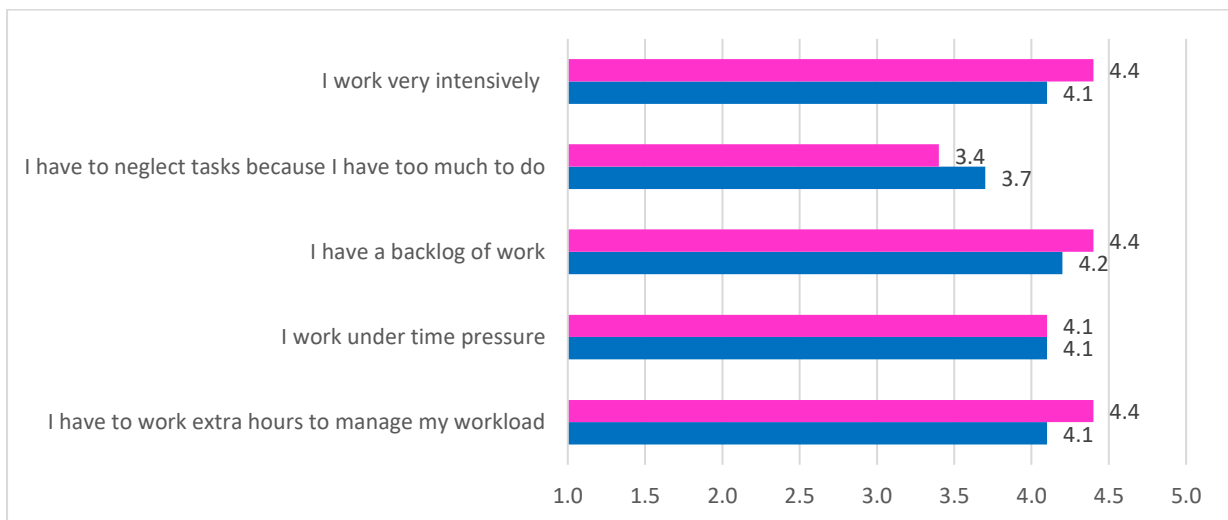


Figure 5 Frequency distribution by male and female %

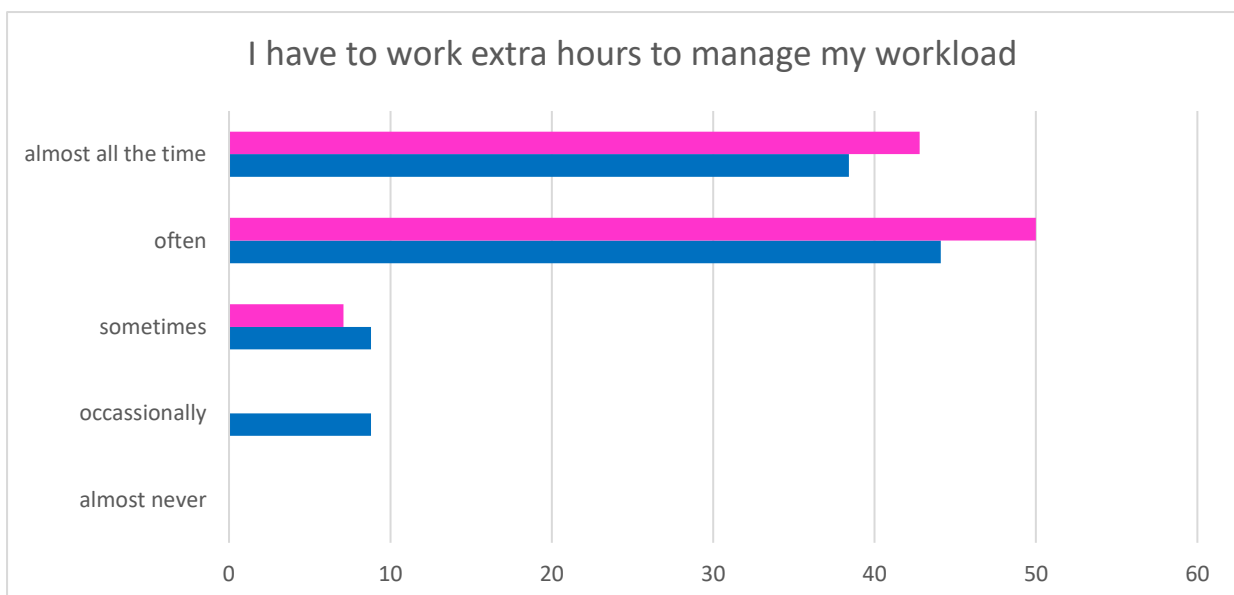


Figure 6 Frequency distribution by male and female %

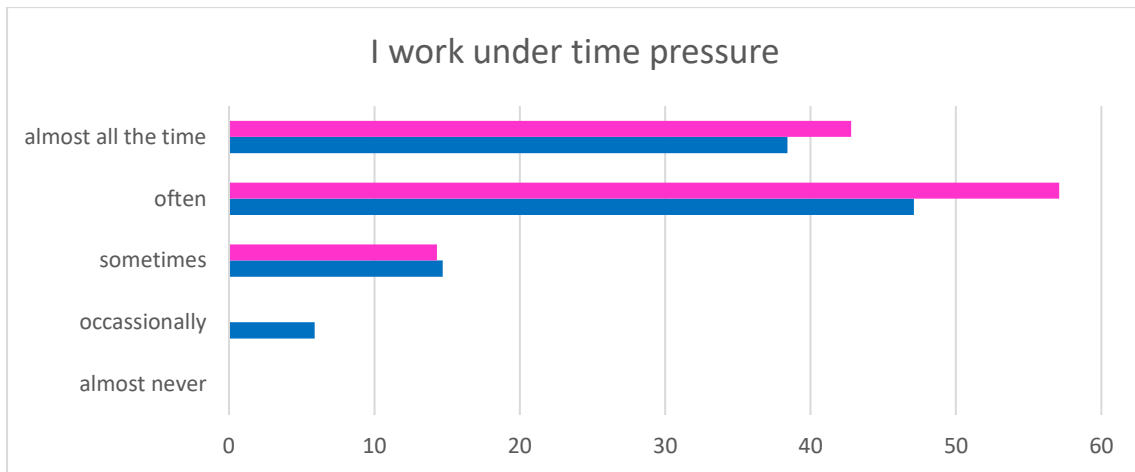


Figure 7 Frequency distribution by male and female %

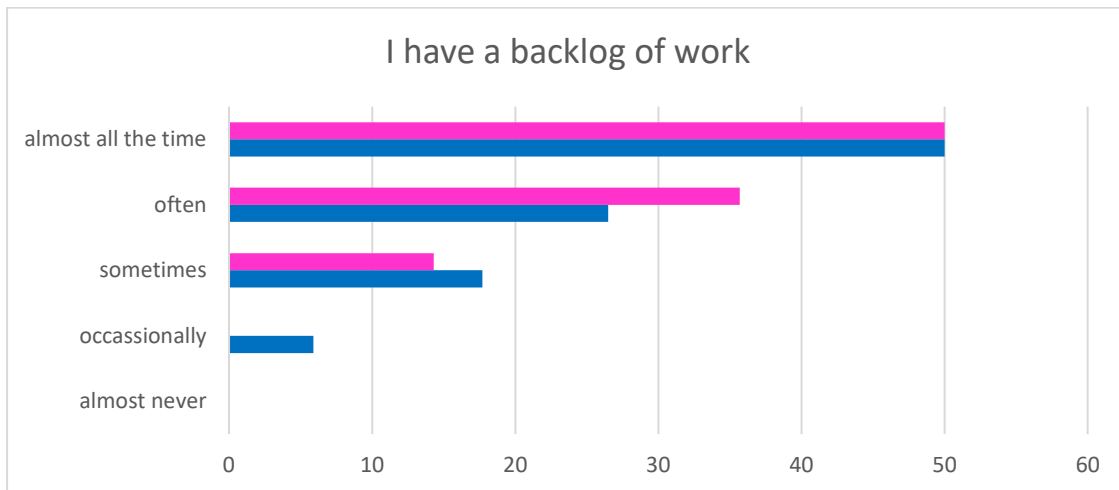


Figure 8 Frequency distribution by male and female %

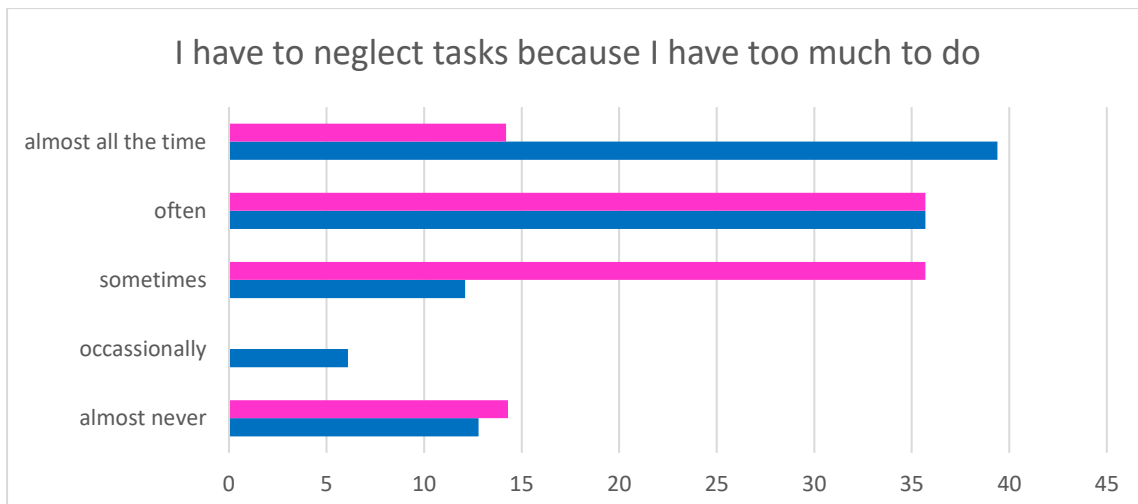


Figure 9 Frequency distribution by male and female %

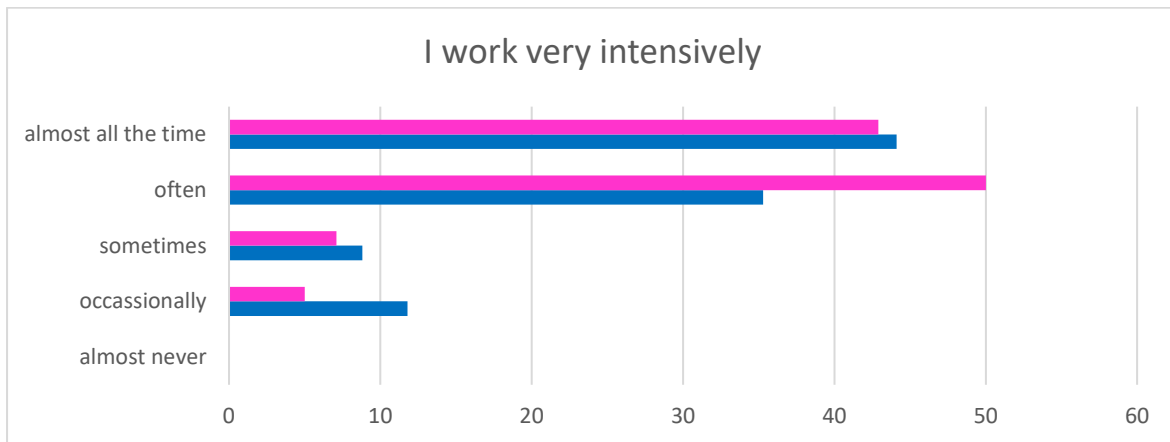


Figure 10 Mean frequency score by male and female (positive outcomes)

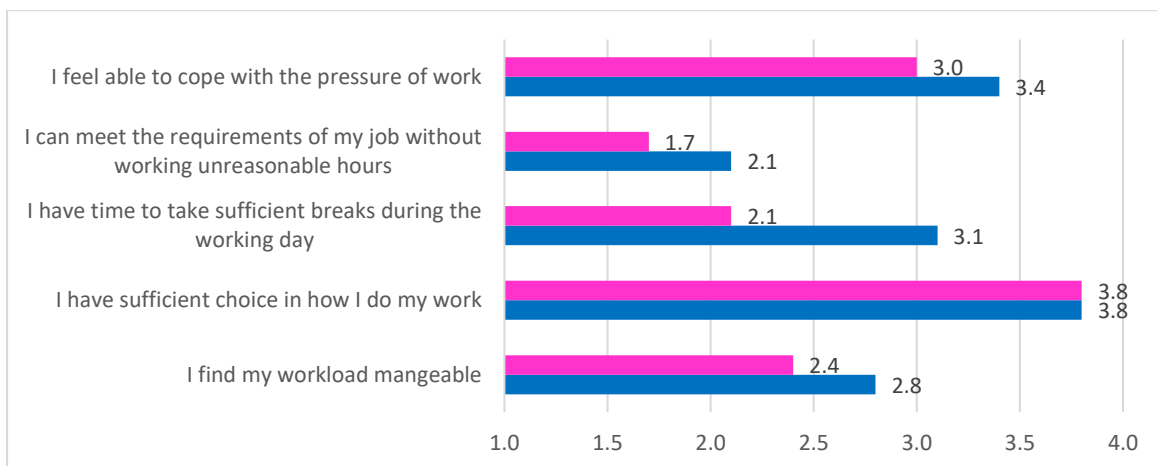


Figure 11 Frequency distribution by male and female %

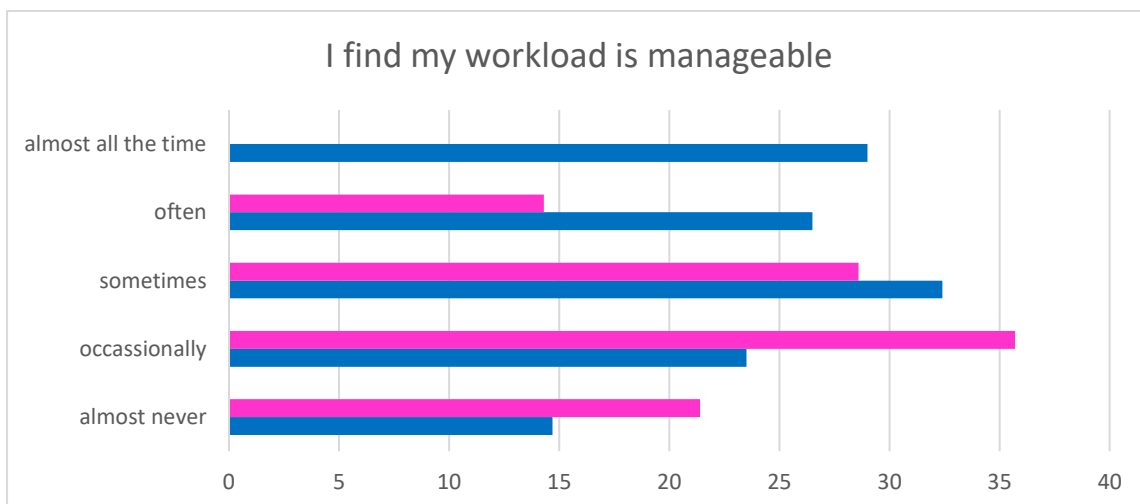


Figure 12 Frequency distribution by male and female %

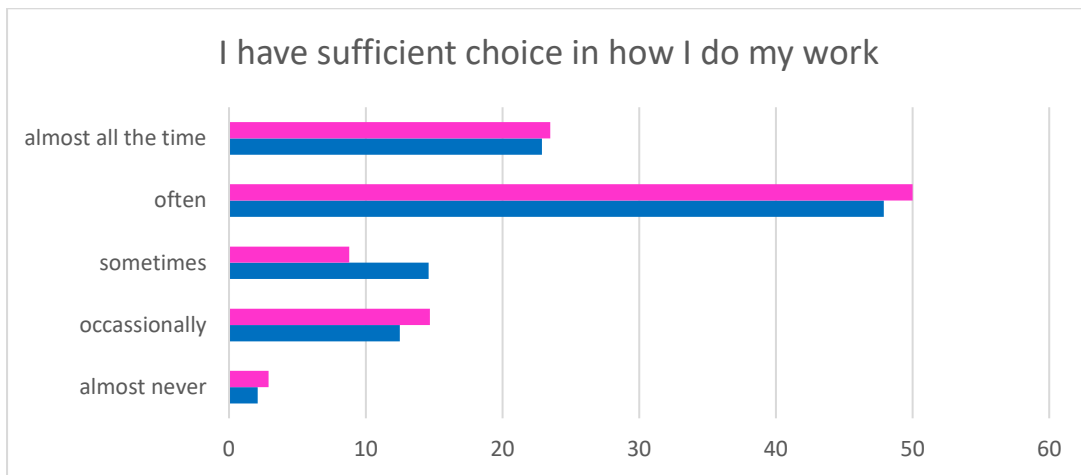


Figure 13 Frequency distribution by male and female %

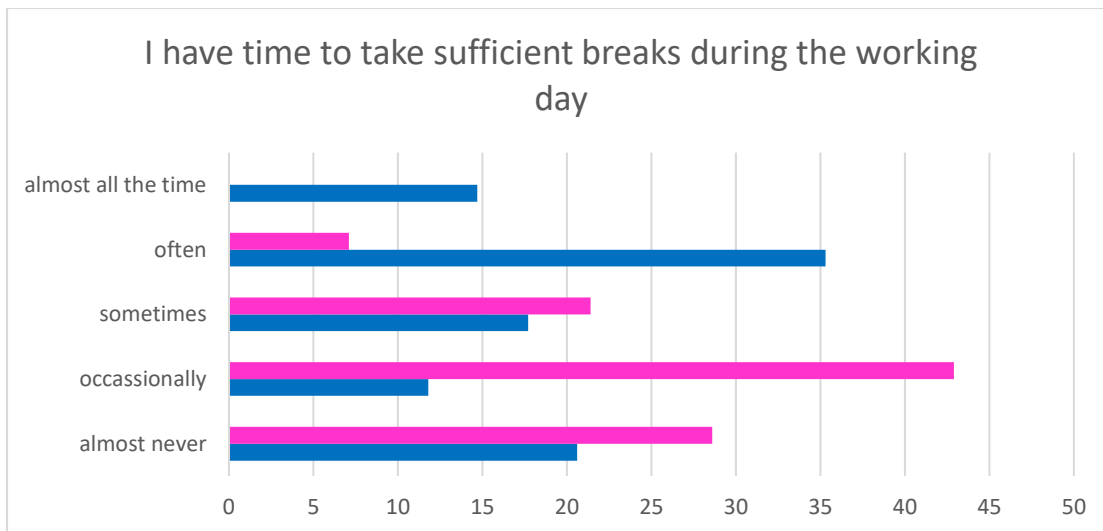


Figure 14 Frequency distribution by male and female %ⁱ

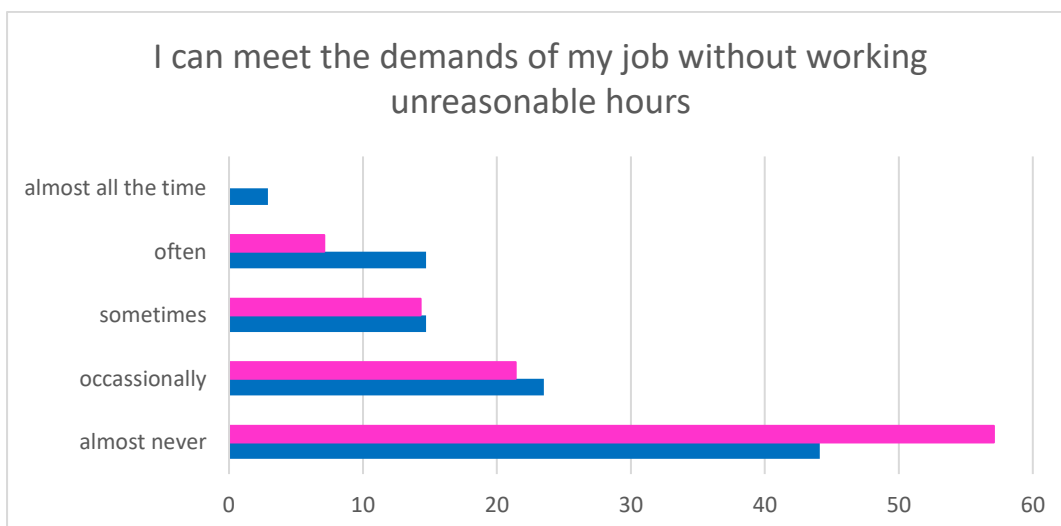
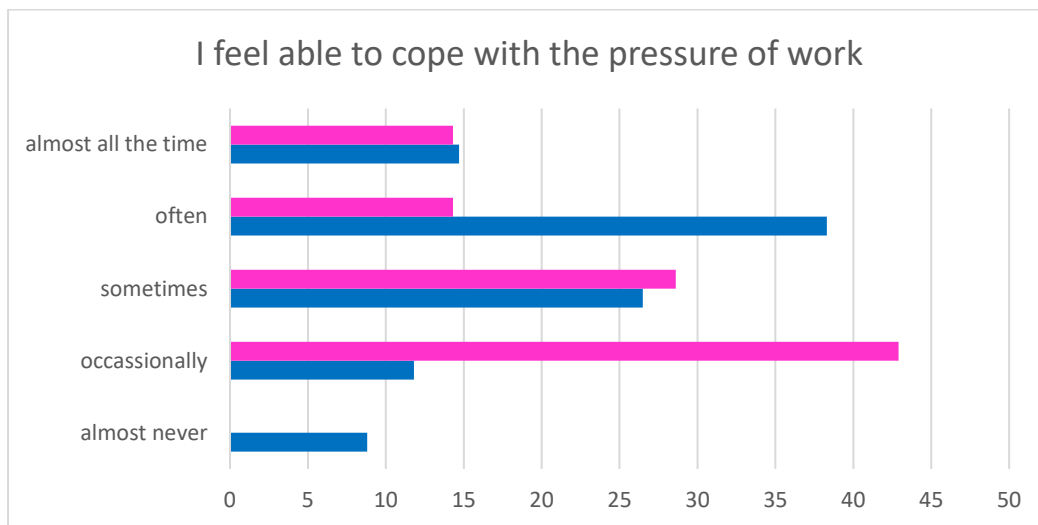


Figure 15 Frequency distribution by male and female %



3. Adverse consequences of work overload

There are differences in the frequency between men and women for different negative outcomes. Figures 16 to 21 report responses to the question “Thinking of the last few weeks, how much of the time has your job made you feel each of the following. The mean response (Figure 16) is followed by the distribution of responses for each item by sub-group in Figures 17 to 21. Frequency is measured on a five-point scale where 1=almost never and 5=almost all the time. Differences in mean frequency are significant on worrying about work when at home ($p=0.03$) and on feeling exhausted after work ($p=0.01$). On both items, women are significantly more likely to find themselves in difficulty than men. The sample size for Figures 16 to 21 is 48.

Figure 16 Mean frequency score by male and female

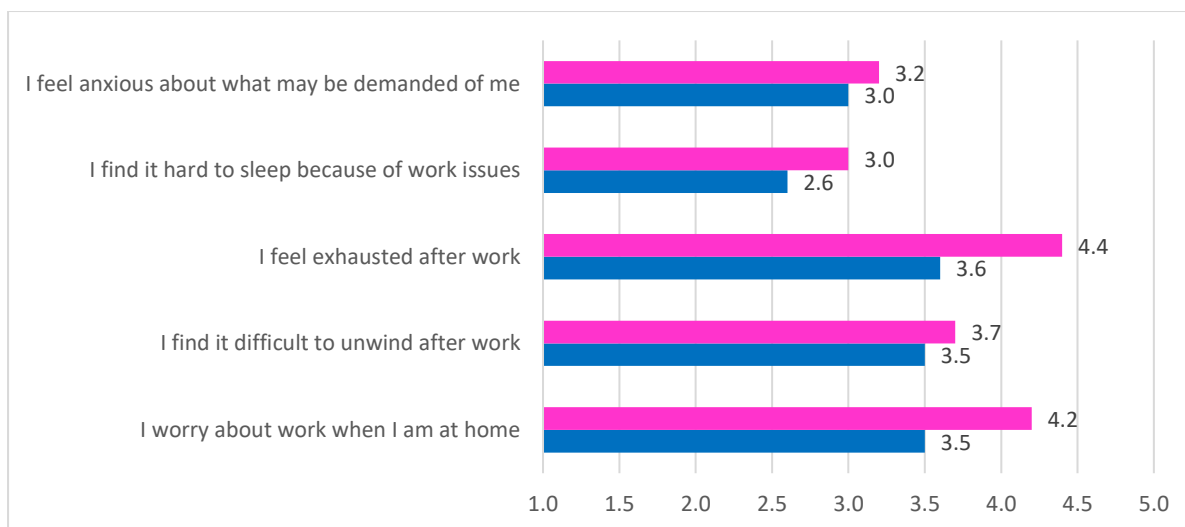


Figure 17 Frequency distribution by male and female %

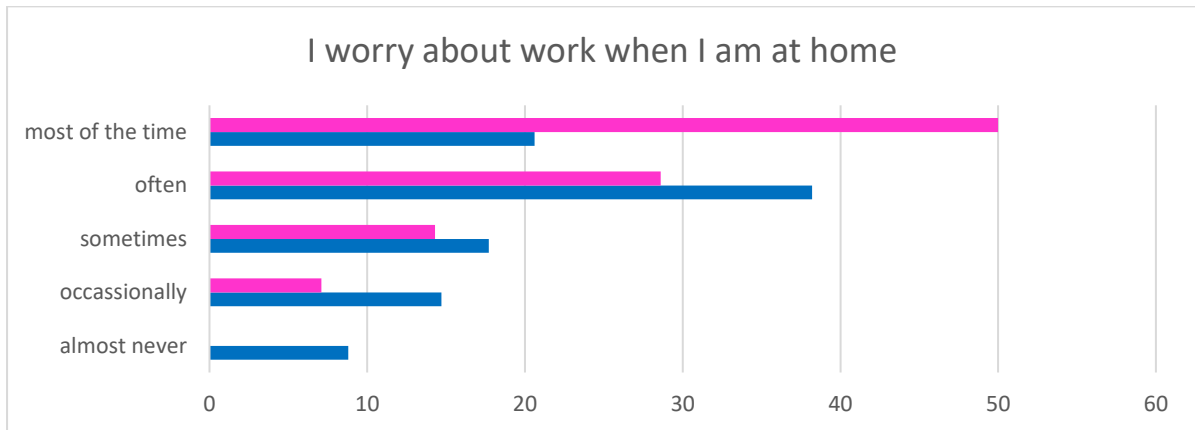


Figure 18 Frequency distribution by male and female %

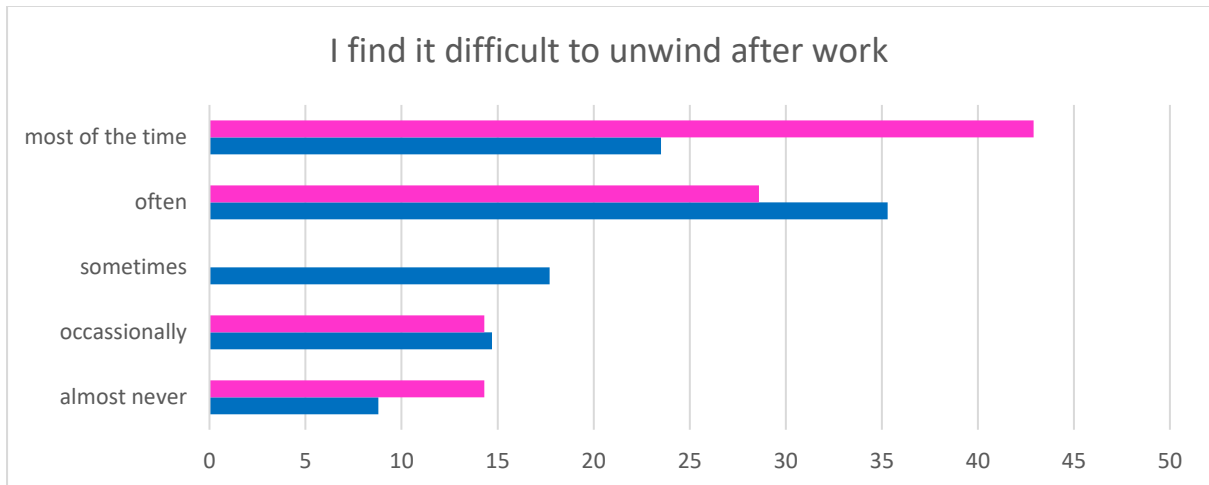


Figure 19 Frequency distribution by male and female %

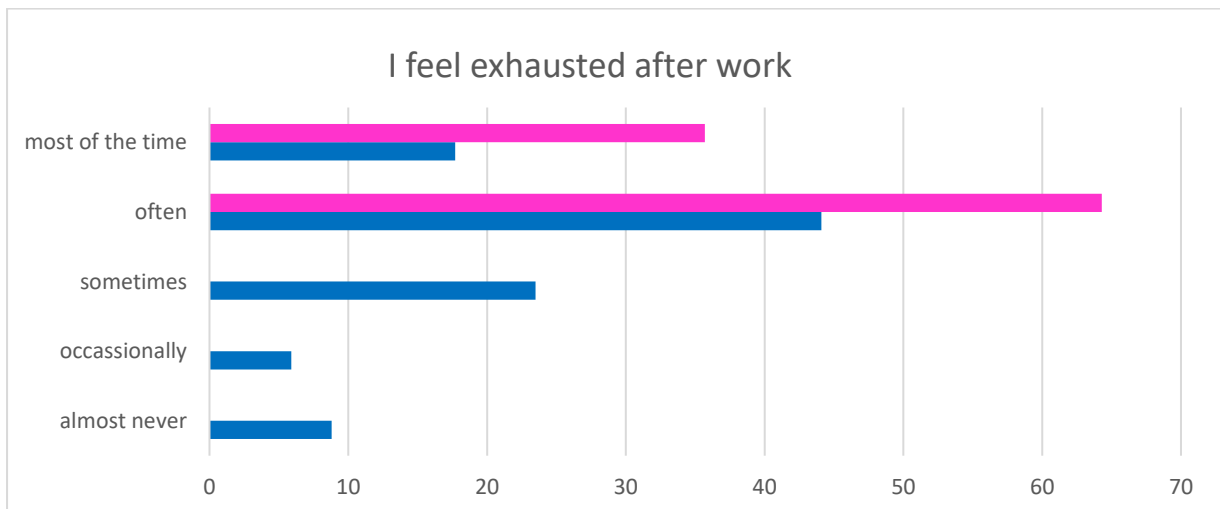


Figure 20 Frequency distribution by male and female %

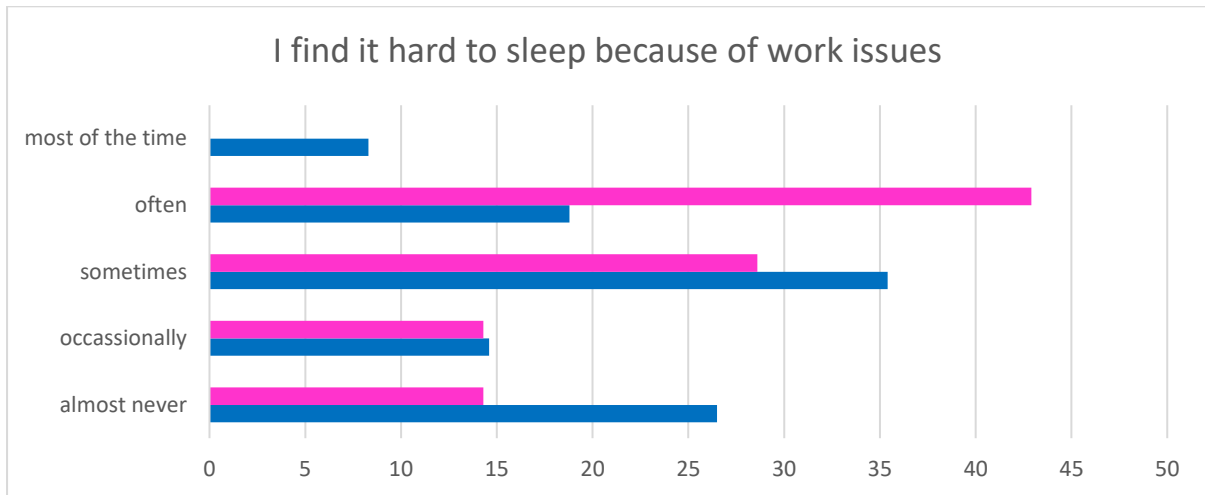
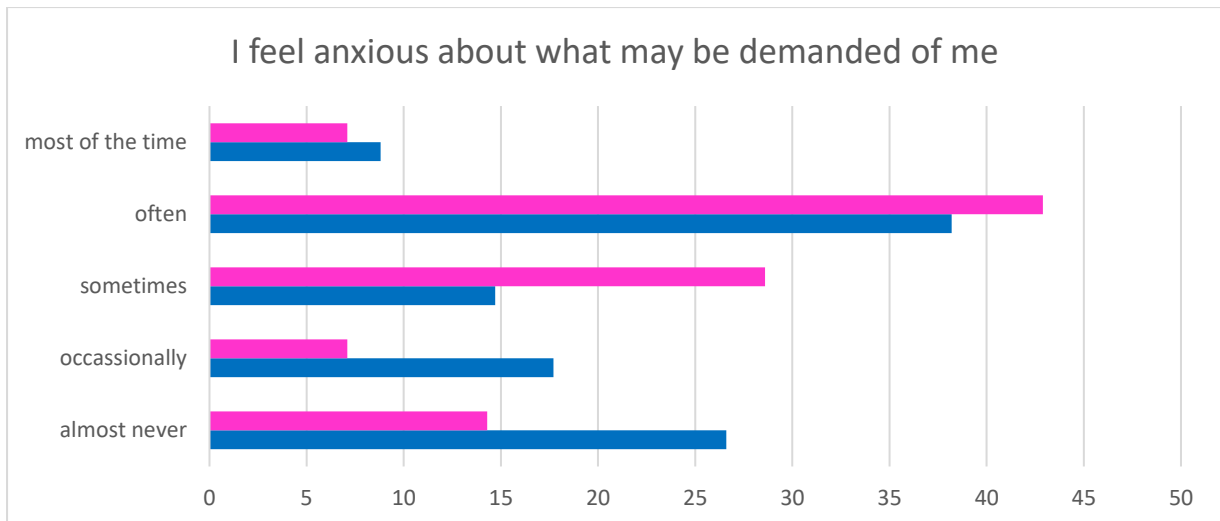


Figure 21 Frequency distribution by male and female %



Summary

Men and women report working the same weekly hours on average. The average is 47 which, at 12 hours per week above contracted hours, implies work overload. There are some marked differences in the experience of work overload between men and women with a consistent pattern of women experiencing the negative outcomes on a more frequent basis and the positive outcomes on a less frequent basis when compared to men. This is important for an organisation committed to reducing gender inequality in employment outcomes. Due to the small sample size, these differences are often not sufficiently large to be statistically significant. The six items where significant differences are reported are as follows:

- (i) satisfaction with the number and intensity of work hours is lower for women
- (ii) men report being able to manage their workload and being able to take sufficient breaks during the working day more frequently
- (iii) feeling exhausted after work and worrying about work when at home are experienced more frequently by women.

ⁱ The findings from the CARBS workload survey are broadly consistent with those from the Staff Survey at the College and School level on the item I can meet the demands of my job without working unreasonable hours. There is a strong negative response to this item for both men and women.

