

Equality – Equal pay for men and women in the workplace

Summary of results

February 2010



Research format

Aim: The main aim of this research was to investigate the perceptions of men and women in relation to equality and equal pay in the workplace.

Targeted group:

- A) Male and female employees
- B) Male and female Employers/ Business executives

Coverage: Employees aged 25-60 years old: wider urban areas
Employers/ Business Executives: Pancyprian coverage

Methods of study:

- A) Employees: Personal interviews in household of respondent. Random sampling, pre determined sample quotas by sex 50%: 50%.
- B) Employers: Telephone interviews using CATI among companies with more than 9 employees. Random sampling, pre determined sample, quotas by sex 50%: 50%

Sample size: Employees: 400 interviews
Employers/ Business executives: 100 interviews

Fieldwork: 14/01/2010 - 22/01/2010

Project commissioned by: Cyprus Federation Business & Professional Women (BPW)

Project conducted by: CYMAR Market Research Ltd

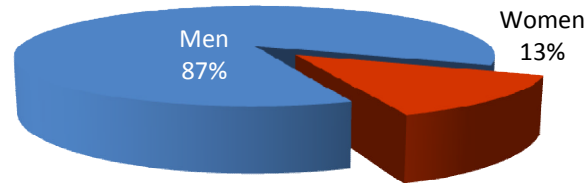


Part A: Employee views

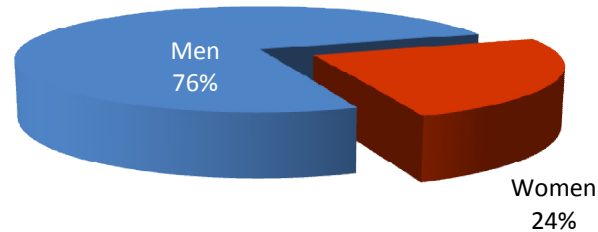


Summary of results

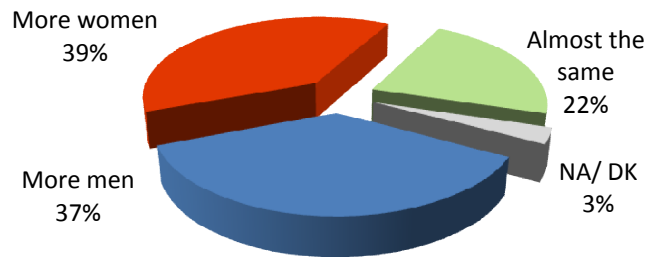
Sex of General Director



Sex of supervisor



Total Personnel



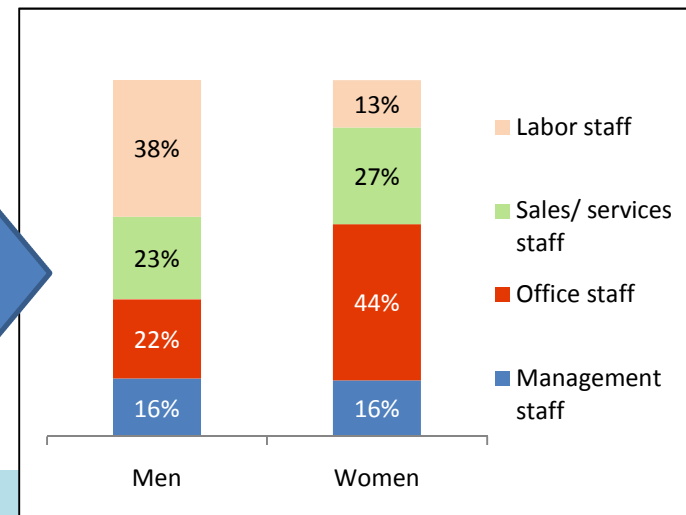
Regarding the nature of work it is noticeable that female employees predominate as office staff, whilst male employees predominate as labourers.

The gendered distribution of management staff reveals equal proportions of male and female employees (16%).

Managerial positions are male dominated and the proportion of female general directors is limited to only 13% of the sample.

Three out of four employees have a male supervisor.

Respectively, about four out of ten employees indicate either that within their company female employees outnumber males (39%), or that male employees outnumber females (37%). Only 22% of indicated that their company employs equal proportions of both sexes in their workplace.



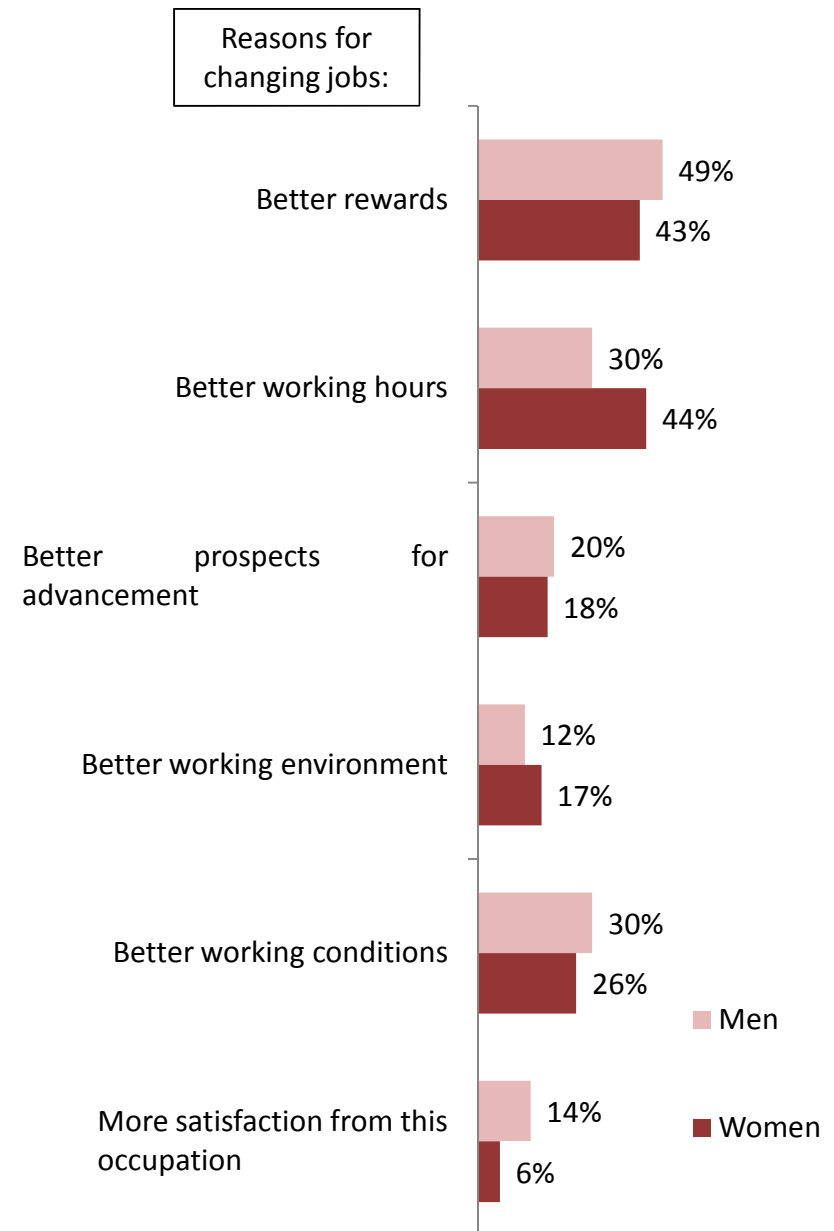
Summary of results

Two thirds of respondents worked somewhere else before their current job.

The most frequent reasons for changing their jobs outlined by men were better rewards (49%), better working conditions (30%), and better working hours (30%).

For women, the main reasons underlying change of job were better working hours (44%) and better rewards (43%).

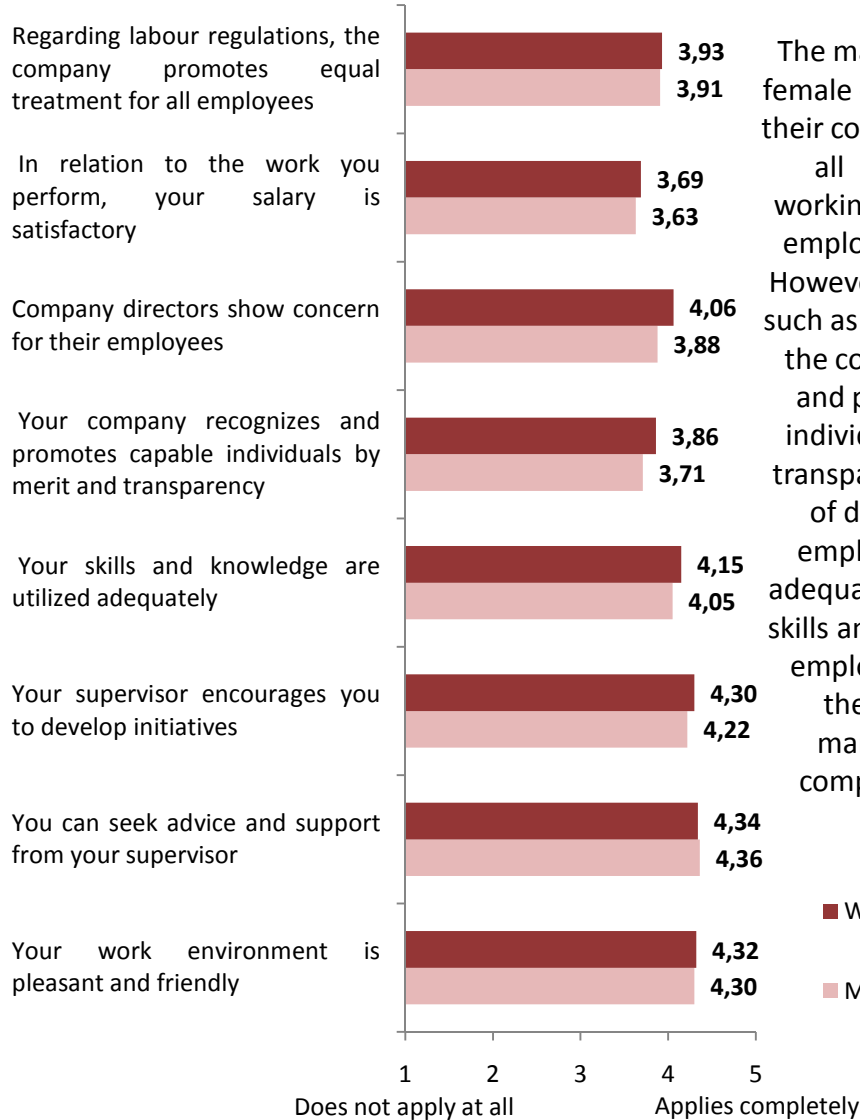
It is important to highlight that better working hours trigger change of job for considerably more women than men.



Summary of results

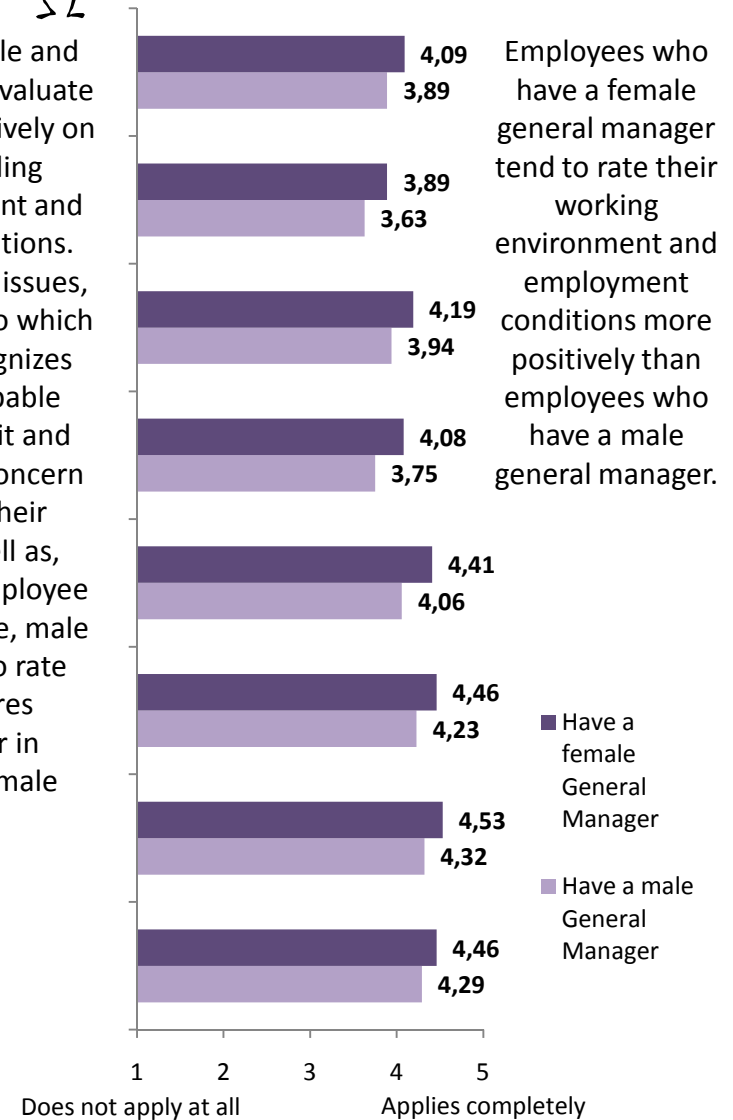


To what extent each of these statements correspond to your situation?



The majority of male and female employees evaluate their company positively on all issues regarding working environment and employment conditions. However, regarding issues, such as the extent to which the company recognizes and promotes capable individuals by merit and transparency, the concern of directors for their employees, as well as, adequate use of employee skills and knowledge, male employees tend to rate these job features marginally lower in comparison to female employees.

■ Women
■ Men



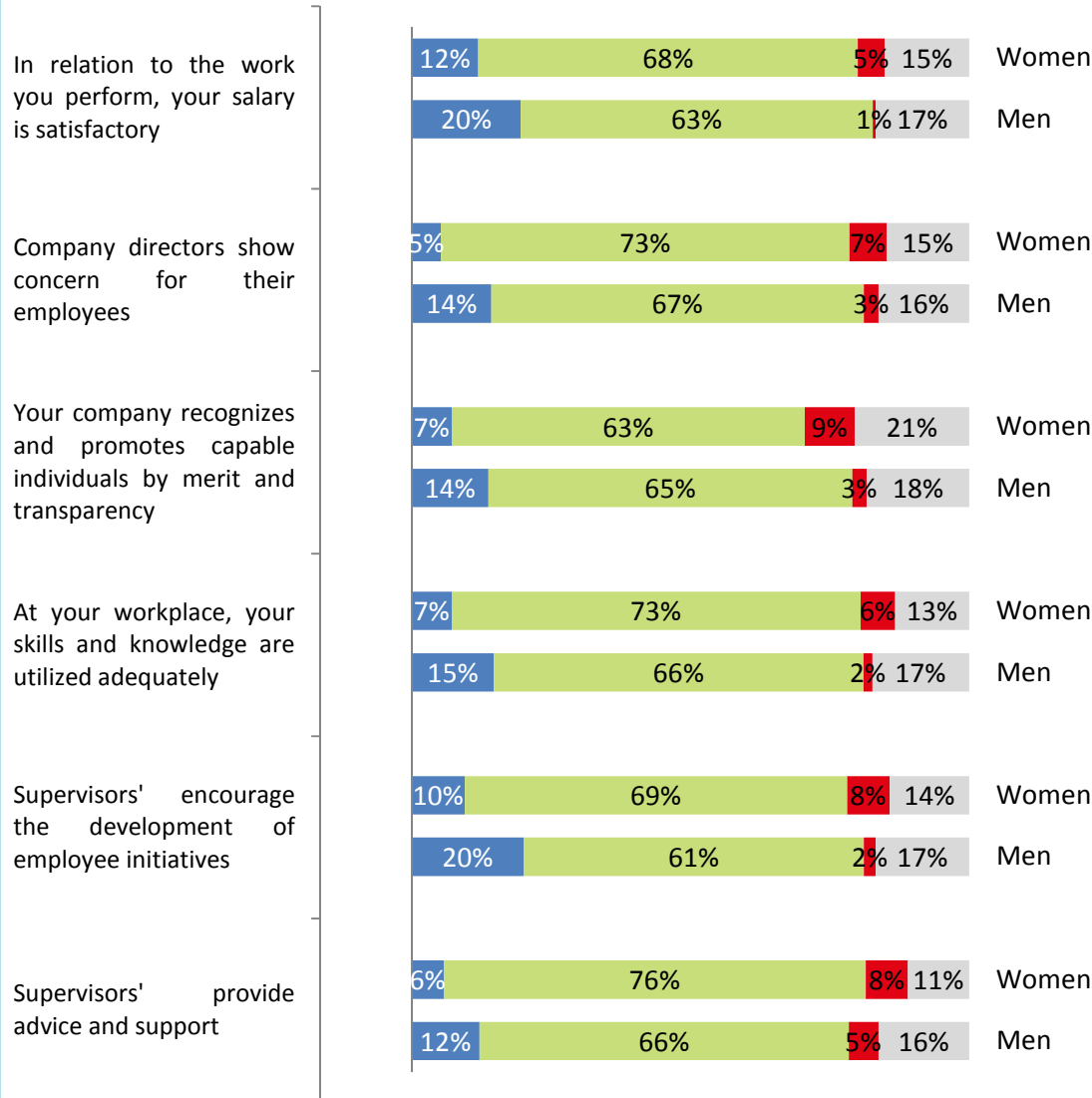
Employees who have a female general manager tend to rate their working environment and employment conditions more positively than employees who have a male general manager.

■ Have a female General Manager
■ Have a male General Manager



Summary of results

Favour in the workplace



More than two thirds of male and female employees believe that all aspects in relation to employment conditions and working environment apply equally for both sexes.

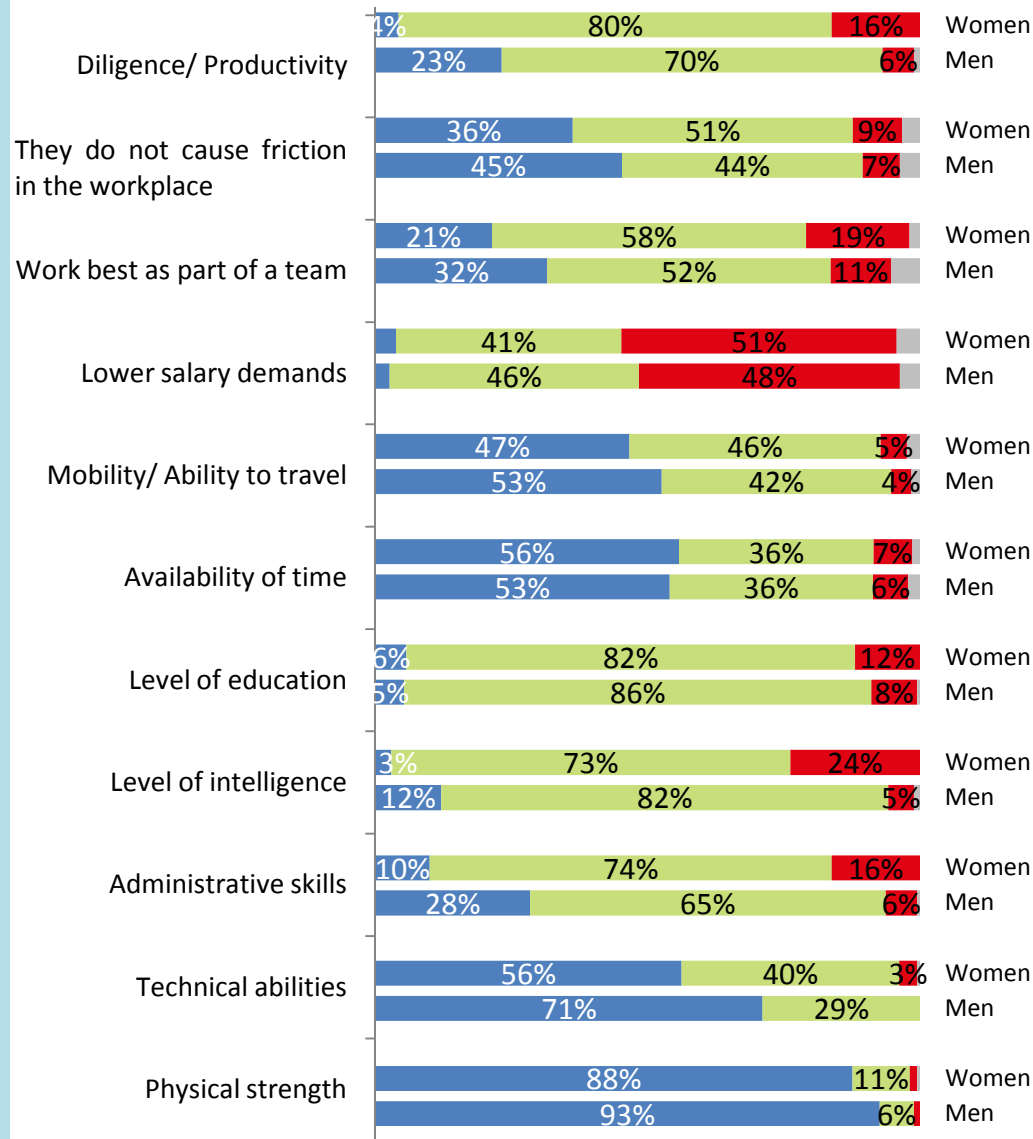
Comparatively, a marginally higher proportion of males rather than females believe that these employment aspects apply more for men. On the other hand, a marginally higher proportion of females rather than males believe that these aspects of employment apply more to female employees.

- Apply more for men
- Apply to the same degree
- Apply more for women
- NA/ DK/ Refusal



Summary of results

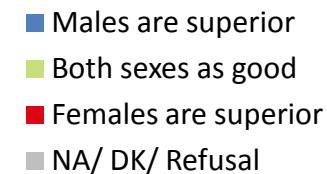
Perceptions regarding the abilities of both sexes



The majority of male and female respondents believe that in many of these characteristics and attributes men are superior (physical strength, technical abilities, availability of time, mobility/ ability to travel). In addition, when directly prompted, 40% of respondents indicate that men are better than women in not causing friction in the workplace.

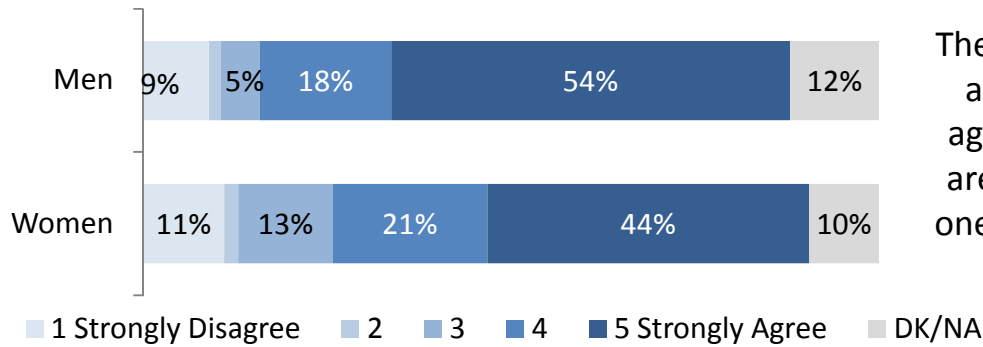
Disappointingly, women prevail against men only in terms of having lower salary demands (49%). This is the dominant opinion expressed by both sexes.

Still, a large proportion of male and female employees express sex equality in relation to attributes such as, diligence and productivity (75%), level of intelligence (78%), level of education (84%) and administrative skills (70%).



Summary of results

Gendered abilities in the workplace

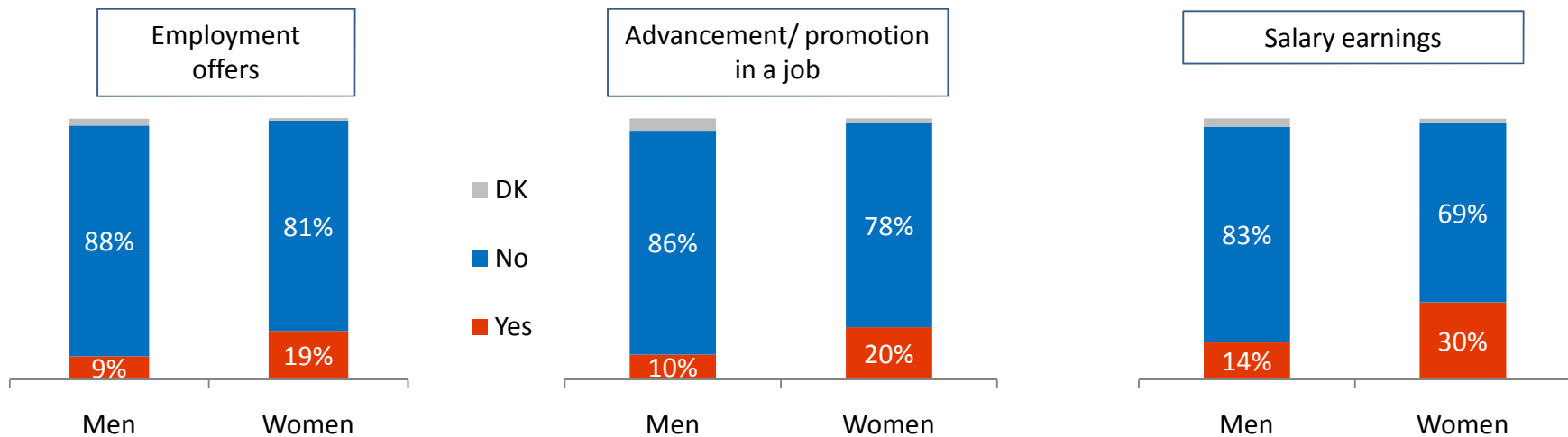


The majority of male and female respondents (72% and 61% respectively) strongly agree or tend to agree that there are jobs in which men or women are more suitable by the nature of their sex. Only one tenth of male and female respondents strongly disagree with this statement.

Have you ever personally felt that you have been treated unfairly because of your sex in relation to...?

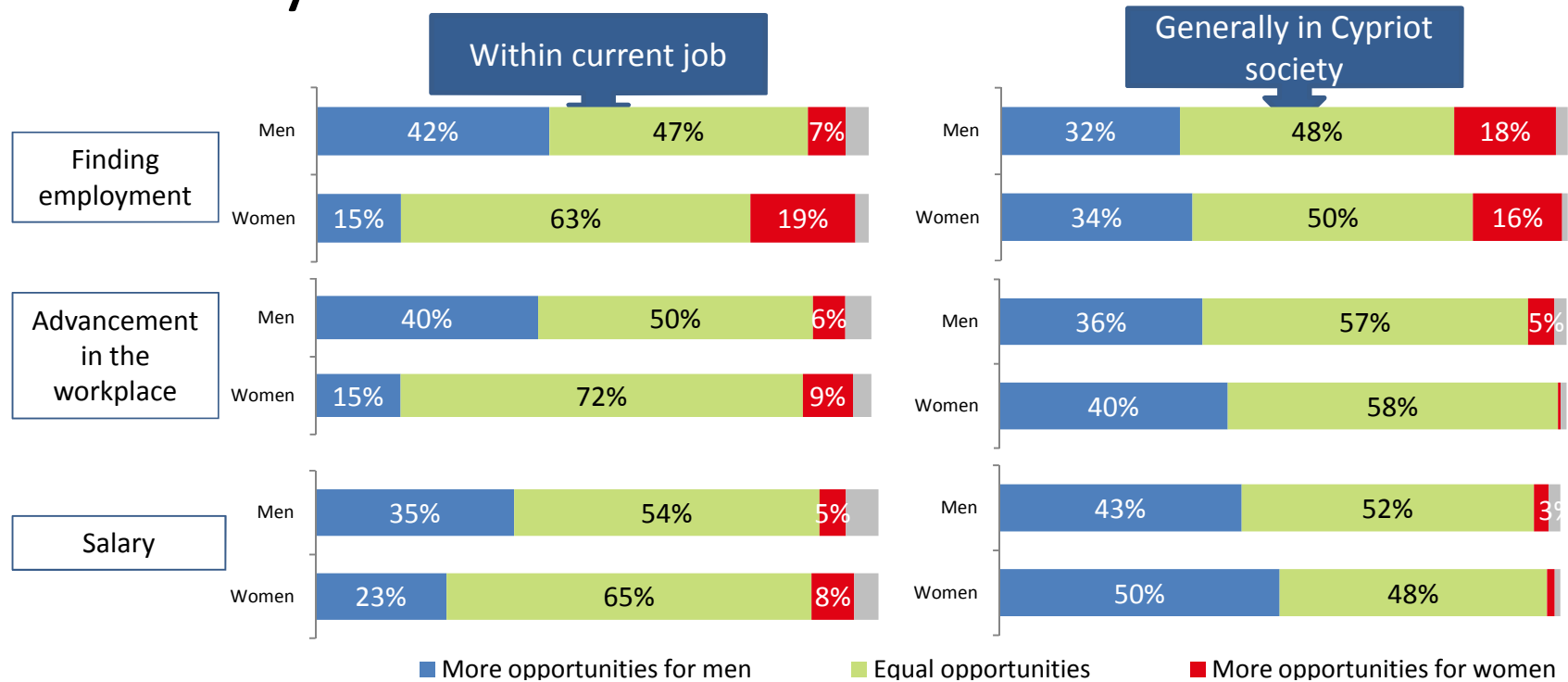


Responses reveal that women are twice as likely as men to have encountered negative gender discrimination in relation to different aspects of employment.



Summary of results

Provision of opportunities in relation to...



Half of male and female respondents believe that the two sexes have equal opportunities regarding availability of employment and equal pay in Cypriot society. The proportion of respondents who believe that the two sexes have equal opportunities regarding advancement in the workplace in Cypriot society rises to 57% among men and 58% among women.

On the contrary, one third of the workforce believe that men have more employment opportunities than women, 36% of men and 40% of women believe that men have more prospects for advancement in the workplace, whilst 43% of men and 50% of women believe that men have more chances of receiving better salaries.

Comparative analysis of beliefs in relation to provision of equal opportunities in current job and in Cypriot society in general reveals some important findings. Men generally express the belief that equal opportunities in their current job reflect equal opportunities in wider Cypriot society. On the other hand, most women express the belief that there are more equal opportunities in their current job whereas there are gendered gaps regarding employment opportunities in wider Cypriot society.

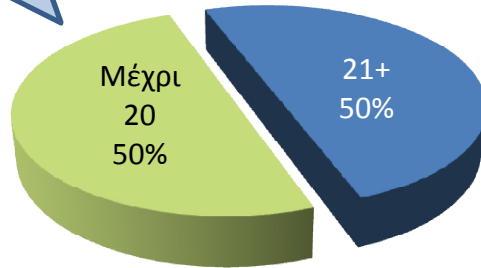


Part B: Employers'/ managers' views

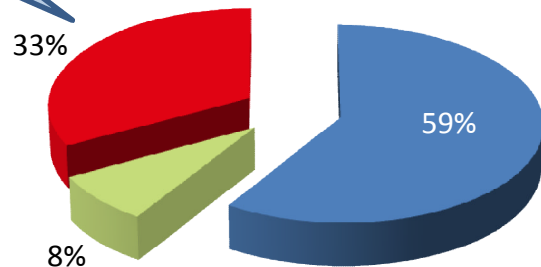


Summary of results

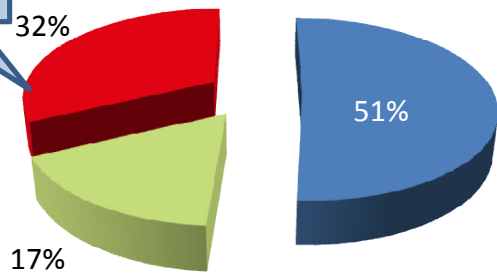
Number of employees



Proportion of executive staff



Proportion of employees



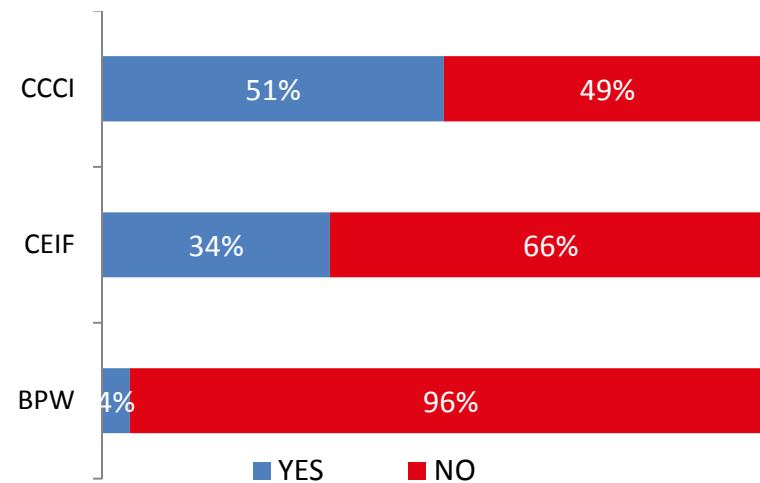
The sample of this study consists of two equal proportions of companies with of 10 to 20 employees and companies with more than 20 employees.

Three out of five companies employ more men than women in superior positions. On the contrary, one third of companies employ more women in superior posts.

The workforce consists of mostly male employees in 51% of the sample of companies, whilst mostly female employees are employed in 32% of companies.

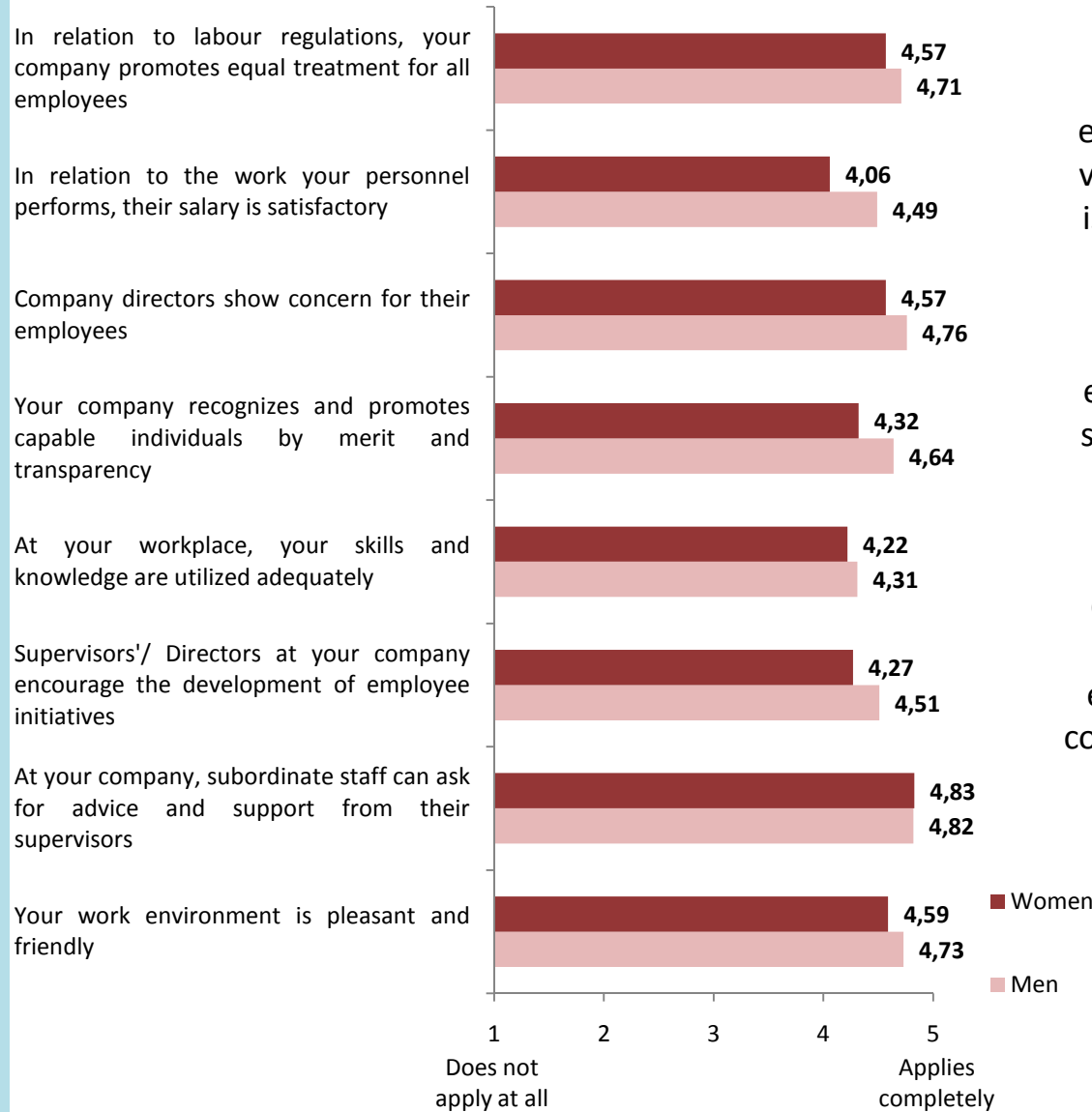
One in two respondents indicated that his/her company is a member of CCCI (KEBE) and one third a member of CEIF (OEB). Among female employers / executives that took part in this research , 4% stated they were a members of BPW (KOFEE).

- More men
- About the same
- More women



Summary of results

Company evaluation



The majority of male and female employers/ executives express positive views about their companies regarding issues related to working environment and employment conditions.

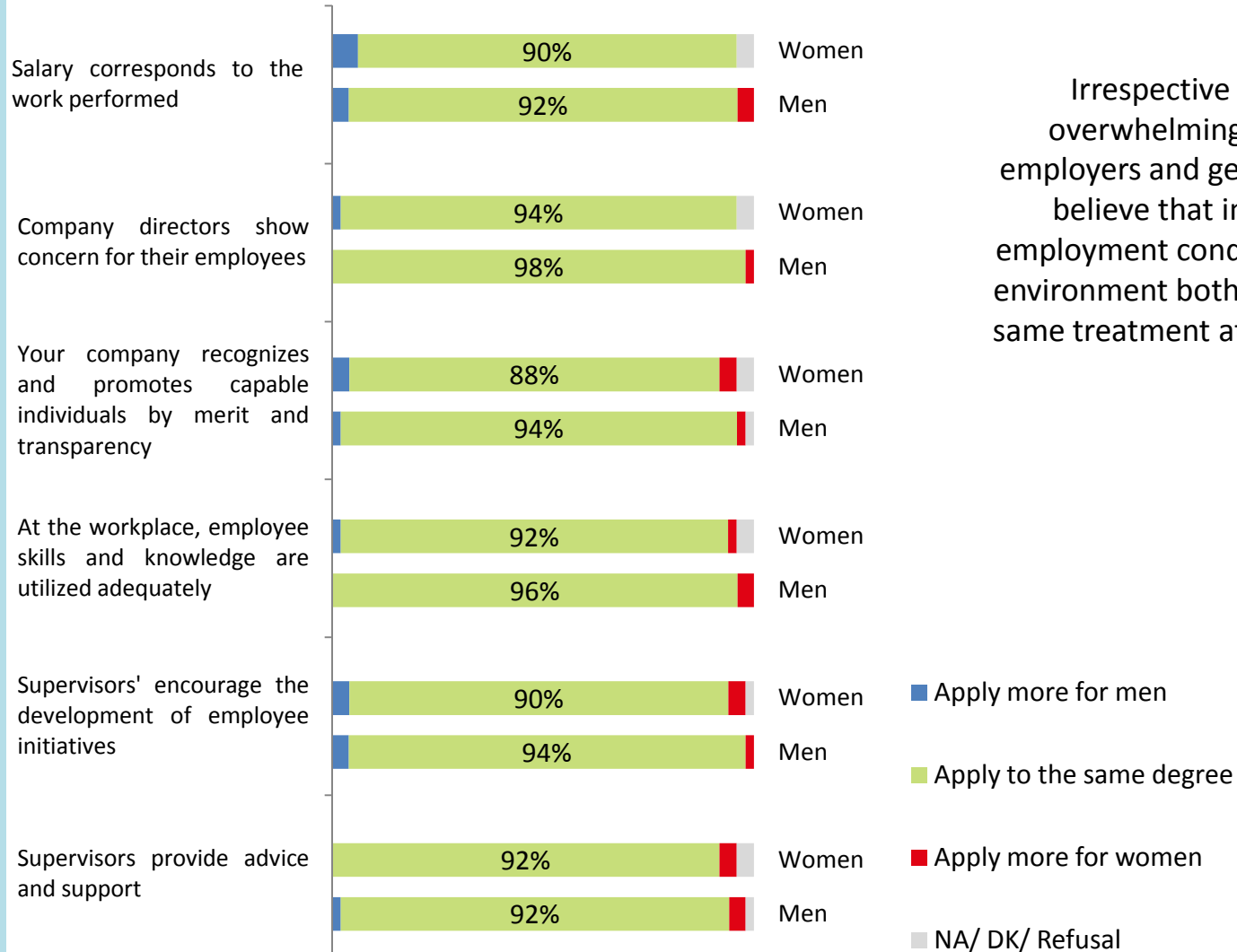
Among the issues evaluated by employers/ executives, the advice and support offered by supervisors to their subordinates is evaluated most positively by both sexes.

Generally, it is noticeable that female employers and general managers express slightly more modest views in comparison to men in their evaluation of their company.



Summary results

Favour in the workplace



Irrespective of sex, the overwhelming majority of employers and general managers believe that in relation to employment conditions and work environment both sexes enjoy the same treatment at their company.

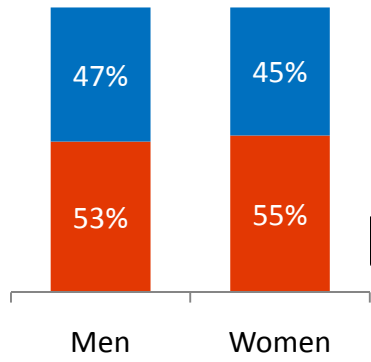


Summary of results

Importance of sex during the recruitment process



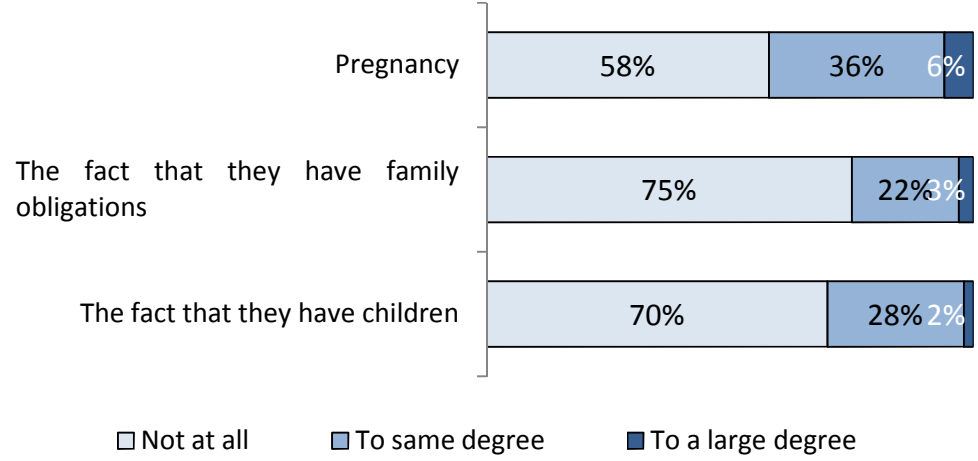
When hiring, do you take into account the candidates' sex?



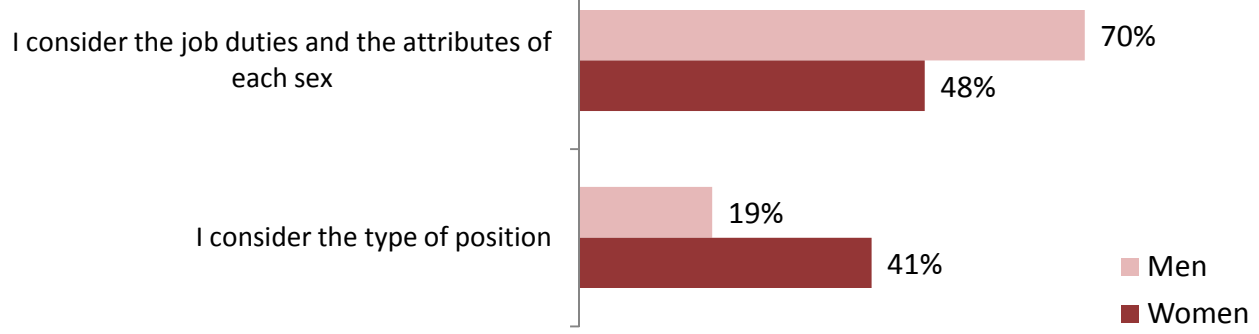
The majority of men (53%) and women (55%) employers/general managers consider the candidates' sex during the recruitment process.

■ No
■ Yes

To what extent is hiring women a problem because of ...?



Why do you take into account the candidates' sex?

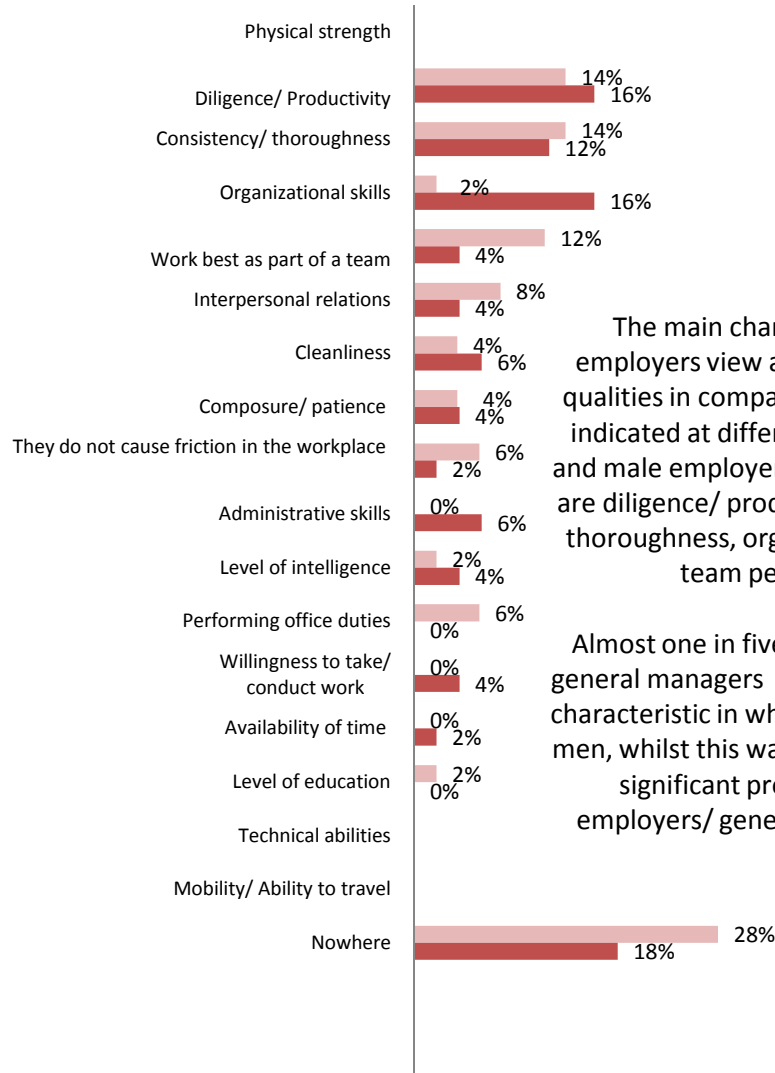


Summary of results

Gendered abilities in the workplace

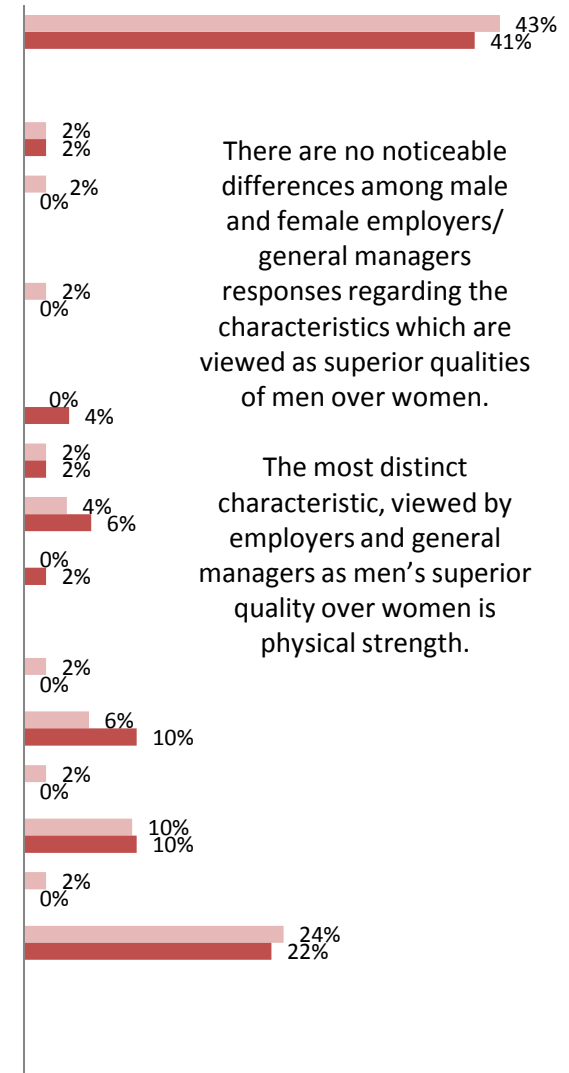
Where do women excel over men?

Where do men excel over women?



The main characteristics which employers view as women's superior qualities in comparison to men, though indicated at different levels by female and male employers/ general managers, are diligence/ productivity, consistency/ thoroughness, organizational skills and team performance.

Almost one in five female employers/ general managers stated that there is no characteristic in which women excel over men, whilst this was also mentioned by a significant proportion of male employers/ general managers (28%).



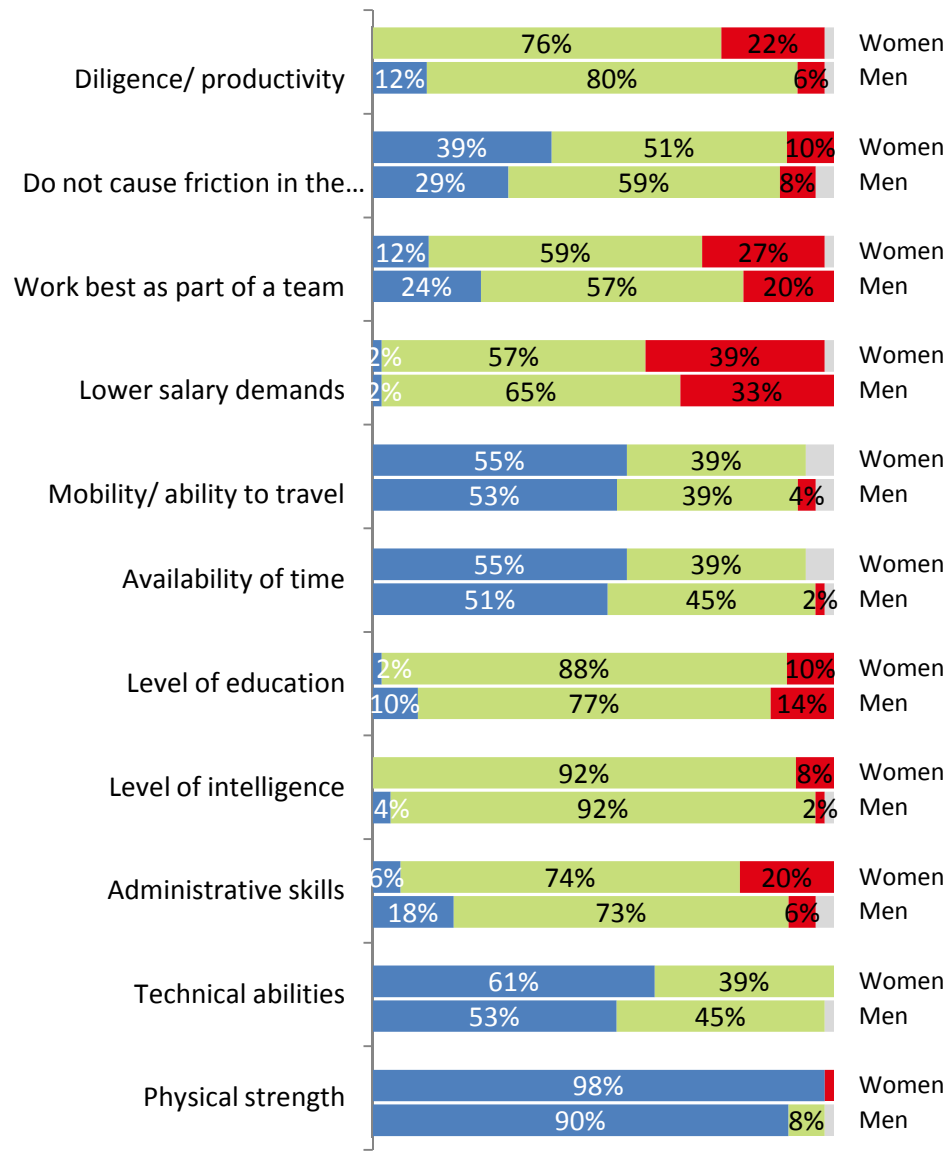
There are no noticeable differences among male and female employers/ general managers responses regarding the characteristics which are viewed as superior qualities of men over women.

The most distinct characteristic, viewed by employers and general managers as men's superior quality over women is physical strength.



Summary of results

Perceptions regarding the abilities of both sexes



The perceptions of male and female employers are similar regarding most attributes and abilities. Significant proportions of male and female executives believe that men have more technical abilities, are more mobile and have more time available. At the same time, a significant number of male and female managers agree that women have lower salary demands.

Differential views between the two sexes are expressed with regards to diligence and productivity, with 22% of female executives considering women to excel over men, whilst the equivalent proportion among male executives is limited to 6%. Similar differences can be found in relation to expressed gendered perceptions on administrative skills.

- Apply more for men
- Apply to the same degree
- Apply more for women
- NA/ DK/ Refusal

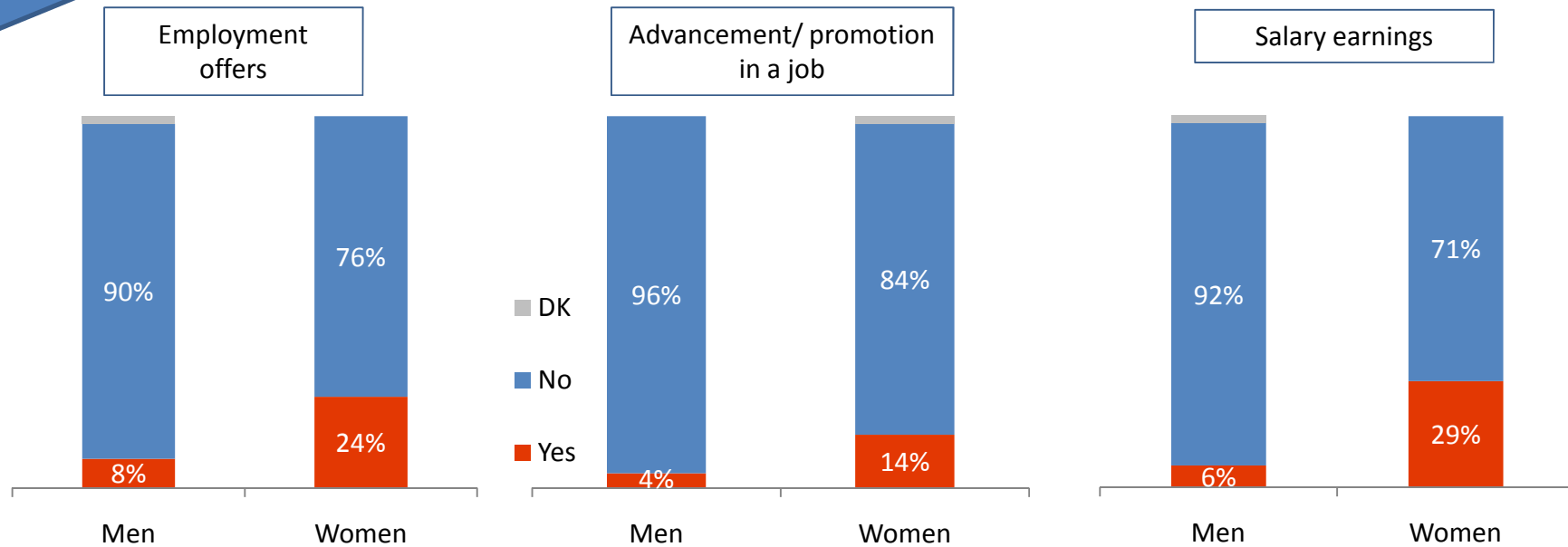


Summary of results

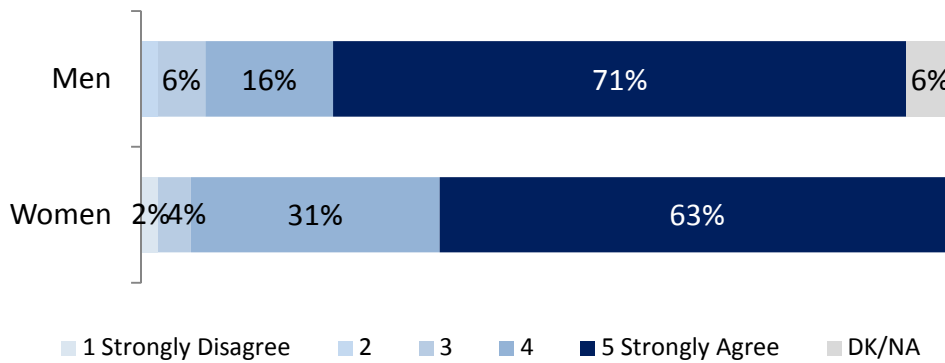
Have you ever personally felt that you have been treated unfairly because of your sex in relation to...?



Incidents of having faced negative discrimination due to sex at any point during their professional career, are considerably more frequent among female rather than male general managers.



Gendered abilities in the workplace

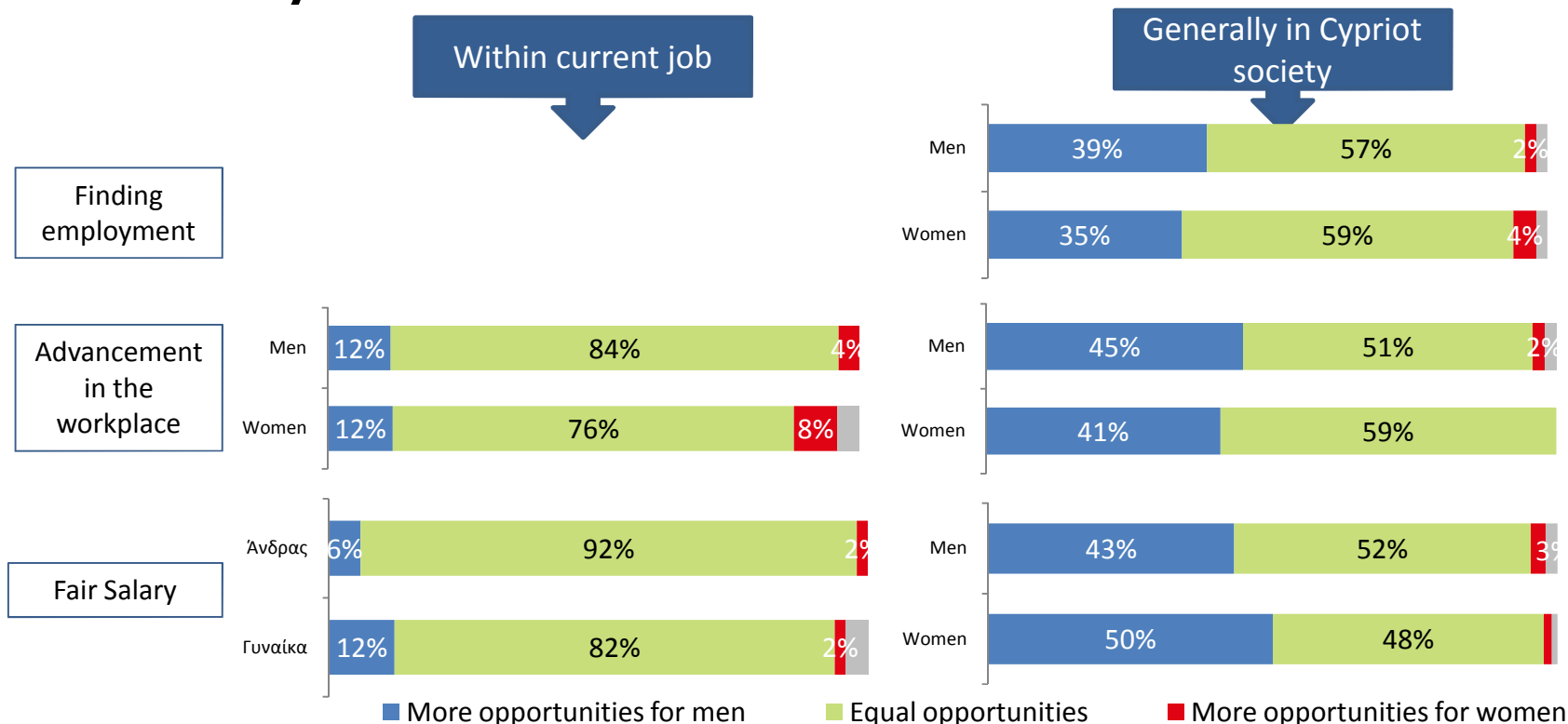


The overwhelming majority of male and female employers agree that there exist certain occupations in which men or women are most suitable by the nature of their sex.



Summary of results

Provision of opportunities in relation to...



Half of male and female employers/ general managers believe that the two sexes have equal opportunities regarding availability of employment and equal pay in wider Cypriot society. The proportion of respondents who believe that the two sexes have equal opportunities regarding advancement in the workplace in Cypriot society rises to 57% among men and 59% among women.

On the contrary, a significant proportion of employers/ general managers believe that there are more opportunities for men in relation to finding employment (37%), advancement in the workplace (43%) as well as better salaries (47%)

Irrespective of what employers believe about opportunities at work in wider Cypriot society, the overwhelming majority indicate that within their corporation the two sexes have equal opportunities regarding advancement and salary.

