

WRAAK AND WORKING WOMEN



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1.0 INTRODUCTION

The Women's Bureau (WB) of the Department of Labor (DOL) was founded in 1920 following the passage of Public Law 259 on June 5th. The WB performed a large number of nationwide studies to look at working conditions for women in a variety of workplaces such as laundries, cotton mills, and bookkeeping. The WB was also unique in its early studies on the working conditions of African American women in 1922.¹

One of the greatest accomplishments in the 90-year history of the WB was their vigorous efforts to assist the passage of the Equal Pay Act of 1963. This act represented a major legislative victory against gender discrimination in the workplace and helped the nation move toward equal pay for women in the workplace. The WB has served to promote women's rights. As such, DOL became the first federal agency to have an on-site daycare center. The WB has continued to update its programs to keep pace with changing technologies and has recently introduced web-based tools, such as Wi\$eUp, and publications focused on helping women obtain green jobs.²

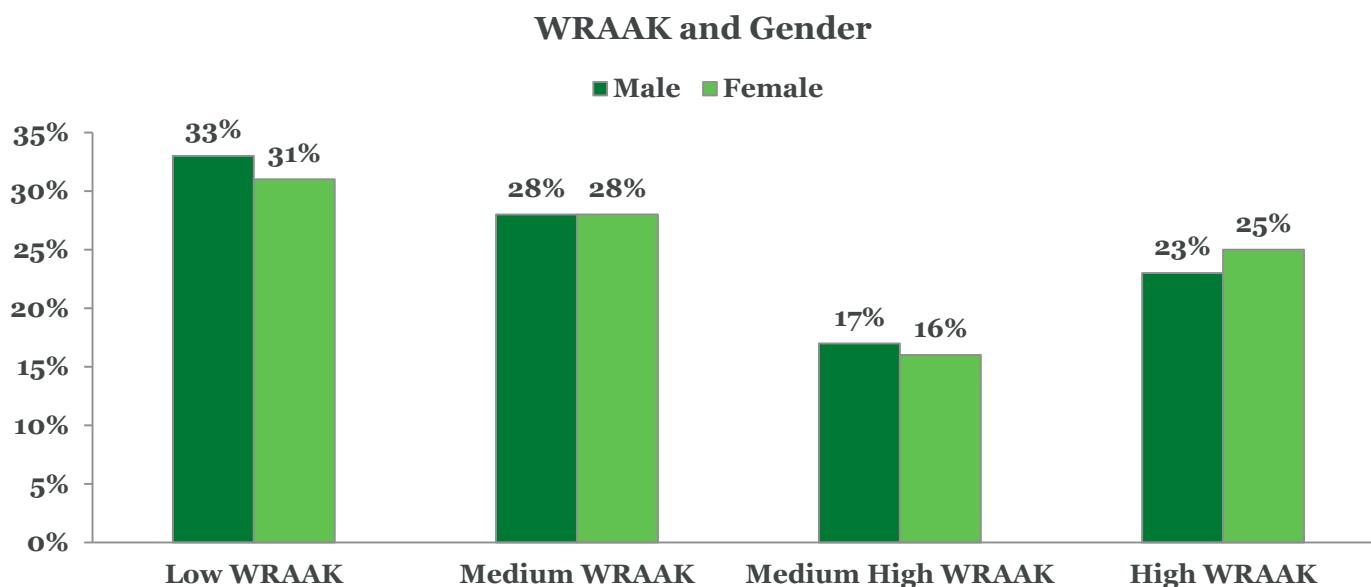
Through this study, the WB is furthering its mission and focusing on the levels of access, knowledge, and education among women workers in America. Moreover, the WB is using this research to focus specifically on the issues facing women of color in the workplace, to better assist and serve this population.

2.0 WORKING WOMEN TRENDS

GENDER

Overall, working men and women had comparable levels of WRAAK without any significant differences between them. The same was also true with education and past reporting, which had comparable levels for both men and women.

Figure 1: Distribution of WRAAK Across Gender



¹ http://www.dol.gov/wb/info_about_wb/interwb.htm

² Ibid.

However, when looking at likelihood to report, working women were significantly more likely (66%) to report being extremely likely to report a future violation than men (60%). However, female workers were less likely to have experience with a past violation of any kind. Forty-one percent of men reported having experience with either a wage and hour or a health or safety violation compared with 33% of women. Finally, men were significantly more likely to have access to educational opportunities or posters (93%) than women (90%).

Table 1: Gender Profile Across Key WRAAK Constructs

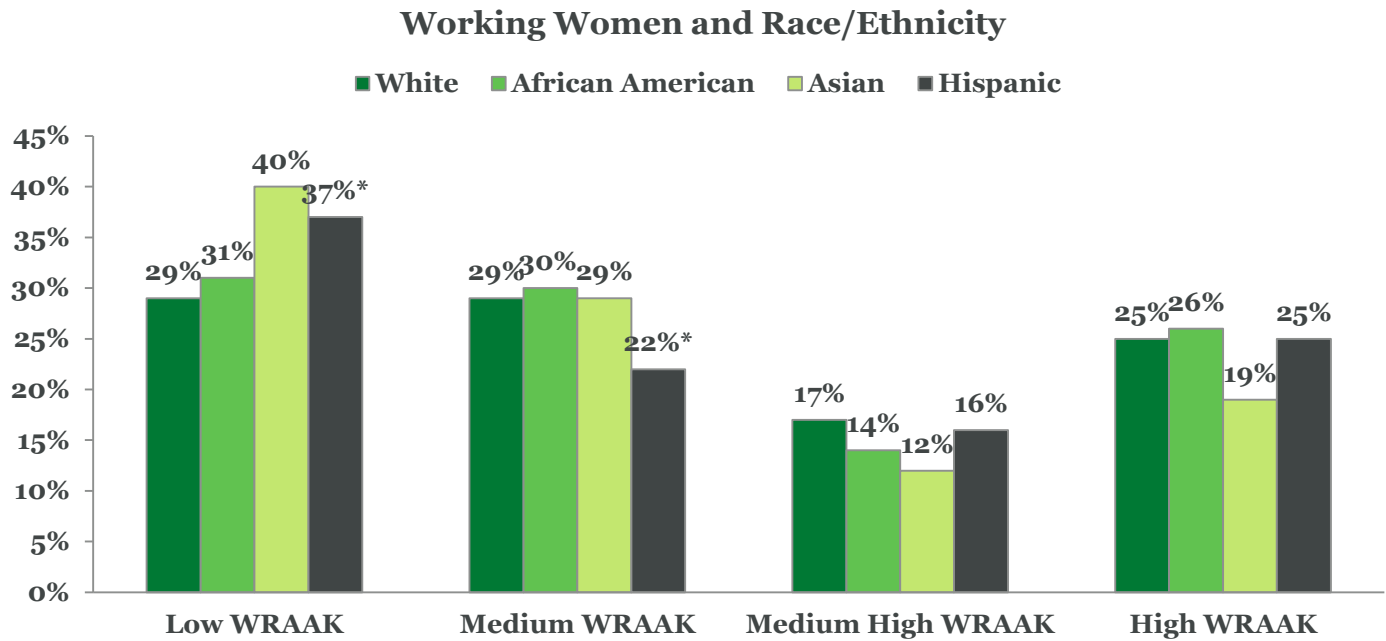
		Male	Female
		A	B
Education	On a regular basis	34%	31%
	As needed	27%	26%
	When training a new employee	24%	25%
	Not at all	15%	17%
Access	Access	93%	90%
	No access	7%	10%
Experience	Experience with violation	41%	33%
	No experience with violation	59%	67%
Formal reporting	Yes, formally reported	60%	54%
	No, did not report	40%	46%
Future likelihood to report	Extremely likely	60%	66%
	Not extremely likely	40%	34%

*Letters denote statistically significant difference across noted columns. Differences are statistically significant at the 95% confidence interval.

RACE

Race played a role in overall levels of WRAAK, particularly among Hispanic working women. Of Hispanic women, 37% had low WRAAK, which was significantly higher than White women at 29%. White women were also significantly more likely to have medium WRAAK (29%) than Hispanic women (22%).

Figure 2: Distribution of WRAAK Across Working Women: Race/Ethnicity



**Denotes significant difference from the White category at the 95% confidence interval*

Workers differed by race within genders as well. Although isolated, there were significant differences between races and genders, however no major trends or patterns emerged. Interestingly, there were no significant differences between African American men and African American women.

Table 2: Race/Ethnicity Profile Across Key WRAAK Constructs

		Male				Female			
		White	African American	Asian	Hispanic	White	African American	Asian	Hispanic
		A	B	C	D	E	F	G	H
Education	On a regular basis	35%* FH	37%	30%	31%	32%	28%	31%	28%
	As needed	28%* H	25%	30%	22%	28%* H	27%* H	22%	20%
	When training a new employee	23%	26%	29%	29%	23%	29%* AE	32%	29%*
	Not at all	15%	13%	12%	18%	16%	16%	15%	23%
Access	Access	92%* G	96%* EGH	97%* G	92%	90%	92%	84%	90%
	No access	8%	4%	3%	8%	10%* B	8%	16%* ABC	10%* B
Experience	Experience with violation	41%* EFGH	37%* G	46%* G	43%* EFG	33%* G	33%* G	19%	35%* G
	No experience with violation	59%	63%	54%	57%	67%* AD	67%* AD	81%* ABCDEFH	66%* A
Formal reporting	Yes, formally reported	58%	72%	43%	67%* E	49%	61%* E	50%	68%* E
	No, did not report	43%	28%	57%	33%	51%* DFH	39%	50%	32%
Future likelihood to report	Extremely likely	65%* CDH	61%* D	46%	45%	68%* CDH	66%* CDH	62%* D	53%
	Not extremely likely	35%	39%	54%* AEF	55%* ABEFG	32%	34%	38%	47%* AEF

*Letters denote statistically significant difference across noted columns. Differences are statistically significant at the 95% confidence interval.

The discrepancy with Hispanic working women also appeared when looking at overall satisfaction with one's employer. Hispanic (17%) and African American (21%) women were significantly more likely to report being extremely likely to leave their employers compared with White women (8%). Similarly, both African American (12%) and Hispanic women (10%) were significantly more likely to strongly disagree that they have an opportunity to provide input into decisions that affect their work when compared with White women (7%).

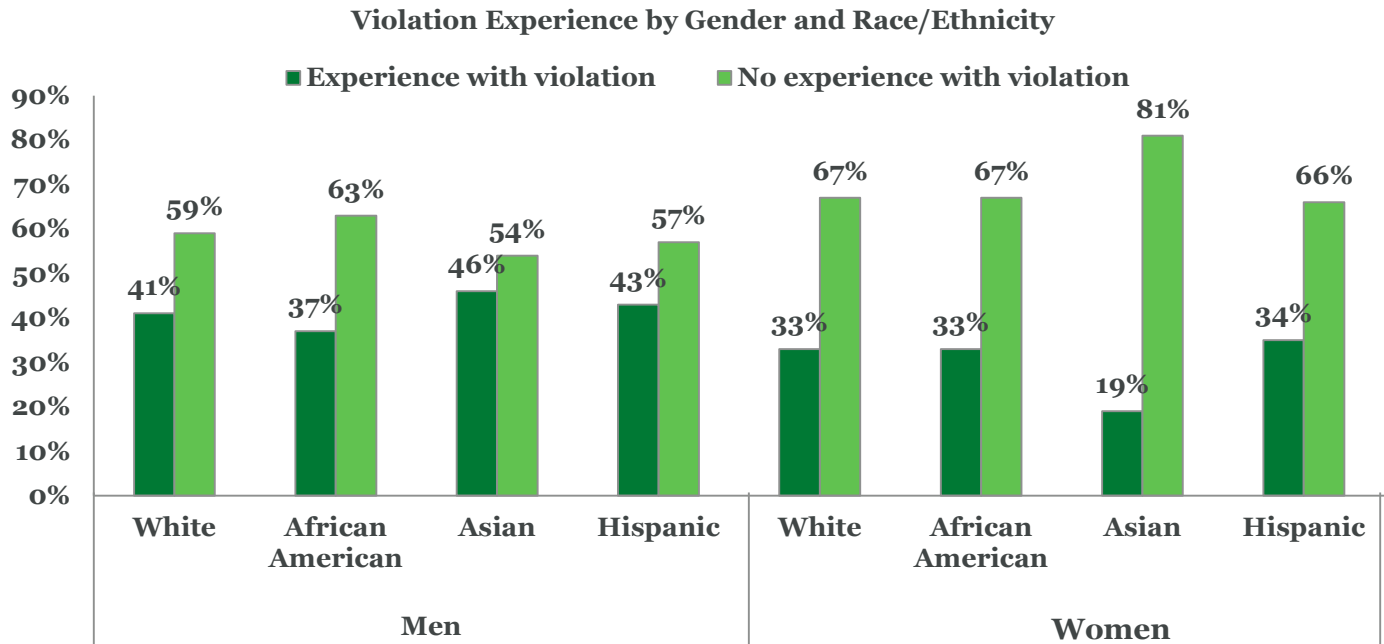
Table 3: Working Women Race/Ethnicity by Likelihood to Leave Employer and Input in Decision-Making

		White	African American	Asian	Hispanic
		A	B	C	D
Choose to leave employer	Not at all likely (1)	50%	34%	41%	33%
		BD			
	2	14%	11%	14%	12%
	3	14%	19%	17%	20%
			A		A
	4	13%	13%	14%	16%
	Extremely likely (5)	8%	21%	13%	17%
			A		A
Opportunity to provide input into decisions	Strongly disagree (1)	7%	12%	9%	10%
			A		A
	2	11%	10%	8%	8%
	3	20%	16%	23%	21%
	4	25%	25%	32%	21%
	Strongly agree (5)	37%	38%	29%	39%

*Letters denote statistically significant difference across noted columns. Differences are statistically significant at the 95% confidence interval.

Notably, Asian women were significantly less likely than any other group, including men and women of all races, to have experience with a violation in the workplace.

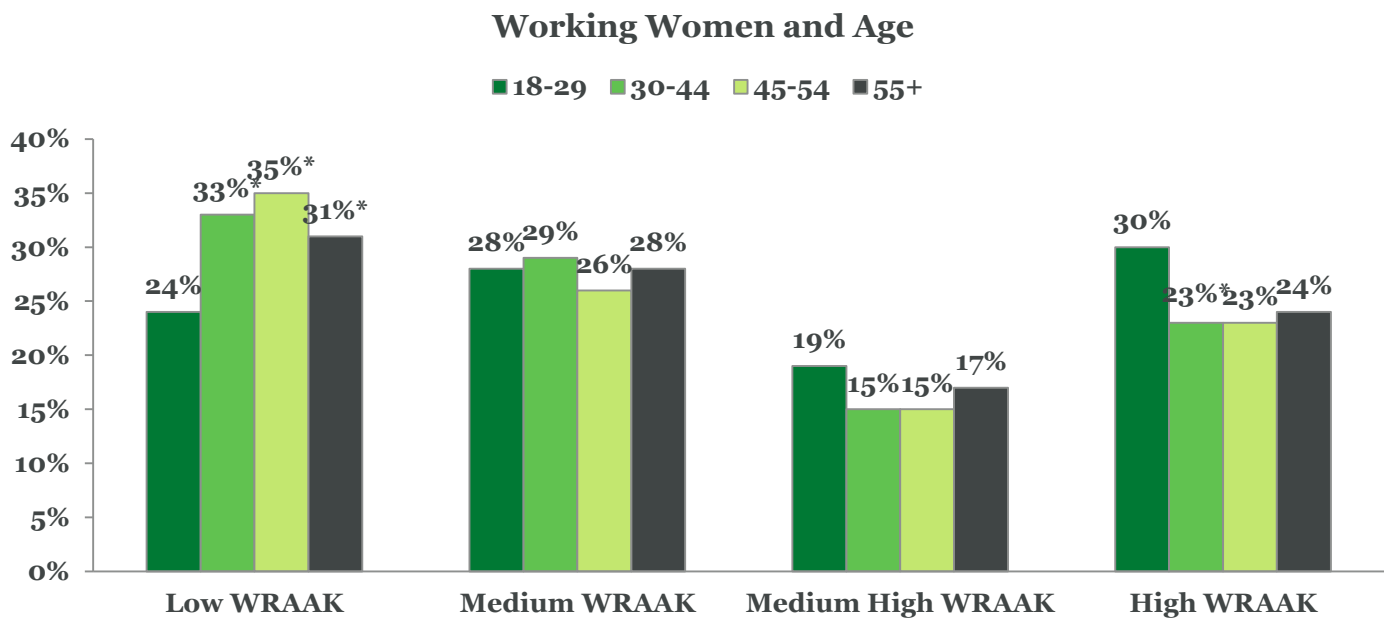
Figure 3: Experience With OSHA and WHD Workplace Violations by Gender and Race/Ethnicity



AGE

Looking across questions, younger working women were generally more likely to report being satisfied with their employers on a variety of levels. Notably, women aged 30 to 55+ had significantly lower WRAAK than those aged 18 to 29.

Figure 4: Distribution of WRAAK Across Working Women: Age



*Denotes significant difference from the 18-29 category at the 95% confidence interval

Furthermore, women over 30 were also significantly more likely to be “not at all likely” to recommend their employer as a great place to work when compared with working women aged 18 to 29. Likewise, middle-aged and older women (30 to 55+) were significantly more likely to strongly disagree that they were confident their supervisors would do something to help them when compared with 18- to 29-year-olds. However, older women aged 55+ were significantly less likely to say they would leave their employer to work someplace else when compared with every other age group.

Table 4: Working Women and Key Outcomes: Age Breakouts

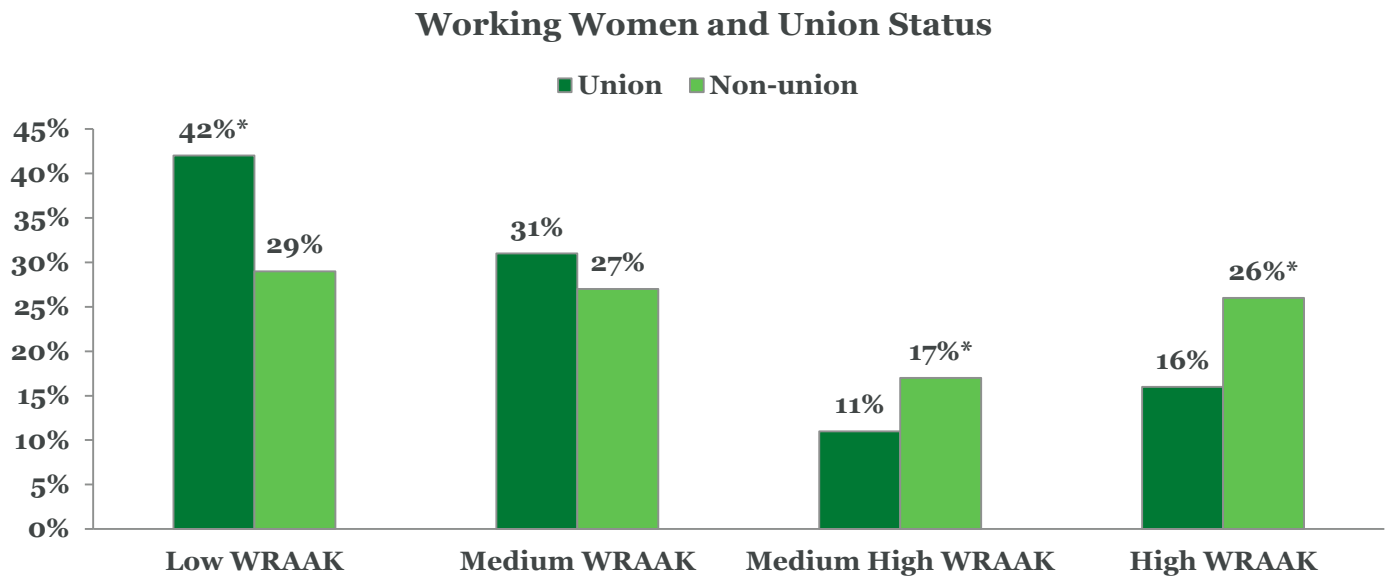
		18-29	30-44	45-54	55+
		A	B	C	D
Recommend your employer as a great place to work	Not at all likely (1)	2%	10%*	10%*	10%*
			A	A	A
	2	7%	6%	7%	9%
	3	17%	16%	19%	15%
	4	24%	31%*	26%	23%
			D		
	Extremely likely (5)	49%	38%	38%	42%
Choose to leave employer	Not at all likely (1)	40%	40%	44%	58%*
					ABC
	2	16%	13%	14%	12%
	3	19%*	17%	16%	12%
			D		
	4	14%*	17%*	13%*	8%
		D	D	D	
	Extremely likely (5)	11%	13%	13%	9%
Confident my supervisor would do something to help me	Strongly disagree (1)	4%	10%*	8%*	9%*
			A	A	A
	2	5%	8%	10%*	9%
				A	
	3	13%	13%	19%*	12%
				BD	
	4	19%	22%	21%	24%
	Strongly agree (5)	58%*	47%	43%	46%
		BCD			

*Letters denote statistically significant difference across noted columns. Differences are statistically significant at the 95% confidence interval.

UNION

Women working in workplaces covered by a union were significantly more likely to have low WRAAK (42%) than those women not covered by a union (29%). Likewise, non-union female workers were significantly more likely to have high WRAAK (26%) than those who were in a union (16%).

Figure 5: Distribution of WRAAK Across Working Women: Union Status



**Denotes significant difference at the 95% confidence interval*

This discrepancy continued when looking at women in terms of past experience with violations and access. Female union workers were significantly more likely to have reported having experience with a violation in the past (46%) than those women who were not covered by a union (31%). However, union-represented women were more likely to have access to educational opportunities and materials. Ninety-five percent of union women reported having access compared to 89% of non-union women.

Table 5: Working Women and Key WRAAK Constructs: Union Status

		Union	Non-union
		A	B
Education	On a regular basis	31%	31%
	As needed	29%	26%
	When training a new employee	21%	26%
	Not at all	18%	17%
Access	Access	95% B	89%
	No access	5%	11% A
Experience	Experience with violation	46% B	31%
	No experience with violation	54%	69% A
Formal reporting	Yes, formally reported	50%	54%
	No, did not report	50%	46%
Future likelihood to report	Extremely likely	61%	66%
	Not extremely likely	39%	34%

**Letters denote statistically significant difference across noted columns. Differences are statistically significant at the 95% confidence interval.*

REGION

Working women were broadly similar across regions, with no major trends emerging in the data. While some significant differences occurred for some items, no patterns or major discrepancies were found. Similar findings also occurred with the OSHA and WHD modules, with several significant differences, but no major trends emerging.

Table 6: Working Women and Key WRAAK Constructs: WB Regions

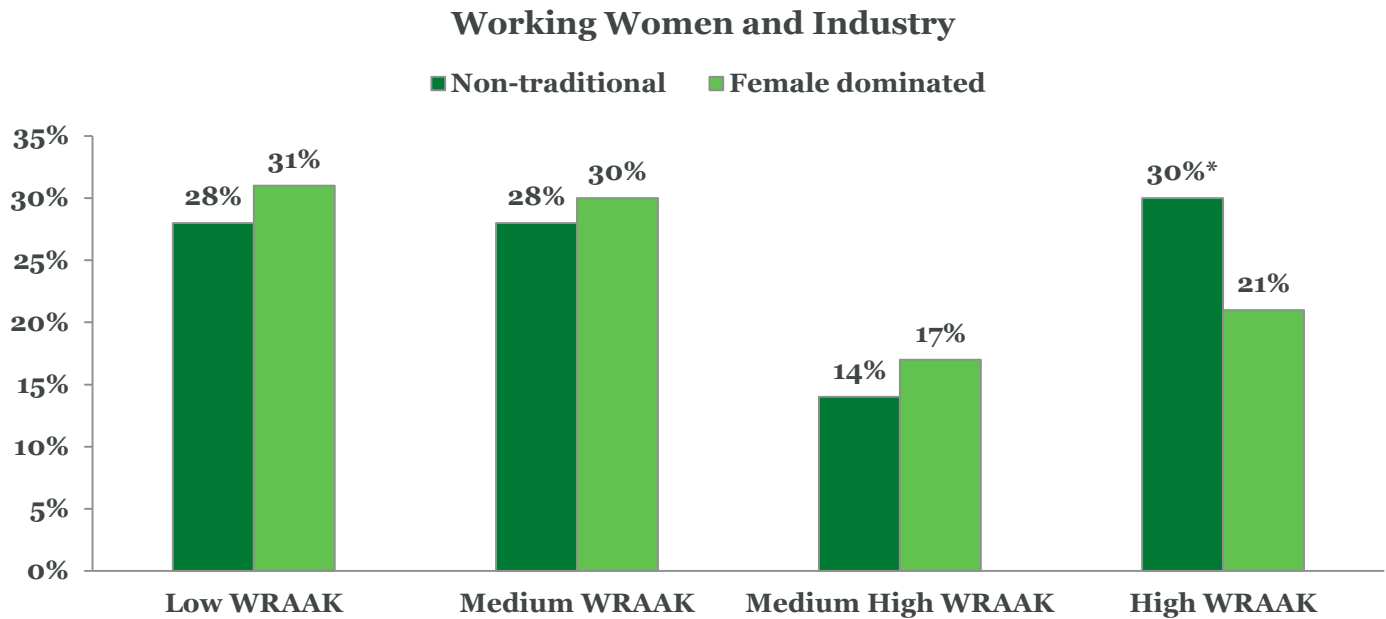
		Region									
		1	2	3	4	5	6	7	8	9	10
		A	B	C	D	E	F	G	H	I	J
Education	On a regular basis	31%	32%	30%	30%	30%	40%*	29%	25%	35%*	16%
							DEJ			J	
	As needed	27%	28%	29%	28%	25%	26%	30%	22%	23%	28%
When training a new employee		24%	18%	21%	28%*	30%*	18%	27%	36%*	25%	36%*
					BF	BF			BCF		BCF
Not at all		18%	22%	20%	14%	16%	15%	14%	17%	17%	20%
Access	Access	86%	89%	92%	88%	89%	90%	86%	90%	91%	98%*
											AG
No access		14%*	11%	8%	12%	11%	10%	14%*	10%	9%	2%
		J						J			
Past experience	Experience with violation	25%	27%	34%	30%	35%	26%	36%	40%	35%	40%
No experience with violation		75%	73%	66%	70%	65%	74%	64%	60%	65%	60%
Past reporting	Yes, formally reported	41%	46%	46%	58%	58%	60%	44%	46%	60%	46%
No, did not report		59%	54%	54%	42%	42%	40%	56%	54%	40%	54%
Future likelihood to report	Extremely likely	62%	69%	66%	65%	70%*	67%	76%*	71%	59%	56%
						I		IJ			
Not extremely likely		38%	31%	34%	35%	30%	33%	24%	29%	41%*	44%*
										EG	G

*Letters denote statistically significant difference across noted columns. Differences are statistically significant at the 95% confidence interval.

INDUSTRY

In both non-traditional and traditional female-dominated industries, working women had similar levels of WRAAK. However, women in non-traditional industries were significantly more likely to have high WRAAK (30%) when compared with women in traditionally female-dominated fields (21%).

Figure 6: Distribution of WRAAK Across Non-Traditional and Female-Dominated Industries



*Denotes significant difference from Female dominated industry category at the 95% confidence interval

Similar to the regional findings, women in both non-traditional and female-dominated industries were comparable in their responses without significant differences between them.

Table 7: Working Women and Key WRAAK Constructs: Non-Traditional and Female-Dominated Industries

		Non-traditional industry ³	Female-dominated industry ⁴
Education	On a regular basis	33%	35%
	As needed	27%	24%
	When training a new employee	23%	27%
	Not at all	17%	15%
Access	Access	92%	89%
	No access	8%	11%
Past experience	Experience with violation	35%	38%
	No experience with violation	65%	62%
Past reporting	Yes, formally reported	54%	52%
	No, did not report	46%	48%
Future likelihood to report	Extremely likely	70%	63%
	Not extremely likely	30%	37%

³ Non-traditional industries include mining, utilities, construction, and manufacturing. Sample sizes are low for these industries.

⁴ Female-dominated industries include education, healthcare, and accommodation.

INDUSTRY TYPE

Female workers also differed in several key demographics in regards to their industry type—blue or white collar work. Indeed, 35% of blue collar women were significantly more likely to be educated on a regular basis, versus 27% of white collar women. Additionally, significant differences were seen in women's past experience with violations as 38% of blue collar women have experience with a violation, while 28% of white collar workers had experience. Finally, blue collar women were also more likely to have formally reported such a violation in the past (65%), which was significantly higher than the 42% of white collar women who had done so.

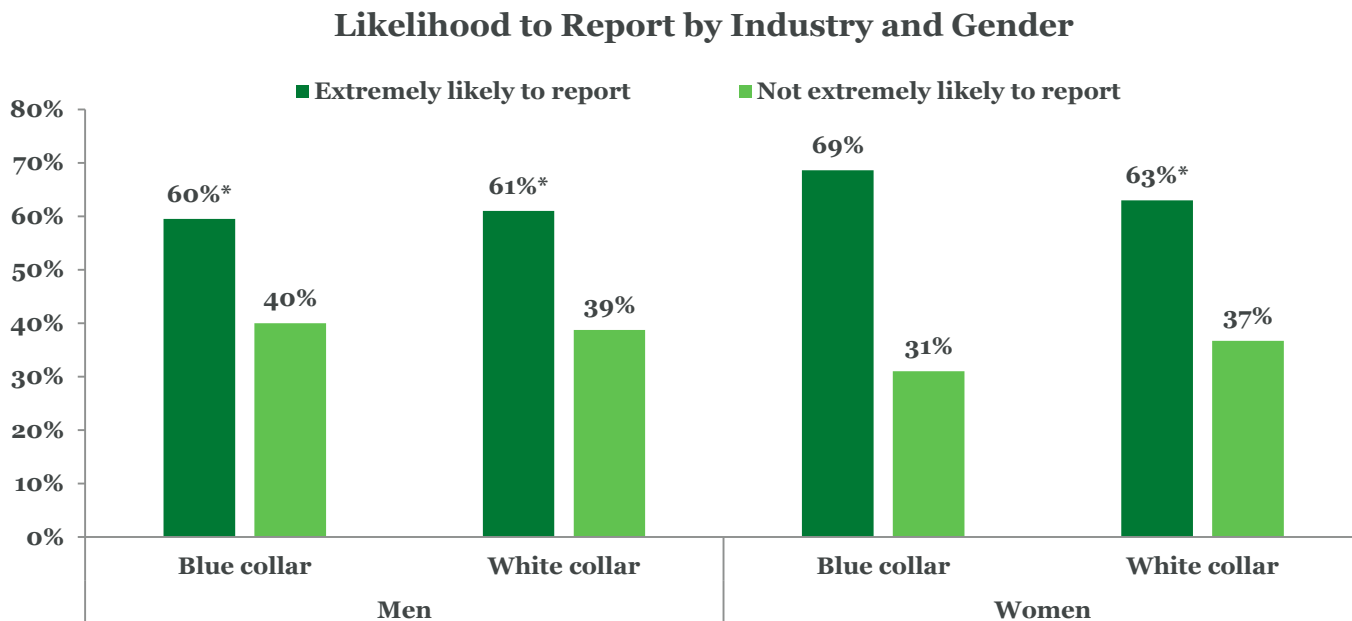
Table 8: Working Women and Key WRAAK Constructs: Blue Collar vs. White Collar

		Blue collar	White collar
		A	B
Education	On a regular basis	35%	27%
		B	
	As needed	23%	29%
			A
	When training a new employee	25%	25%
	Not at all	16%	19%
Access	Access	90%	90%
	No access	10%	10%
Past experience	Experience with violation	38%	28%
		B	
	No experience with violation	62%	72%
			A
Past reporting	Yes, formally reported	65%	42%
		B	
	No, did not report	35%	58%
			A
Future likelihood to report	Extremely likely	69%	63%
		B	
	Not extremely likely	31%	37%
			A

**Letters denote statistically significant difference across noted columns. Differences are statistically significant at the 95% confidence interval.*

Industry type also played a role in the propensity of women to report future violations. Blue collar women were significantly more likely (69%) than men (white or blue collar) and white collar women to formally report a violation of either WHD or OSHA regulations.

Figure 7: Likelihood to Report Future Violations and Industry Type



*Denotes significant difference from Blue Collar Women category at the 95% confidence interval

3.0 WOMEN'S BUREAU—OSHA

OSHA BY GENDER

Of those respondents who took the OSHA module, there were no significant differences between male and female workers in terms of access or formally reporting an experience with a health or safety violation. However, men and women differed in a number of other areas, such as education—female workers were significantly more likely (12%) to report that their employers do not educate at all when compared with men (8%). Women were also more likely to say they would report a future health or safety violation (76% of women versus 69% of men). However, male workers were significantly more likely to say they have experience with a past health or safety violation (52%) when compared with working women (41%).

Table 9: Working Women and Health & Safety Education, Access, Experience, and Reporting

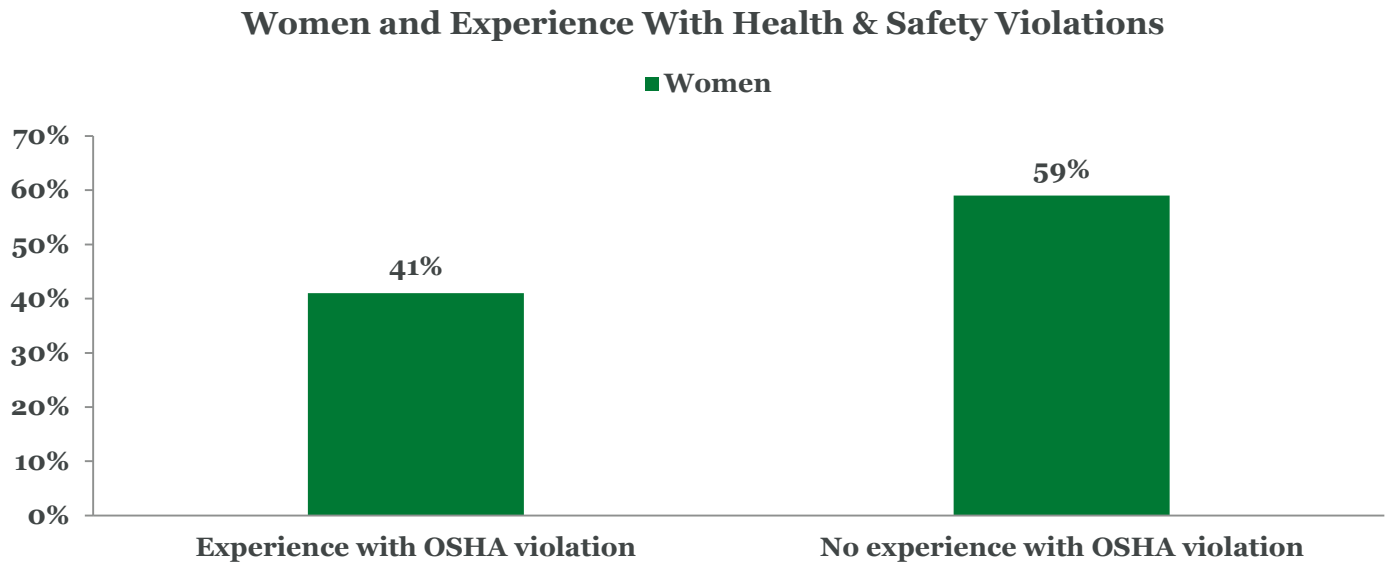
		Male	Female
		A	B
Education	On a regular basis	53%	49%
	As needed	24%	24%
	When training a new employee	15%	15%
	Not at all	8%	12%
Access	OSHA access	94%	92%
	No OSHA access	6%	8%
Experience	Experience with health and safety violation	52%	41%
	No experience with health and safety violation	48%	59%
Formal reporting	Yes, formally reported	65%	57%
	No, did not report	35%	43%
Future likelihood to report	Extremely likely	69%	76%
	Not extremely likely	31%	24%

*Letters denote statistically significant difference across noted columns. Differences are statistically significant at the 95% confidence interval.

WOMEN AND EXPERIENCE WITH HEALTH & SAFETY VIOLATIONS

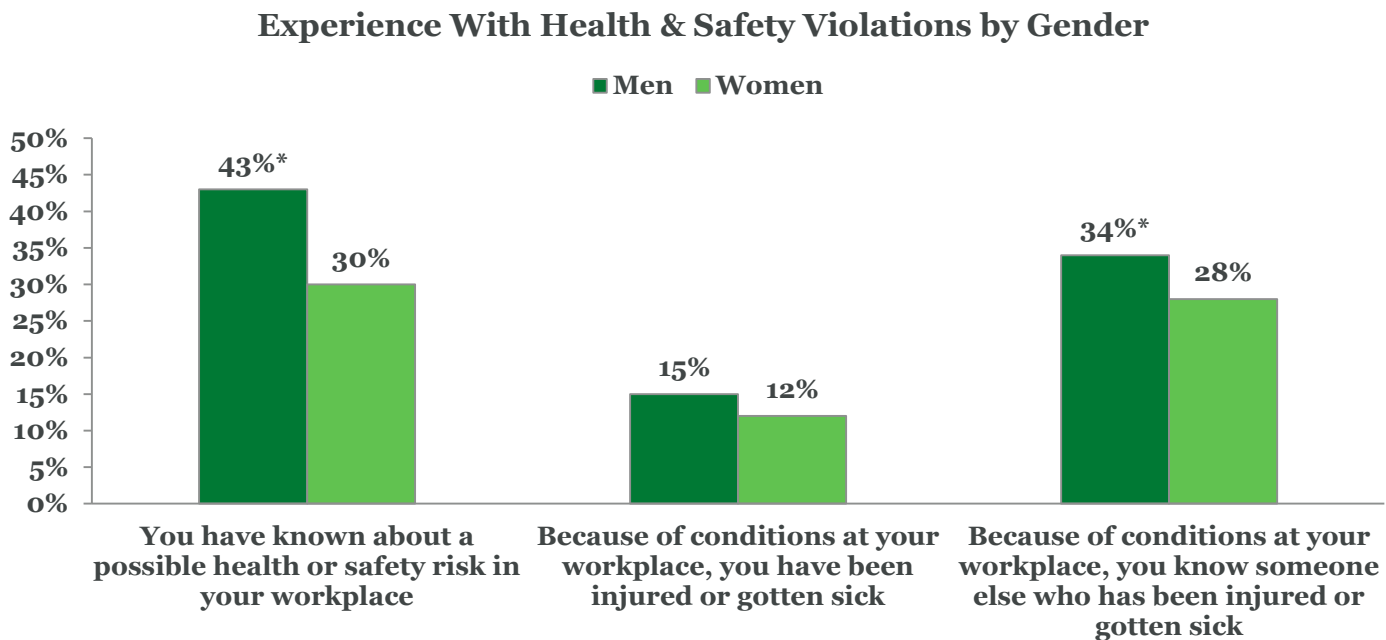
Overall, most working women who took the OSHA module say they have no experience with a health or safety violation. Fifty-nine percent of women reported having no experience with such a violation, versus 41% who say they have.

Figure 8: Working Women and Experience With Health & Safety Violations



When looking at gender in terms of health and safety violations, men were significantly more likely than women to have known about a health or safety risk or known someone who has been injured or sick on the job. However, in terms of those who have themselves been sick or injured, there was no statistical difference between men and women.

Figure 9: Gender and Experience With Specific Health & Safety Violations

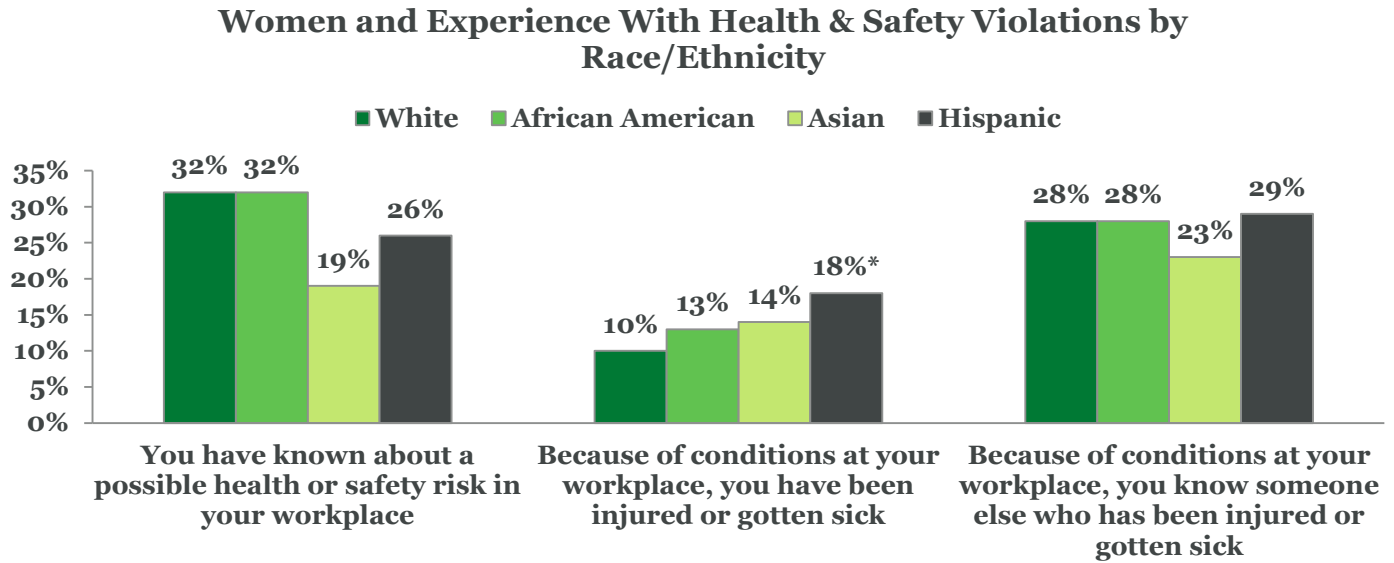


**Denotes significant difference from the Women category at the 95% confidence interval*

Women of all races were more likely to report knowing about a health or safety violation or knowing someone who had gotten injured or sick on the job than to have been injured or sick themselves. There were no major

differences between races in terms of knowing about a risk and knowing someone who was sick or injured. However, Hispanic women were significantly more likely than White women to have been sick or injured on the job.

Figure 10: Working Women and Experience With Health & Safety Violations: Race/Ethnicity



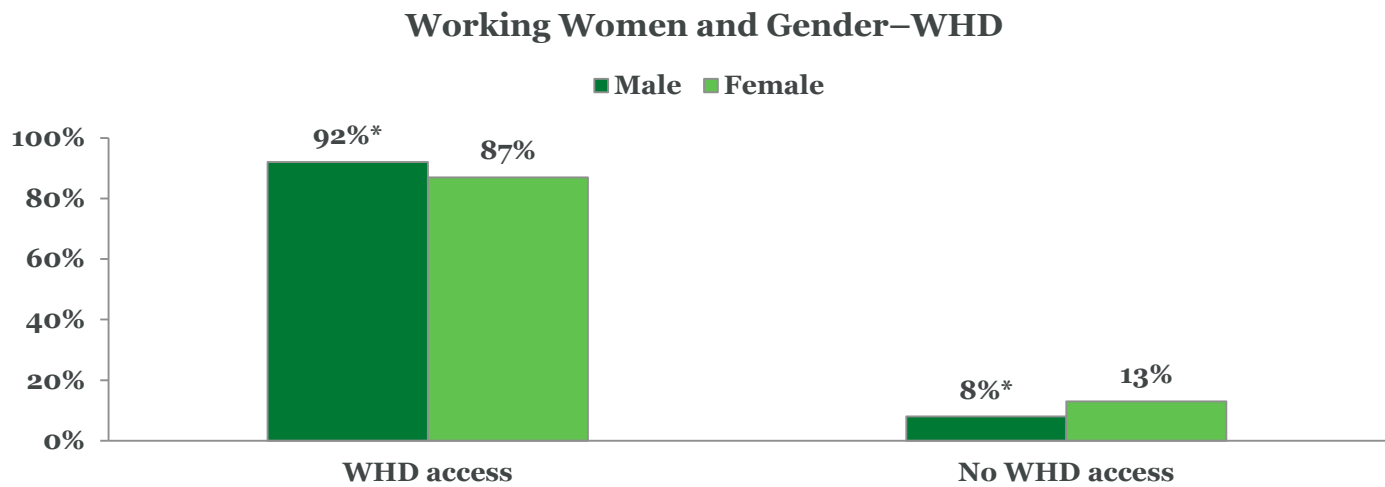
*Denotes significant difference from White category at the 95% confidence interval

4.0 WOMEN'S BUREAU—WHD

WHD BY GENDER

When looking at those who took the WHD module by gender, the most significant difference was in access. Men were significantly more likely to have access to WHD materials and education (92%) than women (87%). Apart from this, working men and women in this module did not differ significantly in terms of education, experience, or reporting.

Figure 11: Working Women and Access to Information on Wage & Hour Rights



*Denotes significant difference from the Women category at the 95% confidence interval

Apart from their access to WHD materials, men and women did not show significant differences in terms of education, past experience, past reporting, or in their future likelihood to report a wage and hour violation.

Table 10: Working Women and Wage & Hour Education, Access, Experience, and Reporting

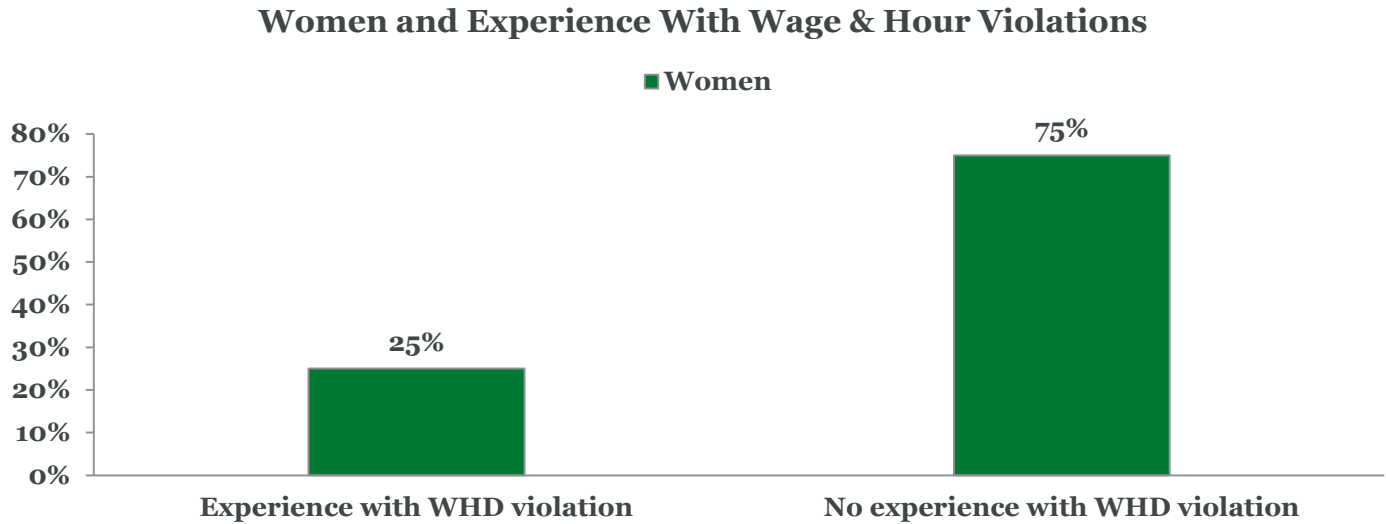
		Male	Female
		A	B
Education	On a regular basis	14%	13%
	As needed	30%	28%
	When training a new employee	34%	36%
	Not at all	23%	23%
Access	WHD access	92% B	87%
	No WHD access	8%	13% A
Experience	Experience with wage and hour violation	28%	25%
	No with experience wage and hour violation	72%	75%
Formal reporting	Yes, formally reported	50%	50%
	No, did not report	50%	50%
Future likelihood to report	Extremely likely	51%	55%
	Not extremely likely	49%	45%

*Letters denote statistically significant difference across noted columns. Differences are statistically significant at the 95% confidence interval.

WOMEN AND EXPERIENCE WITH WAGE & HOUR VIOLATIONS

Overall, working women have largely not had experience with a wage and hour violation at their jobs. Three-quarters (75%) of women who took the WHD module reported not having experience with such a violation versus 25% who say they had.

Figure 12: Working Women and Experience With Wage & Hour Violations



Across wage and hour violations, being required to work off the clock (or knowing someone who has) was the most common violation among both men and women. Between genders, men were significantly more likely than women to not get paid what an employer promised, and were also more likely to be paid less than the minimum wage.

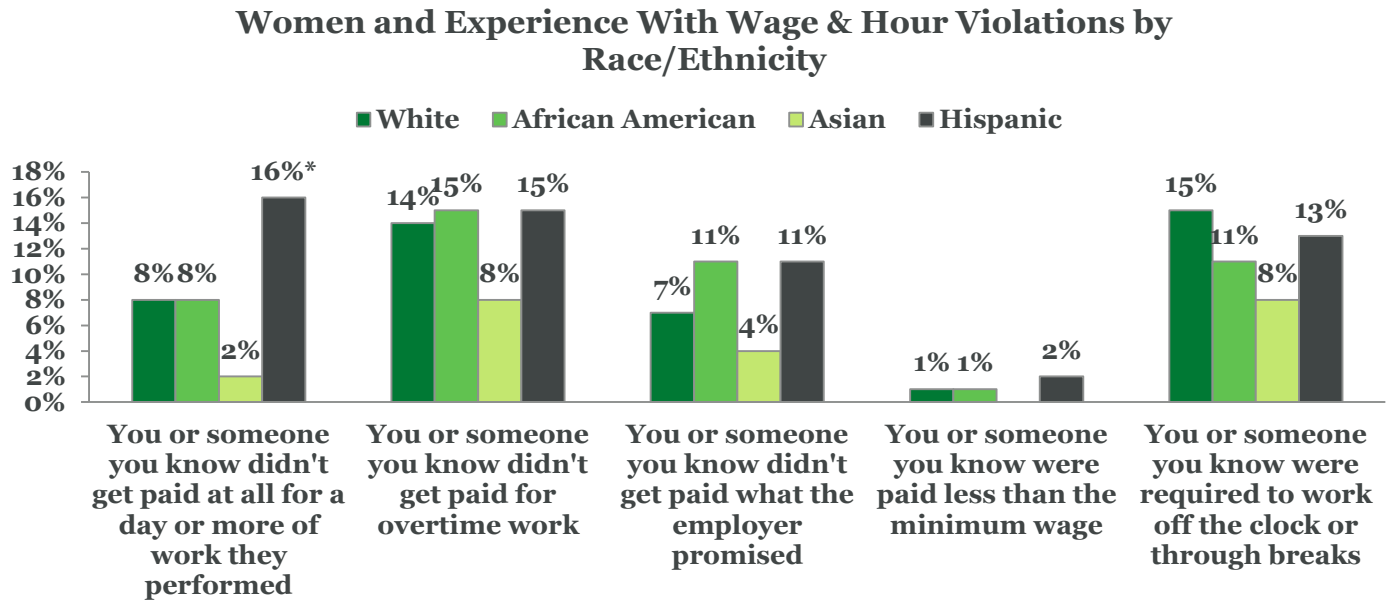
Figure 13: Gender and Experience With Specific Wage & Hour Violations



*Denotes significant difference from the Women category at the 95% confidence interval

When looking at working women who have experience with violations, the most striking difference was among those who didn't get paid at all for a day of work (or knew someone who hadn't). Here, Hispanic women were significantly more likely to have experience with this violation than any other racial group—White, African American, or Asian.

Figure 14: Working Women and Experience With Wage & Hour Violations: Race/Ethnicity



*Denotes significant difference from the White category at the 95% confidence interval