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BLOOMBERG
SCHOOL *of* PUBLIC HEALTH

Women and Work

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Section A

Overview

Women and Work



Photo source: Dotter, Earl. (1998).

Women and Work



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Women and Work



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Women and Work



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Demographics

- 68 million
 - 75% work full time
 - 25% work part time
- 5.7% of women workers hold multiple jobs
- Median earnings of women
 - 62% of men in 1979
 - 80% of men in 2007
- Women ages 25-62: percentage with a college degree tripled between 1970 and 2007

Demographics

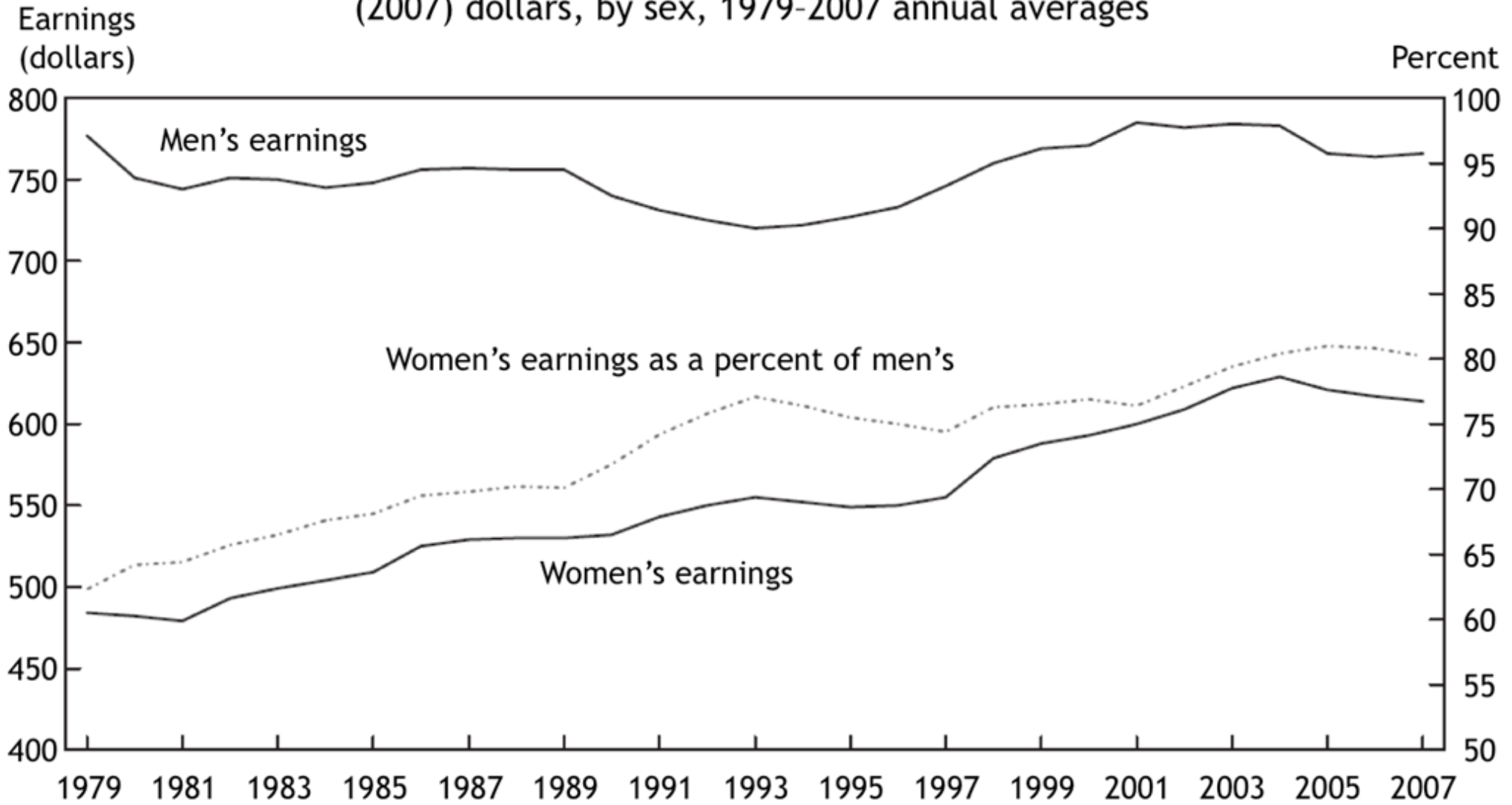
- Asian and white women: 47% and 39%, respectively, worked in management, professional, and related occupations
- Black and Hispanic women: sales and office occupations—33%
- Unemployment for women: 4.5% (for men it was 4.7% in 2007)
 - Asian women: 3.4%
 - White women: 4.0%
 - Hispanic women: 6.1%
 - Black women: 7.5%

Demographics

- Minority workers (black and Hispanic): earnings of women more comparable to men
- 50% of married women working; of never-married women, 67% working

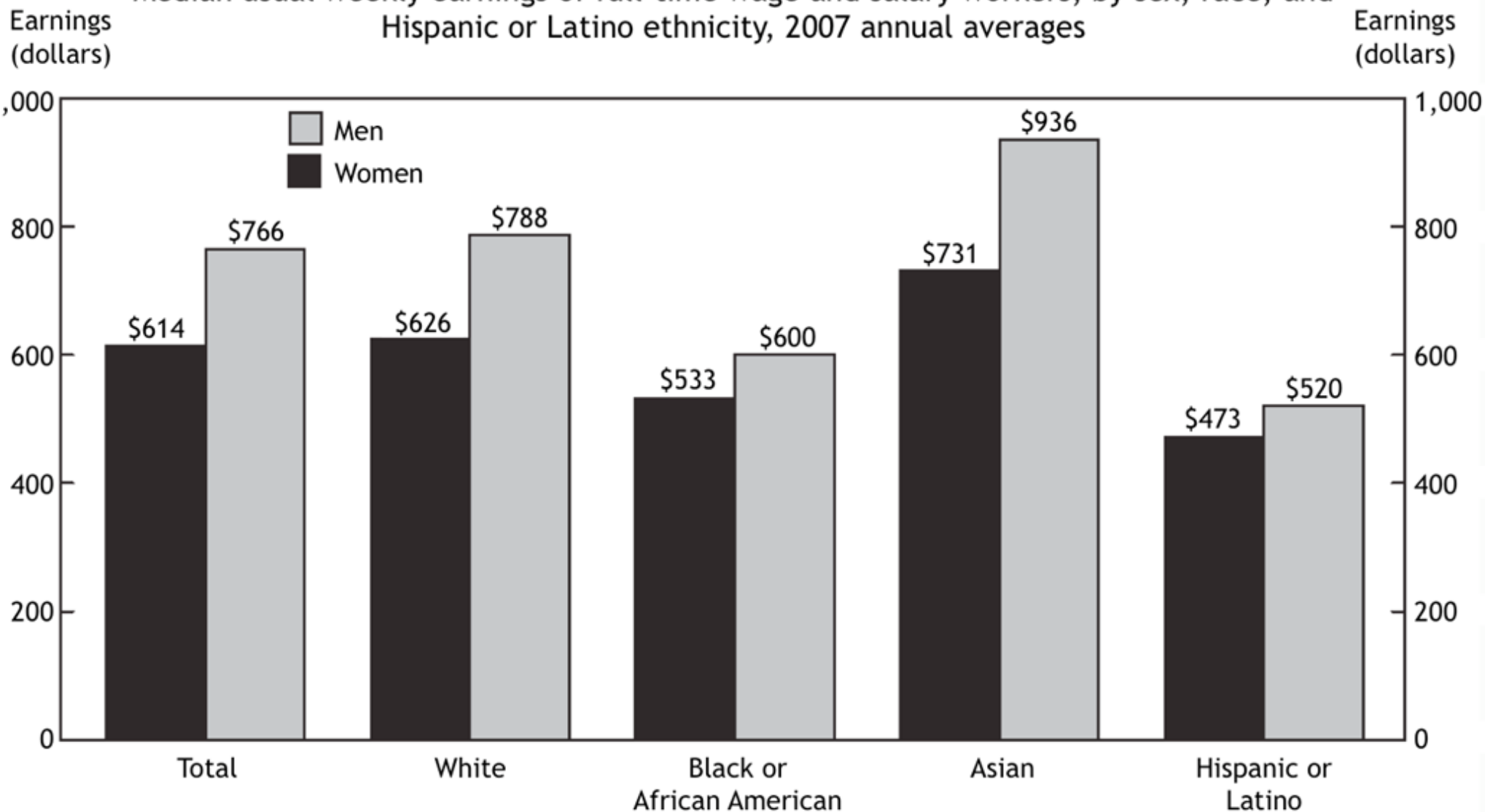
Weekly Earnings, by Sex (1979-2007)

Median usual weekly earnings of full-time wage and salary workers in constant (2007) dollars, by sex, 1979-2007 annual averages



Weekly Earnings, by Sex, Ethnicity (2007)

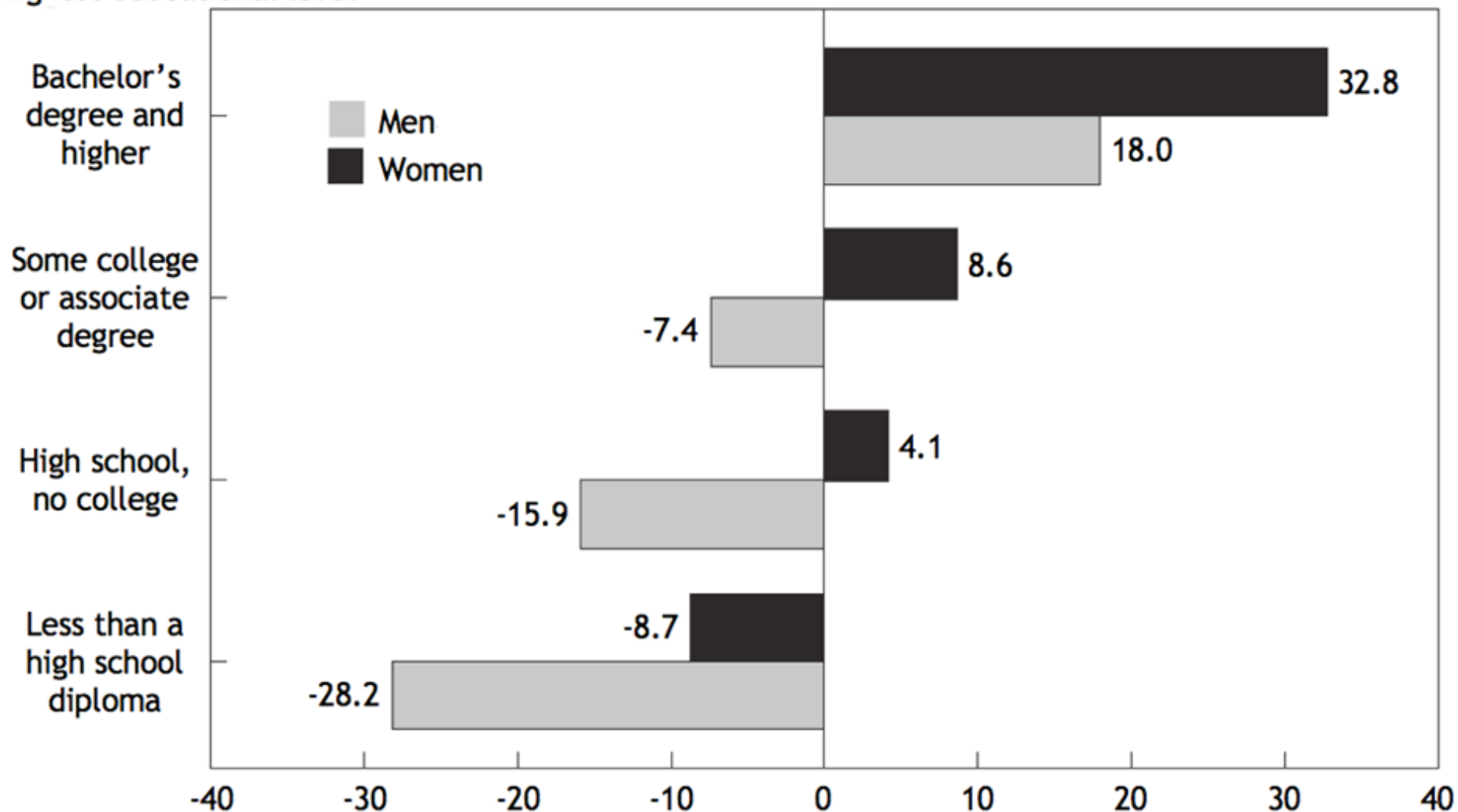
Median usual weekly earnings of full-time wage and salary workers, by sex, race, and Hispanic or Latino ethnicity, 2007 annual averages



Change in Earnings, by Education Level and Sex

Change in constant-dollar median usual weekly earnings, by educational attainment and sex, from 1979 to 2007

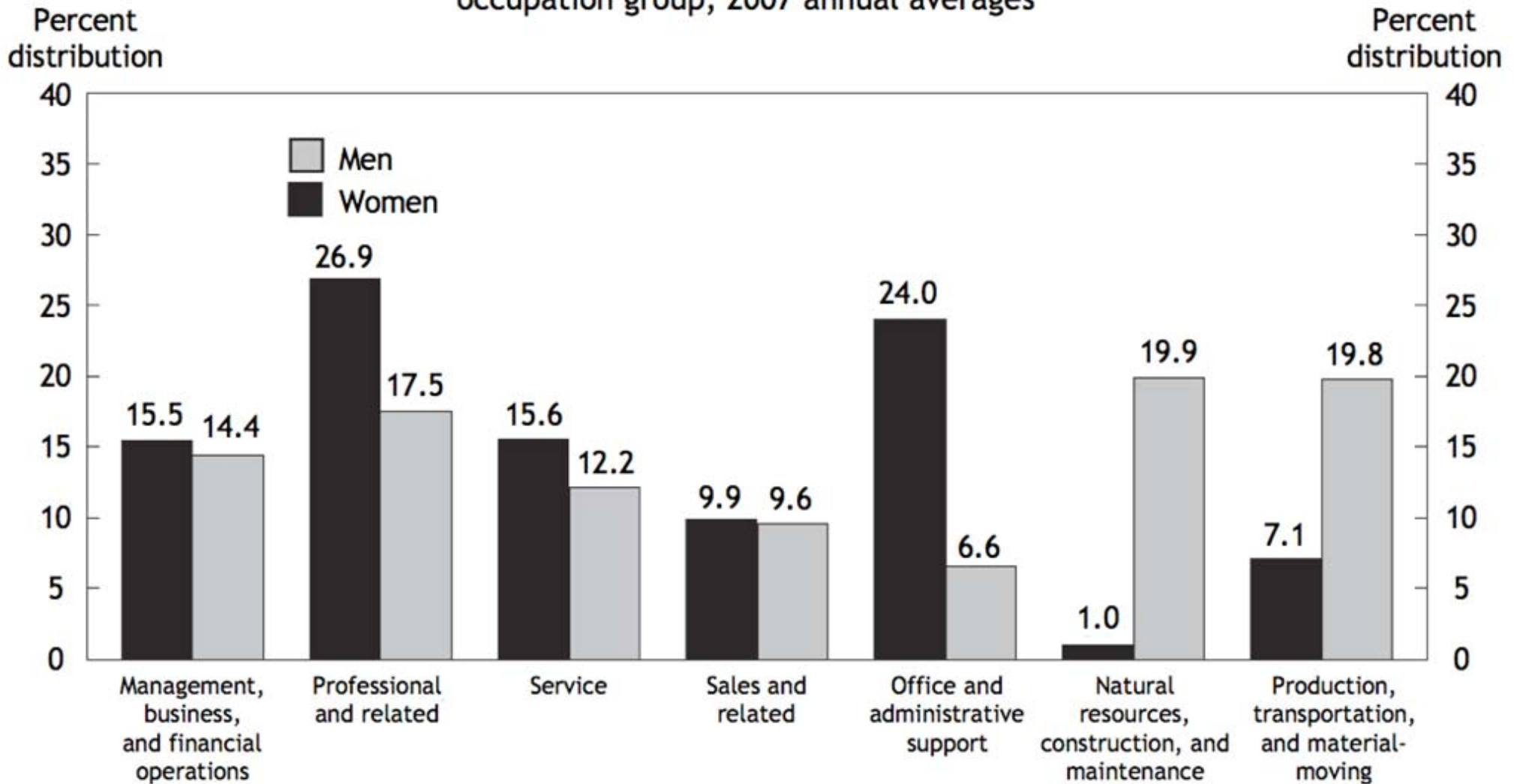
Highest educational level



Note: Data relate to earnings of full-time wage and salary workers 25 years and older.

Distribution of Employment, by Sex and Occupation

Distribution of full-time wage and salary employment, by sex and major occupation group, 2007 annual averages





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Section B

Where Do Women Work?

Where Do Women Work?

Location	Percent
Office	45
Health related	10
Education	7
Sales related	13
Home	1
Food	6
Factory, industrial	7
Construction	0
Transport	1
Agriculture	1
Hair/cosmetology	1
Other	6

Work outside the Home: Demographics

Occupations (1997)	Employed (in thousands)	Occupations (1997)	Employed (in thousands)
Total (16 years and over)	59,873	Receptionists	970
Secretaries	2,989	Accountants and auditors	921
Cashiers	2,356	Machine operators, assorted	913
Managers	2,237	Cooks	888
Registered nurses	1,930	Textile and apparel	781
Sales supervisors	1,780	Janitors and cleaners	756
Nursing aides and orderlies	1,676	Investigators and adjustors	735
Bookkeepers, accounting	1,602	Administrative support	702
Elementary school teachers	1,571	Secondary school teachers	685
Waiters and waitresses	1,070	Hairdressers	676
Sales workers, other	1,014	Total top 20 occupations	26,252

**USA
TODAY**

MONDAY, JANUARY 5, 1998

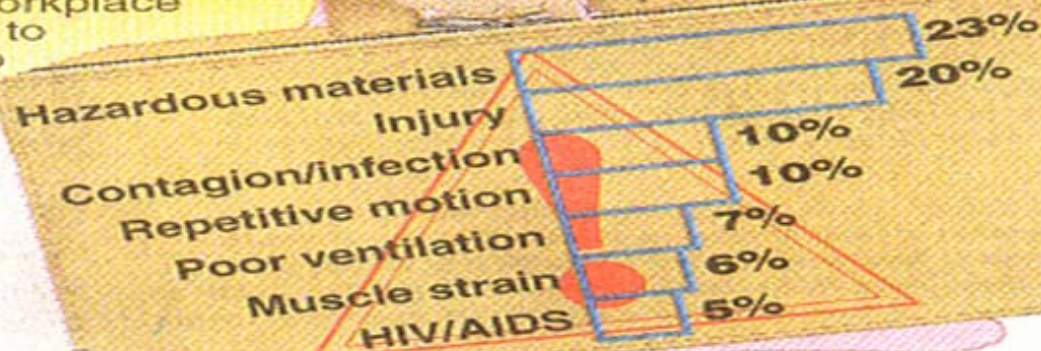
F

USA SNAPSHOTS®

A look at statistics that shape your finances

Workplace health worries

One in four working women believes her workplace poses a threat to her health. Top concerns:



Source: Lake Sosin
Snell Perry for the
Teresa and H. John
Heinz III Foundation

By Anne R. Carey and Marcy E. Mullins, USA TODAY

Where Do Women Work?

- *The Working Poor*, Shipler (2004)
- *Nickel and Dimed*, Ehrenreich (2001)

Where Do Women Work?

- Hazardous sectors where women are employed
 - Hairdressing, electronics, health care, cosmetology, dry cleaning, safety

Safety and Health Issues for Working Women

- Musculoskeletal disorders
- Job stress—Is it ubiquitous?
- Violence in the workplace

Musculoskeletal Disorders

- Overall, three times more women suffer from work-related muscular disorders than men
- Women have sedentary jobs with repetitive motion
- Anthropometric differences—smaller carpal canal size
- Hormone status—pregnancy

Exposures—Continued

- Health care workers
 - Medications
 - Biologic agents
 - Anesthetic gases
 - Latex
 - Violence

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Misperceptions

- False sense of safety
 - Few women employed in dangerous occupations—mining, construction, logging, fishing
 - However, women accounted for half of lost-work-time non-fatal injuries in 2003

Women in Non-traditional Employment

- Problem with PPE—often designed for average-sized men
- Total body strength—two-thirds of men, lower in upper extremities, similar to men in lower extremities
- Repetitive, forceful, and awkward motions associated with musculoskeletal disorders
- Social stressors—sexual harassment, gender-based discrimination

Issues in Construction (OSHA, 1999)

- Workplace culture
 - Isolation
 - Hostility
 - Sexual harassment—looks, gestures, joking

- Sanitary facilities

- Personal protective equipment

- Ergonomics

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Additional Exposures

- Endocrine disruptors or environmental estrogens—proposed risk factors for breast cancer
- Phthalates—plasticizers (IV bags, tubes, food wraps)
- Dioxins—incineration of PVC
- Pesticides, PCBs, organic solvents

Ergonomic Stressors

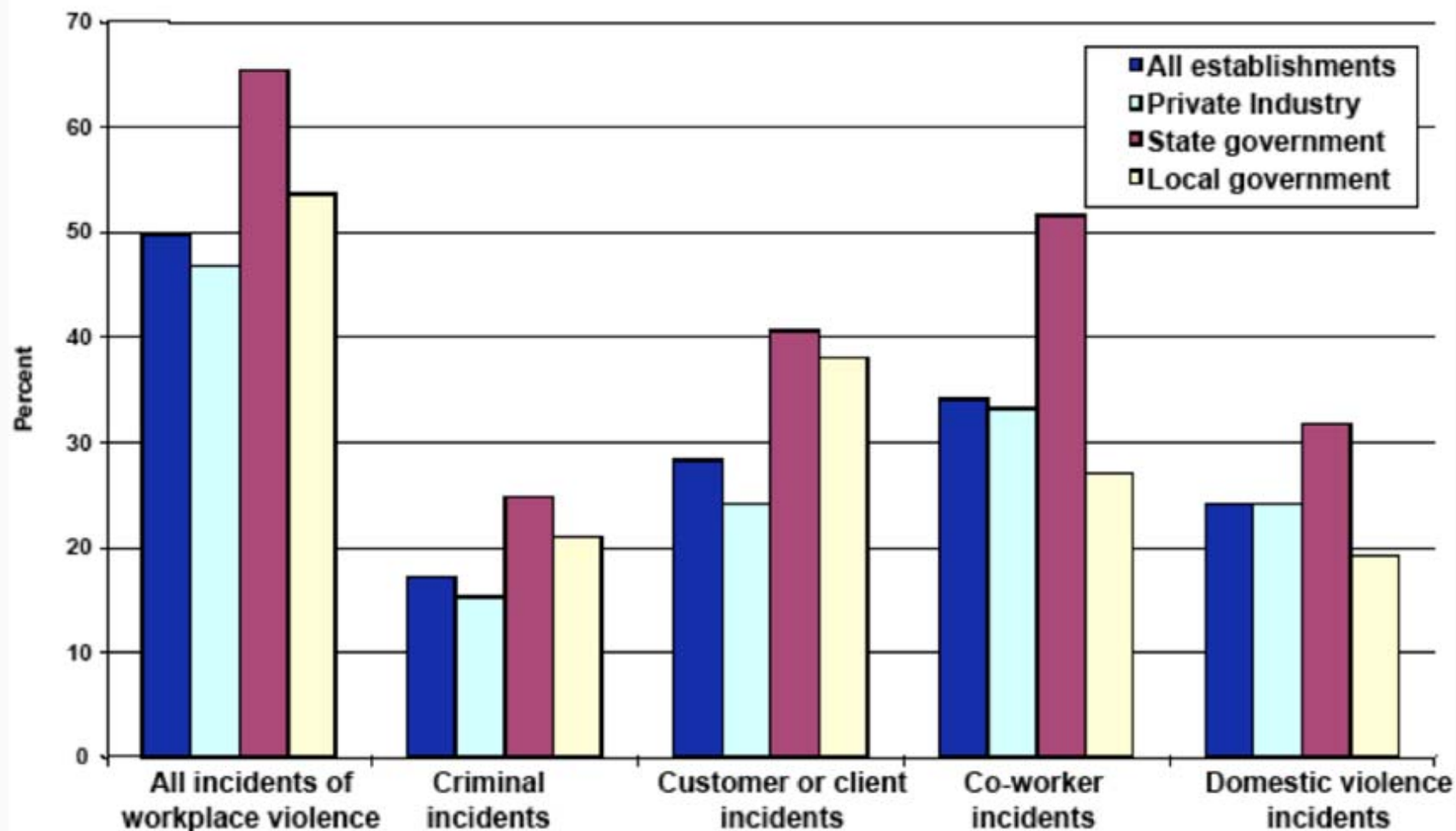
- Ergonomic stressors (associated with spontaneous abortions)
 - Heavy lifting
 - Heavy industrial cleaning
 - Long periods of standing

Violence in the Workplace

- Homicide—lead cause of injury death for women in workplace (accounts for 40% of all workplace deaths among female workers)
- Primarily robbery-related and often occur in grocery/convenience stores, eating and drinking establishments, and gasoline stations
- 25% of female victims are assaulted by people they know (co-worker, customers, spouses, or friends)
- Domestic violence—accounts for 16% of female victims of job-related homicide

Workplace Violence

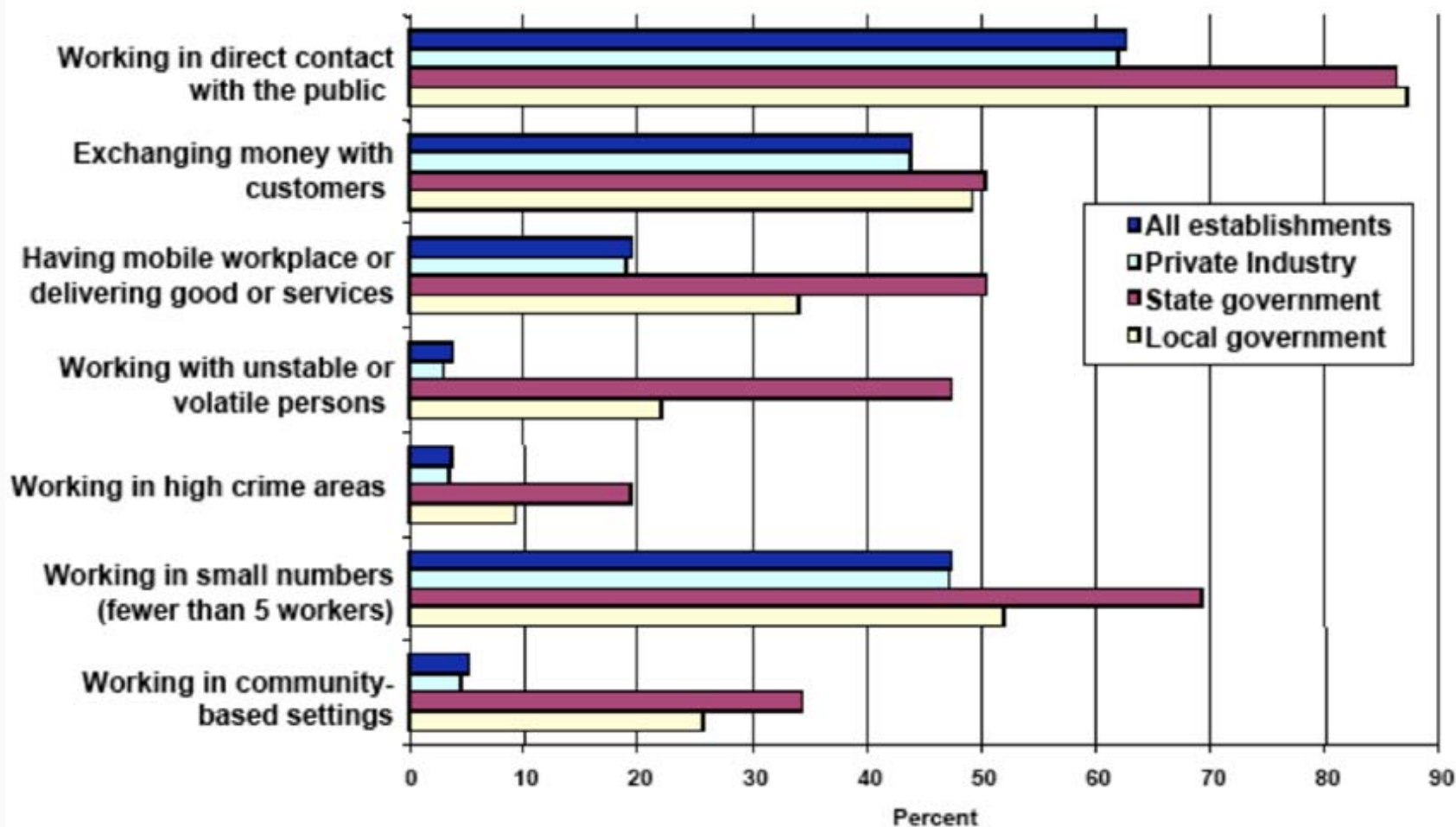
Percent of establishments employing 1,000 or more workers experiencing an incident of workplace violence by type of incident and ownership, United States, 2005



Half of the largest establishments (employing 1,000 or more workers) reported an incident of workplace violence in the previous 12 months. In these largest establishments, 52 percent of State government workplaces reported an incident of co-worker violence.

Workplace Violence

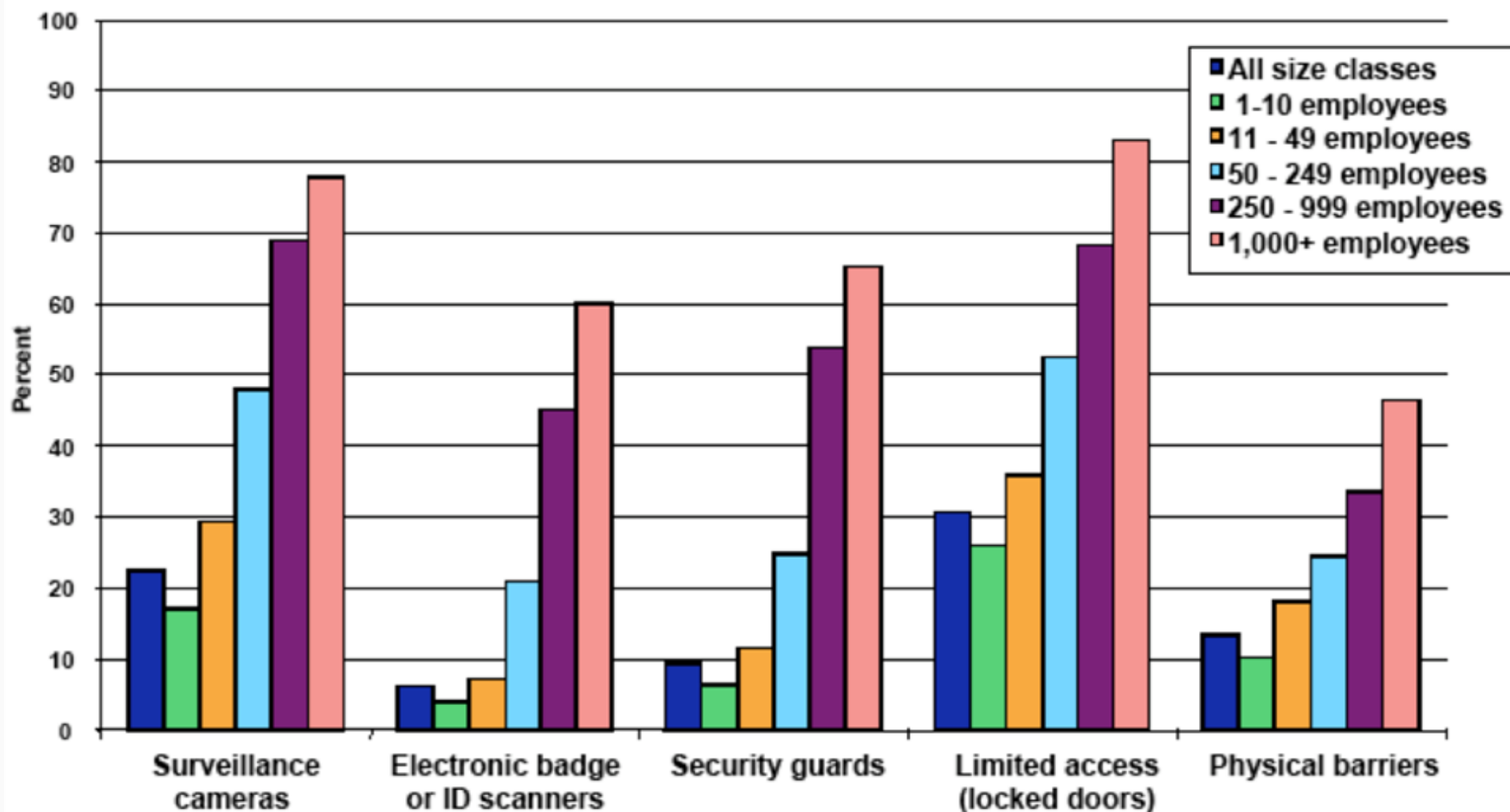
Percent of establishments by potentially hazardous work environment characteristics, by ownership, United States, 2005



The higher reported incidence of workplace violence in State and local government workplaces may be attributed to their work environments. State and local governments report much higher percentages of working in direct contact with the public, working in small numbers or in community-based settings, and other potentially hazardous conditions than did private industry.

Workplace Violence

Percent of establishments providing selected types of security, by size of establishment, United States, 2005



The prevalence of most types of security features increased with establishment size.

Prevention of Workplace Violence

- Cash-handling policies
- Physical separation of workers from customers, clients, and the general public
- Visibility and lighting
- Access to and egress from the workplace

Impact of Urinary Incontinence on Working Women

- Studies completed in academic setting and production facility
- OSHA memorandum
- Findings
 - Age and BMI
 - Women did not report to HCP
 - Reduced fluid intake
 - Wore pads to control urine loss

Female Adolescent Workers

- Predominantly employed in retail and service sector
- Emotional labor (EL)—the management of feeling to create a publicly observable facial and bodily display (Hochschild, 1983)
- EL sometimes entails interactions with angry, hostile, or uncooperative customers

 Increased work demand

Characteristics of EL

- Face-to-face or voice contact with the public
- Employee is required to produce an emotional state in another person (i.e, client or customer)
- Employers, through training and supervision, exercise a degree of control over the emotional activities of employees
- Common among retail and service jobs

Outcomes of Emotional Labor

- Job stress
- Burnout
- Depression

Definition of Stress

- Psychological stress refers to a particular kind of relationship between the person and environment ... the stress relationship is one in which demands tax or exceed the person's resources (Lazarus, 1990)

Sources of Stress for Women

- Working mothers
 - Less sleep
 - Greater illness
 - Less leisure time
- Balance work and family life
- Sandwich generation