

British women's job satisfaction takes a tumble



Satisfaction among women who work part-time has fallen more dramatically than among the full-timers. Part-time female employees were once thought of as 'grateful slaves' in a pin-money underclass, happy to take low-grade jobs for poor pay and conditions.

"If women part-timers ever had such attitudes they certainly don't have them now", said Professor Rose. "And you can forget the 'pin-money' tag. Okay, these are not career builders like many of the women full-timers, but they more and more see themselves as sharing the role of breadwinner, helping to pay the grocery bill and – increasingly for the younger ones – the mortgage. They're more critical of their jobs because they share the provider role."

The report is available at www.bath.ac.uk/~hssmj

Robbie Burns endorses management services

Businesses are being invited to get their creative juices flowing during the lunch

break, in the hope that it can improve company performance, according to the *Scotsman* newspaper. A series of lunchtime seminars have been held by the creative network Arts & Business and the Glasgow-based Third Eye Design in order to teach staff and employers the benefits of creative writing. Brand consultants, poets, copywriters and an actress have given lectures for small groups of businesses from all over Scotland, designed to make business literature more user-friendly, or simply to encourage efficient brainstorming.

Waste to resource management update

In Management Services last year, we published a paper authored by Bob Lisney FMS regarding resource efficiency.

An update has been published by the Natural Resources Branch of Hampshire County Council and may be downloaded from www.hnri.co.uk

Research based on around 25,000 British women employees shows that the average level of overall satisfaction with their jobs has been falling for 15 years.

Female workers used to have significantly higher levels of job satisfaction than men, but now they have almost the same level. Men's job satisfaction has remained constant over the period.

The results may be a sign of growing pressures on women in the workplace, as they compete increasingly with men for the better jobs, especially in the professions and management. Some commentators argue that women feel increasingly stressed at work, suffering a serious drop in general sense of well-being. But Professor Mike Rose from the University of Bath, who carried out the research for the Economic and Social Research Council rejected that explanation: "There's no sign of a general fall in psychological well-being among women employees since 1990. We have excellent data there, and they show absolutely no change over the period. In fact, our measures of general happiness show a slight upward trend.

"Being unhappy at work just isn't the same as being generally unhappy. You can be dissatisfied with a job without being an unhappy person".



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