Decent Job and Job Satisfaction among Women: The Ghanaian Perspective

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Outline

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- Motivation for the study
- Background to the study
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- Theoretical underpinnings
- Methodology
- Results and discussion
- Conclusion and recommendations
Introduction

- The role of women in the world’s socio-economic development cannot be overemphasized as women have played different significant roles at home and work for national development.

- However, empirically and culturally in many decades, women constitute a marginalized social grouping, a situation which denies many from accessing available opportunities to attain their full potentials.

- Societal inequity practices deny women for accessing quality education, a factor which ultimately impedes access to quality well paid jobs especially in developing countries compared to their male counterparts.
Motivation for the study

• The world’s Agenda 2030 of attaining sustainable development espoused by world leaders in 2015 demonstrates a clear roadmap to improving living standards of people globally including making the world peaceful place for all.

• SDG 8: *Decent work and economic growth agenda*
• In most sectors of the Ghanaian economy, majority of women are still under employed operating in informal sectors due to limited job opportunities, poor education and lack of skills including gender stereotyping.

• Those engaged are poorly compensated, operate in poor unsafe environmental conditions, inadequate health care and are poorly trained compared to men as gender segregation remains a predominant facet of the African society.

• But Decent work is considered as a fundamental human right as well as a major challenge facing the world.
Ghana, which is located on the west coast of Africa, gained independence from the British over six decades ago.

have been practicing active multi-party democracy since 1992.

Women have played leading roles in the country’s socio-political and economic development prior to nationhood in 1957.

In recent times, active women emancipation and economic development in Ghana can be traced to the 1980s with the 31st DWM.

Ghanaian women to the Fourth World Conference on Women in Beijing China in 1995
• by the establishment of the Ministry of Gender, Children and Social Protection (MoGCSP) in 2001

• comprehensive legal and policy frameworks to support gender equity (e.g., the 2006 Domestic Violence Act, the 2015 Gender Policy, and the 2016 Affirmative Action/Gender Equality Bill)

• Up until now the Ghanaian labour market can be described as male dominated (Koomson, 2018)
Objectives

The question is why are Ghanaian women unable to secure decent jobs despite the existence of gender equality policies and legal frameworks that have been implemented over the past decades?

Specifically, the study sought answers to:

- The conditions under which women work and implications for their job satisfaction.
- Examine the persistent barriers to decent and well paid jobs.
- Investigate interactions of job status and job experience on job satisfaction.
Theoretical background

- The ILO conceptualised decent job to include having access to full and productive employment, benefitting from rights at work, having guarantees of social protection, and the promotion of social dialogue.

- These conditions are operationalized into ten substantive elements: “Employment opportunities; adequate earnings and productive work; decent working time; combining work, family and personal life; work that should be abolished; stability and security of work; equal opportunity and treatment in employment; safe work environment; social security; and social dialogue, employers' and workers' representation” (p. 12).
• The role of decency in career success has been part of the debate surrounding the career progress of women.
• There is the need to influence the women as individuals to compete on equal level with men.
• This is necessary in order to increase the power of women which is the focus of liberal feminism.
The ILO definition of decent work was linked with a psychological approach to working using the Psychology of Working Theory (Duffy et al. 2016).

This theory which is based on Blustein's (2013) psychology of working framework suggests that decent job should be measured using five characteristics:

- (a) physical and interpersonally safe working conditions
- (b) hours that allow for free time and adequate rest
- (c) organizational values that complement family and social values,
- (d) adequate compensation, and (e) access to adequate health care"
• Literature on career barriers According to Powell, (2000) fall into two categories:
• ‘person-centred’ including personality traits, skills and behaviours that are contrary to the demands of managerial roles, and
• 'situation-centred' i.e. barriers located within the work and sociocultural environment. The ‘situation-centred’ barriers are divided by Oakley (2000) into those barriers that are located in corporate practices and barriers that have attitudinal and cultural causes.
hypothesis

- **H1:** Safe working condition has a positive and significant influence on job satisfaction
- **H2:** Access to health care has a positive and significant influence on job satisfaction
- **H3:** Adequate compensation has a positive and significant influence on job satisfaction
- **H4:** Access to free time and rest periods have positive effect on job satisfaction
- **H5:** Availability of complementary values in the organisation have a positive and significant influence on job satisfaction
- **H6:** The level of experience of working women moderates decent jobs and satisfaction
- **H7:** The job status (full time / temporal) of working women moderates decent jobs and satisfaction
Methodology

- We surveyed 500 career women working in Accra
- 473 usable data was obtained representing 94.6% collection rate
- The items on the questionnaire were adapted from previous studies and slightly modified to suit the Ghanaian context
- *Decent job* was measured with a five-item scale (Duffy et al., 2017)
- *Barriers to decent job* was measured with a five-item scale (Green & Moore, 2004)
- *Job satisfaction* was measured with a five-item scale (Spector, 1997)
- Data was analysed using structural equation modelling
Results and discussions

<table>
<thead>
<tr>
<th>Demographic information</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Variables</td>
<td>Frequency</td>
<td>Percent</td>
</tr>
<tr>
<td>Age group</td>
<td></td>
<td></td>
</tr>
<tr>
<td>18-30</td>
<td>252</td>
<td>53.3</td>
</tr>
<tr>
<td>31-40</td>
<td>171</td>
<td>36.2</td>
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<tr>
<td>41-50</td>
<td>39</td>
<td>8.2</td>
</tr>
<tr>
<td>51-60</td>
<td>11</td>
<td>2.3</td>
</tr>
<tr>
<td>Marital status</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Married</td>
<td>162</td>
<td>34.2</td>
</tr>
<tr>
<td>Single</td>
<td>311</td>
<td>65.8</td>
</tr>
</tbody>
</table>
I feel emotionally safe interacting with people at work.

At work, I feel safe from emotional or verbal abuse of any kind.

I feel physically safe interacting with people at work.

My employer provides me with all range of health care that I need.

My employer provides good healthcare benefits for my children.

I get good health care benefits from my job.

Strongly Disagree Disagree Netural Agree Strongly Agree

Percent

0 20 40 60 80 100

Strongly Disagree Disagree Netural Agree Strongly Agree

Percent

0 20 40 60 80 100
Adequate reward for my job:
- Strongly Disagree: 8%
- Disagree: 14%
- Neutral: 16%
- Agree: 28%
- Strongly Agree: 34%

I have free time during the work week:
- Strongly Disagree: 13%
- Disagree: 20%
- Neutral: 25%
- Agree: 24%
- Strongly Agree: 18%
The values of my organization match my family values

The values of my organization match the values within my community

Complementary values

- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

Percent

0 20 40 60 80 100
Barriers to decent work

**Family commitment and child care**

1. Child bearing and caring for the family prevent women from seeking jobs
   - Strongly Disagree: 17.5
   - Disagree: 30.2
   - Agree: 46.7
   - Strongly Agree: 21.8
   - Percent: 0, 20, 40, 60, 80, 100

2. Female workers have some form of caring responsibilities
   - Strongly Disagree: 23.3
   - Disagree: 40.2
   - Agree: 21.8
   - Strongly Agree: 46.7
   - Percent: 0, 20, 40, 60, 80, 100

3. Lack of quality child care makes women stay home to care for their babies
   - Strongly Disagree: 21.8
   - Disagree: 40.2
   - Agree: 23.3
   - Strongly Agree: 30.2
   - Percent: 0, 20, 40, 60, 80, 100

4. Women are better than men in dealing with people and taking care of the family
   - Strongly Disagree: 29.6
   - Disagree: 33.8
   - Agree: 40.2
   - Strongly Agree: 21.8
   - Percent: 0, 20, 40, 60, 80, 100

**Gender roles and stereotypes**

1. Women who return to work after maternity are never as good as they were
   - Strongly Disagree: 4.9
   - Disagree: 19.7
   - Agree: 15.6
   - Strongly Agree: 14.6
   - Percent: 0, 20, 40, 60, 80, 100

2. Men make better staff/managers than women
   - Strongly Disagree: 14.6
   - Disagree: 15.6
   - Agree: 1.1
   - Strongly Agree: 1.1
   - Percent: 0, 20, 40, 60, 80, 100

3. The only women who are at the top are those who lack feminine qualities
   - Strongly Disagree: 14.6
   - Disagree: 15.6
   - Agree: 1.1
   - Strongly Agree: 1.1
   - Percent: 0, 20, 40, 60, 80, 100

4. Men do not like to be supervised by men, but women
   - Strongly Disagree: 1.1
   - Disagree: 1.1
   - Agree: 14.6
   - Strongly Agree: 14.6
   - Percent: 0, 20, 40, 60, 80, 100

5. A woman needs to be twice as good as a man to get half as far
   - Strongly Disagree: 10.4
   - Disagree: 19.5
   - Agree: 15.6
   - Strongly Agree: 19.5
   - Percent: 0, 20, 40, 60, 80, 100

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Lack of support and encouragement

- As a woman, I am affected by discrimination when it comes to training etc (43.1% Agree, 34.9% Strongly Agree, 21.4% Netural)
- Lack of encouragement from my superiors has implications for my work (35.1% Agree, 35.1% Strongly Agree, 18.4% Netural)
- Lack of support from co-workers can negatively impact my career (34.9% Agree, 43.1% Strongly Agree, 16.5% Netural)
- I receive social support from family and friends as a career woman (29.4% Agree, 29.4% Strongly Agree, 17.5% Netural)

Education and training

- Women are the most disadvantaged when it comes to job-related training (7.8% Agree, 17.5% Strongly Agree, 29.4% Netural)
- Opportunity for further study leave is not available (7.2% Agree, 10.4% Strongly Agree, 23.5% Netural)
- Equal opportunity for education and training is provided for all (25.8% Agree, 29.4% Strongly Agree, 39.1% Netural)
- Suitable training opportunity is available to all employees regardless of one’s gender (23.5% Agree, 42.5% Strongly Agree, 39.1% Netural)
- Women are discriminated against at all levels of education (10.4% Agree, 17.5% Strongly Agree, 43.1% Netural)
Flexible working conditions

Workers should be given the opportunity to work from home sometimes

Part-time/contract staff never get promoted

Part-time/contract staff should have a more clearly defined career structure

Jobs should be designed such that workers determine their own start and close time

Working hours should be flexible enough to allow the achievement of other...
## Confirmatory Factor Analysis

Table 2: Item loadings

<table>
<thead>
<tr>
<th>Construct</th>
<th>Loading</th>
<th>t-values</th>
</tr>
</thead>
<tbody>
<tr>
<td>Safe working conditions</td>
<td></td>
<td></td>
</tr>
<tr>
<td>I feel emotionally safe interacting with people at work</td>
<td>0.888</td>
<td>15.185</td>
</tr>
<tr>
<td>At work, I feel safe from emotional or verbal abuse of any kind</td>
<td>0.727</td>
<td>7.557</td>
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<tr>
<td>I feel physically safe interacting with people at work.</td>
<td>0.742</td>
<td>6.909</td>
</tr>
<tr>
<td>Access to healthcare</td>
<td></td>
<td></td>
</tr>
<tr>
<td>I get good health care benefits from my job</td>
<td>0.919</td>
<td>64.954</td>
</tr>
<tr>
<td>My employer provide good healthcare benefits for my children</td>
<td>0.855</td>
<td>30.298</td>
</tr>
<tr>
<td>My employers provides me with all range of health care that I need</td>
<td>0.890</td>
<td>43.730</td>
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<tr>
<td>Adequate compensation</td>
<td></td>
<td></td>
</tr>
<tr>
<td>I am rewarded adequately for my work</td>
<td>0.889</td>
<td>34.044</td>
</tr>
<tr>
<td>The reward from my work is satisfactory</td>
<td>0.818</td>
<td>20.067</td>
</tr>
<tr>
<td>Complementary Values</td>
<td></td>
<td></td>
</tr>
<tr>
<td>The values of my organization match my family values</td>
<td>0.857</td>
<td>29.977</td>
</tr>
<tr>
<td>The values of my organization match my religion values.</td>
<td>0.921</td>
<td>65.986</td>
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<tr>
<td>My organization's values align with my family and friends values</td>
<td>0.939</td>
<td>125.137</td>
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<tr>
<td>The values of my organization match the values within my community</td>
<td>0.870</td>
<td>50.279</td>
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<tr>
<td>Free time and rest</td>
<td></td>
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<tr>
<td>I have some free time during the work week</td>
<td>0.883</td>
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<tr>
<td>I do not have enough time for non-work activities. (r)</td>
<td>0.604</td>
<td>5.414</td>
</tr>
<tr>
<td>I have a lot of time during the work week</td>
<td>0.707</td>
<td>8.413</td>
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<tr>
<td>Job Satisfaction</td>
<td></td>
<td></td>
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<tr>
<td>I feel my job is meaningful</td>
<td>0.736</td>
<td>40.897</td>
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<tr>
<td>I like doing the things I do at work</td>
<td>0.760</td>
<td>53.287</td>
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<tr>
<td>I feel a sense of pride in doing my work</td>
<td>0.745</td>
<td>47.001</td>
</tr>
<tr>
<td>My job is enjoyable all day</td>
<td>0.664</td>
<td>33.843</td>
</tr>
</tbody>
</table>
# Structural path results

<table>
<thead>
<tr>
<th>Hypothesis</th>
<th>Structural path</th>
<th>Path coefficient</th>
<th>t-value (Bootstrap)</th>
<th>Hypothesis results</th>
</tr>
</thead>
<tbody>
<tr>
<td>H1 Safe working condition</td>
<td>Job Satisfaction</td>
<td>0.070</td>
<td>1.385</td>
<td>Not Supported</td>
</tr>
<tr>
<td>H2 Access to health care</td>
<td>Job Satisfaction</td>
<td>0.151**</td>
<td>3.336</td>
<td>Supported</td>
</tr>
<tr>
<td>H3 Adequate compensation</td>
<td>Job Satisfaction</td>
<td>0.210**</td>
<td>4.283</td>
<td>Supported</td>
</tr>
<tr>
<td>H4 Free time and rest</td>
<td>Job Satisfaction</td>
<td>0.053</td>
<td>1.063</td>
<td>Not Supported</td>
</tr>
<tr>
<td>H5 Complementary Values</td>
<td>Job Satisfaction</td>
<td>0.162**</td>
<td>3.962</td>
<td>Supported</td>
</tr>
</tbody>
</table>

Note:**t-values are significant at p<0.01
## Moderating test results job exp.

<table>
<thead>
<tr>
<th>Rival Models</th>
<th>Effect Measures</th>
<th>Direct Effects: Model 1</th>
<th>Direct Effects: Model 2</th>
<th>Moderated Effects: Model 4</th>
</tr>
</thead>
<tbody>
<tr>
<td>Safe working condition</td>
<td>Job Satisfaction</td>
<td>0.070</td>
<td>0.101**</td>
<td>0.102**</td>
</tr>
<tr>
<td>Access to health care</td>
<td>Job Satisfaction</td>
<td>0.151***</td>
<td>0.162***</td>
<td>0.144***</td>
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<td>Adequate compensation</td>
<td>Job Satisfaction</td>
<td>0.210***</td>
<td>0.189***</td>
<td>0.207***</td>
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<tr>
<td>Free time and rest</td>
<td>Job Satisfaction</td>
<td>0.053</td>
<td>0.060</td>
<td>0.045</td>
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<tr>
<td>Complementary Values</td>
<td>Job Satisfaction</td>
<td>0.162***</td>
<td>0.149***</td>
<td>0.144***</td>
</tr>
<tr>
<td>Job experience</td>
<td>Job Satisfaction</td>
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<td>0.197***</td>
<td>0.200***</td>
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<tr>
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<td>Job Satisfaction</td>
<td></td>
<td>-0.067</td>
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<tr>
<td>Jobexp*healthc</td>
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<td>-0.039</td>
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<tr>
<td>Jobexp*compen</td>
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<td>0.075*</td>
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<tr>
<td>Jobexp*Freetime</td>
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<tr>
<td>Jobexp*CompVal</td>
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<tr>
<td>R²</td>
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<td>0.180</td>
<td>0.217</td>
<td>0.237</td>
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<tr>
<td>ΔR²</td>
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<td></td>
<td>0.037</td>
<td>0.014</td>
</tr>
</tbody>
</table>

Note:***t-values are significant at p<0.01;**t-values are significant at p<0.05; *t-values are significant at p<0.10
## Moderating results – job status

<table>
<thead>
<tr>
<th>Rival Models</th>
<th>Direct Effects: Model 1</th>
<th>Direct Effects: Model 2</th>
<th>Moderated Effects: Model 4</th>
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</thead>
<tbody>
<tr>
<td>Safe working condition</td>
<td>0.070</td>
<td>0.057</td>
<td>0.054</td>
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<tr>
<td>Access to health care</td>
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<td>0.156***</td>
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<tr>
<td>Adequate compensation</td>
<td>0.210***</td>
<td>0.198***</td>
<td>0.206***</td>
</tr>
<tr>
<td>Free time and rest</td>
<td>0.053</td>
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<tr>
<td>Complementary Values</td>
<td>0.162***</td>
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<td>Employment status</td>
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<tr>
<td>ΔR²</td>
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<td>0.017</td>
<td>0.014</td>
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</tbody>
</table>

Note: ***t-values are significant at p<0.01; **t-values are significant at p<0.05; *t-values are significant at p<0.10
Conclusions and recommendations

- The study results show that access to healthcare, adequate compensation, and complementary values are significant determinants of job satisfaction among women in Ghana.
- Of the three, the most significant driver of job satisfaction is adequate compensation, followed by complementary values and access to healthcare.
- The interaction effects of job experience and adequate compensation was significantly positive on job satisfaction while that of job experience and free time had a significant negative effect.
- It is therefore recommended that adequate compensation should be considered as driver of job satisfaction for women in Ghana.
THANKS FOR YOUR ATTENTION