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# Decent Job and Job Satisfaction among Women: The Ghanaian Perspective

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# 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 31<sup>st</sup> 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

# Literature Review

- 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

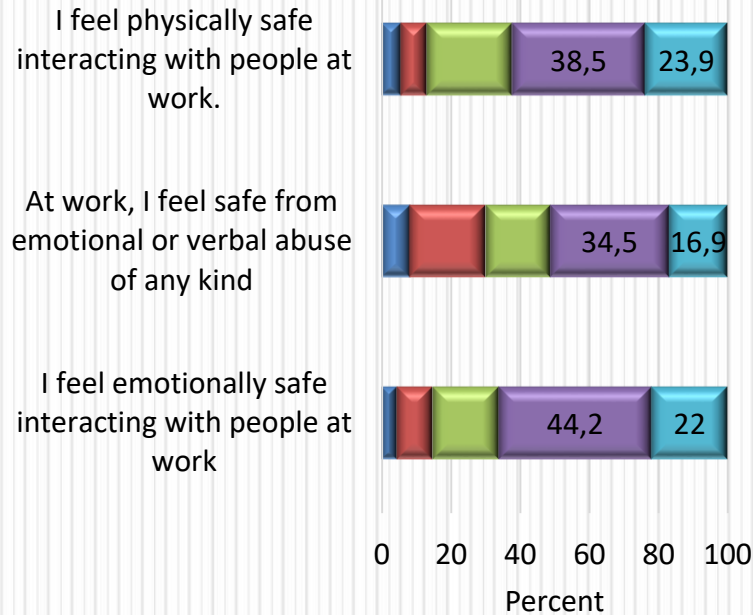
- We surveyed 500 career women working in Accra
- 473 usable data was obtained representing 94.6% collection rate
- The items on the questionnaire were adapted from previous studies and slightly modified to suit the Ghanaian context
- *Decent job* was measured with a five-item scale (Duffy et al., 2017)
- *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

Demographic information		
Variables	Frequency	Percent
<b>Age group</b>		
18-30	252	53.3
31-40	171	36.2
41-50	39	8.2
51-60	11	2.3
<b>Marital status</b>		
Married	162	34.2
Single	311	65.8

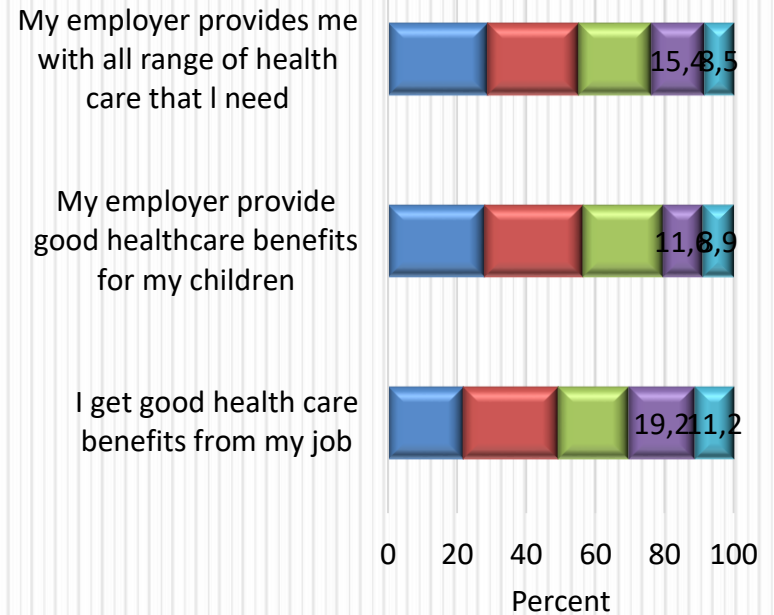
# descriptive statistics – decent work

## Safe working conditions



- Strongly Disagree ■ Disagree
- Netural ■ Agree
- Strongly Agree

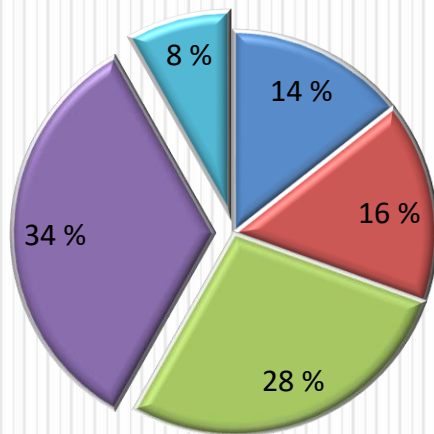
## Access to healthcare



- Strongly Disagree ■ Disagree
- Netural ■ Agree
- Strongly Agree

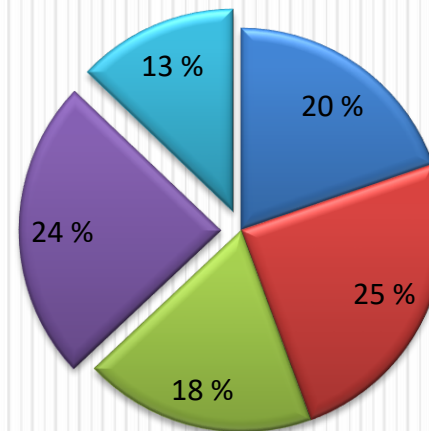


### Adequate reward for my job



- Strongly Disagree
- Disagree
- Netural
- Agree
- Strongly Agree

### I have free time during the work week



- Strongly Disagree
- Disagree
- Netural
- Agree
- Strongly Agree

## Complementary values

The values of my organization match the values within my community



The values of my organization match my family values

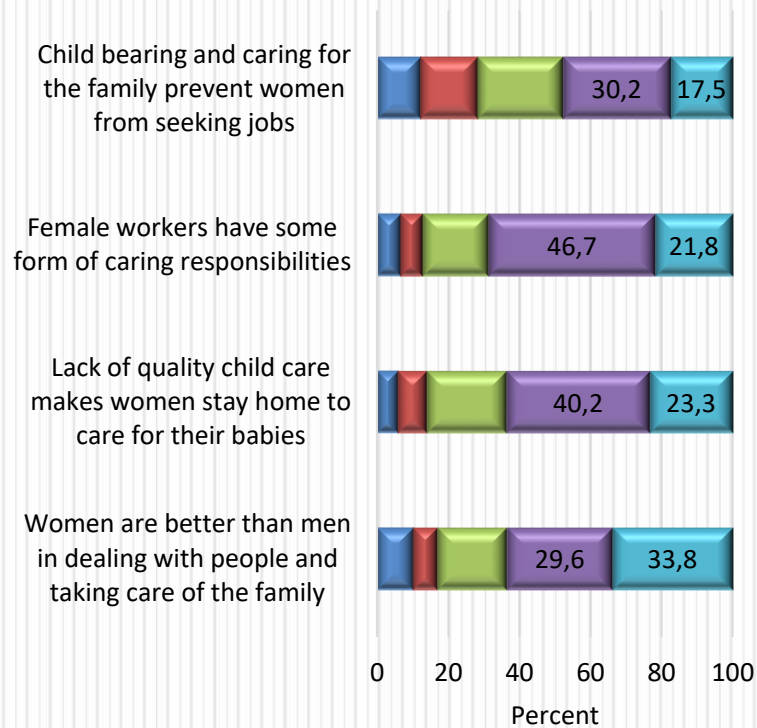


0 20 40 60 80 100  
Percent

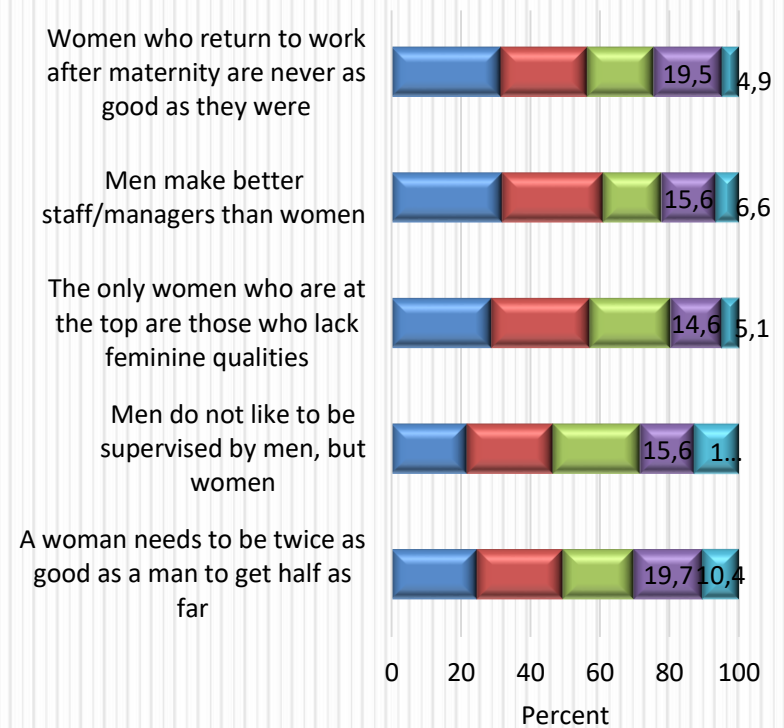
- Strongly Disagree
- Disagree
- Netural
- Agree
- Strongly Agree

# Barriers to decent work

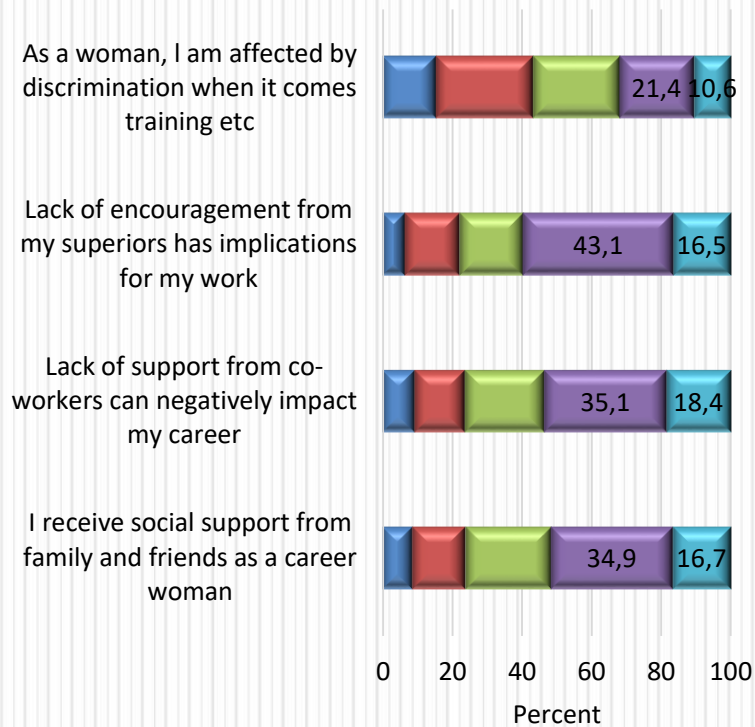
## Family commitment and child care



## Gender roles and stereotypes

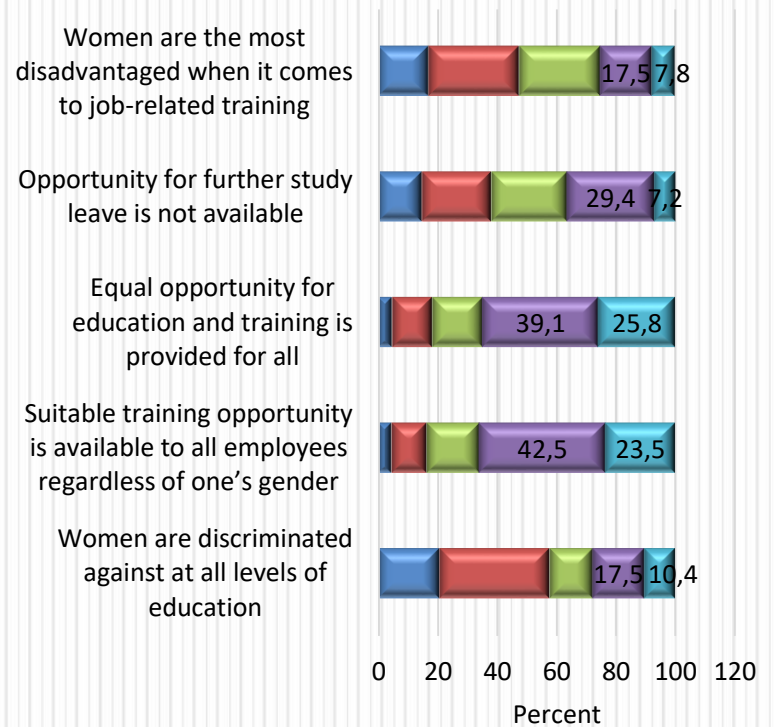


### Lack of support and encouragement



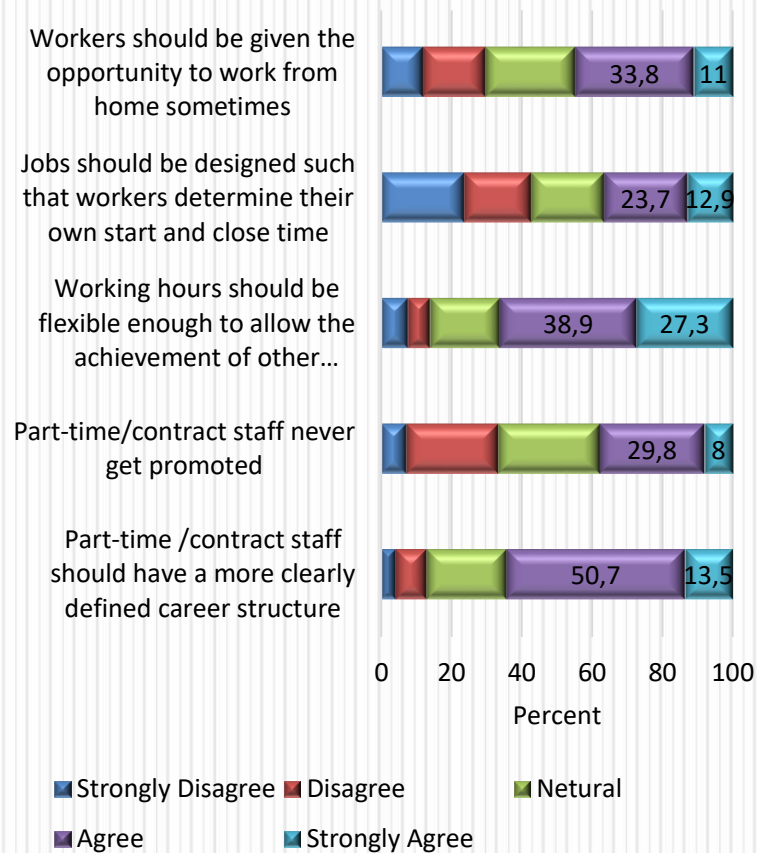
■ Strongly Disagree 
 ■ Disagree 
 ■ Natural 
 ■ Agree 
 ■ Strongly Agree

### Education and training



■ Strongly Disagree 
 ■ Disagree 
 ■ Natural 
 ■ Agree 
 ■ Strongly Agree

## Flexible working conditions



# Confirmatory Factor Analysis

Table 2: Item loadings		
Construct	Loading	t-values
<b>Safe working conditions</b>		
I feel emotionally safe interacting with people at work	0.888	15.185
At work, I feel safe from emotional or verbal abuse of any kind	0.727	7.557
I feel physically safe interacting with people at work.	0.742	6.909
<b>Access to healthcare</b>		
I get good health care benefits from my job	0.919	64.954
My employer provide good healthcare benefits for my children	0.855	30.298
My employers provides me with all range of health care that I need	0.890	43.730
<b>Adequate compensation</b>		
I am rewarded adequately for my work	0.889	34.044
The reward from my work is satisfactory	0.818	20.067
<b>Complementary Values</b>		
The values of my organization match my family values	0.857	29.977
The values of my organization match my religion values.	0.921	65.986
My organization's values align with my family and friends values	0.939	125.137
The values of my organization match the values within my community	0.870	50.279
<b>Free time and rest</b>		
I have some free time during the work week	0.883	17.905
I do not have enough time for non-work activities. (r)	0.604	5.414
I have a lot of time during the work week	0.707	8.413
<b>Job Satisfaction</b>		
I feel my job is meaningful	0.736	40.897
I like doing the things I do at work	0.760	53.287
I feel a sense of pride in doing my work	0.745	47.001
My job is enjoyable all day	0.664	33.843

# Structural path results

Table 4: Structural path results					
Hypot he sis	Structural path		Path coefficient	t-value (Bootstrap)	Hypothesis results
H1	Safe working condition	Job Satisfaction	0.070	1.385	Not Supported
H2	Access to health care	Job Satisfaction	0.151**	3.336	Supported
H3	Adequate compensation	Job Satisfaction	0.210**	4.283	Supported
H4	Free time and rest	Job Satisfaction	0.053	1.063	Not Supported
H5	Complementary Values	Job Satisfaction	0.162**	3.962	Supported
Note:**t-values are significant at p<0.01					

# Moderating test results job exp.

Rival Models		Direct Effects: Model 1	Direct Effects: Model 2	Moderated Effects: Model 4
Safe working condition	Job Satisfaction	0.070	0.101**	0.102**
Access to health care	Job Satisfaction	0.151***	0.162***	0.144***
Adequate compensation	Job Satisfaction	0.210***	0.189***	0.207***
Free time and rest	Job Satisfaction	0.053	0.060	0.045
Complementary Values	Job Satisfaction	0.162***	0.149***	0.144***
Job experience	Job Satisfaction		0.197***	0.200***
Jobexp*safework	Job Satisfaction			-0.067
Jobexp*healthc	Job Satisfaction			-0.039
Jobexp*compen	Job Satisfaction →			0.075*
Jobexp*Freetime	Job Satisfaction →			-0.105**
Jobexp*CompVal	Job Satisfaction →			-0.017
	→			
R <sup>2</sup>	→	0.180	0.217	0.237
ΔR <sup>2</sup>	→		0.037	0.014
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

Rival Models		Direct Effects: Model 1	Direct Effects: Model 2	Moderated Effects: Model 4
Safe working condition	Job Satisfaction	0.070	0.057	0.054
Access to health care	Job Satisfaction	0.151***	0.172***	0.156***
Adequate compensation	Job Satisfaction	0.210***	0.198***	0.206***
Free time and rest	Job Satisfaction	0.053	0.056	0.067
Complementary Values	Job Satisfaction	0.162***	0.162***	0.152***
Employment status	Job Satisfaction		0.133***	0.140***
Empstat*safework	Job Satisfaction			-0.024
Empstat*healthc	Job Satisfaction			-0.043
Empstat*compen	Job Satisfaction			0.079**
Empstat*Freetime	Job Satisfaction			0.021
Empstat*CompVal	Job Satisfaction			-0.078**
R <sup>2</sup>	→	0.180	0.197	0.211
ΔR <sup>2</sup>	→		0.017	0.014
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 shows 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.

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**THANKS FOR YOUR ATTENTION**