A New Entrance for Sustainable Gender Equality

Abstract. Sustainable regional and business development depends on the access to people motivated to invest their lives in the region and the enterprises. But in a time of demographical changes, urbanization and new values regarding life and work among the next generation the issue of being attractive is crucial for both a region and enterprises. This paper describes the interactive collaboration between a research project and an enterprise in a semirural area in Sweden. A collaboration aiming for a more gender mainstreamed organization in order to retain and attract the best-suited labor for tomorrow. During the long term process the enterprise became more conscious of being a gender equal employer. The interaction gave the enterprise a platform for continued development with gender equality as an important element in developing a strong employer brand.

Keywords: Gender, Employer Brand, Attractive Work, Sustainable growth

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Session: Sustainable Gender Equality
**INTRODUCTION**

Regional sustainable development is depending on successful enterprises and the enterprises depend on committed motivated employees. Thus both regions and enterprises depend on the access to people, a challenge in a time of demographical changes, urbanization and new values concerning life and work among the next generation. This logic motivates efforts for increased knowledge and mainstreaming of gender equality when building an employer brand in order to retain and attract skilled labor.

This paper describes the process of an interactive project between researchers and a multinational engineering enterprise. The joint aim is to develop methods to mainstream gender with the long-term objective to integrate gender in the notion of employer brand. Before describing the process of the project it is necessary to place gender equality in the Swedish context of regional sustainability, gender mainstreaming and labor market.

**BACKGROUND**

We have chosen to use the concepts of sustainable development as EU is defining it:

Sustainable Development stands for meeting the needs of present generations without jeopardizing the needs of futures generations - a better quality of life for everyone, now and for generations to come. It offers a vision of progress that integrates immediate and longer-term needs, local and global needs, and regards social, economic and environmental needs as inseparable and interdependent components of human progress ([www.eu.se](http://www.eu.se)).

The Swedish interpretation of sustainable growth is that it shall contribute to sustainable development so that current and future generations of women and men will find sound economic, social and ecological circumstances available (national board for industrial & technical development – Nutek 2005). Social sustainability includes among other things gender equality as a driving force for development and achievement of regional growth. But if gender equality, along with other aspects affecting the chances of sustainable development, is to function as a “fuel for growth”, then greater in-depth knowledge on gender equality and gender-research proficiency is needed. Experiences within European social fund programs and regional growth programs show that while the various project owners have an interest in gender equality, knowledge is lacking on how this might be achieved (Westberg, 2005, Gunnarsson et. al. 2007, Westberg 2008).

A regional policy marked by gender equality and sensitivity to the situation of women should be based on a holistic view of economic development. According to Henderson (in Horelli & Roininen 1999), the holistic view is based on a layered approach with the market economy at the top, followed by the public economy, then the social economy and finally the ecological economy. This view demonstrates that the economy does not consist of the market economy alone. The discussion conducted leads to an equality perspective that comprises a gender equality element. This can be understood to mean that both gender equality and equality are objectives for a regional policy that aims to promote the development of ecological, social, cultural and economic capital and its distribution between women and men in the region.

In Europe as well as elsewhere gender equality is still perceived, as a separate concern not rooted in everyday activities in regions and local communities. Local development issues are perceived as gender neutral, gender-blind cultures hide structural inequalities and working practices are gender-biased. The underrepresentation of women in decision-making inevitable leads to biases in the priorities for local development. Development programs often focus on economic, technical and physical infrastructures rather than organisational and social infrastructures. The latter has a great importance for women's everyday life. Rubery (2010) points out five principles of what among other things could be done to establish a new and more equal gender order1. The first is the need of change in the basis on which parenting is supported in employment, from policies that promote women's rights to policies that support the human rights of children. The second principle is that the impact of the recession and recession-induced policies on women should be made visible and not subsumed within a household/family analysis. The third principle

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1 The concept gender order is referring to the power structure between men and women
is the rights to economic independence that provides protection for women in a wide range of policy areas, from access to employment supported by affordable childcare to wage policy and eligibility for benefits. The fourth principle is the resistance of the use of the public bailouts of private failures as a justification for dismemberment of public services and the social wage. The fifth is the need of what could and should be done to establish a new and more equal gender order to challenge the power of male elites, in the private sector (Rubery a.a).

Social capital interlinked with different rationalities
In the same spirit Appelbaum (2010) states three different approaches to reach sustainable growth. Those are to:

- foster development of human capital, resulting in increased employee skills and improved customization of services
- engage employees in problem solving and performance improvement
- build organizational social capital to facilitate knowledge-sharing and the coordination of work

How the social capital functions and generates is due to which type of rationality that dominate in a society. The concept of technical-economic rationality is in many contexts perceived to be super ordinate to responsible rationality. A prevailing technical-economic rationality’s apparent gender-neutral orientation does not identify gender equality as a resource other than when it is demonstrated that a win-win situation is possible. The profitability of the market-economy approach that is based on the values of technical-economical rationality is sometimes in conflict with the intention of the national strategy of a sustainable society based on the values connected to responsible rationality (2001/02:172).

Gender mainstreaming and sex segregation in a local context
Gender Mainstreaming is a strategy for achieving equality between men and women in all areas of decision-making in the public and private sectors. It aims at realizing the full potential of all members of society to contribute to social cohesion, competitiveness and growth. The importance of Gender Mainstreaming and gender equality on all levels cannot be stressed enough. Criticism raised when gender mainstreaming was adopted such as the risk of abandoning positive actions for women and introducing a gender perspective into existing local development policies without changing the agenda has to some extent been proven correct. Local authorities have, in the name of mainstreaming, dissolved their women's initiatives and dismantled their gender equality units.

It has been documented, both in Sweden and abroad that a high level of employment does not automatically result in an integrated workforce in which women and men are equally spread throughout the professions and management levels. International comparisons reveal that the higher the level of employment among women in a country, the greater the level of segregation according to the segregation index (Emerek et. al., 2002, Rubery, Smith & Fagan 1999). This is naturally a slight modification of the truth. But the measurement of segregation patterns, the analysis of their effect and the study of the changes in these patterns over time constitute a theme. One of the basic problems is that the demand for women on the labor market has not resulted in women gaining access to all sections and levels of the workplaces on the Swedish labor market. The male dominance in the hierarchical sense is evident, as is the unequal division of work between women and men in workplaces with regards to work tasks, professions or functions (SOU 1997:83, SOU 1997:137, SOU 2004:43). Education and training policies and practice have also a role of the reproduction of sex segregation. The way training is provided and its take-up tend to reinforce and solidify patterns of occupational segregation (Westberg-Wohlgemuth1996, Rees 2002, Westberg 2006). There is certain support for the theory that educational and career choices are rational, but this rationality is based on the fact that careers are sex-marked and that the labor market is sex-segregated. Vocational education and training systems are as segregated as the labor market itself. As Rees (2002) states; “initial, further and continuing training manifest highly gendered patterns of participation, which reinforce those of the workplace”. Rees (2002) suggests that segregation is found at three levels horizon-
tal, vertical and contractual and Westberg (2006) adds internal as another level. By horizontal means where men and women work in different sectors, by vertical means where men and women have different positions, by contractual means where men are more likely to have permanent full-time contracts and women to have part-time, temporary contracts or no contract at all and by internal means where women and men are employed in the same occupation (and in some cases by the same employers) but carry out different work tasks.

The sex segregation obstructs the movement of labor and decrease flexibility. Old pattern and preconceptions decrease the potential for optimal use in the view of available talent. Since most organizations consider themselves to be gender sensitive, gender equality is a “none issue”. “Gender equality is important, but in practice unnecessary” (Hegenhöj, 2004). To start discussions about equality and the invisible influence of masculine dominance in the industrial sector is a difficult and challenging task. Both enterprises and individuals often believe themselves comply with the expected level of gender equality. With increased knowledge and understanding the gender equality issue is not, as often perceived, a burden, but an additional parameter to sharpen business development opportunities. Facing the uprising recruitment problem it is justifiable to ask: Why are WE (Work in Engineering) not more attractive for women?

Lindgren and Forsberg (2010) describes gender contracts “as the informal regulations that govern the everyday relations between men and women”. According to them gender patterns exists overall but there are local and regional variations to these patterns. The various economic systems as well as the local economy in a historical perspective form the contracts and they are repeated through practice when challenged by the context of economic and social transformations.

The project “Gender perspective for Attractive Work” (GATT-project) run by the innovation system “The Industrial Region Triple Steelix” is formed to mainstream gender in the Triple Steelix cluster. The aim of the GATT-project is to engage and motivate the participants to look above traditional perspectives. The empirical research was carried out at Dellner Couplers AB (see below) that is involved in the innovation system. In order to retain, motivate and recruit staff for future expansion the company wants to develop its employer brand (Backhaus, K., Tikoo, S. 2004) by developing a more equal and attractive work irrespective of gender. Employer brand was the point of departure of collaboration between the company and GATT. The foundation of the theoretical platform is action research (Aagaard, Svensson 2006) combined with theories of masculinity (Hearn 2001, Kimmel 2009), doing gender (Acker 1992, Gunnarsson 2007) and attractive work theories (Åteg 2004). The methodological framework has its basis of different interactive tools with the intention of creating discussions and reflections in order to widen the participants view regarding doing gender and in the long run improve prerequisite for sustainable growth.

**THE FACILITATORS AND COLLABORATIVE PROCESS**

Two process leaders have collaborated with the company's staff during the autumn of 2009. An associated professor, female, with a long experience from gender research and fieldwork in collaboration with engineering enterprises, and a, male, PhD student, inexperienced in the scientific craftsmanship, but with extensive experience in business and project development. Based upon her long experience from feminist action research the role of the associated professor has been to support and guide the PhD student in his role as a facilitator. He has had the main responsibility, established the contact and led the workshops.

With a mechanical engineering degree and several years in the mechanical engineering field, the male facilitator has a familiarity with activities within engineering companies, both in terms of production and commercial requirements. As a man, father, and part of the hegemonic masculinity forming the norm in the Swedish society, he also has an understanding of the tension that exists around the gender equality

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2 See also Gonäs L. red. 2005. På gränsen till genombrott? Om det könsuppdelade arbetslivet
3 Owned by Jernkontoret, The Swedish Steel Producer's Association and financed by The Swedish Governmental Agency for Innovation Systems (VINNOVA).
4 Hegemonic masculinity was understood as the pattern of practice (i.e., things done, not just a set of role expectations or an identity) that allowed men’s dominance over women to continue. (Conell, R. W., Messerschmidt, J.W. 2005)
debate. Experiences that contribute to a wider understanding of the complexity and the tension that exists when sex and gender equality is discussed.

**The enterprise Dellner Couplers AB**

Dellner Couplers AB is an expanding engineering company that manufactures, sells and maintains couplers for trains on a global market. The headquarter with corporate management, development department and production of certain goods is located in Vika, a semi rural area 250 km north east of Stockholm. Production facilities are also located in Poland, USA, and China, sales and service organizations is found in several other countries. The annual total turnover for the entire enterprise is close to 100 million USD. Total amount of employees worldwide is 500 persons.

When launching the collaboration 2009, the plant in Sweden had 180 staff members, 75 % men and 25 % women (a total of 45), average age was 40 years. Among the employed women two-thirds (30) are office workers with administrative duties and one-third works with production. Of the business management there were one woman and six men. With a total of 25 persons in the middle management, 21 were men and 4 women. The proportion of women in managing position was thus 19%.

In the plan for the future expansion the headquarters should remain in Vika, a geographic location based on the company's history from 1941. Given the mobility of young well educated and the attraction that cities can have a location in Vika can be seen as an obstacle. But in order to counter this, the company wanted to build a better reputation on the labor market, strengthen its employer brand and become more attractive. Seen historically, the company has however been quick to lay off in crisis, something that can affect the reputation of the company as a secure and attractive employer.

**COLLABORATIVE APPROACH FOR GENDER MAINSTREAMING**

An interactive research perspective aspires to equal exchanges of experience, learning and growth in knowledge between researcher and participant. The “ideal” interactive research process involves researcher and practitioner on the basis of their experiences and knowledge together formulate what to do from start and then work together throughout the entire research and development/change process, involving research, analysis, recording and dissemination of results achieved (Aagaard Nielsen and Svensson, 2006, Svensson, 2002, Gunnarsson, Westberg, Andersson and Balkmar 2007). In practice the degree and level of interactivity often varies in different phases of the research process.

The role played by the researcher in the interactive approach underlines the supportive part played by the researcher. This role constitutes an important procedure in the interactive research process. Thus a distinction is made in relation to the more traditional role of researcher as controller, also emphasizing the difference between the supportive role of researcher and the more advisory role of consultant and therapist (McGil and Brockbank, 2004, Gunnarsson, Westberg, Andersson and Balkmar 2007).

**From Anchoring to Action**

In order to attract the enterprise for collaboration and create a greater interest to develop a more gender mainstreamed enterprise we used the notion of Employer Brand and some questionnaires for measuring both opinions and awareness among the employees. The collaboration started with an open discussion between the project and the HR manager who had been working for the company in about two years when the process started. The discussion was summarized in a logical framework, describing the causality between the actions. After consensus was reached regarding desired processes and methods, the company management approved collaboration and the HR manager was given the mandate to get the intervention started.

The strength of a brand can simplistically be explained as the quality understood by the customer. It is then logic to argue that an employer brand is due to the intrinsic quality of work perceived by the employees. To identify the opinion of the employees regarding qualities that contribute to an attractive work and how the employees perceive their current job the interaction started with an employee questionnaire, “att-questionnaire”, developed by the research team Theme Working Life at Högskolan Dalarna. The questions are based on a model (Åteg et al. 2004) that describes the qualities of an attractive job. It is de-
developed with a "gender neutral" approach and does not address gender dimension. But since the questiona-
naire has proven to be a good starter for a process discussing the working situation we decided to use it
but with additional questions regarding sex and age.
All employees were exhorted to answer but it was optional to answer the questionnaire. In order to in-
crease the numbers of respondents the employees were given two optional medias for giving their an-
wswers to the questions, either via a web-based version or in paper form. The questions were exactly iden-
tical and all responses were entered into the same database. After the first period of answering the project
and HR manager agreed to ad an extra answering period in order to increase the number of respondents.
Between the two answering periods the anchoring process continued by the process leader who described
the project, process steps, aims and expected results for a group of 19 of a total of 25 supervisors, at an
internal leadership conference. This gave the supervisors an opportunity to discuss specific questions with
the process leader but also an opportunity for the process leader to stress the importance to inspire the rest
of the staff to answer the “att-questionnaire”. In connection with the meeting an extra questionnaire was
handed out with general questions about gender equality. The extra questionnaire was extracted from a
gender-sensitive checklist that may be used for investigating and acting to gender at work. The reason to
use this was to get some information on opinions on gender from the inside of the enterprise before other
actions were started to develop a method of mainstreaming gender for sustainable development and
growth. The 19 staff members (management and middle management) answered the questionnaire. In
table 1 (see appendix 1) the results from the questionnaire are presented.

**Workshops**
The workshop was divided into three phases, an introduction phase, a gender perspective phase (doing of
gender) and the phase where the results from the survey were presented, discussed and an action list was
jointly made.

The aim of the first phase was to describe the purpose of the project, benefits and motivation for the two
partners, the interactive approach and the financier VINNOVA. Furthermore, the participants were given
a description of how the “att-questionnaire” had been developed, as well as the methods and tools that
would be used during the workshop. This phase also included time for establishing a trustful foundation
between the participants and the facilitators.

The second phase in the workshop was to initiate reflective discussion on social construction of gender,
“doing gender”. The goal for this process was to raise awareness about how gender unconsciously is cre-
at in our everyday lives and how this may affect the perceived attractiveness of the workplace. As the
discussion of sex and gender often result in feelings of guilt, accusation, by men who represent the
hegemonic masculinity, the facilitator emphasized that this was not the intention of the presentation. In
order to de-dramatize the discussion, creating an open, intimate and permissive climate, the facilitator
used own experiences and reflections from his life as man in combination with selected images of con-
sumer products that exemplify the prevailing gender norm. Depending on the group's transparency the
facilitator used provocations to start discussions. An example was when the facilitator asked the attendant
if anyone knew why the car-insurance premium is higher for a young male compared to a female at the
same age. Usually, often after a joke, someone explained it was due to the higher risk for the young males
getting involved in accidents. The analogy will then be connected to the question "who will most often
use new technical investments for example an advanced numerical controlled machine". Most of the time
this provocative analogy started a short discussion and gave the workshop participants an opportunity to
reflect upon how males more often are taken for granted as operators when new technology is introduced.

The third phase, presentation of the results from the employee questionnaire, was divided into three steps.
In the first step an overhead picture was both shown on a screen and copies was distributed, describing a
graph with the 15 most valued qualities according to measurements considered important for work to per-
ceived attractiveness. The chart also showed the value of how the group estimated their current job. After
a brief explanation the attendants were divided in "beehives" to discuss and write down suggestions of
activities to maintain or achieve those prioritized qualities. The discussion was combined with a coffee
break. In the second step the qualities that had the greatest discrepancy between desired and experienced work was presented. The groups were again asked to discuss the result and write down suggestions on what measures they can take in order to reduce the gap. Phase three was completed by letting the groups discuss a short, additional, five questions concerning difference in the view of work and work conditions between men and women. These questions were extracted from, the employee survey; questions were we could find a difference between the answers of men and women. (See appendix 2)

Before ending the workshop the facilitator asked the participants "How has it been?" in order to get spontaneously feedback regarding the content and methodology.

**Effects for the enterprise**

More than two thirds of the staff at Dellner Couplers was participating in the workshops. They all got feedback from the result of the “att-questionnaire” and most of the participants got an introduction in the importance of gender equality, doing gender and time for reflection about their work conditions. All the participants had a chance to express their own thoughts, opinions and suggestions about how the enterprise can become more attractive as a place to work in. After the final workshop the enterprise had more than 140 written suggestions how to develop the company. A majority of the suggestions were about the same issues, physical work conditions, leadership, acknowledgement (feedback) and relations. The managing team is aware of the shortcomings concerning the physical conditions; many of the premises are inadequate. They have given an architect the assignment to come up with a proposal on an extension. When the architect submitted the first draft of the extension the management noticed that the locker room for female employees was much smaller than the locker room for men. Since the management not wanted to get caught in old structures the new proposal had a movable wall between the two sections. – Their knowledge and awareness regarding gender equality had been increased. Another sign of awareness is that in the process of developing a new homepage with a subdirectory for carrier the subcontractor was been ordered by the HR manager to be aware of the gender equality aspect when designing the page. They are anxious that the layout is appealing regardless of sex. This is an important awareness since the page for job advertisements communicates a first impression of the company for the applicant (Parment, Dyhre, 2009). As a result of the increased awareness and importance regarding gender issues a number of employees at Dellner Couplers will participate in a series of seminar that will give them more inspiration and knowledge for the ongoing internal. The purpose is to secure the sustainability of the new knowledge and attention regarding gender as a positive component for building a stronger employer brand.

**Conclusion and Discussion**

When the GATT project was planed (spring 2008) many enterprises express great interest in participating but when the project, half a year later, was granted and action was going to be taken the interest was vanished. If this was because of the financial crisis or the fact that gender issues has a low priority, a none issue, we will never know. Brake through came when using another logic, different use of buzzwords, when gender equality was embedded in the context of employer brand. Perhaps the interactive approach and willingness to start from a different angle based upon the actual interest and needs for an enterprise instead of the intention from the financier and project holder was a key factor for the collaboration. This pin point the difficulty of synchronizing state funded programs directed to enterprises who are working in a different context driven by other forces and influences.

The collaborating enterprise was a good representative with a strong will and the financial ability for a common learning process. An additional parameter that made it more interesting was the geographic location outside of a medium-sized Swedish town since a large number of Swedish manufacturing companies are located outside the major cities. If they will succeed with keeping and recruiting talented employees serving the market this will have a great impact for a sustainable regional development. The results of the opinion questions show that in spite of the notion that Sweden is a gender equal country there is still a lot of work to do. It is also interesting to note that the supervisors that are the ones responsible for the gender equality plan and the health and safety work at the enterprise level are not very familiar neither to the legislation nor to the local planning.
In an industrial environment with an “engineer discourse” the “att-questionnaire” was an effective "door opener", creating curiosity for the result and motivate the employees to gather for a discussion about doing gender. The questionnaire can be seen as a "battering-ram" in the same way as the concept of employer brand functioned as an opener for getting the management to pay attention to the suggestions to include gender issues in the collaboration to develop more attractive work in the organization.

One of the “points of entry” presented by the research model of the project was the study of how symbols, notions and discourses were produced in the organization. This means the way in which construction of these symbols, notions and discourses explained, expressed, reinforced or countered division in how gender was done in the organization. Such doing can take many forms, such as language, ideology, media and clothing. During the process we tried to cover the different perspectives defined by Acker (1992), gender division of labor and segregation patterns; symbols, images and discourses; interaction – interplay between people; identity and personal attitudes/frames of mind. The four perspectives were discussed and reflected on with varying intensity and some comments revealing their opinion was expressed. One female worker expressed "... it seemed like the guys get cordless telephones, mobile phones and Power-Books, no matter they need it or not...". This “feeling” was counter debated by the males explaining that it was perhaps customary “before” and the debate died off. The unconcern of openly discussing gender equality may perhaps be explained by the belief that society and most workplaces are gender equal. We found a lack of awareness regarding the concept of gender equality irrespective of sex. Both women and men gave examples of both resistance and ignorance in the beginning of the workshop. It was not an issue before presented and looked at in a gender perspective. A conclusion we made was that sex was not considered a major problem. Physical work conditions, relations, internal organization and communication between the different departments were more frequently debated. Power structures and management was matters the participants often discussed and expressed opinions about. Kanter (1977) described that the structural conditions, particularly those stemming from the nature of hierarchy shape apparent sex differences in the workplaces. Women and men in the same structural position behave similar but women may be more likely discriminated since they are found on lower levels in the power hierarchy.

From the “att-questionnaire” indications were found that women in general found commuting back and forth to work more of a problem than men. When bringing up this finding a discussion about a car pool system started and became one of the suggestions for developing a more attractive work. If this will be organized it will be beneficial for both women and men. From the answers in the questionnaire we could not make any distinct statement whether or not there were any un-equalities concerning gender issues. It might have been better to use a questionnaire with questions covering gender and organizational issues since particularly organizational issues was frequently discussed during the workshop as important component in the process of strengthen the employer brand. It is important to pinpoint that this questionnaire was just a starting-point on a long journey to mainstream gender to permeate a region with responsible rationality and social capital to get sustainable growth.

Discussing gender equality seams to start fruitful debates that revile work conditions in a broader perspective. If taken care of, this effect has to be considered as good catalyst for a long-term work of change in order to develop a stronger employer brand.

Based on the principles described by Rubery for establishing a new and more equal gender order it is obvious that is not only a issue within the family or the workplace. Gender equality is a matter of structural awareness interacting among all stakeholders dependent on sustainable regional development. With this in mind we think that it is important to start a process for increased awareness adjusted to the context for the addressed agent. A matter of “getting under the skin” to find the needs were gender equality will be a part of the solution. Since the employees are parts of society and often other associations the discussion about “doing gender” will not only be beneficial for the development of the employer brand it will also contribute to deeper understanding on a societal level. If we strive for development on a regional, business or individual level we have to think in new tracks and abandon traditional norms.
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Rees T. 2002 Mainstreaming Equality In The European Union Education, Training and Labour Market Policies


# Table 1

<table>
<thead>
<tr>
<th>Question</th>
<th>Yes</th>
<th>No</th>
<th>Don't know</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Do men and women have the same opportunities of job advancement?</td>
<td>17</td>
<td>2</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>2. Is any job and/or job task associated with a special gender?</td>
<td>11</td>
<td>8</td>
<td>0</td>
<td>Store room work</td>
</tr>
<tr>
<td>3. If so, is it due to physiological factors? *</td>
<td>3</td>
<td>7</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>4. Is there equal pay for equal work?</td>
<td>8</td>
<td>8</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>5. Is there any policy and action plan against sexual harassment</td>
<td>11</td>
<td>1</td>
<td>7</td>
<td></td>
</tr>
<tr>
<td>6. If so, has there been any investigation regarding sexual harassment</td>
<td>4</td>
<td>2</td>
<td>5**</td>
<td></td>
</tr>
<tr>
<td>7. Are there different working conditions for men and women</td>
<td>2</td>
<td>16</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>8. If so, is this due to cultural norms?</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>9. Are there different employment conditions for men and women?</td>
<td>3</td>
<td>12</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>10. If so is this due to cultural norms?</td>
<td>0</td>
<td>0</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>11. Are working hours evenly distributed in time and space for men and women?</td>
<td>14</td>
<td>1</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>12. Do men and women have the same opportunities for development in their work</td>
<td>19</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>13. Is there any documented information about gender distribution in workplaces?</td>
<td>11</td>
<td>1</td>
<td>7</td>
<td>No it shall not be necessary Certain work is to heavy</td>
</tr>
<tr>
<td>14. Are workplaces designed/adapted so both men and women can carry out the work tasks?</td>
<td>14</td>
<td>2</td>
<td>3</td>
<td>Certain work is to heavy</td>
</tr>
<tr>
<td>15. Are there separate restrooms for men and women?</td>
<td>19</td>
<td>0</td>
<td>0</td>
<td>Not in the production. To few restrooms an too few separate restrooms</td>
</tr>
<tr>
<td>16. Do the national laws and/or regulations address gender issues?</td>
<td>13</td>
<td>0</td>
<td>6</td>
<td></td>
</tr>
<tr>
<td>17. If so, are they implemented in the workplace</td>
<td>7</td>
<td>2</td>
<td>4**</td>
<td></td>
</tr>
<tr>
<td>18. Is the labour market gender-segregated?</td>
<td>15</td>
<td>3</td>
<td>1</td>
<td>Within certain segments as the care sector and child care</td>
</tr>
<tr>
<td>19. If so, is this due to cultural norms?</td>
<td>10</td>
<td>2</td>
<td>3</td>
<td>Old traditions!</td>
</tr>
<tr>
<td>20. Are men and women equally responsible for and equally active concerning unpaid work at home</td>
<td>6</td>
<td>13</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>21. Do men and women have the same opportunities to take care of the children?</td>
<td>9</td>
<td>10</td>
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<tr>
<td>22. Do men and women have the same opportunities of time to themselves</td>
<td>12</td>
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<tr>
<td>23. Do men and women have the same and safe opportunities of travelling to work?</td>
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<tr>
<td>24. Do measures for investigating and controlling the ergonomic situation and physical working conditions consider both men and women??</td>
<td>8</td>
<td>3</td>
<td>8</td>
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</tr>
<tr>
<td>25. Do measures for investigating and controlling chemical exposures consider both men and women?</td>
<td>4</td>
<td>1</td>
<td>14</td>
<td></td>
</tr>
<tr>
<td>26. Do measures for investigating and controlling psychosocial exposures consider both men and women?</td>
<td>7</td>
<td>2</td>
<td>10</td>
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</table>
Appendix 2

Questions to discuss in the workshops for the groups.

<p>| | |</p>
<table>
<thead>
<tr>
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<tbody>
<tr>
<td>1.</td>
<td>Do men and women use tools to the same extent in their work</td>
</tr>
<tr>
<td>2.</td>
<td>Do men and women have equal opportunity to advance to another job or to more responsible work-tasks (becoming supervisor)?</td>
</tr>
<tr>
<td>3.</td>
<td>Is there a difference between men and women in terms of status</td>
</tr>
<tr>
<td>4.</td>
<td>Is there a difference between men and women in terms of getting to and from the workplace</td>
</tr>
<tr>
<td>5.</td>
<td>Is there a difference between men’s and women’s perception of how good is the ventilation, facilities, equipments, sound level and cleanliness at DCAB</td>
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</table>