

Enjoying the fruits of one's labours

Facts about working conditions and wages for women and men in Health and Social Work

Lön för mödan

Fakta om arbetsvillkor och löner för kvinnor och män inom vård och omsorg

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Summary

The publication *Enjoying the fruits of one's labours – facts about working conditions and wages for women and men in Health and Social Work* examines this large and important sub sector of the Swedish labour market.

In 2000, the Health and Social Work sector employed 770 000 persons (employees and self-employed persons), which was 20 per cent of all employed persons in the Swedish labour market. The number of persons employed in the Health and Social Work sector was highest in 1991, with 871 000 individuals.

Economic statistics only show the amount of work that is conducted in the market. It is also possible to estimate the amount of time that households spend on productive activities outside the market, using data from the Time Use Survey 2000/01. Women and men aged 20 to 64 are estimated to have spent a total of 126 million hours per week in home production in 2000/01. Counted in number of hours, there is about as much unpaid work as paid work.

Women and men spent 20 million hours per week caring for their own children or other people besides their own children. This number probably seriously underestimates the actual amount of time spent on care, since the estimated time only includes the time where the major activity is described as nursing or care of one's child(ren) or another person. Nursing and care activities can also be hidden in other main activities that are carried out at the same time. The total amount of unpaid nursing and care work is quite likely larger than the amount of paid work in the Health and Social Work sector, where the number of hours worked is slightly more than 20 million hours per week.

The book provides an overview and comparable descriptions of working conditions and salaries for persons employed within health and social

work. The report covers 98 per cent of the employed in this area. We excluded minor groups with only a few employees. The 22 minor groups that are included in this report together comprise 20 per cent of all employees within all major groups. Approximately 35 per cent of all employed women and 5 per cent of all employed men belong to one of these 22 minor groups. The minor groups are highly dominated by women, with only a few exceptions (health professionals, hospital technicians and engineers, some groups of supervisors, and janitors).

Minor groups and unit groups with a large proportion of men or with relatively high wage levels and large wage dispersion also have large wage differentials between women and men. The proportion of men is small in most of the minor groups and unit groups in health and social work. Within these groups, wage differentials between women and men are not particularly large, and neither is wage dispersion. The following two examples describe wages and wage dispersions in a high-wage and a low-wage group:

The major group *Health professionals* consists of slightly more than 4 per cent of all employed persons in the Health and Social Work sector, and these positions are mainly (80

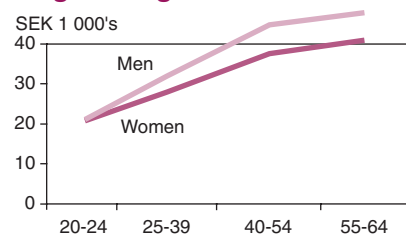
per cent) in local governments (municipalities and county councils).

The major group is 55 per cent male. The average female monthly salary at the local government level for this major group is SEK 35 800, which is 16 per cent lower than the average salary for males. The female wage dispersion is SEK 27 100 while the male wage dispersion is SEK 31 000.

See tables on next page

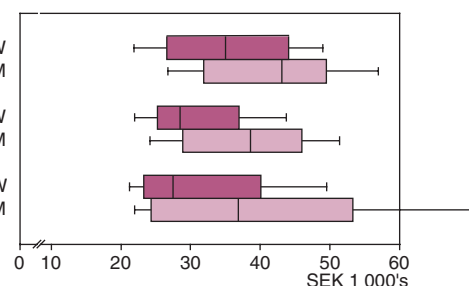
Health professionals (except nursing)

Wage and age



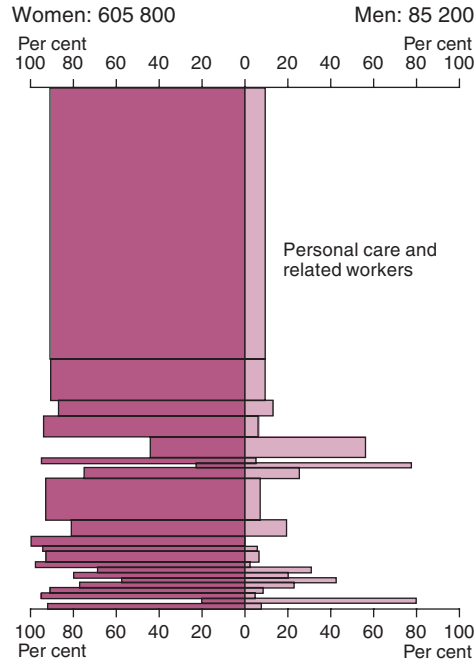
Wage dispersion

Municipalities, County councils	W	~28-38
	M	~30-45
Enterprises owned by County councils	W	~25-35
	M	~30-45
Private operations	W	~25-40
	M	~25-55



22 minor groups within Health and Social Work

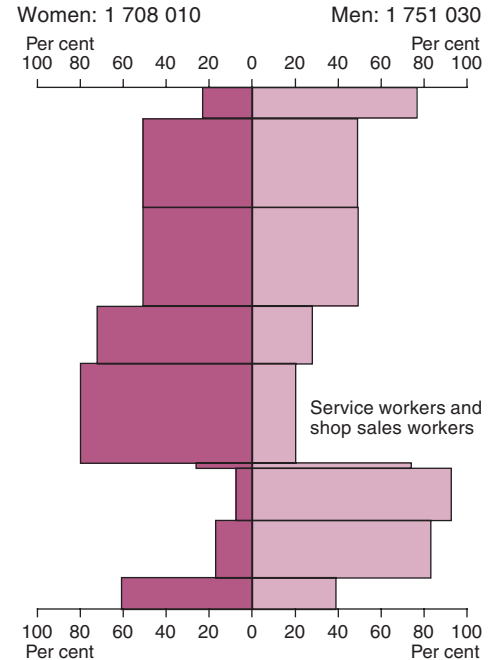
Number and sex distribution (%)



Individuals employed in the Health and Social Work sector make up 20 per cent of individuals employed in all major groups. 88 per cent of those employed in health and social work are female, compared to 49 per cent for all occupational sectors. Employees in health and social work can be found in almost all major groups. The largest minor group Personal care and related workers comprises 60 per cent of the major group Service workers and shop sales workers.

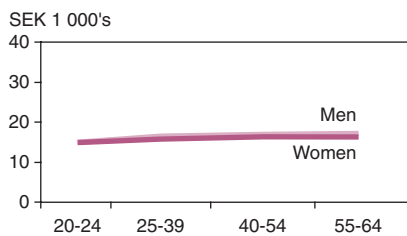
All major groups in 2000

Number and sex distribution (%)



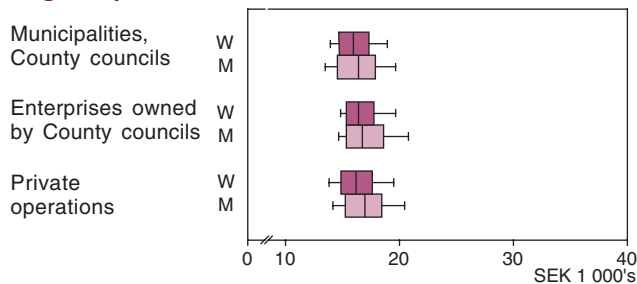
Personal care and related workers

Wage and age



The major group *Personal care and related workers* comprises 55 per cent of all employed persons within the Health and Social Work sector, and these positions are mainly (90 per cent) in municipalities and county councils. 10 per cent of this major group is male. The average female monthly salary at the local government level for this major group is SEK 16 200, which is 2 per cent lower than the average salary for males. The female wage dispersion is SEK 5 000 while the male wage dispersion is SEK 6 200.

Wage dispersion



Large salary differentials between women and men in a major group decrease when the group is divided into unit groups.

Female-male wage differentials become smaller if an occupation can be divided into smaller subgroups.

Among all employed individuals in the Health and Social Work sector, 90 per cent work in municipalities and

county councils, 2 per cent work in enterprises owned by county councils, and 8 per cent are in other private operations. For a number of major groups and unit groups, salary levels are lower at the municipality and county council level than in the other two types of organisations. The opposite relationship holds for other major groups and unit groups. In other words, there is no clear pattern.

In addition to salaries, information is provided on working environments, working conditions, and work related health problems, when the interviewed groups are large enough to permit such reporting. Large groups in the Health and Social Work sector do not work standard hours, and flexitime or relatively free working hours are less usual than among all employed persons. Back troubles as a result of trying working positions and heavy manual work are more common than among all employed persons. Contact with human saliva, blood, urine, etc., during at least one-quarter of work time is also usual. It is also more common for these employees to be exposed to violence or threats of violence than for all employed persons.