



BADGER POLL™ #6, RELEASE #6  
University of Wisconsin Survey Center  
University of Wisconsin Madison  
MARCH 3, 2003

NOTE: When using material from this release please cite the Badger Poll™ conducted by the University of Wisconsin Survey Center, paid for by private funds at the University. The Capital Times (Madison) and the Milwaukee Journal-Sentinel are the poll's media sponsors.

GENDER AND OCCUPATIONS  
by G. Donald Ferree, Jr.

How "egalitarian" are Wisconsinites when it comes to men and women in various occupations? Is discrimination in the workplace a continuing problem, and what about the military, in a time of heightened awareness of war? These were among the concerns addressed in the most recent Badger Poll™, which interviewed some 504 randomly selected respondents from around the state between February 11 and 19th.

Overall, just under four Wisconsinites in four (38%) believe that women are discriminated against when it comes to getting good jobs, but just over half (53%) think that they "have an equal chance with men". There is also a group of some 8% who believe that women now are FAVORED (emphasis added) vis a vis men in this area.

These overall results can obscure group differences, which certainly seems to be the case for these questions. Women as a group, for instance are roughly twice as likely as men to say women are discriminated against. Those between forty-five and fifty-nine, regardless of gender, are more likely than those in other groups to perceive discrimination. Self described Democrats are more likely than Republicans to feel this way with Independents in the middle.

But a real key is to look at BOTH age and gender simultaneously. To avoid cutting the sample into groups too small to rely on (since the "precision" with which a group in the sample shows the characteristics of the corresponding group in the population depends on the number of persons in the sample group), we break age into two groups: those eighteen to forty-four and those forty-five and older, each of which makes up about half the sample. Relating that to gender gives four groups, men below forty-five, men at or above forty-five, women below forty-five, women at or above forty-five.

Both age and gender together make some difference. Within gender, the older group is slightly more likely to see discrimination. Within age, women are clearly more likely to believe that women are discriminated against when it comes to getting good jobs. For all groups EXCEPT older women, the most common opinion is that there is equal treatment. Younger men are distinct in that the number believing women are favored comes relatively close to the number believing men are.

A pair of questions asked respondents to imagine a situation "a husband and wife both work and earn about the same salary", and one was offered a promotion and transfer to another city. The question then was "do you think the family

should move, or should (she/he) give up the promotion.

If it is the wife who has the opportunity, almost exactly half (51%) said the family should move. Fewer than one in ten (8%) said she should give up the promotion and one in three volunteered that it should depend on the circumstances. Sentiment that the family should move was about ten points higher among women as a group than men. It declined from seven in ten among the youngest to one in three among the oldest age group, and moved declined (slightly) as one moved from Democrat to Republican. Among BOTH men and women, younger respondents were more likely to say the family should move, indeed only among older men was this not the most common response. There is a smaller distinction by age for women than for men.

What if the situation is reversed, as it was in the second version of the scenario. Overall results were similar, if a bit more likely to be that the family should move (56%), compared to 35% volunteering that it depended and 5% saying that the husband should give up the promotion. Group patterns were in general consistent with the earlier question and most groups had a very similar response profile, typically slightly more likely, but not much more likely, to say the family should move. The biggest distinction was among those sixty and older, one third of whom felt the family should move if it were the wife with the promotion, but one half of whom felt this way if it were the husband.

"Traditionally" there has been sex-typing of many jobs, with most thought appropriate for men and others (e.g. school teacher, secretary, nurse) being seen as "women's work". Respondents were presented with a series of occupations and told, "I'm going to read you a list of jobs. For each one, please tell me if you think it's a job a man should have, a job a woman should have or a job for either a man or a woman." Before looking at the individual answers, it should be noted that typically, most residents characterized jobs as appropriate for both, but there was often a substantial group finding it suitable for only one.

"Nurse" comes out pretty egalitarian. Nine in ten (89%) say that is "a job for either a man or a woman". But just over one in ten (11%) said this was a job for a woman. Though the group seeing this as gender specific was small everywhere, men as a group were more likely to take this stance. As the detailed tables following this summary show, the age forty-five cutoff makes little difference with gender defined groups (that is whether a man or woman was above or below forty-five, had little impact). This is somewhat muddied by the fact that the age pattern overall is somewhat "u-shaped" that is, instead of moving steadily up or down, the tendency to stereotype drops some as one moves from the youngest group (ignoring gender) to the next older, is about the same for the next older yet, and then moves up again among the oldest age group). In any event, even if there is a tendency to overstate the "correct" egalitarian answer, the degree to which this (earlier) stereotypically female occupation is now declared to be equally appropriate is striking.

Contrast it with the next occupation asked about, "construction worker". Again, the largest group (here 64%) says it is equally appropriate. But one in three residents overall say this is a job for a man. Again, men as a group are more likely to "type" the job, but the distinction is smaller. Age follows the "u-pattern" to some extent, with the more egalitarian groups being the middle two. The forty-five cutoff makes modest difference for women and little for men.

Secretary was once as stereotypically female as nurse. Now, residents are more likely to sex-type it than that occupation, but less likely than

construction worker. Overall, just under three in ten (29%) feel this is a job for a woman, while seven in ten find it appropriate for either. There is a something of a gender gap, with men almost twice as likely as women to feel this should be a woman's job. The youngest group is the most likely to think secretaries should be women, then it drops until one reaches the oldest group which rebounds a bit. Among both men and women those under forty-five are at least as likely as older respondents to sex-type this job.

With "police officer", only one in eight express a preference. All group differences seem more muted here as well, especially if one compares it to nurse.

Pre-school teacher finds one in five expressing a gender preference (for this being a woman's job). Men are about ten points more likely than women to sex-type this line of work. Age shows a distinct "u-pattern" which muddies the sex by gender comparisons. Men are a bit more likely to stereotype both above and below forty-five, but the distinction is stronger for those below that cutoff.

During the "nurse/secretary/teacher" era, both "doctor" and "business executive" would have been stereotypically female. Indeed the "nurse/doctor" and "secretary/executive" distinction crystallized what some might call traditional divisions. If gender distinctions find muted voice for the "female" occupations in these pairs, they all almost impossible to find in what had been the male occupation. Some 97% say that doctor is a a job "for either a man or a woman". In no group examined did the group thinking it more appropriate for a man get even to 10%, but it should be noted that younger respondents, particularly men, were as likely as anyone to voice a gender appropriateness.

"Business executive" is also one-sided, with 95% saying it was appropriate for either. Again groups do not differ much at all, although this time it is the oldest who (modestly) are as likely as others to voice any sense of gender distinction.

The military has a long history of being seen as distinctively male, despite the growing number of women serving (typically in non-combat roles, at least in this country). Answers to two final occupations suggest that to some extent at least, this perception has not died out. Just over one in four (28%) say that "fighter pilot" is a job for a man, with seven in ten (71%) saying it is appropriate for either. Men are half again as likely as women to make a distinction. Sentiment "dips" for the thirty to forty-four year olds, before increasing again to just shy of four in ten among the oldest. Using the forty-five cutoff, age makes more of a distinction among women than men.

One occupation stands apart, however, and that is "infantry soldier". Half of all residents (50%) say that is a job for a man, while 49% feel it is a job for either. Here, we see a clear gender distinction. Almost two thirds of men, but one third of women, believe that infantry soldiers should be male and not female. The three lower age groups overall are similar to one another, until a jump is evident among those sixty and older as a group. On both sides of the forty-five cutoff, men are more likely than women to feel the infantry should be for men, age makes little difference among men, but women above the cutoff are more likely than those below it (almost a half compared to above one in four) to reserve this specialty for men.

A preference in general may be one thing. But there are times individuals can exercise choice for themselves. Asked "if you had a choice of either a man or a woman to be your own primary care physician" (an actual choice for many) and if they would "prefer a man or a woman", one in four (25%) overall opted for

a male, three ten (31%) for a woman and almost half (44%) volunteered that it would make no difference.

Gender here is important, although neither was unanimous. Half of all men expressed no preference, but they broke about two to one for having another man as their physician if they could choose. Women were more likely to express a preference, and -- if they did -- they broke three to one in preferring another woman. Those under thirty were more likely to have SOME preference than were those in any of the other age groups. The age by gender breakdown reveals that holding age constant, women more often express a preference and are more onesided than are men. Older men are a bit LESS likely to state a preference, but IF they do, they are more onesidedly likely to opt for a man. Younger women are more likely (slightly) to have a preference, AND it is more onesided.

Much of this preference goes away if one moves from who one wants as a primary care physician to what would be the case "if you had to have heart surgery". Three in four said it would make no difference, even when urged to state one. On balance, if they did have a preference, respondents opted for a man, the opposite tendency than for the previous question. Women as a group did NOT differ much from men here. One finds the "u-pattern" for age earlier noted. The age forty-five cutoff makes somewhat more difference for women than men, with older women more likely to opt for a male heart surgeon.

Especially compared to the days when airline pilots were almost exclusively recruited from (predominantly male) military pilots, women have been playing a more visible role in commercial aviation. What is the reaction "if you find out that the cockpit crew on a commercial airline flight was all women"? The vast bulk of respondents said it "would really not make any difference to you at all" (89%). The small group which would admit to a likely reaction split evenly between those who would be "pleased" and those who would be "disappointed". Only small gender differences are found. The youngest and oldest groups would pay most attention, with the former pleased on balance and the latter disappointed, but for all groups a substantially proportion claims not really to notice or more precisely not really to care.

As the nation gears up for possible war, questions of the draft can resurface. Overall, three in four (75%) Wisconsin residents say that it would be a bad idea to return to the draft. One in five (20%) say it would be a good idea. While this sentiment is a distinctly minority one among both men and women, the former group is half again as likely to endorse it as the latter. This is not much of a partisan issue on balance. When it comes to age, those sixty and older are somewhat higher than others in support (but still not much above one in four). Being above the forty-five cutoff makes a modest difference for both men and women, but at each age, men are slightly more pro-draft (or less against it).

However, "if we did return to the military draft", two thirds (68%) believe that it "should include both men and women", while one in four (25%) would include "only men". As groups, men and women do not differ in appreciably in this at all. Self-described Independents are somewhat more likely to support this than either Democrats or (especially) Republicans, although about two thirds of the latter group would include both sexes IF there were a draft. There is a similarity of opinion across age groups. The age by gender distinctions are small, but among those under forty-five, women are at least as supportive as men to include women in an eventual draft, while above that age, men are somewhat more likely than women to. Going along with this, among men support is higher above the cutoff age; among women it is lower.

## Statewide Marginals and Percentages for Key Groups

What follows is the exact question wording for each of the items referred to in the release. All results shown are for the basic sample of state residents. The first column is the percentage of the entire sample giving each response. The second and third reports the percentages for men and women separately. The fourth, fifth, and sixth columns show self-described Democrats, Independents, and Republicans. Columns seven through ten group respondents by age. The final four columns present results separately based on both gender and age of respondents: men under forty-five; men forty-five and older; women under forty-five; women forty-five and older.

Q01. INTERVIEWER: (DO NOT ASK) Enter respondent's gender

	GENDER		PARTY			AGE IN YEARS				GENDERxAGE				
	TOT	M	F	DEM	IND	REP	<30	<45	<60	60+	M-Y	M-O	F-Y	F-O
MALE	49%	100%	--%	40%	52%	55%	48%	53%	48%	44%	100%	100%	--%	--%
FEMALE	51	--	100	61	48	45	52	47	52	56	--	--	100	100

GNDR01. When it comes to getting good jobs, do you feel women are discriminated against, favored or have an equal chance with men?

	GENDER		PARTY			AGE IN YEARS				GENDERxAGE				
	TOT	M	F	DEM	IND	REP	<30	<45	<60	60+	M-Y	M-O	F-Y	F-O
DISCRIMINATED AGAINST	38%	26%	49%	43%	38%	30%	33%	33%	45%	35%	22%	30%	46%	51%
WOMEN FAVORED	8	13	3	5	8	13	8	9	8	4	15	10	2	3
MEN AND WOMEN EQUAL	53	59	46	51	53	55	59	55	47	57	63	58	50	44
DON'T KNOW	2	2	2	1	2	2	--	2	1	3	1	2	2	1
REFUSED	*	--	1	--	--	1	--	--	--	2	--	--	--	1

GNDR02. If a husband and wife both work and earn about the same salary, and the wife is offered a promotion and transfer to another city, do you think the family should move, or should she give up the promotion?

	GENDER		PARTY			AGE IN YEARS				GENDERxAGE				
	TOT	M	F	DEM	IND	REP	<30	<45	<60	60+	M-Y	M-O	F-Y	F-O
FAMILY SHOULD MOVE	51%	46%	56%	61%	52%	49%	71%	54%	50%	32%	57%	35%	62%	51%
GIVE UP PROMOTION	8	8	8	10	9	4	5	10	3	15	9	7	8	8
DEPENDS (VOL.)	36	40	32	24	34	42	20	32	42	44	28	52	29	36
DON'T KNOW	4	5	3	5	5	3	4	4	4	6	7	4	1	5
REFUSED	1	1	--	*	--	2	--	--	--	3	--	2	--	--

GNDR03. Now suppose the husband is offered a promotion and transfer to another city, do you think the family should move or should he give up the promotion?

	GENDER		PARTY			AGE IN YEARS				GENDERxAGE				
	TOT	M	F	DEM	IND	REP	<30	<45	<60	60+	M-Y	M-O	F-Y	F-O
FAMILY SHOULD MOVE	56%	51%	61%	69%	52%	54%	74%	56%	50%	51%	59%	42%	65%	58%
GIVE UP PROMOTION	5	5	5	6	7	3	2	8	3	6	6	4	6	5
DEPENDS (VOL.)	35	39	31	22	36	40	20	32	43	39	28	51	29	34
DON'T KNOW	3	4	3	3	5	2	4	3	3	4	6	2	1	4
REFUSED	*	1	--	*	--	*	--	*	*	--	1	1	--	--





GNDR14. How about if you had to have heart surgery? In that case would you prefer a man or woman?

	GENDER			PARTY			AGE IN YEARS				GENDERxAGE			
	TOT	M	F	DEM	IND	REP	<30	<45	<60	60+	M-Y	M-O	F-Y	F-O
MAN	19%	17%	20%	23%	15%	22%	23%	14%	14%	29%	18%	15%	15%	24%
WOMAN	7	5	8	11	2	7	15	10	3	1	8	2	15	3
MAKES NO DIFF. (VOL.)	74	77	72	65	83	71	62	76	82	70	73	83	70	73
DON'T KNOW	*	1	*	1	--	1	--	1	1	--	1	--	--	1
REFUSED	--	--	--	--	--	--	--	--	--	--	--	--	--	--

GNDR15. If you find out the cockpit crew on a commercial airline flight was all women, would that make you pleased, make you disappointed, or would it really not make any difference to you at all?

	GENDER			PARTY			AGE IN YEARS				GENDERxAGE			
	TOT	M	F	DEM	IND	REP	<30	<45	<60	60+	M-Y	M-O	F-Y	F-O
PLEASED	6%	3%	9%	4%	12%	3%	12%	3%	8%	4%	5%	1%	6%	11%
DISAPPOINTED	4	4	5	4	1	10	4	3	3	10	5	3	1	7
NO DIFFERENCE AT ALL	89	93	86	92	87	87	84	94	89	85	89	96	93	81
DON'T KNOW	*	1	*	1	--	--	--	1	--	1	1	--	--	1
REFUSED	--	--	--	--	--	--	--	--	--	--	--	--	--	--

GNDR16. Right now, we have an all volunteer army. Do you think it would be a good idea to return to the draft?

	GENDER			PARTY			AGE IN YEARS				GENDERxAGE			
	TOT	M	F	DEM	IND	REP	<30	<45	<60	60+	M-Y	M-O	F-Y	F-O
YES, GOOD IDEA	20%	24%	16%	23%	18%	19%	19%	16%	19%	27%	21%	28%	12%	17%
NO, BAD IDEA	75	71	78	73	76	78	72	80	76	69	72	71	83	75
ONLY IF UNIVERSAL (VOL)	1	2	--	--	1	2	2	2	--	--	4	--	--	--
ONLY IF FAIR (VOL.)	1	1	1	2	2	--	2	1	1	1	1	1	1	1
DON'T KNOW	4	2	5	3	3	1	6	2	4	4	3	1	4	6
REFUSED	--	--	--	--	--	--	--	--	--	--	--	--	--	--

GNDR17. If we did return to the military draft, do you think it should include both men and women, or only men?

	GENDER			PARTY			AGE IN YEARS				GENDERxAGE			
	TOT	M	F	DEM	IND	REP	<30	<45	<60	60+	M-Y	M-O	F-Y	F-O
BOTH MEN AND WOMEN	68%	69%	67%	69%	76%	63%	66%	71%	70%	64%	67%	73%	72%	63%
MEN ONLY	25	26	25	24	19	33	30	24	21	30	31	20	21	28
DON'T KNOW	5	3	7	6	4	4	4	4	6	6	2	3	6	9
REFUSED	1	2	1	1	1	--	--	1	3	1	--	3	1	1

QD05. Generally speaking, do you consider yourself a Democrat, a Republican, an Independent, or something else?

	GENDER			PARTY			AGE IN YEARS				GENDERxAGE			
	TOT	M	F	DEM	IND	REP	<30	<45	<60	60+	M-Y	M-O	F-Y	F-O
DEMOCRAT	30%	25%	36%	100%	--%	--%	30%	28%	28%	40%	24%	26%	33%	38%
REPUBLICAN	29	33	26	--	--	100	33	31	27	28	36	30	28	25
INDEPENDENT	25	27	24	--	100	--	21	26	28	21	28	24	21	26
OTHER	9	8	9	--	--	--	7	11	10	4	7	10	13	6
NONE	5	6	4	--	--	--	5	3	7	5	3	9	5	4
DON'T KNOW	1	1	1	--	--	--	4	1	--	1	2	--	1	*
REFUSED	1	--	1	--	--	--	--	--	*	2	--	--	--	1



QD11. In what year were you born? (ENTER FOUR-DIGIT YEAR) (Calculated and grouped as below)

	GENDER			PARTY			AGE IN YEARS				GENDERxAGE			
	TOT	M	F	DEM	IND	REP	<30	<45	<60	60+	M-Y	M-O	F-Y	F-O
18-29	14%	14%	14%	13%	12%	15%	100%	--%	--%	--%	29%	--%	33%	--%
30-44	31	33	28	28	32	33	--	100	--	--	71	--	67	--
45-59	33	33	34	31	36	30	--	--	100	--	--	64	--	60
60 and over	20	18	22	27	17	19	--	--	--	100	--	36	--	40
DK/REFUSED	3	3	3	2	4	2	--	--	--	--	--	--	--	--

\* denotes less than .5%

-- denotes 0%

#### HOW THE POLL WAS DONE

This BADGER POLL™ was conducted by the University of Wisconsin Survey Center as part of its ongoing program of research designed to benefit the research community and the people of Wisconsin, under the direction of G. Donald Ferree, Jr., Associate Director for Public Opinion Research of the Center. The media sponsors of the survey are the (Madison) Capital Times, and the Milwaukee Journal-Sentinel. The BADGER POLL™ is intended to be a "poll of record" for the state, investigating matters of concern to Wisconsinites including politics, culture, and their daily lives, adhering to the highest standards of polling methodology and rigorous independence.

A total of 504 randomly chosen state residents were interviewed for this survey by telephone between February 11 and 19, inclusive. Telephone numbers were generated by computer in proportion to the number of adults living in each area of the state. Theoretically, results from this survey have a "margin of error" of a little over +/- 4%. This means that, had we asked every eligible resident in Wisconsin, exactly these questions at the time the survey was conducted, there is only a one in twenty chance that the answers would differ by more than that in either direction from what we report here. There could be differences because of changes in question wording, events occurring in the meantime, or any of the practical difficulties involved in taking a scientific survey. Results based on subgroups are subject to a larger "margin of error".