

# 2009 Survey of Montana Women and Work

32nd Anniversary Edition of the first survey of Montana Women and Work conducted in 1977 by the former Women's Bureau, Employment and Training Division, Department of Labor and Industry.

Revised and updated by ICCW in 2009

This voluntary survey contains nearly the same questions that were asked of Montana women in 1977 and is a statewide effort to re-examine how Montana women feel about employment and the workplace.

The survey will attempt to answer the following questions:

- What problems affect Montana women in the workplace?
- What needs to change to keep women in the workplace?
- What employment-related preferences do Montana women have in the workplace?

**This survey may also be completed online at :  
<http://www.mdt.mt.gov/iccw/surveys/>.**

Please answer all of the following questions that apply. Unless otherwise noted, check your answers. If you wish to expand on questions or qualify your answers, feel free to use margins or additional paper. Note that all responses are optional, confidential, and anonymous.

Please return this survey no later than December 31, 2009 to:

ICCW  
PO Box 200113  
Helena, MT 59620

Thank you for your cooperation.

1. Are you a resident of the State of Montana?

- Yes  
 No

2. Are you gainfully employed?

- Yes, full-time \_\_\_\_\_ number of hours per week  
 Yes, part-time \_\_\_\_\_ number of hours per week  
 No, not employed  
 No, retired  
 No, disabled

3. (a) Are you a homemaker ?

- Yes  
 No

(b) Are you a volunteer in your community?

- Yes  
 No

(c) If applicable, how long have you been a volunteer?

\_\_\_\_\_ Years \_\_\_\_\_ Months

(d) Do you want to enter a training program to learn a new or different skill or occupation?

- Yes  
 Maybe  
 No

4. How long have you worked for wages?

\_\_\_\_\_ Years      \_\_\_\_\_ Months

**If you are currently employed, please skip to question 10 on page 2.**

5. (a) Do you intend to seek employment within the next 12 months?

- Yes  
 Maybe  
 No

(b) If not, what would be your major reason(s)?  
*Check all that apply.*

- Already retired  
 Health reasons  
 Want to be a full-time homemaker  
 Can't find childcare  
 Prefer to care for own children  
 Pregnancy  
 Don't want to work outside home  
 Personal reason(s)  
 Husband/partner will not agree  
 School  
 Don't think I can get a job  
 Can't find work I'd really like to do  
 Lack of part-time jobs  
 Can't read well enough  
 Other, please specify: \_\_\_\_\_

6. When were you last employed? \_\_\_\_\_ (mo/yr)

7. If you intend to seek employment within the next 12 months, will you need additional training?

- Yes  
 Maybe  
 No  
 Not Applicable

8. If offered an interesting job, would you take it?

*Check all that apply.*

- No, not interested  
 Yes, if I can do it  
 Yes, if satisfied with the wage  
 Yes, if satisfied with the location  
 Yes, if I could job share or work part-time  
 Yes, if husband/partner agrees  
 Yes, if I can find child care  
 Yes, if I could telecommute  
 Yes, if, other \_\_\_\_\_

9. (a) Since you are currently unemployed, would you like to be working?

- Yes  
 Maybe  
 No

(b) If you accepted a job, would you need child care services?

- Yes  
 Maybe  
 No

**If you are currently employed, or planning to seek employment, please complete all remaining questions.**

**If you are not planning to seek employment, skip to question 18 on page 4.**

10. Please indicate each area's value to you.

*(3) High, (2) Medium, (1) Low, (0) Not needed*

- |  |   |   |   |   |
|--|---|---|---|---|
| ▪ Referral to specific job openings                            | 3 | 2 | 1 | 0 |
| ▪ Referral to part-time jobs                                   | 3 | 2 | 1 | 0 |
| ▪ Assistance with interview skills                             | 3 | 2 | 1 | 0 |
| ▪ Assistance with computer skills                              | 3 | 2 | 1 | 0 |
| ▪ Assistance with preparation of resume and/or job application | 3 | 2 | 1 | 0 |
| ▪ Information on apprenticeship programs                       | 3 | 2 | 1 | 0 |
| ▪ Information on employment training programs (WIA, etc.)      | 3 | 2 | 1 | 0 |

*continued on next page*

- Referral to literacy services 3 2 1 0
- Counseling for on-the-job problems 3 2 1 0
- Counseling about jobs suitable for you 3 2 1 0
- Counseling about a different occupation 3 2 1 0
- Information about child care assistance 3 2 1 0
- Test preparation assistance 3 2 1 0
- Training in assertiveness or self-confidence 3 2 1 0
- General support and encouragement regarding employment 3 2 1 0
- Assistance with career plans 3 2 1 0

11. Which of the above types of assistance could you have used during the past year? *List all that apply.*

---



---



---

12. Have you ever used any of the following methods to look for work? *Check all that apply.*

- Applied directly to employer without suggestions or referrals by anyone
- Checked with former employer or co-worker
- Asked friends or relatives
- Answered newspaper ads
- Checked with temporary employment agency
- Checked with Job Service
- Checked with union
- Answered online ads
- Checked with college placement office
- Other, please specify: \_\_\_\_\_

13. If you are currently employed, which of the above methods did you use to locate your job?

---



---



---

14. How much of a job-related problem are the following?  
 (3) *Great problem*, (2) *Moderate problem*, (1) *Slight problem*,  
 (0) *Not a problem*.

- Responsibilities of both job and family 3 2 1 0
- Adequate child care 3 2 1 0
- Transportation 3 2 1 0
- Gender discrimination 3 2 1 0
- Race discrimination 3 2 1 0
- Supervision of teenagers 3 2 1 0
- Lack of self-confidence 3 2 1 0
- Help at home 3 2 1 0
- Pregnancy 3 2 1 0
- Children too young 3 2 1 0
- Would prefer part-time work 3 2 1 0
- Job travel 3 2 1 0
- Travel with male co-workers 3 2 1 0
- The economy 3 2 1 0
- Work is physically tiring 3 2 1 0
- Frequent lay-offs 3 2 1 0
- Partner/husband's attitude regarding your work 3 2 1 0
- Sexual harassment on the job 3 2 1 0
- Difficulty of work 3 2 1 0
- Need full-time work 3 2 1 0
- Can't afford to quit, but would like to 3 2 1 0
- Would like to quit, but afraid of retaliation 3 2 1 0

15. How do you feel about the following aspects of your job?  
 (4) *Excellent*, (3) *Good*, (2) *Fair*, (1) *Poor*

- Hours 4 3 2 1 0
- Working conditions 4 3 2 1 0
- Treatment by boss 4 3 2 1 0
- Salary 4 3 2 1 0
- Relationships with co-workers 4 3 2 1 0
- Health benefits 4 3 2 1 0
- Actual work itself 4 3 2 1 0
- Opportunity for promotion 4 3 2 1 0
- Availability of training 4 3 2 1 0
- Sufficient leisure time 4 3 2 1 0
- Morale of co-workers 4 3 2 1 0
- Job independence 4 3 2 1 0
- Means of solving job problems 4 3 2 1 0
- Availability of job counseling 4 3 2 1 0

*continued on next page*

- Interest in your job 4 3 2 1 0
- Supervisor's managerial abilities 4 3 2 1 0
- Recognition of your work 4 3 2 1 0
- Personal leave and sick leave 4 3 2 1 0
- Retirement benefits 4 3 2 1 0

- Registered Nurse, Licensed Practical Nurse, Certified Nursing Assistant Yes No
- Food server Yes No
- Public relations Yes No
- Other \_\_\_\_\_ Yes No

16. (a) Do you belong to a labor union?

- Yes
- No

(b) Are you self-employed?

- Yes
- No

(c) Do you need additional training or schooling for advancement?

- Yes
- No

17. How long have you been employed at your current job?

\_\_\_\_\_ Years \_\_\_\_\_ Months

18. If you could get the necessary training, would you be interested in entering any of the following lines of work? Circle your answer for each item.

- Supervisory positions Yes No
- Professional (law, medicine, accounting, teaching, etc) Yes No
- Information technology Yes No
- Construction trades (equipment operator, truck driver, carpenter, laborer) Yes No
- Forestry work Yes No
- Factory or mill work Yes No
- Agriculture Yes No
- Mechanical or electrical trades Yes No
- Child care provider Yes No
- Administrative support Yes No
- Sales Yes No

19. What is your gender?

- Male
- Female

20. What is your present marital status?

- Never Married
- Married
- Separated
- Divorced
- Widowed
- Cohabitation

21. What is your age? \_\_\_\_\_

22. (a) Number of children living at home: \_\_\_\_\_

(b) Children's ages: \_\_\_\_\_

23. Number of people living in your household, including yourself:

\_\_\_\_\_

24. What is your level of education?

- Never attended school  
 Home schooled  
 Some grade school  
 Completed grade school  
 Some high school  
 Completed high school or GED  
 Some college  
 Completed college  
 Some graduate school  
 Completed graduate school (master's or doctorate)

25. Any additional education not included in the previous question (trade school, on-the-job training program, College of Technology, Community/Junior College, Tribal College, online course, etc.)

\_\_\_\_\_

\_\_\_\_\_

26. Please describe your usual occupation. If retired, please describe your occupation before you retired.

(a) Title: \_\_\_\_\_

(b) Kind of work you do: \_\_\_\_\_

(c) Kind of business, industry, organization or other employer:

\_\_\_\_\_

\_\_\_\_\_

(d) Are you the owner or part owner of this business?

- Yes  
 No

27. What was your total family income from all sources in 2008? Please give your best estimate.

- Less than \$10,000  
 \$10,000 - \$15,000  
 \$15,000 - \$20,000  
 More than \$20,000

28. What did you personally earn in 2008? \_\_\_\_\_

29. (a) How many children do you pay child care costs for?

\_\_\_\_\_

(b) How much do you spend on child care each month?

\_\_\_\_\_

30. What is your ethnic background?

- White  
 Black  
 American Indian/Alaska Native  
 Asian  
 Pacific Islander

31. What is the size of the community you live in?

- Less than 2,500  
 2,500—4,999  
 5,000—9,999  
 More than 10,000

32. (a) Do you live on a farm or ranch?

- Yes \_\_\_\_\_ number of months of the year  
 No

(b) Do you live:

- Within the city limits?  
 Outside the city limits, but within 15 minute drive?  
 Outside the city limits, but more than 15 minute drive?

33. In what Montana county do you now live?

\_\_\_\_\_

*continued on next page*

Domestic violence is a widespread problem; it knows no income or social boundaries. Employment can help end cycles of domestic violence. For that reason, we would like to ask you the following questions. Your response is both optional and confidential.

34. (a) Have you experienced domestic violence?

- Yes
- No, not now, but at one time
- No

(b) Have your children witnessed or experienced domestic violence or child abuse?

- Yes
- Not recently
- No

(c) If you answered yes or not recently above, could any employment-related service help you or your children? Please explain:

---



---



---

35. Please add any additional comments about women, men or families and the workplace that could help other Montanans.

---



---



---



---



---



---



---



---



---



---

*Thank you very much.*

## Montana Women and Work Survey History

The Interagency Committee for Change by Women is conducting a survey to find out how women are fairing in today's workforce. The survey is a replica of a survey done by the former Women's Bureau at the Department of Labor and Industry in 1977.

Nearly all the 2009 survey questions remain as they were in 1977. Original survey language has been modified to include many things that were not part of school or the workplace in 1977 such as computers, online job ads and applications, home schooling, tribal colleges, the Workforce Investment Act (WIA), etc. Income levels are also tied to current day federal poverty guidelines and ethnic backgrounds will dovetail with the 2010 Census.

ICCW discovered the Montana Women and Work survey results in archives at the Montana Historical Society in 2006. The group agreed that resurrecting and redistributing a slightly updated survey could provide valuable insight and comparison about women's strides in the Montana workplace.

The 1977 survey revealed that Montana women with the least amount of education and/or college education said, "They did not need much in the way of work-related services." Respondents in the "educational middle" reported needing the greatest amount of work-related services. Those surveyed also reported their greatest problem was "the responsibility of both family and home." During that time transportation to and from work was also a barrier for many of the women surveyed. Women additionally expressed great dissatisfaction with their earnings and opportunities for promotion in 1977.

ICCW was created by executive order in 1976 as the Interdepartmental Coordinating Committee for Women under then-Governor Tom Judge. Judge assembled a committee of exceptionally able, dedicated and thoughtful individuals to share some common concerns, discuss mutual goals and advance employment of women in state government during a time when women nationally were viewed as members of a dependent class whose individual rights were subservient to their class position.

### For more information:

<http://www.mdt.mt.gov/iccw/surveys/>  
[iccw@mt.gov](mailto:iccw@mt.gov)