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WELLBEING AT WORK: SELF PERCEPTION OF WORKERS FROM A GENDER PERSPECTIVE

***Abstract.** Perceived wellbeing at the workplace could be related to various factors such as the training received, the general working environment and particularly, the level of gender equality. Moreover is expected that the higher wellbeing at work will be reflected in a higher general welfare. This paper discusses the sense of wellbeing at the workplace, and general welfare, regarding the training and perceived gender equality for those employed in the Spanish System of Ports. To carry out the work, we have relied on the European Survey on Working Conditions, through the adaptation of that questionnaire. Through a structural equation model (SEM) analysis, and a mean comparison analysis, it was found that the women's perceptions on all studied variables are lower than the men's ones. We found a causal relationship between perceived gender equality, training courses and wellbeing at work, as well as between this last variable and general welfare.*

***Keywords:** working conditions, gender equality, perceived equality, structural equations model (SEM)*

JEL Classification: J28, J16

1. Introduction

Achieving social and individual well-being is one of the main goals of individuals and governments. Most people get income that allow them to survive, through their work. Thus, social relations and labor relations are closely linked and societies are structured around the labor market. However, access to that market does not have the same difficulty for men than for women, and society and governments are aware of this situation (Estévez-Abe, Iversen and Soskice, 2001).

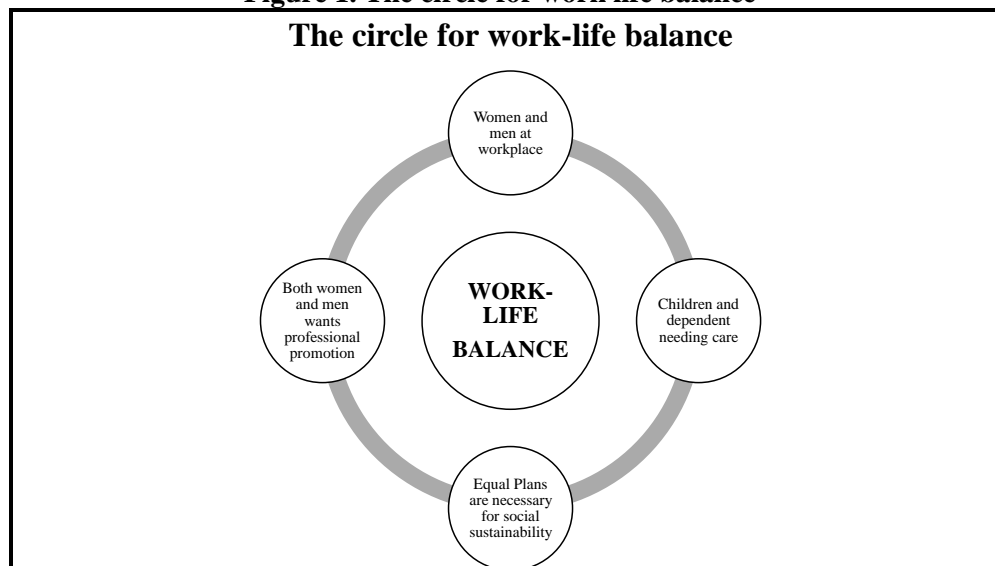
Once somebody has got a job, they must keep it and perform their tasks in the best way possible, so they must attend training courses, if they seeks to improve for getting a better job or getting a better position in the same firm(Tam, 1997)have analyzed how increasing training has increased the women at high paying occupations, and they stated that “in terms of occupational structure, a higher percentage of women were employed in high-paying occupations, mainly due to improvements in their educational attainment”.

This is emphasized in the more specialized positions(Iversen and Rosenbluth, 2012), and, in occasions, women feel themselves excluded of some kind of jobs(Polachek, 1981). Moreover, the organizational structure of the workplace, has been identified as a potential proponent of work–life balance for the employee (Mazerolle and Goodman, 2013). Moreover, related to the expectations of those attending the courses (Tella, Ayeni andPopoola, 2007), the workers are willing to do and effort in the expectance of better conditions, improved salary or other material issue.In this context, women find themselves in situations of weakness, mainly because of their family responsibilities. Fursman and Nita (2009) (2009) have proved that for some people, accepting paid employment to fit in with their caring responsibilities resulted in significant under-employment, or under-utilisation of skills. Indeed, although it is proven that women have reached high levels academic training (even higher than men), they found difficulties in accessing management positions and also to promote themselves at work (the "glass ceiling").In trying to prevent such situations, governments have enacted legislation to promote equality between the sexes. Specifically, in the working environment they have been launched called "Equality Plans".

Terms such as social wellbeing of workers may lead us to think of happiness but, in occasions, this has bad press. To talk of happiness and recognizing it has become cause for suspicion for some, to the point that the recognition of happiness becomes a sign of simplicity, typical of fools. This attitude reflects the fact that for many analysts, feeling happy is equivalent to a state of dereliction of introspection and lucid analysis of reality.

The study of subjective wellbeing refers to the degree to which individuals themselves say they are subjectively satisfied with their lives or some aspects of their lives (family, work) and does not have to be endorsed by the opinion of others (Avia and Valverde, 1999); This research is framed in the context of economic analysis and areas of labor legislation, related to gender equality, from an applied point of view. The focus is on the study of perceived wellbeing in the workplace through the analysis of job satisfaction. This variable will be explained in terms of perceived gender equality in the workplace and the efforts to keep updated through training courses. The main reason for this is that job satisfaction is considered a prerequisite for improving the living conditions of people. Therefore productivity of organizations could be augmented if these living conditions were favorable to increase perceived satisfaction. Figure 1 show the circle for work-life balance.

Figure 1. The circle for work life balance



Source: author's own

1. Wellbeing policies in the workplace in Spain

As is indicated in the VII report on exclusion and social development in Spain, the economic and financial crisis triggered in the European Union has not been an incentive, nor a good opportunity to deepen the commitment to the objectives of the Treaty on European Union and the Charter of Fundamental Rights of the European Union. Nor has it been used to develop policies aimed at creating harmonious, cohesive and inclusive societies, which respect fundamental rights in healthy social market economies, as is stated in the Treaty. The European Parliament criticized, with great harshness, the troika as an emergency mechanism to deal with the debt crisis of the Member States (Picatoste, Ruesga-Benito and González Laxe, 2016; Picatoste, 2014). It also states that the policies of austerity, with cuts in social services and welfare, as well as its deflationary impact on the economy, are incompatible with the objective of poverty reduction in the Europe 2020 Strategy, as well as other EU objectives such as social inclusion, equality, poverty eradication and territorial cohesion. Therefore, we can say that the crisis has imposed a setback and a decline in those economic, social and employment policies of the EU, which had helped to improve working conditions, health, safety, promotion of equal opportunities and social inclusion. This is therefore, the situation that currently prevails in the labour relations of our country to which our workers are subject. Restriction policies have forgotten that wellbeing at work is important, not only for the physical and mental health of the workers who consistently produce financial gains for employers and our social security system by decreasing occupational accidents and absenteeism from work but also above all it is well established that satisfied workers produce far more effectively thereby

obtaining greater benefits for the company. Social policies applied since the end of 2011 with the first labour reform and those promoted by the Royal Decree-Law 20/2012 of 13 July (Spanish Royal Decree-Law 20/2012) on measures to ensure budgetary stability and promoting competitiveness, and currently in effect are resulting in the subordination the state of wellbeing to the demands proposed by the EU. These reforms have led to a significant decline in the social policies of our country.

1.1. The gender equality: the Equality Plans for the firms and the wellbeing at work

The difficulties of women for getting a job and maintaining it are clear (Durbin and Fleetwood, 2010), then, avoiding gender inequality is an important issue in all fields, and particularly in the workplace. This work is based on the European survey of working conditions (EWCS)(European Union. Eurofound, 2012). The European Working Conditions Survey (EWCS) is conducted by the European Foundation for the Improvement of Living and Working Conditions (EFILWC), which is an autonomous agency of the European Union (EU), funded from the general budget of the European Commission (European Foundation for the Improvement of Living and Working Conditions, 2012). Specifically, the factors which have been analyzed include: conflict with personal values, emotions, feelings, work stress and finally, the effort expended in updating workers' training as measured by the courses taken, whether or not financed by the company. On the other hand, gender based equality has been evaluated based on the promotion of balance between the number of men and women in the workplace, perceived equality and facilities for work conciliation. The study has been applied to the situation of workers employed in the Spanish ports of general interest.

Thus, the idea is to explain perceived wellbeing in the workplace in terms of continuing training conducted and perceived gender equality. Indeed, the academic training received and level of education attained, as well as training for current work are fundamental aspects to explain the employment status and job satisfaction perceived by workers. The main reason is based on the expectations generated, because everyone is hoping for an increase in status and prosperity within the structure of the business organization. The highest sensation of wellbeing is achieved via a higher level of education and work accomplished. It has been seen how the factors that most influence each person's subjective wellbeing is based not only on their own situations, but also in relationships with other people (couples, friends and co-workers), social participation, and the social environment (equality, civil liberties, respect for human rights, etc.). It is important to note that a focus on theories about wellbeing and happiness makes a significant contribution to projects in other businesses, such as law, economics or industrial associations, and they are closely related to the worker as a human, whose feelings are a key issue (Worchel, et al, 2003). The human being is intrinsically a social being. Data from studies can

be seen that although the amount of money you earn has little to do with happiness, how satisfied you are with your income is, and satisfaction does not always correspond with higher incomes (Diener and Fujita, 1995). In 1999, the International Labor Organization (ILO) (International Labor Organization, 1999) created the concept of decent work as a way to identify the priorities of the Organization and to recognize that work is a source of personal dignity, family stability, peace in the community, democracies acting in benefit of all, and economic growth, which increases the opportunities for productive work and business development (Report of the director General to the 87th Meeting of the International Labor Conference held in 1999). The International Labor Organization unanimously adopted the ILO Declaration on Social Justice for a Fair Globalization on June 10, 2008 (adopted by the International Labor Conference at its Ninety-seventh Session, Geneva, June 10, 2008)(Rodgers et al, 2009). This statement comes at a crucial political moment, reflecting the wide consensus on the need for a strong social dimension to globalization which permits achieving improved results and that these results are distributed in a more equitable manner among all. The Declaration constitutes a compass for the promotion of a fair globalization based on Decent Work, as well as a practical tool to accelerate progress in the implementation of the Decent Work Agenda at the country level. It also reflects a productive perspective that emphasizes the importance of sustainable businesses for creating more jobs and income opportunities for all. The Conference recognizes and declares that "in the context of accelerating change, the commitments and efforts of Members and the Organization to implement the ILO's constitutional mandate, including through international labor standards, and to place full and productive employment and decent work at the center of economic and social policies, should be based on the four strategic and equally important objectives of the ILO, through which DWA is reflected and can be summarized in promoting employment by creating a sustainable institutional and economic environment under which people can develop and update skills and competencies they need to work productively occupied for their personal fulfilment and the common good".

1.2. The Spanish port system and their Gender Equality Plan

The main objective of this paper is to analyze the wellbeing of the people who serve as employees in the principal Spanish ports, known as "ports of general interest" (a total of 28 Port Authorities), all dependent upon an autonomous body named "Puertos del Estado" ("State Ports") under the Ministry of Development. The reason for choosing this network of large workplaces is that they have an Equality Plan in place which has been approved by the Government of Spain, and one of the most important networks where it was launched was in the Autonomous Centre for manage the most important Spanish Ports: "Puertos del Estado". Those ports are shown in Figure 2. The employment at ports was traditionally be masculinized, but nowadays women are also involved in this sector and is particularly important to boost women to engage in training, because on-the-job training is generally considered to be more important in high-skilled jobs (OECD,

2003)and it should be avoided to increase gender differences in access to such training, because it is likely to produce a larger wage gap among the high-skilled. The study aims to identify and quantify, where appropriate, the relationship existing between perceived equality, training courses conducted, and perceived satisfaction in the workplace, from a gender perspective. The work was carried out through the evaluation of perceived job satisfaction, perceived gender equality and efforts dedicated to job training. It was based on the European Working Conditions Survey

Figure 2: Spanish port system: the main ports.



Source: Puertos del Estado (2015)

2. Purpose of this work: analyzing self-perception's of wellbeing at work from a gender perspective

The success of equality plans, allows to achieve a more equal partnership between men and women. This success also translates into greater well-being for both genders. The welfare encompasses all aspects of life, and is determined both by feelings at work as feelings outside of work. Continuous learning and training are factors influencing wellbeing at work, not only because they generally give access to better positions, but also because they generate feelings of personal satisfaction. Therefore, it is expected that efforts in professional training positively affect the workplace wellness. This point can be considered overall for men and women. Nevertheless, women often are private of this possibility, due the gender inequality, because it is the woman who often take on household chores and caring for young children and elderly dependents(Grönlund and Magnusson,2016).

Training in the workplace improves the skills of workers, but, at the same time, it involves a cost to the company, in these circumstances, employers are often unwilling to invest in training women because they fear that their investment may not be as profitable as in men, precisely because of the family responsibilities that women take (Tam, 1997).

In this paper, our goal focuses on the influence of the overall aspects related to gender equality in personal wellbeing and the influence of this equality (promoted by equality plans) on such wellbeing. Equality plans take action at the working environment. If these plans work properly, it is likely that workers perceive greater wellbeing at work, and this perceived wellbeing, the greater will be, the higher the effective equality be (Polavieja, 2008). In addition, welfare at work affects the feelings outside of work. Also, equality plans allow workers better organizing their time, which could lead to attend more training courses, which also affect their welfare. Eventually, welfare at work results in general welfare. With the purpose of testing this statements in the interesting experience of implementation the Equality Plans at the most important Spanish ports (those managed by "Ports of the State"), we formulated the next research questions:

Question 1: Identifying factors related to equality which determine the wellbeing at work in the main Spanish ports. Is there a causal relationship between the factors related to launching Equality Plans and wellness at work?

Question 2: Evaluate the extent that factors related to equality influence the welfare at work of employees in the Spanish Port System and check which ones have the greatest influence. Which of the explanatory factors has the greatest influence on wellbeing at work?

Question 3: Assess the extent to labor welfare of employees in the Spanish port system influences their overall well-being: How much is the influence of the welfare at work in the general welfare?

Question 4: Determining whether men and women have the same perceptions of the influence of factors related to equality, both in wellbeing at work, and general well-being: Do men and women have the same perceptions of the variables related equality?

3. Method

To answer our research questions, we need to work with variables like "Wellbeing at work", "Gender Equality", "Training" and "General welfare". These variables can not be measured directly. Then, we have "constructed" through a structural analysis of covariance, in basis to other variables directly observable. These variables are called constructs or latent variables, precisely because of the difficulty in measuring them directly (Jöreskog, 1970). To get the data for the observable variables, we conducted a survey. In basis to the EWCS, we elaborated an adapted short questionnaire and distributed on several ports of Spanish system. Ultimately with the data obtained and the analysis realized in Spanish ports, this paper has explained general feelings through the Structural Equation Model. This analysis system has become an important tool for hypothesis testing on components of wellbeing. With them we could get a measure of the feelings that

workers perceive regarding social and individual wellbeing and the influence of training received under the research of latent variables, which will give us indicators of the sample taken, so the use of structural equation tells us which of them has more or less influence. So, we have measured feelings at work such as good humor, joy, peace, energetic and active sensation, awakening refreshed and rested, and an interest in everything work-related. So, a questionnaire was conducted at the main Spanish ports. It was adapted from the 2010 questionnaire of the EWCS, which covered several aspects of working conditions, including physical environment, workplace design, working hours, work organization, well-being, and social/colleague relationships in the workplace. Demographic information was also collected (European Union. Eurofound, 2012).

The questionnaire was focused on the four main variables to analyze: the equality, the training, the wellbeing at work and the general welfare. For getting a representative sample of Spanish ports system, we decide to choose 14 of the 28 ports, taking account their specialization (on container traffic, bulk, etc.) and their geographical position. The questionnaires were sent by post to one worker at the port, who was contacted previously and who agree to help us. Finally, we got 174 valid questionnaires, from 94 men and 80 women Spanish ports. Factor related to Equality at work and the observed variables asked for assessing them. People who answered the survey have a good knowledge of the company. This is proved in Table 1, in which time they had been working on the port at the time of this survey is collected. The descriptive statistics for all items asked are shown in Table 2, in this table there are pointed the items related to the EWCS. The variable “Equality at work” was evaluated through authors own questions, because they have no similar questions at EWCS. The procedure, once the data was collected in the ports, has been to make a study using Structural Equation Modelling (SEM) to explain the causal relationships among some latent variables. (Latent variables are those that cannot be measured directly, so they are constructed using the indicators included in the survey.) Also the causal relationships among these variables are explained (i.e. the effect that each variable has on another).

Table 1. Working time in the port

Working time in the harbour	Frequency	%	Accumulated %
Less than one year	21	12,07	12,07
Between 1 and 2 years	7	4,02	16,09
Between 2 and 5 years	12	6,90	22,99
Between 5 and 10 years	33	18,97	41,95
More than 10 years	101	58,05	100,00

Table 2. Factor related to Equality at work and the observed variables for assessing them

Code	Wellbeing at work	Observable variable	Men		Women	
			Mean	SD	Mean	SD
W1	You have the feeling of doing useful work (a)	Doing an useful work	4.415	0.739	3.775	0.927
W2	You know what is expected of you at work (a)	Know exactly what to do	4.309	0.880	4.038	0.818
W3	Your job gives you the feeling of work well done (a)	Doing a good work	4.266	0.806	3.863	0.791
W4	Your colleagues help and support you (a)	Support from my colleagues	4.287	0.697	4.075	0.689
Training						
T1	The training has helped me improve the way I work (a)	Improved with training	4.500	0.730	4.288	0.660
T2	I have the skills to cope with more demanding duties (a)	Don't need training	4.489	0.699	4.338	3.383
T3	I feel my prospects for future employment are better (a)	Better future	4.266	0.857	3.738	1.076
E1	The company has mechanisms for promoting equality and work life balance (b)	Work life balance	3.266	1.184	2.788	1.187
Equality at work						
E1	The company has mechanisms for promoting equality and work life balance (b)	Work life balance	3.266	1.184	2.788	1.187
E2	The Equality Plan of the company helps working conditions for equality are real and effective (b)	Effective equality plan	2.798	1.500	2.075	1.145
E3	Those responsible for personnel selection of the company comply with the principle of balanced presence between women and men (ie. that people of each sex not exceed 60% . or less than 40%) (b)	Gender balance	2.330	1.379	1.975	1.147
General welfare						
GF1	I have felt cheerful and in good spirits (a)	Glad & happy	4.489	0.800	4.388	0.864
GF2	I have felt calm and relaxed (a)	Calm & relaxed	4.362	0.926	4.063	0.946
GF3	I have felt active and vigorous (a)	Active & vigorous	4.521	0.800	4.188	0.956
GF4	I woke up feeling fresh and rested (a)	Fresh & rested	4.255	0.915	3.850	1.148

(a) Item from EWCS-2010

(**) Authors own

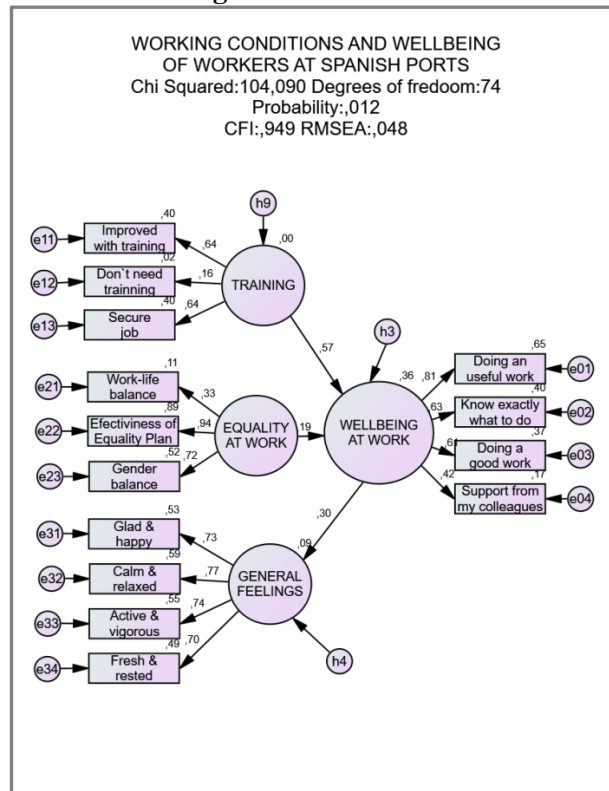
For responding the research questions 1, 2 and 3 a covariance structural analysis was applied to the whole sample. A structural equation model was carried on for this proposal. So, we could answer the questions formulated about the casual relation among the Equality Plans and the wellbeing at work (RQ1), the weights of the latent variables “Equality” and “Training” for explaining it (RQ2). Moreover the confirmatory factorial analysis lead us to prove and assess the influence of wellbeing at work and the general welfare (RQ3).

4. Results and discussion

4.1. Structural equations model

In order to answer the Research Questions (RQ1, RQ2, RQ3), we will test the hypothesis H1: The equality issues have not influence on wellbeing at work, for the employees at Spanish Ports System, H2: The training has not influence on wellbeing at work, and H3: The wellbeing at work has not influence in the general welfare. We used a structural equation model (SEM). The results of the whole model are shown in Figure 3 and tables 2b and 55. Moreover, Figure 3 represents the structural model and the standardized results. The model was estimated by the maximum likelihood method.

Figure 3: The model



4.1.1. The fit

The fit index shown in Table 3. All values indicate that the fitting of the model is good.

Table 3: Fit of the model

Fitindex	Score	Reference marks	
		Good fit	Acceptable fit
<i>Chi-squared</i>	104.09		
Degrees of freedom	74	$1 \leq \text{Chi-Squared} \leq 2df$	$2df \leq \text{Chi-Squared} \leq 3df$
Significant	0.012	$0.5 \leq P \leq 1.00$	$0.1 \leq P \leq 0.05$
Chi-Squared/df	1.407	$0 \leq \text{Chi-Squared}/df \leq 2$	$2 \leq \text{Chi-Squared}/df \leq 3$
RMSEA (Root mean square error of approximation)	0.048	$0 \leq \text{RMSEA} \leq 0,05$	$0.05 \leq \text{RMSEA} \leq 0.10$
CFI (Comparative fit index)	0.949	$0,95 \leq \text{CFI} \leq 1,00$	$0,94 \leq \text{CFI} \leq 1,00$
GFI (Goodness of fit index)	0.933	$0.95 \leq \text{GFI} \leq 1$	$0.90 \leq \text{GFI} \leq 0.95$
AGFI (Adjusted goodness of fit index)	0.905	$0.90 \leq \text{GFI} \leq 1$	$0.85 \leq \text{GFI} \leq 0.90$

4.1.2. Causal relations: the estimators

Table 4: Estimators and their significance

RegressionWeights		Estimate	Standardized Estimate	S.E.	t.	P
Training	→ Wellbeing at Work	0.450	0.568	0.122	3.688	***
Equality at Work	→ Wellbeing at Work	0.102	0.189	0.047	2.178	0.029
Wellbeing at work	→ General Welfare	0.439	0.303	0.144	3.042	0.002

All the relations tested among the constructs are significant (Table 4). So we have proved the expected influences among them. Our first research question was trying to identify the factors related to equality which determine the wellbeing at work in the main Spanish ports and find a possible causal relationship between the factors related to launching Equality Plans and wellness at work?. Our second research question was trying to evaluate the extent that factors related to equality influence the welfare at work of employees in the Spanish Port System and check which ones have the greatest influence, so we tried to answer the question of which of the explanatory factors has the greatest influence on wellbeing at work.

Our model has shown that the constructs *equality at work* and *training* influence positively (coefficients are 0.189 and 0.568 respectively) and significantly ($p = 0.029$ and $p < 0.001$ respectively) to *Wellbeing at work*. So we can conclude that we have identified at least two factors which influence positively the wellbeing at work, and we can summarize this relation in Equation(1), and that the greatest influence on the positive feeling at workplace are linked to the training (as it is shown for the higher score of the construct *training*). Nevertheless we are aware of the importance of work-life balance for women, in order they can attend training courses and their family life at the same time.

$$WW = 0.568 T + 0.189 EW \quad \text{Equation(1)}$$

We have hypothesized that:

- H1: The equality issues have not influence on wellbeing at work, for the employees at Spanish Ports System
- H2: The training has not influence on wellbeing at work, and

For testing the H1 hypothesis we attended to the relation among the constructs *equality at work* and *Wellbeing at work*. We have got a significant ($p < 0.029$) causal relation, and the regression coefficient is positive (0.189), what is meaning that the higher is the equality at workplace the higher is the *Wellbeing at work*. So, H1 is rejected. And we state that the employees at Spanish ports perceive a positive relation between the equality at workplace and their wellbeing at work.

Equation(1) lead us to say that we should reject H2 hypothesis, because the latent variable *training* has shown significant for determining the *Wellbeing at work*.

The third research question was related to de assessment the influence of labor wellbeing of employees in the Spanish port system on their overall well-being, and evaluate its extent. As the latent variable *welfare at work* has been shown has significant ($p = 0.002$) for explaining the *general welfare* construct, with a standardized regression coefficient 0.303, we are able to responding our question positively: the higher is the wellbeing at work the higher is the general welfare.

In consonance with the response to our third research question, we have to reject H3 hypothesis:

- H3: The wellbeing at work has not influence in the general welfare.

4.1. Mean differences

For responding the last research question: Determine whether men and women have the same perceptions of the influence of factors related to equality, both in being at work, and general welfare, we have stated the hypothesis below, and we have conducted a t Student test and Levene test for mean comparison. Related to this question, we have formulated the next Hypothesis:

- H4: Women and men perceptions about equality issues are the same
- H5: Women and men perceptions about training issues are the same
- H6: Women and men perceptions about wellbeing at work are the same
- H7: Women and men perceptions about general welfare are the same

The t Student and Levene test for mean comparison results are shown in Table 5:

Table 5. T student and test the Levene: items shown mean differences

Items	Levene test for equal variances		Prueba T para la igualdad de medias		
	F	Sig.	t	Fd	Sig. (two-tiled)
You have the feeling of doing useful work ^(b)	5.717	0.018	4.972	150,219	0.000
You know what is expected of you at work ^(a)	0.416	0.520	2.090	172	0.038
Your job gives you the feeling of work well done ^(a)	1.089	0.298	3.319	172	0.001
Your colleagues help and support you ^(a)	0.627	0.429	2.011	172	0.046
The training has helped me improve the way I work ^(a)	0.743	0.390	2.000	172	0.047
I feel my prospects for future employment are better ^(a)	2.762	0.098	3.604	172	0.000
The company has mechanisms for promoting equality and work life balance ^(a)	0.216	0.643	2.653	172	0.009
The Equality Plan of the company helps working conditions for equality are real and effective ^(b)	7.511	0.007	3.600	170,088	0.000
I have felt calm and relaxed ^(a)	0.604	0.438	2.104	172	0.037
I have felt active and vigorous ^(a)	1.316	0.253	2.508	172	0.013
I woke up feeling fresh and rested ^(a)	3.151	0.078	2.590	172	0.010

^(a)Equal variances are assumed. ^(b)Equal variances are not assumed

4.2. The equality

The null hypothesis H4: Women and men perceptions about equality issues are the same was tested in basis to the items E1, E2 and E3. The results have shown statistical significant mean differences for E1 (Work life balance) and E2 (Effective equality plan) (Table 5). The means scores in responses to the question “The Company has mechanisms for promoting equality and work life balance” for men and women are, respectively, 3.266 and 2.788, showing that women perception of the implemented mechanisms for promoting equality is lower than the men. The work-life balance is appreciated as quite good for men (scores >3), but don't get the “pass mark” for women.

Similar situation is showed for E2, question which is assessing the perceived effectiveness of the equality plan. Women means score is 2.075, lower than men score (2.798) showing that their perception is that the effectiveness of the Equality Plan is not as good as the males (Table 2). Nevertheless, we have to point out that evaluation, of the real and effective application of the Equality Plan, has scores under 3, for both sex, which is a poor assessment.

Both of those items (E1 and E2) lead us to reject the null hypothesis H4 with a significances of 0.009 (E1) and <0.001 (E2). The latent variable “Equality” is constructed for three items, only one of them shown not mean differences (E3 - Those responsible for personnel selection of the company comply with the principle of balanced presence between women and men - that people of each sex not exceed 60% or less than 40%), moreover this is item is quite observable and free of subjectivity, because gender balance in the firm is quite easy of probing. Our conclusion for testing H4 is that it should be rejected, because we have probed that women perceptions of equality are lower than men perceptions.

4.3. Training

Equal means hypothesis for H5: Women and men perceptions about training issues are the same, should be rejected. We have found differences on means for the items T1 (The training has helped me improve the way I work), T3 (I feel my prospects for future employment are better) and E1 (The Company has mechanisms for promoting equality and work life balance analyzed in the previous part).

Only the item T2 (I have the skills to cope with more demanding duties) has no shown differences. For the training as a mechanism for improvement at work, as well as for the feelings of possibilities of promotion through the training, women scores are lower (4.288 and 3.738, respectively) than the men (4.500 and 4.266, respectively). The importance of item E1 for training is crucial, because without work-life balance most women couldn't attend the training courses. So, the hypothesis H5 is rejected.

4.4. Wellbeing at work

H6: Women and men perceptions about wellbeing at work are the same, is rejected for all the items involved in general welfare (W1, W2, W3, W4), with a respective significance level of under 0.001 per cent, 0.038 per cent, 0,001 per cent and 0.046 percent.

The mean score achieved for women responses for the question “you have the feeling of doing useful work” (W1) is 3.775, and for men is 4.415, so women's feelings about the useful of their work is lower than the man. For the item W2, evaluate through the question “You know what is expected of you at work” respective mean for women and men are 4.309 and 4.038. Women's means are lower than men's, then the women are not so sure about what is expected from their work. The means scores for query “Your job gives you the feeling of work well done” are 4.266 (men) and 3.863 (women), which means that this satisfaction feeling is less assessed for women. The last question related to Hypothesis H7 “Your colleagues help and support you” is pointing to the same direction that the previous ones: means for men are higher (4.075) than women (4.287), that is to

say: women don't feel so much supported by their colleagues at workplace than their masculine fellows.

All items indicate a lower level of well-being perceived by women, and in all cases the differences in averages are statistically significant, as a consequence, rejecting the null hypothesis H6 leaves no doubt.

But discrimination at labor market is still remaining for women in many parts of the world, and female face different types of discrimination at their workplaces, even if men and women possess the same factors such as the education level and experiences(Othmanand Othman, 2015). This fact could explain that female's perception of effectiveness of policies boosting equality seems to be lower than the men perception.

4.5. The general welfare

The null hypothesis H7 (Women and men perceptions about general welfare are the same) has shown differences in means for three of the four items, with a significance level of 0.04 (Table 5). Women feel less calm and relaxed (mean 4.063 women, 4.362 men), less active and vigorous (mean 4.188 women, 4.521 men) and they wake up feeling less fresh and rested (3.850 women, 3.850 men) than men (Table 2). Nevertheless the scores are quite high for all, what means that the respondents to our questionnaire general welfare is quite good. In basis to the analyzed results, the Hypothesis H7 is rejected.

5. Conclusions

The legal framework for equality is the first step, but more effort should be done by entrepreneurs and policy makers. Both women and men, agree about the poorness of real effectiveness of Equality Plan, but women's perception about this effectiveness is even lower than the men. The work-life balance is still over the woman's shoulders, as we have stated through analyzing the differences in perceptions between sexes.

We have identify at least two factors which influence positively the wellbeing at work: the equality and the training, so it remarks the importance of Equality Plans for boosting welfare at work. And we have proved that there is a positive relation among positive feelings at work and general good feelings, because we have accomplish, as a result of our research model, that the higher is the wellbeing at work, the higher is the general welfare.

Moreover, we have achieved the result that the employees at Spanish ports perceive a positive relation between the equality at workplace and their wellbeing at work. So, if there is a "chain" relation as the one showed in figure 44, the Equality Plans are so important for increasing population general welfare, which positive effects on such a high number of issues, as health, for example, is out of

the extent of this work, but we are aware that the efforts for boosting equality at workplace is a matter which implications goes beyond the intention of solving work-life balance and supporting women's rights. About the causal relationship between perceived gender equality in the workplace and the wellbeing perceived in the workplace, we would like to point out that, since perceived gender equality, based on the work presented here, is measured on one pioneer sector applying Equality Plans, we consider it necessary that the practical implications that could indicate causality should be analyzed in more sectors for getting a more extended and strong assessment.

About differences on men and women perceptions about equality and training issues, for the employees of Spanish Ports System, we have verified that female has lower perceptions, and is the same with wellbeing at work and general welfare.

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