

# Comparative study between Japan and America: Gender discrimination of women in the workplace

Hello everyone, my name is Terry Tan, senior at California State University Monterey Bay. I am conducting a survey on the perceptions of gender discrimination of women in the workplace as part of my senior capstone project. The information is confidential but I am happy to share the final results of the survey if you are interested. Thank you for your participation.

\* Required

## Research questions

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1. What are the current perceived perceptions of men's and women's roles in the workplace?
2. What kinds of discrimination of women go unseen or evident in the Japanese and American workplace?
3. what efforts are taken to minimize the discrimination of women in the working environment?

## Background information

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1. **What is your gender? \***

*Mark only one oval.*

- Male
- Female

2. **What is your age group? \***

*Mark only one oval.*

- 0-17
- 18-24
- 25-30
- 31-40+

**3. What is your nationality? \***

Mark only one oval.

- American
- Japanese
- Mexican
- Other: .....

**4. What is your father's employment status? \***

Mark only one oval.

- working
- unemployed
- retired
- disabled
- Other: .....

**5. What is your mother's employment status? \***

Mark only one oval.

- working
- unemployed
- retired
- disabled
- Other: .....

## Work experience

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**6. Have you worked or currently working? \***

Mark only one oval.

- Yes     Skip to question 7.
- No     Skip to question 21.

### If yes

7. Which gender dominates the top positions at your workplace? \*

Mark only one oval.

- Male
- Female

8. What is/was your position? \*

Mark only one oval.

- Part-time
- Full-time
- Other: .....

9. What kind of work have you worked or currently working? \*

Check all that apply.

- Sales
- Restaurant
- Clerical
- Educational
- Construction
- Medical
- Other: .....

10. Do you feel that you were treated fairly in the workplace? \*

Mark only one oval.

	1	2	3	4	5	
Unfair	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Fair

11. Are you aware of the regulations regarding gender discrimination at your work? \*

Mark only one oval.

	1	2	3	4	5	
Unaware	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Very informed

12. **How does your work abide by these regulations \****Mark only one oval.*

- Strictly
- Loosely
- Unsure
- Does not follow

13. **Have you ever had to go through hurdles to get a promotion? \****Mark only one oval.*

- Yes
- No

14. **How does your work handle gender discrimination? \****Mark only one oval.*

- Fairly
- Bias
- Ignores
- Unsure

15. **If you worked/ are currently working, what do you perceive as the level of discrimination against women was/is? \****Mark only one oval.*

	1	2	3	4	5	
No discrimination	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Heavily discriminated

16. **Women are capable of holding a high position where you work. \****Mark only one oval.*

	1	2	3	4	5	
Strongly disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly agree

17. **I feel that both males and females get paid the same amount for the same job at my workplace. \****Mark only one oval.*

	1	2	3	4	5	
Strongly disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly agree

18. **Does your work enforce a dress code? \****Mark only one oval.*

- Yes      *Skip to question 19.*
- No      *Skip to question 21.*

**dress code**

If so, to what extent?

19. **Men \***

(check all that apply)

*Check all that apply.*

- Suit
- Casual dress clothes
- Vest
- Company uniform

20. **Women \***

(check all that apply)

*Check all that apply.*

- Blouse
- Vest
- Dress pants
- Dress skirt
- Heels
- Company uniform

**perceptions of working environment**21. **I believe that there is gender discrimination of women at the workplace in Japan. \****Mark only one oval.*

	1	2	3	4	5	
Strongly disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly agree

22. **I believe that there is gender discrimination of women at the workplace in America. \****Mark only one oval.*

	1	2	3	4	5	
Strongly disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly agree

23. **Have you ever been denied, or lost a job opportunity because of your gender? \***

*Mark only one oval.*

- Yes
- No
- Never applied for work

24. **I feel that I have to work harder because of my gender. \***

*Mark only one oval.*

	1	2	3	4	5	
Strongly disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly agree

## Your perception of men in the workplace

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25. **Men are stronger figures than women. \***

*Mark only one oval.*

	1	2	3	4	5	
Strongly disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly agree

26. **Men are capable of doing task that women can't do. \***

*Mark only one oval.*

	1	2	3	4	5	
Strongly disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly agree

27. **Men's assessment and procedure of work is more effective intellectually than women's \***

*Mark only one oval.*

	1	2	3	4	5	
Strongly disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly agree

28. **Men are more professional in the workplace than women. \***

*Mark only one oval.*

	1	2	3	4	5	
Strongly disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly agree

## Your perceptions of women in the workplace

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29. **Women should be expected to serve tea to superiors in the workplace. \***

*Mark only one oval.*

	1	2	3	4	5	
Strongly disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly agree

30. **Women are hired to support office work such as: making copies, preparing materials, etc. \***

*Mark only one oval.*

	1	2	3	4	5	
Strongly disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly agree

31. **Women should be "eye candy"/ "office flower" for the company's workers and clients. \***

*Mark only one oval.*

	1	2	3	4	5	
Strongly disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly agree

32. **I feel that women in the workplace receive fewer opportunities than men. \***

*Mark only one oval.*

	1	2	3	4	5	
Strongly disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly agree

33. **I feel that females receive special treatment because of their gender. \***

*Mark only one oval.*

1      2      3      4      5

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Strongly disagree                  Strongly agree

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34. **Women receive better treatment than men such as: \***

(check all that apply)

*Check all that apply.*

- Maternity leave
- Vacation
- Salary
- Training
- Promotions
- Benefits
- Hierarchical status
- Other: .....

35. **I feel that men and women should be treated equally in the workplace. \***

*Mark only one oval.*

1      2      3      4      5

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Strongly disagree                  Strongly agree

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36. **Women should arrive to work 30 minutes prior to men in order to clean, prepare tea, and other duties. \***

*Mark only one oval.*

1      2      3      4      5

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Strongly disagree                  Strongly agree

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37. **Men should be allowed smoking breaks, \***

*Mark only one oval.*

1      2      3      4      5

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Strongly disagree                  Strongly agree

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38. **Taking verbal abuse not pertaining to work is part of the working environment. \***

(expired Christmas cake, soccer mom/dad, etc.)

Mark only one oval.

1	2	3	4	5	
Strongly disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly agree

39. **Since men do not have children, men should not be allowed maternity leave. \***

Mark only one oval.

1	2	3	4	5	
Strongly disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly agree

40. **The "glass ceiling" should be applied to women because of their intent to quit after starting a family. \***

Mark only one oval.

1	2	3	4	5	
Strongly disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly agree

## Job opportunities

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41. **Women have a better chance of getting hired than men. \***

Mark only one oval.

1	2	3	4	5	
Strongly disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly agree

## Hiring decisions

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42. **I feel a photo of myself is necessary on the job application prior to job interview. \***

Mark only one oval.

1	2	3	4	5	
Strongly disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly agree

43. **I feel that the employer should know details about my marital status. \***

*Mark only one oval.*

	1	2	3	4	5	
Strongly disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly agree

44. **I feel that height and weight information is necessary for the hiring process. \***

*Mark only one oval.*

	1	2	3	4	5	
Strongly disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly agree

45. **My place of residence is important when applying to a company. \***

*Mark only one oval.*

	1	2	3	4	5	
Strongly disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly agree

46. **Informing the employer of intent to quit after childbirth is necessary. \***

*Mark only one oval.*

	1	2	3	4	5	
Strongly disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly agree

## Support

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47. **Household chores should be done by both men and women. \***

*Mark only one oval.*

	1	2	3	4	5	
Strongly disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly agree

48. **Employers should allow break time to pick up children. \***

*Mark only one oval.*

	1	2	3	4	5	
Strongly disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly agree

49. **Companies should offer day-care options for working mothers. \***

*Mark only one oval.*

	1	2	3	4	5	
Strongly disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly agree

50. **Co-workers do not pressure mothers to quit their job. \***

*Mark only one oval.*

	1	2	3	4	5	
Strongly disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly agree

## Efforts taken to reduce discrimination

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51. **Women should be allowed to take a leave of absence from work to tend to family \***

*Mark only one oval.*

	1	2	3	4	5	
Strongly disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly agree

52. **Women should quit their job to take care of children. \***

*Mark only one oval.*

	1	2	3	4	5	
Strongly disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly agree

53. **Women's salary should be determined by their qualifications oppose to gender \***

*Mark only one oval.*

	1	2	3	4	5	
Strongly disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly agree

## Thank You

Thanks for taking my survey

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