

PROCESO TÉCNICO Y DE INFORMATIZACIÓN DE LA ENCUESTA

Para la realización técnica de la encuesta se han utilizado una serie de herramientas, con las que conseguir un soporte informático de datos ajustado a las necesidades que se habían planteado, con los siguientes principios:

- Emitir una encuesta en un soporte que pudiera ser enviado a la población sujeta en la encuesta de una manera rápida, fiable y particularmente anónima.
- Recibir las respuestas sin el contacto con la persona encuestada, que añadía esa dosis de seguridad en el anonimato y en la no manipulación de los datos.
- Aprovechar las tecnologías para la gestión rápida, eficiente y segura de los procesos de conteo de resultados, explotación de datos y presentación de conclusiones a partir de los objetivos y variables analizadas pre-establecidas.

En este resumen se detalla cual ha sido el proceso técnico de realización y explotación final de los datos.

1. Diseño de la Encuesta, mediante una herramienta de Diseño gráfico, que pudiera emitir un informe con todas las variables, respuestas y en un tamaño manejable y estandarizado. Programa informático: CORELDRAW (versión 9.0)¹
2. El formato gráfico de la encuesta necesita un soporte rellenable por cualquier usuario. El diseño de la encuesta se convierte en un formulario, cuyas opciones puedan ser introducidas de manera manejable por el usuario mediante su propio ordenador. El formato de archivo más manejable es PDF². Desde la aplicación CorelDraw se genera el resultado en este formato, al imprimir el diseño a la impresora virtual PDFCreator³
3. La aplicación *Acrobat Reader*⁴ es la necesaria para la lectura del archivo de la encuesta. Como se citará seguidamente (*Envío de la encuesta*) en el momento de distribuir la encuesta entre la población se ayuda en la manera, si de ella no se dispone aunque es una herramienta de uso extendido, de conseguir este producto y poder visualizar la encuesta.
4. Disponemos ya de un archivo en formato *PDF*, que es manejable, en tamaño y uso. Necesitamos en este momento que este archivo, que contiene el formulario de la encuesta, sea visualizable (que dependerá del receptor de la encuesta y de si tiene

¹ CorelDraw versión 9.0 (Corel Corporation)

² Portable document format, desarrollado por la Compañía Adobe Systems

³ PDFCreator aplicación desarrollada por PDFFORGE, que instala una impresora en el Sistema cuyos resultados, entre otros, es un archivo en formato PDF, en lugar del resultado en papel.

⁴ Acrobat Reader, versión 6 o superior, Adobe Systems

instalado en su ordenador Acrobat Reader o compatible⁵) y sea manipulable. Para poder convertir un archivo solo lectura en un formulario actualizable se usa la aplicación ADOBE ACROBAT PRO v9.3.2⁶ con el que se convierte un formato cerrado, solo manipulable con la impresión y cumplimentación a mano, en un formato abierto, en el que cada posible respuesta sea *marcable* por el encuestado. Esta aplicación permite editar cualquier archivo en formato PDF (que de por sí es un formato distribuido no editable), haciendo posible modificar ciertos aspectos o datos del archivo de la encuesta. Además se utilizan las herramientas *avanzadas* de esta aplicación para que dichas *modificaciones* (respuestas) puedan ser almacenables. Habitualmente, cualquier formulario diseñado con esta aplicación⁷ no permite guardar los resultados de la modificación, salvo que una vez que se introducen las respuestas (en este caso, datos en otros) se imprima el archivo y se utilice en papel con los valores marcados. En nuestro caso, pretendíamos, no solo por el ahorro de papel, sino por la gestión de envío-recepción en la misma forma, que el archivo que era enviado al encuestado fuera guardado y devuelto por aquel utilizando el mismo soporte electrónico.

La opción *Extended Features in Adobe Reader* permite dotar a la encuesta de la posibilidad de que los resultados sean guardados y devueltos a nuestra cuenta.

Por tanto, en este momento disponemos ya de un archivo de encuesta en formato PDF, convertido a formulario editable, en el que el encuestado puede rellenar las opciones que considere y guardar sus respuestas en un archivo en este mismo formato.

5. *Envío de la encuesta.* El archivo de la encuesta en formato PDF es enviado vía correo electrónico a los destinatarios, con las instrucciones para su uso, la posibilidad de distribución y la dirección de respuesta a la encuesta, la aplicación que necesitarán descargar e instalar, caso que no dispongan del lector de archivos PDF, los plazos para la cumplimentación de la encuesta, y la petición de distribución piramidal de la encuesta.

⁵ Existen programas de libre uso que son compatibles para leer archivos en formato pdf, a pesar que Acrobat Reader se distribuye gratuitamente.

⁶ Adobe Acrobat Pro v9.3.2, de Adobe Systems

⁷ Es muy habitual encontrar esta práctica en los formularios en formato electrónico suministrados en formato PDF por la Agencia Tributaria (www.aeat.es)

6. *Almacenamiento y Explotación de los datos.* Mientras las encuestadas van rellenando a su libre intención la encuesta, se realiza la herramienta que servirá para guardar los datos de las encuestas, una vez recibidos por correo electrónico desde las participantes, almacenar los datos de aquellas y explotar todas las variables cuestionadas y realizadas para la elaboración del trabajo.

Para automatizar este trabajo se utiliza la versatilidad de la aplicación EXCEL⁸ que permite crear el escenario donde analizar todos los resultados. La *hoja Excel* que hemos generado dispone de

- a. Una hoja donde introducir los datos de cada una de las encuestas recogidas, con las 123 respuestas posibles, controlar el número de las procesadas, los porcentajes globales (a nivel de cada grupo de aplicación)
- b. El mapa de datos, donde se cruzan las posibles respuestas de cada una de las 123 posibles opciones con todas las demás (matriz de 123 x 123 datos) en valor
- c. El mapa de datos, donde se cruzan las posibles respuestas de cada una de las 123 posibles opciones con todas las demás (matriz de 123 x 123 datos) en porcentaje.
- d. Sucesivamente, con cada uno de los aspectos analizados, los gráficos utilizados para la obtención de conclusiones para el trabajo.
- e. Las *macros*⁹ que se han realizado para automatizar la gestión de los resultados.
- f. Se utiliza el complemento *RowLiner*¹⁰ que permite un ajuste de la celda donde se introduce el resultado de la encuesta más marcado y en un color resaltado, para hacer más *amigable* la navegación y manipulación por la hoja Excel, permitiendo que el acceso a la respuesta transmitida por la encuestada sea fácilmente localizable, sin necesidad de otras referencias dentro de la hoja.

⁸ Excel, v2010 (Microsoft Corporation)

⁹ Aplicaciones en lenguaje Visual Basic que Excel utiliza para la automatización de las acciones necesarias para rellenar y obtener datos.

¹⁰ RowLiner, Pearson Software Consulting Services, <http://www.cpearson.com/excel/rowliner.htm>

El presente cuestionario tiene como objetivo conocer aspectos relacionados con el trabajo en la Pequeña Empresa y las relaciones laborales de las mujeres trabajadoras.

Su colaboración puede ser muy valiosa para la correcta ejecución de este estudio.

La encuesta es ANÓNIMA y su uso es exclusivo a efectos académicos.

Por favor, lea las preguntas (1 a 28) y responda, según su opinión, marcando en cada caso la casilla que más se ajuste a la opinión que tiene sobre el aspecto que se trate. Le agradecemos su colaboración y su tiempo.

Hoja

..... / / 2012

DATOS DEMOGRÁFICOS

1. Indique su Edad (años)

11. De 16 a 25

12. De 26 a 35

13. De 36 a 46

14. Más de 46

2. Estado Civil

21. Soltera

22. Casada

23. Separada/ Divorciada

24. Viuda

ÁMBITO LABORAL

3. Indique su antigüedad en la Empresa

31. Menos de 1 año

32. Entre 1 y 5 años

33. Entre 5 y 10 años

34. Más de 10 años

ÁMBITO ECONÓMICO

4. Indique su Categoría Profesional

41. Sin Cualificación

42. Auxiliar

43. Oficial

44. Mando Intermedio

5. Que opinión tiene de su actual salario. Es...

51. Muy alto

52. Alto

53. Normal

54. Muy bajo

6. Como evalúa su salario en relación con las obligaciones y responsabilidades de su puesto

61. Alto

62. Adecuado

63. Bajo

64. Muy bajo

7. Hay alguna limitación que le impida cambiar de empresa

71. Situación familiar

72. Situación económica

73. Edad

74. Formación

ÁMBITO DE SALUD

8. Durante la jornada laboral, se siente intimidada

81. Si

82. No

83. No sabe No contesta

9. Ha acudido al médico por motivos de estrés, insomnio, cansancio, fatiga...

91. Si

92. No

93. No sabe No contesta

10. Ha necesitado de prescripción facultativa por estas causas

101. Si

102. No

103. No sabe No contesta

11. Cuantas veces ha acudido al médico por estos motivos en el último año

111. 1 ó 2 en el último mes

112. 1 ó 2 en los últimos 3 meses

113. 1 ó 2 en los últimos 6 meses

114. 1 ó 2 en el último año

12. A consecuencia de alguna de estas visitas ha causado Incapacidad Temporal

121. Si

122. No

123. No sabe No contesta

ÁMBITO PSICOLÓGICO

	Poco	Mucho	A veces	Siempre	No sabe No contesta
13. ¿Cree que su jefe inmediato le trata “como es debido” ?	131	132	133	134	135
14. Piensa que su jefe inmediato tiene en cuenta sus opiniones sobre la forma de organizar y realizar su trabajo	141	142	143	144	145
15. Se siente integrada con sus compañeros de trabajo	151	152	153	154	155
16. Ha visto promocionar en su empresa a alguien por su amistad con el jefe	161	162	163	164	165
17. Cree que se infravaloran sus opiniones basándose en que es mujer	171	172	173	174	175
18. Percibe reacciones molestas debido a que trabaja demasiado	181	182	183	184	185

ÁMBITO SOCIOLABORAL

19. Percibe cotilleos o rumores sobre usted	191	192	193	194	195
20. Se le excluye de actividades sociales con los compañeros de trabajo	201	202	203	204	205
21. Se siente explotada en su trabajo	211	212	213	214	215
22. Recibe insinuaciones directas o indirectas diciéndole que abandone su trabajo	221	222	223	224	225
23. Se le encargan trabajos inferiores a su nivel de competencia o preparación.	231	232	233	234	235
24. Se le recuerdan permanentemente sus errores	241	242	243	244	245
25. Se le responde con silencios a sus preguntas o intentos de participación en las conversaciones	251	252	253	254	255
26. Se infravalora el esfuerzo que realiza en su trabajo	261	262	263	264	265
27. Sus puntos de vista u opiniones son tenidos en cuenta	271	272	273	274	275
28. Percibe hostilidad hacia usted	281	282	283	284	285

Archivo: *formulario encuesta.cdr*

CorelDRAW X5 @ - [C:\Users\oscar\Desktop\Corpata\aplicaciones\Recursos\formulario encuesta.pdf]

Guardar como : formulario encuesta.pdf

3. Diseño de formulario inteligente

Aplicación: Adobe Acrobat Pro v9

Opción: *Form – Add or edit fields*

Crear formulario inteligente a partir de imagen

formulario encuesta.pdf - Adobe Acrobat Pro @

File Edit View Document Comments Forms Tools Advanced Window Help

Create Combine Col

Start Form Wizard... Add or Edit Fields... Shift+Ctrl+7 Distribute Form... Compile Returned Forms... Manage Form Data Track Forms... Highlight Fields Clear Form

59,2% Find

RELACIÓN TRABAJADORA Y PEQUEÑA EMPRESA
FORMULARIO ENCUESTA ANÓNIMA

Hoja / Fecha / / 2012

DATOS DEMOGRÁFICOS

1. Indique su Edad (años)

11. De 16 a 25 ☐ 13. De 36 a 45 ☐
12. De 26 a 35 ☐ 14. Más de 46 ☐

2. Estado Civil

21. Soltero ☐ 23. Separado ☐
22. Casado ☐ 24. Viudo ☐

ÁMBITO LABORAL

3. Indique su antigüedad en la Empresa

7. Hay alguna limitación que le impida cambiar de empresa

71. Situación familiar ☐ 73. Edad ☐
72. Situación económica ☐ 74. Formados ☐

ÁMBITO DE SALUD

8. Durante la jornada laboral, se siente intimidada

81. Si ☐ 82. No ☐ 83. No sabe ☐ No contesta ☐

ÁMBITO PSICOLÓGICO

13. ¿Cree que su jefe inmediato le trata "como es debido"? ☐ Poco ☐ Mucho ☐ A veces ☐ Siempre ☐ No sabe ☐ No contesta ☐

14. Piensa que su jefe inmediato tiene en cuenta sus opiniones sobre la forma de organizar y realizar su trabajo ☐ 141 ☐ 142 ☐ 143 ☐ 144 ☐ 145 ☐

15. Se siente integrada con sus compañeros de trabajo ☐ 151 ☐ 152 ☐ 153 ☐ 154 ☐ 155 ☐

16. Ha visto promocionar en su empresa a alguien por su amistad con el jefe ☐ 161 ☐ 162 ☐ 163 ☐ 164 ☐ 165 ☐

17. Cree que se infravaloran sus opiniones basándose en que es mujer ☐ 171 ☐ 172 ☐ 173 ☐ 174 ☐ 175 ☐

18. Percibe reacciones molestas debido a que trabaja de mamiado ☐ 181 ☐ 182 ☐ 183 ☐ 184 ☐ 185 ☐

4. Diseño de formulario inteligente. Accesibilidad

Permitir guardar datos en Acrobat Reader

Aplicación: Adobe Acrobat Pro v9

Opción: *Advanced – Extend Features in Acrobat Reader*

Guardar como: Encuesta.pdf

5. Distribución de formulario

6. Recopilación de datos

7. Explotación de datos

Aplicación: Excel 2010

7.1 Acciones previas

Aplicación: *addin Rowliner*

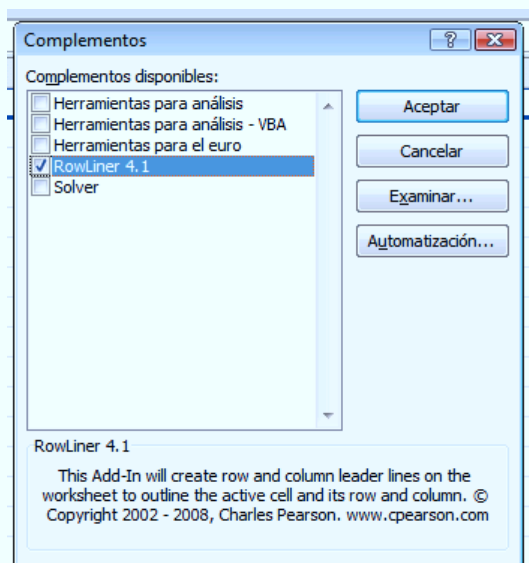
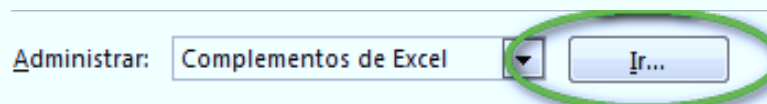
Ayuda para la identificación de la celda activa

7.2 Instalación de complemento Rowliner

Excel

Archivo – Opciones

Complementos



Examinar

Añadir archivo

Rowliner.xla

7.3 Rowliner

			Introducir X si es la respuesta está marcada	
JTA	TOTAL		X	%
		11		6%
		12		25%
		13		13%

8. Gestionar resultados

Aplicación: Excel 2010

Archivo: *encuesta.xlsm*

Procedimiento general

1. Añadir datos encuesta
2. Pulsar *Actualiza Encuesta*
3. *Revisar datos*

	GRUPO	CUESTIÓN	OPCION
1	Datos demograficos	Edad	De 16 a 25
2			De 26 a 35
3			De 36 a 45
4			Más de 45
5		Estado Civil	Soltera
6			Casada
7			Separada/Divorciada
8			Viuda
9	Ambito laboral	Antigüedad	Menos de 1 año
10			Entre 1 y 5 años
11			Entre 5 y 10 años
12			Más de 10 años
13	Ambito económico	Categoría Profesional	Sin cualificación
14			Auxiliar
15			Oficial
16			Mando Intermedio
17		Que opinión tiene de su actual salario es	Muy alto
18			Alto
19			Normal
20			Muy bajo
21		Como evalúa su salario en relación con las obligaciones y responsabilidades de su puesto	Alto
22			Adecuado
23			Bajo

EMPRESA. ENCUÉ

24			Muy bajo
25		Hay alguna limitación que le impida cambiar de empresa	Situación familiar
26			Situación económica
27			Edad
28			Formación
29	Ámbito Salud	Durante la jornada laboral se siente intimidada	Si
30			No
31			NS/NC
32		Ha acudido al médico por motivos de estrés, insomnio, cansancio, fatiga	Si
33			No
34			NS/NC
35		Ha necesitado de prescripción facultativa por estas causas	Si
36			No
37			NS/NC
38		Cuántas veces ha acudido al médico por estos motivos en el último año	1 ó 2 veces en el último mes
39			1 ó 2 veces en los últimos 3 meses
40			1 ó 2 veces en los últimos 6 meses
41	1 o 2 veces en el último año		
42	A consecuencia de alguna de estas visitas ha causado Incapacidad Temporal	Si	
43		No	
44		NS/NC	
45		Cree que su jefe inmediato le trata "como es debido"	Poco
46			Mucho
47			A veces
48			Siempre
49			NS/NC

¡ORA Y PEQUEÑA

50	Ambito Psicológico	Piensa que su jefe inmediato tiene en cuenta sus opiniones sobre la forma de organizar y realizar su trabajo	Poco
51			Mucho
52			A veces
53			Siempre
54			NS/NC
55		Se siente integrada con sus compañeros de trabajo	Poco
56			Mucho
57			A veces
58			Siempre
59			NS/NC
60		Ha visto promocionar en su empresa a alguien por su amistad con el jefe	Poco
61			Mucho
62			A veces
63			Siempre
64			NS/NC
65		Cree que se infravaloran sus opiniones basándose en que es mujer	Poco
66			Mucho
67			A veces
68			Siempre
69			NS/NC
70		Percibe reacciones molestas debido a que trabaja demasiado	Poco
71			Mucho
72			A veces
73			Siempre
74			NS/NC
75			Poco

ACCIÓN TRABAJAD

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mbito sociolaboral

Percibe cotilleos o rumores sobre Usted	Mucho
	A veces
	Siempre
	NS/NC
Se le excluye de actividades sociales con los compañeros de trabajo	Poco
	Mucho
	A veces
	Siempre
	NS/NC
Se siente explotada en su trabajo	Poco
	Mucho
	A veces
	Siempre
	NS/NC
Recibe insinuaciones directas o indirectas diciéndole que abandone su trabajo	Poco
	Mucho
	A veces
	Siempre
	NS/NC
Se le encargan trabajos inferiores a su nivel de competencia o preparación	Poco
	Mucho
	A veces
	Siempre
	NS/NC
	Poco
	Mucho

REL

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Ai

Se le recuerdan permanentemente sus errores	A veces
	Siempre
	NS/NC
Se le responde con silencios a sus preguntas o intentos de participación en las conversaciones	Poco
	Mucho
	A veces
	Siempre
	NS/NC
Se infravalora el esfuerzo que realiza en su trabajo	Poco
	Mucho
	A veces
	Siempre
	NS/NC
Sus puntos de vista u opiniones son tenidos en cuenta	Poco
	Mucho
	A veces
	Siempre
	NS/NC
Percibe hostilidad hacia Usted	Poco
	Mucho
	A veces
	Siempre
	NS/NC

Introducir
X si es la
respuesta
está
marcada

CUENTA	TOTAL		X	%
13		11		11%
33		12		28%
39		13		34%
31	116	14		27%
46		21		40%
59		22		51%
9		23		8%
2	116	24		2%
14		31		12%
35		32		30%
25		33		22%
42	116	34		36%
12		41		10%
27		42		23%
54		43		47%
23	116	44		20%
0		51		0%
0		52		0%
83		53		72%
33	116	54		28%
0		61		0%
39		62		34%
58		63		50%

19	116	64		16%
27		71		23%
41		72		35%
36		73		31%
12	116	74		10%
23		81		20%
83		82		72%
10	116	83		9%
37		91		32%
74		92		64%
5	116	93		4%
29		101		25%
81		102		71%
4	114	103		4%
10		111		18%
12		112		21%
8		113		14%
27	57	114		47%
12		121		12%
89		122		86%
3	104	123		3%
25		131		22%
6		132		5%
38		133		33%
43		134		37%
4	116	135		3%

46		141		40%
7		142		6%
40		143		34%
20		144		17%
3	116	145		3%
15		151		13%
24		152		21%
32		153		28%
43		154		37%
1	115	155		1%
19		161		16%
14		162		12%
49		163		42%
19		164		16%
15	116	165		13%
61		171		53%
8		172		7%
29		173		25%
11		174		9%
7	116	175		6%
66		181		57%
5		182		4%
25		183		22%
8		184		7%
12	116	185		10%
57		191		49%

9		192		8%
37		193		32%
4		194		3%
9	116	195		8%
70		201		60%
5		202		4%
21		203		18%
4		204		3%
16	116	205		14%
43		211		37%
12		212		10%
41		213		35%
12		214		10%
8	116	215		7%
66		221		57%
4		222		3%
18		223		16%
3		224		3%
26	117	225		22%
43		231		37%
10		232		9%
45		233		39%
7		234		6%
11	116	235		9%
59		241		51%
11		242		9%

31		243		27%
5		244		4%
10	116	245		9%
59		251		51%
13		252		11%
29		253		25%
4		254		3%
11	116	255		9%
43		261		37%
15		262		13%
33		263		28%
15		264		13%
10	116	265		9%
41		271		35%
12		272		10%
49		273		42%
13		274		11%
1	116	275		1%
54		281		47%
6		282		5%
35		283		30%
6		284		5%
15	116	285		13%

		11	12	13	14	21	22
		3	4	5	6	7	8
3	11	13	0	0	0	13	0
4	12	0	33	0	0	18	12
5	13	0	0	39	0	10	26
6	14	0	0	0	31	5	21
7	21	13	18	10	5	46	0
8	22	0	12	26	21	0	59
9	23	0	2	3	4	0	0
10	24	0	1	0	1	0	0
11	31	7	5	1	1	12	2
12	32	5	14	8	8	13	17
13	33	1	10	11	3	13	12
14	34	0	4	19	19	8	28
15	41	1	4	3	4	5	5
16	42	5	8	6	8	15	10
17	43	5	15	19	15	17	35
18	44	2	6	11	4	9	9
19	51	0	0	0	0	0	0
20	52	0	0	0	0	0	0
21	53	9	22	32	20	33	44
22	54	4	11	7	11	13	15
23	61	0	0	0	0	0	0
24	62	4	10	14	11	15	22
25	63	6	20	22	10	25	26
26	64	3	3	3	10	6	11
27	71	2	8	12	5	10	14
28	72	5	18	14	4	18	19
29	73	4	5	8	19	14	19
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8	11	22	0	11	2	17
2	4	1	0	1	1	4
11	11	17	1	6	8	22
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1	5	3	0	1	1	3
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5	11	7	1	1	4	14
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9	7	25	0	13	2	20
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7	9	12	1	4	7	14
2	6	2	0	0	0	6
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6	0	4	1	5	1	3
12	15	19	0	9	8	18
0	1	11	0	3	0	7
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164	165	171	172	173	174	175
65	66	67	68	69	70	71
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7	9	31	4	7	3	1
12	5	27	3	17	6	6
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1	3	5	0	1	1	3
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181	182	183	184	185	191	192
72	73	74	75	76	77	78
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22	0	12	2	5	17	2
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2	0	3	0	3	2	1
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4	2	8	2	2	5	4
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33	2	5	1	2	28	1
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193	194	195	201	202	203	204
79	80	81	82	83	84	85
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11	0	2	10	2	11	0
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205	211	212	213	214	215	221
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6	19	7	15	4	1	30
8	21	5	18	8	7	31
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8	18	2	17	1	2	24
2	14	0	2	1	3	16
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6	5	3	14	7	3	13
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7	16	7	22	1	3	30
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222	223	224	225	231	232	233
93	94	95	96	97	98	99
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4	4	4	4	4	4	4
11	11	11	11	11	11	11
43	43	43	43	43	43	43
15	15	16	15	15	15	15
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10	10	10	10	10	10	10
41	41	42	41	41	41	41
12	12	12	12	12	12	12
49	49	49	49	49	49	49
13	13	13	13	13	13	13
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54	54	54	54	54	54	54
6	6	6	6	6	6	6
35	35	35	35	35	35	35
6	6	7	6	6	6	6
15	15	15	15	15	15	15

270	280
13	13
33	33
39	39
31	31
46	46
59	59
9	9
2	2
14	14
35	35
25	25
42	42
12	12
27	27
54	54
23	23
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0	0
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27	27
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23	23
83	83
10	10
37	37

74	74
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27	27
12	12
89	89
3	3
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4	4
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3	3
15	15
24	24
32	32
43	43
1	1
19	19
14	14
49	49
19	19
15	15
61	61

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5	5
25	25
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12	12
57	57
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37	37
4	4
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70	70
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21	21
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16	16
43	43
12	12
41	41
12	12
8	8
66	66
4	4
18	18
3	3
26	26
43	43
10	10
45	45
7	7

11	11
59	59
11	11
31	31
5	5
10	10
59	59
13	13
29	29
4	4
11	11
43	43
15	15
33	33
15	15
10	10
41	41
12	12
49	49
13	13
1	1
54	54
6	6
35	35
6	6
15	15

			11	12
			Ed	
			De 16 a 25	De 26 a 35
11	Edad	De 16 a 25	100%	0%
12		De 26 a 35	0%	100%
13		De 36 a 45	0%	0%
14		Más de 45	0%	0%
21	Estado Civil	Soltera	28%	39%
22		Casada	0%	20%
23		Separada/Divorciada	0%	22%
24		Viuda	0%	50%
31	Antigüedad	Menos de 1 año	50%	36%
32		Entre 1 y 5 años	14%	40%
33		Entre 5 y 10 años	4%	40%
34		Más de 10 años	0%	10%
41	Categoría Profesional	Sin cualificación	8%	33%
42		Auxiliar	19%	30%
43		Oficial	9%	28%
44		Mando Intermedio	9%	26%
51	Que opinión tiene de su actual salarios	Muy alto	0%	0%
52		Alto	0%	0%
53		Normal	11%	27%
54		Muy bajo	12%	33%
61	Como evalúa su salario en relación con las obligaciones y responsabilidades de su puesto	Alto	0%	0%
62		Adecuado	10%	26%
63		Bajo	10%	34%
64		Muy bajo	16%	16%
71	Hay alguna limitación que le impida cambiar de empresa	Situación familiar	7%	30%
72		Situación económica	12%	44%
73		Edad	11%	14%
74		Formación	17%	17%
81	Durante la jornada laboral se siente intimidada	Si	13%	26%
82		No	11%	31%
83		NS/NC	10%	10%
91	Ha acudido al médico por motivos de estrés, insomnio, cansancio, fatiga	Si	5%	16%
92		No	12%	35%
93		NS/NC	40%	20%
101	Ha necesitado de	Si	3%	14%

102	prescripcion facultativa por estas causas	No	14%	35%
103		NS/NC	25%	0%
111	Cuantas veces ha acudido al médico por estos motivos en el último año	1 ó 2 veces en el último mes	10%	10%
112		1 ó 2 veces en los últimos 3 meses	25%	25%
113		1 ó 2 veces en los últimos 6 meses	13%	38%
114		1 o 2 veces en el último año	11%	19%
121	A consecuencia de alguna de estas visitas ha causado Incapacidad Temporal	Si	8%	0%
122		No	11%	29%
123		NS/NC	33%	33%
131	Cree que su jefe inmediato le trata "como es debido"	Poco	12%	32%
132		Mucho	17%	0%
133		A veces	5%	29%
134		Siempre	16%	28%
135		NS/NC	0%	50%
141	Piensa que su jefe inmediato tiene en cuenta sus opiniones sobre la forma de organizar y realizar su trabajo	Poco	9%	35%
142		Mucho	0%	29%
143		A veces	15%	20%
144		Siempre	15%	35%
145		NS/NC	0%	0%
151	Se siente integrada con sus compañeros de trabajo	Poco	7%	27%
152		Mucho	8%	38%
153		A veces	13%	19%
154		Siempre	14%	33%
155		NS/NC	0%	0%
161	Ha visto promocionar en su empresa a alguien por su amistad con el jefe	Poco	11%	26%
162		Mucho	14%	36%
163		A veces	8%	29%
164		Siempre	5%	32%
165		NS/NC	27%	20%
171	Cree que se infravaloran sus opiniones basándose en que es mujer	Poco	15%	36%
172		Mucho	13%	0%
173		A veces	7%	21%
174		Siempre	0%	36%
175		NS/NC	14%	14%
181	Percibe reacciones molestas debido a que trabaja demasiado	Poco	12%	33%
182		Mucho	20%	0%
183		A veces	4%	36%
184		Siempre	0%	25%
185		NS/NC	25%	0%

191	Percibe cotilleos o rumores sobre Usted	Poco	12%	35%
192		Mucho	11%	22%
193		A veces	14%	16%
194		Siempre	0%	25%
195		NS/NC	0%	44%
201	Se le excluye de actividades sociales con los compañeros de trabajo	Poco	14%	33%
202		Mucho	0%	40%
203		A veces	5%	19%
204		Siempre	0%	0%
205		NS/NC	13%	25%
211	Se siente explotada en su trabajo	Poco	19%	33%
212		Mucho	17%	33%
213		A veces	7%	24%
214		Siempre	0%	33%
215		NS/NC	0%	13%
221	Recibe insinuaciones directas o indirectas diciéndole que abandone su trabajo	Poco	15%	35%
222		Mucho	0%	0%
223		A veces	11%	28%
224		Siempre	0%	0%
225		NS/NC	4%	19%
231	Se le encargan trabajos inferiores a su nivel de competencia o preparación	Poco	9%	33%
232		Mucho	10%	20%
233		A veces	9%	36%
234		Siempre	29%	0%
235		NS/NC	18%	9%
241	Se le recuendan permanentemente sus errores	Poco	12%	32%
242		Mucho	18%	18%
243		A veces	10%	26%
244		Siempre	0%	20%
245		NS/NC	10%	30%
251	Se le responde con silencios a sus preguntas o intentos de participación en las conversaciones	Poco	14%	36%
252		Mucho	23%	8%
253		A veces	0%	31%
254		Siempre	0%	50%
255		NS/NC	18%	0%
261	Se infravalora el esfuerzo que realiza en su trabajo	Poco	16%	35%
262		Mucho	7%	20%
263		A veces	3%	33%
264		Siempre	20%	27%

265		NS/NC	10%	0%
271	Sus puntos de vista u opiniones son tenidos en cuenta	Poco	10%	29%
272		Mucho	8%	25%
273		A veces	14%	27%
274		Siempre	8%	31%
275		NS/NC	0%	100%
281	Percibe hostilidad hacia Usted	Poco	11%	33%
282		Mucho	0%	50%
283		A veces	11%	20%
284		Siempre	17%	17%
285		NS/NC	13%	27%

13	14	21	22	23	24	31
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ad

Estado Civil

De 36 a 45	Más de 45	Soltera	Casada	Separada/Divorciada	Viuda	Menos de 1 año
0%	0%	100%	0%	0%	0%	54%
0%	0%	55%	36%	6%	3%	15%
100%	0%	26%	67%	8%	0%	3%
0%	100%	16%	68%	13%	3%	3%
22%	11%	100%	0%	0%	0%	26%
44%	36%	0%	100%	0%	0%	3%
33%	44%	0%	0%	100%	0%	0%
0%	50%	0%	0%	0%	100%	0%
7%	7%	86%	14%	0%	0%	100%
23%	23%	37%	49%	9%	6%	0%
44%	12%	52%	48%	0%	0%	0%
45%	45%	19%	67%	14%	0%	0%
25%	33%	42%	42%	17%	0%	17%
22%	30%	56%	37%	4%	4%	37%
35%	28%	31%	65%	4%	0%	2%
48%	17%	39%	39%	17%	4%	4%
0%	0%	0%	0%	0%	0%	0%
0%	0%	0%	0%	0%	0%	0%
39%	24%	40%	53%	6%	1%	8%
21%	33%	39%	45%	12%	3%	21%
0%	0%	0%	0%	0%	0%	0%
36%	28%	38%	56%	3%	3%	8%
38%	17%	43%	45%	10%	2%	16%
16%	53%	32%	58%	11%	0%	11%
44%	19%	37%	52%	11%	0%	11%
34%	10%	44%	46%	7%	2%	12%
22%	53%	39%	53%	6%	3%	8%
42%	25%	33%	58%	8%	0%	25%
30%	30%	43%	52%	0%	4%	9%
33%	25%	40%	53%	6%	1%	14%
50%	30%	30%	30%	40%	0%	0%
51%	27%	38%	54%	8%	0%	3%
24%	28%	39%	51%	7%	3%	15%
40%	0%	60%	20%	20%	0%	40%
59%	24%	34%	55%	10%	0%	3%

22%	30%	41%	51%	6%	2%	16%
75%	0%	25%	50%	25%	0%	0%
50%	30%	60%	30%	0%	10%	20%
33%	17%	50%	33%	17%	0%	8%
38%	13%	38%	63%	0%	0%	13%
52%	19%	37%	59%	4%	0%	7%
50%	42%	58%	33%	8%	0%	8%
35%	25%	40%	51%	7%	2%	13%
0%	33%	33%	33%	33%	0%	0%
24%	32%	48%	36%	16%	0%	8%
83%	0%	33%	67%	0%	0%	17%
42%	24%	32%	55%	11%	3%	8%
26%	30%	42%	53%	2%	2%	19%
25%	25%	50%	50%	0%	0%	0%
26%	30%	41%	48%	9%	2%	7%
43%	29%	43%	57%	0%	0%	0%
43%	23%	43%	43%	13%	3%	18%
35%	15%	35%	65%	0%	0%	20%
0%	100%	0%	100%	0%	0%	0%
27%	40%	33%	53%	13%	0%	13%
42%	13%	50%	50%	0%	0%	17%
41%	28%	34%	53%	9%	3%	6%
26%	28%	42%	47%	9%	2%	14%
100%	0%	0%	100%	0%	0%	0%
32%	32%	47%	53%	0%	0%	5%
21%	29%	57%	36%	0%	7%	14%
43%	20%	27%	55%	16%	2%	12%
32%	32%	37%	63%	0%	0%	5%
20%	33%	60%	33%	7%	0%	27%
33%	16%	51%	44%	5%	0%	18%
75%	13%	50%	38%	13%	0%	13%
34%	38%	24%	59%	10%	7%	7%
9%	55%	27%	55%	18%	0%	0%
29%	43%	14%	86%	0%	0%	0%
33%	21%	38%	53%	6%	3%	14%
40%	40%	40%	60%	0%	0%	20%
24%	36%	40%	52%	8%	0%	8%
38%	38%	63%	38%	0%	0%	0%
50%	25%	33%	42%	25%	0%	17%

30%	23%	46%	46%	9%	0%	16%
33%	33%	56%	33%	11%	0%	11%
43%	27%	27%	62%	5%	5%	8%
25%	50%	75%	25%	0%	0%	0%
22%	33%	22%	67%	11%	0%	11%
31%	21%	44%	50%	6%	0%	16%
0%	60%	20%	60%	20%	0%	0%
48%	29%	29%	52%	10%	10%	5%
50%	50%	50%	50%	0%	0%	0%
31%	31%	38%	50%	13%	0%	13%
33%	16%	44%	49%	5%	2%	19%
50%	0%	58%	42%	0%	0%	25%
29%	39%	37%	44%	17%	2%	7%
25%	42%	33%	67%	0%	0%	0%
50%	38%	13%	88%	0%	0%	0%
33%	17%	45%	47%	8%	0%	15%
25%	75%	25%	75%	0%	0%	0%
39%	22%	33%	50%	11%	6%	11%
67%	33%	67%	33%	0%	0%	0%
31%	46%	31%	58%	8%	4%	8%
30%	28%	35%	56%	9%	0%	14%
50%	20%	40%	60%	0%	0%	0%
33%	22%	42%	44%	9%	4%	9%
43%	29%	71%	29%	0%	0%	43%
27%	45%	27%	64%	9%	0%	9%
34%	22%	41%	53%	7%	0%	14%
45%	18%	55%	45%	0%	0%	18%
32%	32%	32%	52%	13%	3%	10%
40%	40%	40%	60%	0%	0%	0%
20%	40%	40%	40%	10%	10%	10%
32%	19%	49%	49%	2%	0%	17%
38%	31%	69%	23%	8%	0%	23%
31%	38%	10%	69%	14%	7%	0%
25%	25%	75%	25%	0%	0%	0%
45%	36%	18%	55%	27%	0%	9%
30%	19%	47%	51%	2%	0%	16%
60%	13%	53%	47%	0%	0%	7%
33%	30%	33%	42%	18%	6%	9%
13%	40%	40%	53%	7%	0%	13%

40%	50%	10%	80%	10%	0%	10%
27%	34%	41%	46%	10%	2%	10%
33%	33%	50%	50%	0%	0%	8%
37%	22%	37%	53%	8%	2%	16%
46%	15%	31%	62%	8%	0%	8%
0%	0%	100%	0%	0%	0%	0%
33%	22%	46%	48%	6%	0%	13%
17%	33%	50%	50%	0%	0%	0%
31%	37%	26%	54%	14%	6%	9%
50%	17%	67%	33%	0%	0%	33%
40%	20%	33%	60%	7%	0%	13%

32	33	34	41	42	43	44
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Antigüedad

Categoría Profesional

Entre 1 y 5 años	Entre 5 y 10 años	Más de 10 años	Sin cualificación	Auxiliar	Oficial	Mando Intermedio
38%	8%	0%	8%	38%	38%	15%
42%	30%	12%	12%	24%	45%	18%
21%	28%	49%	8%	15%	49%	28%
26%	10%	61%	13%	26%	48%	13%
28%	28%	17%	11%	33%	37%	20%
29%	20%	47%	8%	17%	59%	15%
33%	0%	67%	22%	11%	22%	44%
100%	0%	0%	0%	50%	0%	50%
0%	0%	0%	14%	71%	7%	7%
100%	0%	0%	17%	26%	40%	17%
0%	100%	0%	12%	12%	56%	20%
0%	0%	100%	2%	12%	60%	26%
50%	25%	8%	100%	0%	0%	0%
33%	11%	19%	0%	100%	0%	0%
26%	26%	46%	0%	0%	100%	0%
26%	22%	48%	0%	0%	0%	100%
0%	0%	0%	0%	0%	0%	0%
0%	0%	0%	0%	0%	0%	0%
27%	24%	41%	6%	23%	48%	23%
39%	15%	24%	21%	24%	42%	12%
0%	0%	0%	0%	0%	0%	0%
28%	21%	44%	5%	26%	49%	21%
31%	21%	33%	14%	24%	43%	19%
32%	26%	32%	11%	16%	53%	21%
26%	33%	30%	11%	19%	52%	19%
39%	27%	22%	7%	24%	46%	22%
28%	6%	58%	8%	25%	44%	22%
17%	25%	33%	25%	25%	42%	8%
48%	13%	30%	4%	35%	48%	13%
27%	23%	36%	10%	22%	48%	20%
20%	30%	50%	30%	10%	30%	30%
24%	32%	41%	8%	24%	41%	27%
34%	18%	34%	11%	23%	50%	16%
20%	0%	40%	20%	20%	40%	20%
31%	28%	38%	10%	28%	34%	28%

30%	19%	36%	11%	21%	51%	17%
25%	25%	50%	0%	25%	50%	25%
10%	40%	30%	30%	10%	30%	30%
42%	17%	33%	0%	17%	58%	25%
25%	38%	25%	0%	63%	38%	0%
30%	22%	41%	11%	19%	41%	30%
8%	50%	33%	25%	17%	33%	25%
30%	18%	38%	8%	26%	44%	22%
100%	0%	0%	33%	0%	67%	0%
36%	28%	28%	20%	20%	44%	16%
33%	0%	50%	0%	0%	67%	33%
34%	21%	37%	13%	21%	42%	24%
26%	21%	35%	5%	30%	47%	19%
0%	25%	75%	0%	25%	75%	0%
37%	28%	28%	22%	22%	46%	11%
14%	43%	43%	0%	14%	57%	29%
33%	8%	43%	3%	30%	40%	28%
20%	30%	30%	5%	20%	50%	25%
0%	0%	100%	0%	0%	100%	0%
27%	7%	53%	13%	27%	40%	20%
25%	33%	25%	8%	21%	46%	25%
28%	25%	41%	9%	22%	50%	19%
37%	19%	30%	12%	26%	44%	19%
0%	0%	100%	0%	0%	100%	0%
32%	21%	42%	5%	16%	68%	11%
36%	21%	29%	14%	29%	29%	29%
29%	20%	39%	14%	20%	41%	24%
21%	32%	42%	0%	16%	68%	16%
40%	13%	20%	13%	47%	27%	13%
23%	23%	36%	8%	20%	51%	21%
25%	25%	38%	25%	25%	13%	38%
34%	24%	34%	10%	31%	41%	17%
55%	18%	27%	18%	27%	45%	9%
43%	0%	57%	0%	14%	71%	14%
35%	20%	32%	11%	23%	48%	18%
20%	20%	40%	0%	20%	60%	20%
20%	32%	40%	16%	28%	48%	8%
38%	25%	38%	0%	25%	38%	38%
25%	8%	50%	8%	17%	33%	42%

32%	23%	30%	12%	25%	47%	16%
22%	22%	44%	0%	22%	67%	11%
32%	22%	38%	14%	22%	41%	24%
50%	0%	50%	0%	50%	25%	25%
11%	22%	56%	0%	11%	56%	33%
27%	27%	30%	10%	24%	49%	17%
20%	20%	60%	0%	20%	60%	20%
43%	19%	33%	19%	29%	38%	14%
25%	0%	75%	0%	0%	50%	50%
31%	6%	50%	6%	19%	44%	31%
30%	23%	28%	9%	33%	49%	9%
42%	25%	8%	25%	33%	25%	17%
27%	17%	49%	12%	15%	41%	32%
33%	25%	42%	0%	17%	75%	8%
25%	25%	50%	0%	13%	50%	38%
33%	24%	27%	17%	23%	39%	21%
25%	50%	25%	0%	0%	75%	25%
28%	28%	33%	6%	22%	56%	17%
33%	0%	67%	0%	33%	33%	33%
23%	12%	58%	4%	27%	54%	15%
23%	23%	40%	14%	21%	47%	19%
40%	20%	40%	0%	20%	70%	10%
33%	24%	33%	7%	22%	47%	24%
14%	29%	14%	29%	43%	14%	14%
45%	0%	45%	9%	27%	45%	18%
25%	25%	36%	10%	22%	46%	22%
27%	27%	27%	18%	36%	36%	9%
39%	19%	32%	13%	16%	52%	19%
20%	20%	60%	0%	40%	20%	40%
40%	0%	50%	0%	30%	60%	10%
32%	20%	31%	7%	24%	51%	19%
15%	23%	38%	23%	31%	31%	15%
31%	28%	41%	14%	17%	52%	17%
75%	25%	0%	0%	75%	25%	0%
18%	9%	64%	9%	9%	36%	45%
26%	23%	35%	5%	23%	51%	21%
47%	20%	27%	20%	20%	27%	33%
33%	21%	36%	12%	27%	48%	12%
33%	20%	33%	13%	27%	47%	13%

10%	20%	60%	10%	10%	50%	30%
34%	29%	27%	22%	24%	44%	10%
8%	33%	50%	0%	8%	67%	25%
33%	10%	41%	4%	29%	43%	24%
31%	31%	31%	8%	15%	46%	31%
0%	0%	100%	0%	0%	100%	0%
30%	22%	35%	6%	22%	54%	19%
33%	17%	50%	0%	17%	67%	17%
40%	23%	29%	20%	26%	34%	20%
0%	33%	33%	33%	33%	17%	17%
20%	13%	53%	0%	20%	53%	27%

51	52	53	54	61	62	63
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Que opinión tiene de su actual salario es

Como evalúa su salario en relación con las obli
responsabilidades de su puesto

Muy alto	Alto	Normal	Muy bajo	Alto	Adecuado	Bajo
0%	0%	69%	31%	0%	31%	46%
0%	0%	67%	33%	0%	30%	61%
0%	0%	82%	18%	0%	36%	56%
0%	0%	65%	35%	0%	35%	32%
0%	0%	72%	28%	0%	33%	54%
0%	0%	75%	25%	0%	37%	44%
0%	0%	56%	44%	0%	11%	67%
0%	0%	50%	50%	0%	50%	50%
0%	0%	50%	50%	0%	21%	64%
0%	0%	63%	37%	0%	31%	51%
0%	0%	80%	20%	0%	32%	48%
0%	0%	81%	19%	0%	40%	45%
0%	0%	42%	58%	0%	17%	67%
0%	0%	70%	30%	0%	37%	52%
0%	0%	74%	26%	0%	35%	46%
0%	0%	83%	17%	0%	35%	48%
0%	0%	0%	0%	0%	0%	0%
0%	0%	0%	0%	0%	0%	0%
0%	0%	100%	0%	0%	45%	49%
0%	0%	0%	100%	0%	6%	52%
0%	0%	0%	0%	0%	0%	0%
0%	0%	95%	5%	0%	100%	0%
0%	0%	71%	29%	0%	0%	100%
0%	0%	26%	74%	0%	0%	0%
0%	0%	70%	30%	0%	30%	59%
0%	0%	76%	24%	0%	32%	54%
0%	0%	72%	28%	0%	33%	42%
0%	0%	58%	42%	0%	50%	42%
0%	0%	48%	52%	0%	30%	48%
0%	0%	78%	22%	0%	39%	47%
0%	0%	70%	30%	0%	0%	80%
0%	0%	68%	32%	0%	24%	49%
0%	0%	74%	26%	0%	39%	49%
0%	0%	60%	40%	0%	20%	80%
0%	0%	62%	38%	0%	24%	48%

0%	0%	73%	27%	0%	38%	48%
0%	0%	100%	0%	0%	25%	75%
0%	0%	50%	50%	0%	20%	40%
0%	0%	58%	42%	0%	17%	50%
0%	0%	75%	25%	0%	38%	50%
0%	0%	81%	19%	0%	41%	48%
0%	0%	50%	50%	0%	17%	42%
0%	0%	76%	24%	0%	36%	52%
0%	0%	33%	67%	0%	0%	67%
0%	0%	40%	60%	0%	20%	48%
0%	0%	67%	33%	0%	17%	67%
0%	0%	76%	24%	0%	24%	63%
0%	0%	86%	14%	0%	56%	33%
0%	0%	75%	25%	0%	0%	100%
0%	0%	52%	48%	0%	20%	59%
0%	0%	100%	0%	0%	43%	57%
0%	0%	78%	23%	0%	40%	48%
0%	0%	95%	5%	0%	55%	35%
0%	0%	67%	33%	0%	0%	33%
0%	0%	53%	47%	0%	13%	47%
0%	0%	79%	21%	0%	42%	54%
0%	0%	69%	31%	0%	19%	59%
0%	0%	77%	23%	0%	47%	44%
0%	0%	100%	0%	0%	100%	0%
0%	0%	79%	21%	0%	42%	42%
0%	0%	86%	14%	0%	36%	50%
0%	0%	69%	31%	0%	31%	57%
0%	0%	53%	47%	0%	26%	32%
0%	0%	80%	20%	0%	40%	60%
0%	0%	79%	21%	0%	38%	48%
0%	0%	88%	13%	0%	38%	63%
0%	0%	66%	34%	0%	21%	59%
0%	0%	27%	73%	0%	18%	45%
0%	0%	86%	14%	0%	71%	29%
0%	0%	71%	29%	0%	38%	45%
0%	0%	80%	20%	0%	40%	20%
0%	0%	72%	28%	0%	24%	68%
0%	0%	50%	50%	0%	25%	25%
0%	0%	83%	17%	0%	33%	67%

0%	0%	68%	32%	0%	37%	51%
0%	0%	56%	44%	0%	22%	44%
0%	0%	81%	19%	0%	27%	54%
0%	0%	50%	50%	0%	50%	0%
0%	0%	78%	22%	0%	44%	56%
0%	0%	77%	23%	0%	40%	47%
0%	0%	40%	60%	0%	20%	40%
0%	0%	67%	33%	0%	14%	67%
0%	0%	75%	25%	0%	25%	25%
0%	0%	63%	38%	0%	38%	50%
0%	0%	86%	14%	0%	53%	42%
0%	0%	50%	50%	0%	8%	75%
0%	0%	66%	34%	0%	22%	56%
0%	0%	50%	50%	0%	8%	42%
0%	0%	88%	13%	0%	63%	38%
0%	0%	82%	18%	0%	36%	52%
0%	0%	50%	50%	0%	0%	50%
0%	0%	67%	33%	0%	28%	50%
0%	0%	67%	33%	0%	33%	0%
0%	0%	54%	46%	0%	35%	54%
0%	0%	74%	26%	0%	35%	49%
0%	0%	100%	0%	0%	40%	50%
0%	0%	69%	31%	0%	36%	51%
0%	0%	29%	71%	0%	0%	71%
0%	0%	73%	27%	0%	36%	36%
0%	0%	81%	19%	0%	37%	49%
0%	0%	73%	27%	0%	18%	55%
0%	0%	55%	45%	0%	35%	48%
0%	0%	80%	20%	0%	40%	40%
0%	0%	60%	40%	0%	20%	60%
0%	0%	78%	22%	0%	39%	49%
0%	0%	69%	31%	0%	23%	54%
0%	0%	62%	38%	0%	31%	48%
0%	0%	0%	100%	0%	25%	25%
0%	0%	91%	9%	0%	27%	64%
0%	0%	79%	21%	0%	40%	47%
0%	0%	67%	33%	0%	27%	60%
0%	0%	70%	30%	0%	27%	61%
0%	0%	47%	53%	0%	20%	53%

0%	0%	90%	10%	0%	60%	10%
0%	0%	49%	51%	0%	29%	46%
0%	0%	83%	17%	0%	50%	42%
0%	0%	86%	14%	0%	35%	55%
0%	0%	77%	23%	0%	31%	46%
0%	0%	100%	0%	0%	0%	100%
0%	0%	81%	19%	0%	41%	44%
0%	0%	33%	67%	0%	0%	50%
0%	0%	60%	40%	0%	29%	51%
0%	0%	83%	17%	0%	17%	83%
0%	0%	73%	27%	0%	40%	53%

64	71	72	73	74	81	82
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igaciones y

Hay alguna limitación que le impida cambiar de empresa

Durante la jornada laboral se sie

Muy bajo	Situación familiar	Situación económica	Edad	Formación	Si	No
23%	15%	38%	31%	15%	23%	69%
9%	24%	55%	15%	6%	18%	79%
8%	31%	36%	21%	13%	18%	69%
32%	16%	13%	61%	10%	23%	68%
13%	22%	39%	30%	9%	22%	72%
19%	24%	32%	32%	12%	20%	75%
22%	33%	33%	22%	11%	0%	56%
0%	0%	50%	50%	0%	50%	50%
14%	21%	36%	21%	21%	14%	86%
17%	20%	46%	29%	6%	31%	63%
20%	36%	44%	8%	12%	12%	76%
14%	19%	21%	50%	10%	17%	71%
17%	25%	25%	25%	25%	8%	67%
11%	19%	37%	33%	11%	30%	67%
19%	26%	35%	30%	9%	20%	74%
17%	22%	39%	35%	4%	13%	74%
0%	0%	0%	0%	0%	0%	0%
0%	0%	0%	0%	0%	0%	0%
6%	23%	37%	31%	8%	13%	78%
42%	24%	30%	30%	15%	36%	55%
0%	0%	0%	0%	0%	0%	0%
0%	21%	33%	31%	15%	18%	82%
0%	28%	38%	26%	9%	19%	67%
100%	16%	32%	47%	5%	26%	63%
11%	100%	0%	0%	0%	22%	59%
15%	0%	100%	0%	0%	17%	78%
25%	0%	0%	100%	0%	25%	72%
8%	0%	0%	0%	100%	8%	75%
22%	26%	30%	39%	4%	100%	0%
14%	19%	39%	31%	11%	0%	100%
20%	50%	20%	10%	20%	0%	0%
27%	27%	30%	32%	11%	38%	46%
12%	22%	39%	31%	8%	11%	86%
0%	20%	20%	20%	40%	20%	40%
28%	34%	28%	28%	10%	38%	45%

14%	20%	37%	33%	10%	14%	84%
0%	25%	25%	25%	25%	25%	0%
40%	40%	20%	30%	10%	30%	50%
33%	25%	42%	25%	8%	58%	17%
13%	0%	50%	13%	38%	25%	63%
11%	33%	37%	26%	4%	22%	74%
42%	42%	17%	33%	8%	42%	33%
12%	18%	42%	29%	11%	18%	75%
33%	67%	0%	33%	0%	33%	33%
32%	36%	32%	28%	4%	56%	24%
17%	33%	17%	50%	0%	0%	100%
13%	24%	39%	21%	16%	16%	71%
12%	16%	35%	37%	12%	2%	98%
0%	0%	50%	50%	0%	50%	50%
22%	24%	39%	26%	11%	37%	48%
0%	29%	57%	14%	0%	0%	100%
13%	20%	35%	35%	10%	15%	78%
10%	30%	25%	30%	15%	0%	100%
67%	0%	0%	100%	0%	0%	100%
40%	33%	27%	33%	7%	27%	47%
4%	25%	38%	25%	13%	13%	83%
22%	16%	41%	28%	16%	44%	44%
9%	23%	35%	35%	7%	5%	93%
0%	100%	0%	0%	0%	0%	100%
16%	16%	42%	37%	5%	0%	100%
14%	21%	43%	29%	7%	14%	86%
12%	31%	31%	27%	12%	14%	69%
42%	26%	26%	47%	0%	63%	37%
0%	7%	47%	20%	27%	13%	73%
15%	21%	39%	31%	8%	8%	90%
0%	50%	25%	13%	13%	38%	38%
21%	24%	34%	24%	17%	24%	59%
36%	18%	18%	55%	9%	64%	27%
0%	14%	43%	43%	0%	14%	71%
17%	17%	47%	27%	9%	8%	89%
40%	0%	40%	60%	0%	80%	20%
8%	36%	12%	36%	16%	24%	56%
50%	50%	0%	50%	0%	63%	38%
0%	25%	42%	17%	17%	25%	50%

12%	21%	39%	28%	12%	5%	95%
33%	56%	0%	33%	11%	67%	11%
19%	16%	41%	38%	5%	27%	54%
50%	50%	0%	50%	0%	75%	25%
0%	22%	44%	11%	22%	11%	78%
13%	19%	39%	34%	9%	13%	86%
40%	60%	20%	20%	0%	60%	20%
19%	33%	29%	24%	14%	33%	43%
50%	0%	25%	75%	0%	50%	50%
13%	25%	38%	19%	19%	13%	69%
5%	23%	35%	30%	12%	5%	95%
17%	42%	33%	17%	8%	50%	33%
22%	17%	39%	34%	10%	20%	63%
50%	25%	33%	42%	0%	58%	42%
0%	25%	25%	25%	25%	0%	88%
12%	21%	39%	30%	9%	8%	85%
50%	50%	25%	25%	0%	75%	25%
22%	33%	28%	22%	17%	33%	44%
67%	33%	0%	67%	0%	67%	33%
12%	19%	35%	35%	12%	27%	65%
16%	23%	33%	35%	9%	16%	79%
10%	20%	30%	50%	0%	60%	40%
13%	29%	42%	20%	9%	18%	71%
29%	14%	14%	43%	29%	29%	43%
27%	9%	36%	36%	18%	0%	91%
14%	22%	42%	27%	8%	7%	88%
27%	27%	36%	36%	0%	36%	45%
16%	32%	26%	26%	16%	29%	61%
20%	0%	20%	60%	20%	60%	20%
20%	10%	30%	50%	10%	30%	60%
12%	19%	42%	31%	8%	8%	92%
23%	46%	23%	31%	0%	31%	46%
21%	17%	28%	34%	21%	34%	52%
50%	50%	25%	25%	0%	100%	0%
9%	27%	36%	27%	9%	0%	73%
14%	23%	40%	28%	9%	5%	95%
13%	47%	13%	33%	7%	47%	40%
12%	18%	39%	30%	12%	15%	70%
27%	27%	33%	33%	7%	47%	33%

30%	0%	40%	40%	20%	20%	80%
24%	22%	34%	32%	12%	39%	46%
8%	25%	50%	25%	0%	0%	100%
10%	22%	33%	31%	14%	12%	80%
23%	31%	38%	31%	0%	0%	100%
0%	0%	0%	100%	0%	100%	0%
15%	20%	39%	31%	9%	2%	96%
50%	50%	17%	33%	0%	83%	0%
20%	26%	26%	29%	20%	31%	54%
0%	50%	17%	33%	0%	33%	33%
7%	7%	60%	33%	0%	27%	67%

83	91	92	93	101	102	103
nte intimidada	Ha acudido al médico por motivos de estrés, insomnio, cansancio, fatiga			Ha necesitado de prescripción facultativa por estas causas		
NS/NC	Si	No	NS/NC	Si	No	NS/NC
8%	15%	69%	15%	8%	85%	8%
3%	18%	79%	3%	13%	88%	0%
13%	49%	46%	5%	45%	47%	8%
10%	32%	68%	0%	23%	77%	0%
7%	30%	63%	7%	23%	75%	2%
5%	34%	64%	2%	27%	69%	3%
44%	33%	56%	11%	33%	56%	11%
0%	0%	100%	0%	0%	100%	0%
0%	7%	79%	14%	7%	93%	0%
6%	26%	71%	3%	26%	71%	3%
12%	48%	52%	0%	33%	63%	4%
12%	36%	60%	5%	26%	69%	5%
25%	25%	67%	8%	25%	75%	0%
4%	33%	63%	4%	31%	65%	4%
6%	28%	69%	4%	19%	77%	4%
13%	43%	52%	4%	35%	61%	4%
0%	0%	0%	0%	0%	0%	0%
0%	0%	0%	0%	0%	0%	0%
8%	30%	66%	4%	22%	73%	5%
9%	36%	58%	6%	33%	67%	0%
0%	0%	0%	0%	0%	0%	0%
0%	23%	74%	3%	18%	79%	3%
14%	31%	62%	7%	25%	70%	5%
11%	53%	47%	0%	42%	58%	0%
19%	37%	59%	4%	37%	59%	4%
5%	27%	71%	2%	21%	77%	3%
3%	33%	64%	3%	22%	75%	3%
17%	33%	50%	17%	25%	67%	8%
0%	61%	35%	4%	48%	48%	4%
0%	20%	77%	2%	16%	84%	0%
100%	60%	20%	20%	50%	20%	30%
16%	100%	0%	0%	78%	19%	3%
3%	0%	100%	0%	0%	100%	0%
40%	0%	0%	100%	0%	40%	60%
17%	100%	0%	0%	100%	0%	0%

2%	9%	89%	2%	0%	100%	0%
75%	25%	0%	75%	0%	0%	100%
20%	70%	30%	0%	70%	30%	0%
25%	83%	17%	0%	67%	33%	0%
13%	75%	25%	0%	50%	38%	13%
4%	52%	37%	11%	40%	52%	8%
25%	92%	8%	0%	75%	25%	0%
7%	29%	66%	4%	23%	74%	3%
33%	0%	67%	33%	0%	67%	33%
20%	60%	36%	4%	52%	44%	4%
0%	33%	67%	0%	33%	67%	0%
13%	37%	53%	11%	27%	65%	8%
0%	9%	91%	0%	7%	93%	0%
0%	50%	50%	0%	33%	67%	0%
15%	54%	41%	4%	42%	53%	4%
0%	14%	86%	0%	14%	86%	0%
8%	18%	75%	8%	18%	77%	5%
0%	20%	80%	0%	10%	90%	0%
0%	0%	100%	0%	0%	100%	0%
27%	53%	47%	0%	40%	53%	7%
4%	33%	58%	8%	29%	71%	0%
13%	53%	38%	9%	47%	44%	9%
2%	9%	91%	0%	2%	98%	0%
0%	0%	100%	0%	0%	100%	0%
0%	5%	95%	0%	5%	95%	0%
0%	57%	43%	0%	54%	46%	0%
16%	35%	63%	2%	31%	67%	2%
0%	58%	37%	5%	32%	63%	5%
13%	0%	80%	20%	0%	86%	14%
2%	20%	77%	3%	13%	85%	2%
25%	75%	25%	0%	75%	25%	0%
17%	45%	48%	7%	44%	52%	4%
9%	45%	55%	0%	18%	73%	9%
14%	14%	71%	14%	14%	71%	14%
3%	24%	76%	0%	20%	80%	0%
0%	60%	40%	0%	40%	60%	0%
20%	48%	48%	4%	36%	60%	4%
0%	63%	38%	0%	50%	50%	0%
25%	8%	58%	33%	9%	64%	27%

0%	16%	82%	2%	13%	88%	0%
22%	78%	22%	0%	56%	33%	11%
19%	46%	46%	8%	42%	50%	8%
0%	50%	50%	0%	25%	75%	0%
11%	22%	67%	11%	11%	89%	0%
1%	21%	77%	1%	13%	85%	1%
20%	60%	40%	0%	60%	40%	0%
24%	67%	33%	0%	57%	38%	5%
0%	75%	25%	0%	75%	25%	0%
19%	13%	63%	25%	13%	75%	13%
0%	14%	84%	2%	10%	90%	0%
17%	50%	42%	8%	50%	50%	0%
17%	41%	51%	7%	34%	59%	7%
0%	58%	42%	0%	42%	58%	0%
13%	13%	88%	0%	0%	88%	13%
8%	26%	71%	3%	23%	75%	2%
0%	75%	25%	0%	75%	25%	0%
22%	56%	39%	6%	33%	56%	11%
0%	67%	33%	0%	67%	33%	0%
8%	23%	69%	8%	16%	80%	4%
5%	26%	72%	2%	19%	79%	2%
0%	50%	40%	10%	40%	50%	10%
11%	36%	64%	0%	30%	70%	0%
29%	57%	29%	14%	43%	43%	14%
9%	9%	73%	18%	9%	82%	9%
5%	17%	81%	2%	12%	86%	2%
18%	64%	36%	0%	55%	45%	0%
10%	45%	48%	6%	43%	53%	3%
20%	60%	40%	0%	20%	60%	20%
10%	30%	50%	20%	20%	70%	10%
0%	15%	81%	3%	11%	88%	2%
23%	69%	31%	0%	62%	38%	0%
14%	52%	48%	0%	38%	59%	3%
0%	50%	50%	0%	50%	50%	0%
27%	18%	55%	27%	18%	64%	18%
0%	14%	86%	0%	10%	90%	0%
13%	73%	27%	0%	73%	27%	0%
15%	33%	58%	9%	22%	69%	9%
20%	47%	40%	13%	33%	60%	7%

0%	20%	80%	0%	20%	80%	0%
15%	51%	44%	5%	41%	54%	5%
0%	0%	100%	0%	0%	100%	0%
8%	29%	65%	6%	25%	71%	4%
0%	8%	92%	0%	0%	100%	0%
0%	100%	0%	0%	0%	100%	0%
2%	15%	83%	2%	12%	88%	0%
17%	67%	33%	0%	50%	50%	0%
14%	49%	46%	6%	40%	54%	6%
33%	67%	33%	0%	50%	50%	0%
7%	27%	60%	13%	20%	67%	13%

111	112	113	114	121	122	123
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Cuántas veces ha acudido al médico por estos motivos en el último año

A consecuencia de alguna de estas visitas ha causado Incapacidad Temporal

1 ó 2 veces en el último mes	1 ó 2 veces en los últimos 3 meses	1 ó 2 veces en los últimos 6 meses	1 o 2 veces en el último año	Si	No	NS/NC
13%	38%	13%	38%	8%	83%	8%
8%	25%	25%	42%	0%	96%	4%
19%	15%	12%	54%	16%	84%	0%
27%	18%	9%	45%	18%	79%	4%
24%	24%	12%	40%	16%	82%	2%
11%	14%	18%	57%	8%	90%	2%
0%	67%	0%	33%	13%	75%	13%
100%	0%	0%	0%	0%	100%	0%
33%	17%	17%	33%	8%	92%	0%
6%	31%	13%	50%	3%	87%	10%
27%	13%	20%	40%	27%	73%	0%
15%	20%	10%	55%	11%	89%	0%
50%	0%	0%	50%	27%	64%	9%
8%	15%	38%	38%	8%	92%	0%
13%	29%	13%	46%	9%	87%	4%
21%	21%	0%	57%	13%	87%	0%
0%	0%	0%	0%	0%	0%	0%
0%	0%	0%	0%	0%	0%	0%
13%	18%	15%	55%	8%	91%	1%
29%	29%	12%	29%	21%	72%	7%
0%	0%	0%	0%	0%	0%	0%
11%	11%	17%	61%	6%	94%	0%
15%	22%	15%	48%	9%	87%	4%
33%	33%	8%	25%	29%	65%	6%
25%	19%	0%	56%	22%	70%	9%
10%	24%	19%	48%	5%	95%	0%
21%	21%	7%	50%	13%	84%	3%
17%	17%	50%	17%	9%	91%	0%
17%	39%	11%	33%	23%	73%	5%
16%	6%	16%	63%	6%	93%	1%
29%	43%	14%	14%	30%	60%	10%
19%	27%	16%	38%	30%	70%	0%
18%	12%	12%	59%	2%	95%	3%
0%	0%	0%	100%	0%	80%	20%
24%	28%	14%	34%	31%	69%	0%

13%	17%	13%	57%	4%	93%	3%
0%	0%	33%	67%	0%	75%	25%
100%	0%	0%	0%	60%	40%	0%
0%	100%	0%	0%	25%	75%	0%
0%	0%	100%	0%	0%	100%	0%
0%	0%	0%	100%	7%	85%	7%
55%	27%	0%	18%	100%	0%	0%
9%	20%	18%	52%	0%	100%	0%
0%	0%	0%	100%	0%	0%	100%
32%	32%	11%	26%	38%	52%	10%
25%	25%	0%	50%	0%	100%	0%
5%	15%	10%	70%	3%	94%	3%
18%	9%	27%	45%	8%	92%	0%
0%	33%	33%	33%	0%	100%	0%
18%	24%	18%	41%	23%	70%	7%
50%	0%	0%	50%	0%	100%	0%
21%	14%	7%	57%	0%	100%	0%
0%	29%	14%	57%	12%	88%	0%
0%	0%	0%	0%	0%	100%	0%
30%	20%	20%	30%	20%	73%	7%
18%	9%	0%	73%	9%	91%	0%
14%	33%	14%	38%	19%	77%	3%
14%	14%	21%	50%	3%	94%	3%
0%	0%	0%	100%	0%	100%	0%
20%	0%	0%	80%	0%	100%	0%
27%	9%	0%	64%	14%	86%	0%
18%	32%	18%	32%	12%	86%	2%
14%	29%	14%	43%	27%	67%	7%
0%	0%	40%	60%	7%	86%	7%
17%	17%	9%	57%	7%	93%	0%
43%	0%	0%	57%	43%	57%	0%
11%	39%	22%	28%	12%	88%	0%
17%	17%	17%	50%	22%	56%	22%
0%	0%	33%	67%	0%	83%	17%
17%	21%	14%	48%	8%	90%	2%
25%	50%	25%	0%	20%	80%	0%
25%	25%	25%	25%	18%	82%	0%
17%	17%	0%	67%	29%	57%	14%
0%	0%	0%	100%	0%	91%	9%

16%	5%	16%	63%	4%	94%	2%
38%	38%	13%	13%	44%	44%	11%
15%	27%	12%	46%	15%	82%	3%
0%	50%	0%	50%	33%	67%	0%
0%	0%	50%	50%	0%	100%	0%
13%	17%	13%	57%	6%	92%	2%
25%	25%	0%	50%	20%	60%	20%
27%	27%	27%	20%	30%	70%	0%
33%	33%	0%	33%	25%	75%	0%
0%	20%	0%	80%	0%	92%	8%
7%	14%	14%	64%	8%	89%	3%
44%	0%	11%	44%	36%	55%	9%
17%	26%	9%	48%	8%	89%	3%
13%	50%	25%	13%	20%	80%	0%
0%	0%	33%	67%	0%	100%	0%
18%	18%	14%	50%	10%	88%	2%
33%	33%	0%	33%	25%	75%	0%
27%	20%	20%	33%	13%	75%	13%
50%	50%	0%	0%	67%	33%	0%
0%	20%	10%	70%	9%	91%	0%
19%	25%	13%	44%	16%	82%	3%
14%	43%	29%	14%	10%	90%	0%
17%	21%	8%	54%	8%	90%	3%
33%	0%	17%	50%	29%	71%	0%
0%	0%	25%	75%	0%	90%	10%
14%	14%	14%	57%	9%	91%	0%
30%	10%	30%	30%	20%	70%	10%
16%	32%	5%	47%	15%	81%	4%
33%	0%	33%	33%	20%	80%	0%
0%	50%	0%	50%	0%	89%	11%
10%	19%	10%	62%	7%	93%	0%
45%	9%	18%	27%	31%	69%	0%
11%	32%	21%	37%	8%	83%	8%
50%	50%	0%	0%	67%	33%	0%
0%	0%	0%	100%	0%	90%	10%
20%	20%	13%	47%	11%	89%	0%
33%	25%	8%	33%	36%	57%	7%
6%	12%	24%	59%	3%	93%	3%
9%	36%	9%	45%	8%	85%	8%

50%	0%	0%	50%	11%	89%	0%
25%	25%	21%	29%	22%	73%	5%
33%	33%	0%	33%	8%	92%	0%
10%	10%	10%	71%	5%	93%	2%
0%	25%	0%	75%	9%	91%	0%
0%	100%	0%	0%	0%	100%	0%
17%	11%	11%	61%	6%	94%	0%
20%	60%	0%	20%	33%	50%	17%
14%	23%	23%	41%	10%	83%	7%
75%	0%	0%	25%	67%	33%	0%
0%	25%	13%	63%	0%	100%	0%

131	132	133	134	135	141	142
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Cree que su jefe inmediato le trata "como es debido"

Piensa que su jefe inmediato tiene

y

Poco	Mucho	A veces	Siempre	NS/NC	Poco	Mucho
23%	8%	15%	54%	0%	31%	0%
24%	0%	33%	36%	6%	48%	6%
15%	13%	41%	28%	3%	31%	8%
26%	0%	29%	42%	3%	45%	6%
26%	4%	26%	39%	4%	41%	7%
15%	7%	36%	39%	3%	37%	7%
44%	0%	44%	11%	0%	44%	0%
0%	0%	50%	50%	0%	50%	0%
14%	7%	21%	57%	0%	21%	0%
26%	6%	37%	31%	0%	49%	3%
28%	0%	32%	36%	4%	52%	12%
17%	7%	33%	36%	7%	31%	7%
42%	0%	42%	17%	0%	83%	0%
19%	0%	30%	48%	4%	37%	4%
20%	7%	30%	37%	6%	39%	7%
17%	9%	39%	35%	0%	22%	9%
0%	0%	0%	0%	0%	0%	0%
0%	0%	0%	0%	0%	0%	0%
12%	5%	35%	45%	4%	29%	8%
45%	6%	27%	18%	3%	67%	0%
0%	0%	0%	0%	0%	0%	0%
13%	3%	23%	62%	0%	23%	8%
21%	7%	41%	24%	7%	47%	7%
42%	5%	26%	26%	0%	53%	0%
33%	7%	33%	26%	0%	41%	7%
20%	2%	37%	37%	5%	44%	10%
19%	8%	22%	44%	6%	33%	3%
8%	0%	50%	42%	0%	42%	0%
61%	0%	26%	4%	9%	74%	0%
7%	7%	33%	51%	2%	27%	8%
50%	0%	50%	0%	0%	70%	0%
41%	5%	38%	11%	5%	68%	3%
12%	5%	27%	53%	3%	26%	8%
20%	0%	80%	0%	0%	40%	0%
45%	7%	34%	10%	3%	66%	3%

14%	5%	30%	49%	2%	30%	7%
25%	0%	75%	0%	0%	50%	0%
60%	10%	10%	20%	0%	60%	10%
50%	8%	25%	8%	8%	67%	0%
25%	0%	25%	38%	13%	75%	0%
19%	7%	52%	19%	4%	52%	4%
67%	0%	8%	25%	0%	83%	0%
12%	7%	38%	38%	4%	34%	8%
67%	0%	33%	0%	0%	100%	0%
100%	0%	0%	0%	0%	84%	0%
0%	100%	0%	0%	0%	17%	17%
0%	0%	100%	0%	0%	47%	5%
0%	0%	0%	100%	0%	9%	9%
0%	0%	0%	0%	100%	50%	0%
46%	2%	39%	9%	4%	100%	0%
0%	14%	29%	57%	0%	0%	100%
10%	8%	35%	45%	3%	0%	0%
0%	5%	15%	80%	0%	0%	0%
0%	0%	33%	33%	33%	0%	0%
33%	0%	67%	0%	0%	67%	0%
13%	17%	42%	29%	0%	42%	17%
38%	0%	31%	22%	9%	59%	3%
12%	5%	16%	65%	2%	16%	5%
0%	0%	100%	0%	0%	0%	0%
0%	11%	16%	74%	0%	16%	16%
14%	0%	50%	29%	7%	57%	0%
22%	6%	35%	37%	0%	37%	2%
58%	0%	26%	5%	11%	68%	5%
7%	7%	40%	40%	7%	27%	13%
10%	10%	26%	52%	2%	20%	8%
50%	0%	38%	13%	0%	75%	0%
24%	0%	52%	17%	7%	59%	7%
73%	0%	27%	0%	0%	82%	0%
0%	0%	14%	71%	14%	29%	0%
14%	9%	27%	50%	0%	29%	9%
40%	0%	40%	20%	0%	80%	0%
24%	0%	40%	24%	12%	64%	0%
63%	0%	38%	0%	0%	50%	13%
25%	0%	42%	25%	8%	25%	0%

11%	7%	26%	54%	2%	26%	11%
56%	0%	33%	0%	11%	89%	0%
27%	5%	38%	27%	3%	51%	0%
75%	0%	25%	0%	0%	50%	0%
11%	0%	56%	22%	11%	22%	11%
16%	9%	23%	50%	3%	33%	9%
60%	0%	40%	0%	0%	80%	0%
29%	0%	48%	14%	10%	62%	0%
50%	0%	50%	0%	0%	50%	0%
19%	0%	50%	31%	0%	25%	6%
7%	7%	19%	65%	2%	16%	9%
58%	0%	33%	8%	0%	83%	0%
27%	5%	49%	20%	0%	49%	5%
33%	0%	33%	17%	17%	58%	8%
0%	13%	25%	50%	13%	25%	0%
15%	9%	27%	48%	0%	32%	8%
50%	0%	50%	0%	0%	50%	25%
28%	0%	50%	17%	6%	72%	0%
67%	0%	33%	0%	0%	67%	0%
27%	0%	31%	31%	12%	35%	4%
19%	7%	16%	53%	5%	26%	12%
40%	10%	40%	10%	0%	50%	0%
24%	4%	40%	27%	4%	47%	4%
29%	0%	71%	0%	0%	86%	0%
0%	0%	36%	64%	0%	27%	0%
7%	10%	25%	54%	3%	22%	10%
64%	0%	27%	9%	0%	64%	0%
35%	0%	45%	16%	3%	55%	3%
40%	0%	60%	0%	0%	80%	0%
10%	0%	30%	50%	10%	50%	0%
7%	10%	22%	59%	2%	20%	8%
54%	0%	46%	0%	0%	77%	0%
34%	0%	45%	14%	7%	62%	0%
75%	0%	25%	0%	0%	75%	0%
9%	0%	45%	36%	9%	27%	18%
9%	9%	12%	67%	2%	14%	12%
40%	0%	47%	7%	7%	73%	0%
27%	6%	42%	21%	3%	48%	0%
33%	0%	53%	7%	7%	80%	7%

10%	0%	40%	50%	0%	10%	10%
51%	0%	34%	12%	2%	85%	0%
0%	17%	25%	58%	0%	8%	50%
8%	8%	37%	45%	2%	18%	2%
0%	0%	23%	69%	8%	0%	0%
0%	0%	0%	0%	100%	100%	0%
4%	9%	26%	57%	4%	13%	9%
67%	0%	17%	0%	17%	83%	0%
34%	0%	51%	14%	0%	71%	3%
67%	0%	0%	33%	0%	67%	0%
20%	7%	33%	33%	7%	33%	7%

143	144	145	151	152	153	154
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en cuenta sus opiniones sobre la forma de organizar
realizar su trabajo

Se siente integrada con sus compañeros de trabajo

A veces	Siempre	NS/NC	Poco	Mucho	A veces	Siempre
46%	23%	0%	8%	15%	31%	46%
24%	21%	0%	12%	27%	18%	42%
44%	18%	0%	10%	26%	33%	28%
29%	10%	10%	20%	10%	30%	40%
37%	15%	0%	11%	26%	24%	39%
29%	22%	5%	14%	21%	29%	34%
56%	0%	0%	22%	0%	33%	44%
50%	0%	0%	0%	0%	50%	50%
50%	29%	0%	14%	29%	14%	43%
37%	11%	0%	11%	17%	26%	46%
12%	24%	0%	4%	32%	32%	32%
40%	14%	7%	20%	15%	32%	32%
8%	8%	0%	17%	17%	25%	42%
44%	15%	0%	15%	19%	26%	41%
30%	19%	6%	11%	21%	30%	36%
48%	22%	0%	13%	26%	26%	35%
0%	0%	0%	0%	0%	0%	0%
0%	0%	0%	0%	0%	0%	0%
37%	23%	2%	10%	23%	27%	40%
27%	3%	3%	22%	16%	31%	31%
0%	0%	0%	0%	0%	0%	0%
41%	28%	0%	5%	26%	15%	51%
33%	12%	2%	12%	22%	33%	33%
26%	11%	11%	33%	6%	39%	22%
30%	22%	0%	19%	22%	19%	37%
34%	12%	0%	10%	22%	32%	37%
39%	17%	8%	14%	17%	26%	43%
33%	25%	0%	8%	25%	42%	25%
26%	0%	0%	17%	13%	61%	9%
37%	24%	4%	9%	24%	17%	49%
30%	0%	0%	40%	10%	40%	10%
19%	11%	0%	22%	22%	46%	11%
41%	22%	4%	10%	19%	16%	53%
60%	0%	0%	0%	40%	60%	0%
24%	7%	0%	21%	24%	52%	3%

37%	22%	4%	10%	21%	18%	50%
50%	0%	0%	25%	0%	75%	0%
30%	0%	0%	30%	20%	30%	20%
17%	17%	0%	17%	8%	58%	17%
13%	13%	0%	25%	0%	38%	38%
30%	15%	0%	11%	30%	30%	26%
0%	17%	0%	25%	17%	50%	8%
38%	17%	3%	13%	23%	27%	36%
0%	0%	0%	33%	0%	33%	33%
16%	0%	0%	20%	12%	48%	20%
50%	17%	0%	0%	67%	0%	33%
37%	8%	3%	26%	26%	26%	18%
42%	37%	2%	0%	17%	17%	67%
25%	0%	25%	0%	0%	75%	25%
0%	0%	0%	22%	22%	41%	15%
0%	0%	0%	0%	57%	14%	29%
100%	0%	0%	10%	23%	20%	45%
0%	100%	0%	0%	5%	15%	80%
0%	0%	100%	50%	0%	50%	0%
27%	0%	7%	100%	0%	0%	0%
38%	4%	0%	0%	100%	0%	0%
25%	9%	3%	0%	0%	100%	0%
42%	37%	0%	0%	0%	0%	100%
100%	0%	0%	0%	0%	0%	0%
32%	32%	5%	0%	28%	6%	67%
29%	7%	7%	14%	29%	36%	21%
41%	20%	0%	16%	20%	22%	39%
16%	5%	5%	21%	5%	53%	21%
47%	13%	0%	7%	27%	33%	33%
43%	28%	2%	5%	28%	18%	47%
25%	0%	0%	25%	63%	13%	0%
31%	0%	3%	21%	7%	48%	24%
9%	0%	9%	36%	0%	27%	36%
29%	43%	0%	0%	0%	43%	57%
36%	24%	2%	6%	23%	17%	52%
20%	0%	0%	40%	0%	60%	0%
24%	8%	4%	24%	24%	40%	12%
25%	0%	13%	38%	0%	38%	25%
58%	17%	0%	0%	25%	42%	33%

40%	21%	2%	5%	27%	16%	50%
11%	0%	0%	67%	0%	33%	0%
30%	16%	3%	14%	16%	46%	24%
25%	0%	25%	25%	0%	25%	50%
44%	22%	0%	0%	33%	22%	44%
36%	23%	0%	3%	27%	19%	50%
20%	0%	0%	80%	0%	20%	0%
24%	10%	5%	29%	10%	52%	10%
25%	0%	25%	75%	0%	25%	0%
50%	13%	6%	0%	20%	40%	40%
42%	33%	0%	0%	21%	12%	65%
17%	0%	0%	33%	42%	25%	0%
41%	5%	0%	20%	20%	34%	27%
8%	8%	17%	18%	0%	64%	18%
25%	38%	13%	13%	25%	38%	25%
36%	24%	0%	6%	29%	20%	44%
25%	0%	0%	25%	0%	75%	0%
28%	0%	0%	39%	11%	28%	22%
0%	0%	33%	67%	0%	33%	0%
38%	15%	8%	4%	16%	40%	40%
28%	33%	2%	5%	19%	26%	51%
50%	0%	0%	30%	20%	40%	10%
40%	9%	0%	11%	24%	24%	38%
14%	0%	0%	57%	29%	14%	0%
36%	18%	18%	10%	10%	50%	30%
37%	31%	0%	5%	24%	19%	53%
36%	0%	0%	36%	27%	27%	9%
39%	0%	3%	13%	19%	39%	26%
0%	0%	20%	80%	0%	0%	20%
20%	20%	10%	0%	11%	67%	22%
41%	29%	2%	2%	26%	17%	55%
23%	0%	0%	62%	15%	23%	0%
31%	3%	3%	17%	17%	38%	24%
25%	0%	0%	25%	0%	50%	25%
27%	18%	9%	0%	18%	55%	27%
37%	35%	2%	2%	21%	17%	60%
27%	0%	0%	27%	33%	33%	7%
45%	3%	3%	12%	21%	27%	36%
13%	0%	0%	33%	13%	40%	13%

30%	40%	10%	10%	10%	50%	30%
10%	5%	0%	27%	15%	37%	22%
17%	17%	8%	0%	55%	0%	36%
59%	18%	2%	6%	24%	31%	39%
38%	54%	8%	8%	0%	8%	85%
0%	0%	0%	0%	0%	100%	0%
44%	30%	4%	4%	30%	11%	53%
17%	0%	0%	50%	0%	50%	0%
23%	0%	3%	26%	11%	40%	23%
17%	17%	0%	17%	17%	50%	17%
40%	20%	0%	0%	20%	40%	40%

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155	161	162	163	164	165	171
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Ha visto promocionar en su empresa a alguien por su amistad con el jefe

Cree q

NS/NC	Poco	Mucho	A veces	Siempre	NS/NC	Poco
0%	15%	15%	31%	8%	31%	900%
0%	15%	15%	42%	18%	9%	2200%
3%	15%	8%	54%	15%	8%	1000%
0%	19%	13%	32%	19%	16%	333%
0%	20%	17%	28%	15%	20%	3100%
2%	17%	8%	46%	20%	8%	450%
0%	0%	0%	89%	0%	11%	0%
0%	0%	50%	50%	0%	0%	0%
0%	7%	14%	43%	7%	29%	0%
0%	17%	14%	40%	11%	17%	467%
0%	16%	12%	40%	24%	8%	0%
2%	19%	10%	45%	19%	7%	550%
0%	8%	17%	58%	0%	17%	0%
0%	11%	15%	37%	11%	26%	1200%
2%	24%	7%	37%	24%	7%	620%
0%	9%	17%	52%	13%	9%	1300%
0%	0%	0%	0%	0%	0%	0%
0%	0%	0%	0%	0%	0%	0%
1%	18%	14%	41%	12%	14%	800%
0%	12%	6%	45%	27%	9%	1300%
0%	0%	0%	0%	0%	0%	0%
3%	21%	13%	38%	13%	15%	460%
0%	14%	12%	48%	10%	16%	1450%
0%	16%	11%	32%	42%	0%	0%
4%	11%	11%	56%	19%	4%	1300%
0%	20%	15%	37%	12%	17%	800%
0%	19%	11%	36%	25%	8%	633%
0%	8%	8%	50%	0%	33%	0%
0%	0%	9%	30%	52%	9%	500%
1%	23%	14%	41%	8%	13%	1100%
0%	0%	0%	80%	0%	20%	100%
0%	3%	22%	46%	30%	0%	1200%
1%	24%	8%	42%	9%	16%	940%
0%	0%	0%	20%	20%	60%	200%
0%	3%	24%	52%	21%	0%	800%

1%	22%	7%	41%	15%	15%	1040%
0%	0%	0%	25%	25%	50%	100%
0%	10%	30%	40%	20%	0%	0%
0%	0%	8%	58%	33%	0%	0%
0%	0%	0%	50%	25%	25%	200%
4%	15%	26%	26%	22%	11%	650%
0%	0%	17%	42%	33%	8%	0%
1%	21%	13%	40%	11%	13%	1040%
0%	0%	0%	33%	33%	33%	0%
0%	0%	8%	44%	44%	4%	0%
0%	33%	0%	50%	0%	17%	0%
3%	8%	18%	45%	13%	16%	1600%
0%	33%	9%	42%	2%	14%	640%
0%	0%	25%	0%	50%	25%	100%
0%	7%	17%	39%	28%	9%	600%
0%	43%	0%	14%	14%	29%	0%
3%	15%	10%	50%	8%	18%	1300%
0%	30%	5%	50%	5%	10%	567%
0%	33%	33%	0%	33%	0%	0%
0%	0%	13%	53%	27%	7%	0%
0%	21%	17%	42%	4%	17%	0%
0%	3%	16%	34%	31%	16%	367%
0%	28%	7%	44%	9%	12%	700%
100%	0%	0%	100%	0%	0%	0%
0%	100%	0%	0%	0%	0%	1800%
0%	0%	100%	0%	0%	0%	0%
2%	0%	0%	100%	0%	0%	800%
0%	0%	0%	0%	100%	0%	500%
0%	0%	0%	0%	0%	100%	350%
2%	30%	11%	39%	8%	11%	0%
0%	0%	13%	63%	13%	13%	0%
0%	0%	21%	45%	17%	17%	0%
0%	0%	0%	36%	64%	0%	0%
0%	14%	0%	43%	14%	29%	0%
2%	29%	12%	45%	5%	9%	1600%
0%	0%	0%	0%	80%	20%	0%
0%	0%	20%	56%	16%	8%	800%
0%	0%	13%	0%	88%	0%	0%
0%	0%	0%	42%	8%	50%	100%

2%	28%	7%	42%	9%	14%	4300%
0%	0%	22%	33%	44%	0%	0%
0%	8%	19%	49%	14%	11%	433%
0%	0%	0%	0%	100%	0%	0%
0%	0%	11%	44%	11%	33%	133%
1%	23%	11%	40%	14%	11%	2500%
0%	0%	0%	60%	40%	0%	0%
0%	5%	19%	52%	14%	10%	400%
0%	0%	25%	0%	75%	0%	0%
0%	13%	6%	44%	6%	31%	150%
2%	28%	12%	37%	5%	19%	1600%
0%	0%	8%	58%	25%	8%	0%
0%	12%	15%	54%	10%	10%	2300%
0%	8%	0%	8%	83%	0%	300%
0%	13%	25%	38%	0%	25%	67%
2%	24%	14%	45%	5%	12%	0%
0%	0%	0%	25%	75%	0%	0%
0%	0%	11%	50%	33%	6%	300%
0%	0%	0%	0%	100%	0%	0%
0%	12%	12%	38%	15%	23%	167%
0%	26%	5%	40%	14%	16%	1500%
0%	10%	10%	40%	40%	0%	0%
2%	13%	18%	49%	16%	4%	2300%
0%	0%	29%	43%	14%	14%	0%
0%	9%	9%	27%	9%	45%	100%
0%	29%	7%	41%	10%	14%	1150%
0%	0%	9%	64%	18%	9%	0%
3%	3%	26%	39%	23%	10%	0%
0%	0%	0%	40%	60%	0%	0%
0%	10%	10%	40%	10%	30%	167%
0%	31%	8%	37%	8%	15%	1600%
0%	0%	23%	54%	15%	8%	0%
3%	3%	14%	48%	28%	7%	800%
0%	0%	0%	25%	75%	0%	0%
0%	0%	18%	45%	9%	27%	100%
0%	30%	5%	47%	5%	14%	1800%
0%	0%	27%	40%	27%	7%	200%
3%	12%	21%	42%	15%	9%	0%
0%	0%	0%	40%	47%	13%	200%

0%	20%	10%	30%	10%	30%	167%
0%	5%	12%	51%	27%	5%	1100%
9%	42%	8%	25%	0%	25%	0%
0%	18%	16%	37%	12%	16%	1000%
0%	23%	0%	54%	8%	15%	267%
0%	0%	0%	0%	100%	0%	0%
2%	31%	9%	41%	4%	15%	4600%
0%	0%	0%	33%	67%	0%	0%
0%	3%	17%	43%	26%	11%	600%
0%	0%	17%	50%	33%	0%	0%
0%	7%	13%	47%	13%	20%	120%

172	173	174	175	181	182	183
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ue se infravaloran sus opiniones basándose en que es mujer

Percibe reacciones molestas debido a q

Mucho	A veces	Siempre	NS/NC	Poco	Mucho	A veces
8%	15%	0%	8%	62%	8%	8%
0%	18%	12%	3%	67%	0%	27%
15%	26%	3%	5%	56%	5%	15%
3%	35%	19%	10%	45%	6%	29%
9%	15%	7%	2%	54%	4%	22%
5%	29%	10%	10%	59%	5%	22%
11%	33%	22%	0%	44%	0%	22%
0%	100%	0%	0%	100%	0%	0%
7%	14%	0%	0%	64%	7%	14%
6%	29%	17%	9%	66%	3%	14%
8%	28%	8%	0%	52%	4%	32%
7%	24%	7%	10%	50%	5%	24%
17%	25%	17%	0%	58%	0%	33%
7%	33%	11%	4%	56%	4%	26%
2%	22%	9%	9%	59%	6%	22%
13%	22%	4%	4%	52%	4%	9%
0%	0%	0%	0%	0%	0%	0%
0%	0%	0%	0%	0%	0%	0%
8%	23%	4%	7%	57%	5%	22%
3%	30%	24%	3%	58%	3%	21%
0%	0%	0%	0%	0%	0%	0%
8%	15%	5%	13%	64%	5%	15%
9%	29%	9%	3%	52%	2%	29%
0%	32%	21%	0%	58%	11%	11%
15%	26%	7%	4%	41%	0%	33%
5%	24%	5%	7%	76%	5%	7%
3%	19%	17%	8%	50%	8%	25%
8%	42%	8%	0%	50%	0%	33%
13%	30%	30%	4%	22%	17%	26%
4%	20%	4%	6%	71%	1%	17%
20%	50%	10%	10%	20%	0%	50%
16%	35%	14%	3%	43%	8%	32%
3%	19%	8%	7%	68%	3%	16%
0%	40%	0%	20%	0%	0%	20%
21%	41%	7%	3%	45%	7%	31%

2%	17%	10%	6%	64%	4%	19%
0%	25%	25%	25%	0%	0%	25%
30%	20%	10%	0%	50%	10%	30%
0%	58%	8%	0%	50%	17%	25%
0%	50%	13%	13%	50%	13%	38%
15%	19%	11%	7%	52%	0%	11%
25%	25%	17%	0%	42%	8%	33%
4%	26%	6%	6%	60%	4%	20%
0%	0%	67%	33%	33%	0%	0%
16%	28%	32%	0%	36%	8%	24%
0%	0%	0%	0%	100%	0%	0%
8%	39%	8%	3%	47%	5%	26%
2%	12%	0%	12%	77%	2%	14%
0%	50%	0%	25%	0%	0%	75%
13%	37%	20%	4%	41%	9%	35%
0%	29%	0%	0%	86%	0%	0%
5%	23%	3%	5%	60%	3%	15%
0%	0%	0%	15%	80%	0%	10%
0%	33%	33%	0%	33%	0%	33%
13%	40%	27%	0%	27%	13%	40%
21%	8%	0%	0%	63%	0%	25%
3%	44%	9%	9%	34%	9%	31%
0%	16%	9%	9%	79%	0%	7%
0%	0%	0%	0%	100%	0%	0%
0%	0%	0%	5%	100%	0%	0%
7%	43%	0%	0%	57%	0%	36%
10%	27%	8%	6%	61%	0%	29%
5%	26%	37%	5%	16%	21%	21%
7%	33%	0%	13%	40%	7%	13%
0%	0%	0%	0%	79%	2%	13%
100%	0%	0%	0%	25%	13%	38%
0%	100%	0%	0%	38%	7%	34%
0%	0%	100%	0%	18%	9%	27%
0%	0%	0%	100%	43%	0%	14%
3%	17%	3%	5%	100%	0%	0%
20%	40%	20%	0%	0%	100%	0%
12%	40%	12%	4%	0%	0%	100%
0%	25%	63%	0%	0%	0%	0%
17%	33%	0%	25%	0%	0%	0%

5%	12%	5%	2%	79%	0%	12%
11%	44%	33%	0%	11%	11%	56%
11%	41%	5%	8%	46%	11%	30%
0%	25%	75%	0%	0%	0%	0%
0%	22%	0%	33%	33%	0%	22%
4%	16%	6%	3%	74%	3%	14%
20%	40%	40%	0%	20%	0%	40%
14%	52%	10%	5%	33%	5%	52%
25%	0%	50%	0%	0%	50%	0%
0%	31%	6%	25%	38%	0%	13%
2%	14%	5%	5%	88%	2%	7%
42%	33%	17%	0%	17%	8%	42%
5%	32%	5%	2%	54%	0%	29%
0%	33%	33%	8%	17%	25%	17%
0%	25%	13%	38%	25%	0%	38%
6%	18%	3%	0%	76%	2%	17%
0%	50%	50%	0%	0%	25%	25%
17%	39%	22%	6%	22%	11%	44%
33%	33%	33%	0%	0%	33%	0%
4%	27%	8%	23%	46%	0%	23%
5%	9%	12%	5%	77%	5%	12%
10%	60%	0%	0%	20%	30%	40%
9%	31%	7%	2%	62%	0%	22%
14%	43%	29%	0%	0%	0%	43%
0%	18%	9%	36%	27%	0%	27%
3%	10%	2%	7%	78%	2%	15%
27%	45%	9%	0%	27%	9%	36%
6%	52%	16%	0%	45%	6%	23%
20%	0%	80%	0%	0%	20%	40%
0%	20%	0%	30%	30%	0%	30%
3%	7%	3%	5%	83%	3%	10%
38%	46%	0%	0%	8%	15%	62%
3%	45%	21%	3%	52%	3%	28%
0%	25%	75%	0%	0%	0%	25%
0%	45%	0%	27%	9%	0%	18%
2%	7%	2%	5%	88%	0%	9%
33%	40%	7%	7%	13%	7%	53%
0%	39%	12%	0%	64%	0%	24%
13%	40%	27%	7%	7%	20%	33%

0%	10%	10%	30%	40%	10%	0%
12%	39%	20%	2%	37%	10%	37%
0%	8%	0%	0%	92%	0%	8%
6%	22%	4%	6%	63%	2%	16%
0%	8%	8%	23%	69%	0%	0%
0%	0%	0%	0%	0%	0%	100%
2%	11%	0%	2%	81%	0%	13%
0%	50%	33%	0%	17%	0%	33%
9%	49%	23%	3%	31%	11%	31%
50%	0%	17%	0%	33%	17%	50%
7%	20%	0%	33%	53%	0%	13%

184	185	191	192	193	194	195
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ue trabaja demasiado

Percibe cotilleos o rumores sobre Usted

Siempre	NS/NC	Poco	Mucho	A veces	Siempre	NS/NC
0%	23%	54%	8%	38%	0%	0%
6%	0%	61%	6%	18%	3%	12%
8%	15%	44%	8%	41%	3%	5%
10%	10%	42%	10%	32%	6%	10%
11%	9%	57%	11%	22%	7%	4%
5%	8%	44%	5%	39%	2%	10%
0%	33%	56%	11%	22%	0%	11%
0%	0%	0%	0%	100%	0%	0%
0%	14%	64%	7%	21%	0%	7%
9%	9%	51%	6%	34%	6%	3%
8%	4%	52%	8%	32%	0%	8%
7%	14%	40%	10%	33%	5%	12%
0%	8%	58%	0%	42%	0%	0%
7%	7%	52%	7%	30%	7%	4%
6%	7%	50%	11%	28%	2%	9%
13%	22%	39%	4%	39%	4%	13%
0%	0%	0%	0%	0%	0%	0%
0%	0%	0%	0%	0%	0%	0%
5%	12%	47%	6%	36%	2%	8%
12%	6%	55%	12%	21%	6%	6%
0%	0%	0%	0%	0%	0%	0%
5%	10%	54%	5%	26%	5%	10%
3%	14%	50%	7%	34%	0%	9%
21%	0%	37%	16%	37%	11%	0%
15%	11%	44%	19%	22%	7%	7%
0%	12%	54%	0%	37%	0%	10%
11%	6%	44%	8%	39%	6%	3%
0%	17%	58%	8%	17%	0%	17%
22%	13%	13%	26%	43%	13%	4%
4%	7%	65%	1%	24%	1%	8%
0%	30%	0%	20%	70%	0%	10%
14%	3%	24%	19%	46%	5%	5%
4%	9%	64%	3%	23%	3%	8%
0%	80%	20%	0%	60%	0%	20%
14%	3%	24%	17%	52%	3%	3%

5%	9%	60%	4%	22%	4%	10%
0%	75%	0%	25%	75%	0%	0%
10%	0%	30%	30%	40%	0%	0%
8%	0%	8%	25%	58%	8%	0%
0%	0%	38%	13%	38%	0%	13%
15%	22%	44%	4%	44%	4%	4%
17%	0%	17%	33%	42%	8%	0%
4%	11%	55%	4%	30%	2%	8%
33%	33%	33%	33%	33%	0%	0%
20%	12%	24%	20%	40%	12%	4%
0%	0%	67%	0%	33%	0%	0%
8%	13%	39%	8%	37%	3%	13%
0%	7%	72%	0%	23%	0%	5%
0%	25%	25%	25%	25%	0%	25%
9%	7%	33%	17%	41%	4%	4%
14%	0%	86%	0%	0%	0%	14%
5%	18%	58%	3%	28%	3%	10%
0%	10%	60%	0%	30%	0%	10%
33%	0%	33%	0%	33%	33%	0%
20%	0%	20%	40%	33%	7%	0%
0%	13%	63%	0%	25%	0%	13%
9%	16%	28%	9%	53%	3%	6%
5%	9%	65%	0%	21%	5%	9%
0%	0%	100%	0%	0%	0%	0%
0%	0%	84%	0%	16%	0%	0%
7%	0%	29%	14%	50%	0%	7%
0%	10%	49%	6%	37%	0%	8%
37%	5%	26%	21%	26%	21%	5%
0%	40%	53%	0%	27%	0%	20%
2%	5%	70%	2%	21%	0%	7%
0%	25%	38%	13%	50%	0%	0%
7%	14%	24%	14%	52%	3%	7%
45%	0%	27%	27%	18%	27%	0%
0%	43%	14%	0%	43%	0%	43%
0%	0%	68%	2%	26%	0%	5%
0%	0%	0%	20%	80%	0%	0%
0%	0%	28%	20%	44%	0%	8%
100%	0%	13%	25%	13%	50%	0%
0%	100%	33%	0%	33%	0%	33%

2%	7%	100%	0%	0%	0%	0%
22%	0%	0%	100%	0%	0%	0%
3%	11%	0%	0%	100%	0%	0%
100%	0%	0%	0%	0%	100%	0%
0%	44%	0%	0%	0%	0%	100%
3%	6%	70%	1%	26%	1%	1%
40%	0%	20%	60%	20%	0%	0%
5%	5%	14%	19%	57%	5%	5%
50%	0%	0%	25%	50%	25%	0%
6%	44%	25%	0%	25%	6%	44%
0%	2%	72%	2%	21%	0%	5%
8%	25%	33%	25%	42%	0%	0%
5%	12%	41%	5%	44%	2%	7%
42%	0%	25%	17%	25%	25%	8%
0%	38%	25%	13%	25%	0%	38%
2%	5%	65%	2%	32%	0%	2%
50%	0%	25%	50%	25%	0%	0%
11%	11%	28%	22%	44%	6%	0%
67%	0%	0%	33%	0%	67%	0%
4%	27%	31%	4%	31%	4%	31%
2%	5%	65%	2%	28%	2%	2%
0%	10%	20%	30%	50%	0%	0%
9%	7%	49%	4%	31%	4%	11%
29%	29%	14%	43%	43%	0%	0%
9%	36%	36%	0%	27%	9%	27%
0%	5%	69%	0%	24%	0%	7%
18%	9%	9%	9%	82%	0%	0%
13%	13%	39%	16%	32%	6%	6%
40%	0%	0%	40%	20%	40%	0%
0%	40%	30%	10%	30%	0%	30%
0%	3%	75%	0%	22%	0%	3%
8%	8%	15%	31%	54%	0%	0%
10%	7%	28%	14%	41%	7%	10%
75%	0%	0%	25%	25%	50%	0%
9%	64%	27%	0%	36%	0%	36%
0%	2%	79%	0%	19%	0%	2%
20%	7%	20%	27%	40%	7%	7%
3%	9%	48%	9%	30%	3%	9%
20%	20%	20%	13%	60%	7%	0%

10%	40%	10%	0%	40%	10%	40%
10%	7%	34%	17%	39%	5%	5%
0%	0%	83%	0%	8%	0%	8%
6%	12%	53%	2%	35%	2%	8%
8%	23%	54%	0%	23%	8%	15%
0%	0%	0%	100%	0%	0%	0%
0%	6%	78%	0%	19%	0%	4%
50%	0%	0%	67%	17%	17%	0%
14%	11%	26%	11%	51%	9%	3%
0%	0%	50%	17%	33%	0%	0%
0%	33%	20%	0%	40%	0%	40%

201	202	203	204	205	211	212
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Se le excluye de actividades sociales con los compañeros de trabajo

Se sient

Poco	Mucho	A veces	Siempre	NS/NC	Poco	Mucho
77%	0%	8%	0%	15%	62%	15%
70%	6%	12%	0%	12%	42%	12%
56%	0%	26%	5%	13%	36%	15%
48%	10%	19%	6%	16%	23%	0%
67%	2%	13%	4%	13%	41%	15%
59%	5%	19%	3%	14%	36%	8%
44%	11%	22%	0%	22%	22%	0%
0%	0%	100%	0%	0%	50%	0%
79%	0%	7%	0%	14%	57%	21%
54%	3%	26%	3%	14%	37%	14%
76%	4%	16%	0%	4%	40%	12%
50%	7%	17%	7%	19%	29%	2%
58%	0%	33%	0%	8%	33%	25%
63%	4%	22%	0%	11%	52%	15%
63%	6%	15%	4%	13%	39%	6%
52%	4%	13%	9%	22%	17%	9%
0%	0%	0%	0%	0%	0%	0%
0%	0%	0%	0%	0%	0%	0%
65%	2%	17%	4%	12%	45%	7%
48%	9%	21%	3%	18%	18%	18%
0%	0%	0%	0%	0%	0%	0%
72%	3%	8%	3%	15%	59%	3%
57%	3%	24%	2%	14%	31%	16%
47%	11%	21%	11%	11%	11%	11%
48%	11%	26%	0%	15%	37%	19%
66%	2%	15%	2%	15%	37%	10%
67%	3%	14%	8%	8%	36%	6%
50%	0%	25%	0%	25%	42%	8%
39%	13%	30%	9%	9%	9%	26%
72%	1%	11%	2%	13%	49%	5%
10%	10%	50%	0%	30%	0%	20%
41%	8%	38%	8%	5%	16%	16%
73%	3%	9%	1%	14%	49%	7%
20%	0%	0%	0%	80%	20%	20%
31%	10%	41%	10%	7%	14%	21%

72%	2%	10%	1%	15%	46%	7%
25%	0%	25%	0%	50%	0%	0%
40%	10%	40%	10%	0%	10%	40%
42%	8%	33%	8%	8%	17%	0%
50%	0%	50%	0%	0%	25%	13%
63%	7%	11%	4%	15%	33%	15%
33%	8%	50%	8%	0%	25%	33%
64%	3%	16%	3%	13%	38%	7%
33%	33%	0%	0%	33%	33%	33%
44%	12%	24%	8%	12%	12%	28%
100%	0%	0%	0%	0%	50%	0%
42%	5%	26%	5%	21%	21%	11%
81%	0%	7%	0%	12%	65%	2%
50%	0%	50%	0%	0%	25%	0%
50%	9%	28%	4%	9%	15%	22%
86%	0%	0%	0%	14%	57%	0%
63%	3%	13%	3%	20%	45%	5%
80%	0%	10%	0%	10%	70%	0%
0%	0%	33%	33%	33%	0%	0%
13%	27%	40%	20%	0%	0%	27%
79%	0%	8%	0%	13%	38%	21%
41%	3%	34%	3%	19%	16%	9%
81%	0%	5%	0%	14%	65%	0%
100%	0%	0%	0%	0%	100%	0%
84%	0%	5%	0%	11%	63%	0%
57%	0%	29%	7%	7%	36%	7%
57%	6%	22%	0%	14%	33%	14%
53%	11%	16%	16%	5%	11%	16%
53%	0%	13%	0%	33%	53%	7%
82%	0%	7%	2%	10%	52%	2%
38%	13%	38%	13%	0%	13%	63%
38%	7%	38%	0%	17%	21%	14%
36%	18%	18%	18%	9%	18%	18%
29%	0%	14%	0%	57%	29%	0%
79%	2%	11%	0%	9%	58%	3%
40%	0%	20%	40%	0%	20%	20%
40%	8%	44%	0%	8%	12%	20%
25%	25%	13%	25%	13%	0%	13%
33%	0%	8%	0%	58%	8%	25%

86%	2%	5%	0%	7%	54%	7%
11%	33%	44%	11%	0%	11%	33%
49%	3%	32%	5%	11%	24%	14%
25%	0%	25%	25%	25%	0%	0%
11%	0%	11%	0%	78%	22%	0%
100%	0%	0%	0%	0%	54%	4%
0%	100%	0%	0%	0%	0%	20%
0%	0%	100%	0%	0%	14%	29%
0%	0%	0%	100%	0%	0%	25%
0%	0%	0%	0%	100%	13%	6%
88%	0%	7%	0%	5%	100%	0%
25%	8%	50%	8%	8%	0%	100%
56%	7%	17%	2%	17%	0%	0%
33%	8%	25%	17%	17%	0%	0%
25%	0%	25%	0%	50%	0%	0%
82%	2%	11%	2%	5%	55%	8%
25%	50%	0%	25%	0%	0%	0%
33%	11%	50%	0%	6%	6%	33%
0%	0%	33%	67%	0%	0%	33%
35%	0%	19%	0%	46%	23%	4%
77%	0%	16%	2%	5%	60%	2%
60%	10%	20%	10%	0%	20%	20%
60%	7%	20%	0%	13%	29%	13%
29%	14%	29%	14%	14%	0%	43%
18%	0%	9%	9%	64%	18%	0%
81%	2%	7%	0%	10%	54%	2%
45%	9%	36%	9%	0%	0%	45%
45%	10%	32%	3%	10%	32%	13%
20%	0%	40%	40%	0%	0%	40%
20%	0%	10%	0%	70%	10%	0%
85%	0%	3%	2%	10%	63%	2%
31%	15%	38%	15%	0%	8%	38%
48%	7%	38%	3%	3%	17%	14%
0%	25%	50%	0%	25%	0%	25%
18%	0%	9%	0%	73%	0%	9%
86%	0%	2%	0%	12%	65%	0%
27%	7%	53%	13%	0%	7%	40%
61%	3%	24%	0%	12%	36%	9%
33%	20%	20%	7%	20%	0%	20%

40%	0%	10%	10%	40%	20%	0%
46%	10%	34%	5%	5%	15%	24%
75%	0%	0%	0%	25%	50%	0%
65%	2%	14%	2%	16%	47%	4%
69%	0%	0%	8%	23%	62%	0%
100%	0%	0%	0%	0%	0%	0%
87%	0%	7%	0%	6%	61%	2%
17%	67%	17%	0%	0%	0%	17%
40%	3%	37%	9%	11%	17%	17%
50%	0%	33%	17%	0%	33%	50%
33%	0%	7%	0%	60%	13%	7%

213	214	215	221	222	223	224
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e explotada en su trabajo

Recibe insinuaciones directas o indirectas diciéndole que abandone

A veces	Siempre	NS/NC	Poco	Mucho	A veces	Siempre
23%	0%	0%	77%	0%	15%	0%
30%	12%	3%	70%	0%	15%	0%
31%	8%	10%	55%	3%	18%	5%
52%	16%	10%	35%	10%	13%	3%
33%	9%	2%	64%	2%	13%	4%
31%	14%	12%	53%	5%	15%	2%
78%	0%	0%	56%	0%	22%	0%
50%	0%	0%	0%	0%	50%	0%
21%	0%	0%	71%	0%	14%	0%
31%	11%	6%	63%	3%	14%	3%
28%	12%	8%	62%	8%	19%	0%
48%	12%	10%	43%	2%	14%	5%
42%	0%	0%	85%	0%	8%	0%
22%	7%	4%	56%	0%	15%	4%
31%	17%	7%	48%	6%	19%	2%
57%	4%	13%	61%	4%	13%	4%
0%	0%	0%	0%	0%	0%	0%
0%	0%	0%	0%	0%	0%	0%
33%	7%	8%	64%	2%	14%	2%
42%	18%	3%	36%	6%	18%	3%
0%	0%	0%	0%	0%	0%	0%
23%	3%	13%	62%	0%	13%	3%
40%	9%	5%	58%	3%	15%	0%
47%	32%	0%	42%	11%	21%	11%
26%	11%	7%	50%	7%	21%	4%
39%	10%	5%	63%	2%	12%	0%
39%	14%	6%	56%	3%	11%	6%
33%	0%	17%	50%	0%	25%	0%
35%	30%	0%	22%	13%	26%	9%
31%	6%	8%	67%	1%	10%	1%
70%	0%	10%	45%	0%	36%	0%
46%	19%	3%	45%	8%	26%	5%
28%	7%	9%	64%	1%	9%	1%
60%	0%	0%	40%	0%	20%	0%
48%	17%	0%	50%	10%	20%	7%

30%	9%	9%	60%	1%	12%	1%
75%	0%	25%	25%	0%	50%	0%
40%	10%	0%	45%	9%	36%	9%
50%	33%	0%	42%	8%	25%	8%
25%	25%	13%	50%	0%	38%	0%
41%	4%	7%	52%	4%	19%	0%
25%	17%	0%	46%	8%	15%	15%
38%	9%	8%	58%	3%	13%	1%
33%	0%	0%	33%	0%	67%	0%
44%	16%	0%	38%	8%	19%	8%
33%	0%	17%	100%	0%	0%	0%
53%	11%	5%	47%	5%	24%	3%
19%	5%	9%	74%	0%	7%	0%
0%	50%	25%	0%	0%	25%	0%
43%	15%	4%	45%	4%	28%	4%
29%	14%	0%	71%	14%	0%	0%
43%	3%	5%	60%	3%	13%	0%
10%	5%	15%	80%	0%	0%	0%
0%	67%	33%	0%	0%	0%	33%
53%	13%	7%	27%	7%	47%	13%
33%	0%	8%	76%	0%	8%	0%
44%	22%	9%	41%	9%	16%	3%
26%	5%	5%	67%	0%	9%	0%
0%	0%	0%	100%	0%	0%	0%
26%	5%	5%	84%	0%	0%	0%
43%	0%	14%	64%	0%	14%	0%
45%	2%	6%	60%	2%	18%	0%
21%	53%	0%	16%	16%	32%	16%
27%	0%	13%	53%	0%	7%	0%
38%	5%	3%	79%	0%	5%	0%
25%	0%	0%	44%	0%	33%	11%
45%	14%	7%	41%	7%	24%	3%
18%	36%	9%	18%	18%	36%	9%
14%	14%	43%	0%	0%	14%	0%
33%	3%	3%	76%	0%	6%	0%
0%	60%	0%	20%	20%	40%	20%
48%	8%	12%	42%	4%	31%	0%
25%	63%	0%	13%	25%	25%	25%
42%	0%	25%	25%	0%	17%	0%

30%	5%	4%	75%	2%	9%	0%
22%	22%	11%	11%	22%	44%	11%
49%	8%	5%	55%	3%	21%	0%
25%	75%	0%	0%	0%	25%	50%
33%	11%	33%	11%	0%	0%	0%
33%	6%	3%	77%	1%	9%	0%
60%	20%	0%	20%	40%	40%	0%
33%	14%	10%	32%	0%	41%	5%
25%	50%	0%	25%	25%	0%	50%
44%	13%	25%	19%	0%	6%	0%
0%	0%	0%	84%	0%	2%	0%
0%	0%	0%	38%	0%	46%	8%
100%	0%	0%	54%	2%	17%	0%
0%	100%	0%	8%	25%	25%	17%
0%	0%	100%	25%	0%	13%	0%
33%	2%	3%	99%	0%	1%	0%
25%	75%	0%	0%	100%	0%	0%
39%	17%	6%	5%	0%	95%	0%
0%	67%	0%	0%	0%	0%	100%
42%	12%	19%	0%	0%	0%	0%
28%	7%	2%	79%	2%	2%	0%
40%	20%	0%	50%	10%	20%	10%
42%	9%	7%	48%	2%	26%	2%
29%	14%	14%	43%	14%	29%	0%
36%	18%	27%	18%	0%	9%	9%
34%	5%	5%	80%	0%	3%	0%
45%	9%	0%	58%	0%	33%	0%
32%	16%	6%	35%	13%	23%	3%
20%	20%	20%	0%	0%	60%	40%
50%	20%	20%	10%	0%	20%	0%
25%	5%	5%	78%	2%	0%	0%
46%	8%	0%	43%	7%	36%	7%
48%	14%	7%	38%	0%	38%	3%
0%	75%	0%	0%	25%	25%	25%
55%	9%	27%	27%	9%	9%	0%
26%	5%	5%	79%	0%	2%	0%
40%	13%	0%	50%	0%	25%	13%
45%	0%	9%	52%	3%	18%	0%
33%	47%	0%	20%	20%	47%	0%

40%	10%	30%	40%	0%	0%	10%
44%	15%	2%	40%	5%	31%	5%
33%	8%	8%	75%	0%	0%	0%
37%	6%	6%	69%	4%	8%	0%
8%	8%	23%	46%	0%	0%	8%
0%	100%	0%	0%	0%	100%	0%
28%	4%	6%	83%	0%	2%	0%
33%	50%	0%	17%	33%	33%	17%
43%	17%	6%	37%	6%	40%	3%
17%	0%	0%	57%	0%	14%	14%
53%	7%	20%	20%	0%	0%	0%

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225	231	232	233	234	235	241
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le su trabajo

Se le encargan trabajos inferiores a su nivel de competencia o preparación

NS/NC	Poco	Mucho	A veces	Siempre	NS/NC	Poco
8%	31%	8%	31%	15%	15%	54%
15%	42%	6%	48%	0%	3%	58%
20%	33%	13%	38%	8%	8%	51%
39%	39%	6%	32%	6%	16%	42%
17%	33%	9%	41%	11%	7%	52%
25%	41%	10%	34%	3%	12%	53%
22%	44%	0%	44%	0%	11%	44%
50%	0%	0%	100%	0%	0%	0%
14%	43%	0%	29%	21%	7%	57%
17%	29%	11%	43%	3%	14%	43%
12%	40%	8%	44%	8%	0%	60%
36%	40%	10%	36%	2%	12%	50%
8%	50%	0%	25%	17%	8%	50%
26%	33%	7%	37%	11%	11%	48%
26%	37%	13%	39%	2%	9%	50%
17%	35%	4%	48%	4%	9%	57%
0%	0%	0%	0%	0%	0%	0%
0%	0%	0%	0%	0%	0%	0%
17%	39%	12%	37%	2%	10%	58%
36%	33%	0%	42%	15%	9%	33%
0%	0%	0%	0%	0%	0%	0%
23%	38%	10%	41%	0%	10%	56%
24%	36%	9%	40%	9%	7%	50%
16%	37%	5%	32%	11%	16%	42%
18%	37%	7%	48%	4%	4%	48%
22%	34%	7%	46%	2%	10%	61%
25%	42%	14%	25%	8%	11%	44%
25%	33%	0%	33%	17%	17%	42%
30%	30%	26%	35%	9%	0%	17%
20%	41%	5%	39%	4%	12%	63%
18%	20%	0%	50%	20%	10%	30%
16%	30%	14%	43%	11%	3%	27%
24%	42%	5%	39%	3%	11%	65%
40%	20%	20%	0%	20%	40%	20%
13%	28%	14%	45%	10%	3%	24%

25%	42%	6%	37%	4%	11%	62%
25%	25%	25%	0%	25%	25%	25%
0%	30%	10%	40%	20%	0%	30%
17%	33%	25%	42%	0%	0%	25%
13%	25%	25%	25%	13%	13%	38%
26%	26%	4%	48%	11%	11%	44%
15%	50%	8%	25%	17%	0%	42%
24%	35%	10%	39%	6%	10%	54%
0%	33%	0%	33%	0%	33%	0%
27%	32%	16%	44%	8%	0%	16%
0%	50%	17%	33%	0%	0%	100%
21%	18%	11%	47%	13%	11%	39%
19%	53%	2%	28%	0%	16%	74%
75%	50%	0%	50%	0%	0%	50%
19%	24%	11%	46%	13%	7%	28%
14%	71%	0%	29%	0%	0%	86%
25%	30%	13%	45%	3%	10%	55%
20%	70%	0%	20%	0%	10%	90%
67%	33%	0%	0%	0%	67%	0%
7%	13%	20%	33%	27%	7%	20%
16%	33%	8%	46%	8%	4%	58%
31%	34%	13%	34%	3%	16%	34%
23%	51%	2%	40%	0%	7%	72%
0%	0%	0%	100%	0%	0%	0%
16%	58%	5%	32%	0%	5%	89%
21%	14%	7%	57%	14%	7%	29%
20%	35%	8%	45%	6%	6%	49%
21%	32%	21%	37%	5%	5%	32%
40%	47%	0%	13%	7%	33%	53%
16%	49%	5%	38%	2%	7%	75%
11%	25%	13%	50%	13%	0%	25%
24%	14%	21%	48%	10%	7%	21%
18%	45%	0%	27%	18%	9%	9%
86%	29%	0%	14%	0%	57%	57%
18%	50%	3%	42%	0%	5%	70%
0%	40%	60%	0%	0%	0%	20%
23%	20%	16%	40%	12%	12%	36%
13%	13%	0%	50%	25%	13%	0%
58%	17%	8%	25%	17%	33%	25%

14%	49%	4%	39%	2%	7%	72%
11%	11%	33%	22%	33%	0%	0%
21%	32%	14%	38%	8%	8%	38%
25%	25%	0%	50%	0%	25%	0%
89%	11%	0%	56%	0%	33%	44%
13%	47%	9%	39%	3%	3%	69%
0%	0%	20%	60%	20%	0%	20%
23%	33%	10%	43%	10%	5%	19%
0%	25%	25%	0%	25%	25%	0%
75%	13%	0%	38%	6%	44%	38%
14%	60%	5%	30%	0%	5%	74%
8%	8%	17%	50%	25%	0%	8%
27%	29%	10%	46%	5%	10%	49%
25%	25%	17%	33%	8%	17%	25%
63%	13%	0%	38%	13%	38%	38%
0%	52%	8%	33%	5%	3%	71%
0%	25%	25%	25%	25%	0%	0%
0%	6%	11%	67%	11%	6%	11%
0%	0%	33%	33%	0%	33%	0%
100%	27%	4%	38%	4%	27%	38%
16%	100%	0%	0%	0%	0%	81%
10%	0%	100%	0%	0%	0%	30%
22%	0%	0%	100%	0%	0%	40%
14%	0%	0%	0%	100%	0%	14%
64%	0%	0%	0%	0%	100%	18%
17%	59%	5%	31%	2%	3%	100%
8%	0%	27%	55%	18%	0%	0%
26%	26%	10%	52%	10%	3%	0%
0%	0%	20%	40%	20%	20%	0%
70%	0%	0%	30%	0%	70%	0%
20%	54%	5%	34%	0%	7%	83%
7%	0%	38%	31%	31%	0%	15%
21%	28%	7%	55%	3%	7%	17%
25%	25%	0%	50%	25%	0%	0%
55%	18%	0%	27%	9%	45%	27%
19%	67%	0%	26%	0%	7%	93%
13%	13%	20%	47%	13%	7%	13%
27%	21%	15%	55%	3%	6%	30%
13%	13%	13%	40%	27%	7%	20%

50%	30%	0%	30%	0%	40%	40%
19%	20%	15%	49%	15%	2%	22%
25%	58%	0%	33%	0%	8%	83%
18%	45%	8%	35%	2%	10%	63%
46%	46%	0%	23%	0%	31%	69%
0%	0%	0%	100%	0%	0%	0%
15%	50%	6%	37%	0%	7%	78%
0%	0%	17%	67%	17%	0%	0%
14%	29%	11%	37%	14%	9%	17%
14%	33%	17%	50%	0%	0%	50%
80%	27%	7%	33%	7%	27%	53%

242	243	244	245	251	252	253
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Se le recuerdan permanentemente sus errores

Se le responde con silencios a sus preguntas o ir
conversaciones

Mucho	A veces	Siempre	NS/NC	Poco	Mucho	A veces
15%	23%	0%	8%	62%	23%	0%
6%	24%	3%	9%	64%	3%	27%
13%	26%	5%	5%	49%	13%	23%
6%	32%	6%	13%	35%	13%	35%
13%	22%	4%	9%	63%	20%	7%
8%	27%	5%	7%	49%	5%	34%
0%	44%	0%	11%	11%	11%	44%
0%	50%	0%	50%	0%	0%	100%
14%	21%	0%	7%	71%	21%	0%
9%	34%	3%	11%	54%	6%	26%
12%	24%	4%	0%	48%	12%	32%
7%	24%	7%	12%	43%	12%	29%
17%	33%	0%	0%	33%	25%	33%
15%	19%	7%	11%	52%	15%	19%
7%	30%	2%	11%	56%	7%	28%
4%	26%	9%	4%	48%	9%	22%
0%	0%	0%	0%	0%	0%	0%
0%	0%	0%	0%	0%	0%	0%
10%	20%	5%	7%	55%	11%	22%
9%	42%	3%	12%	39%	12%	33%
0%	0%	0%	0%	0%	0%	0%
5%	28%	5%	5%	59%	8%	23%
10%	26%	3%	10%	50%	12%	24%
16%	26%	5%	11%	37%	16%	32%
11%	37%	0%	4%	41%	22%	19%
10%	20%	2%	7%	61%	7%	20%
11%	22%	8%	14%	50%	11%	28%
0%	42%	8%	8%	42%	0%	50%
17%	39%	13%	13%	22%	17%	43%
6%	23%	1%	7%	65%	7%	18%
20%	30%	10%	10%	0%	30%	40%
19%	38%	8%	8%	24%	24%	41%
5%	20%	3%	7%	65%	5%	19%
0%	40%	0%	40%	40%	0%	0%
21%	45%	3%	7%	21%	28%	38%

6%	20%	4%	9%	62%	6%	21%
0%	25%	25%	25%	25%	0%	25%
30%	30%	10%	0%	20%	50%	20%
8%	50%	0%	17%	33%	8%	50%
38%	13%	13%	0%	25%	25%	50%
11%	33%	4%	7%	48%	11%	26%
17%	33%	8%	0%	33%	33%	17%
8%	25%	4%	9%	56%	10%	22%
33%	33%	0%	33%	0%	0%	67%
28%	44%	8%	4%	16%	28%	40%
0%	0%	0%	0%	100%	0%	0%
8%	37%	8%	8%	34%	16%	34%
2%	12%	0%	12%	81%	0%	9%
0%	25%	0%	25%	25%	0%	50%
15%	37%	9%	11%	26%	22%	39%
0%	14%	0%	0%	71%	0%	0%
10%	30%	0%	5%	60%	8%	23%
0%	0%	0%	10%	85%	0%	5%
0%	33%	33%	33%	33%	0%	33%
27%	27%	27%	0%	7%	53%	33%
13%	25%	0%	4%	63%	8%	21%
9%	38%	0%	19%	31%	9%	34%
2%	19%	2%	5%	74%	0%	16%
0%	100%	0%	0%	0%	0%	100%
0%	5%	0%	5%	95%	0%	5%
7%	57%	0%	7%	36%	21%	29%
14%	24%	4%	8%	45%	14%	29%
11%	37%	16%	5%	26%	11%	42%
7%	20%	0%	20%	60%	7%	13%
3%	13%	0%	8%	79%	3%	13%
38%	25%	13%	0%	25%	63%	13%
17%	55%	0%	7%	14%	21%	45%
9%	45%	36%	0%	18%	0%	55%
0%	0%	0%	43%	43%	0%	14%
5%	21%	0%	5%	74%	2%	23%
20%	40%	20%	0%	40%	40%	20%
16%	28%	8%	12%	24%	32%	32%
25%	50%	25%	0%	0%	13%	38%
8%	33%	0%	33%	17%	8%	17%

2%	21%	0%	5%	77%	4%	14%
11%	56%	22%	11%	0%	44%	44%
24%	27%	3%	8%	35%	19%	32%
0%	50%	50%	0%	0%	0%	50%
0%	22%	0%	33%	22%	0%	33%
7%	20%	1%	3%	71%	6%	20%
20%	60%	0%	0%	0%	40%	40%
19%	48%	10%	5%	10%	24%	52%
25%	25%	50%	0%	25%	50%	25%
0%	19%	0%	44%	38%	0%	6%
0%	23%	0%	2%	86%	2%	12%
42%	33%	17%	0%	8%	42%	33%
12%	24%	2%	12%	37%	15%	34%
8%	42%	8%	17%	25%	8%	33%
0%	25%	13%	25%	38%	0%	25%
11%	17%	0%	2%	70%	9%	17%
0%	100%	0%	0%	25%	25%	0%
22%	39%	17%	11%	0%	28%	61%
0%	33%	67%	0%	0%	33%	33%
4%	31%	0%	27%	46%	4%	23%
0%	19%	0%	0%	74%	0%	19%
30%	30%	10%	0%	30%	50%	20%
13%	36%	4%	7%	44%	9%	36%
29%	43%	14%	0%	0%	57%	14%
0%	9%	9%	64%	36%	0%	18%
0%	0%	0%	0%	83%	3%	8%
100%	0%	0%	0%	0%	64%	36%
0%	100%	0%	0%	23%	10%	48%
0%	0%	100%	0%	0%	20%	60%
0%	0%	0%	100%	30%	0%	20%
0%	12%	0%	5%	100%	0%	0%
54%	23%	8%	0%	0%	100%	0%
14%	52%	10%	7%	0%	0%	100%
0%	75%	25%	0%	0%	0%	0%
0%	27%	0%	45%	0%	0%	0%
2%	0%	0%	5%	95%	2%	2%
40%	40%	7%	0%	13%	40%	40%
6%	48%	6%	9%	39%	6%	42%
13%	47%	7%	13%	7%	27%	27%

0%	20%	10%	30%	20%	0%	40%
22%	41%	10%	5%	20%	27%	44%
0%	8%	0%	8%	83%	0%	8%
4%	24%	0%	8%	63%	4%	16%
0%	8%	8%	15%	77%	0%	8%
0%	0%	0%	100%	0%	0%	100%
6%	11%	0%	6%	83%	2%	9%
17%	67%	0%	17%	0%	17%	50%
11%	54%	11%	6%	11%	20%	54%
33%	0%	17%	0%	50%	50%	0%
7%	13%	0%	27%	47%	7%	13%

254	255	261	262	263	264	265
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intentos de participación en las

Se infravalora el esfuerzo que realiza en su trabajo

Siempre	NS/NC	Poco	Mucho	A veces	Siempre	NS/NC
0%	15%	54%	8%	8%	23%	8%
6%	0%	45%	9%	33%	12%	0%
3%	13%	33%	23%	28%	5%	10%
3%	13%	26%	6%	32%	19%	16%
7%	4%	43%	17%	24%	13%	2%
2%	10%	37%	12%	24%	14%	14%
0%	33%	11%	0%	67%	11%	11%
0%	0%	0%	0%	100%	0%	0%
0%	7%	50%	7%	21%	14%	7%
9%	6%	31%	20%	31%	14%	3%
4%	4%	40%	12%	28%	12%	8%
0%	17%	36%	10%	29%	12%	14%
0%	8%	17%	25%	33%	17%	8%
11%	4%	37%	11%	33%	15%	4%
2%	7%	41%	7%	30%	13%	9%
0%	22%	39%	22%	17%	9%	13%
0%	0%	0%	0%	0%	0%	0%
0%	0%	0%	0%	0%	0%	0%
0%	12%	41%	12%	28%	8%	11%
12%	3%	27%	15%	30%	24%	3%
0%	0%	0%	0%	0%	0%	0%
3%	8%	44%	10%	23%	8%	15%
2%	12%	34%	16%	34%	14%	2%
11%	5%	32%	11%	21%	21%	16%
7%	11%	37%	26%	22%	15%	0%
2%	10%	41%	5%	32%	12%	10%
3%	8%	33%	14%	28%	14%	11%
0%	8%	33%	8%	33%	8%	17%
17%	0%	9%	30%	22%	30%	9%
0%	10%	49%	7%	28%	6%	10%
0%	30%	0%	20%	50%	30%	0%
5%	5%	16%	30%	30%	19%	5%
3%	8%	50%	5%	26%	8%	11%
0%	60%	0%	0%	60%	40%	0%
7%	7%	14%	38%	24%	17%	7%

2%	9%	47%	5%	27%	11%	10%
0%	50%	0%	0%	75%	25%	0%
10%	0%	30%	40%	10%	10%	10%
8%	0%	25%	25%	17%	33%	0%
0%	0%	25%	13%	50%	13%	0%
0%	15%	26%	15%	37%	19%	4%
17%	0%	33%	42%	8%	8%	8%
1%	10%	38%	9%	31%	12%	9%
0%	33%	0%	33%	33%	33%	0%
12%	4%	16%	24%	36%	20%	4%
0%	0%	67%	0%	33%	0%	0%
3%	13%	13%	18%	37%	21%	11%
0%	9%	67%	2%	16%	2%	12%
0%	25%	25%	25%	25%	25%	0%
7%	7%	13%	24%	35%	26%	2%
0%	29%	71%	0%	0%	14%	14%
3%	8%	40%	10%	38%	5%	8%
0%	10%	75%	0%	5%	0%	20%
0%	33%	33%	0%	33%	0%	33%
7%	0%	7%	27%	27%	33%	7%
0%	8%	38%	21%	29%	8%	4%
6%	19%	22%	16%	28%	19%	16%
2%	7%	58%	2%	28%	5%	7%
0%	0%	0%	0%	100%	0%	0%
0%	0%	68%	0%	21%	0%	11%
0%	14%	14%	29%	50%	0%	7%
2%	10%	41%	12%	29%	12%	6%
16%	5%	11%	21%	26%	37%	5%
0%	20%	40%	7%	20%	13%	20%
0%	5%	59%	3%	26%	3%	8%
0%	0%	13%	63%	0%	25%	0%
3%	17%	10%	21%	45%	21%	3%
27%	0%	9%	9%	36%	36%	9%
0%	43%	29%	14%	0%	14%	43%
0%	2%	58%	3%	32%	2%	6%
0%	0%	0%	20%	0%	60%	20%
4%	8%	16%	32%	32%	20%	0%
38%	13%	0%	38%	13%	38%	13%
0%	58%	8%	8%	25%	25%	33%

0%	5%	60%	5%	28%	5%	2%
11%	0%	0%	44%	33%	22%	0%
3%	11%	22%	16%	27%	24%	11%
50%	0%	0%	25%	25%	25%	25%
0%	44%	11%	11%	33%	0%	44%
0%	3%	53%	6%	29%	7%	6%
20%	0%	0%	20%	20%	60%	0%
10%	5%	5%	38%	38%	14%	5%
0%	0%	0%	50%	0%	25%	25%
6%	50%	31%	0%	25%	19%	25%
0%	0%	65%	2%	28%	0%	5%
8%	8%	0%	50%	25%	25%	0%
0%	15%	27%	15%	37%	12%	10%
25%	8%	17%	17%	0%	58%	8%
0%	38%	25%	0%	38%	0%	38%
0%	5%	52%	12%	26%	5%	6%
25%	25%	0%	0%	25%	75%	0%
6%	6%	6%	22%	33%	39%	0%
33%	0%	0%	67%	0%	0%	33%
4%	23%	31%	8%	35%	8%	19%
2%	5%	67%	5%	16%	5%	7%
0%	0%	0%	30%	50%	20%	0%
4%	7%	24%	16%	40%	13%	7%
14%	14%	0%	29%	14%	57%	0%
0%	45%	27%	9%	18%	9%	36%
0%	5%	68%	3%	17%	5%	7%
0%	0%	9%	55%	18%	18%	0%
10%	10%	0%	19%	52%	23%	6%
20%	0%	0%	20%	40%	20%	20%
0%	50%	20%	0%	30%	20%	30%
0%	0%	69%	3%	22%	2%	3%
0%	0%	8%	46%	15%	31%	0%
0%	0%	3%	21%	48%	14%	14%
100%	0%	0%	25%	0%	75%	0%
0%	100%	0%	0%	36%	27%	36%
0%	0%	100%	0%	0%	0%	0%
7%	0%	0%	100%	0%	0%	0%
0%	12%	0%	0%	100%	0%	0%
20%	20%	0%	0%	0%	100%	0%

0%	40%	0%	0%	0%	0%	100%
7%	2%	10%	27%	34%	27%	2%
0%	8%	83%	0%	8%	0%	8%
2%	14%	41%	8%	35%	6%	10%
0%	15%	69%	0%	8%	0%	23%
0%	0%	0%	0%	0%	100%	0%
0%	6%	59%	6%	30%	0%	6%
33%	0%	0%	33%	17%	50%	0%
6%	9%	6%	17%	34%	31%	11%
0%	0%	50%	50%	0%	0%	0%
0%	33%	40%	7%	27%	7%	20%

271	272	273	274	275	281	282
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Sus puntos de vista u opiniones son tenidos en cuenta

Percib

Poco	Mucho	A veces	Siempre	NS/NC	Poco	Mucho
31%	8%	54%	8%	0%	46%	0%
36%	9%	39%	12%	3%	55%	9%
28%	10%	46%	15%	0%	46%	3%
45%	13%	35%	6%	0%	39%	6%
37%	13%	39%	9%	2%	54%	7%
32%	10%	44%	14%	0%	44%	5%
44%	0%	44%	11%	0%	33%	0%
50%	0%	50%	0%	0%	0%	0%
29%	7%	57%	7%	0%	50%	0%
40%	3%	46%	11%	0%	46%	6%
48%	16%	20%	16%	0%	48%	4%
26%	14%	48%	10%	2%	45%	7%
75%	0%	17%	8%	0%	25%	0%
37%	4%	52%	7%	0%	44%	4%
33%	15%	39%	11%	2%	54%	7%
17%	13%	52%	17%	0%	43%	4%
0%	0%	0%	0%	0%	0%	0%
0%	0%	0%	0%	0%	0%	0%
24%	12%	51%	12%	1%	53%	2%
64%	6%	21%	9%	0%	30%	12%
0%	0%	0%	0%	0%	0%	0%
31%	15%	44%	10%	0%	56%	0%
33%	9%	47%	10%	2%	41%	5%
53%	5%	26%	16%	0%	42%	16%
33%	11%	41%	15%	0%	41%	11%
34%	15%	39%	12%	0%	51%	2%
36%	8%	42%	11%	3%	47%	6%
42%	0%	58%	0%	0%	42%	0%
70%	0%	26%	0%	4%	4%	22%
23%	14%	47%	16%	0%	63%	0%
60%	0%	40%	0%	0%	10%	10%
57%	0%	38%	3%	3%	22%	11%
24%	16%	43%	16%	0%	61%	3%
40%	0%	60%	0%	0%	20%	0%
59%	0%	41%	0%	0%	21%	10%

27%	15%	42%	15%	1%	57%	4%
50%	0%	50%	0%	0%	0%	0%
70%	10%	20%	0%	0%	30%	10%
58%	8%	17%	8%	8%	17%	25%
75%	0%	25%	0%	0%	25%	0%
30%	4%	56%	11%	0%	41%	4%
67%	8%	17%	8%	0%	25%	17%
30%	12%	45%	11%	1%	52%	3%
67%	0%	33%	0%	0%	0%	33%
84%	0%	16%	0%	0%	8%	16%
0%	33%	67%	0%	0%	83%	0%
37%	8%	47%	8%	0%	37%	3%
12%	16%	51%	21%	0%	72%	0%
25%	0%	25%	25%	25%	50%	25%
76%	2%	20%	0%	2%	15%	11%
0%	86%	14%	0%	0%	71%	0%
10%	5%	73%	13%	0%	60%	3%
10%	10%	45%	35%	0%	80%	0%
0%	33%	33%	33%	0%	67%	0%
73%	0%	20%	7%	0%	13%	20%
25%	25%	50%	0%	0%	67%	0%
47%	0%	47%	3%	3%	19%	9%
21%	9%	44%	26%	0%	65%	0%
0%	100%	0%	0%	0%	100%	0%
11%	26%	47%	16%	0%	89%	0%
36%	7%	57%	0%	0%	36%	0%
43%	6%	37%	14%	0%	45%	4%
58%	0%	32%	5%	5%	11%	21%
13%	20%	53%	13%	0%	53%	0%
18%	18%	49%	13%	2%	75%	2%
63%	0%	38%	0%	0%	13%	0%
55%	3%	38%	3%	0%	21%	10%
73%	0%	18%	9%	0%	0%	18%
14%	0%	43%	43%	0%	14%	0%
23%	17%	47%	14%	0%	67%	2%
80%	0%	20%	0%	0%	0%	0%
60%	4%	32%	0%	4%	28%	8%
50%	0%	38%	13%	0%	0%	38%
25%	0%	50%	25%	0%	25%	0%

25%	18%	46%	12%	0%	74%	0%
78%	0%	11%	0%	11%	0%	44%
43%	3%	46%	8%	0%	27%	3%
50%	0%	25%	25%	0%	0%	25%
22%	11%	44%	22%	0%	22%	0%
27%	13%	46%	13%	1%	67%	1%
80%	0%	20%	0%	0%	0%	80%
67%	0%	33%	0%	0%	19%	5%
50%	0%	25%	25%	0%	0%	0%
13%	19%	50%	19%	0%	19%	0%
14%	14%	53%	19%	0%	77%	0%
83%	0%	17%	0%	0%	8%	8%
44%	10%	44%	2%	0%	37%	5%
50%	8%	25%	8%	8%	17%	25%
13%	13%	38%	38%	0%	38%	0%
26%	14%	52%	9%	0%	68%	2%
50%	0%	50%	0%	0%	0%	50%
72%	0%	22%	0%	6%	6%	11%
67%	0%	0%	33%	0%	0%	33%
31%	12%	35%	23%	0%	31%	0%
19%	16%	51%	14%	0%	63%	0%
60%	0%	40%	0%	0%	30%	10%
44%	9%	38%	7%	2%	44%	9%
86%	0%	14%	0%	0%	0%	14%
9%	9%	45%	36%	0%	36%	0%
15%	17%	53%	15%	0%	71%	0%
82%	0%	18%	0%	0%	27%	9%
55%	3%	39%	3%	0%	19%	13%
80%	0%	0%	20%	0%	0%	0%
20%	10%	40%	20%	10%	30%	10%
14%	17%	53%	17%	0%	76%	0%
85%	0%	15%	0%	0%	8%	8%
62%	3%	28%	3%	3%	17%	10%
75%	0%	25%	0%	0%	0%	50%
9%	9%	64%	18%	0%	27%	0%
9%	23%	47%	21%	0%	74%	0%
73%	0%	27%	0%	0%	20%	13%
42%	3%	52%	3%	0%	48%	3%
73%	0%	20%	0%	7%	0%	20%

10%	10%	50%	30%	0%	30%	0%
100%	0%	0%	0%	0%	17%	10%
0%	100%	0%	0%	0%	75%	0%
0%	0%	100%	0%	0%	59%	2%
0%	0%	0%	100%	0%	69%	0%
0%	0%	0%	0%	100%	0%	100%
13%	17%	54%	17%	0%	100%	0%
67%	0%	17%	0%	17%	0%	100%
63%	0%	34%	3%	0%	0%	0%
50%	0%	50%	0%	0%	0%	0%
33%	20%	27%	20%	0%	0%	0%

283	284	285
e hostilidad hacia Usted		
A veces	Siempre	NS/NC
31%	8%	15%
21%	3%	12%
28%	8%	15%
42%	3%	10%
20%	9%	11%
32%	3%	15%
56%	0%	11%
100%	0%	0%
21%	14%	14%
40%	0%	9%
32%	8%	8%
24%	5%	19%
58%	17%	0%
33%	7%	11%
22%	2%	15%
30%	4%	17%
0%	0%	0%
0%	0%	0%
25%	6%	13%
42%	3%	12%
0%	0%	0%
26%	3%	15%
31%	9%	14%
37%	0%	5%
33%	11%	4%
22%	2%	22%
28%	6%	14%
58%	0%	0%
48%	9%	17%
23%	2%	12%
50%	20%	10%
46%	11%	11%
22%	3%	12%
40%	0%	40%
48%	10%	10%

23%	4%	12%	
50%	0%	50%	
30%	30%	0%	
42%	0%	17%	
63%	0%	13%	
33%	4%	19%	
25%	33%	0%	
28%	2%	15%	
67%	0%	0%	
48%	16%	12%	
0%	0%	17%	
47%	0%	13%	
12%	5%	12%	
0%	0%	25%	
54%	9%	11%	
14%	0%	14%	
20%	3%	15%	
0%	5%	15%	
33%	0%	0%	
60%	7%	0%	
17%	4%	13%	
44%	9%	19%	
19%	2%	14%	
0%	0%	0%	
5%	0%	5%	
43%	7%	14%	
31%	6%	14%	
47%	11%	11%	
27%	0%	20%	
10%	3%	10%	
38%	38%	13%	
59%	0%	10%	
73%	9%	0%	
14%	0%	71%	
17%	3%	12%	
80%	20%	0%	
44%	12%	8%	
63%	0%	0%	
33%	0%	42%	

16%	5%	5%
44%	11%	0%
49%	5%	16%
75%	0%	0%
11%	0%	67%
20%	4%	7%
20%	0%	0%
62%	10%	5%
75%	25%	0%
25%	0%	56%
14%	5%	5%
50%	25%	8%
37%	2%	20%
50%	0%	8%
25%	0%	38%
20%	6%	5%
50%	0%	0%
78%	6%	0%
33%	33%	0%
19%	4%	46%
23%	5%	9%
40%	10%	10%
29%	7%	11%
71%	0%	14%
27%	0%	36%
10%	5%	14%
36%	18%	9%
61%	0%	6%
80%	20%	0%
20%	0%	40%
7%	5%	12%
54%	23%	8%
66%	0%	7%
50%	0%	0%
27%	0%	45%
5%	7%	14%
40%	20%	7%
36%	0%	12%
73%	0%	7%

40%	0%	30%	
54%	7%	12%	
0%	0%	25%	
24%	6%	8%	
8%	0%	23%	
0%	0%	0%	
0%	0%	0%	
0%	0%	0%	
100%	0%	0%	
0%	100%	0%	
0%	0%	100%	

Gráfico 3. Estado Civil según grupo de

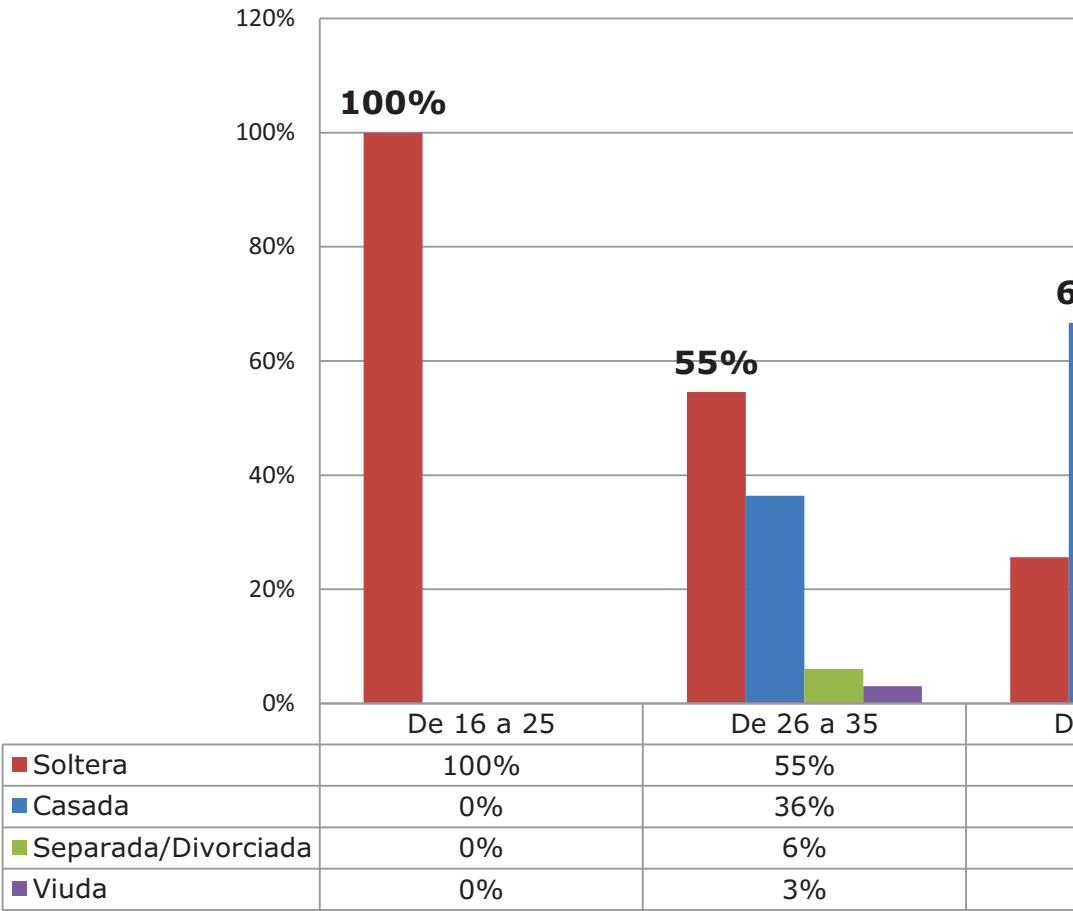


Gráfico 1. Edad

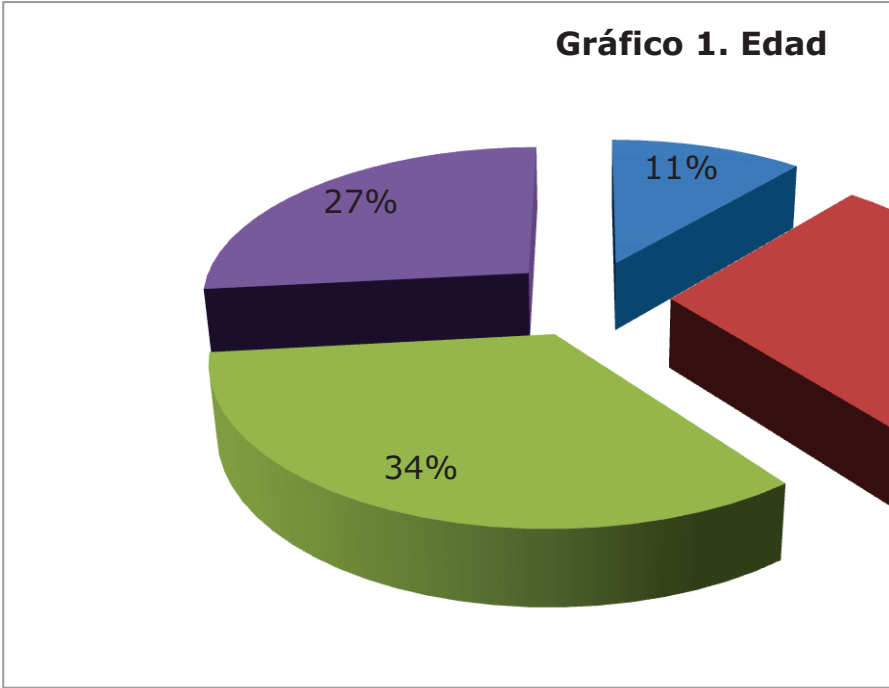


Gráfico 2. Estado Civil

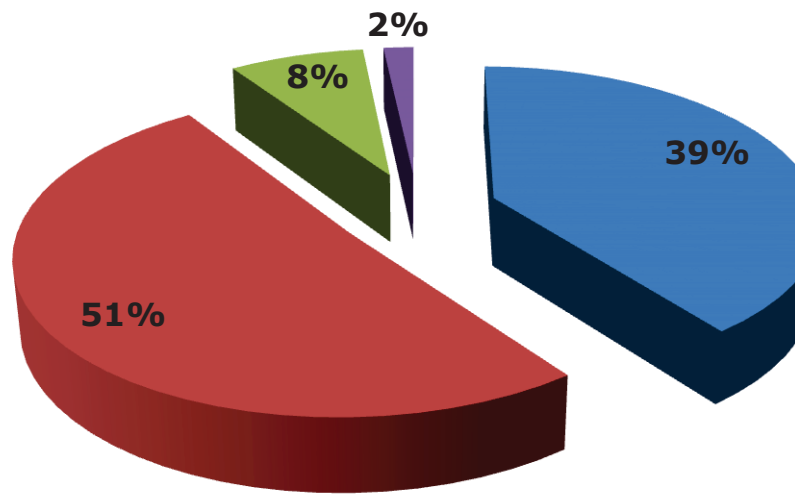
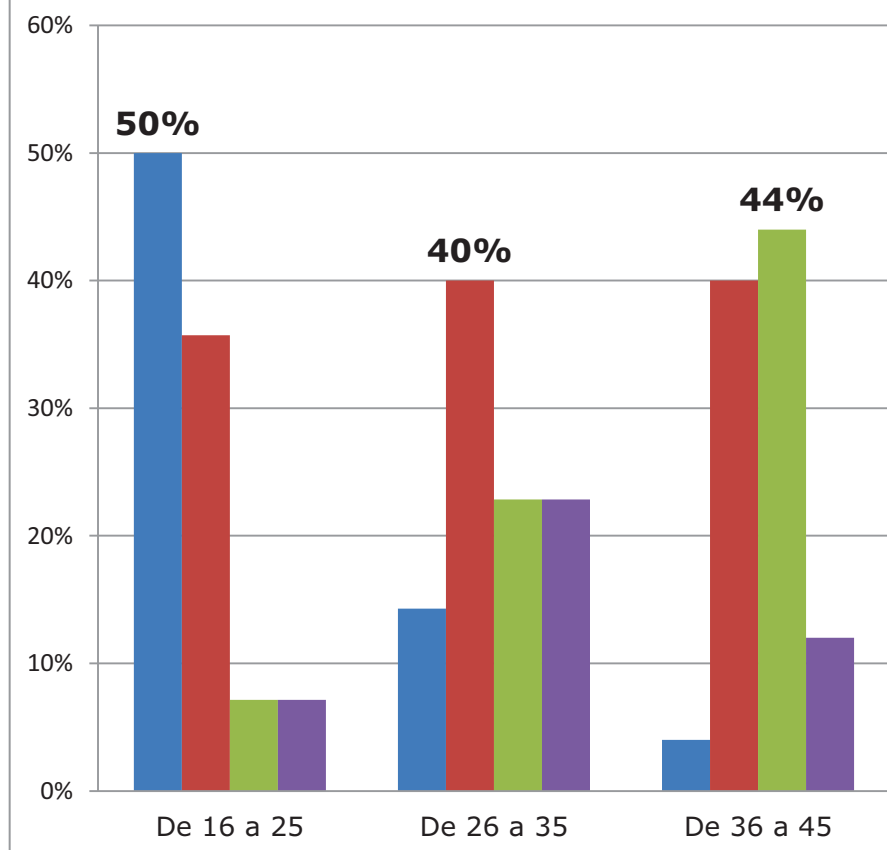
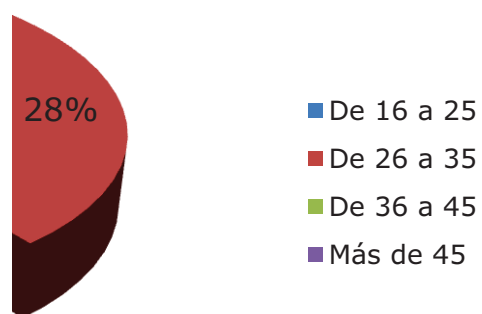
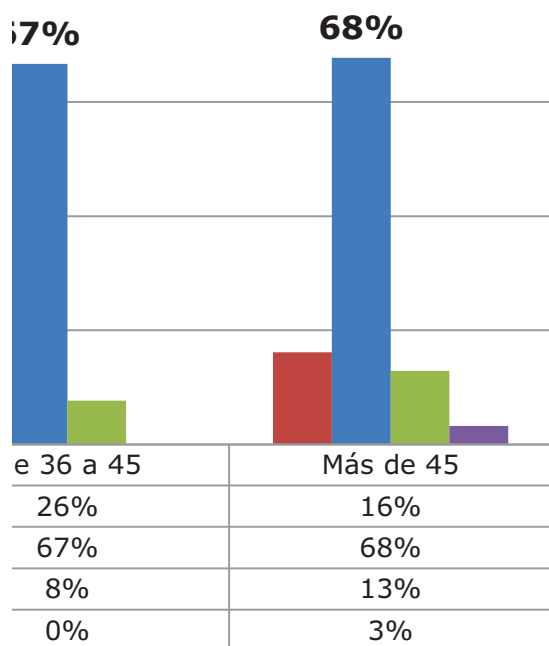


Gráfico 16. Edad y antiq



Edades





- Soltera
- Casada
- Separada/Divorciada
- Viuda

güedad

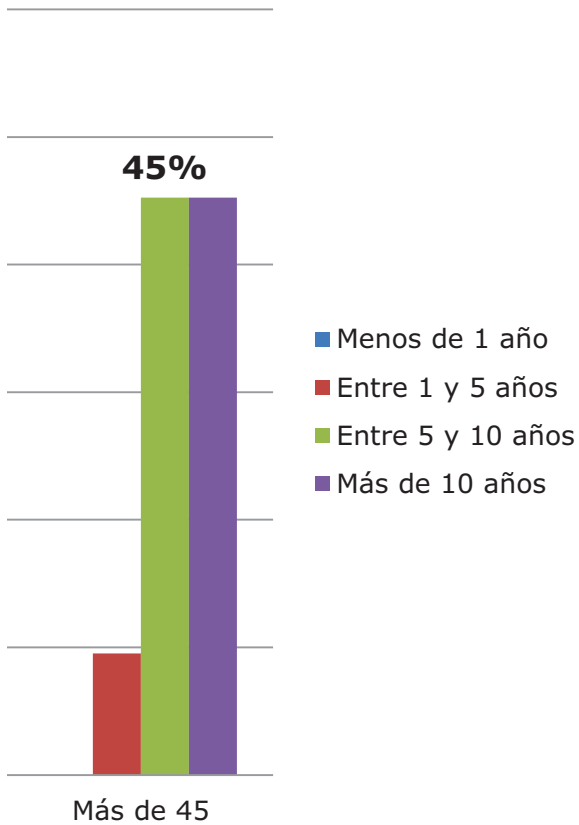


Gráfico 4. Antigüedad

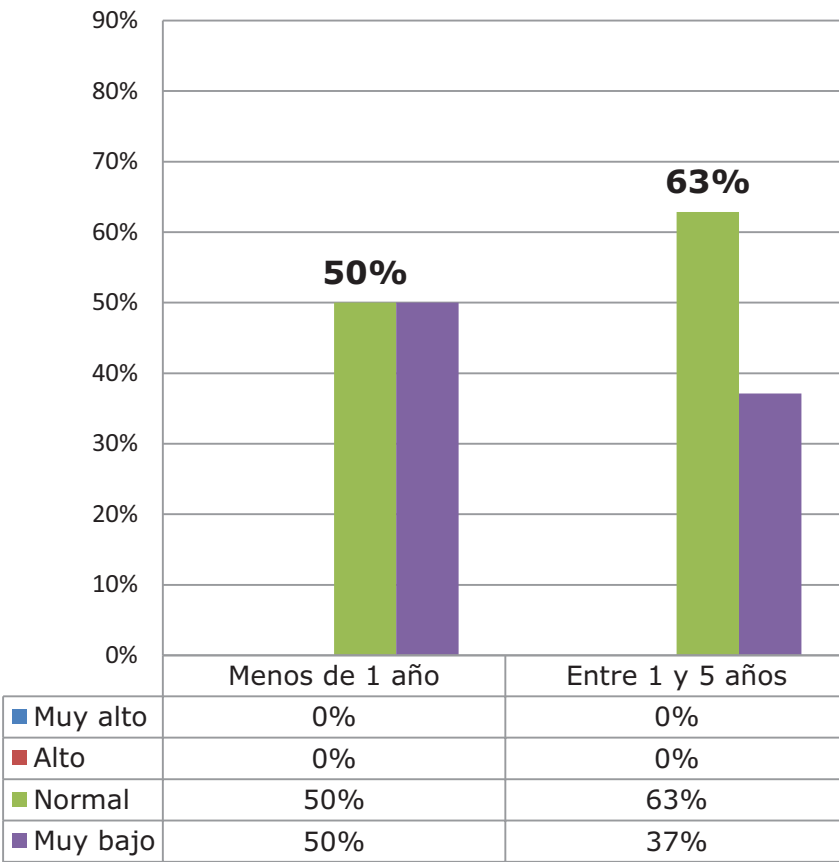
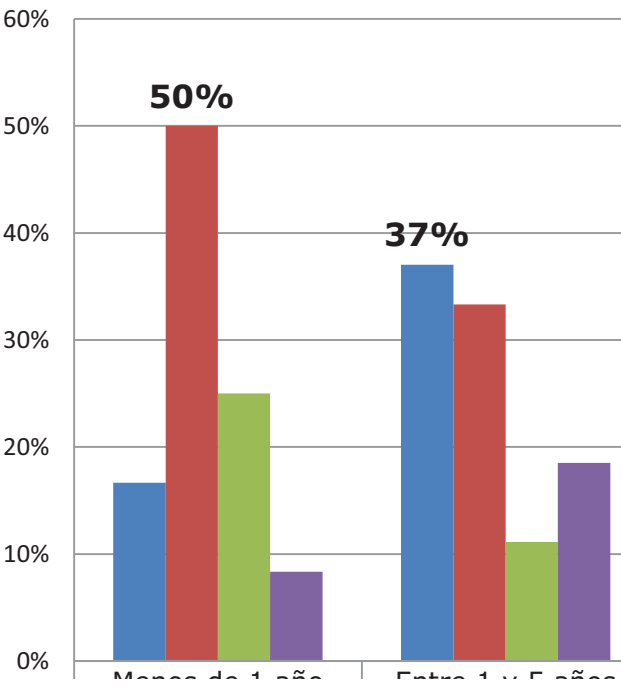
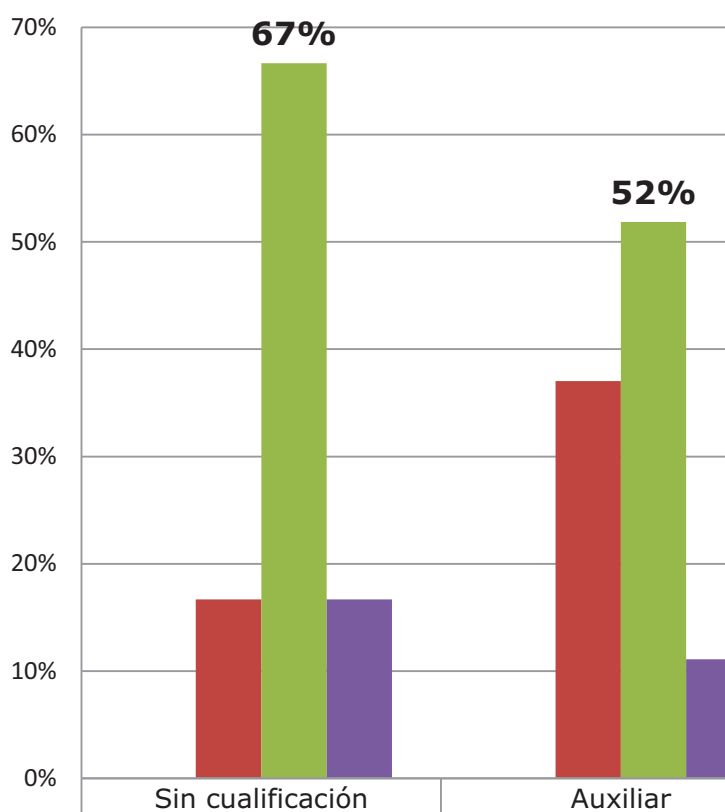


Gráfico 5. Antigüedad y Categ



	Menos de 1 año	Entre 1 y 5 años
■ Sin cualificación	17%	37%
■ Auxiliar	50%	33%
■ Oficial	25%	11%
■ Mando Intermedio	8%	19%

Gráfico 6. Evaluación del salario según



	Alto	Adecuado	Bajo	Muy bajo
Sin cualificación	0%	17%	67%	17%
Auxiliar	0%	37%	52%	11%

Gráfico 7. Ha visto promocionar en su con el

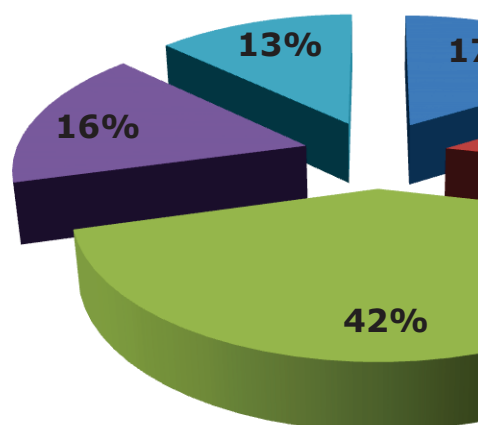
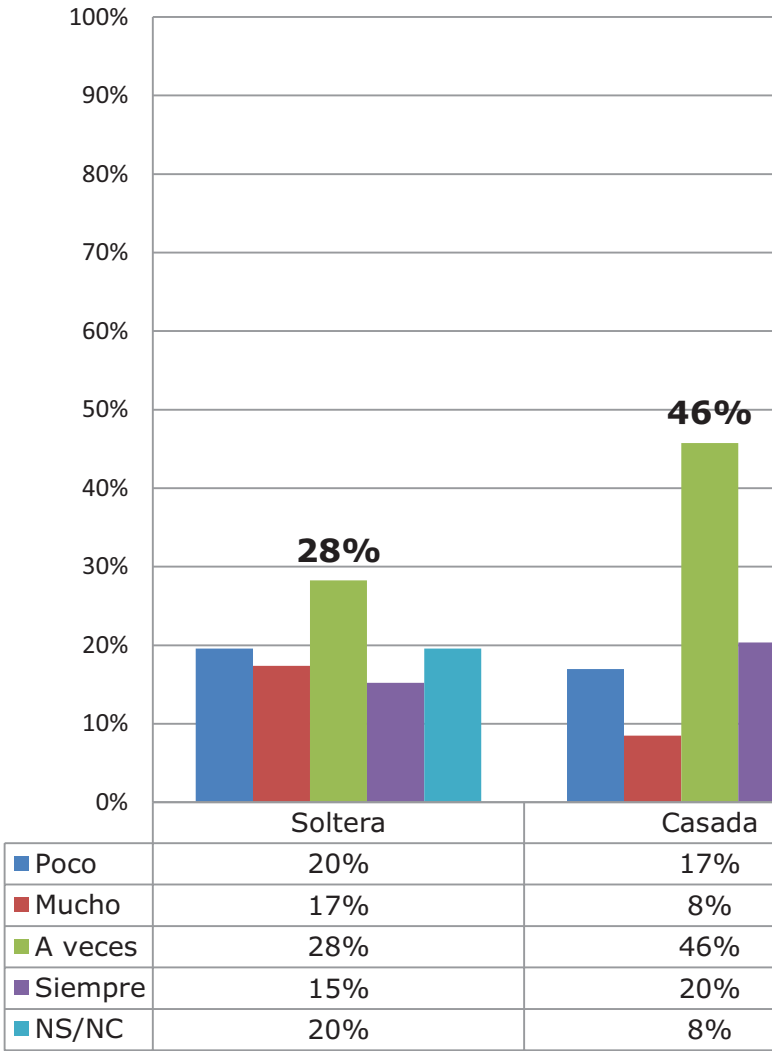
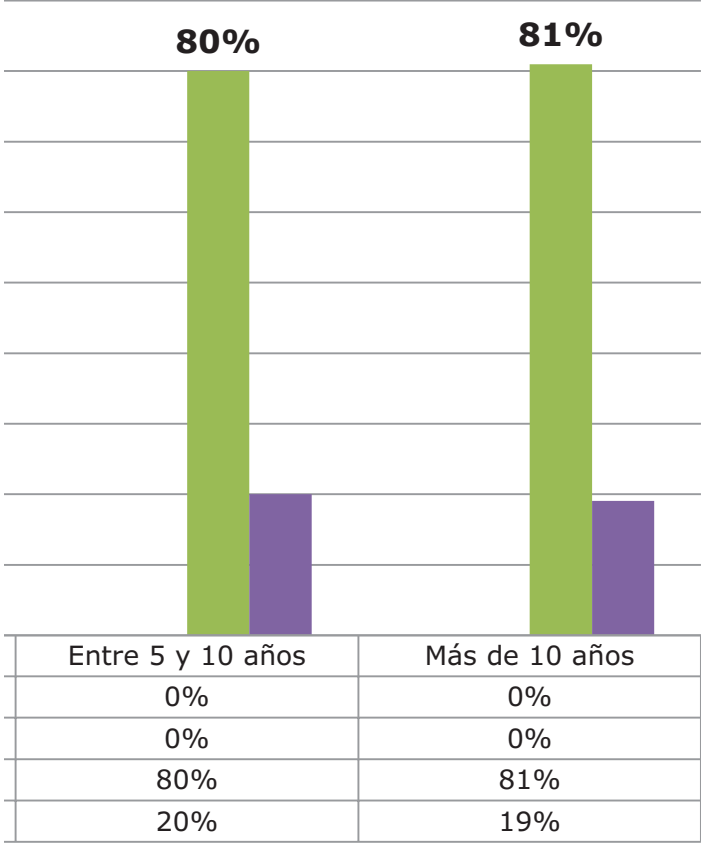


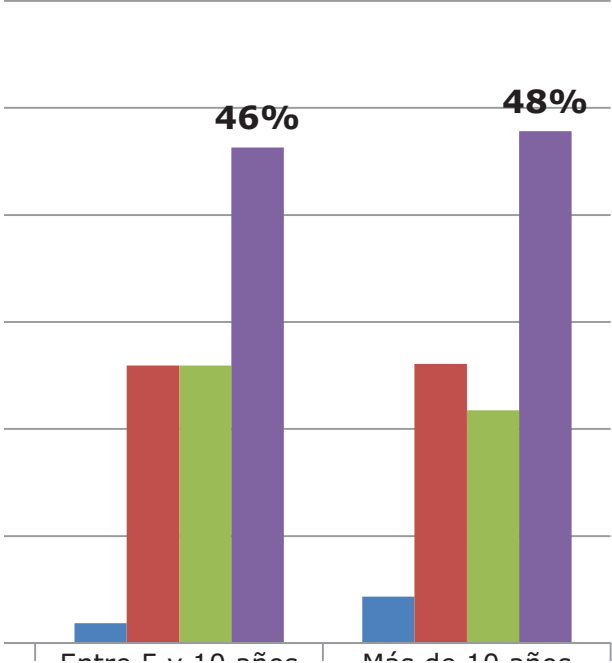
Gráfico 8. Pron



ad y Salario

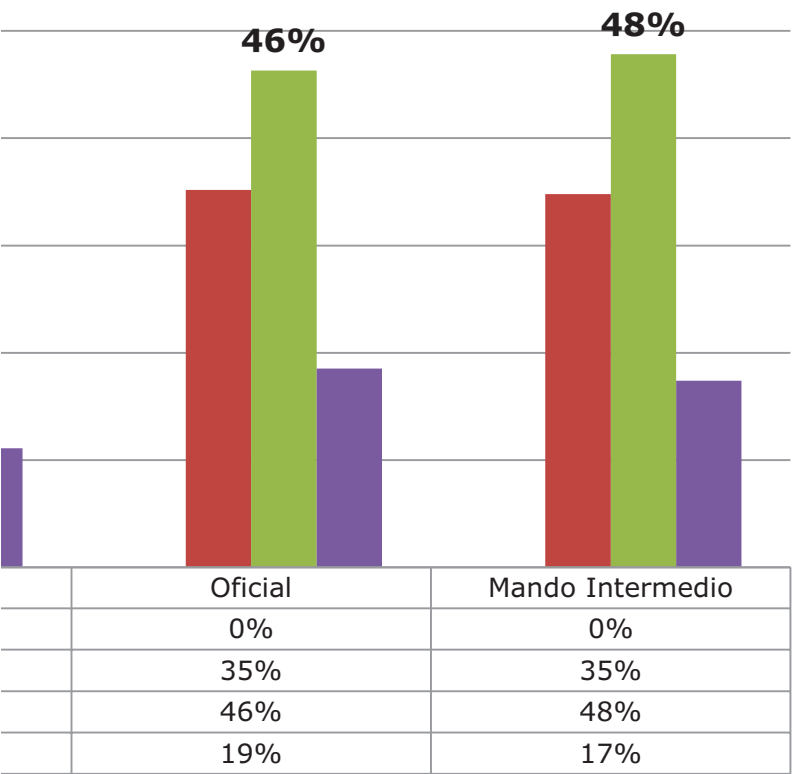


jería Profesional



	Entre 5 y 10 años	Mas de 10 años
	2%	4%
	26%	26%
	26%	22%
	46%	48%

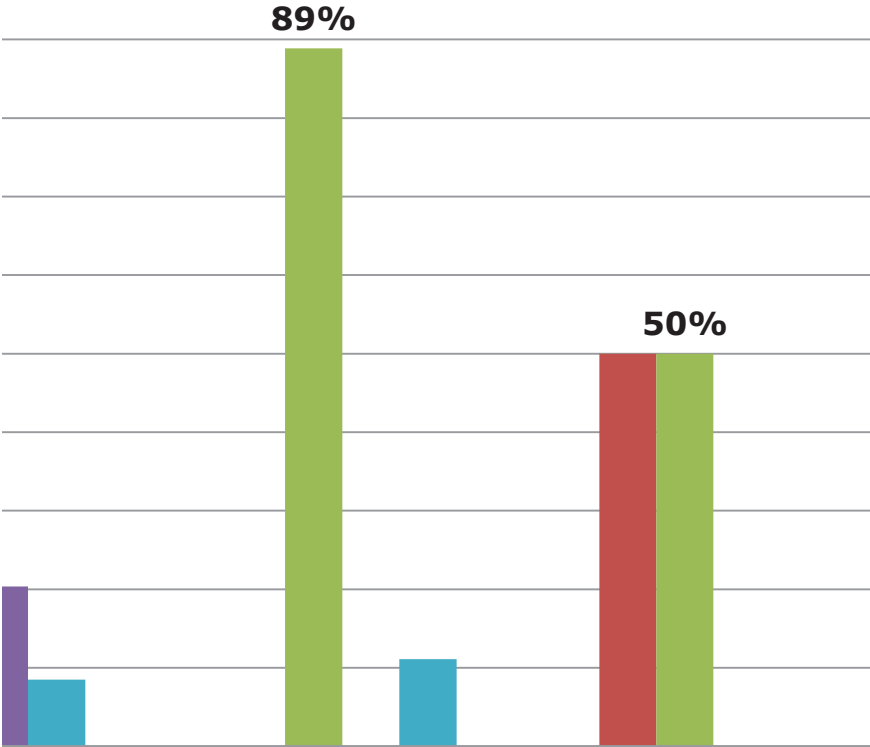
n obligaciones y responsabilidades



¿Le recomendaría a alguien por su amistad al jefe



Relación y estado civil



	Separada/Divorciada	Viuda
	0%	0%
	0%	50%
	89%	50%
	0%	0%
	11%	0%

Gráfico 9. Hay alguna limitación que le impida...

■ Situación familiar ■ Situación económica

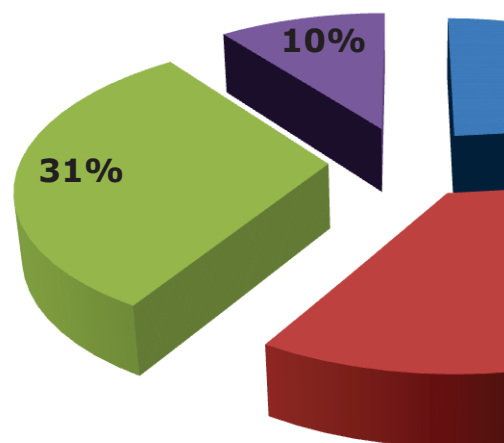
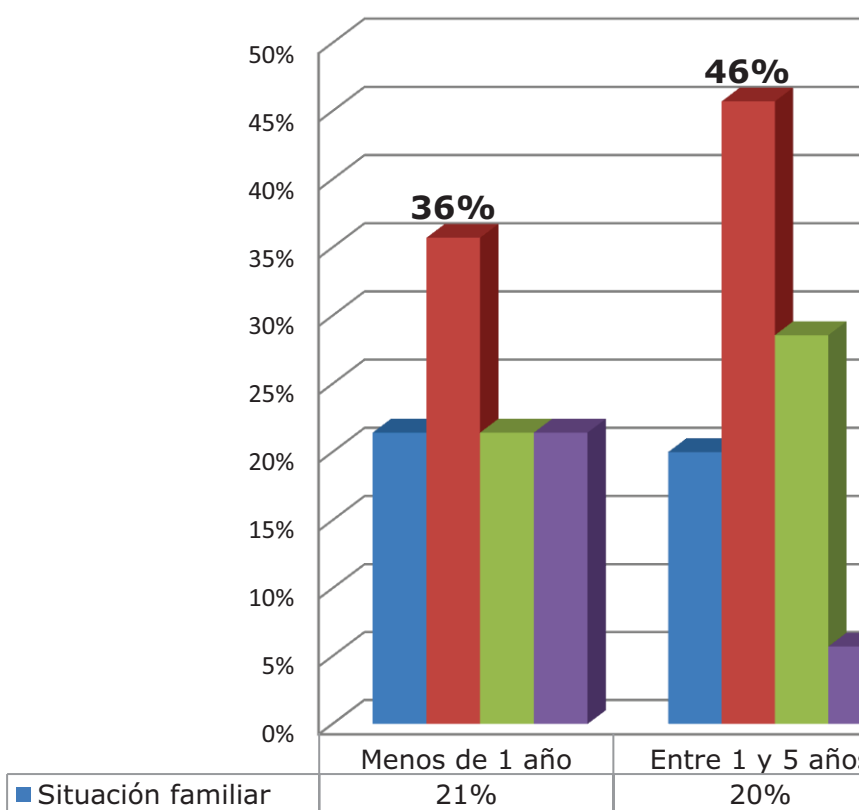


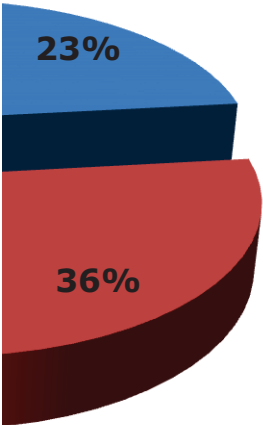
Gráfico 10. Antigüedad y línea de tiempo



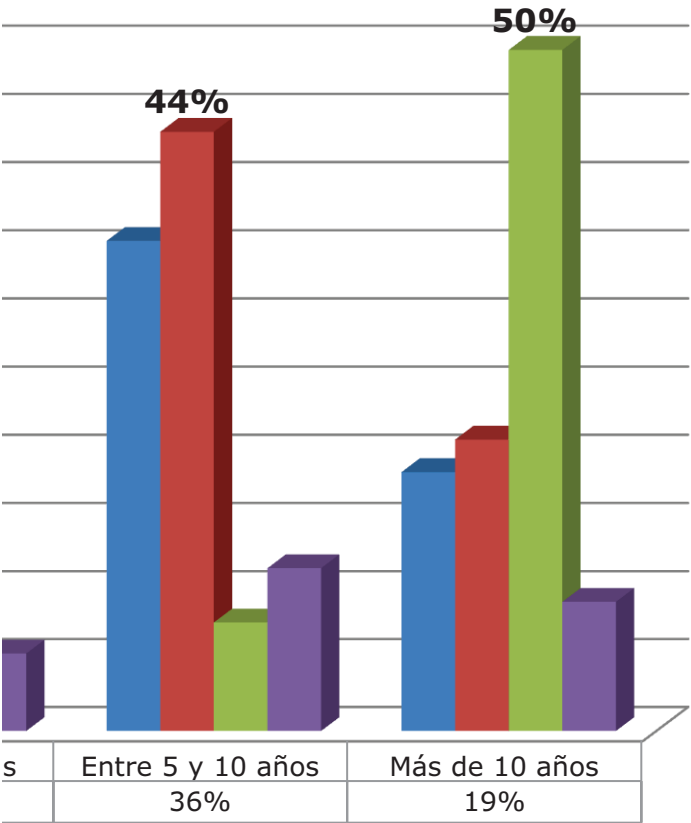
■ Situación económica	36%	46%
■ Edad	21%	29%
■ Formación	21%	6%

impida cambiar de empresa

ca ■ Edad ■ Formación



ntitaci3n al Cambio



	44%	21%
	8%	50%
	12%	10%

Gráfico 13. Cuantas veces motivos

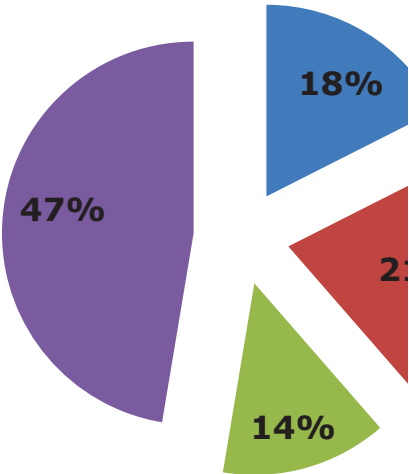


Gráfico 12. Ha necesitado c estas

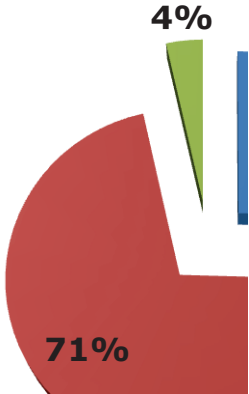
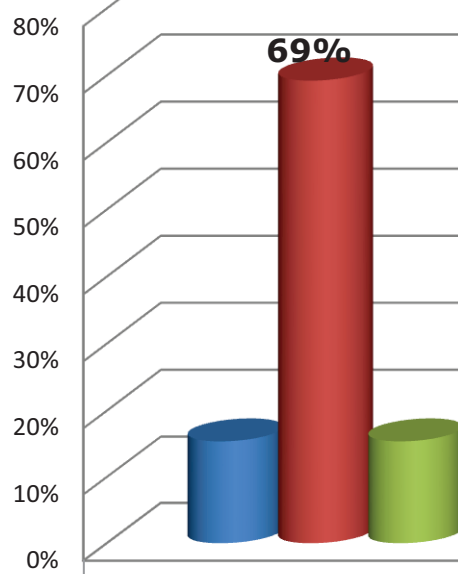
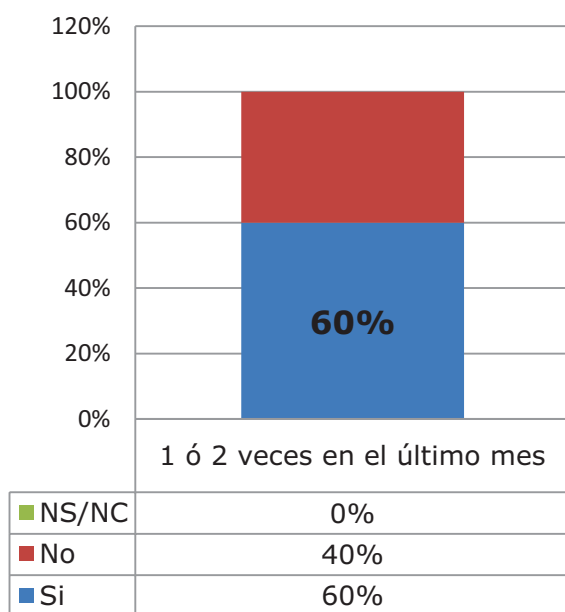


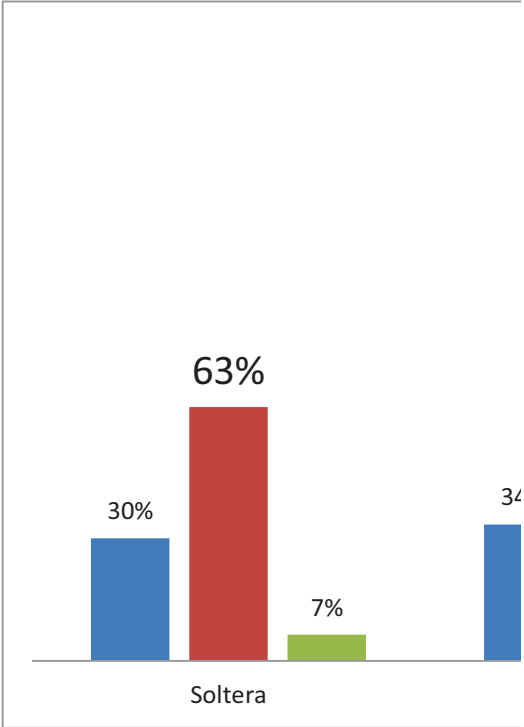


Gráfico 14. Vece



■ Si	15%
■ No	69%

■ NS/NC	15%
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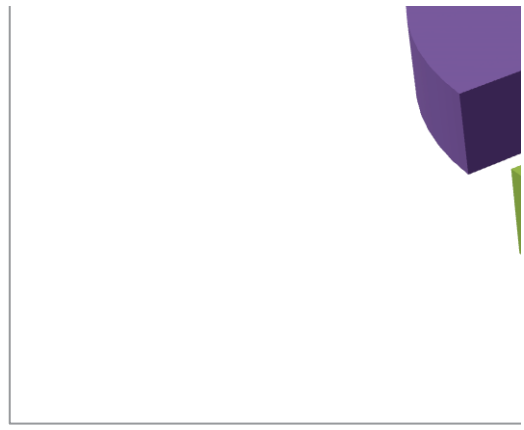
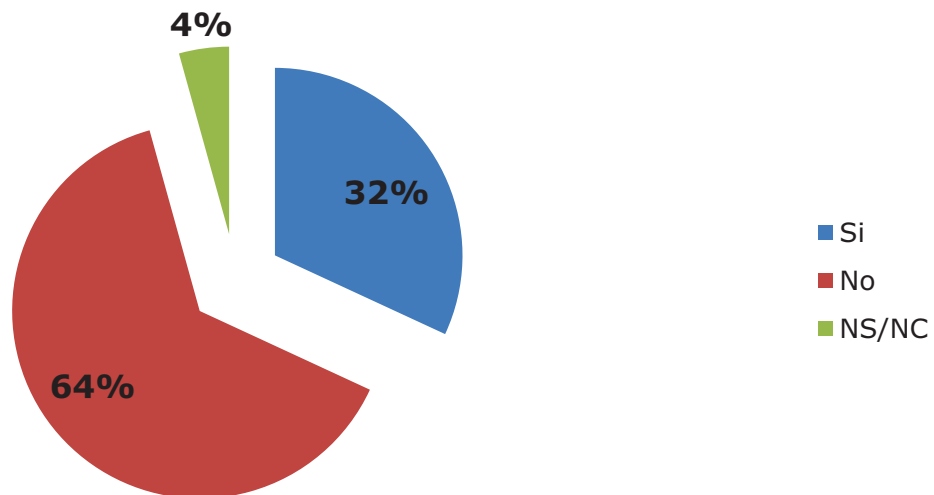
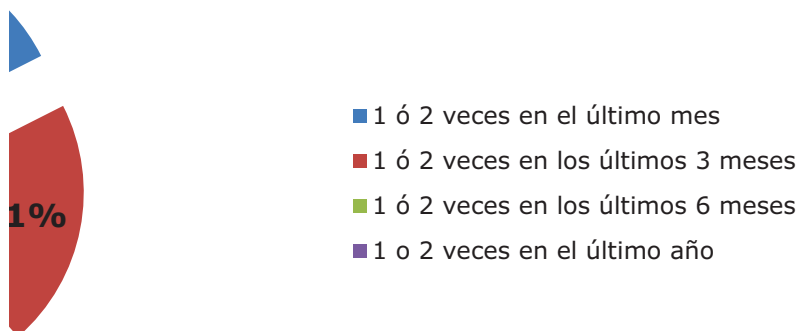


Gráfico 11. Ha acudido al médico por motivos de estrés, insomnio, cansancio, fatiga



¿Cuántas veces ha acudido al médico por estos motivos en el último año?



¿Se le ha prescrito facultativa por estas causas?





Personas que va al médico y diagnostican incapacidad temporal

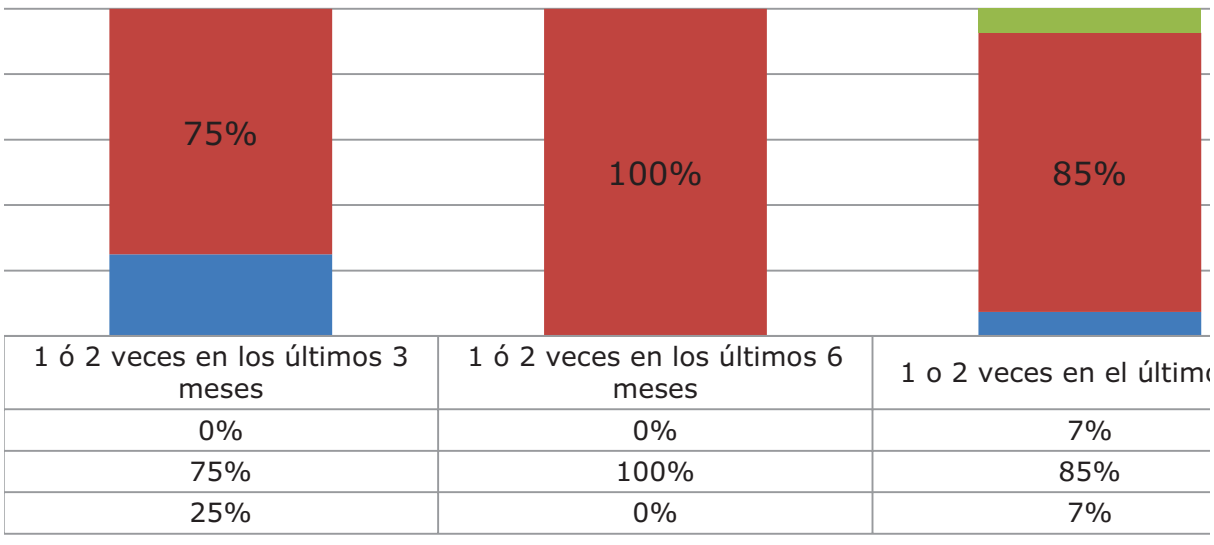
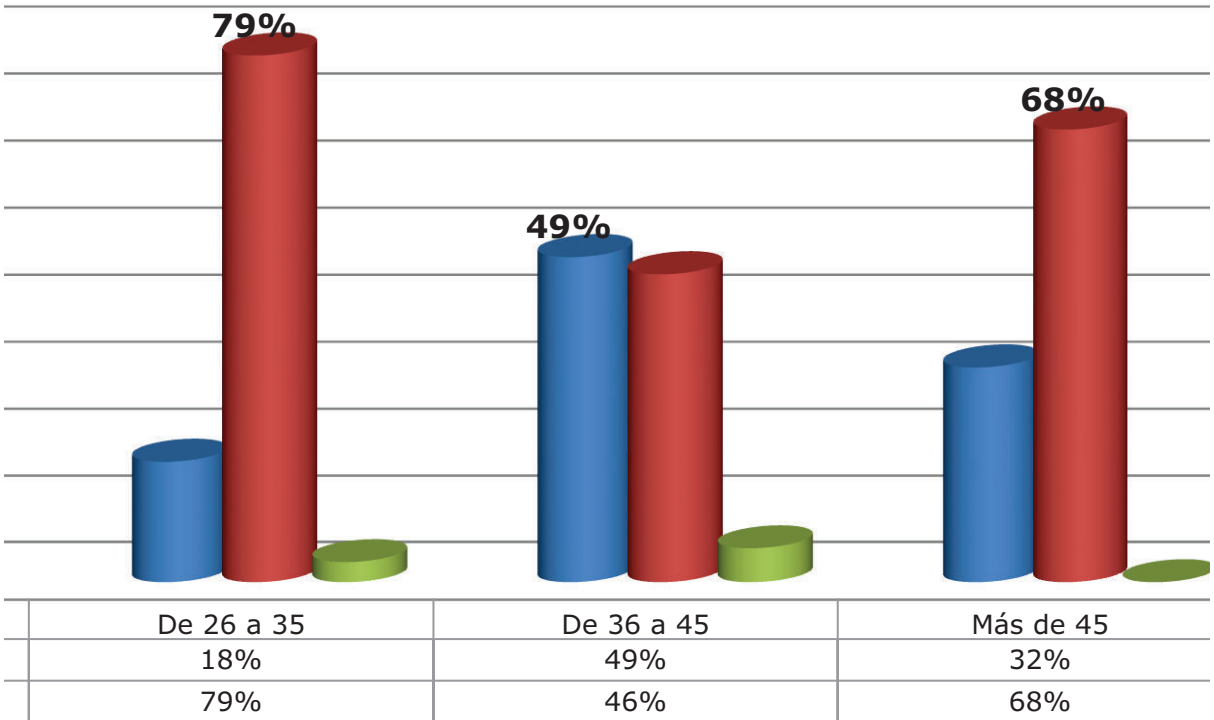
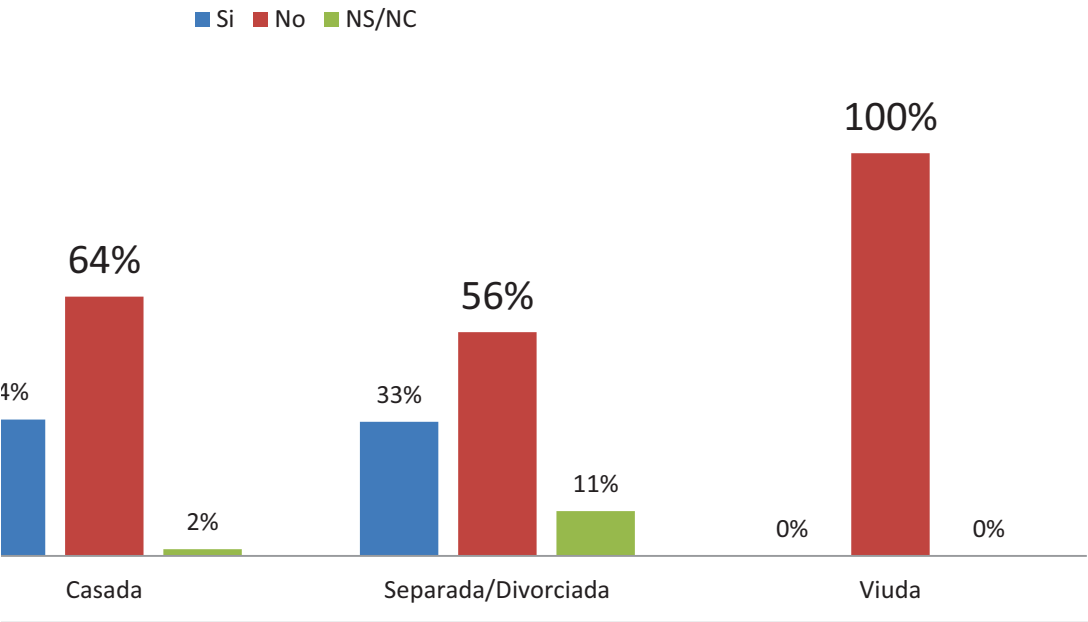


Gráfico 15. Visita al médico (según edad)

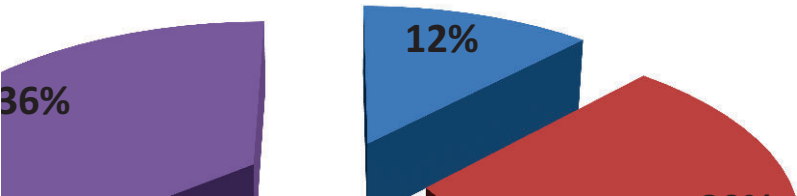


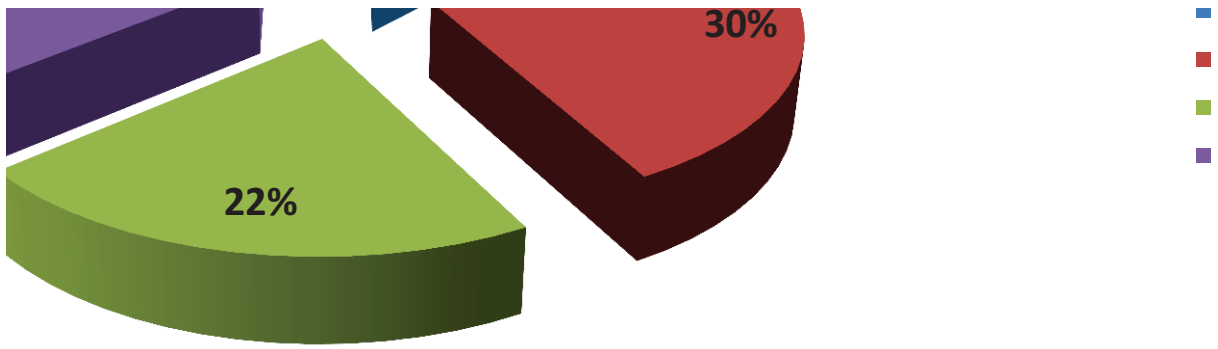
3%	5%	0%
----	----	----

Visitas médico s/ estado civil



Antigüedad





o año



| Menos de 1 año

| Entre 1 y 5 años

| Entre 5 y 10 años

| Más de 10 años

Gráfico 17. Durante la jornada de trabajo percibe intimidad

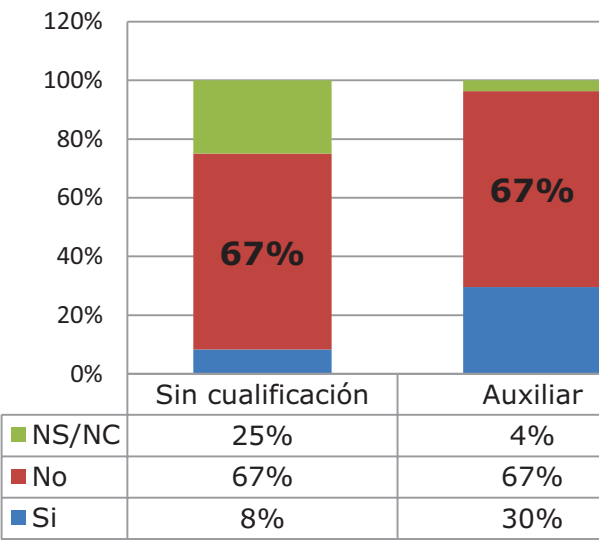


Gráfico 18. Percibe hostilidad

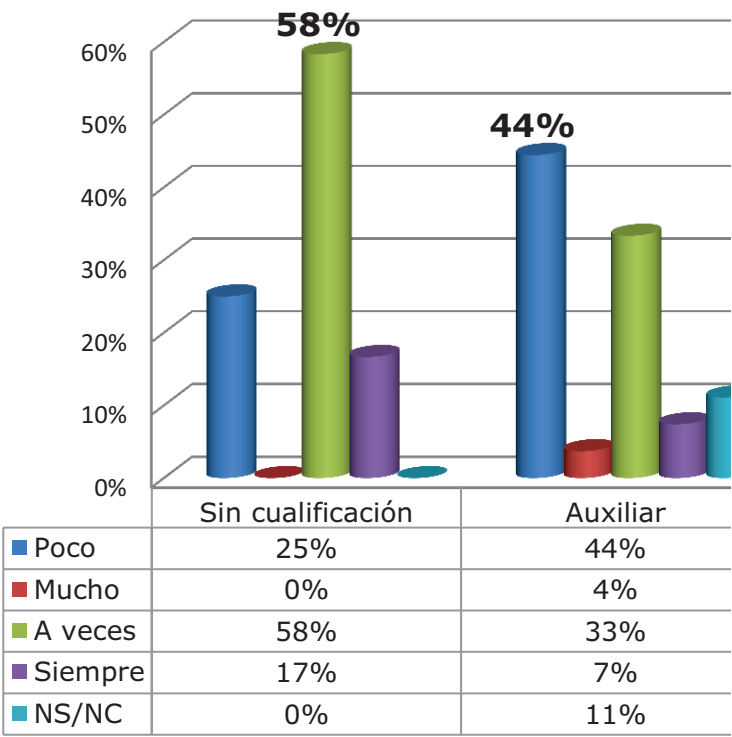
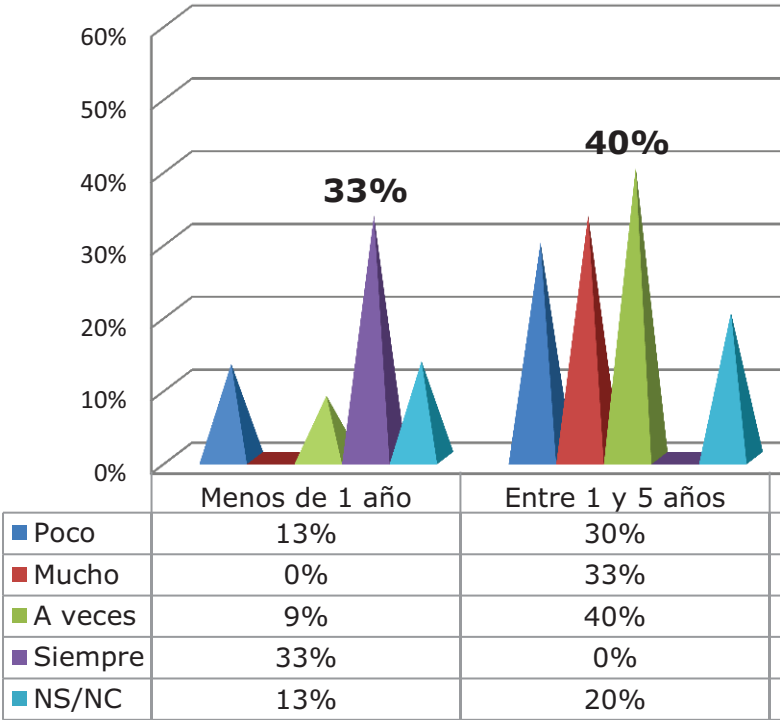
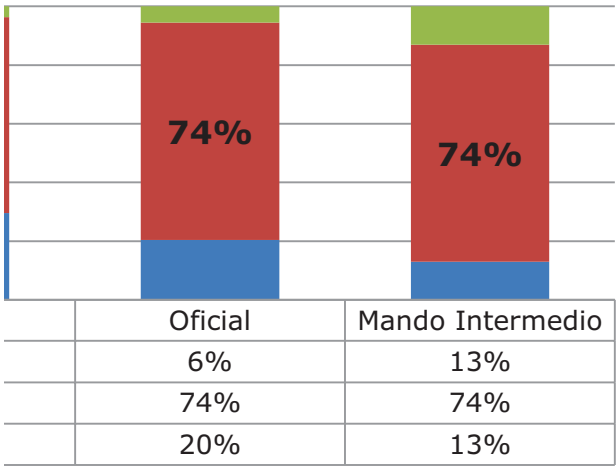


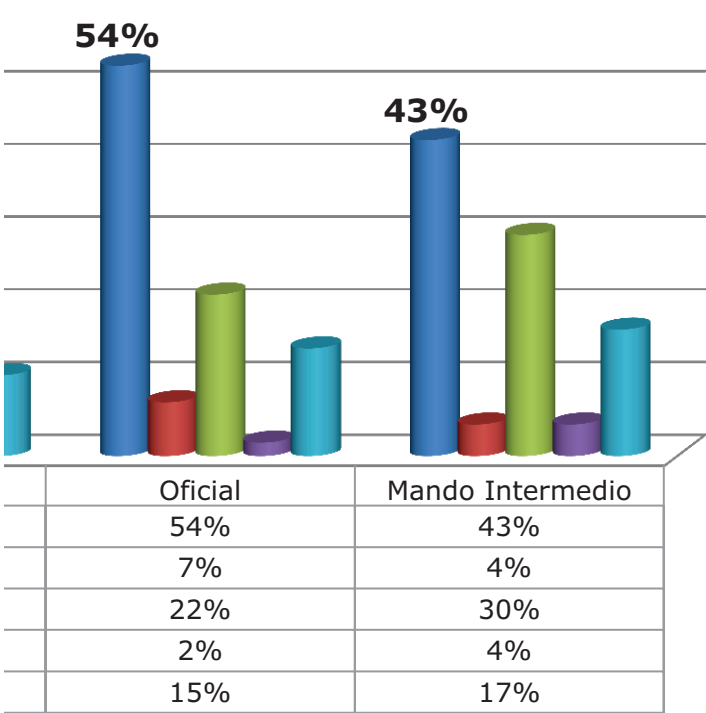
Gráfico 19. Percibe hostilidad ha



ornada laboral se siente
idada



I hacia Usted (s/categoría)



cia Usted (s/antigüedad)

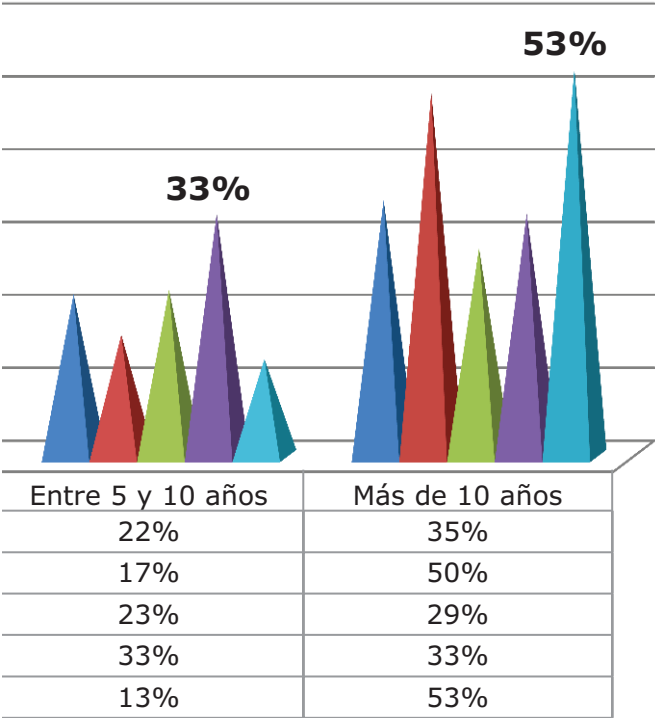


Gráfico 20. Su jefe tiene en cuenta sus opi

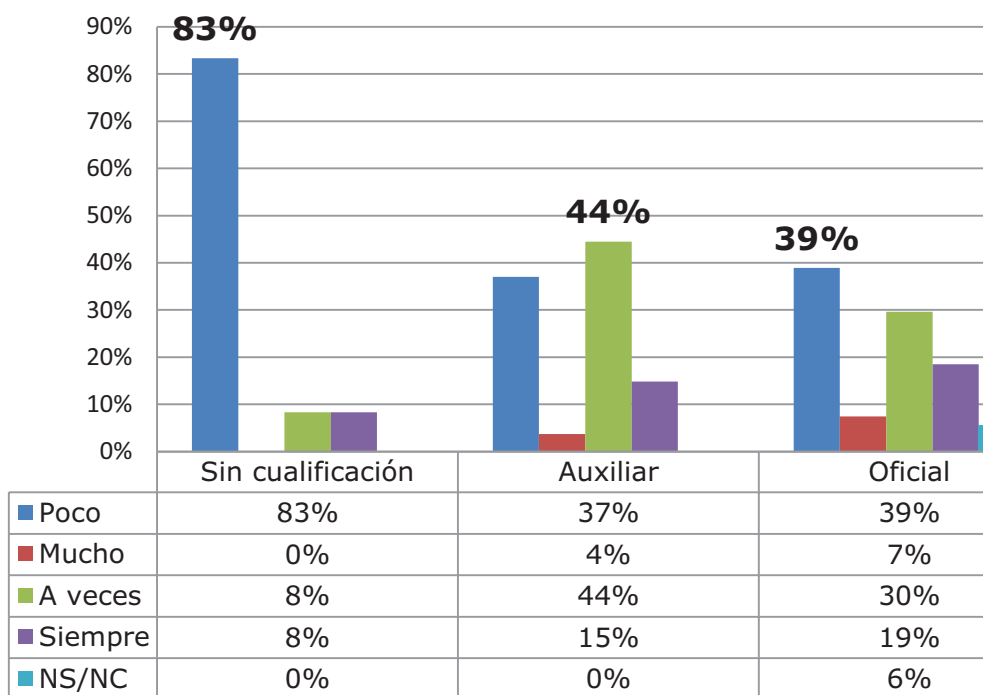


Gráfico 22. Su Jefe le trata "co

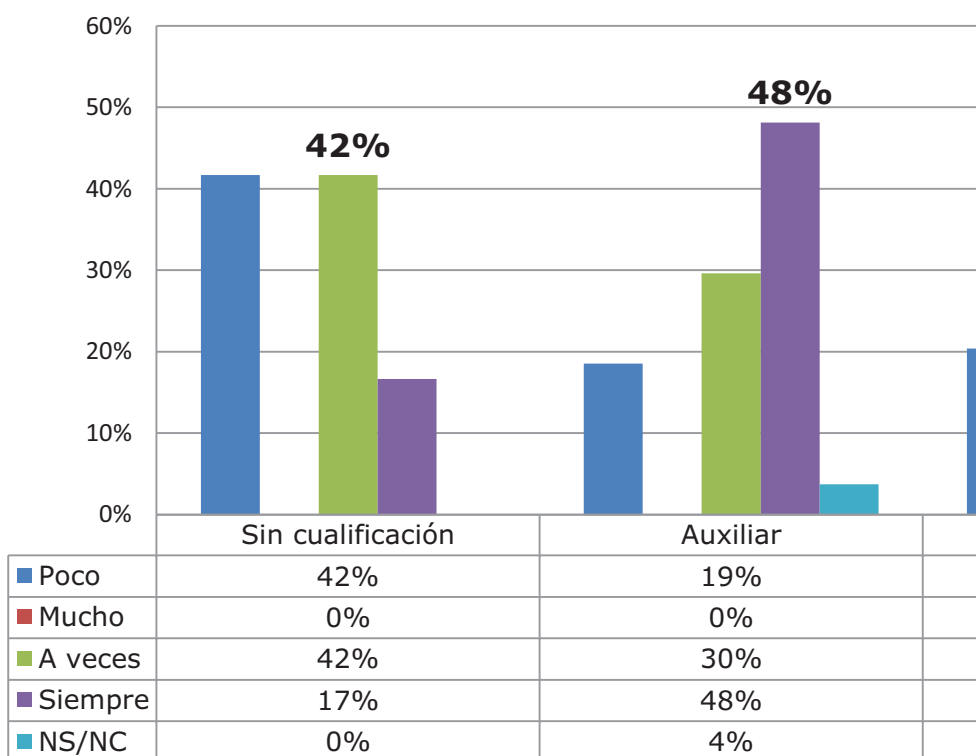
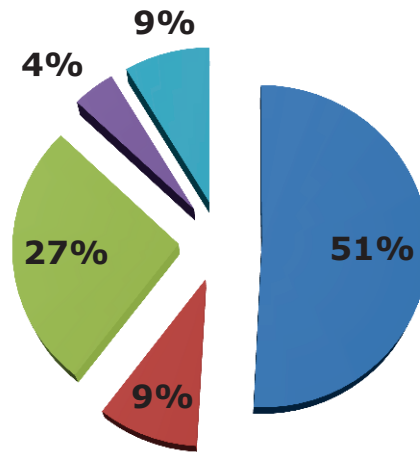
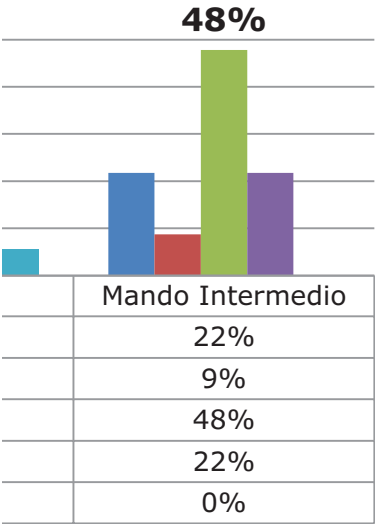


Gráfico 23. Se le recuerdan permanentemente

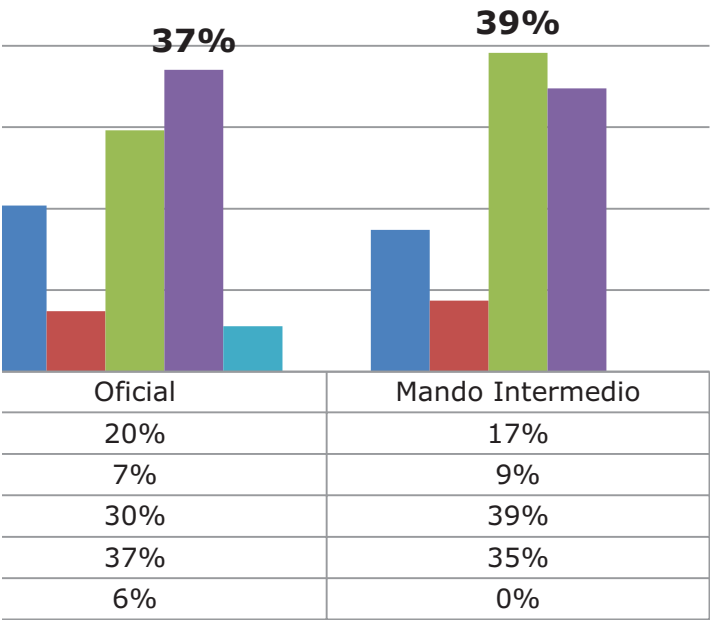
errores



iniones



omo es debido"



- Poco
- Mucho
- A veces
- Siempre
- NS/NC

Gráfico 24. Se siente integrado con los compañeros de trabajo

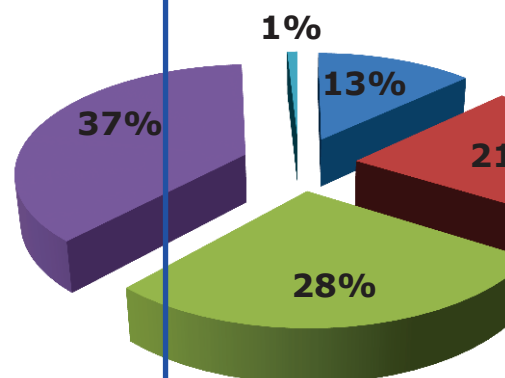


Gráfico 21. Cree que se infringen sus opiniones basándose en que trabaja

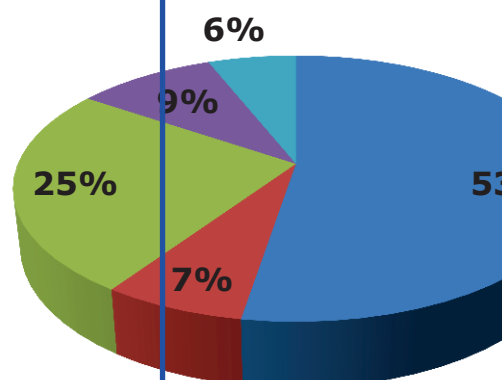
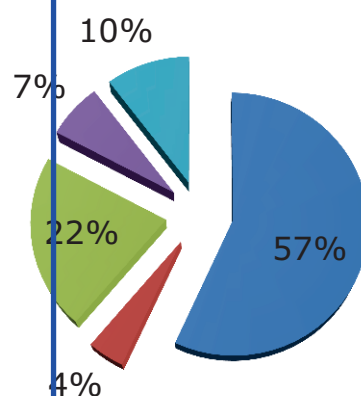
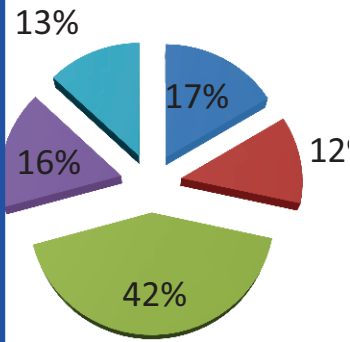


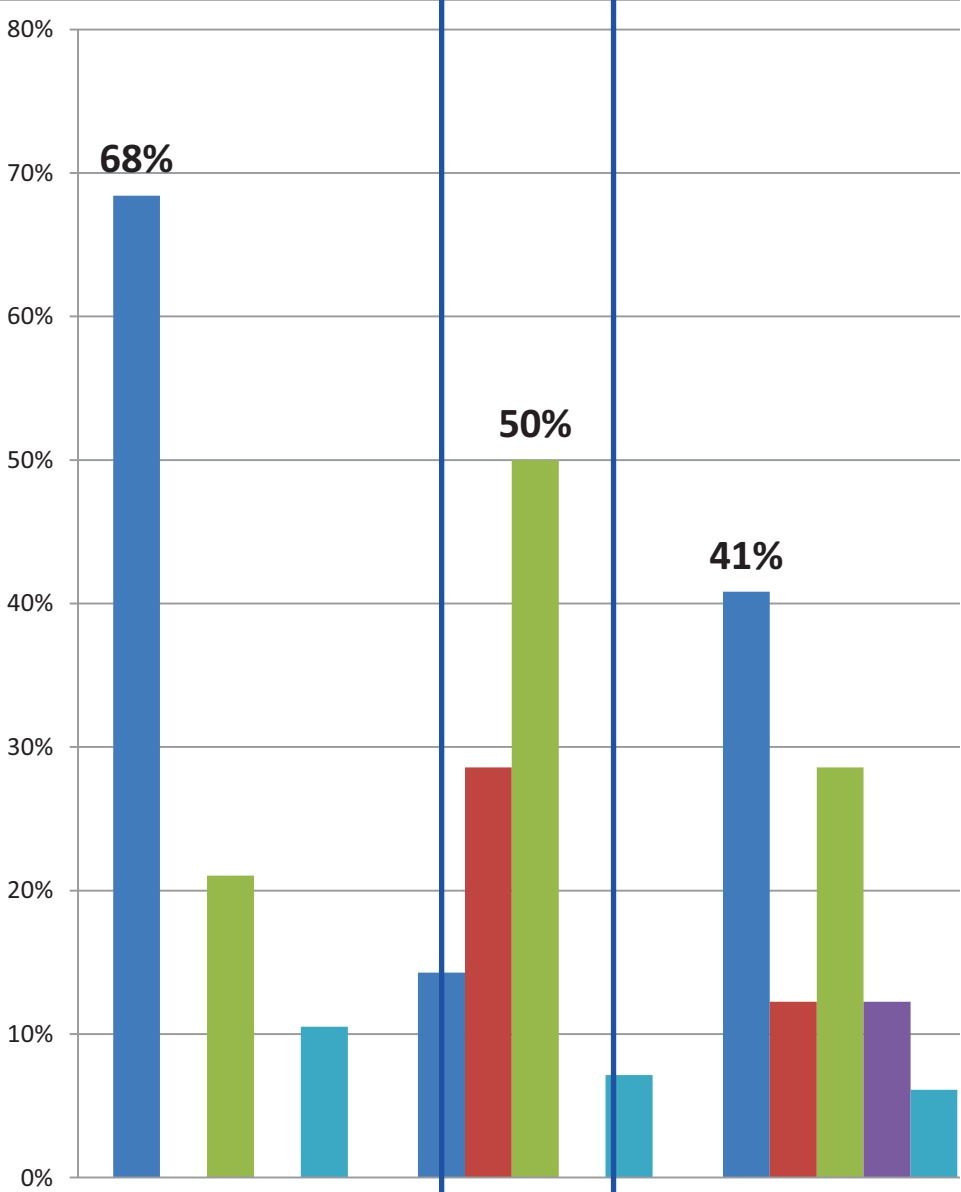
Gráfico 25. Percibe reacción debido a que trabaja

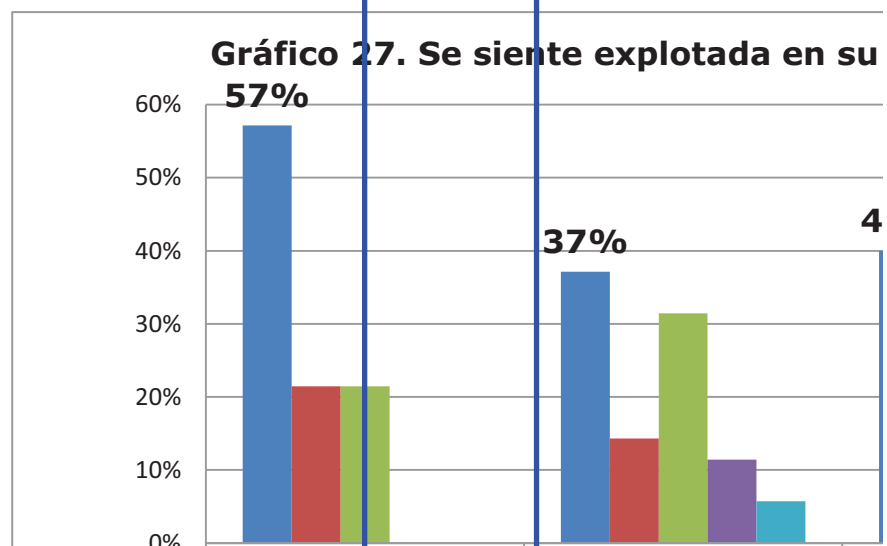
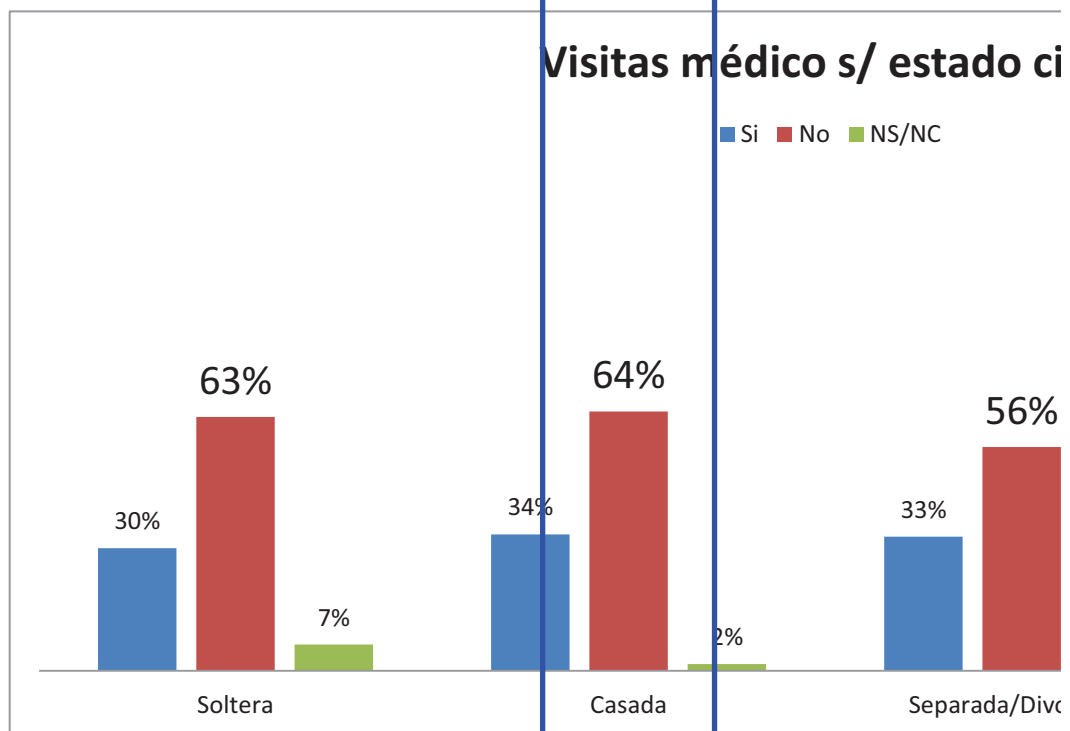


Ha visto promocionar en su Empresa a alguien por su amistad



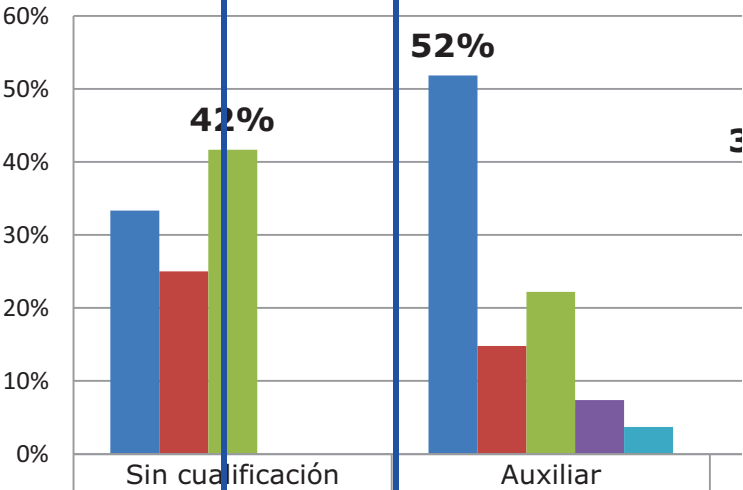
Ha visto promocionar en su Empresa a alguien por su amistad con el jefe





%	Menos de 1 año	Entre 1 y 5 años
Poco	57%	37%
Mucho	21%	14%
A veces	21%	31%
Siempre	0%	11%
NS/NC	0%	6%

Gráfico 26. Se siente explotada en su trabajo



	Sin cualificación	Auxiliar
Poco	33%	52%
Mucho	25%	15%
A veces	42%	22%
Siempre	0%	7%
NS/NC	0%	4%

1

2

**trabaja con sus
bajo**



- Poco
- Mucho
- A veces
- Siempre
- NS/NC

**avaloran sus
que es mujer**

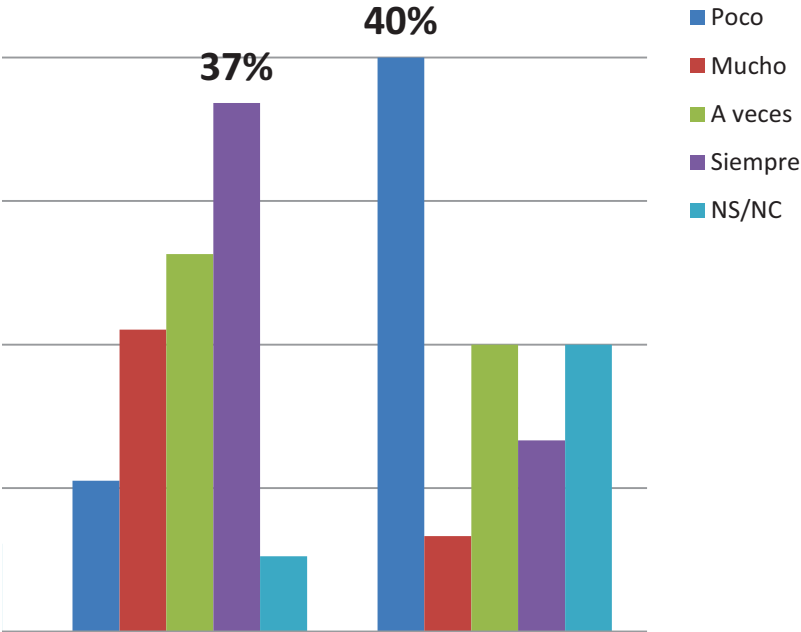


- Poco
- Mucho
- A veces
- Siempre
- NS/NC

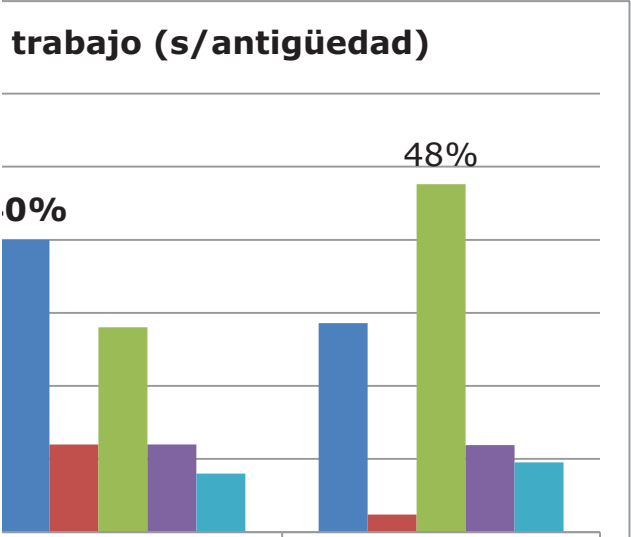
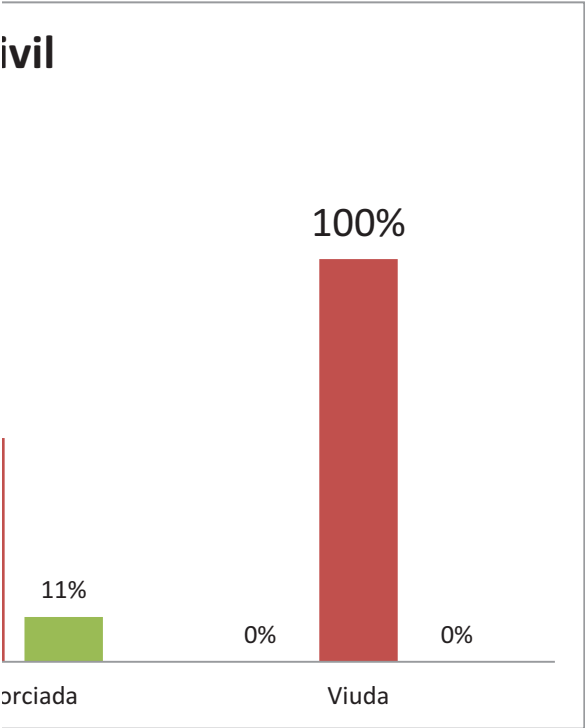
**iones molestas
demasiado**

- Poco
- Mucho
- A veces
- Siempre
- NS/NC

su empresa a
con el jefe

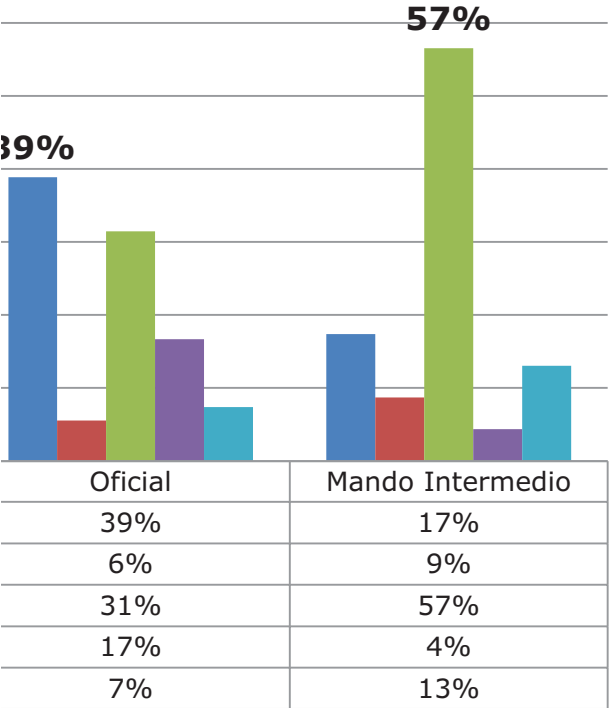


Siempre	NS/NC
realiza en su trabajo	



Entre 5 y 10 años	Más de 10 años
40%	29%
12%	2%
28%	48%
12%	12%
8%	10%

u trabajo (s/categoría)





































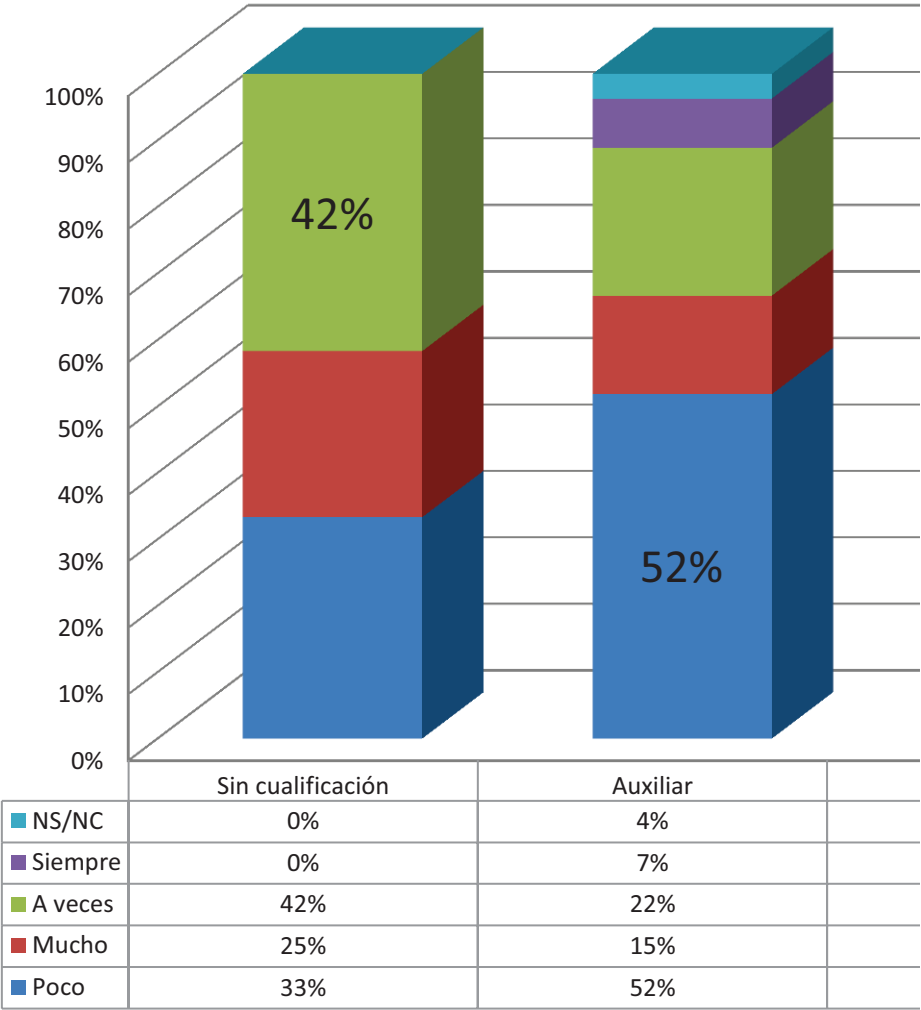




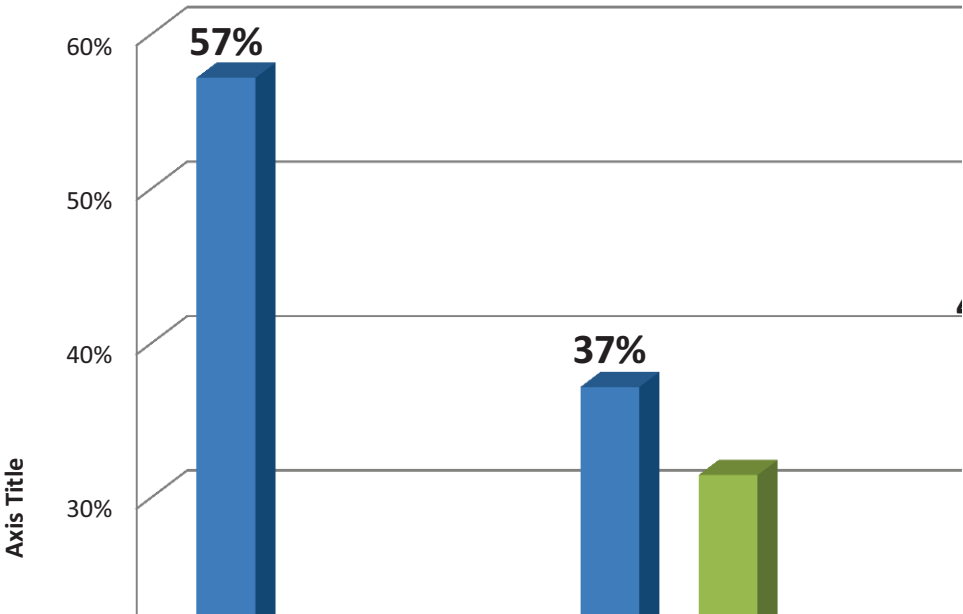


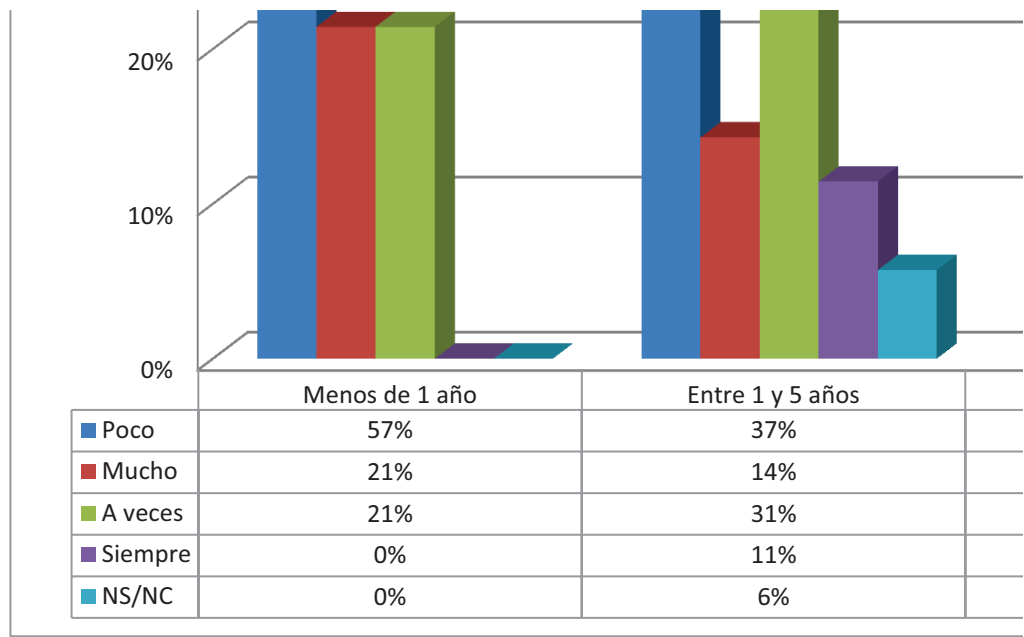
==

Se siente explotada en su tra

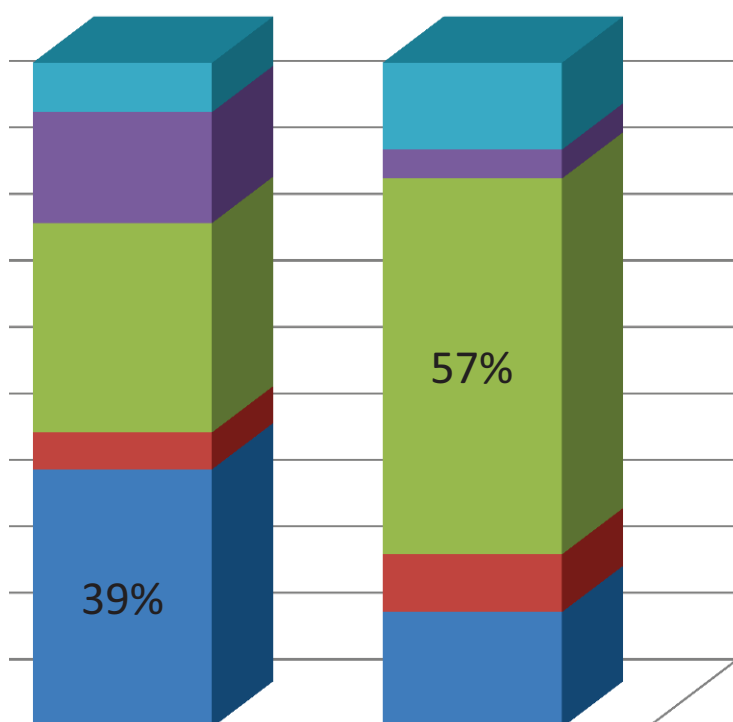


Se siente explotada en su trak



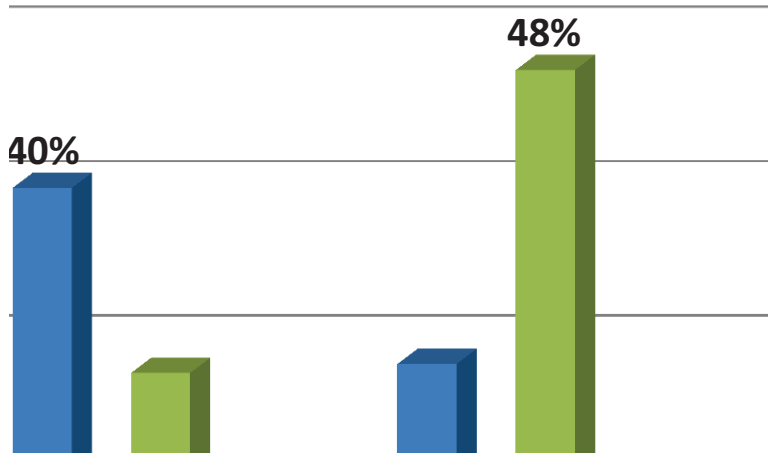


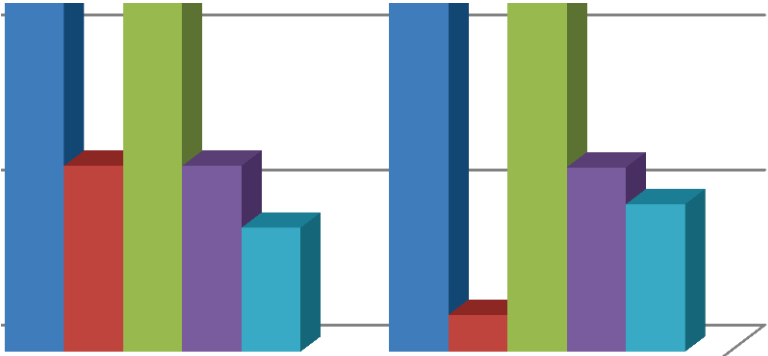
bajo (s/ categoría)



Oficial	Mando Intermedio
7%	13%
17%	4%
31%	57%
6%	9%
39%	17%

bajo (s/ antigüedad)





Entre 5 y 10 años	Más de 10 años
40%	29%
12%	2%
28%	48%
12%	12%
8%	10%