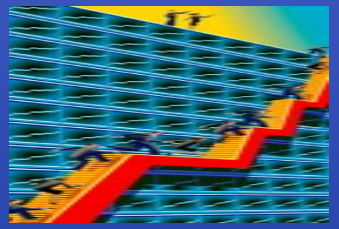
Quality of Work and Employment in the Czech Republic:

Learning, Training and Development on the Job



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The European Working Conditions Survey

- Every five years since 1991
- More than 100 questions on work and employment conditions of European workers
- Comparisons over time and across countries
- 4th EWCS: over 30.000 workers interviewed in 31 European countries
- The sample represents the EU working population (Eurostat's Labour Force Survey definition)
- Fieldwork in Autumn 2005
- A wide range of issues: demographics and structure of the work force, working time, work-life balance, work organisation and place of work, psychosocial and physical work factors, job content and training, information and consultation, outcomes (heath, job satisfaction), salary

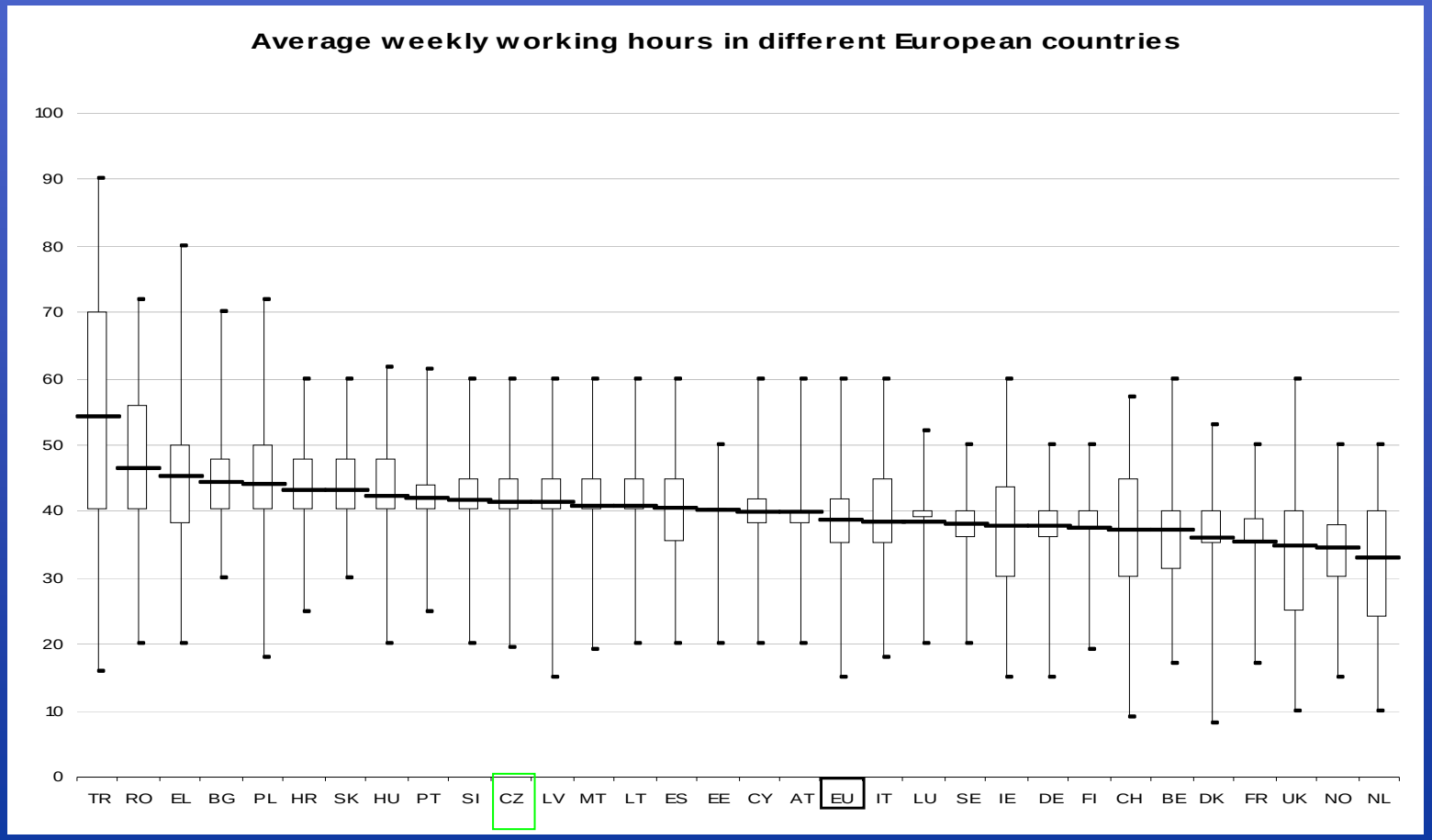
1. Time

- All over Europe, working hours have been reducing over the last fifteen years. Czech Republic has longer average weekly hours than the EU27 average but smaller than NMS average

- In terms of predefined working schedule Czech Republic is almost on EU average, but working time arrangements in Czech Republic tend to be less flexible than in other NMS

Working time	**EU27**	**NMS 10**	**CZ**	**SK**	**AU**
q8a_ef. Mean usual weekly working hours	38.6	42.8	41.4	43.1	39.8
q9a. % with more than one job	6.2	8	10	10	7
q13_ef. Daily commuting time (return, in minutes)	41.6	42.0	38.2	44.3	31.8
q16a_c. Work fixed starting and finishing times	61	64	61	64	52
q17a. % with less flexible schedules	65	71	69	80	58

But there are considerable differences between countries

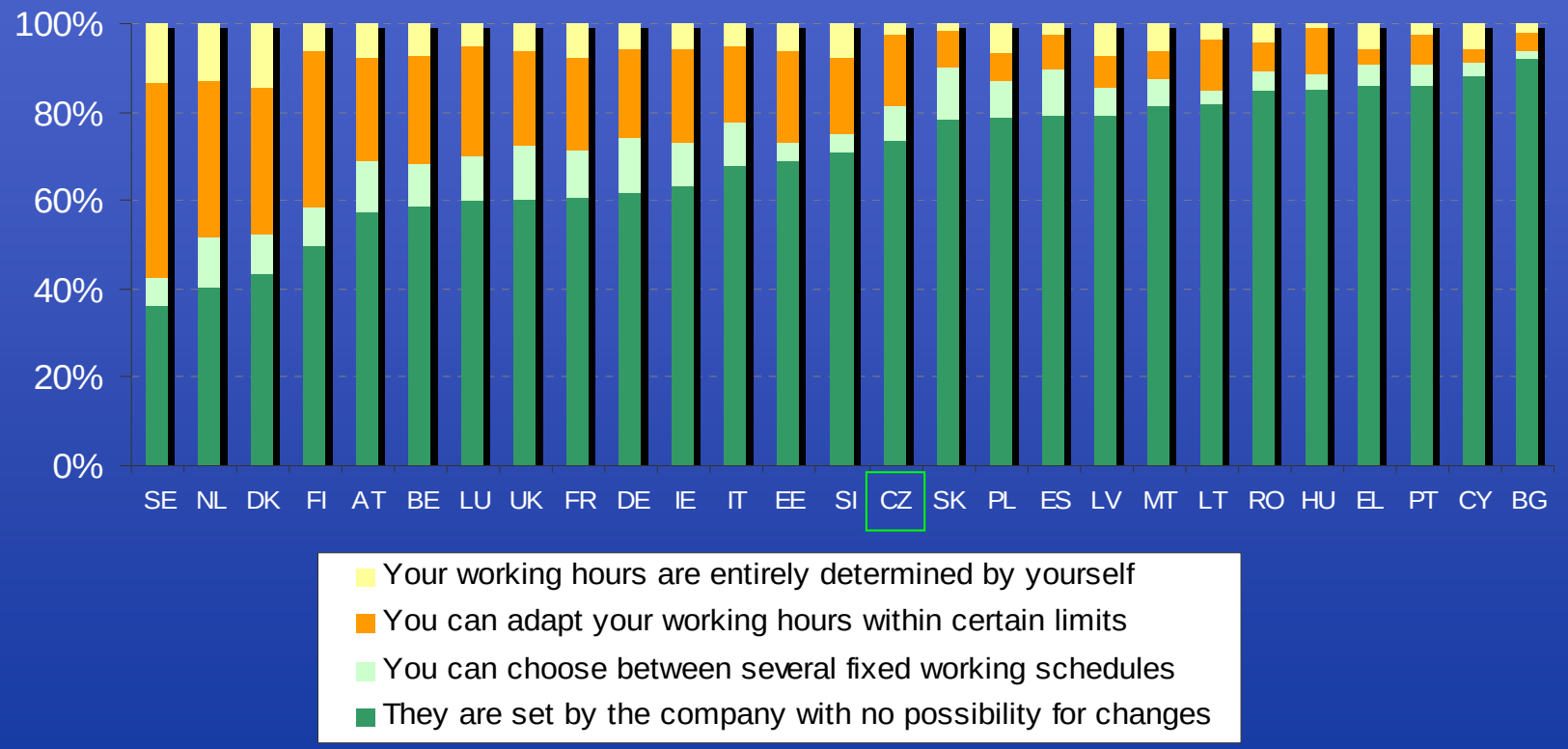


Source: 4th EWCS (2005)

Working more than 48 hours a week

Source: 4th EWCS (2005)

Working time discretion by country



Source: Fourth European Working Conditions survey

Source: 4th EWCS (2005)

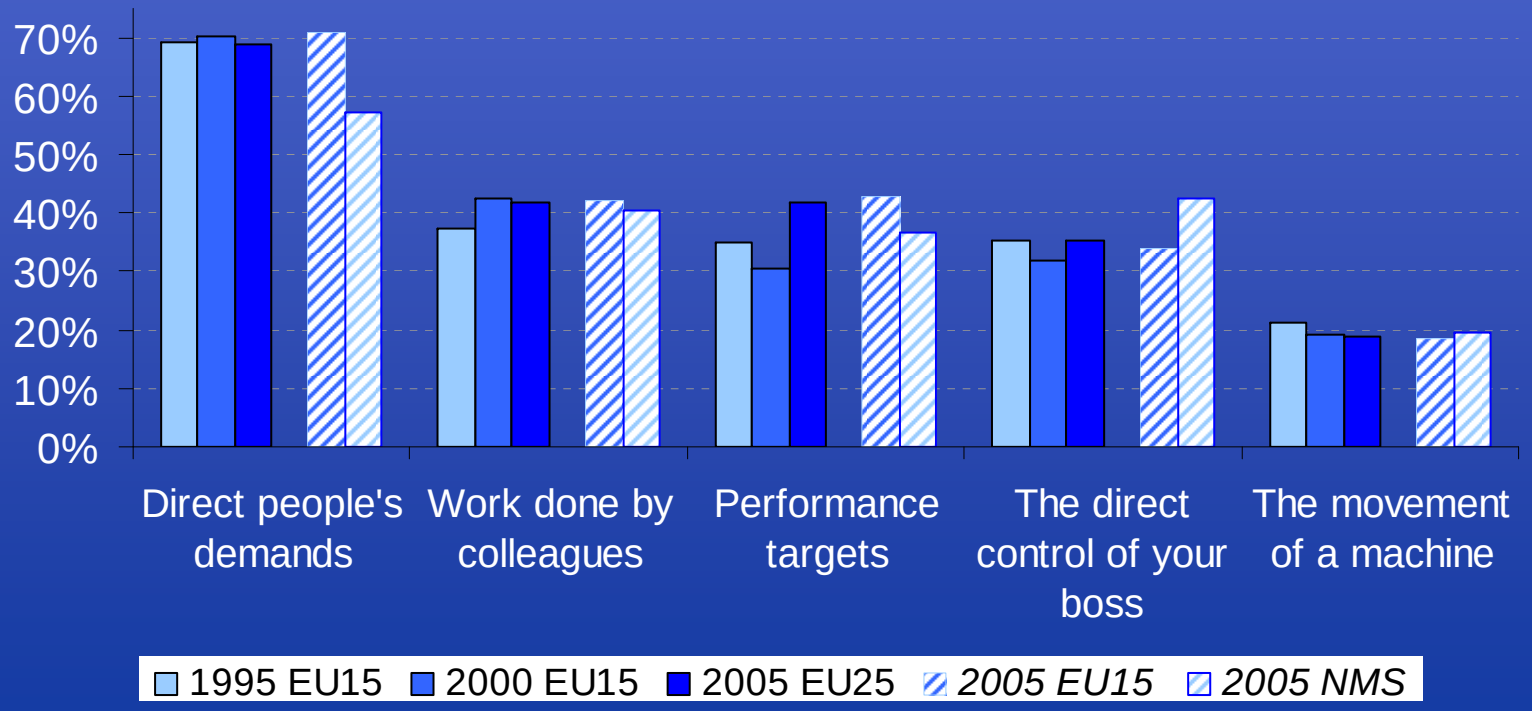
2. Work intensity / work organisation

- Work intensification in Europe has in general increased since 1990. Czech Republic is almost at EU average for these indicators, and 7 out of 10 Czech workers report having to work to tight deadlines or at very high speed at least ¼ of their working time
- Pace of work is determined by the boss and direct demand from customers in Czech Republic

Work intensity / work organisation	EU27	NMS 10	CZ	SK	AU
q20b_a. Working at very high speed	60	52	60	57	72
q20b_b. Working to tight deadlines	62	59	71	55	69
q25a. Pace of work depending on colleagues	42	40	42	45	35
q25b. Pace of work depending on direct demand from customers	68	57	70	64	70
q25c Pace of work depending on performance target	42	37	35	35	51
q25d Pace of work depending on automatic equipm/machine	19	19	23	23	21
q21e. Pace of work dependent on boss	36	42	43	46	32

Source: 4th EWCS (2005)

Pace of work more determined by direct people's demands, less by machines; but in general, very little change



Source: 4th EWCS (2005)

3. Work organisation

- Levels of autonomy or job control have decreased since 1995. Czech Republic is below EU average.
- Over 7 out of 10 Hungarian worker can get assistance from colleagues and 6 out 10 can get help from superior if asked

Work organisation	EU27	NMS	CZ	SK	AU
q24a. Can choose / change order of tasks	63	62	59	55	65
q24c. Can choose / change speed of work	69	63	60	65	73
q25a. Can get assistance from colleagues if asked	68	77	77	82	73
q25b. Can get assistance from superiors / boss if asked	56	66	64	71	65

Source: 4th EWCS (2005)

4. New technology

- Rate of telework is higher in Czech Republic than EU average
- Four in five Czech workers reports using a computer at work at least ¼ of the time

New technology	EU27	NMS10	CZ	SK	AU
q11g. Teleworking from home	8	11	19	12	14
q11k. Working with computers	46	33	39	36	50
q11l. Using internet / email for work	36	26	33	27	43

Source: 4th EWCS (2005)

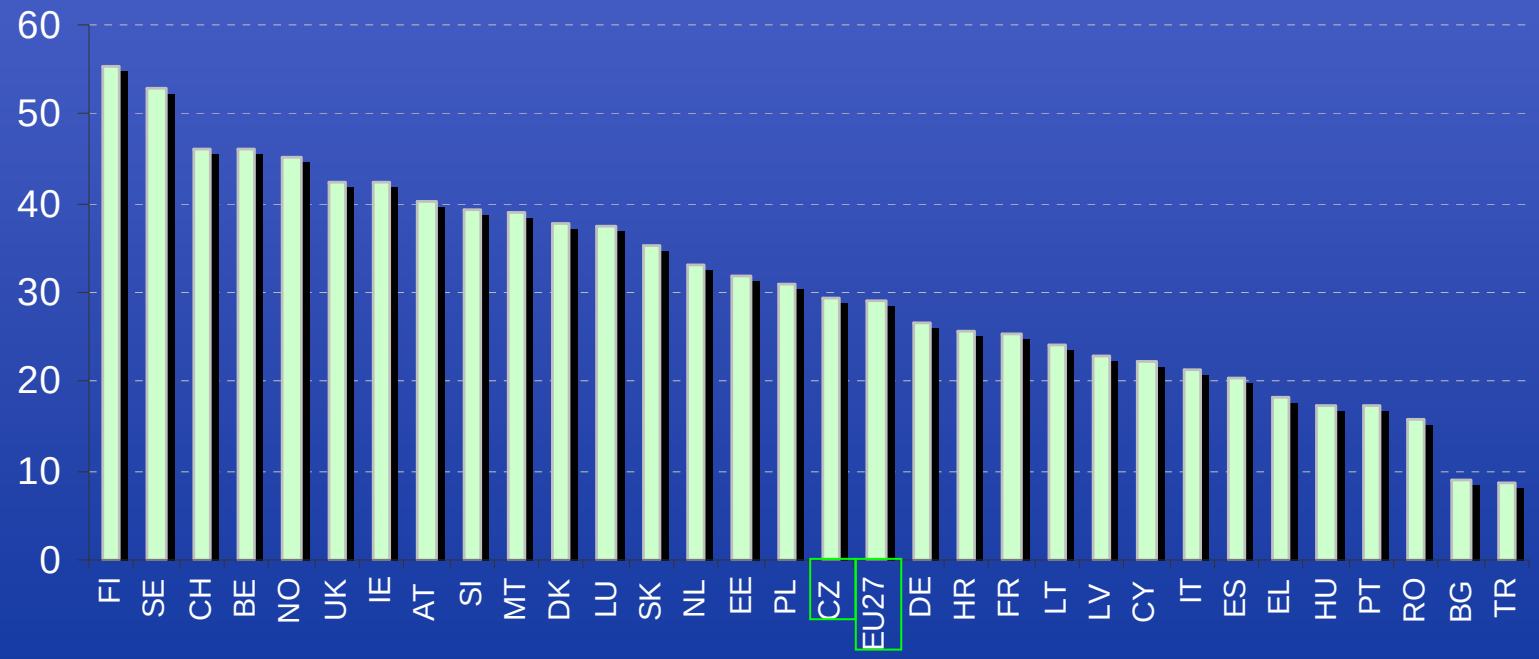
5. Job content and training

- 70% of Czech workers report that their job involves learning new things. 27% of Czech workers reports having received training paid for or provided by their employer in previous year.

Job content and training	EU27	NMS	CZ	SK	AT
q23f. Learning new things	69	67	70	67	77
q25j. Able to apply own ideas in work	58	54	57	49	60
q27. Job-skills match: need more training	13	15	12	11	29
q27. Job-skills match: correspond well	52	54	47	53	47
q27. Job-skills match: could cope with more demanding duties	35	31	22	36	24
q28a_1. Has undergone paid-for training in previous 12 months	26	26	27	34	38

Source: 4th EWCS (2005)

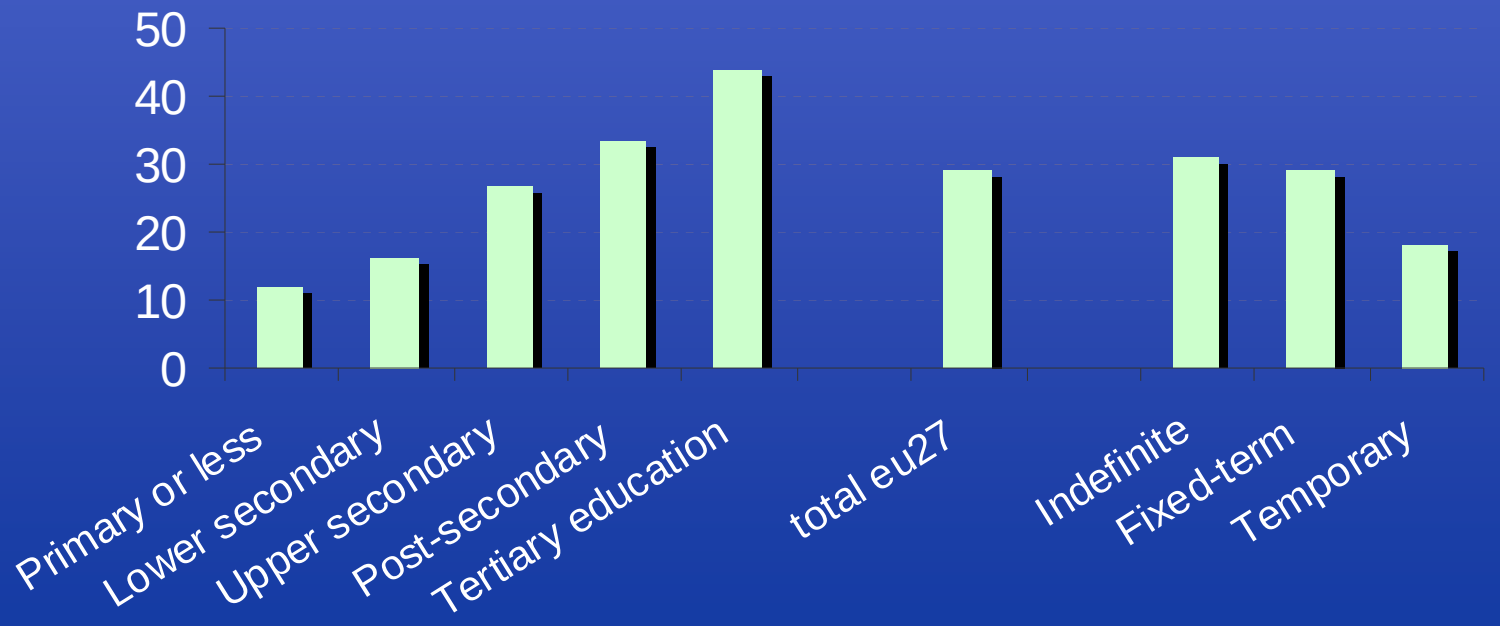
Access to training paid for by employer in previous 12 months



Source: 4th EWCS (2005)

Training paid by the employer or yourself (self-employed)

Have you undergone: Training paid for or provided by your employer, or by yourself if you are self-employed?



Source: 4th EWCS (2005)

And to dig a bit deeper on this issue

Some results of

- Qualitative post-test on ‘development in the job’
  - Deeper follow-up interviews, in 5 countries
  - Contractor: VUPSV (Renata Kyzlinková, Ales Kroupa, Lenka Dokulilová and Helena Vychová),
  - report by Hanna Sutela

- Secondary analysis on ‘Working conditions, employment security and employability’
  - Statistical in-depth analysis of EWCS
  - Contractor: Laboratorio Revelli (Lia Pacelli)
  - Report: in editing (will be published very shortly)

A qualitative post-test

- Part of the quality control measures of the European Working Conditions Survey
- EWCS took place in 31 countries, in 27 languages, 30000 interviews, 1 questionnaire
- A combination of different objectives:
  - **Quality control measure** from content point of view
    - Translation, technical capacity of questions of measuring what they measure, etc
  - Tool for **interpretation** of the results
    - How do people understand the questions/answers
  - Assess role of national infrastructure / cultural context / gender / etc in shaping the answers to the EWCS
  - Find room/**inspiration** for new questions for an eventual next edition of the survey
  - Gather more information on one topic

Triangulation 'experiment'

Post-test in 5 countries

- Qualitative follow-up interview in AT, CZ, PT, SF and UK

20 interviews per country

- respondents of the EWCS 2005
- 10 women, 10 men
- representing different categories of age, educational level, occupation, sector

Topic: 'Development in the job'

- learning opportunities, training, work organisation, teamwork, task rotation, job autonomy + general working conditions context which determines the room for manoeuvre on this (eg job content, social support, work intensity, work-life balance, job satisfaction etc)

Qualitative follow-up interviews on development in the job

- Different traditions in life-long learning across countries
- Costs is the most often cited reason for insufficient training provision
- Time pressure may become an obstacle to participation in training, self learning and using full potential and creativity
- Quality of training and use of acquired skills at work more important than quantity of training
- Teamwork positively perceived in terms of development in the job

Some results of the statistical secondary analysis of the EWCS

We have developed four indicators to measure and analyse the **security** dimension of flexicurity

- **Job security:** risk of loosing the current occupation
  ➔ *objective* and *subjective job insecurity*

- **Employment security:** risk of not being able to get a new job in the event of loosing the current one
  ➔ *employability*

- **Income security:** risk of not being able to keep the same standard of living in the event of non employment
  ➔ *vulnerability*

  - Combination security (risk of not being able to reconcile work and family life). We do not consider it an indicator but a dimension of analysis.

Objective job insecurity

- We quantify the expectations regarding the future tenure in one's current job using objective indicators, such as:
  - type of contract
  - elapsed tenure
  - public / private sector
  - small / large firm

- Individual objective job insecurity
  - decreases as education increases
  - decreases as age increases.
  - no difference by gender
    - EWCS samples working individuals: this implies that women in the survey (working women) are more selected, more able (with respect to abilities valued by the labour market) than the average woman in the population.

Subjective job insecurity

- Asking directly workers about the perception they have about the stability of their current employment relationship.
  - *"How much do you agree or disagree with: "I might lose my job in the next 6 months"*

- no difference by gender
- it decreases with increasing education
- it decreases as age increases
- Job insecurity feelings decrease as income increases

- Caution in CZ with this question!

Employability

- Chances to get a new job in the event of loosing the current one
  - elements accumulated at school and during all previous job experiences (education, experience and tenure are well known measures of human capital)
  - elements accumulated on the job (the specific contribution of the EWCS)

- Factor analysis produces three factors:
  - learning
  - training
  - task rotation
  - Also summarized in one “on-the-job total employability”

Employability

- It increases with education
- it increases with tenure up to about 20 years, then it decreases
- once controlling for all this, it decreases with past experience (ageing)
- It is lower for female workers.

- While the “formal training” element of employability is higher for women, the other two factors are higher for men.

- Training and task rotation decrease with age, while learning is highest among prime age workers

Vulnerability

- **Vulnerability** is the potential inability of people to withstand income losses eventually associated with job loss, sickness, maternity ...
- Household structure plus the institutional safety net eventually available to the individual in need.
- Low-educated individuals appear to be the most vulnerable group,
- Prime age least vulnerable.
- No difference by gender

A possible clustering of "negative" features

- When an individual experiences high objective job insecurity, also his/her subjective job insecurity is likely to be high, and *viceversa*.
- When an individual experiences high vulnerability s/he is also likely to experience high objective and subjective job insecurity.
- Individuals experiencing high employability are also likely to experience low levels of (objective and subjective) job insecurity and vulnerability
- The correlations are stronger among **female** workers
- The correlations become weaker as **education** increases
- The correlations become weaker as **age** increases

Linked to macro factors

- Workers in countries with more generous unemployment benefits feel less insecure
- Employability is higher in countries where lifelong learning participation rates are higher
- Workers seem to be less vulnerable in countries characterized by a higher “decommodifying” welfare system

Conclusions

- Working time arrangements appear to be less flexible than in other NMS
- Training: important challenge in context of growing knowledge economy / drives to life long learning
- Low skilled workers: important challenge in context of flexicurity debate
- Czechs are positive about working conditions (80% satisfied or v. satisfied vs 82% EU average) but less happy with pay (35% vs 43% EU average) and career advancement (25% vs 31% EU average)

Thank you

More information:

www.eurofound.europa.eu

EWCS and secondary analyses:

http://www.eurofound.europa.eu/ewco/surveys/EWCS2005/index.htm

qualitative post-test on the EWCS:

http://www.eurofound.europa.eu/pubdocs/2007/671/en/1/ef07671en.pdf

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