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ANALYSIS OF SURVEY FOR SLOVENIA

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REFERENCES

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EXECUTIVE SUMMARY

The results of the Slovenian survey confirmed that temporary jobs are already an important category of flexible arrangements; their share in employment at around 12 per cent is about the same as for the EU15 average. However, part time jobs are much less frequent in our sample and are not an important category at all. The most common incidence is for a 40-hour week in the main activity. Men work more hours per week than women in the main activity and in all activities. In addition, 18 per cent indicated that they did voluntary work and 50 per cent unpaid work for a friend or a relative at least once monthly. The dominant working schedule is regular working hours (45 per cent), shift work applies to 22 per cent, and 11 per cent have the possibility of flexitime. About 30 per cent would prefer to work fewer hours than now and only about 5 per cent more hours. A high 39 per cent of men and 50 per cent of women commute daily to a place of work outside of the locality in which they live; about 6 per cent work at home. Permanent contracts are still the most prevalent (64 per cent), followed by fixed term contract (12 per cent) and self employment (8 per cent).

With regard to their position in the main activity, Slovenians are in general satisfied (66 per cent or more are somewhat satisfied and very satisfied) with other aspects of job satisfaction, but not with earnings (only 38 per cent in those two categories). Work is placed high in the system of values in Slovenia. Nearly 50 per cent of the respondents also state that they have never experienced a situation when their work would make it difficult to do some necessary household tasks or to fulfil the responsibility towards their family and other important persons in the last three months. The conflict between work and household tasks was not reported as a major issue, only 2 per cent always experience such a conflict and another 8 per cent experience it often. The family-work pattern is different for families with children, but the expressed level of conflict is low. Slovenian households are rather well equipped with household goods, and 78 per cent live in their own house or flat, additional 13 per cent are not paying rent. A rather high percentage of respondents (from 39 per cent to 46 per cent) say that they are those who are mainly responsible for the domestic activities asked, with a clear gender division of labour. The time use study shows that the combined time for domestic and employment roles accounts for about 27 per cent of all time available to men and for about 31 per cent of all time available to women - the rest is spare time and time for primary needs.

In Chapter 5 we have developed a concept of flexibility that could distinguish between desirable and undesirable forms of flexibility. We first grouped respondents into eight categories, combining them later into three major groups; the major criterion was employment status of the respondent, combined with some other 'objective' characteristics of flexibility. These three groups are: flexibility group A (flexible workers for who the flexibility seems to be a preferred pattern of work), flexibility group B (shift and irregular work patterns, temporary jobs and others), and standard employment group C (non flexible full time employment, regular working schedule, one activity). This produces statistically significant differences with respect to work characteristics: e.g. people in flexibility group A undertake more work activities, more hours of work per week, have a more flexible schedule, as well as a more varied type of contract and place of work. This group is more likely to have higher incomes and more household goods, including Internet and PCs. They also have more satisfaction with earnings but less with working hours. On the other hand, flexibility group B are more often disadvantaged. The three flexibility categories show very significant differences in ('objective') characteristics related to work and practically no significant differences in ('subjective') opinions about possible work/family conflicts or agreement on various household issues.