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## ABBREVIATIONS

DK/NA do not know or not applicable

HWF Household, Work and Flexibility project

ISCO International standard classification of occupations

ISCED International standard classification of education

PSU Primary Sampling Unit

SICENTER Socio-economic Indicators Center

SJM Slovensko javno mnenje (Slovenian Public Opinion)

SORS Statistical Office of the Republic of Slovenia

## **APPENDIX 1: Technical report on the survey**

This analysis of survey in Slovenia is based on the general questionnaire agreed upon in the consortium. The principal researcher Professor Pavle Sicherl wrote the text of this report. Matija Remec dealt with the coordination questions regarding the survey and prepared the statistical calculations for the report. Gregor Laura and Mojca Bartol also provided research assistance. The English version of the questionnaire was translated in the Slovenian language and the pilot survey was performed in the weekend December 1-2, 2000. SICENTER completed 21 interviews with different profiles of the households and comments were forwarded to the coordinator. Some of the optional questions were not included in the final version of the Slovenian questionnaire, as we did not find them important and relevant for our situation.

The fielding of the survey and preparation of SPSS files was performed by Public Opinion and Mass Communication Research Center (CJMMK), Institute for Social Sciences, Faculty of Social Sciences, and University of Ljubljana under the contract with Institute for Advanced Studies, Vienna.

CJMMK undertook the following activities for the survey:

### Sampling procedure

Universe: The adult residents of Slovenia, older than 18 years, who are living on permanent address. Excluded: Institutionalised people. Central Register of Population (a list of names and addresses constantly updated by public administration) is employed as a sampling frame. The sample is two-stage stratified random sample, where every population unit has equal probability of selection. First stage PSU (Primary Sampling Unit – geographical enclosed unit with approximately equal number of people, PSUs are defined by national Statistical Office) selection is made by probability proportional to size of CEA (Clusters of Enumeration Areas). CEA are stratified according to 12 regions \* 6 type of settlement. At second stage systematic random selection inside CEA brings fixed numbers of persons with name and address.

On the first stage there has been 100 PSUs selected and final sample size has been 1559 cases. The sample is representative at the individual level and not at the household level. Realisation was 1008 cases. There was no weighting, since CJMMK determined that it is not necessary.

Sampling: March to April 2001.

Preparation and print of questionnaire: March to April 2001.

Seminars for interviewers: end of March 2001.

A letter of introduction describing survey was sent to all the respondents end of March 2001.

Preparatory of data entry program: beginning of April 2001.

Fielding of the survey was done between April 20 and May 18, 2001. Face-to-face surveys were performed, for more than one half interviews in one visit, in other cases in several visits. In 82% the face-to-face interview was performed with the respondents alone, in other cases partners and other persons were also present when the respondent was interviewed. The data was entered into computer promptly. The response rate was 65 per cent.

Preparation and cleaning of SPSS files for the consortium, documentation

## APPENDIX 11: Tables pertaining to the survey

Table A1.0 Main independent variables by gender (in%)

	Male	Female	n
<i>Age groups</i>			
18-25	50	50	149
26-50	50	50	468
51-65	45	55	215
More than 65	37	63	169
			1001
<i>Occupational status (ISCO 1 digit)</i>			
Legislators, senior officials and managers (ISCO 1)	70	30	20
Professionals (ISCO 2)	46	54	74
Technicians and associate professionals (ISCO 3)	55	45	76
Clerks (ISCO 4)	35	65	79
Service workers and shop and market sales workers (ISCO 5)	34	66	95
Skilled agricultural and fishery workers (ISCO 6)	66	34	29
Craft and related trade workers (7)	85	15	88
Plant and machine operators and assemblers (ISCO 8)	68	32	73
Elementary occupations (ISCO 9)	41	59	32
			566
<i>Social group</i>			
Working class	48	52	318
Middle class	47	53	523
Upper middle class	56	44	59
			900
<i>Family composition</i>			
Without children (aged 14 and less)	47	53	695
With children (aged 14 or less)	45	55	313
			1008
<i>Personal income</i>			
First	39	61	127
Second	23	77	141
Third	39	61	132
Fourth	54	46	119
Fifth	55	45	121
Sixth	65	35	124
			764
<i>Household income</i>			
First	40	60	134
Second	38	62	124
Third	40	60	144
Fourth	53	47	88
Fifth	56	44	163
Sixth	49	51	67
			720

Table A1.1 Hours of work and personal income (in %)

	First	Second	Third	Fourth	Fifth	Sixth	n
Less than 36 hrs	25	12	12	5	6	9	49
37 to 42 hrs	33	68	56	53	61	40	245
43 to 50 hrs	10	9	13	22	18	32	87
More than 50 hrs	31	12	18	20	15	20	88
							469

Table A1.2 Reasons for preference for working fewer hours

Reason for preference for working fewer hours	Male		Female		Total	
	N	%	N	%	N	%
You are earning enough already	5	5.6	0	0.0	5	3.0
Someone in your household is earning enough to support the household	1	1.1	1	1.3	2	1.2
You do not like working long hours	19	21.1	10	13.0	29	17.4
You want to reduce this activity in favour of other opportunities for earning money	6	6.7	5	6.5	11	6.6
You want to drop this activity	3	3.3	2	2.6	5	3.0
You are undertaking or want to undertake education or training	6	6.7	6	7.8	12	7.2
You want to spend more time with your family (or fulfilling domestic commitments)	27	30.0	34	44.2	61	36.5
You have other reasons	22	24.4	16	20.8	38	22.8
DK/NA	1	1.1	3	3.9	4	2.4
Total	90	100%	77	100%	167	100%

Table A1.3 Reasons for preference for working same hours

Reason for preference for working same hours	Male		Female		Total	
	N	%	N	%	N	%
You are earning enough already	49	24.5	16	9.4	65	17.6
Someone in your household is earning enough to support the household	4	2.0	7	4.1	11	3.0
You have more time for earning other money	9	4.5	2	1.2	11	3.0
You would not like (or not be able) to work longer hours	39	19.5	36	21.2	75	20.3
In this way you can do some education or training	10	5.0	14	8.2	24	6.5
In this way you can meet your domestic commitments and spend time with your family	49	24.5	61	35.9	110	29.7
You have other reasons	28	14.0	23	13.5	51	13.8
DK/NA	12	6.0	11	6.5	23	6.2
Total	200	100%	170	100%	370	100%

Table A4.1: My responsibilities towards my family and other important persons in my life prevented me from doing my work adequately

	Never	Rarely	Sometimes	Often	Always	n
<i>Gender</i>						
Male	75	17	7	1	0	435
Female	77	13	9	1	0	458
						893
<i>Age groups*</i>						
18-25	74	18	8			137
26-50	67	19	13	1	0	445
51-65	88	9	2	1		186
More than 65	95	5				119
						887
<i>Personal income in sextiles *</i>						
First	81	13	6			106
Second	84	8	7			121
Third	79	10	10			116
Fourth	77	11	10	2		105
Fifth	75	17	5	3		114
Sixth	60	28	11	1		122
						684
<i>Household income in sextiles*</i>						
First	90	2	7	1		110
Second	84	9	6	1		107
Third	77	13	9	1		131
Fourth	64	30	6			81
Fifth	69	19	10	1		154
Sixth	62	25	11	2		63
						646
<i>Family composition *</i>						
Without children (aged 14 and less)	79	14	5	0	0	607
With children (aged 14 and less)	69	15	14	2	0	286
						893
<i>Number of household members</i>						
1	95	3		2		61
2	83	10	6	1		174
3	76	16	7	1	1	200
4	71	18	10	1	0	285
5,6,7	71	16	12	1		171
						891

Significance level of chi-square tests: \* 0.01.

Table A4.2: I have to take work from my employment home to finish (in%)

	Never	Rarely	Sometimes	Often	Always	n
<i>Gender</i>						
Male	80	7	8	3	1	422
Female	80	6	7	5	3	447
						869
<i>Age groups *</i>						
18-25	85	7	4	2	2	132
26-50	73	9	11	6	2	440
51-65	83	5	6	3	3	179
More than 65	99			1		113
						864
<i>Personal income in sextiles *</i>						
First	88	4	3	2	3	100
Second	93	3	1	1	2	118
Third	90	3	7			116
Fourth	87	3	8	3		104
Fifth	74	10	7	5	4	113
Sixth	49	14	18	12	7	119
						670
<i>Household income in sextiles *</i>						
First	94	2	2	1	1	106
Second	90	6	3	2		106
Third	85	5	6	2	2	130
Fourth	70	9	10	7	4	81
Fifth	71	9	10	7	4	147
Sixth	58	15	15	13		62
						632
<i>Family composition *</i>						
Without children (aged 14 and less)	82	6	7	2	3	588
With children (aged 14 and less)	76	7	8	7	1	281
						869
<i>Number of household members</i>						
1	95		2	2	2	61
2	83	5	8	2	2	166
3	78	7	11	3	2	197
4	77	8	9	5	1	276
5,6,7	80	8	2	6	4	167
						867

Significance level of chi-square tests: \* 0.01.

Table A4.3 : I prefer to spend more time at work than to spend more time at home (in %)

	Never	Rarely	Sometimes	Often	Always	n
<i>Gender</i>						
Male	81	9	8	1	1	418
female	87	5	6	2	1	443
						861
<i>Age groups *</i>						
18-25	79	8	10	1	2	132
26-50	81	9	9	1	0	438
51-65	86	5	4	2	3	175
More than 65	98			2		111
						856
<i>Personal income in sextiles *</i>						
First	89	3	4	2	2	98
Second	90	3	5	1	1	115
Third	90	3	6	1	1	115
Fourth	83	10	7		1	103
Fifth	83	9	7		2	115
Sixth	69	15	11	4	1	119
						665
<i>Household income in sextiles *</i>						
First	92	4	2	2		103
Second	87	1	9	1	3	104
Third	86	5	5	2	2	128
Fourth	79	12	9			82
Fifth	80	8	9	1	1	148
Sixth	67	21	8	2	2	61
						626
<i>Family composition</i>						
Without children (aged 14 and less)	85	6	6	1	2	586
With children (aged 14 and less)	82	8	9	1		275
						861
<i>Number of household members</i>						
1	92	3	2	3		59
2	84	5	7	2	1	166
3	89	5	4		2	195
4	81	8	8	1	1	276
5,6,7	80	9	10	1	1	163
						859

Significance level of chi-square tests: \* 0.01.

Table A4.4 Hours of work and perceptions of work/family conflict

	Never	Rarely	Sometimes	Often	Always	n
<i>My work makes it difficult for me to do some of the household tasks that need to be done</i>						
Less than 36 hrs	61	9	25	5		57
37 to 42 hrs	43	15	31	9	2	291
43 to 50 hrs	32	18	33	13	4	112
More than 50 hrs	41	7	25	20	6	108
						568
<i>Work makes it difficult to fulfill my responsibilities towards my family and other important persons in my life</i>						
Less than 36 hrs	56	14	26	4		57
37 to 42 hrs	38	16	35	9	3	290
43 to 50 hrs	21	14	50	14	1	113
More than 50 hrs	30	6	35	22	6	109
						569

Table A5.1 Decisions about various aspects of work (in %)

	Flexibility group A	Flexibility group B	Standard group C	n
<i>Number of hours of work *</i>				
I decide	37	16	11	119
Employer decides	32	61	72	310
Employer and I decide together	24	15	14	98
It is outside our control	7	6	3	30
DK/NA	1	1		3
				560
<i>General working schedule *</i>				
I decide	41	15	10	122
Employer decides	31	65	78	327
Employer and I decide together	22	14	10	86
It is outside our control	6	4	1	20
DK/NA	1	1	1	5
				560
<i>Overtime *</i>				
I decide	37	16	15	123
Employer decides	21	55	55	245
Employer and I decide together	20	15	20	102
It is outside our control	7	5	2	27
DK/NA	14	9	8	59
				556
<i>Place of work *</i>				
I decide	34	16	8	106
Employer decides	37	64	73	324
Employer and I decide together	15	6	3	45
It is outside our control	11	9	10	55
DK/NA	3	6	5	27
				557

Significance level of chi-square tests: \* 0.01.

Table A5.2 Possible conflicts on agreements (in %)



	Flexibility group A	Flexibility group B	Standard group C	n
<i>Agreement on household finances</i>				
Always disagree	3	2	1	10
Sometimes disagree	7	8	6	38
Neither agree nor disagree	11	10	15	66
Sometimes agree	57	58	53	308
Always agree	22	23	24	126
				548
<i>Agreement on allocation of household tasks</i>				
Always disagree	5	2	2	16
Sometimes disagree	9	14	12	62
Neither agree nor disagree	19	10	18	85
Sometimes agree	46	53	47	266
Always agree	22	22	21	117
				546
<i>Agreement about time spend together</i>				
Always disagree	4		1	9
Sometimes disagree	6	10	9	45
Neither agree nor disagree	19	21	16	100
Sometimes agree	53	52	54	287
Always agree	18	18	20	100
				541
<i>Agreement about time spend at work</i>				
Always disagree	4	2	5	18
Sometimes disagree	10	13	9	55
Neither agree nor disagree	23	15	14	89
Sometimes agree	46	53	51	257
Always agree	17	17	21	95
				514

Significance level of chi-square tests: \* 0.01.

Table A5.3 Personal perception of well being (in %)

	Flexibility group A	Flexibility group B	Standard group C	n
<i>Satisfied with the way of living</i>				
Very dissatisfied	2	1	1	7
Dissatisfied	2	7	2	22
Neither satisfied nor dissatisfied	16	18	17	98
Satisfied	70	64	75	400
Very satisfied	10	10	4	47
DK/NA		1		2
				576
<i>Satisfied with economic situation of the household</i>				
Very dissatisfied	1	1	2	9
Dissatisfied	8	16	12	69
Neither satisfied nor dissatisfied	22	29	27	150
Satisfied	64	49	57	325
Very satisfied	5	3	2	20
DK/NA		1	1	3
				576
<i>Present economic household situation compared with 5 years ago</i>				
Clearly deteriorated	7	13	10	59
Somewhat deteriorated	19	22	25	127
Stayed the same	34	26	30	174
Somewhat improved	27	25	25	147
Clearly improved	11	11	8	58
DK/NA	2	3	1	11
<i>Expectation about economic household situation for next year</i>				
Clearly deteriorated	2	4	5	20
Somewhat deteriorated	8	8	13	55
Stayed the same	49	53	54	300
Somewhat improved	27	20	17	123
Clearly improved	4	4	4	23
DK/NA	9	11	8	54
				575

Significance level of chi-square tests: \* 0.01.

Table A5.4 Personal income in sextiles by flexibility typology (n=464) (per cent)

Sextiles	Flexibility group A	Flexibility group B	Standard group C
First	14	13	3
Second	7	21	14
Third	19	18	16
Fourth	14	20	17
Fifth	15	15	26
Sixth	31	13	23

## About Households, Work and Flexibility project

**The EU-Project aims to look at how changing forms of flexibility affect work and family life. 8 partner countries should give a comparison especially between Eastern and Western Europe and show consequences of different social policies.**

**Project co-ordination:** Institute for Advanced Studies / Institute für Höhere Studien IHS, Austria

**Project partners:** Sweden, Netherlands, UK, Slovenia, Hungary, Czech Republic, Romania and Bulgaria

### *Duration:*

The project began in April 2000 and continues until 2003.

### *Understanding flexibility:*

The project is based upon a sample survey of people in each country who are asked about their own experiences of different kinds of employment along with those of other members of their households. The questionnaire considers paid as well as unpaid work and the strategies through which households approach these different kinds of work. Flexibility is construed as flexibility of time, place and conditions of work.

### *Project coordination:*

The project is co-ordinated by Professor Claire Wallace who works in the Department of Sociology at the Institute for Advanced Studies in Vienna, Austria. The project is co-ordinated by the Institute for Advanced Studies in Vienna, otherwise known as the Institut für Höhere Studien und Wissenschaftliche Forschung. The institute comprises around 140 research staff and covers the areas of Sociology, Political Sciences, Economics and Finance. The institute is a private non-profit organisation which was set up in 1963 by Paul Lazarsfeld and Oskar Morgenstern to develop social science education and research in Austria.

Claire Wallace is also visiting professor at the University of Derby, UK and has been undertaking work on transformations in Eastern and Central Europe for the last decade. Before that she worked on projects associated with unemployment, informal economies and changing patterns of work in the UK.

### *Slovenian member:*

SICENTER (Socio-economic Indicators Center) is a private non-profit research institution registered with the Ministry of Science and Technology in Slovenia. Its main focus of activities is research and consultancy in the field of analysis of economic and social indicators at various levels of aggregation, with application in economics, politics, business and statistics.

The principal researcher for the HWF project is Professor Pavle Sicherl, Director of SICENTER and Professor of Economics at the Faculty of Law, University of Ljubljana. He was also consultant to the World Bank, OECD, UN, ILO, UNIDO, INSTRAW, UNRISD, and Harvard Institute for International Development.