

ANALYSIS

NUMBER OF HOURS WORKED IN THE CZECH REPUBLIC IS ONE OF THE HIGHEST IN THE EUROPEAN UNION

The share of part-time jobs in the Czech Republic is one of the lowest. In 2012, according to results of the Labour Force Sample Survey (LFSS), this share accounted for mere five per cent in the age group 15-64 years, while the EU27 average was 19.2%. This is the main reason why the usual average number of hours worked per week in the main job is in the Czech Republic substantially higher than in a vast majority of the EU countries (40.9 hours compared to 37.3 hours in the EU27).

One of the factors affecting in a significant manner the level of overall employment is the option to work part-time. Since the second half of the 1990s the number of part-time jobs has been permanently decreasing in the Czech Republic. This decline was caused mainly because numerous persons of pensioner's age terminated their work activities and the number of women taking care of small children also dropped. Since the turn of the millennium a certain stagnation of the number of part-time jobs could be seen till 2008. Their number rather significantly increased in 2009 and in the last three years it has been more or less stable. In 2012, according to the LFSS results, there were on average 282.5 thousand persons working part-time, when imputed to the whole population. The share of working persons employed for part-time was, however, not high over the entire reference period and fell within 5-6% of all working hours of main jobs.

In the decisive group of productive age 15-64 years the number of working persons employed part-time was 238.2 thous. and their share in the total number of working persons of this age was 5.0% last year. Part-time jobs are used mostly by women (179 thous., i.e. 75% of all part-time employments in main jobs). Women working part-time can be found most often in retail and trade organisations, education, and health facilities. In males, the higher number of almost 60 thous. males aged 15-64 years working part-time can be found in manufacturing, yet their share is very low in all economic activities.

In numerous Member States of the European Union part-time jobs affect conditions on the labour market in much more significant way. The share of persons working in their main job part-time is by far the highest in the Nordic countries, in our neighbouring countries of Germany and Austria, in the United Kingdom, Belgium, and in Ireland. There one quarter of all persons aged 15-64 years having one or main job work part-time. The share of such part-time employments is extremely high in the Netherlands, where it is even every second working person who works shorter hours (49.2% in 2002). It holds clearly, in the case of aforementioned countries, that the total employment is affected just by the option to work part-time. These countries feature the highest employment rates of all Member States of the European Union and have also the highest levels of work income at the same time. It also interesting that there are similar conditions in other non-Member States as Iceland, Norway, and Switzerland, in

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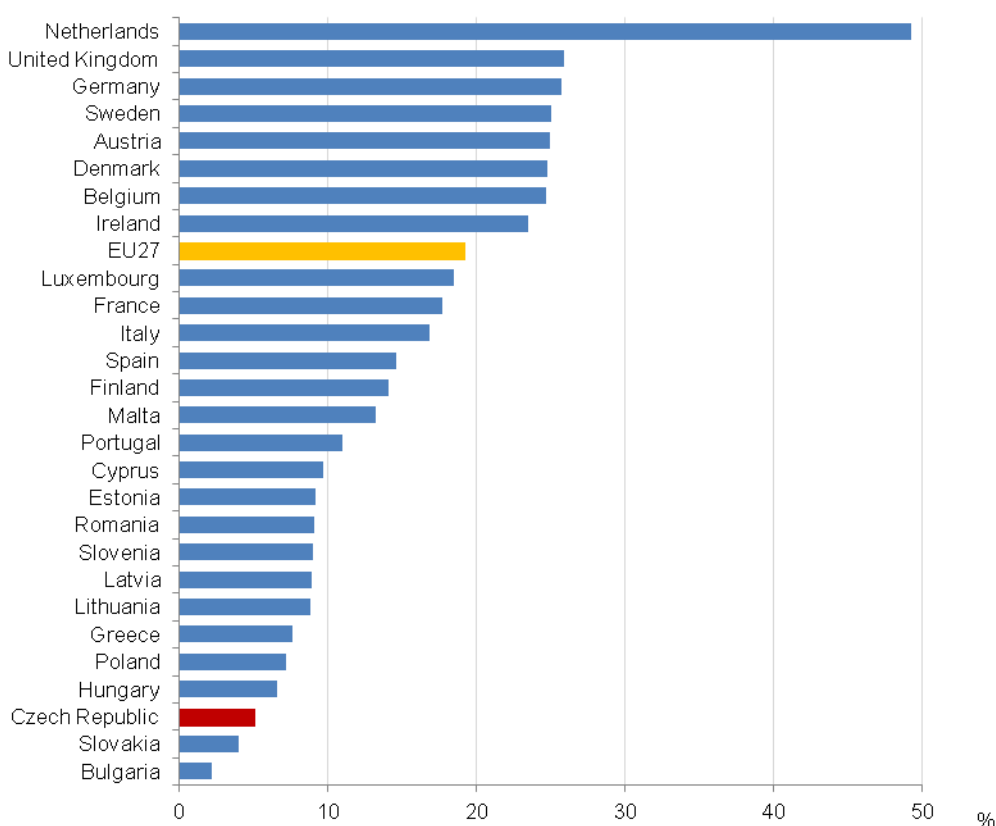
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which there are clear historical, geographic, and economic relations to the aforementioned EU Member States.

On the contrary, all countries which became Member States of the European Union in 2004 or later, and, moreover, Portugal, Greece, and Spain, show substantially lower share of persons working part-time in their main jobs. Greece and Spain demonstrate substantially a lower share of persons working part-time in their main jobs. The lowest level of the use of part-time jobs at all can be found in Bulgaria, followed by Slovakia and the Czech Republic.

Share of persons having a part-time job in the total number of working persons aged 15-64 years in 2012



Source: Eurostat, Labour Force Survey

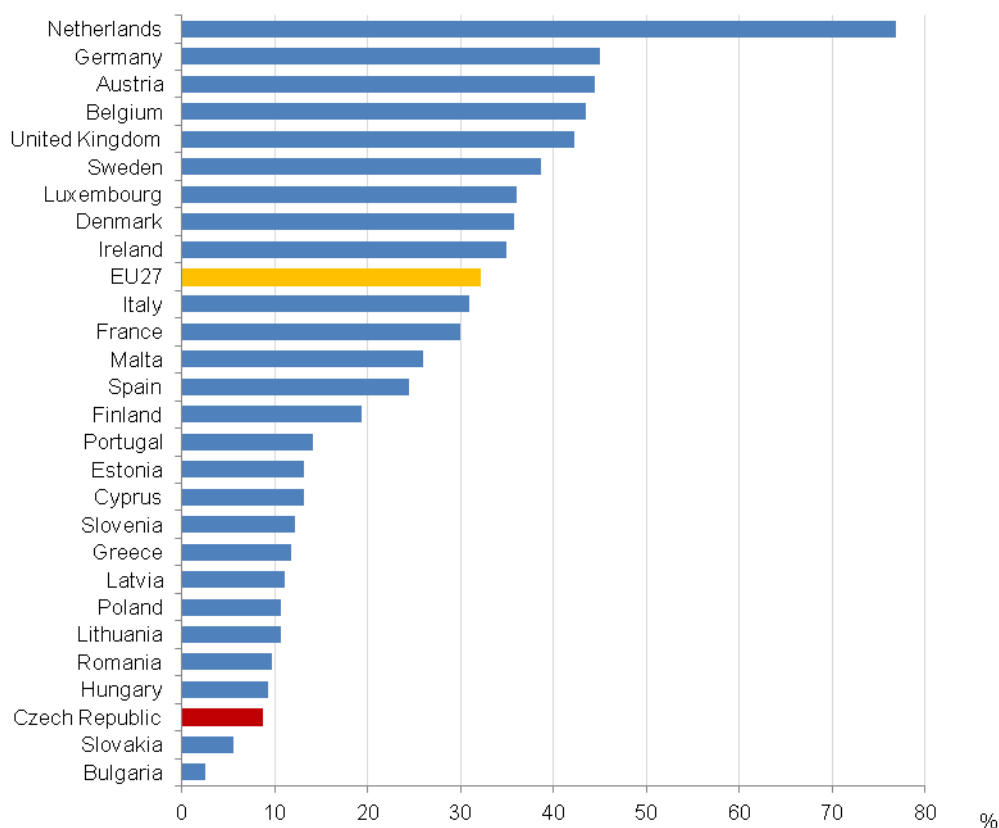
However, in the case of countries with a lower share of part-time jobs, total employment is substantially affected by other effects as well. The Czech Republic and Estonia, for instance, have been among countries with above-average employment yet simultaneously were featuring a low share of part-time employments. Conversely, the lowest employment rate is in Mediterranean countries of Italy, Spain, and Greece. It is clear, that besides differences in the structure of economy of respective countries, other factors, including climatic elements, play important roles here as well.

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Share of women working part-time in the total number of working women aged 15-64 years in 2012



Source: Eurostat, Labour Force Survey

In numerous Member States total employment of females is significantly affected by part-time work. An extremely high share of women works part-time especially in the Netherlands, where three quarters of women use this option. Compared to the Czech Republic, here the share was below 9%. This differentiation is also seen in males, where a quarter of all working males uses this option in the Netherlands. In the Czech Republic the share of such working males is minimum (2%), and the same holds for Bulgaria and Slovakia.

Main reasons for having a part-time job are different as well. In the Mediterranean and Black Sea countries, except for France and Malta, the clearly most frequent reason is a full-time job cannot be found. In Bulgaria and Greece this was the case of two thirds of persons working part-time. On the contrary, in countries with a high share of person working part-time the prevailing reasons are different. In Denmark almost 40% of all persons worked part-time because they simultaneously were involved in the process of education, and further quarter of them due to personal or family reasons. In the Netherlands, the most frequent reason was taking care for children and ill adults (30%), and the further quarter were persons still studying.

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The part-time jobs thus enable to harmonise well the care for family and acquiring of higher qualifications, respectively, with economic activities. In the Czech Republic respondents gave their health status as the reason for working part-time often than in other countries.

Shares of selected reasons in the total number of persons aged 15-64 years working part-time in their main jobs in 2012

Country	Percentage				
	Cannot find a full-time job	Disease or handicap of the respondents	Other family or personal reasons	Taking care for children or ill adults	In the process of education
EU27	27.7	4.0	14.0	22.7	10.2
Belgium	10.7	5.9	30.0	7.9	3.7
Bulgaria	66.5	:	:	:	:
Czech Republic	20.0	18.7	10.9	17.4	14.0
Denmark	17.5	8.2	23.7	2.9	39.3
Germany	16.9	3.3	22.0	22.9	10.5
Estonia	20.2	5.8	4.2	9.9	20.2
Ireland	41.2	1.5	20.1	14.8	13.4
Greece	65.0	1.2	8.0	5.5	3.4
Spain	60.9	1.1	4.7	11.3	6.2
France	31.5	6.6	13.7	29.2	1.5
Italy	58.8	1.7	5.1	18.5	2.4
Cyprus	53.1	4.8	13.4	13.9	6.1
Latvia	43.5	3.3	10.6	2.8	9.3
Lithuania	33.5	8.3	13.1	:	8.7
Luxembourg	13.7	5.3	37.2	21.7	6.0
Hungary	41.1	16.8	3.5	9.0	4.0
Malta	16.4	2.0	26.5	18.0	12.6
Netherlands	9.1	3.7	3.4	30.1	22.6
Austria	10.1	3.1	17.6	32.8	11.6
Poland	27.5	7.0	3.2	6.9	10.2
Portugal	47.9	7.8	5.3	3.9	6.9
Romania	55.1	4.0	7.6	2.1	1.6
Slovenia	8.6	20.5	4.1	7.8	26.4
Slovakia	32.1	11.1	2.3	2.4	:
Finland	25.7	10.7	25.9	9.0	28.7
Sweden	28.8	10.6	12.4	17.7	12.1
United Kingdom	19.4	2.4	16.8	33.8	12.6

Source: Eurostat, Labour Force Survey

Differences among countries are confirmed by data on involuntary partial unemployment defined as the share of persons, who cannot find a full-time job in all part-time jobs in main jobs.

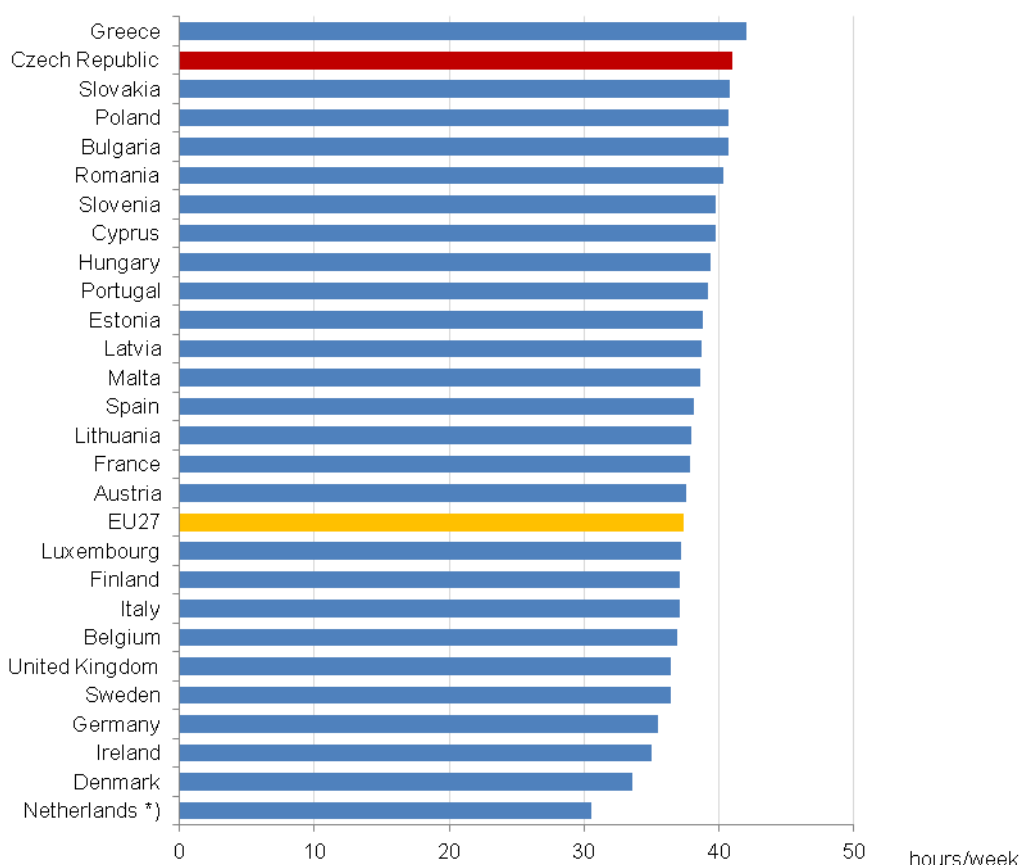
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This share is the highest in the Southern Member States of the European Union. It holds in principle that the higher share of persons working part-time the higher satisfaction with this work regime. Conversely, the lower the share of these part-time employments the more often such respondents would like to work full-time. The share of part time jobs essentially affects the average number of hours worked per week. Last year the usual average number of hours worked per week in the main job in EU27 was 37.3 hours. The highest average number of hours worked per week was recorded in Greece (42.0 hours), closely followed by the Czech Republic (40.9 hours) and Slovakia (40.8 hours). These countries also belong among those, in which both employees and own-account workers and family workers worked longer hours per week. On the other hand, a high share of part-time jobs in the main job was mostly seen in the Netherlands (30.5 hours), where the average number of hours worked per week was by ten hours lower than that in the Czech Republic. The usual average number of hours worked per week is lower in all Nordic countries, Ireland, and in Germany as well.

Average number of usual hours worked in the main job in 2012



Source: Eurostat, Labour Force Survey

*) Data for 2011.

It follows from the sample survey results that countries featuring a high employment rate and a high share of part-time jobs show a smaller number of hours worked per week. It is true that in some of the countries more persons, on average, work at the same time in a second job. This

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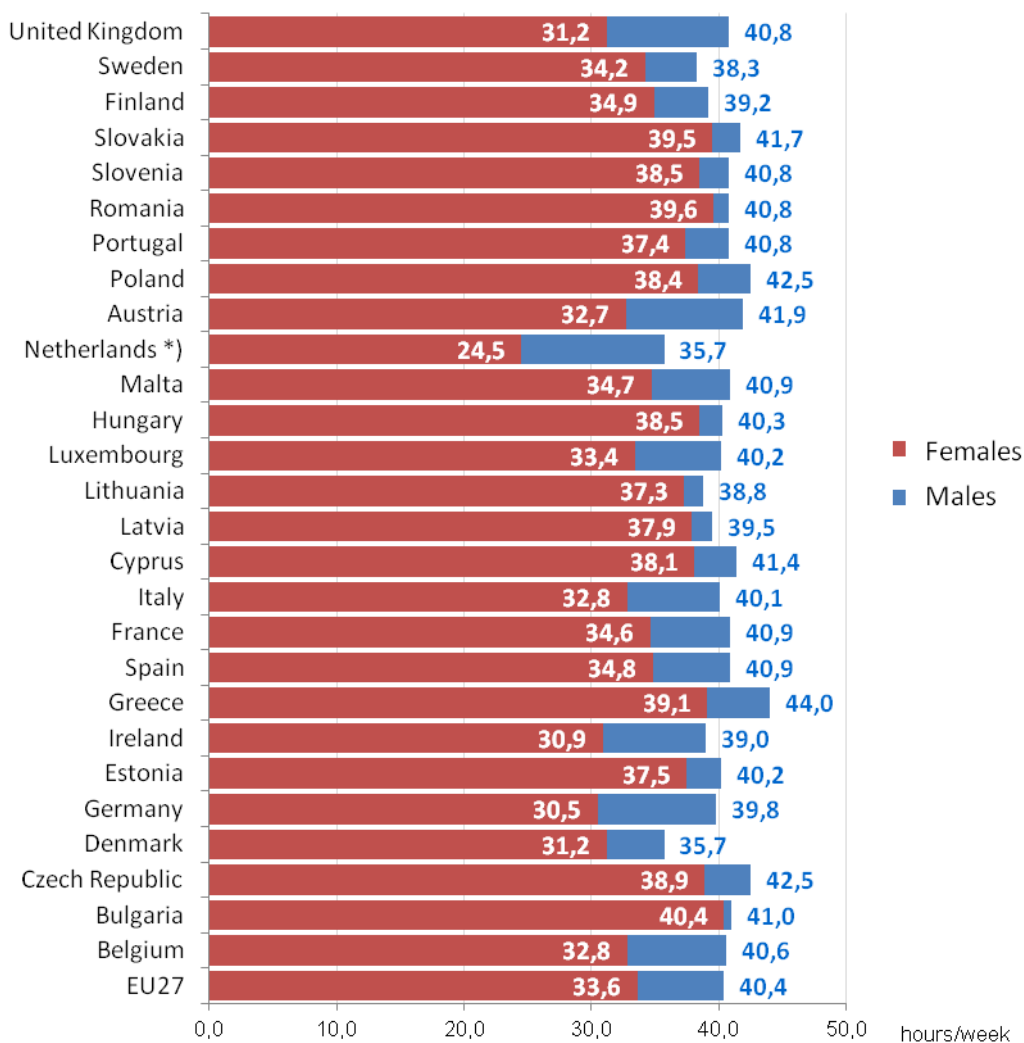
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holds for Nordic countries, Germany, and Poland. The share of persons having a second job within the European Union is, however, relatively low and falls within one and eight per cent of persons having the main job. Their effect on the total number of hours worked is even lower because the average number of hours worked in the second jobs accounts for roughly one third of the hours worked in the main jobs.

In all countries the average number of hours worked by females is lower than that by males. The difference in between hours worked by males and by females is the highest in the Netherlands, and great ones are also in Austria and United Kingdom; on the contrary, in Bulgaria and Romania this difference is minimum.

Average number of usual hours worked per week by males and by females in the main job in 2012



Source: Eurostat, Labour Force Survey

*) Data for 2011.

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The total number of hours worked is, first of all, determined by the share of persons working full-time in their main jobs. Differences in the number of usual and actual hours worked by persons working full-time in their main job are not significant. Similarly, effects of second jobs and differences in the number of hours worked per week of part-time employments affect differences in the hours worked in respective Member States of the European Union in a minor portion only. Taking into account the average number of hours usually worked per week in the main job and the actual number of hours in the second job, then the Czech Republic belongs again among three countries with the highest number of hours worked following Greece and Poland. Compared to the Netherlands, the Czech working person works by one third more hours, and it is even by ten per cent more than in Germany. Differences among Member States either from the employment rate point of view or from the use of part-time jobs, and the number of hours worked are enormous and no convergence in the field of employment conditions has been observed. In some cases the differences are getting even greater (see the current trend in unemployment).

It is clear that in numerous countries, namely those of the Northern and Western Europe part-time jobs are very good remunerated and economic and the social position of working persons in these countries is better than in a number of countries, where the number of hours worked is substantially higher. This is affected both by the use of working hours and, first of all, by overall effectiveness of national economies. This effectiveness is determined by economic, financial, and internal revenue (tax) policies and by the positions of respective countries in the globalised economy.

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