

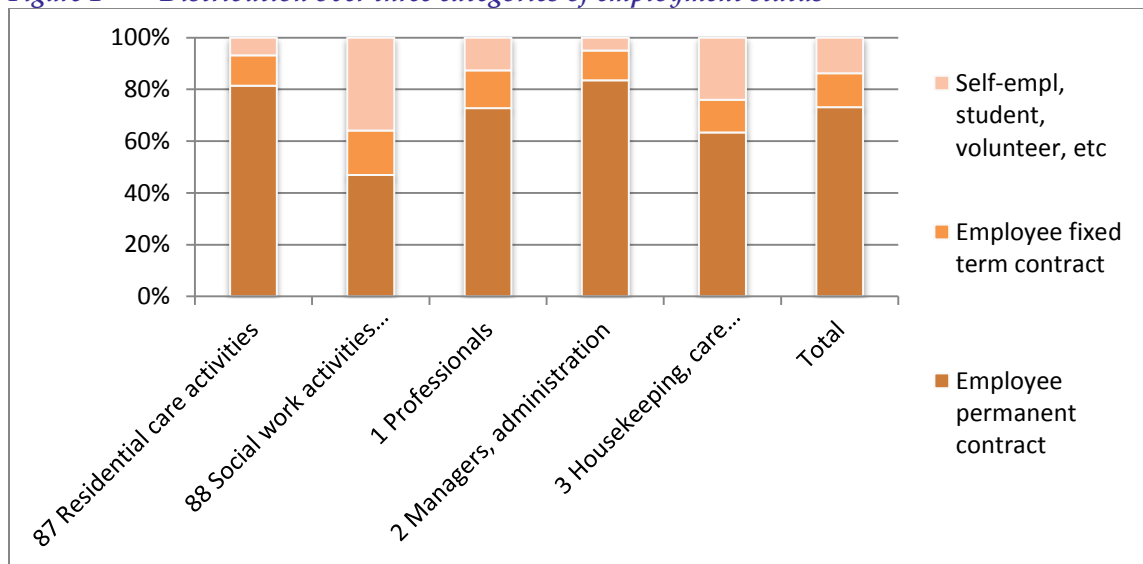
The social services in the Czech Republicⁱ

What about wages and working conditions in the social services in the Czech Republic? To explore this topic we use the 268 responses, of which 85% women, to the continuous WageIndicator web survey with data from January 2013 until September 2014. 138 persons provided valid data for the wage calculations.

Employment status

Seven in ten workers in the social services in the Czech Republic are an employee on a permanent contract (Figure 1). Employees on a fixed-term contract are most often found in the social work activities without accommodation. On average workers in the social services have 21.8 years of service in the labour force (not in a graph). Almost three in ten have been promoted in their current organization. A second job is held by 8% of the workers.

Figure 1 Distribution over three categories of employment status

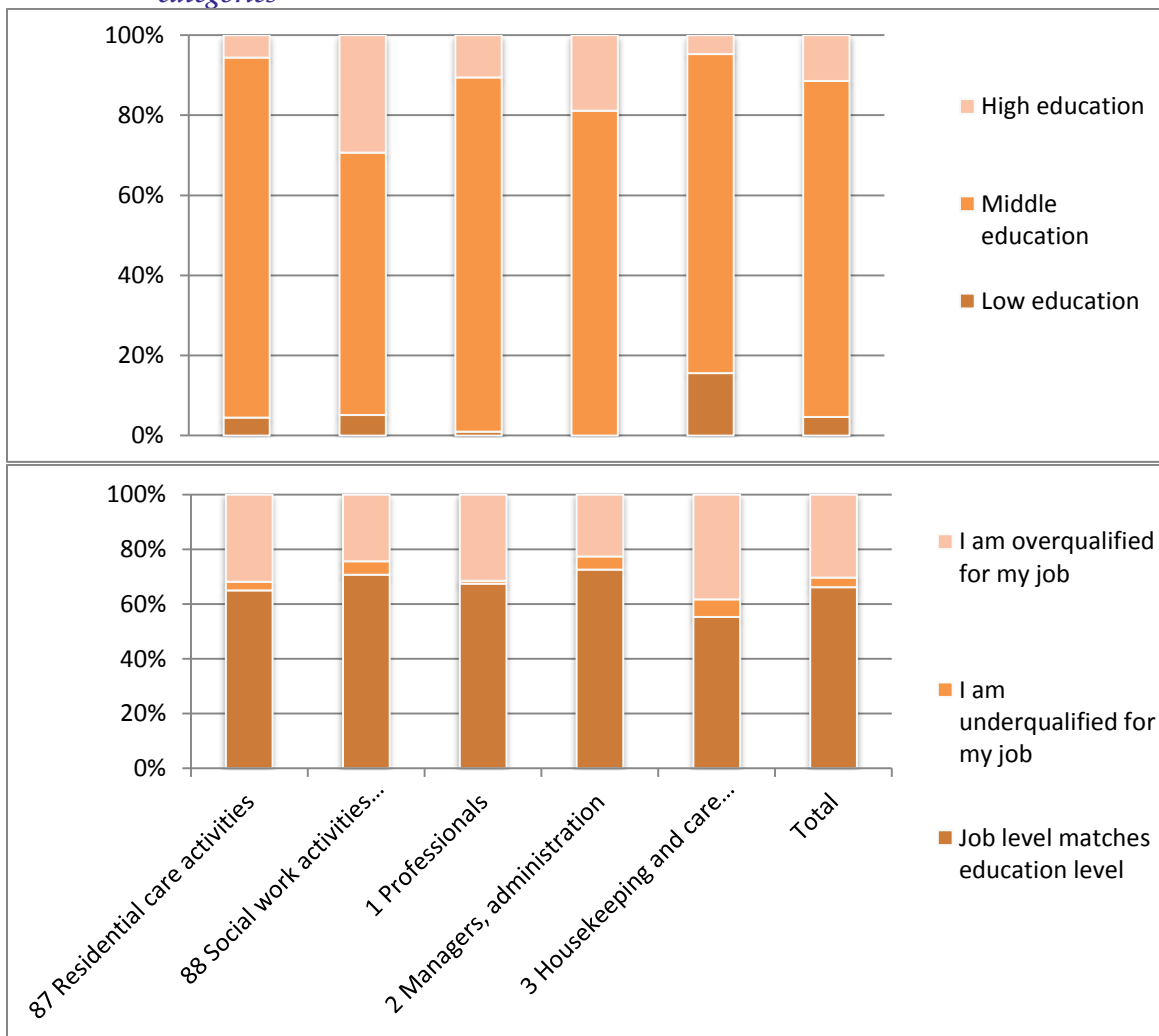


Source: WageIndicator data 01-Jan-2013 - 30-Sep-2014. Selection workers in social services in Czech Republic. N = 268.

Training and education

More than eight in ten workers in the social services of Czech Republic have a middle education, and one in ten has a high education, as the first panel in Figure 2 shows. Almost seven in ten report that their education level matches the demands in their jobs, as the second panel in Figure 2 shows. More than six in ten have received employer-provided training in the last year (not in a graph).

Figure 2 *Distribution over three educational categories. Distribution over job match categories*



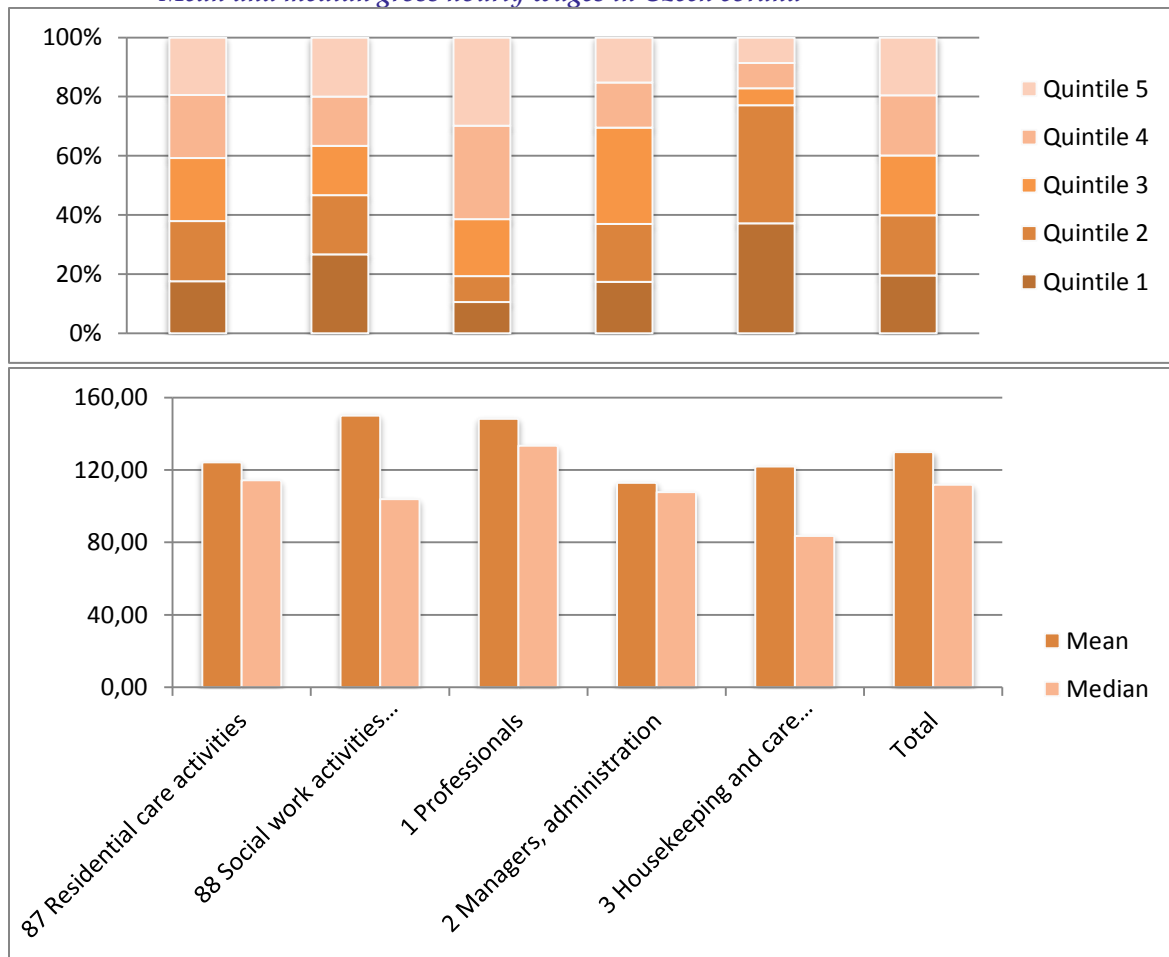
Source: WageIndicator data 01-Jan-2013 - 30-Sep-2014. Selection workers in social services in Czech Republic. N = 237 for Education; N = 198 for matching.

Wages

To compare wages, we divided the gross hourly wages into five equal categories (see the bar Total in the first panel in Figure 3). The workers in the housekeeping and care jobs most frequently fall into the lowest category, whereas the workers in the professional jobs fall most often in the highest category.

In the second panel in Figure 3 we use two yardsticks to measure wages: the median (as many persons below as above this amount) and the mean (average) wages. The largest gap is found for the workers in the housekeeping and care jobs, pointing to a large group at the bottom of the wage distribution and a small group high-earners at the top.

Figure 3 *Distribution over five equal categories gross hourly wages. Mean and median gross hourly wages in Czech corona*

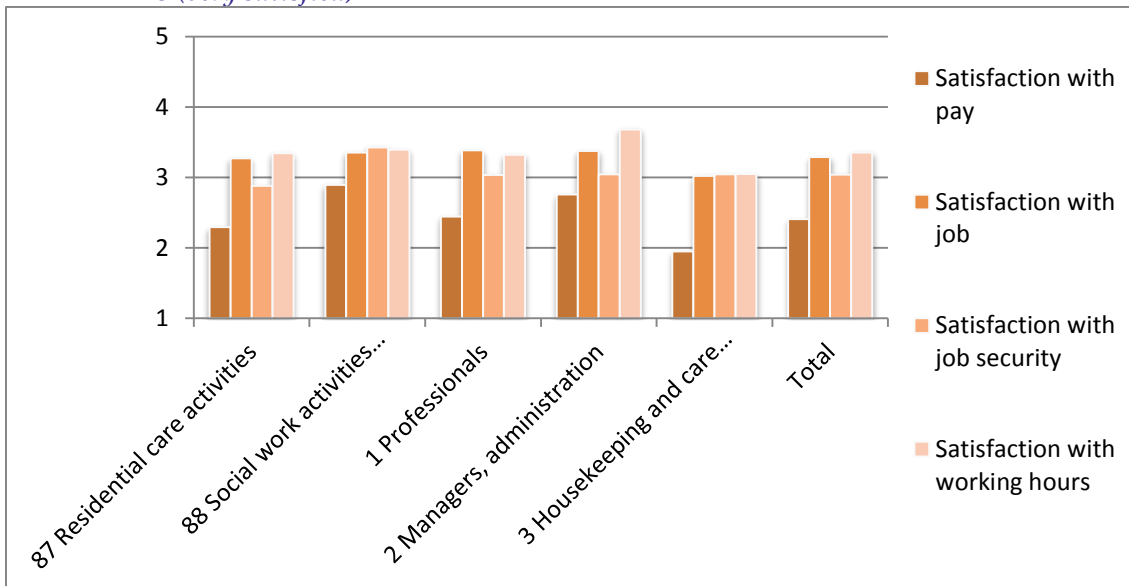


Source: WageIndicator data 01-Jan-2013 - 30-Sep-2014. Selection workers in social services in Czech Republic. N = 138.

Job satisfaction

Out of four satisfaction survey questions, the workers in the social services in the Czech Republic are most satisfied with their working hours, closely followed by the satisfaction with their job. Figure 4 shows the average scores by activities in the social services and by occupational groups. In the total group, satisfaction with pay has the lowest score, on average 2.4 on a scale from 1 (highly dissatisfied) to 5 (very satisfied). Among the workers in the housekeeping and caring jobs, satisfaction with pay is extremely low, namely 1.9. In contrast, satisfaction with working hours has with 3.7 the highest score.

Figure 4 Average scores on four satisfaction questions, ranging from 1 (highly dissatisfied) to 5 (very satisfied)



Source: WageIndicator data 01-Jan-2013 - 30-Sep-2014. Selection workers in social services in Czech Republic. N = 151 for Satisfaction with pay; N = 156 for Satisfaction with job; N = 71 for Satisfaction with job security; N = 153 for Satisfaction with working hours

ⁱ Report of the [WICARE](#) project, November 2014. Project supported by the European Commission in its Industrial Relations and Social Dialogue Program (Nr. VS/2013/0404). Authors: Kea Tijdens and Maarten van Klaveren, University of Amsterdam / Amsterdam Institute for Advanced labour Studies ([AIAS](#)). Partners: [EPSU](#), [WageIndicator](#), and [CELSI](#). Sole responsibility for the project lies with the authors. More information about the project, see <http://www.epsu.org/a/10010>.