

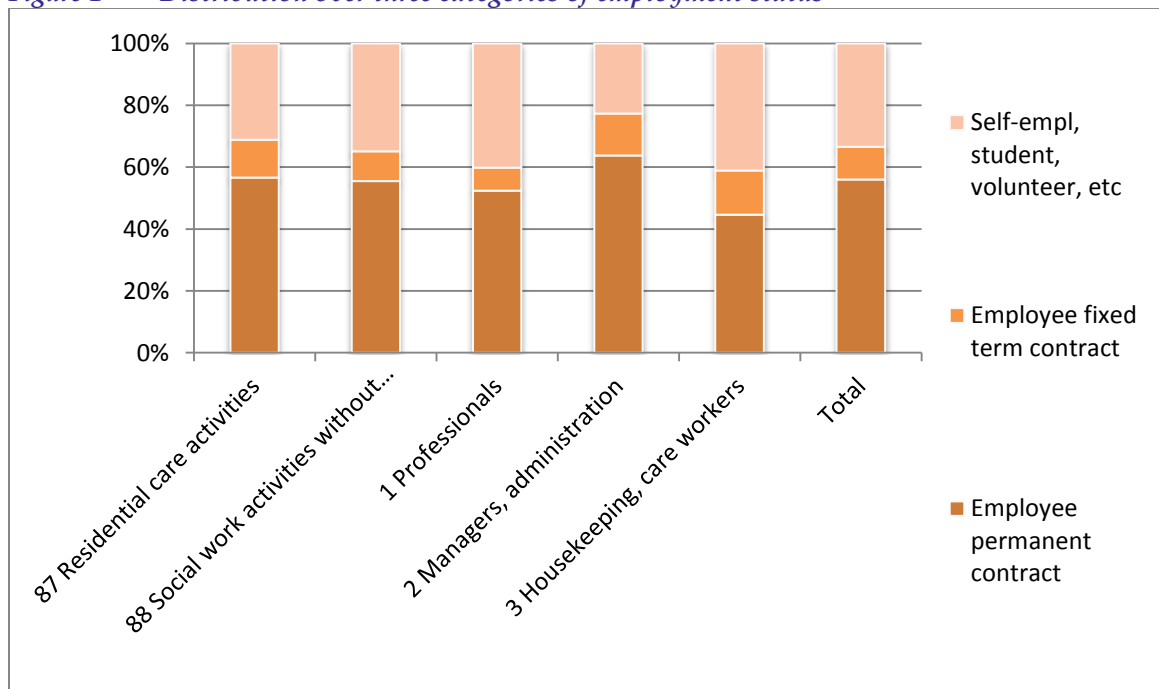
The social services in Ukraineⁱ

What about wages and working conditions in the social services in Ukraine? To explore this topic we use the 470 responses, of which 83% women, to the continuous WageIndicator web survey with data from January 2013 until September 2014. 224 persons provided valid data for the wage calculations.

Employment status

Almost six in ten workers in the social services in Ukraine are employed on a permanent contract (Figure 1). Employees on a fixed-term contract are most often found among workers in the housekeeping and caring jobs. On average workers in the social services have 11.6 years of service in the labour force (not in a graph). Three in ten have been promoted in their current organisation. A second job is held by 18% of the workers.

Figure 1 Distribution over three categories of employment status

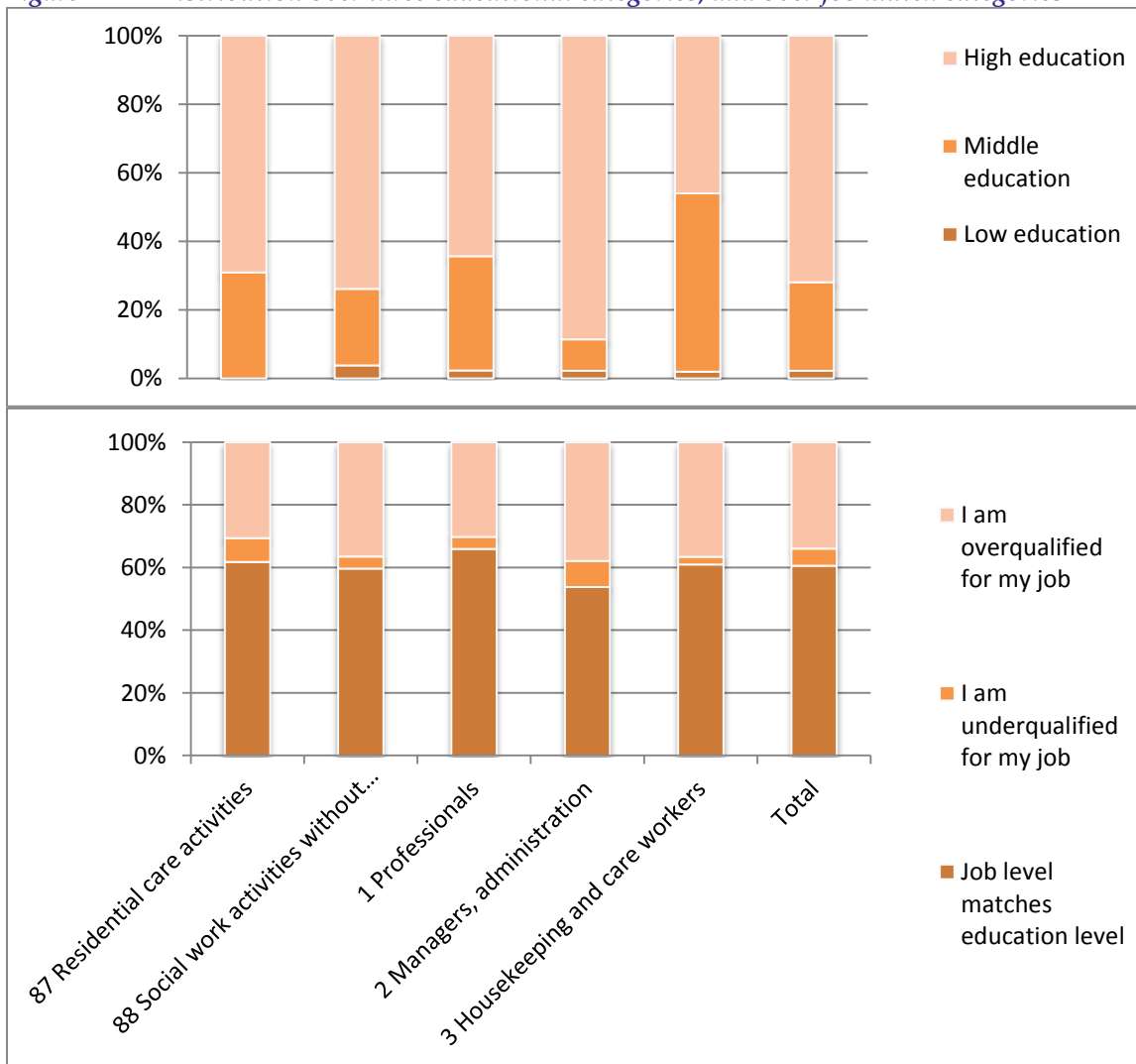


Source: WageIndicator data 01-Jan-2013 - 30-Sep-2014. Selection workers in social services in Ukraine. N = 470.

Training and education

More than seven in ten workers in the social services have a high education, and almost three in ten have a middle education, as the first panel in Figure 2 shows. Six in ten report that their education levels match the demands in their jobs, as the second panel in Figure 2 reveals. More than four in ten have received employer-provided training in the last year (not in a graph).

Figure 2 *Distribution over three educational categories, and over job match categories*



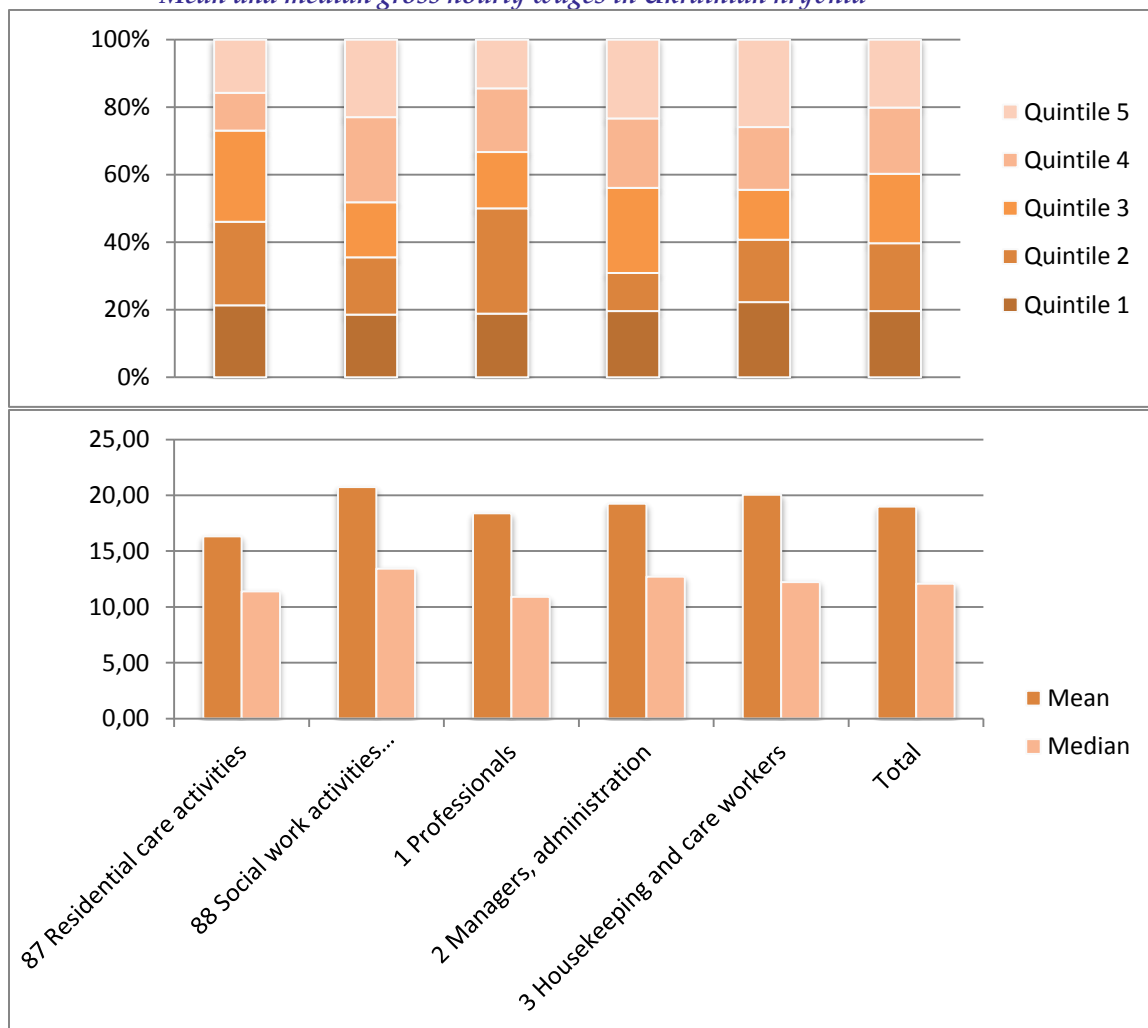
Source: WageIndicator data 01-Jan-2013 - 30-Sep-2014. Selection workers in social services in Ukraine. N = 442 for Education; N = 368 for matching.

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 housekeeping and caring most frequently fall into the lowest category, but they fall also in the highest category, pointing to a wide wage dispersion in this group.

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 between mean and median is found for the workers in housekeeping and caring.

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

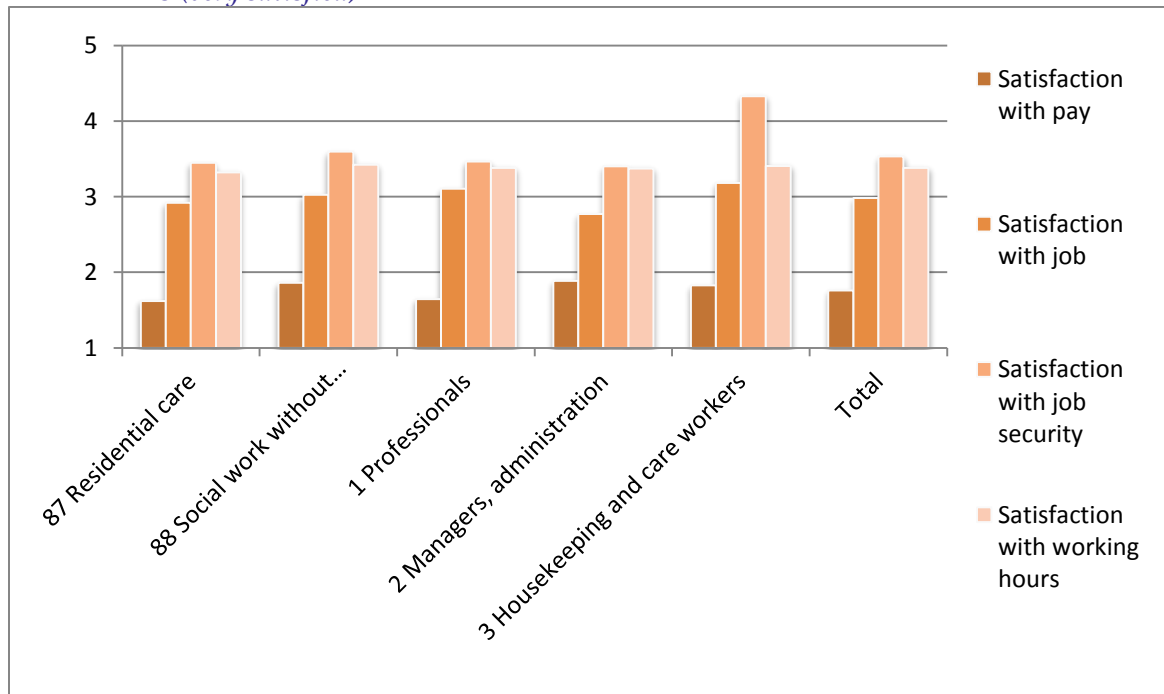


Source: WageIndicator data 01-Jan-2013 - 30-Sep-2014. Selection workers in social services in Ukraine. N = 224.

Job satisfaction

Out of four satisfaction survey questions, the workers in the social services in Ukraine are most satisfied with their job security, closely followed by satisfaction with their working hours (Figure 4). Satisfaction with pay has by far the lowest score, on average 1.8 on a scale from 1 (highly dissatisfied) to 5 (very satisfied). Among the workers in Residential care activities, satisfaction with pay is lowest, namely 1.6. Among the workers in the housekeeping and caring jobs, satisfaction with their job security has with 4.3 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 Ukraine.
 N = 251 for Satisfaction with pay; N = 244 for Satisfaction with job; N = 244 for Satisfaction with job security;
 N = 238 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>.