

LABOUR MARKET FLEXIBILITY FROM THE PERSPECTIVE OF PART-TIME JOB

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Abstract

The issue of flexibility of the labour market, the percentage of part-time job employee and of course international comparison of these indicators is given to a number of research papers and articles, and not only in Czech Republic but also in other EU countries. With some simplification is possible to evaluate the flexibility of the labour market of the country on the basis of the proportion of positions offered part-time. The issue of labour market is a complex mechanism that can have a serious impact on the whole economic process. The experience of Western Europe shows that the more flexible is the labour market; the unemployment is lower and productivity higher. The situation in the Czech Republic is at this moment completely different. The Czech Republic is one of the states with the lowest proportion of part-time workers in the EU. Low diversity of the labour market and the lack of part-time jobs disqualify not only parents, but also young and people over 50 years old. Czech labour market is therefore still a little flexible enough and also less focused on work and life balance.

Key words: labour market, labour market flexibility, part-time job

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Introduction

The issue of flexibility of the labour market, the percentage of part-time job employee and of course international comparison of these indicators is given to a number of research papers and articles, and not only in Czech Republic but also in other EU countries. With some simplification is possible to evaluate the flexibility of the labour market of the country on the basis of the proportion of positions offered part-time. The issue of labour market is a complex mechanism that can have a serious impact on the whole economic process. The experience of Western Europe shows that the more flexible is the labour market; the unemployment is lower and productivity higher.

1 Selected characteristics and labour market flexibility

First, we focus on the distribution of persons by employment classification ISCO in selected years in the Czech Republic (see Table 1).

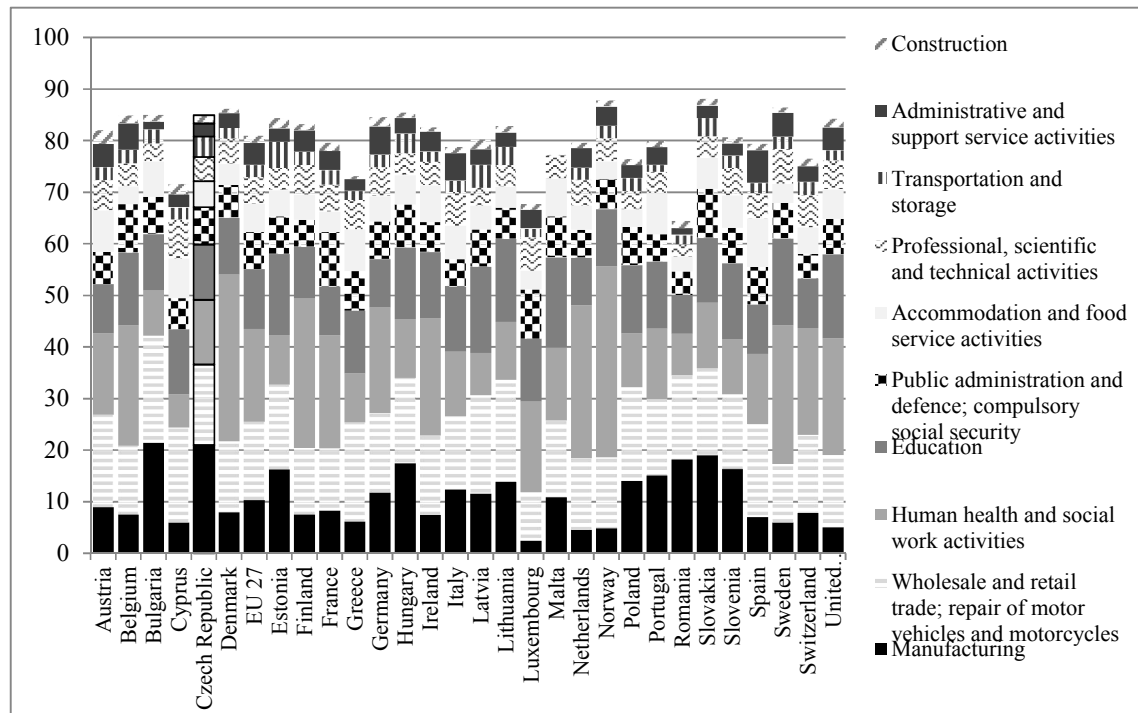
Tab. 1: The employees in the national economy by CZ-ISCO (LFSS) – in %

The employees in the national economy	1993	1995	2000	2005	2010	2011
Women						
Legislators, senior officials and managers	1.9	2.5	2.5	3.5	3.1	2.7
Professionals	10.5	11.0	12.2	11.9	11.2	15.4
Technicians and associate professionals	23.7	22.8	23.9	27.1	30.8	19.9
Clerks	14.3	15.1	14.9	14.4	15.0	17.9
Service workers and shop and market sales workers	16.0	16.7	16.9	16.8	17.0	20.7
Skilled agricultural and forestry workers	1.7	1.9	1.4	1.1	0.8	0.9
Craft and related trades workers	9.1	8.1	7.5	5.4	3.7	4.2
Plant and machine operators and assemblers	7.9	7.9	8.2	9.0	8.5	9.1
Elementary occupations	14.8	13.9	12.4	10.8	9.9	9.2
Armed forces	0.1	0.0	0.0	0.1	0.0	0.1
Not identified	0.1	0.1	0.1	0.0	.	.
Men						
Legislators, senior officials and managers	4.3	4.8	5.1	5.3	5.2	5.2
Professionals	7.7	7.6	8.3	8.8	9.4	10.0
Technicians and associate professionals	14.6	15.1	16	18.6	20.8	19.1
Clerks	2.8	2.8	3.2	3.7	4.0	4.4
Service workers and shop and market sales workers	5.6	6.4	7.2	7.9	7.7	9.5
Skilled agricultural and forestry workers	1.4	1.3	1.2	1.1	0.8	0.8
Craft and related trades workers	34.5	33.4	30.2	27.2	25.0	25.0
Plant and machine operators and assemblers	18.2	18.6	18.9	20.5	21.1	21.4
Elementary occupations	7.8	7.6	7.2	6.3	5.3	3.9
Armed forces	3.0	2.3	2.6	0.6	0.6	0.7
Not identified	0.2	0.1	0.1	0.0	.	.

Source: CZSO, own calculations

This comparison shows that in 1993, most women employed in the technicians and associate professionals (almost 24%), but in recent years there has been a decrease in employees in this area and in 2011 has been the most frequent employment of women in service workers and shop and market sales workers (almost 21%). Logically at least one of the women represented occupation are armed forces (0.1%). In the years there is a decline in the proportion of women in craft and related trades workers and elementary occupations. On the contrary, there are a growing proportion of women working like professionals, plant and machine operators and assemblers and service workers and shop and market sales workers. For men, throughout the period is the highest proportion of employees in craft and related trades workers (34.5% in 1993 to 25.0% in 2011). The lowest proportion of employed men in the armed forces and skilled agricultural and forestry workers (in 2011 this share was up 1%). In selected years increased the proportion of men employed like legislators, senior officials and managers, professionals, clerks, service workers and shop and market sales workers.

Fig. 1: International surveys - the largest sectors employing women (persons aged 15-64 years, the NACE Revision. 2) in % of women in every sector in 2011

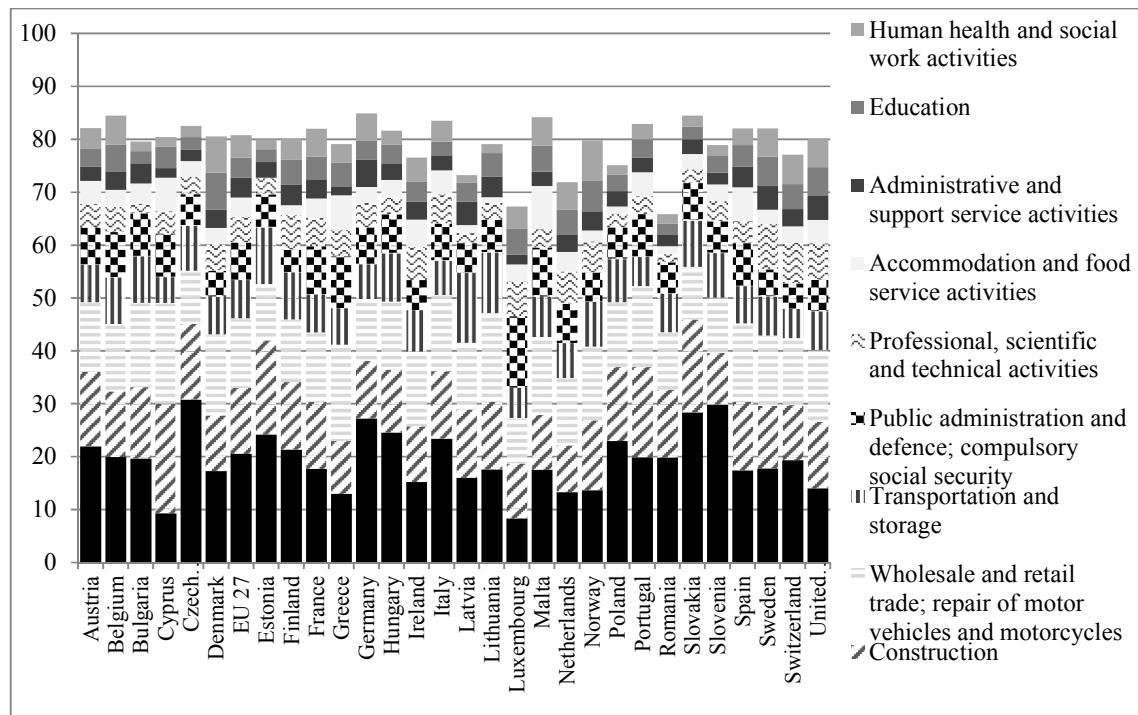


Source: Eurostat

An international comparison of sectors shows that the proportion of women working in manufacturing in the Czech Republic is the second highest among European countries

(21%). For employed women in the Czech Republic, this sector is also the most represented. There are noticeable differences between individual sectors for men and women. For men predominate in all countries manufacturing, construction and wholesale and retail trade, repair of motor vehicles and motorcycles. For women are the most represented sectors human health and social work activities, education, wholesale and retail trade, repair of motor vehicles and motorcycles and manufacturing.

Fig. 2: International surveys - the largest sectors employing men (persons aged 15-64 years, the NACE Revision. 2) in % of men in every sector in 2011



Source: Eurostat

One of the indicators of labour market flexibility can be share of offered part-time jobs broken down by employment classification CZ-ISCO. Table 2 shows that women are more often working part-time than men. Furthermore, in Table 2, the shares of women / men working part-time according to the classification to the total number of employed women / men in a given year. In the years, the proportion of women employed part-time was increasing, especially in the areas of professionals and clerks. For men, the highest proportion of people working part-time is for classification type legislators, senior officials and managers (over 20%).

Tab. 2: The employed in the national economy in part-time job by CZ-ISCO (LFSS) – in % for selected classification

Share of the employed in the national economy in part-time job to the employed people	1993	1995	2000	2005	2010	2011
Women	11.5	11.5	10.2	9.6	11.3	10.7
Legislators, senior officials and managers	2.9	4.4	6.5	6.6	5.1	4.7
Professionals	7.9	9.2	9.3	9.7	14.7	11.4
Technicians and associate professionals	6.6	7.4	7.0	7.3	9.3	7.6
Clerks	8.4	7.7	8.3	9.5	9.4	10.3
Service workers and shop and market sales workers	16.8	16.5	13.5	11.1	13.3	14.0
Skilled agricultural and forestry workers	7.0	10.6	5.8	8.4	7.4	10.9
Craft and related trades workers	11.8	11.2	9.1	5.3	8.2	8.1
Plant and machine operators and assemblers	11.5	11.5	10.2	9.6	11.3	10.7
Elementary occupations	2.9	4.4	6.5	6.6	5.1	4.7
Men	6.1	7.3	4.6	3.0	3.9	3.1
Legislators, senior officials and managers	23.4	22.2	21.0	21.8	22.9	20.4
Professionals	3.5	3.6	2.7	2.7	3.8	3.2
Technicians and associate professionals	2.6	2.2	1.8	1.2	2.1	1.1
Clerks	6.0	8.2	5.4	6.5	8.8	6.6
Service workers and shop and market sales workers	2.7	2.7	2.7	2.5	3.8	3.4
Skilled agricultural and forestry workers	8.1	7.0	5.0	4.2	4.1	4.4
Craft and related trades workers	4.6	5.0	2.1	2.8	4.4	5.4
Plant and machine operators and assemblers	5.1	7.1	4.2	4.3	10.3	9.6
Elementary occupations	2.5	2.4	1.9	1.5	2.2	2.1

Source: CZSO, own calculations

Table 3 shows that the Czech Republic belongs, together with Slovakia and Bulgaria, to the countries with the lowest proportion of people employed part-time. The Czech Republic is with 8.5 % for women and 1.8 % for men far below the EU average (31.6 % for women and 8.1 % for men). Generally, in all these countries is usual, that there is a higher proportion of women than men, which are employed part-time. This is undoubtedly associated with maternal roles of women. A large proportion of mainly women employed part-time we see in the Netherlands, Switzerland, Norway, the United Kingdom, Austria, Belgium and Denmark.

Tab. 3: International surveys - share of persons with part-time job in % (persons aged 15-64 years, the NACE Revision. 2)

Country	Employed part-time, 2011 ¹⁾		Involuntary part-time employed, 2011 ²⁾	
	Women	Men	Women	Men
EU27	31.6	8.1	23.1	36.5
Euroarea 17	35.2	8.1	24.8	36.6
incl.:				
Belgium	43.3	9.2	8.9	16.4
Bulgaria	2.4	2.0	55.3	60.5
Czech Republic	8.5	1.8	18.9	17.3
Denmark	37.0	14.2	17.1	13.7
Estonia	13.5	5.0	³⁾ 21.9	.
Finland	19.0	9.4	30.1	26.2
France	29.9	6.5	29.6	³⁾ 36.4
Ireland	35.1	12.2	30.4	³⁾ 57.4
Italy	29.3	5.5	50.6	69.1
Cyprus	12.1	5.9	43.2	60.7
Lithuania	9.8	6.5	35.2	³⁾ 41.1
Latvia	10.3	7.3	41.5	42.9
Luxembourg	35.9	4.3	8.9	.
Hungary	8.8	4.4	36.8	43.9
Malta	25.5	5.4	³⁾ 12.6	^{3,4)} 33.4
Germany	45.1	9.0	14.7	³⁾ 28.4
Netherlands	76.5	24.3	6.5	³⁾ 9.4
Poland	10.4	4.7	25.2	24.2
Portugal	⁵⁾ 13.7	⁵⁾ 7.0	⁵⁾ 49.1	⁵⁾ 40.0
Austria	43.4	7.8	9.1	15.1
Romania	10.1	8.7	40.6	64.5
Greece	10.0	4.2	55.5	68.8
Slovakia	5.6	2.6	22.2	28.0
Slovenia	12.2	7.1	³⁾ 8.9	³⁾ 6.7
United Kingdom	42.2	11	13.8	35.5
Spain	23.4	5.9	52.2	65.8
Sweden	38.7	12.0	27.2	³⁾ 28.2
Other countries				
Croatia	9.6	5.9	³⁾ 18.5	³⁾ 28.6
Iceland	31.7	9.9	24.8	22.8
Macedonia	6.7	5.5	³⁾ 36.4	³⁾ 44.9
Norway	42.1	13.7	³⁾ 20.3	³⁾ 14.3
Switzerland	59.4	12.4	6.9	8.9
Turkey	24.1	6.2	4.2	12.2

¹⁾ As share of total employment of women and men; ²⁾ As percentage of the total part-time women and men employment; ³⁾ Unreliable data; ⁴⁾ Year 2010;

⁵⁾ Break in series

Source: Eurostat

Conclusion

The experience of Western Europe shows that the more flexible is the labour market; the unemployment is lower and productivity higher. In the Czech Republic is at this moment the situation completely different. The Czech Republic is one of the states with the lowest proportion of part-time workers in the EU. The employment rate is undoubtedly for different age groups, and gender different, but it is possible to argue that low diversity of the labour market and the lack of part-time disqualifies not only parents, but also young and people over 50 years old. It is clear that it is not fully and effectively used the employment potential. For example, many mothers would rather stay at home or continue to maternity leave when they can not find part-time job. Czech labour market is therefore still a little flexible enough to also focus on work and life balance.

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