

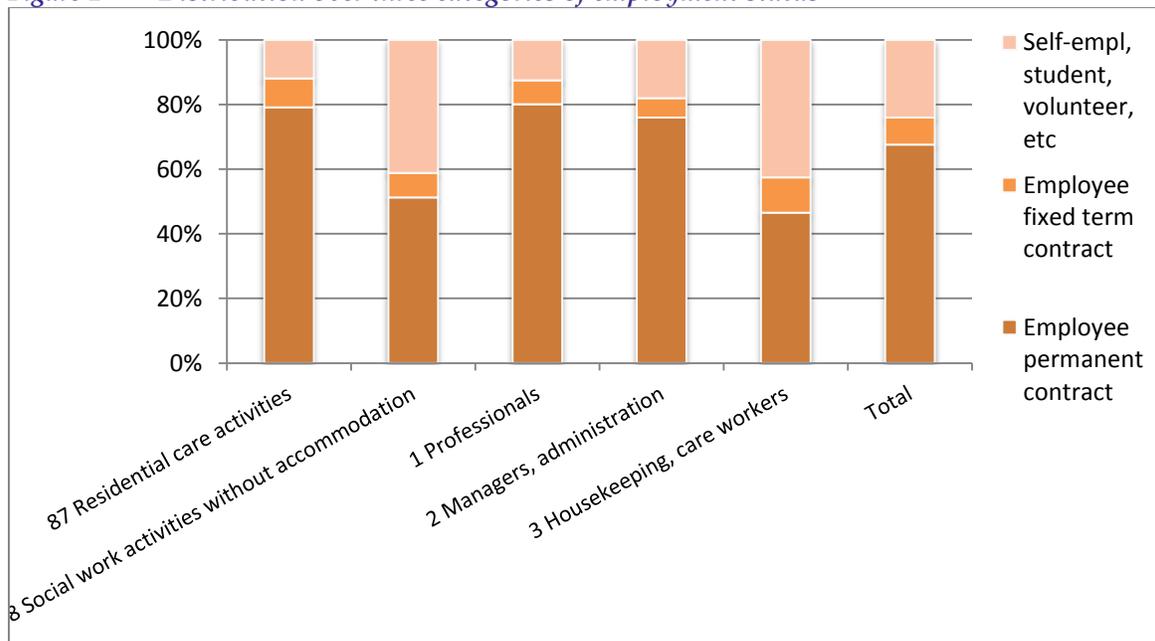
## The social services in Slovakia<sup>i</sup>

What about wages and working conditions in the social services in Slovakia? To explore this topic we use the 287 responses, of which 85% women, to the continuous WageIndicator web survey and its printed version with data from January 2013 until September 2014. 141 persons provided valid data for the wage calculations.

### Employment status

Almost seven in ten workers in the social services in Slovakia 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 in Slovakia have 18.6 years of service in the labour force (not in a graph). More than two in ten have been promoted in their current organisation. A second job is held by 5% of the workers.

**Figure 1** Distribution over three categories of employment status

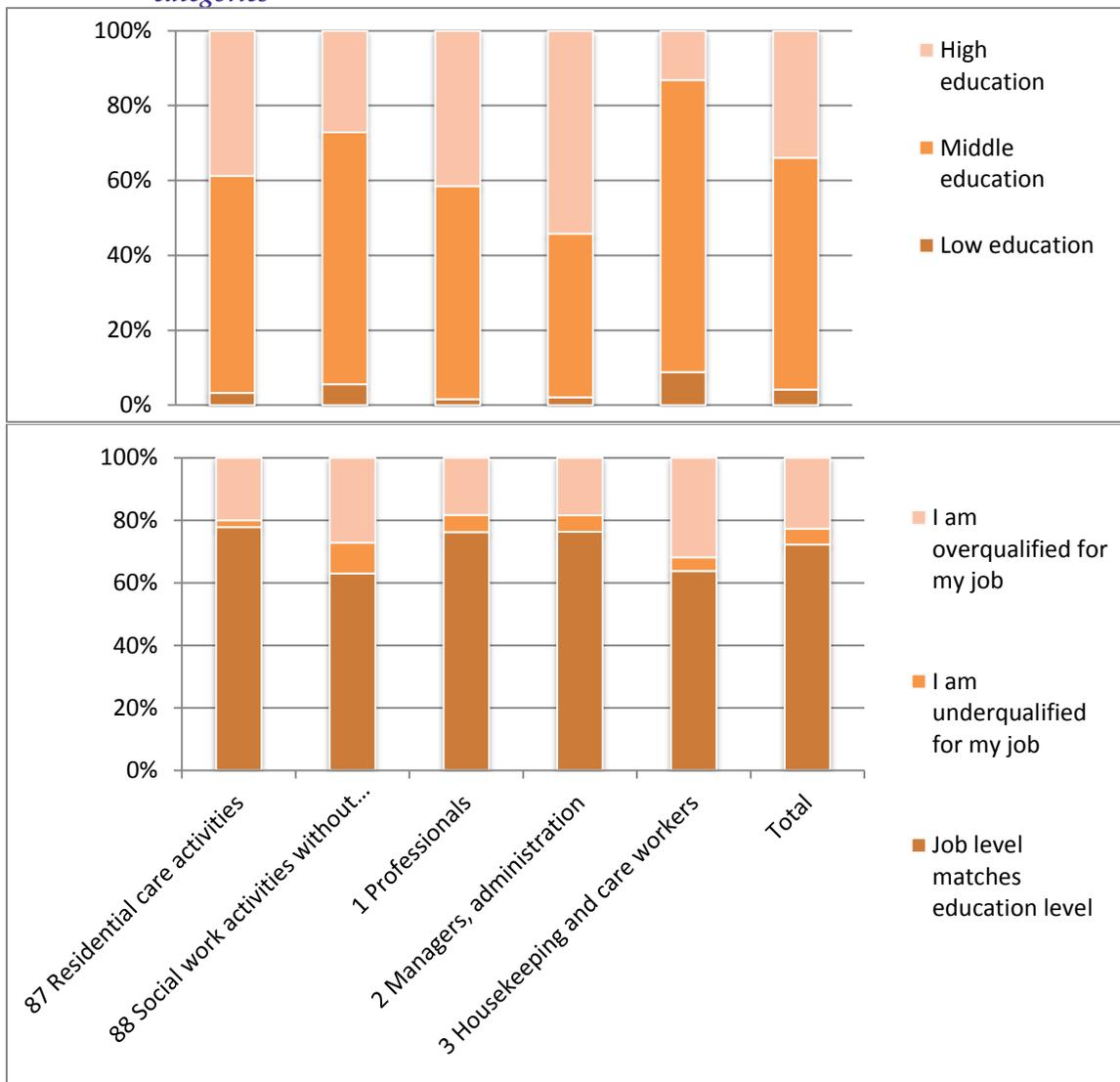


Source: WageIndicator data 01-Jan-2013 - 30-Sep-2014. Selection workers in social services in Slovakia. N = 287.

## Training and education

More than six in ten workers in the social services of Slovakia have a middle education, and more than three in ten have a high education, as the first panel in Figure 2 shows. Seven in ten report that their education levels match the demands in their jobs, as the second panel in Figure 2 reveals. Almost four 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*



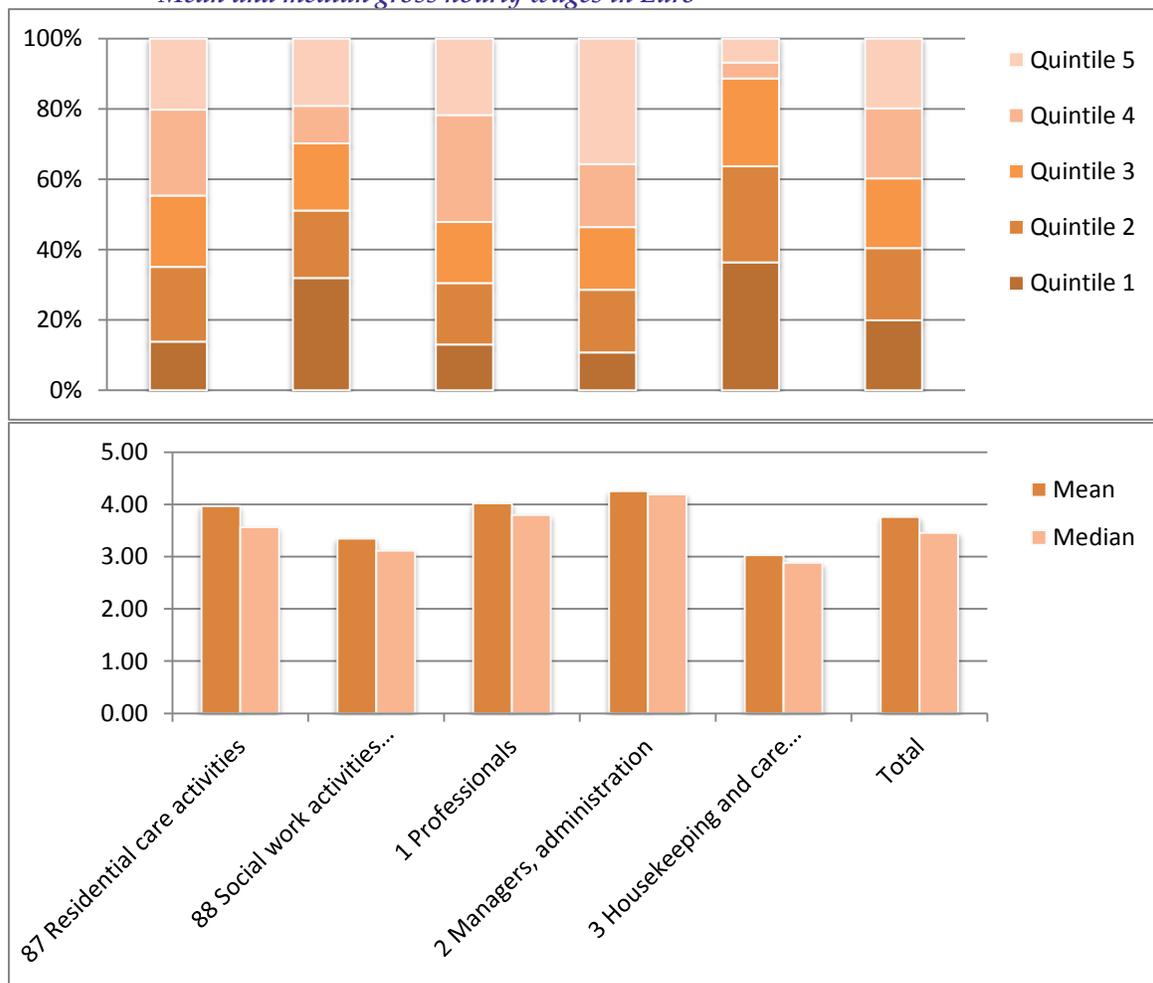
Source: WageIndicator data 01-Jan-2013 - 30-Sep-2014. Selection workers in social services in Slovakia. N = 262 for Education; N = 216 for matching.

## 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, whereas the workers in managerial and administration 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 between mean and median is found for the Residential care activities with a larger group at the bottom and a smaller group at the top.

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

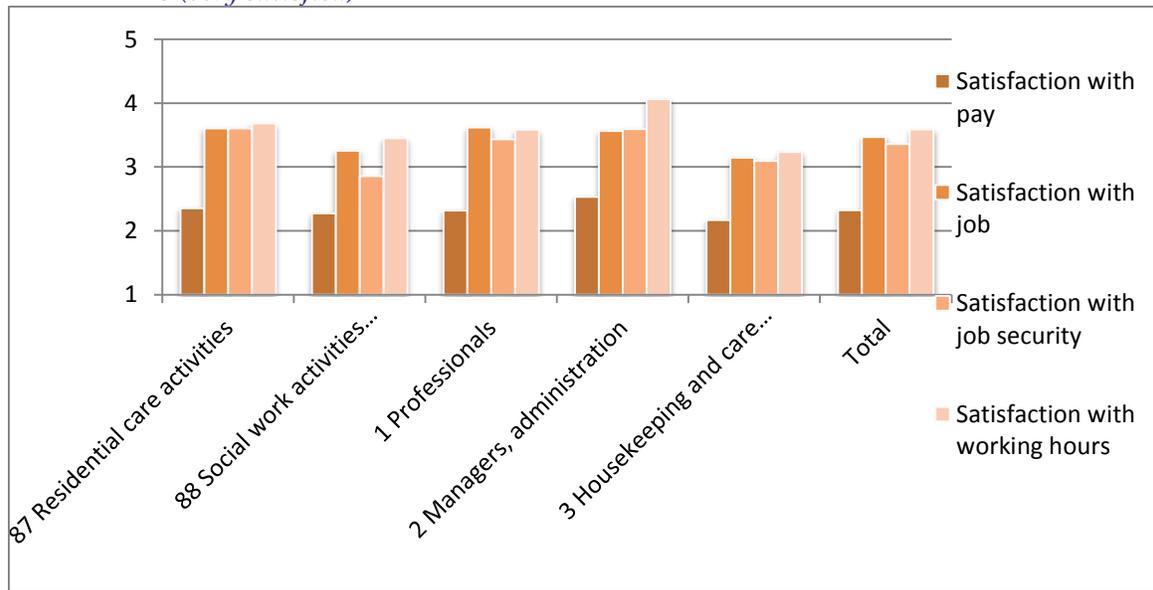


Source: WageIndicator data 01-Jan-2013 - 30-Sep-2014. Selection workers in social services in Slovakia. N = 141.

## Job satisfaction

Out of four satisfaction survey questions, the workers in the social services in Slovakia are most satisfied with their working hours, closely followed by satisfaction with their job (Figure 4). Satisfaction with pay has by far the lowest score, on average 2.3 on a scale from 1 (highly dissatisfied) to 5 (very satisfied). Among the workers in housekeeping and caring, satisfaction with pay is lowest, namely 2.2. Among the workers in the managerial and administration jobs, satisfaction with working hours has with 4.0 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 Slovakia. N = 145 for Satisfaction with pay; N = 144 for Satisfaction with job; N = 128 for Satisfaction with job security; N = 146 for Satisfaction with working hours

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