

Gender Diversity and the Labour Market in the Slovak Republic

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Abstract— In the paper the focus is put on labour market in the Slovak Republic from the gender perspective taking into account the goals of Lisbon strategy. It is evident the influence of global crisis on the situation at labour market, particularly rate of employment and unemployment not only in the conditions of the Slovak Republic.

Keywords - Gender, diversity, labour market, employment earnings,

I. LABOUR MARKET IN THE SLOVAK REPUBLIC

According to the She and He Studies [1] since the beginning of the 1990s, the ratio of people in their productive years to the total population of Slovakia (and, consequently, the total number of economically active people) has increased. In 2010 (Figure 1.), economically active population in Slovakia reached 2,706,500 people (1,497,350 men and 1,204,200 women). The number of economically inactive persons (pre productive and post productive age) was in the year 2010 1,494,900 (674,100 men and 820,800 women) [2].

The Slovak labour force gradually grew older between 1994 and 2010 (Figure 3.). This process was faster among women. While in 1994 the share of persons over 45 was higher among men, by 2010 it was higher among women. During this period, the share of the older age category increased from 23.6% to 37.6% among economically active women and from 25.4% to 35.8% among economically active men.

From the long term perspective (2000-2010) the change of the rate of employment and unemployment between men and women with the university degree was different [1], [2]. For the first degree – bachelor study, highest rate of employment (Figure 1.) of the men was 82.3% in 2003 and 79.2% in 2004 and 2005. The lowest rate of employment between men with the first university degree was 53.2% in 2009. For the women with the same degree the highest rate of employment was in 2000 - 80.4% where next year 2001 it was the lowest rate of employment with 56% for the same period 2000-2009. In the year 2009 the rate of employment of women was 59,4%.

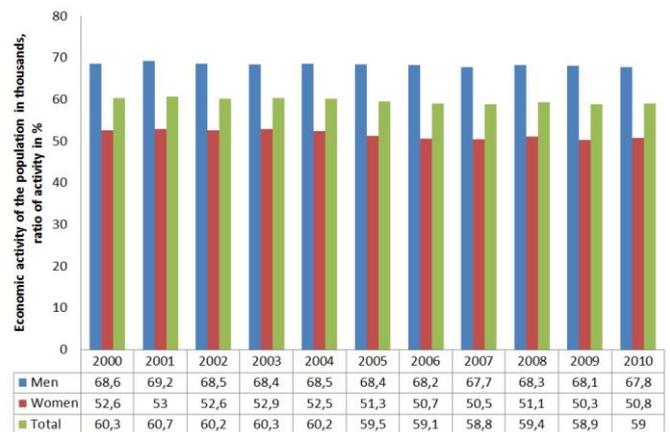


Figure 1. Economic activity of the population in thousands, ratio of activity in % [2]

The average rate of employment for the period 2000-2009 for the first university degree for men was 72.78% and for women 66.77%. For the second university degree (master study) the average rate of employment for men was 89.73% and for women 80.63%.

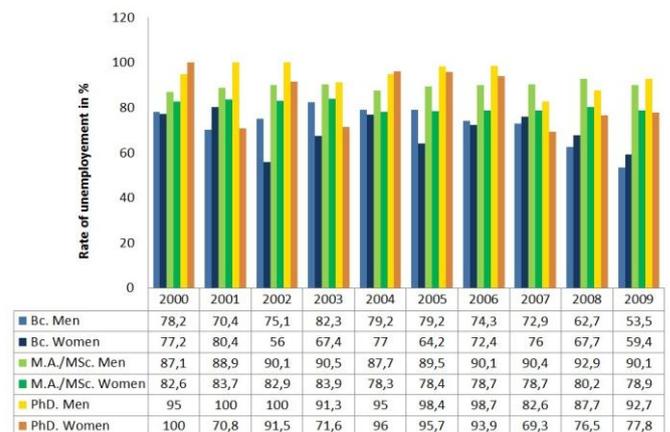


Figure 2. Rate of unemployment in %

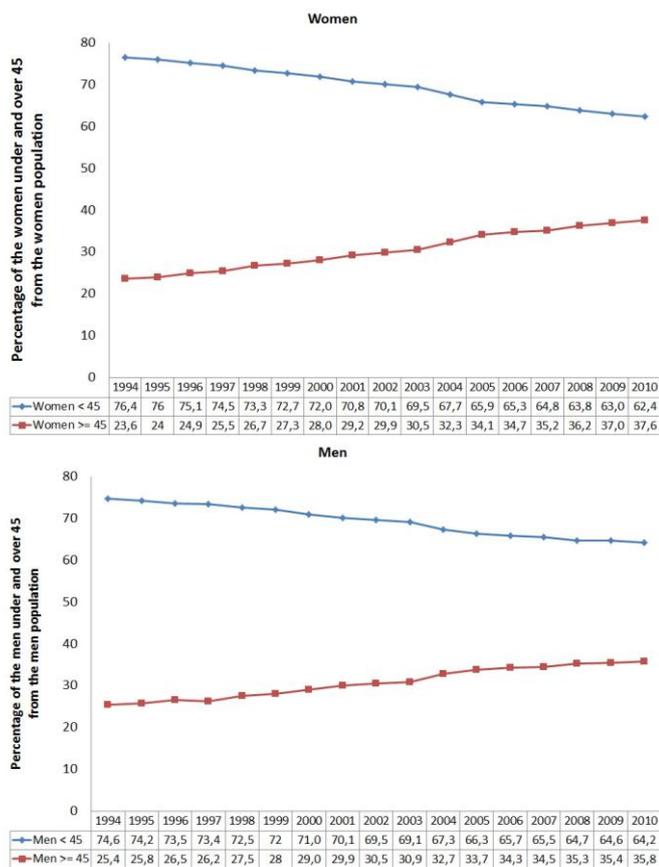


Figure 3. Age structure of economically active women and men (1994 – 2009, in % of persons under 45 : over 45) [1]

The biggest difference of the average rate of employment in the period of 2000-2009 was for the third university degree (doctoral study) where for men it was 94.14% and for women 84.1% [2], [7].

The rate of unemployment (Figure 2.) for men with the first university degree in the period 2000-2009 was highest in the year 2001 with 18.6%. For women it was the year 2002 with 24.7%. The lowest rate of unemployment for the same period and university degree for men was in the year 2006 with 1.3% and for the women it was the year 2008 with 2.6%. In the year 2009 the rate of unemployment for the men with the first university degree was 7.2% and for the women 8%. The average rate of unemployment in the period 2000-2009 for the first university degree was for men 8.77% and for women 9.06%. For the second university degree for the same period the average rate of unemployment was 4.05% for men and 4.66% for women, as for the third university degree it was 1.24% for men and 3.96% for women. The authors can clearly see negative tendency between the university degree and the rate of employment and unemployment of women. The higher the university degree is, the bigger difference is between the rate of employment and unemployment between the men and women [2].

The above mentioned study [1] pointed out another characteristic feature of Slovakia's labour market that is its vertical segregation, which means the different representation

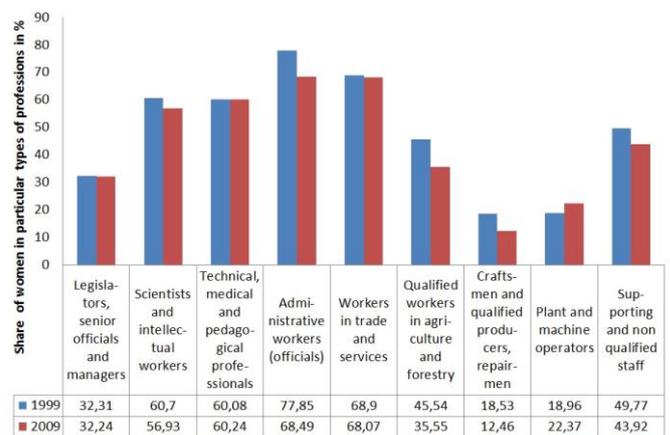


Figure 4. Share of women in particular types of professions 1999 and 2009 in % [2]

of women and men in particular types of professions. Figure 4. compares the share of women in particular types of professions in the year 1999 and 2009 [2].

II. POSITION OF WOMEN ON THE LABOUR MARKET

Similar to the results of the study [1] in the year 2009 women held just about the third (32.24%) of the best paid jobs in the country – legislators, senior officials and managers. The authors also pointed out that this tendency persists despite the significant improvement in the educational attainment of women in recent decades. Therefore, authors concluded, that the insufficient participation of the women is caused by other than education barriers. From the Figure 4 it is evident the decrease of the share of women in most types of professions in the year 2009 according to the year 1999. Unusual is the increase of women share in plant and machine operators.

However, it is possible to identify different carrier models between men and women on the labour market. Let us take closer look at the age groups and their rate on the labour market [2].

The highest number of economically active women in the year 2009 was in the 35-39 age group (74%), the 40-44 age group (80.3%) and the 45-49 age group (81.3%). In the groups of 40-44 age, 45-49 age and over 65 years, the rate of economically active women and men is almost equal (lowest differences). From the ten year perspective the highest rate of economically active men is in the age of 30-35. The greatest difference between the rate of economically active men and women is in the age group of 25-29. As it is stated in the study She and He in Slovakia [1] the number of employed men more or less copies the total number of men in various age groups. In female population, the number of employed women in various age groups is not so closely tied to total number of women. The correlation between the number of employed women and the total number of women is weak especially in the 25-39 age group and then between 50-64. The authors concluded that the gap between employed women and men widens twice: at the beginning of their professional careers and at their end. From this point of view, according to the She and He in Slovakia study [1], there are two ways in which people participate on the

labour market: the male model, which is characterized by a continuous professional career, and the female model of an interrupted career. The interrupted professional careers of women take on various forms depending on the length of the interruptions, their frequency, the women's age, etc. Moreover, not all women choose to interrupt their careers. Analyses of the participation of women on the labour market indicate that interrupting a career – particularly if the break is repeated or long-term in nature – brings multiple disadvantages to women. Their chances of investing time and energy into their careers are limited, which is subsequently reflected in a lower “pay-back of investments”, whether in the form of a lower wage, a slower promotion, the loss of work skills or stagnation in qualifications. On the other hand, people with uninterrupted professional careers do not have to cope with these problems.

Nevertheless the age structure of the labour market and women employment rate did not achieve the goals set by the Lisbon strategy [3].

The possibility of the women to manage their career depends also on the flexibility of the labour market – temporary jobs, part time jobs or different work schedules. Thus Slovakia is the country of traditional employment patterns, during the last years the labour market faces the changes also in this area. Those changes could be caused by the global crises, but also by the change of women attitude to their career [5], [6].

Another issue of the gender diversity and labour market are the differences in wages. Table 8 represents Average gross monthly earnings and components of earnings men and women by occupations in 2009 according to the Structure of Earnings in the Slovak Republic 2009 [4].

TABLE I. AVERAGE GROSS MONTHLY EARNINGS AND COMPONENTS OF EARNINGS MEN AND WOMEN BY OCCUPATIONS IN 2009 [4]

Occupation (KZAM1)	Average gross monthly earnings in EUR		Women gross monthly earning as a percentage of men gross monthly earning in %
	Men	Women	
1 Legislators, senior officials and managers	1 956.57	1 341.67	68.57
2 Professionals	1 206.06	894.45	74.16
3 Technicians and associate professionals	1 005.56	755.64	75.15
4 Clerks	751.68	610.29	81.19
5 Service workers and shop and	730.36	461.67	63.21

market sales workers			
6 Skilled agricultural and fishery workers	555.48	485.34	87.37
7 Craft and related trade workers	703.16	474.00	67.40
8 Plant and machine operators and assemblers	692.30	533.33	77.03
9 Elementary occupations	502.59	381.33	75.97
10 Armed forces	1 073.81	1 027.25	95.66

1)KZAM - Classification of Occupations

From the Table 1 it is evident that there are still major differences between the earnings of women and men at similar occupations.

III. CONCLUSIONS

The above mentioned facts could be a good basis for an explanation why this situation is not good enough and how to contribute to particular improvements in the area of gender diversity in relationship towards labour market in the Slovak Republic.

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