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Strašilová Gabriela ; Mejstřík Bohuslav
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Over One Third of the Young Does Not Use Their Qualifications at Work

Work experience of the young is closely related to their studies. In a great portion their work experience comes from the obligatory practice of the students. A relatively high number of the young working persons aged 20 - 34 years state that their qualifications are not sufficiently used in their job.

In 2016 questions of the ad hoc module 2016 on young people on the labour market in respective EU Member States were included in the Labour Force Sample Survey. The first set of questions was targeted on the relation in between the highest educational attainment and work experience during the studies.

The target group of the ad hoc module 2016 was young people aged 15 - 34 years. For logical reasons, the analysis does not give data for the aged 15 – 19 years who predominantly, under the Czech Republic conditions, have finished primary education and are still studying secondary education. The first preliminary results are therefore presented for the age group of 20 – 34 years only.

Some work experience was indicated by 80% of all respondents aged 20 – 34 years who successfully completed studies. It was almost 1 463 thousand persons of the aged 20 – 34 years when recalculated to relevant demographic data.

Work experience of the young has often the nature of the obligatory practice during studies

Respondents, who gave a positive answer on work experience during the period of their successfully finished education, were also asked to what extent this work was simultaneously a part of the studies of their highest educational attainment. In the group of the aged 20 – 24 years it was 69% respondents answering Yes. Percentage of positive answers increased in the group of the aged 25 – 29 years to 75% and in the aged 30 – 34 years it was above 76%. In prevailing cases this work experience was an obligatory part of the studies. In case practice related to education was obligatory the survey measured the practice time, being concrete if the practice lasted longer than 6 months (short-term practice stages during the study were summarised). Almost 466 thousand persons of the aged 20 – 34 years passed an obligatory long-term practice during their studies.

The data measured closely relate to the highest educational attainment. It was most frequently the graduates from secondary education without A-level examination (with apprenticeship certificates) who gave they had a long-term practice during completed studies, over a quarter of a million of them. These are, first of all, young males, which relates to different compositions of education in males and in females. In the graduates from secondary education with A-level

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examination the difference in between males and females was, however, substantially lower. A higher number of females without having a long-term practice at the graduation from tertiary education follows from the overall higher number of female graduates than that of male graduates.

Number of the aged 20 – 34 years who passed the obligatory practice during their studies by practise duration and by educational attainment

	Total	Males	Females	Total	Males	Females
	Number (thousand persons)			Percentage		
Total	974.7	510.5	464.3	100.0	100.0	100.0
Yes, longer than 6 months	466.0	262.3	203.7	47.8	51.4	43.9
Secondary education without A-level examination (incl. apprenticeship certificates)	254.8	169.4	85.4	26.1	33.2	18.4
Secondary education with A-level examination	113.9	55.2	58.7	11.7	10.8	12.6
Higher education	97.4	37.7	59.7	10.0	7.4	12.9
Yes, shorter than 6 months	508.7	248.2	260.6	52.2	48.6	56.1
Secondary education without A-level examination (incl. apprenticeship certificates)	118.8	69.8	49.0	12.2	13.7	10.6
Secondary education with A-level examination	239.0	119.1	119.9	24.5	23.3	25.8
Higher education	150.9	59.2	91.7	15.5	11.6	19.8

Source: CZSO, Labour Force Sample Survey – AHM 2016

High number of the young who ended studies prematurely

Cases of the young aged 20 - 34 years who finished two schools of the same level of formal education, as two secondary schools with A-level examination, for instance, are seldom. The number of them reached less than 60 thousand persons.

By far many more persons stated that after they had finished their education of highest educational attainment they continued at a higher level of education yet they failed to complete it. The number of these aged 20 – 34 years, who had finished primary education, at least, was over 200 thousand persons. In frequent cases they failed at completion of secondary education without A-level examination (51 thousand persons), then secondary education with A-level examination (45 thousand persons), and the largest group was of the failed in graduation from bachelor studies (75 thousand persons). Other types of tertiary education as higher professional schools and master studies were given just seldom. The occurrence of failure in finishing of conservatoires with *absolutorium* examination and doctoral studies was minimum.

The reasons why they failed and prematurely ended their studies was in most cases noncompliance with obligations required to continue in studies, and then the fact the studies were too hard. These two reasons were given by 60% of respondents, who failed in completing their studies. In most cases these were males. Next reasons are the respondent's wish to start work and the termination of studies due to family reasons, this mostly in females.

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Reasons for the premature ending of studies in the aged 20 - 34 years found

	Total	Males	Females	Total	Males	Females
	Number (thousand persons)			Percentage		
Total	203.8	119.3	84.5	100.0	100.0	100.0
Studies were too hard	53.1	30.3	22.8	26.0	25.4	26.9
Did not meet obligations required to continue in studies	62.6	43.6	18.9	30.7	36.6	22.4
Financial costs of the studies were too high	4.9	3.6	1.3	2.4	3.0	1.5
Wished to start work	32.1	19.4	12.6	15.7	16.3	15.0
Family reasons	19.5	5.3	14.2	9.6	4.5	16.8
Health reasons	5.9	1.6	4.3	2.9	1.4	5.0
Time reasons	6.0	3.2	2.9	3.0	2.6	3.4
Other	19.8	12.2	7.6	9.7	10.3	9.0

Source: CZSO, Labour Force Sample Survey – AHM 2016

A prevailing portion of the young with status in employment of employee acquired their jobs either by means of their relatives or friends, or contacted their employers. Such an answer was given by over 73% of all employees. Cases, when they found their jobs by means of advertisements in media, including the Internet, followed after a larger gap (13.6%). Merely a small portion of the respondents accounted they had obtained their job by means of the labour office or a private labour agency, or through an educational institution, or by a direct contact of the employer to the respondent.

Answers to the question on the use of the acquired education in job revealed interesting data. In general, it may be stated that the higher the level of formal educational attainment the higher respondents' satisfaction with the education application in practice.

A vast majority of working persons with primary education think that their knowledge and skills are not used (answers No and Rather No). Almost a half of all respondents with secondary education without A-level examination, including holders of apprenticeship certificates, is unsatisfied with the use of their qualifications. Somewhat better standing we can find among those with secondary education with A-level examination yet the share of the unsatisfied is still high, nearing 40%. In contrast, a share of tertiary education graduates among, of which mere 13% of persons are unsatisfied with their education application in job.

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Use of education of the aged 20 – 34 years in their job

	Educational attainment according to the CZ-ISCED 2011				
	Total	Primary education	Secondary education without A-level examination (incl. apprenticeship certificates)	Secondary education with A-level examination	Higher education
	Number (thousand persons)				
Total	1405.5	64.6	383.2	553.1	404.6
Yes	639.6	5.3	150.0	202.0	282.2
Yes, partially	278.9	9.5	56.8	144.0	68.5
Rather no	182.1	11.8	51.9	88.0	30.3
No	304.9	38.0	124.5	119.0	23.5
	Percentage				
Total	100.0	100.0	100.0	100.0	100.0
Yes	45.5	8.2	39.1	36.5	69.8
Yes, partially	19.8	14.8	14.8	26.0	16.9
Rather no	13.0	18.3	13.6	15.9	7.5
No	21.7	58.7	32.5	21.5	5.8

Source: CZSO, Labour Force Sample Survey – AHM 2016

Satisfaction with the use of education in the fields of education of services

Besides educational attainment, satisfaction or dissatisfaction of the respondents is in a significant manner affected by the field of education acquired and its application in practice. At the level of the secondary education without A-level examination the absolutely highest number of the dissatisfied concentrated into two classes of fields of education, one is the field of technology, manufacturing, and construction (92 thousand persons), and another is the fields of services (almost 60 thousand persons). In the class of services these are namely fields of catering (cooking, catering service, restaurant services, and fast food services). A higher number of the dissatisfied can be also found in the fields of hair dressing and cosmetics services. It is right the field of services where there is the highest total number of the dissatisfied (62%).

In the group of A-level examination graduates there was the absolutely highest number of the dissatisfied in a broadly defined field of education of trade, administrative services and law, then in the field of technology, manufacturing, and construction, and the field of services, again. Almost a half of graduates from fields of education of services accounted that they do not apply at all or rather do not apply their education. Graduates from the fields of arts and humanities; agriculture, forestry and fishing; and from general education (from grammar schools and lyceums) often gave dissatisfaction with their qualifications application.

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Although the level of satisfaction with knowledge application in tertiary education graduates is high, even in this level of educational attainment there are fields of education showing a lower level of satisfaction. These are mainly services and, at the same time, the field of arts and humanities. The following overview gives data for selected fields of education and educational attainments. Data, which occurred at a low frequency and thus cannot be taken as reliable because of a high potential of being distorted by a large sampling error, are not published.

Number of the aged 20 – 34 years, who stated their qualifications are Entirely Not or Rather Not used in their job by educational attainment and by field of education

Broadly defined field of education	Educational attainment according to the CZ-ISCED 2011					
	Secondary education without A-level examination (incl. apprenticeship certificates)	Secondary education with A-level examination.	Higher education	Secondary education without A-level examination (incl. apprenticeship certificates)	Secondary education with A-level examination.	Higher education
	Thousand persons			Percentage		
General education	-	33.6	-	-	49.4	-
Arts and humanities	4.2	7.9	8.2	62.6	50.3	24.0
Social sciences, journalism, and information sciences	-	-	8.9	-	-	13.4
Trade, administrative activities, and law	10.3	50.6	7.3	48.6	36.6	13.0
Technology, manufacturing and construction	91.7	48.2	3.9	37.8	27.2	6.2
Agriculture, forestry and fishing; and veterinary medicine	8.7	12.2		63.5	58.7	-
Health and social care, care for beneficial living conditions	-	12.4	4.0	-	37.2	7.6
Services	59.4	33.0	8.7	62.3	47.9	32.2

Source: CZSO, Labour Force Sample Survey – AHM 2016

Almost 40% of young females are unsatisfied with the use of their qualifications

Besides the field of education satisfaction is affected by the age of respondents as well. Over a half of the working persons aged 20 - 24 years is not satisfied with the use of their knowledge and skills. These are mostly graduates from secondary education with A-level examination and without A-level examination. The age group of 25 - 29 years is dominated by the number of the satisfied (responding Yes and Partly Yes); their share increased to 55% of all respondents in this age group. A higher share of the satisfied is also in the group of younger tricenarians. Males showed a higher level of satisfaction than females in all five-year age groups.

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Use of knowledge of males and females aged 20 - 34 years in their job

	Percentage		
	Total	Males	Females
Total	100.0	100.0	100.0
Yes, at a great extent	45.5	46.0	44.7
Yes, partially	19.8	21.5	17.4
Rather no, very little	13.0	12.6	13.4
No	21.7	19.8	24.5

Source: CZSO, Labour Force Sample Survey – AHM 2016

The survey did not measure satisfaction of the young respondents with financial remuneration of their work. It is, however, clear that differentiation of income affects opinions of respondents on the use of their qualifications in a substantial way.

The young working persons, except for family workers, were questioned if they have moved for their current job. 167 thousand respondents gave a positive answer, which is less than 13% of the working persons aged 20 – 34 years. These were, first of all, graduates from tertiary education and from secondary schools with A-level examinations (in total 104 thousand persons). They mostly were moving within the Czech Republic (132 thousand persons). Then, after a great gap, there were persons who moved from or to some of the EU Member States, for a job (28 thousand persons).

Besides the group of the young, who changed their usual residence for a job, the survey addressed also the other group of the working young aged up to 34 years, who do not work (mostly economically inactive students, women on parental leave, and the unemployed), if they think of a potential change of their residence related to a future job. These respondents by far more frequently expressed their willingness to move for their future job outside the Czech Republic. The following table gives also the group of the aged 15 – 19 years.

The possibility to move for a job was most often given by the economically inactive young persons aged 20 - 24 years, who in a dominating portion are being prepared for their future job by studying some studies of tertiary education. Over 35% respondents of this age group stated they would move outside the Czech Republic for a job. Willingness to move for a job decreases with growing age. In the age group 25 – 29 years, merely 16% respondents would be willing to move out of the Czech Republic territory for a job. This share further declines in the age group of 30 – 34 years, in which solely 8% respondents gave this option.

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Willingness of the economically inactive young to move for future work

	Age group (years)				
	15-34	15-19	20-24	25-29	30-34
	Number (thousand persons)				
Total	971.9	403.2	283.1	154.7	130.8
Yes, yet within the Czech Republic only	299.6	119.2	97.4	50.2	32.8
Yes, within the EU	76.7	30.3	32.5	9.5	4.4
Yes, within the Czech Republic and the EU	98.6	40.3	45.5	7.9	4.8
Yes, globally	60.5	29.2	21.7	7.8	1.8
No	436.6	184.3	86.0	79.4	87.0
	Percentage				
Total	100.0	100.0	100.0	100.0	100.0
Yes, yet within the Czech Republic only	30.8	29.6	34.4	32.4	25.1
Yes, within the EU	7.9	7.5	11.5	6.1	3.4
Yes, within the Czech Republic and the EU	10.1	10.0	16.1	5.1	3.7
Yes, globally	6.2	7.2	7.7	5.0	1.4
No	44.9	45.7	30.4	51.3	66.5

Source: CZSO, Labour Force Sample Survey – AHM 2016

It is necessary to remark that absolute frequency of the inactive respondents significantly declines after they have reached 25 and 30 years of age, respectively, namely in relation to completed studies of tertiary education. If compared to data on actual migration of the young working persons, it is clear, the willingness to move for work abroad is in a substantial manner affected by joining an employment following the graduation from studies.

The respondents were asked numerous questions in the ad hoc module 2016 on young people on the labour market for the first time and therefore there are no comparable time data series available which would allow making an assessment of an extent of changes thereof. What, however, will be able to be used is data of Eurostat for all the Member States, which are to be published in 2018.

Authors

Gabriela Strašilová, Bohuslav Mejstřík

Unit for Labour Forces, Migration and Equal Opportunities

Czech Statistical Office

Tel.: +(420) 274 052 352; +(420) 274 052 203

E-mail: gabriela.strasilova@czso.cz; bohuslav.mejstrik@czso.cz

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