



STATISTIČNE INFORMACIJE RAPID REPORTS

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7 TRG DELA LABOUR MARKET

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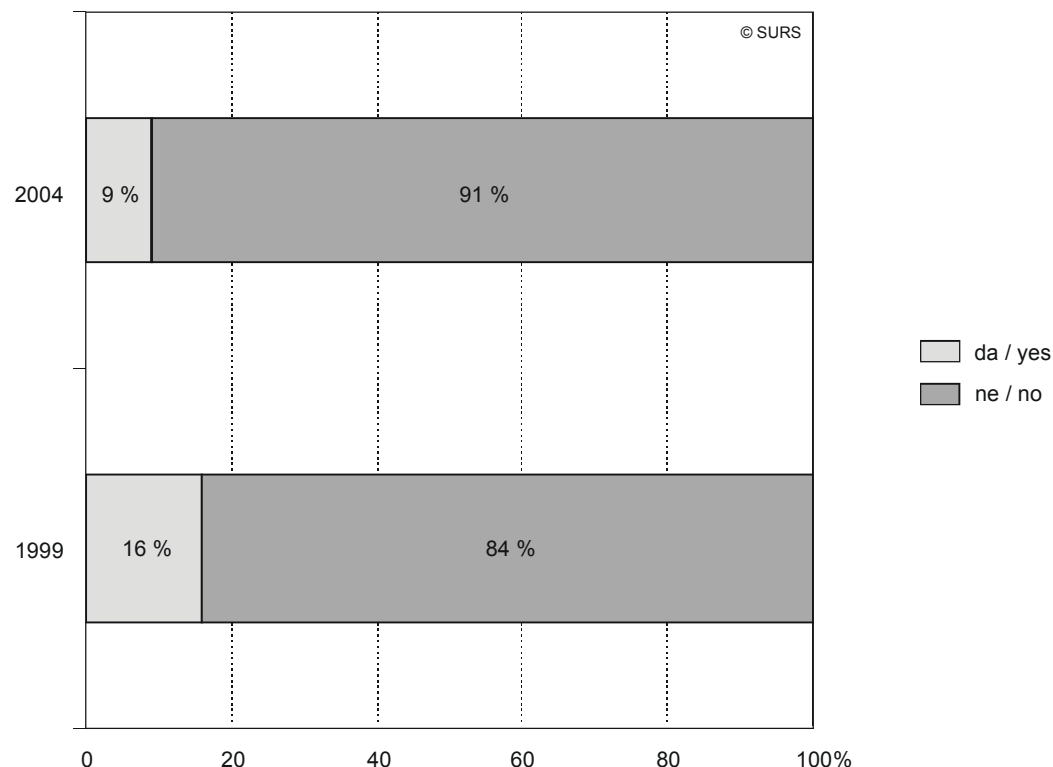
ANKETA O FLEKSIBILNOSTI TRGA DELA, SLOVENIJA, JUNIJ 2004

SURVEY ON THE LABOUR MARKET FLEXIBILITY, SLOVENIA, JUNE 2004

- ▶ Večina anketiranih oseb si želi delo s polnim delovnim časom. Delovni čas, krajši od polnega, si želi le manjše število oseb. Več kot polovica tistih, ki imajo delo s skrajšanim delovnim časom, bi raje našle zaposlitev s polnim delovnim časom.
- ▶ Če bi zaposleni lahko izbirali med krajšim delavnikom ob enaki plači in enako dolgim delavnikom ob višji plači, bi se jih večina odločila za drugo možnost.
- ▶ Tretjina zaposlenih bi bila pripravljena delati ob nedeljah, če bi jim bilo ponujeno višje plačilo ali dodaten prosti čas.
- ▶ Tretjina zaposlenih bi se bila pripravljena preseliti v drug kraj, če bi tam našla novo delo. Med brezposelnimi osebami je 41 odstotkov takih, ki bi se bili pripravljeni preseliti v drug kraj, če bi tam našli delo.
- ▶ The majority of surveyed persons would like to work in full time employment. Only few persons wish to work part time. More than a half of workers who work part time would prefer to work full time.
- ▶ If employed persons had the possibility to choose between shorter working time with the same salary and the same working time with a higher salary, the majority would decide on the second option.
- ▶ One third of employed persons would be prepared to work on Sundays for higher salary or additional free time.
- ▶ One third of employed persons would be prepared to move to another town if they found new work there. Among unemployed persons 41% would be ready to move to another town if they found work there.

Slika 1: Zaposleni s polnim delovnim časom, ki bi želeli delati s skrajšanim delovnim časom; primerjava 1999–2004

Chart 1: Employed persons working full time, who want to work part time; comparison 1999–2004



1. Zaposleni s polnim delovnim časom, ki bi želeli delati s skrajšanim delovnim časom
Employed persons working full time, who want to work part time

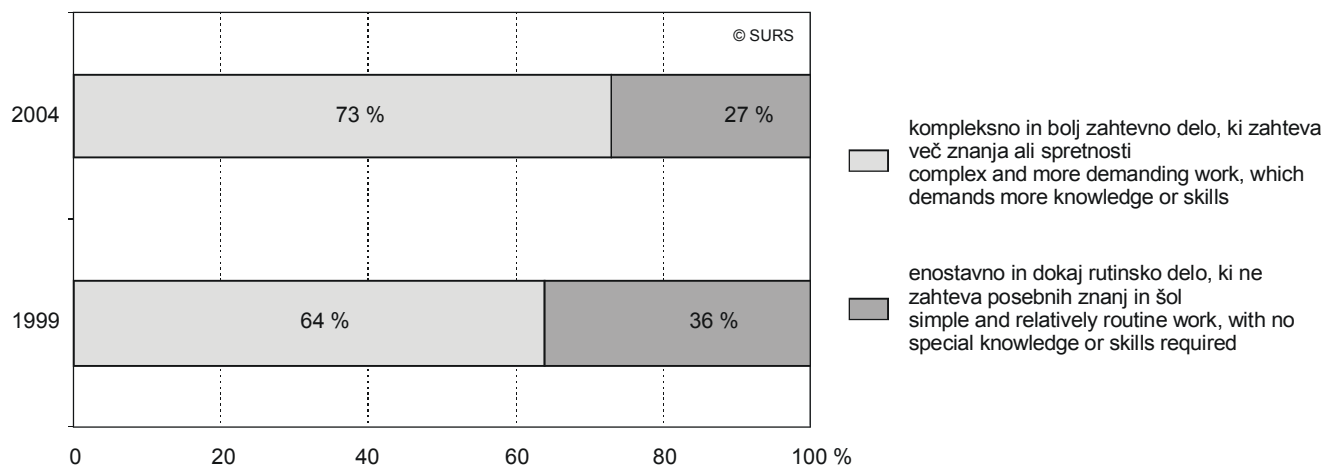
	Da (%) Yes (%)	Ne (%) No (%)	Skupaj (%) Total (%)	n n	
SKUPAJ	9	91	100	551	TOTAL
Spol					Gender
moški	7	93	100	287	male
ženski	11	89	100	263	female
Starost					Age
16-29 let	8	92	100	93	16-29 years
30-49 let	10	90	100	355	30-49 years
50 let in več	7	93	100	101	50 years and more
Izobrazba					Education
osnovna šola ali manj	4	96	100	88	elementary school or less
poklicna šola	5	95	100	185	vocational school
srednja šola	13	87	100	160	upper secondary school
višja, visoka šola in več	13	87	100	117	college, university and more

2. Zaposleni glede na vrsto dela, ki ga opravljajo
Employed persons by type of work

	Kompleksno in bolj zahtevno delo, ki zahteva več znanja ali spretnosti (%) Complex and more demanding work, which demands more knowledge or skills (%)	Enostavno in dokaj rutinsko delo, ki ne zahteva posebnih znanj in šol (%) Simple and relatively routine work, with no special knowledge or skills required	Skupaj (%) Total (%)	n n	
SKUPAJ	73	27	100	578	TOTAL
Spol					Gender
moški	79	21	100	302	male
ženski	68	32	100	276	female
Starost					Age
16-29 let	66	34	100	97	16-29 years
30-49 let	76	24	100	375	30-49 years
50 let in več	71	29	100	104	50 years and more
Izobrazba					Education
osnovna šola ali manj	45	55	100	92	elementary school or less
poklicna šola	68	32	100	200	vocational school
srednja šola	81	19	100	164	upper secondary school
višja, visoka šola in več	94	6	100	121	college, university and more

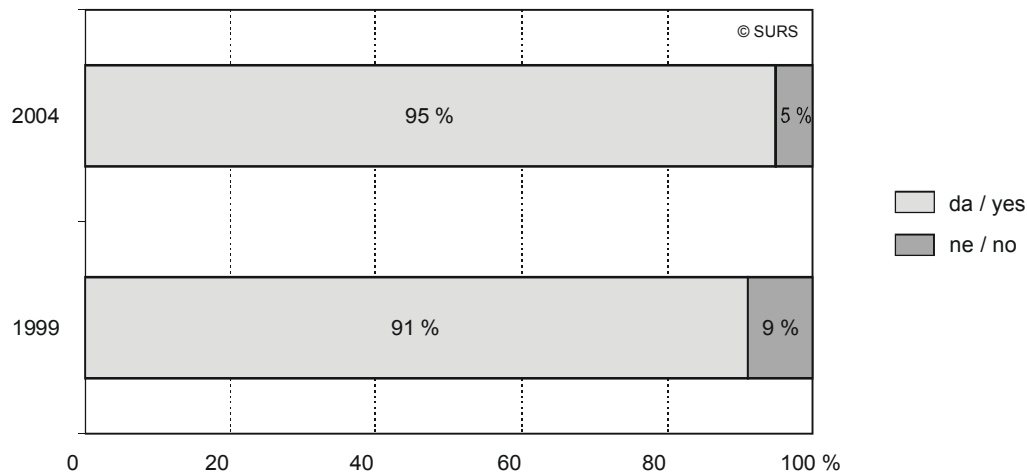
Slika 2: Zaposleni glede na vrsto dela, ki ga opravljajo; primerjava 1999-2004

Chart 2: Employed persons by type of work; comparison 1999-2004



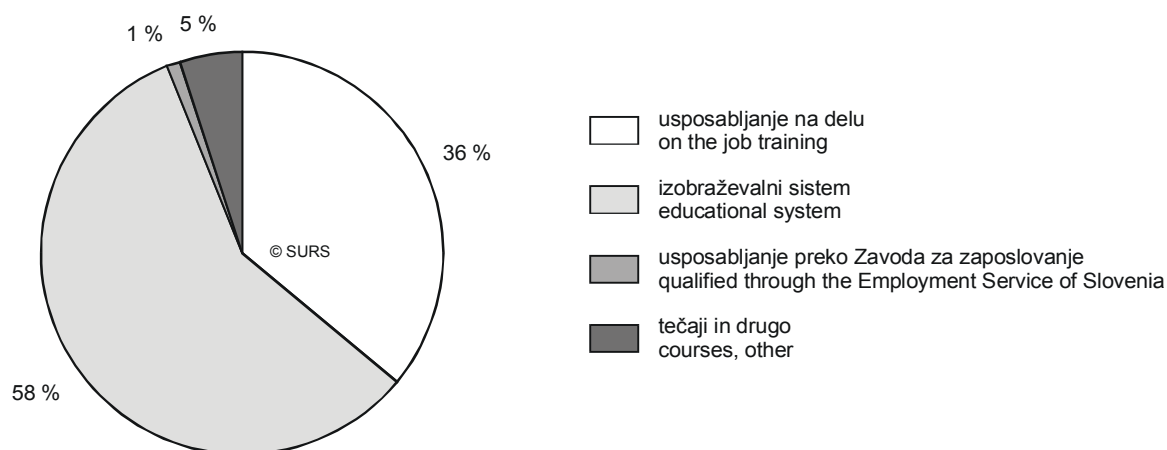
Slika 3: Zaposleni glede na strokovno usposobljenost; primerjava 1999-2004

Chart 3: Occupational qualification of employed persons; comparison 1999-2004



Slika 4: Zaposleni glede na način pridobitve strokovne usposobljenosti

Chart 4: Acquisition of the occupational qualification of employed persons



3. Zaposleni in brezposelni, ki so se v zadnjih 12 mesecih dodatno izobraževali

Employed and unemployed persons in additional education in the last 12 months

	Da (%) Yes (%)	Ne (%) No (%)	Skupaj (%) Total (%)	n n	
SKUPAJ	38	62	100	612	TOTAL
Spol					Gender
moški	37	63	100	322	male
ženski	39	61	100	290	female
Starost					Age
16-29 let	36	64	100	112	16-29 years
30-49 let	40	60	100	393	30-49 years
50 let in več	33	67	100	104	50 years and more
Izobrazba					Education
osnovna šola ali manj	13	87	100	90	elementary school or less
poklicna šola	21	79	100	223	vocational school
srednja šola	48	52	100	175	upper secondary school
višja, visoka šola in več	70	30	100	124	college, university and more
Zaposlitveni status					Employment status
Zaposlene osebe	38	62	100	574	Employed persons
Brezposelne osebe	30	70	100	38	Unemployed persons

Slika 5: Tedensko število delovnih ur, ki naj bi jih zaposleni opravili po pogodbi, in dejansko število delovnih ur

Chart 5: Weekly number of working hours of persons employed by contract and actual working hours

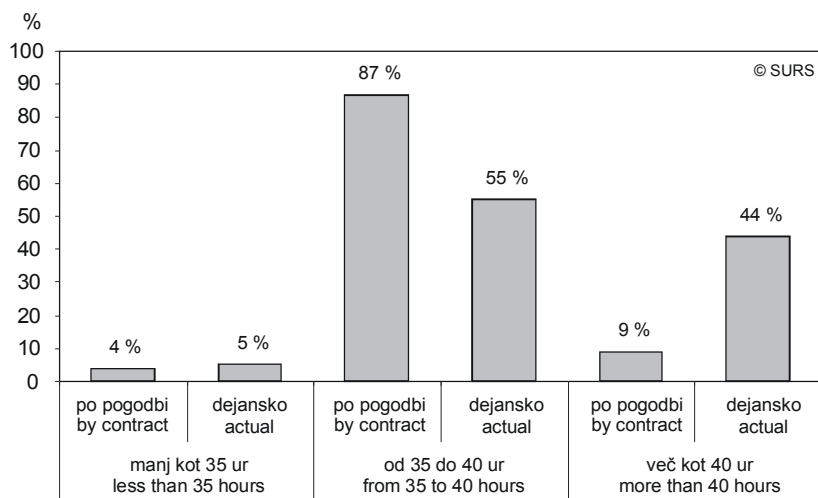
**Slika 6: Običajno število delovnih dni na teden**

Chart 6: Usual number of working days per week

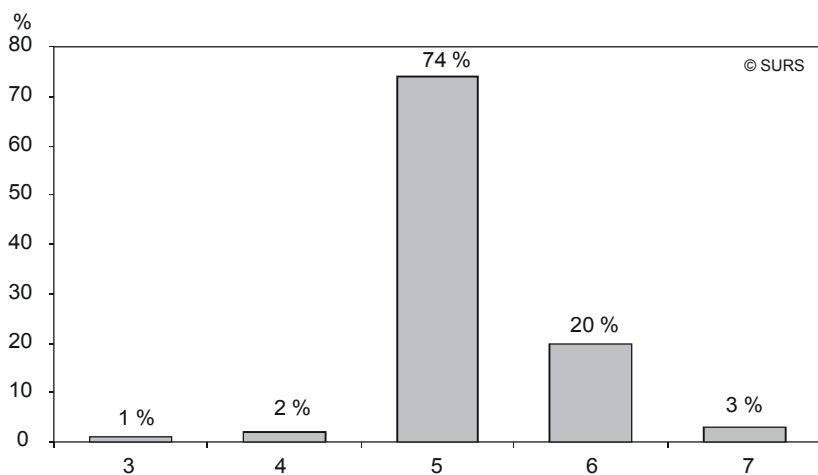
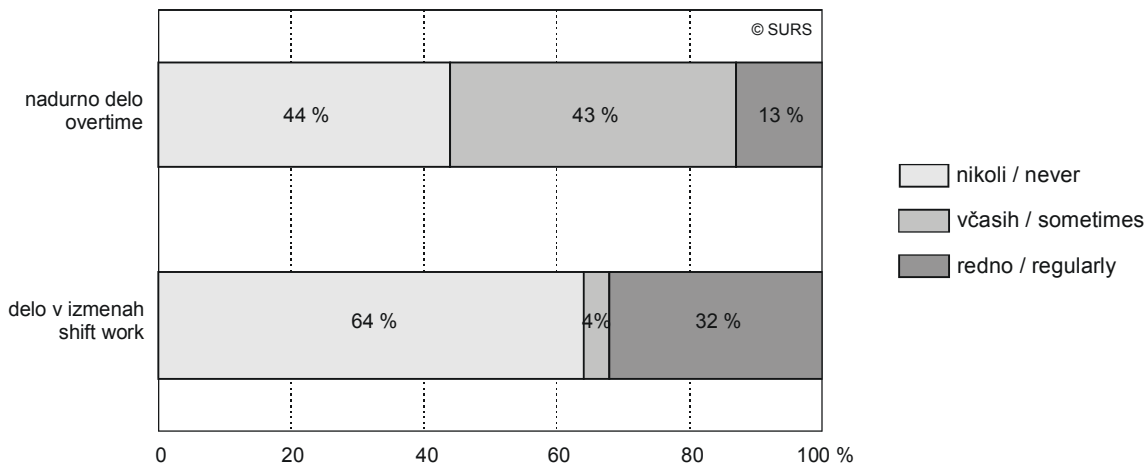
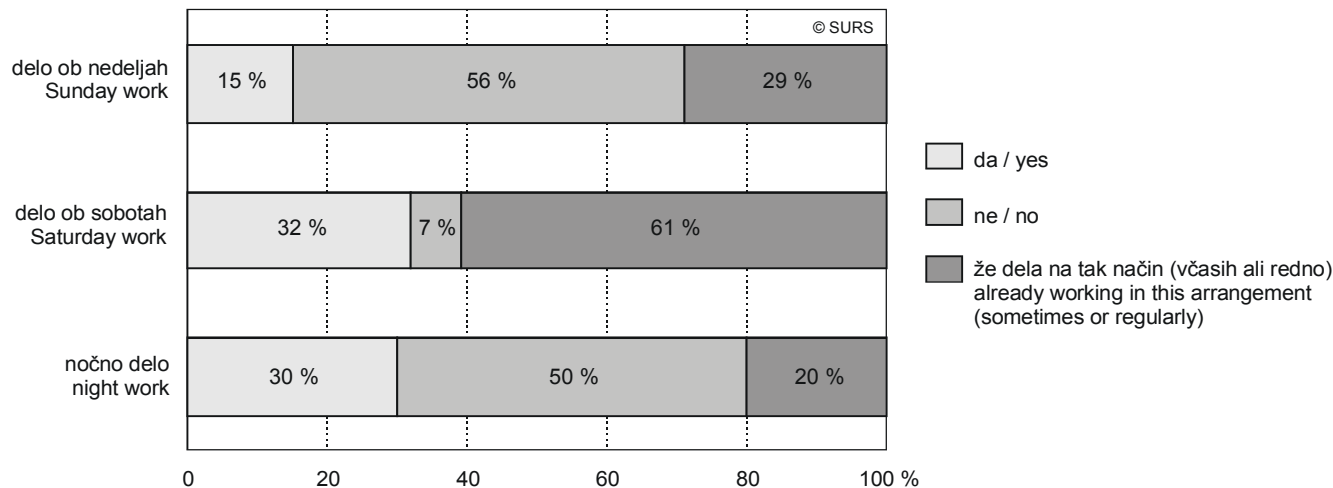
**Slika 7: Zaposleni glede na pogostnost dela v izmenah in nadurnega dela**

Chart 7: Employed persons by shift work and overtime work



Slika 8: Zaposleni glede na pripravljenost za nočno delo, delo ob sobotah in delo ob nedeljah (ob višjem plačilu oz. dodatnem prostem času)

Chart 8: Preparedness of employed persons for night work, Saturday and Sunday work (for higher salary or additional free time)



4. Zaposleni glede na pripravljenost za delo bolj zgodaj zjutraj ali bolj pozno zvečer (za višje plačilo ali dodaten prosti čas)

Preparedness of employed persons to work earlier in the morning or later in the afternoon (for higher salary or additional free time)

	Da (%) Yes (%)	Ne (%) No (%)	Skupaj (%) Total (%)	n	
SKUPAJ	84%	16%	100%	575	TOTAL
Spol					Gender
moški	85%	15%	100%	301	male
ženski	83%	17%	100%	275	female
Starost					Age
16-29 let	78%	22%	100%	97	16-29 years
30-49 let	87%	13%	100%	374	30-49 years
50 let in več	81%	19%	100%	103	50 years and more
Izobrazba					Education
osnovna šola ali manj	89%	11%	100%	91	elementary school or less
poklicna šola	81%	19%	100%	200	vocational school
srednja šola	90%	10%	100%	164	upper secondary school
višja, visoka šola in več	77%	23%	100%	120	college, university and more

5. Zaposleni glede na pripravljenost za delo, kadar koli bi zahteval delodajalec (za višje plačilo ali dodaten prosti čas)

Preparedness of employed persons to work whenever the employer would request (for higher salary or additional free time)

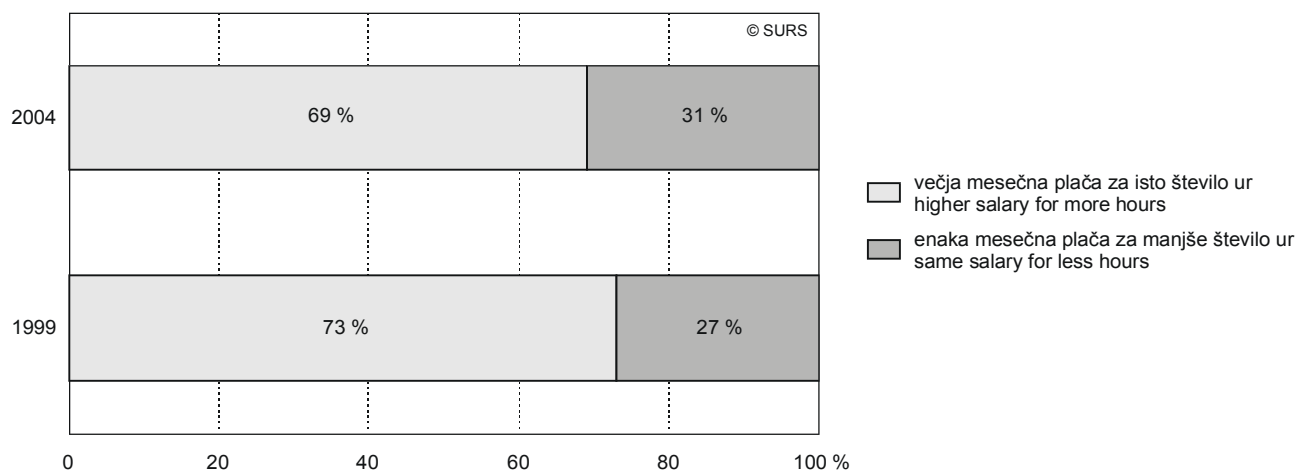
	Da (%) Yes (%)	Ne (%) No (%)	Skupaj (%) Total (%)	n	
SKUPAJ	57	43	100	572	TOTAL
Spol					Gender
moški	56	44	100	299	male
ženski	58	42	100	274	female
Starost					Age
16-29 let	53	47	100	97	16-29 years
30-49 let	58	42	100	371	30-49 years
50 let in več	54	46	100	103	50 years and more
Izobrazba					Education
osnovna šola ali manj	71	29	100	92	elementary school or less
poklicna šola	62	38	100	198	vocational school
srednja šola	58	42	100	164	upper secondary school
višja, visoka šola in več	36	64	100	118	college, university and more

6. Zaposleni glede na možnost izbire med krajšim delovnikom ob enaki plači in enakim delovnikom ob višji plači
The choice of employed persons between an increase in pay and shorter working time

	Enak delovni čas - večja mesečna plača The same working time - increase of monthly wage (%)	Krajši delovni čas - enaka mesečna plača (%) Shorter working time - the same monthly wage (%)	Skupaj (%) Total (%)	n n	
SKUPAJ	69	31	100	568	TOTAL
Spol					Gender
moški	69	31	100	294	male
ženski	68	32	100	275	female
Starost					Age
16-29 let	60	40	100	97	16-29 years
30-49 let	70	30	100	369	30-49 years
50 let in več	72	28	100	101	50 years and more
Izobrazba					Education
osnovna šola ali manj	78	22	100	92	elementary school or less
poklicna šola	73	27	100	193	vocational school
srednja šola	63	37	100	163	upper secondary school
višja, visoka šola in več	62	38	100	119	college, university and more

Slika 9: Zaposleni glede na možnost izbire med krajšim delovnikom ob enaki plači in enakim delovnikom ob višji plači; primerjava 1999-2004

Chart 9: The choice of employed persons between an increase in pay and shorter working time; comparison 1999-2004



7. Razdalja (v km) od doma do delovnega mesta
Distance (in km) from home to work

	manj kot 1 (%) less than 1 (%)	od 1 do 5 (%) from 1 to 5 (%)	od 6 do 10 (%) from 6 to 10 (%)	od 11 do 30 (%) from 11 to 30 (%)	31 in več (%) 31 and more (%)	Skupaj (%) Total (%)	n n	
SKUPAJ	12	32	19	29	9	100	578	TOTAL
Spol								Gender
moški	11	29	16	31	12	100	302	male
ženski	13	34	21	25	6	100	276	female
Starost								Age
16-29 let	12	20	14	37	17	100	97	16-29 years
30-49 let	12	32	19	30	6	100	375	30-49 years
50 let in več	11	41	21	15	11	100	104	50 years and more
Izobrazba								Education
osnovna šola ali manj	11	40	14	26	9	100	92	elementary school or less
poklicna šola	15	25	21	31	8	100	200	vocational school
srednja šola	11	35	18	25	11	100	164	upper secondary school
višja, visoka šola in več	9	33	19	31	9	100	121	college, university and more



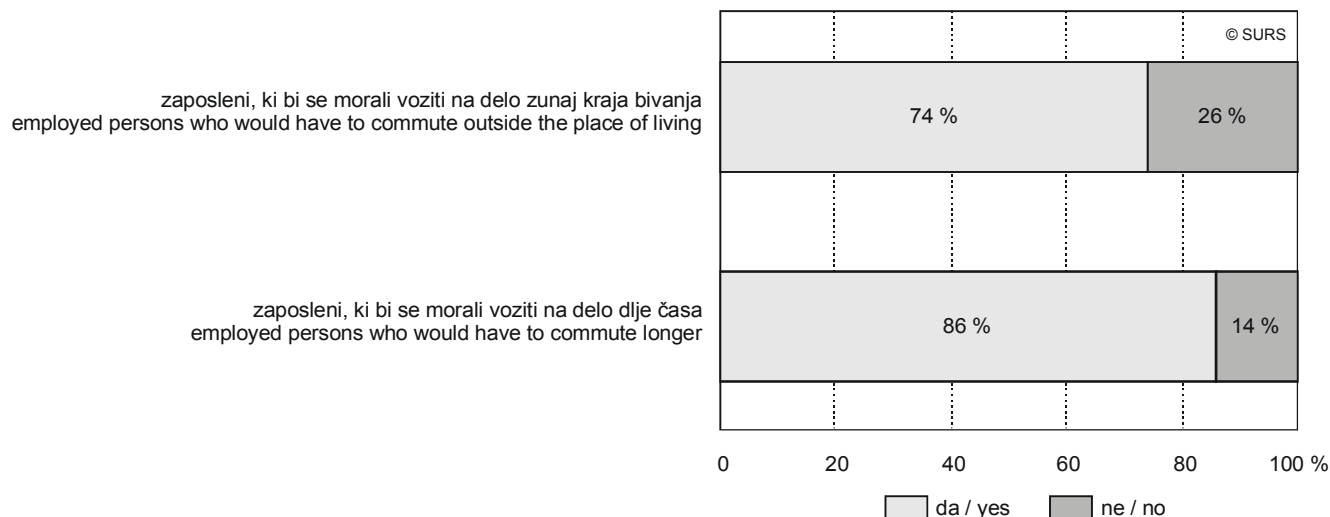
8. Čas, ki ga zaposleni, ki ima delovno mesto zunaj kraja bivanja, porabi za vožnjo na delo (v obe smeri)

Time spent by employed persons whose working place is outside their place of living for commuting to work (in both directions)

	manj kot 1 uro (%) less than 1 hour (%)	do 1 do 2 ur (%) from 1 to 2 hours (%)	več kot 2 uri (%) more than 2 hours (%)	Skupaj (%) Total (%)	n n	
SKUPAJ	77	21	2	100	477	TOTAL
Spol						Gender
moški	75	22	3	100	259	male
ženski	79	19	2	100	218	female
Starost						Age
16-29 let	71	19	9	100	84	16-29 years
30-49 let	79	20	1	100	313	30-49 years
50 let in več	72	28	1	100	79	50 years and more
Izobrazba						Education
osnovna šola ali manj	75	25	-	100	71	elementary school or less
poklicna šola	77	21	2	100	169	vocational school
srednja šola	77	19	5	100	136	upper secondary school
višja, visoka šola in več	77	21	2	100	100	college, university and more

Slika 10: Zaposleni, ki so pripravljeni sprejeti novo delo, čeprav bi se bilo treba (dlje časa) voziti na delo

Chart 10: Employed persons prepared to accept new work if they had to commute (longer)



9. Še sprejemljivo dnevno trajanje vožnje na delo (v obe smeri) pri zaposlenih in brezposelnih

Time to commute to work (in both directions) daily acceptable by employed and unemployed persons

	manj kot 1 uro (%) less than 1 hour (%)	do 1 do 2 ur (%) from 1 to 2 hours (%)	več kot 2 uri (%) more than 2 hours (%)	Skupaj (%) Total (%)	n n	
SKUPAJ	47	45	8	100	523	TOTAL
Spol						Gender
moški	47	44	9	100	274	male
ženski	47	46	7	100	249	female
Starost						Age
16-29 let	40	51	8	100	97	16-29 years
30-49 let	46	46	8	100	342	30-49 years
50 let in več	59	35	7	100	81	50 years and more
Izobrazba						Education
osnovna šola ali manj	61	32	6	100	80	elementary school or less
poklicna šola	48	44	8	100	189	vocational school
srednja šola	40	51	9	100	146	upper secondary school
višja, visoka šola in več	45	47	8	100	109	college, university and more
Zaposlitveni status						Employment status
Zaposlene osebe	48	44	8	100	478	Employed persons
Brezposelne osebe	39	55	6	100	45	Unemployed persons

10. Pripravljenost zaposlenih, da se preselijo v drug kraj, če bi tam našli novo delo

Preparedness of employed persons to move to another town if they found a new job there

	Da (%) Yes (%)	Ne (%) No (%)	Skupaj (%) Total (%)	n n	
SKUPAJ	32	68	100	576	TOTAL
Spol					Gender
moški	34	66	100	302	male
ženski	30	70	100	274	female
Starost					Age
16-29 let	46	54	100	97	16-29 years
30-49 let	32	68	100	374	30-49 years
50 let in več	20	80	100	104	50 years and more
Izobrazba					Education
osnovna šola ali manj	21	79	100	92	elementary school or less
poklicna šola	23	77	100	200	vocational school
srednja šola	40	60	100	163	upper secondary school
višja, visoka šola in več	46	54	100	121	college, university and more

Slika 11: Brezposelni v zadnjih 5 letih, ki so bili brezposelni dalj kot 4 tedne, po trajanju njihove brezposelnosti

Chart 11: Duration of unemployment longer than 4 weeks of unemployed persons in the past 5 years

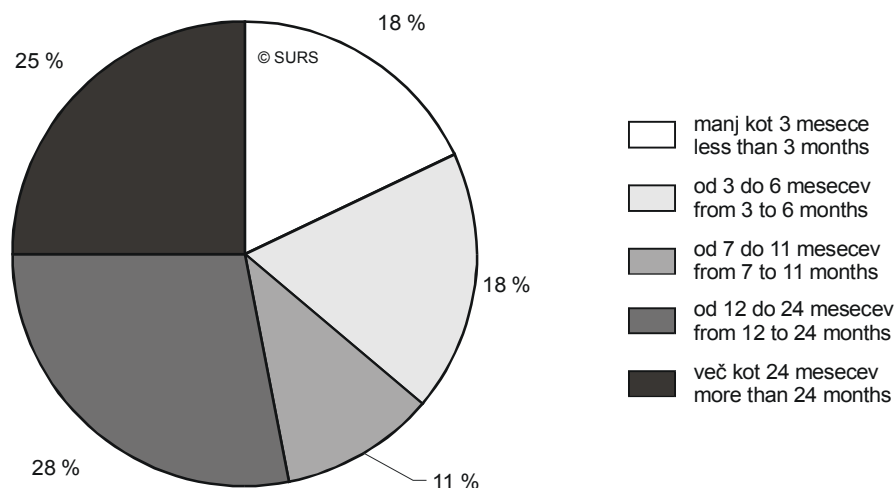
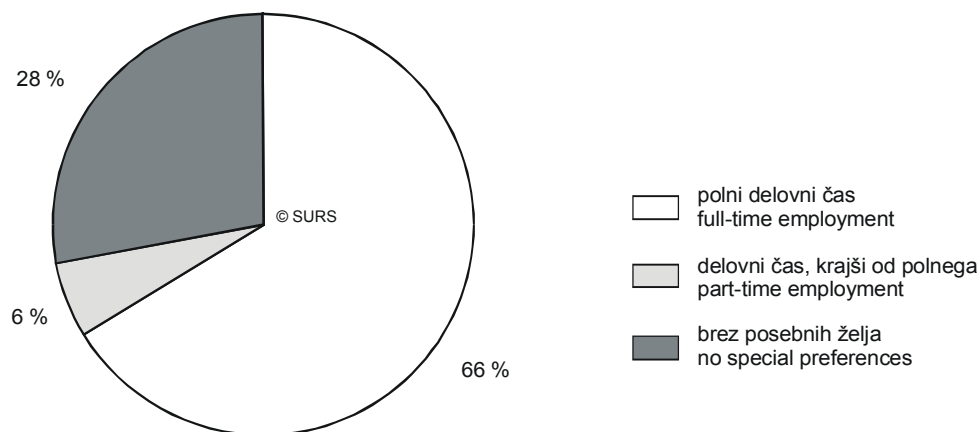
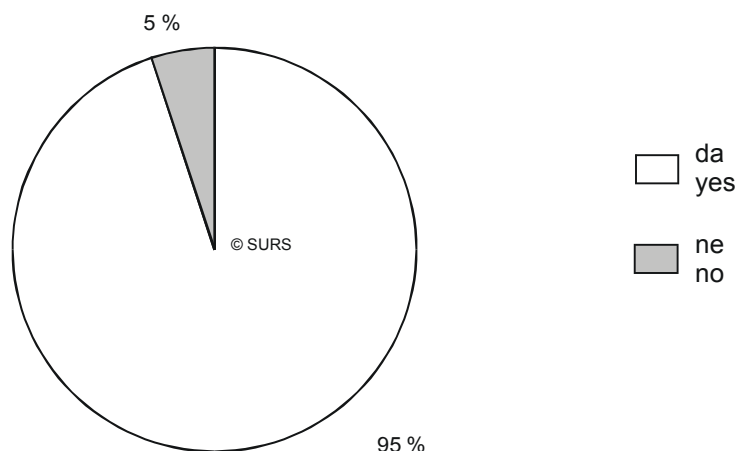
**Slika 12: Brezposelni glede na željeno dolžino delovnega časa**

Chart 12: Desirable working time of unemployed persons



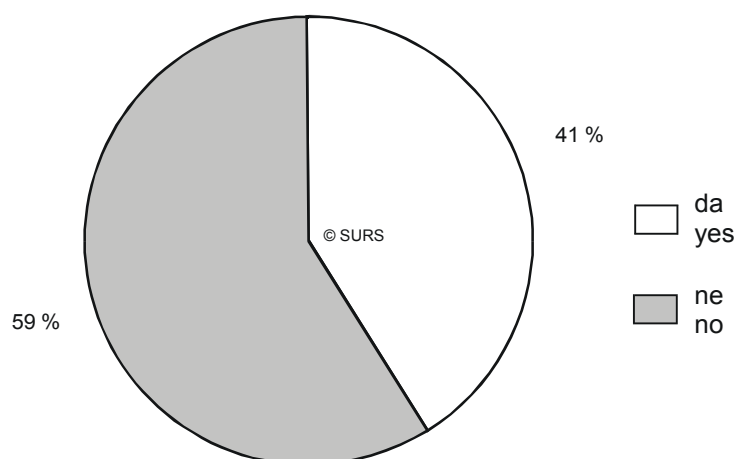
Slika 13: Brezposelni glede na pripravljenost za vožnjo na delo

Chart 13: Preparedness of unemployed persons to commute to work



Slika 14: Brezposelni glede na pripravljenost, da se preselijo v drug kraj, če bi tam dobili novo delo

Chart 14: Preparedness of unemployed persons to move to another town if they found a new job there



METODOLOŠKA POJASNILA

Namen

Z anketo o fleksibilnosti trga delovne sile smo skušali oceniti, kolikšna je pripravljenost zaposlenih, da bi sprejeli delo v manj ugodnih delovnih razmerah in netipičnih oblikah, in v kolikšni meri vpliva pri tem na njihovo odločitev višina plače. Vprašanja se nanašajo na različno dolžino delovnega časa, pogostnost nočnega dela, nadurnega dela, dela v izmenah in ob praznikih ter na njihovo brezposelnost v preteklosti.

Anketo o fleksibilnosti trga delovne sile smo dodali Anketi o mnenju potrošnikov junija 2004. Uporabili smo poenoten vprašalnik in upoštevali metodologijo, ki jo uporabljajo tudi druge države članice Evropske unije (po priporočilih Evropske komisije).

METHODOLOGICAL EXPLANATIONS

Purpose

The purpose of the Survey on the Labour Market Flexibility is to estimate the flexibility of the labour market. The questions are focused on the different length of working time, frequency of night work, overtime work, shift work and work during holidays, preparedness of employed persons to work in different conditions and for a different amount of payment as well as questions about the unemployment in the past.

The Statistical Office carried out the mentioned survey as a supplement to the Consumer Survey in June 2004. We used a harmonised questionnaire recommended by the European Commission. We also used the same methodology as all EU Member States.

Zajetje

Ciljna populacija ankete o fleksibilnosti trga delovne sile so prebivalci Slovenije, stari 16 let ali več. Vzorčni okvir je telefonski imenik zasebnih telefonskih naročnikov v Republiki Sloveniji. V anketni vzorec je bilo vključenih 2200 telefonskih števil. Ustreznega anketiranca izmed članov izbranega gospodinjstva smo izbrali po metodi "prvega rojstnega dne". Anketar je torej želel govoriti s članom gospodinjstva, starim 16 let ali več, ki je po dnevu anketarjevega klica prvi imel rojstni dan. Na anketna vprašanja so odgovarjale le zaposlene osebe in brezposelni, ki aktivno iščejo delo. Od delovno aktivnega prebivalstva na ta del vprašalnika niso odgovarjali samozaposleni, koncesionariji, kmetje, pomagajoči družinski člani in osebe, ki so delale po avtorskih oz. po pogodbah o delu ter za neposredno plačilo.

Podatki so bili uteženi glede na velikost gospodinjstva, ker je pri osebah, ki živijo v gospodinjstvih z več člani, manjša verjetnost, da bodo izbrane. Poleg osnovnega uteževanja smo uporabili dodatno uteževanje, ki prilagodi porazdelitev kontrolnih spremenljivk znani populacijski sestavi. Za prilagoditev smo uporabili naslednje spremenljivke: spol, starost, izobrazbo, velikost gospodinjstva, statistično regijo in tip naselja.

Splošne definicije in pojasnila

Objavljanje

Kot brezposelne smo upoštevali osebe, ki so izjavile, da so brezposelne, da iščejo delo in da bi lahko začele delati v prihodnjih 2 tednih, če bi našle delo.

Strokovno usposobljenost lahko oseba pridobi s šolanjem ali s tečaji ali na delovnem mestu, lahko pa tudi drugače. Pri tem ni nujno, da ima oseba potrdilo o končanem izobraževanju.

Enostavna dela so dela, ki so sestavljena iz manjšega števila različnih in kratkotrajnih operacij, ki jih oseba opravlja po enostavnem postopku. Običajno se ta dela opravljajo s preprostim ročnim orodjem in pogosto s precejšnjim fizičnim naporom.

KOMENTAR

Večina zaposlenih (96 %) dela s polnim delovnim časom in so s takim delovnim časom tudi zadovoljni, saj je med temi le 9 % takih, ki bi raje delali s krajšim delovnim časom. Krajši delovni čas bi ustrezal bolj ženskam kot moškim in bolj izobraženim kot manj izobraženim. Med tistimi, ki že delajo s krajšim delovnim časom, pa bi jih 59 % raje delalo s polnim delovnim časom.

Če bi zaposleni lahko izbirali med krajšim delavnikom in enako plačo na eni strani ter enako dolgim delavnikom in večjo plačo na drugi strani, bi se jih 69 % odločilo za večjo plačo ob enako dolgim delavniku. Drugače povedano, zaposleni imajo raje denar kot prosti čas. Prosti čas višje vrednotijo predvsem mlajši (16–29 let) in predvsem tisti zaposleni, ki so bolj izobraženi (s končano višjo ali visoko šolo ali še z višjo stopnjo izobrazbe). Od junija 1999 se je delež zaposlenih, ki se jim zdi ugodnejša ponudba s krajšim delovnim časom ob enaki plači, povečal s 27 % na 31 %.

Med zaposlenimi je 95 % takih, ki so ustrezno strokovno usposobljeni za delo, ki ga trenutno opravljajo. Pri brezposelnih je ta delež manjši; med njimi je namreč 82 % takih, ki so ustrezno strokovno usposobljeni za delo, ki bi ga želeli opravljati. Večina zaposlenih (91 %) je stopnjo svoje strokovne usposobljenosti dosegla pred dvema letoma ali več.

Coverage

The target population of the survey are residents of Slovenia. The Consumer Survey was carried out on the sample of 2,200 persons. The sampling frame was the database of all telephone subscribers listed in the directory of the National Telephone Company. A person in the household aged 16 years and older was selected according to the "next birthday method". Only employed persons and those unemployed persons who actively search for a job were included into the survey. Therefore, the survey did not include self-employed persons, concessionaires, farmers, unpaid family workers and persons working by contract work and occasional work.

The basic weighting criterion was the household size, because persons living in a household with more members had lower probability of selection. After that basic weighting we used an additional weighting procedure which adjusts the distribution of control variables to the structure in the population. For adjustment we used the following variables: gender, age, household size, education, statistical region and type of settlement.

General definitions and explanations

Publishing

Unemployed persons are those who declared that they are unemployed, are looking for a job and could start to work within 2 weeks if they found a job.

Occupational qualification can be obtained within the educational system, with courses or on the job training and also in other ways. It is not necessary that a person has a certificate of finished education.

Simple work is work composed of few different and short-time operations, which are performed by a person in a simple way. Usually they are performed by simple hand tools and often with a lot of physical effort.

COMMENT

The majority of employed persons (96%) work full time and are happy with such a working time arrangement, since only 9% would rather work part time. A shorter working schedule is more convenient for women than men and more for those with higher education than for those with lower education. Among those who already work part time, 59% would rather work full time.

If employed persons had the possibility to choose between shorter working time with the same salary and the same working time with an increase in pay, 69% would decide for the second option. In other words, employed persons prefer money to free time. Shorter working time for the same salary is more popular among young persons (16-29 years) and especially among those with higher education (college, university and more). Compared to June 1999 the share of employed persons who prefer a shorter working schedule with the same salary increased from 27% to 31%.

Among employed persons 95% have a sufficient occupational qualification for the current job. Among unemployed persons this share is smaller, since 82% have a sufficient qualification for the job they are looking for. Most of the employed persons (91%) obtained their occupational qualification two or more years ago.



V zadnjih 12 mesecih se je dodatno izobraževalo 38 odstotkov zaposlenih. Večini (71 %) je izobraževanje plačal delodajalec, četrtina si je izobraževanje plačala sama, ostali pa so kot plačnika izobraževanja navedli drug vir.

Večina zaposlenih (73 %) opravlja celovito (kompleksno) in zahtevnejše delo, tako, ki zahteva več znanja ali spretnosti. Delež tovrstnega dela se je v primerjavi z letom 1999 povečal za 9 %. S starostjo in z izobrazbo se delež takega dela povečuje. Enostavno in rutinsko delo pogosteje opravljajo ženske kot moški.

Zaposleni delajo praviloma dlje časa, kot naj bi delali po pogodbi o zaposlitvi. Največ zaposlenih ima s pogodbo za delo določen 35- do 40-urni delovni teden; med temi je 60 % takih, ki dejansko delajo toliko ur ali manj, kot je določeno s pogodbo, preostali pa delajo več ur, kar četrtina več kot 45 ur.

Med različnimi netipičnimi oblikami dela glede na delovni čas je najpogostejše večizmensko delo; tako delo navaja kot redno obliko poteka dela 32 % zaposlenih oseb. Od leta 1999 se je izmed netipičnih oblik dela povečalo samo izmensko delo. Vse druge oblike – nočno delo, delo ob sobotah, delo ob nedeljah in nadurno delo – so v primerjavi z letom 1999 postale manj pogoste. Ob nedeljah tako redno dela le 7 % zaposlenih oseb; leta 1999 je bilo takih 12 %.

Če bi zaposleni lahko izbirali med tremi oblikami netipičnega dela glede delovnega časa, bi najlažje sprejeli delo ob sobotah, najtežje pa delo ob nedeljah. Leta 1999 je bilo podobno: na prvem mestu je bilo delo ob sobotah, na zadnjem mestu pa je bilo nočno delo.

58 % zaposlenih bi, če bi jim delodajalec ponudil različno dolge delavnike, najraje delalo enako število ur na teden, kot delajo zdaj, tretjina bi bila pripravljena delati več ur za ustrezno višjo mesečno plačo, 9 % zaposlenih pa bi raje sprejelo ponudbo z manjšim številom ur in s tem nižjo mesečno plačo.

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In the last 12 months 38% of employed persons were involved in an additional education programme. For the majority (71%) the employer paid this additional training, a quarter paid this training by themselves, others reported other sources.

The majority of employed persons (73%) do complex and more demanding work which requests more knowledge or skills. Compared to 1999, the share of workers with complex work increased by 9%. Older and more educated workers perform more complex work. Simple and routine work prevails in the case of women.

As a rule, employed persons work longer than they are supposed to work in line with their employment contract. The largest proportion of employed persons have a contract to work from 35 to 40 hours weekly; but the number of their actual working hours is higher, as only 60% of employed persons with contracts for 35-40 hours of work in fact work 40 or less hours per week; on the other hand, a quarter of them works more than 45 hours.

Among different forms of atypical working schedules the most common form is shift work, which is reported as a usual working schedule by 32% of employed persons. As regards comparison of atypical working schedules in 2004 with those in 1999, we noticed an increase only in shift work. All other working schedules decreased when compared to 1999. On Sundays only 7% of employed persons work on a regular basis, while in 1999 the share was 12%.

Among three types of atypical working schedules employed persons are the most prepared to work on Saturdays and the least on Sundays. In 1999 Saturday work was also on the first place; however, the least wanted type of work was night work.

If an employer offered to workers different time schedules, the majority (58%) would prefer not to change the existing working time. One third would be ready to work longer for higher salary and 9% of employed persons would take the offer with shorter working time and consequently lower monthly salary.

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