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Public Defender of Rights
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Bespoke Civil Service

Selected results of the Defender's survey

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2 November 2017, Brno, *Work-life Balance in the Public Sector*



Project: Bespoke Civil Service

- A. Gender audit in the Office of the Public Defender of Rights
- B. Survey aimed at work-life balance of employees in the civil service**
- C. Awareness-raising among employees



Work-life balance

= a situation where the balance of life at work and out of work matches the individual's priorities, needs or plans in life

= having certain degree of control over when, where and how the employee works (i.e. the employer does not make all decisions on the working hours and the place of work)



Survey objectives

- Take stock of the current situation in work-life balance in the civil service at selected government ministries;
- Identify potential room for improvement;
- Highlight examples of best practice;
- Prepare an action plan with recommendations for further improvement of work-life balance in co-operation with the survey's participants.



Methodology

1. **Analysis of documents** relating to gender equality and work-life balance especially
2. **Focus groups** involving departmental gender equality co-ordinators (gender focal points)
3. **Online questionnaire survey** among civil service employees
4. **Semi-structured interviews** with the state secretaries at the relevant ministries

Survey group



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INCLUDED

- Ministry of Transport
- Ministry of Finance
- Ministry for Regional Development (**excluding** employee survey)
- Ministry of Culture
- Ministry of Defence
- Ministry of Industry and Trade (**excluding** employee survey)
- Ministry of Education, Youth and Sports
- Ministry of the Interior
- Ministry of Justice
- Ministry of Agriculture
- Ministry of the Environment

NOT INCLUDED

- Ministry of Labour and Social Affairs
- Ministry of Foreign Affairs
- Ministry of Health



Summary

- **There is a certain set of “standard” measures** helping to achieve a balance between work and non-work responsibilities of the ministries’ employees.
- However, there are **persisting differences** across the individual ministries, although the same legal framework regulating this area in the civil service should apply to all of the ministries.



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Survey among the employees – description of the respondents



Respondent group composition

	Number	%	Approx. response rate
Ministry of Justice	172	5.5	50.9
Ministry of the Environment	153	4.9	32.5
Ministry of Defence	151	4.8	11.6
Ministry of Culture	93	3.0	44.9
Ministry of Transport	234	7.4	68.6
Ministry of Agriculture	338	10.7	50.2
Ministry of the Interior	941	29.9	40.9
Ministry of Finance	730	23.2	50.1
Ministry of Education, Youth and Sports	337	10.7	39.6
Total	3149	100.0	39.7

^[1] Response rate means the ratio of the number of submitted survey questionnaires to the total number of employees who received the questionnaire (in %).



Position, gender

	Number	%
Ordinary employee	2651	84.2
Section/unit head	387	12.3
Department head and higher	111	3.5
Total	3149	100.0

	Number	%
Men	1106	35.1
Women	2043	64.9
Total	3149	100.0



Education, age

	Number	%
Below university degree	494	15.7
University degree	2655	84.3
Total	3149	100.0

	Number	%
Under 29 years	569	18.1
30-44 years	1373	43.6
45-59 years	891	28.3
60 years and older	316	10.0
Total	3149	100.0



Family situation

	Number	%
There is a child of 3 years old or younger in the household	253	23.0
There is a child aged 3 to 6 years in the household	384	34.8
There is a child aged 7 to 15 years in the household	570	51.7
There is a person with a disability, a long-term sick person or a person requiring constant assistance and care in the household	230	20.9
The employee takes regular care of a person with a disability or a long-term sick person who is not living in the employee's household.	346	11.0
Employee is on maternal or parental leave	76	2.4

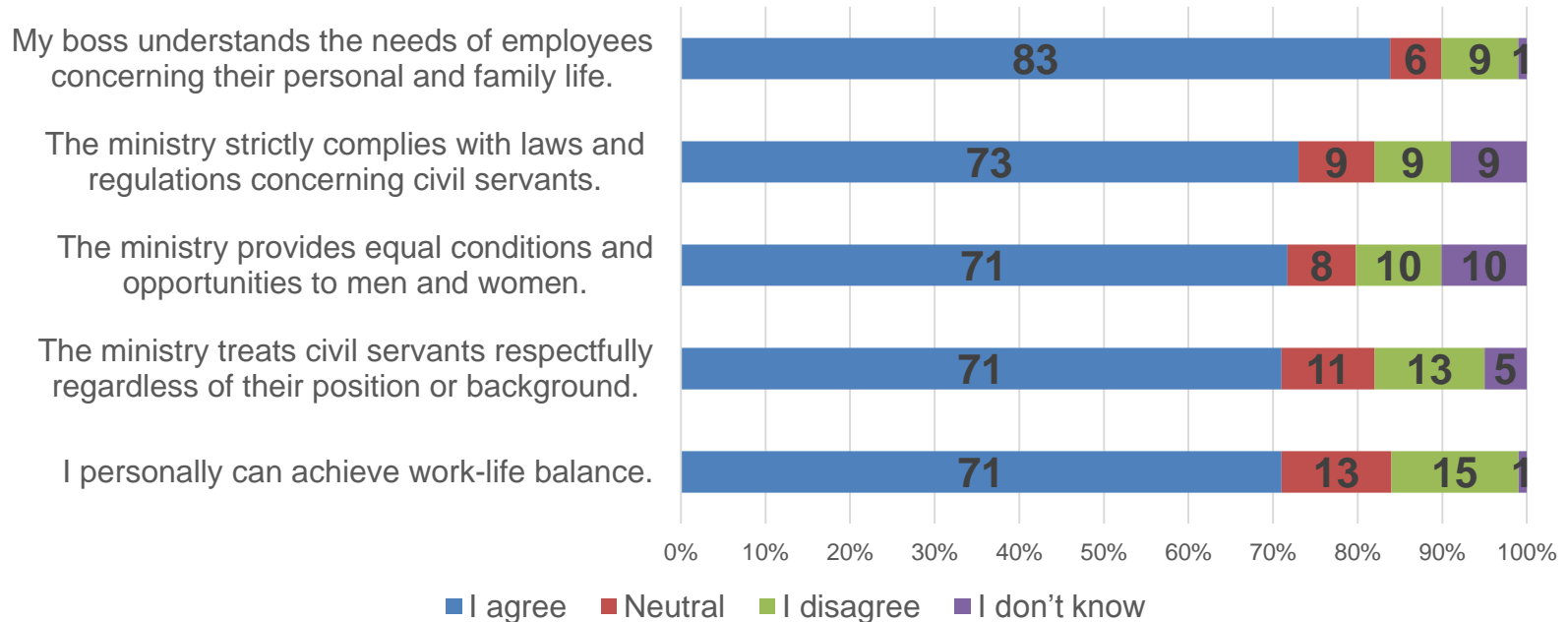


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Selected results of the employee survey

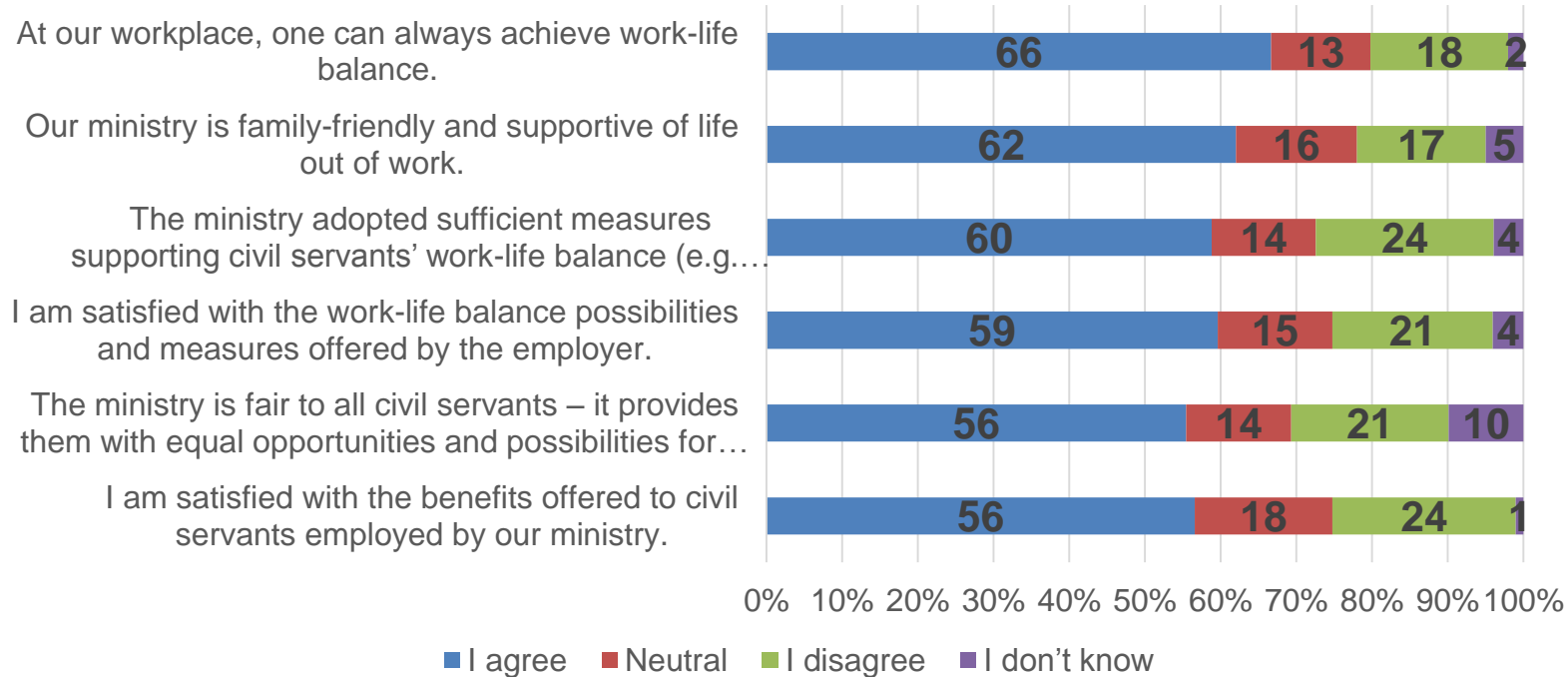


Satisfaction with equality and work-life balance (in %)



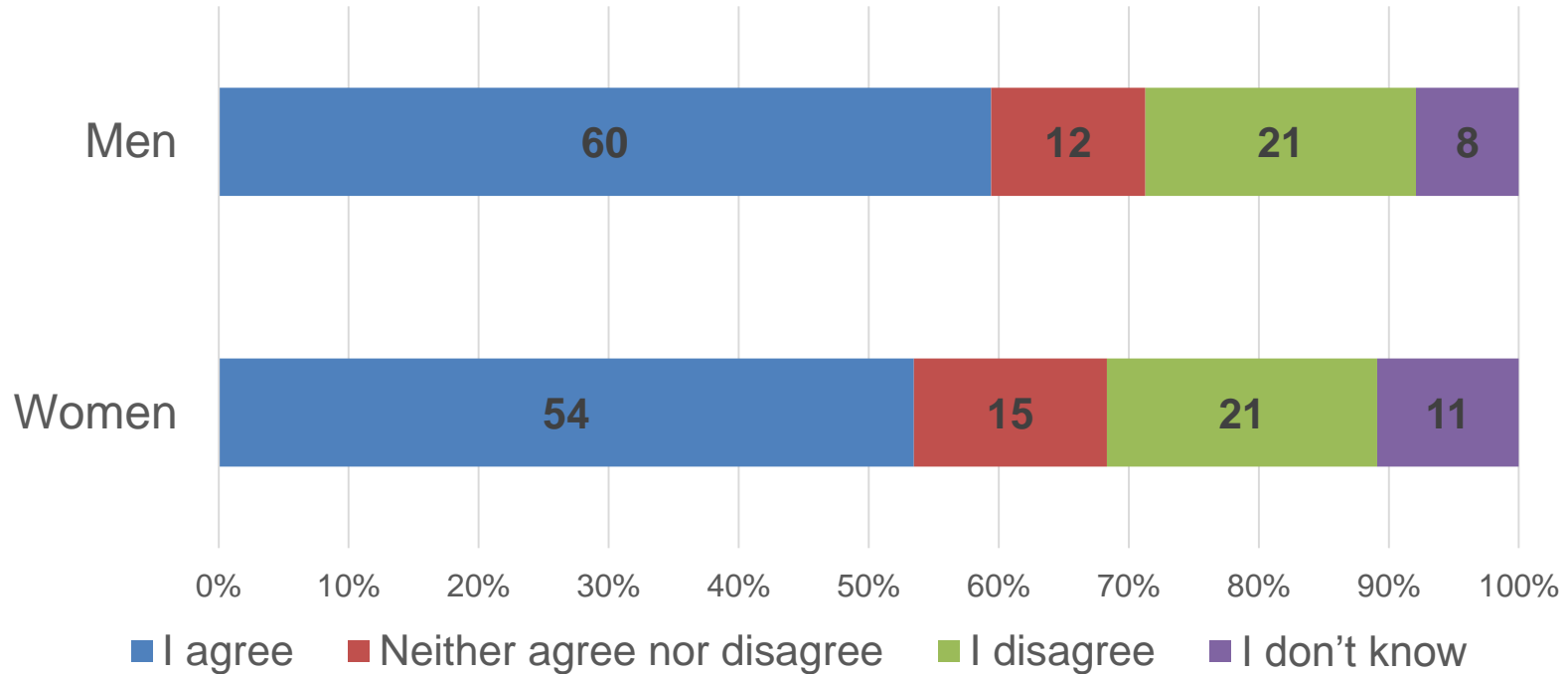


Satisfaction with equality and work-life balance (in %)



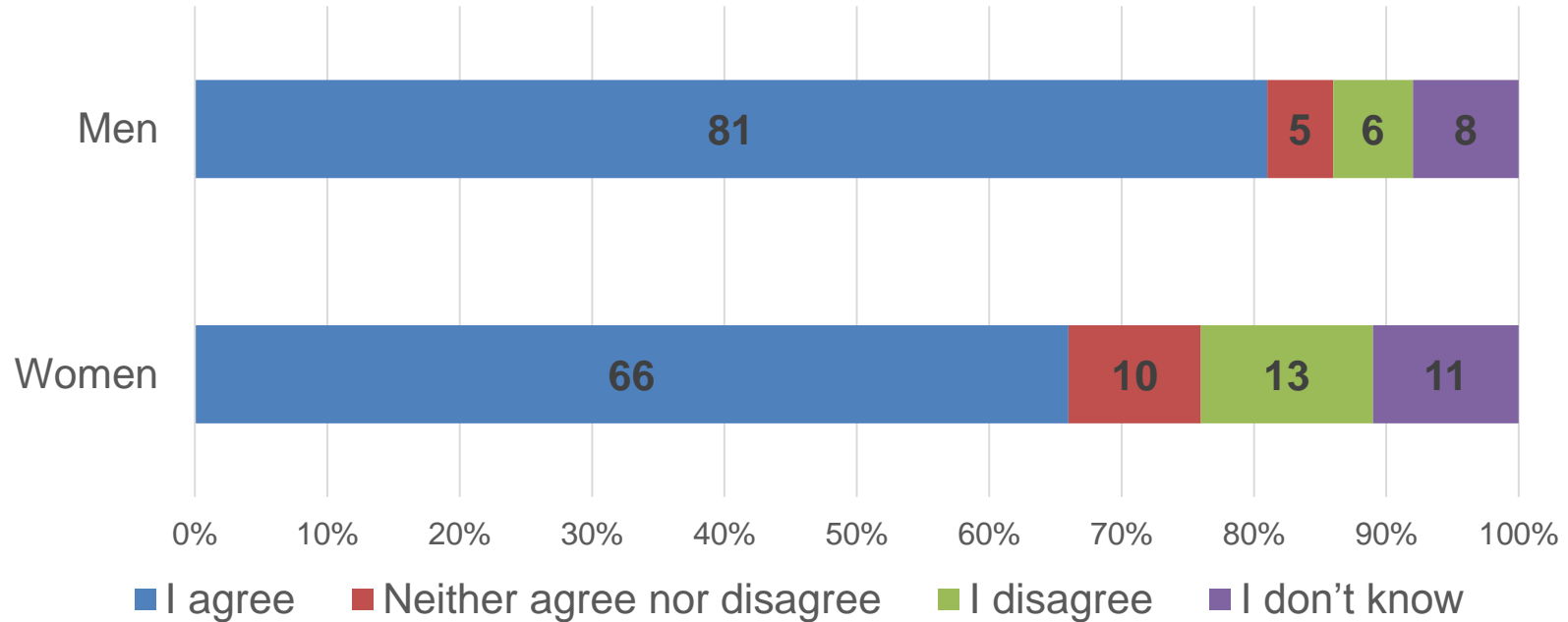


The ministry provides equal opportunities to all employees (in %)



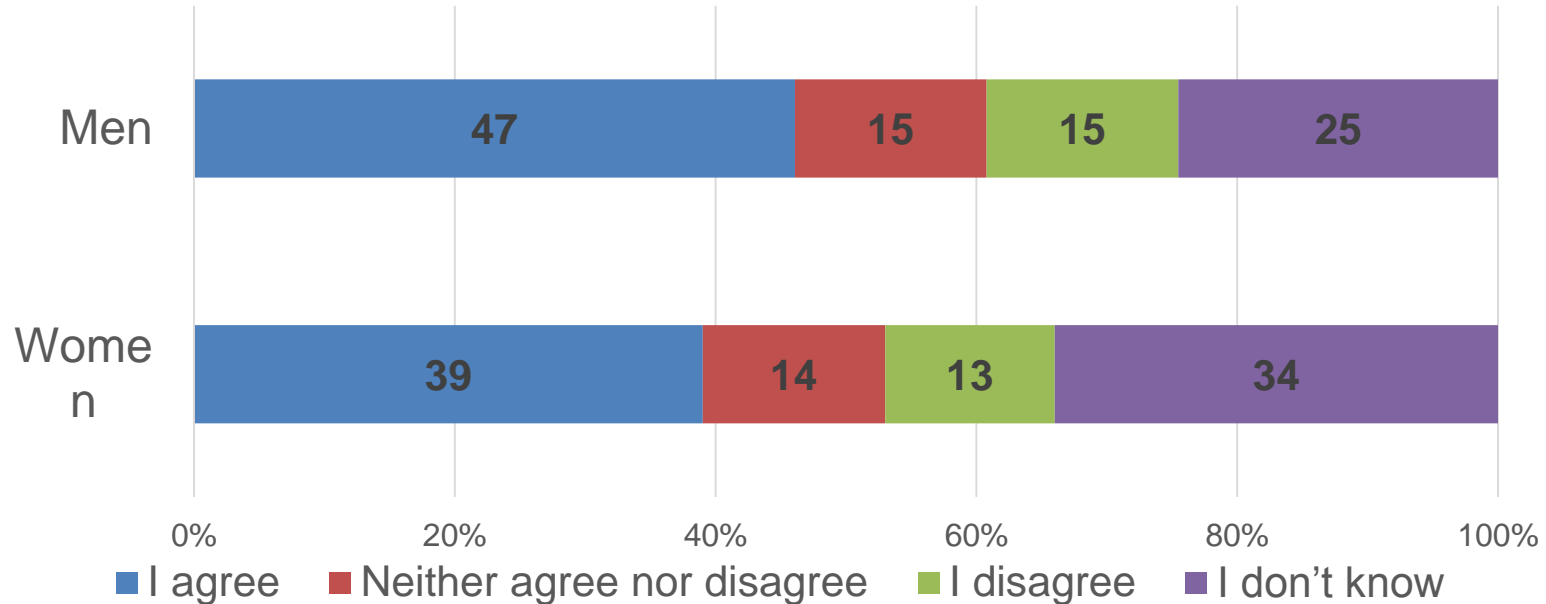


The ministry provides equal conditions and opportunities to men and women (in %)



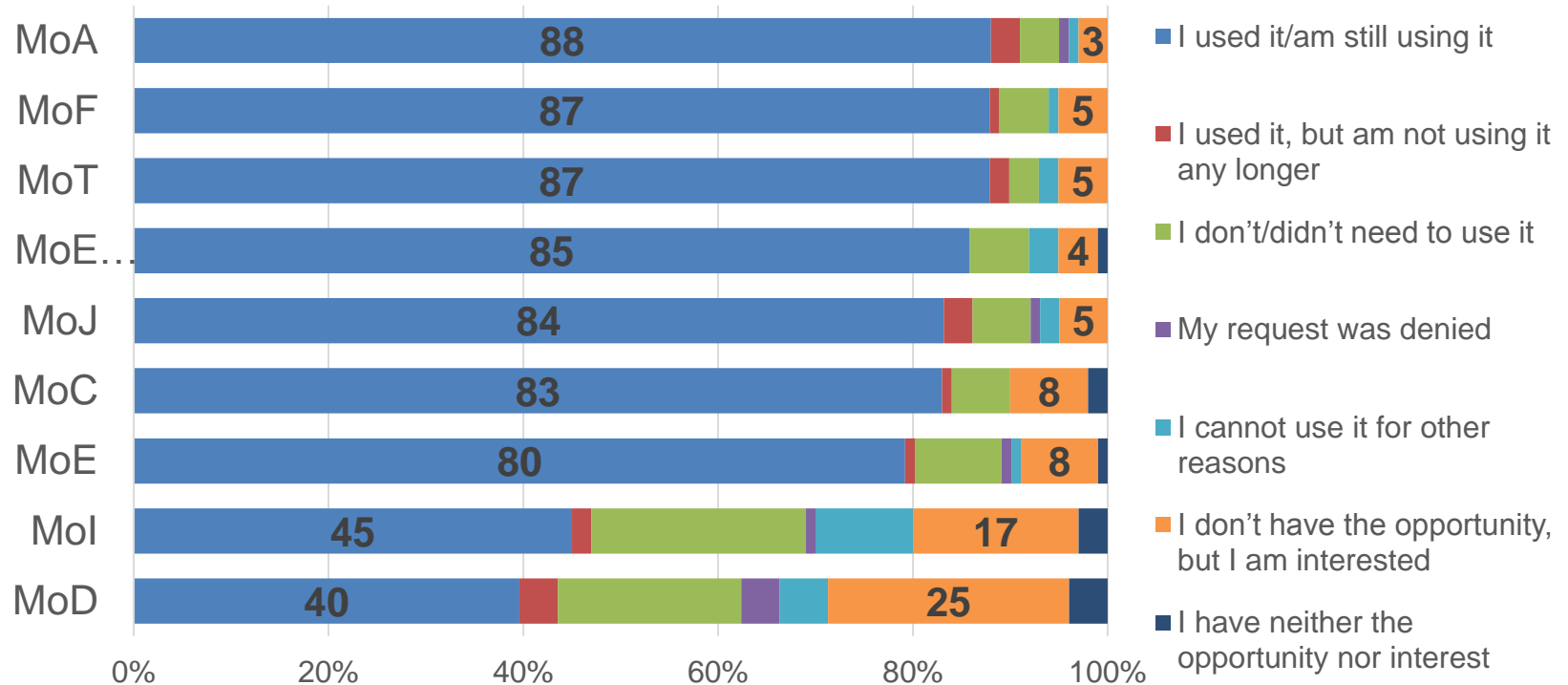


The employer should better promote active fatherhood (in %)



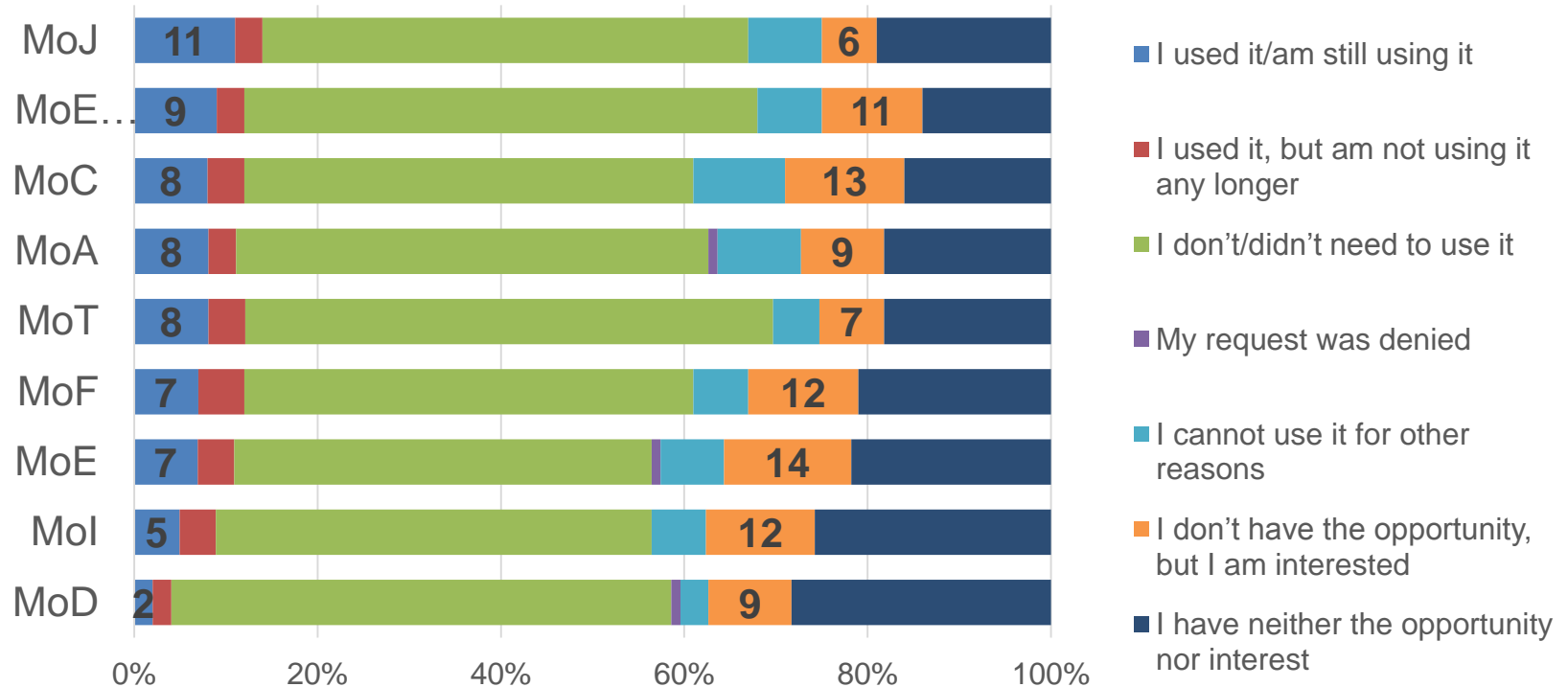


Flexible working hours (in %)



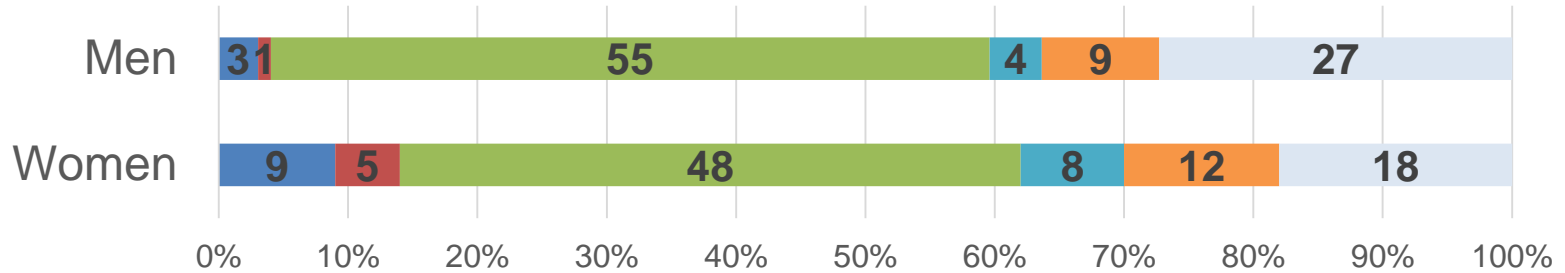


Shorter working hours (in %)





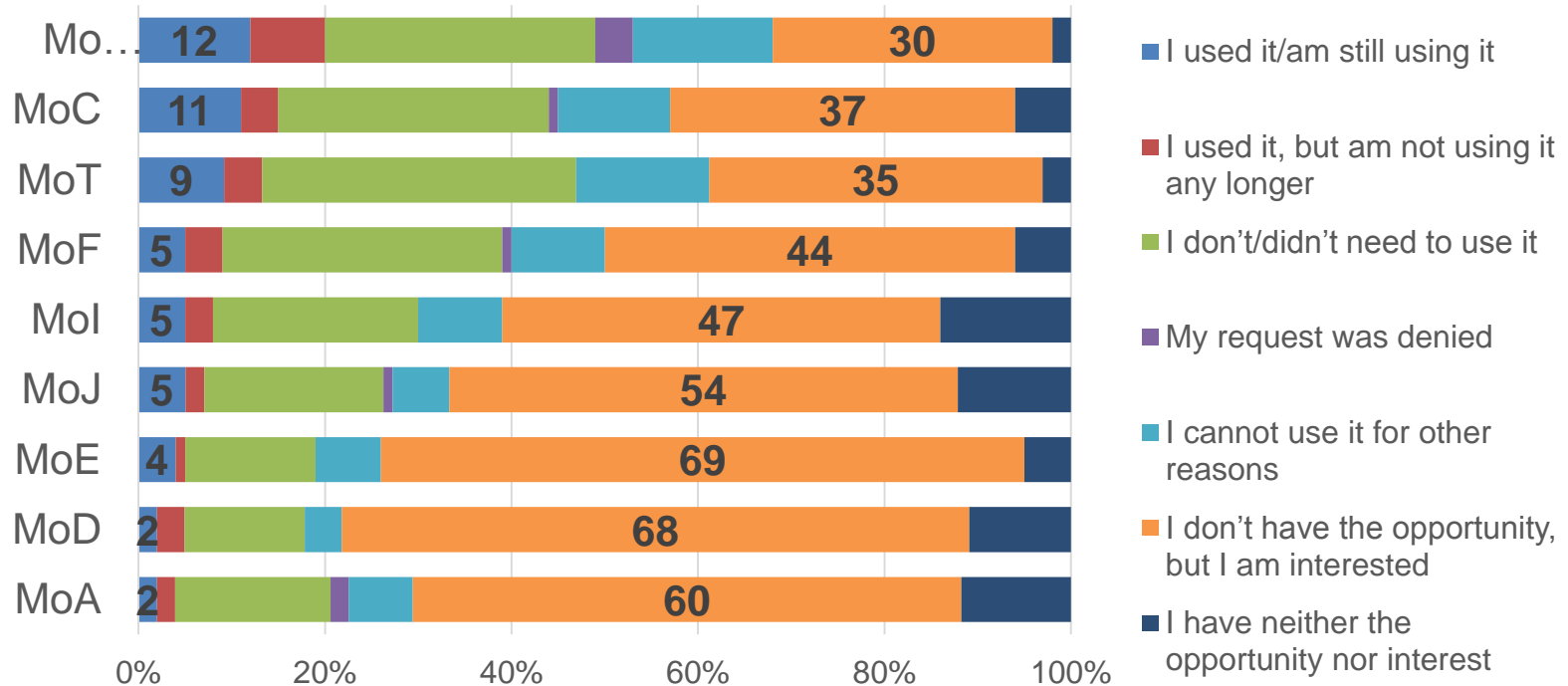
Shorter working hours according to gender (in %)



- I used it/am still using it
- I used it, but am not using it any longer
- I don't/didn't need to use it
- My request was denied
- I cannot use it for other reasons
- I don't have the opportunity, but I am interested
- I have neither the opportunity nor interest

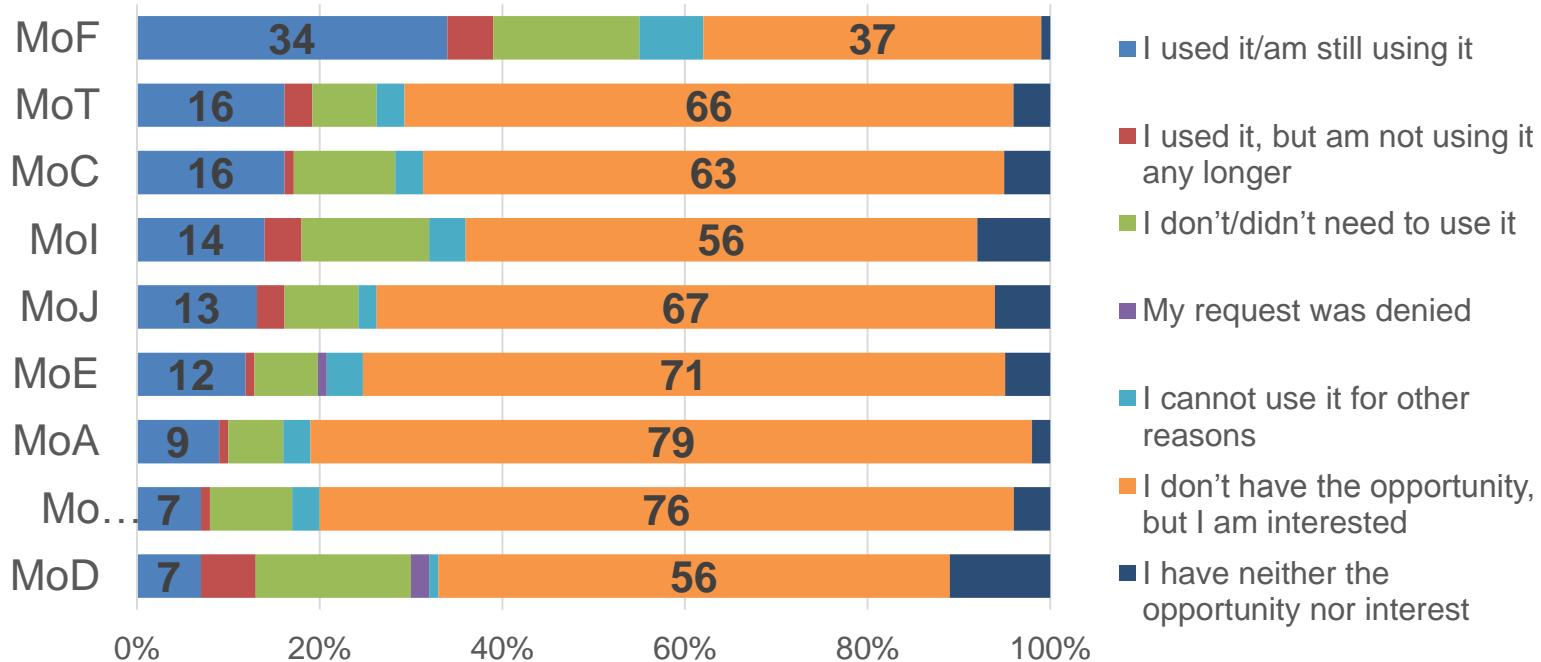


Working out of office (in %)



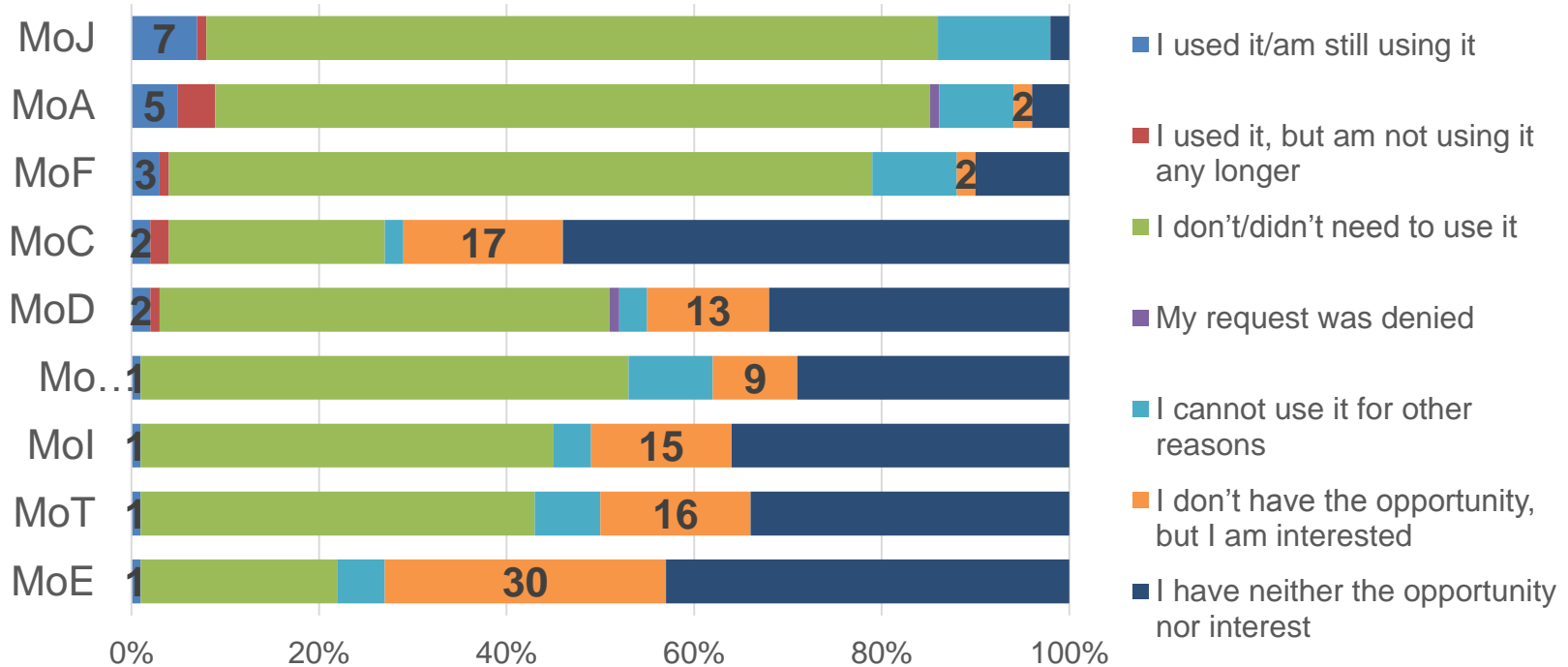


Monthly work allocation, transferring working hours (in %)



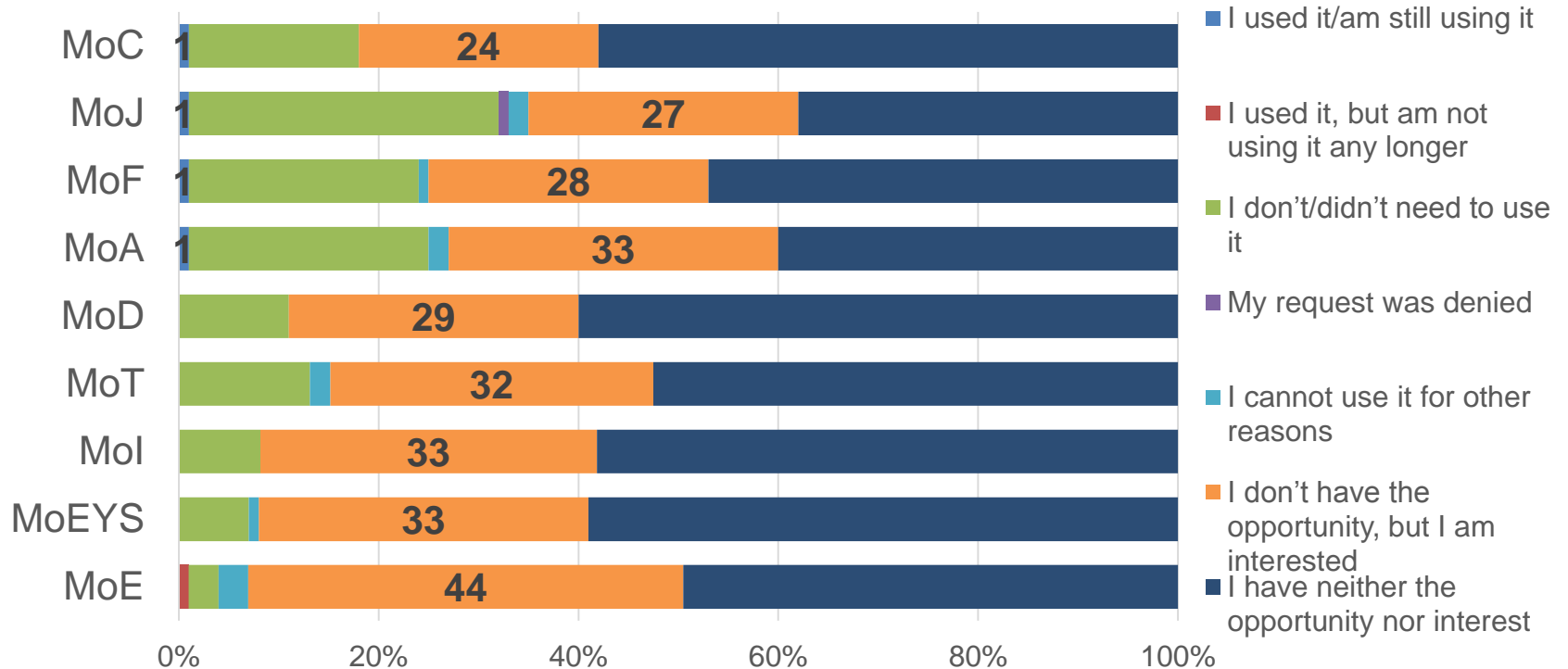


Children's group, kindergarten (in %)



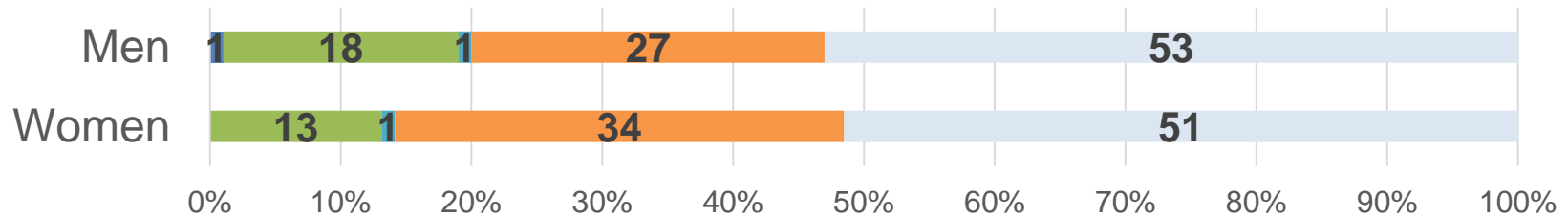


Children's playground at work (in %)





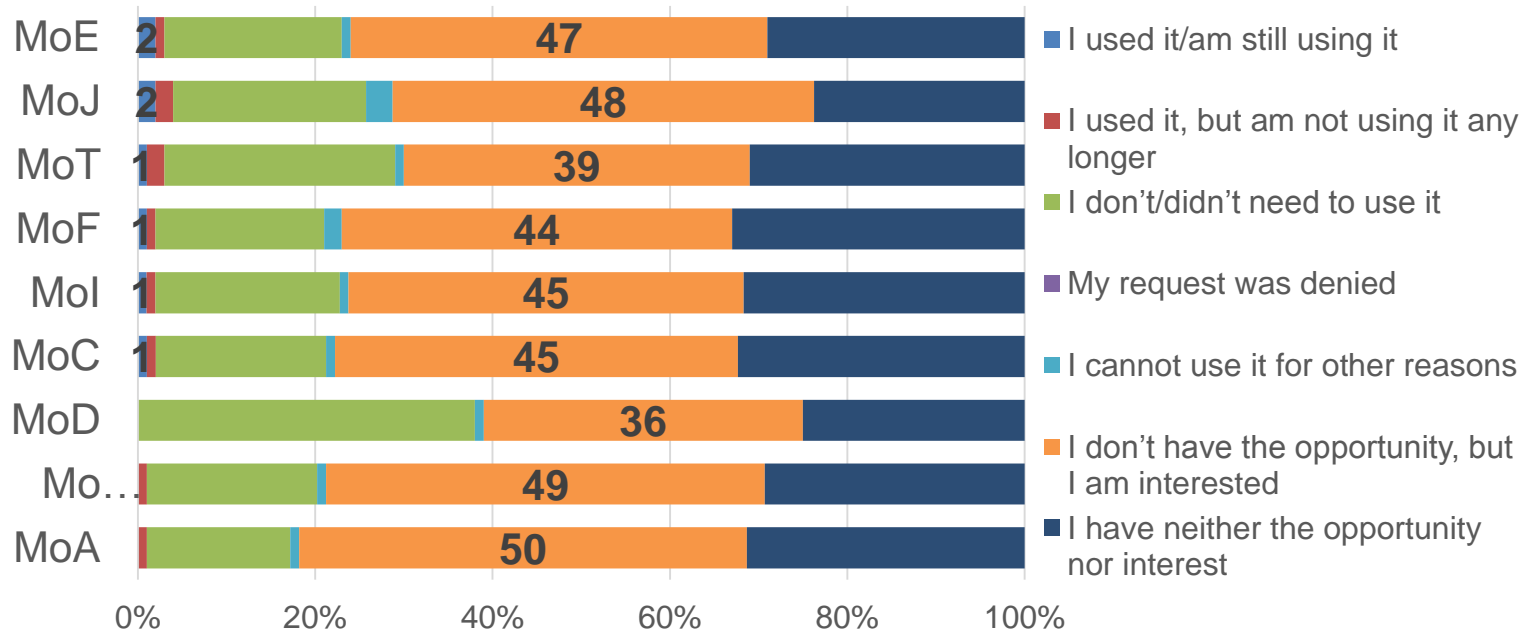
Children's playground at work according to gender (in %)



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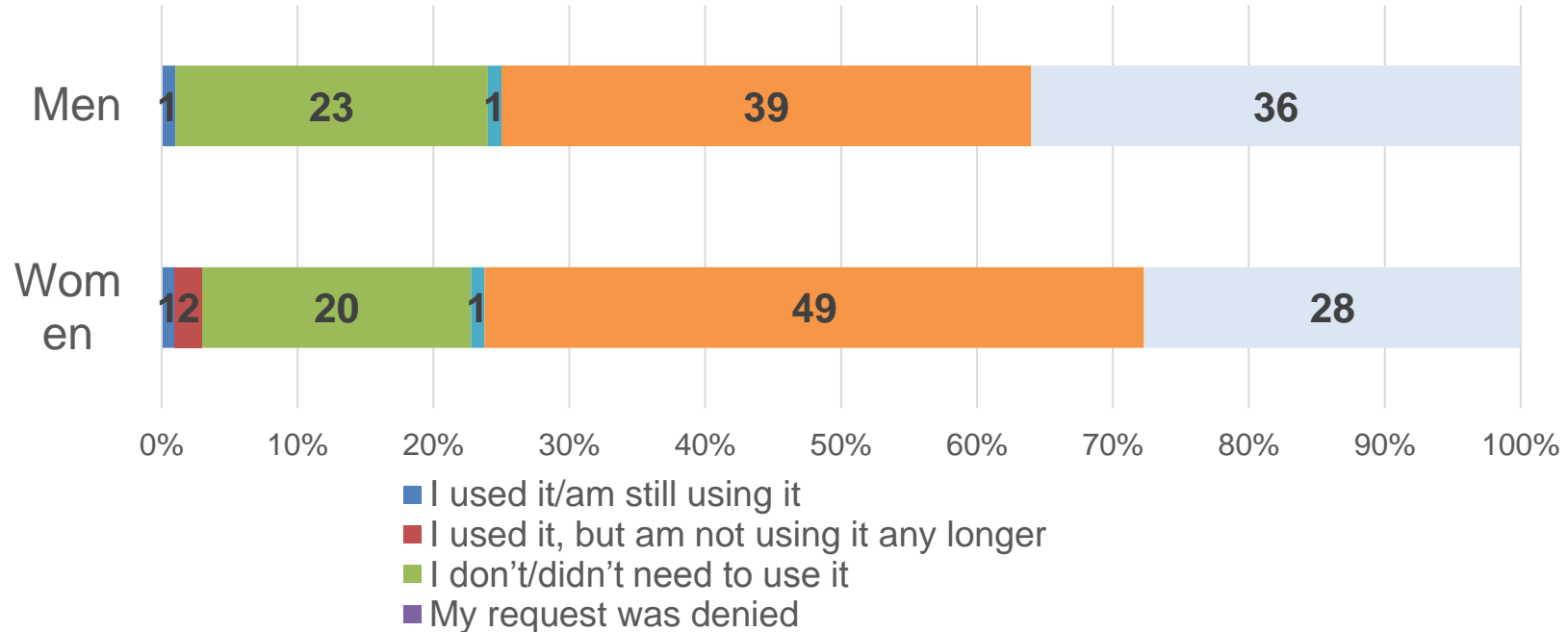


Possibility of a long-term unpaid leave (in %)





Possibility of a long-term unpaid leave according to gender (in %)





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