

## SUMMARY OF THE SURVEY RESULTS

Situation of persons caring for children under 10 years of age in the Czech Republic and Germany



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## INTRODUCTION

### BASIC INFORMATION ABOUT THE SURVEYS

Between the 3<sup>rd</sup> and 30<sup>th</sup> of September 2012, the language and educational agency **Channel Crossings** conducted an online survey among persons caring for children up to 10 years old. The survey is part of an international project **FIT FOR FLEXI**, which focuses on innovation in the field of flexible employment and work-life balance. The content of the survey was designed according to the research content of the German project partner, the Research Institute for Innovative and Preventive Job Design (Forschungsinstitut für innovative Arbeitsgestaltung und Prävention e.V., FIAP e.V).

| Baseline data of the survey in the Czech Republic |  |
|---|--|
| <b>Respondents:</b>                               | persons caring for children up to 10 years old |
| <b>Number of respondents:</b>                     | 400 (after basic sample adjustment 350)        |
| <b>Respondent selection method:</b>               | survey   |
| <b>Data collection technique:</b>                 | structured online questionnaire                |

Collected data obtained from Czech respondents was adjusted by a consultant from a market research agency; incomplete and incompatible data was removed and did not pass the screening part.

### INTERNATIONAL DIMENSION OF THE SURVEYS

The original survey was carried out in Germany during the period between 27<sup>th</sup> of May and 7<sup>th</sup> of June 2011. The research owner was the **Technical University of Dortmund**, whose co-workers operate in **FIAP e.V.** institute. The survey was carried out within the project "**FlexiBalance: Work-Life-Balance in flexiblen Arbeits- und Beschäftigungsformen**" and processed by the company forsa (Gesellschaft für Sozialforschung und statistische Analysen mbH). The project was a collaboration of the following organizations: Technische Universität Dortmund, Trainingszentrum Zeitarbeit, Manpower and ElternService AWO.

| Baseline data of the survey in Germany |   |
|--|---|
| <b>Respondents</b>                     | persons caring for children up to 10 years old  |
| <b>Number of respondents:</b>          | 501   |
| <b>Respondent selection method:</b>    | multistage probability sampling                 |
| <b>Data collection technique:</b>      | CATI (Computer-assisted telephone interviewing) |

### PURPOSE AND OBJECTIVE OF THE SURVEYS

The subject matter of both surveys, which were carried out in Germany and the Czech Republic, was to map the conditions which promote or on the contrary impede employment of women and men who are responsible for the care of children under 10 years of age. The results of both surveys were compared in an international context.

The aim of the survey carried out in Germany was to suggest an innovative concept of personal services that would support reconciliation of work and family life, based on the survey results. This need arose from the current situation on the German labour market, which is characterized by the outflow of skilled and professionally qualified workers, often women, because of the lack of facilities for the harmonization of work and family commitments.

The aim of the survey carried out in the Czech Republic was to define the key areas and conditions which inhibit the employment of parents caring for small children, and in addition, to focus on lowering the limitation of these conditions. Having the possibility to compare similar target groups in the Czech Republic and Germany, we have gained an important comparison within international context.

### 1. Domination of traditional family roles

The results of the survey confirmed that child care and housework are unequally distributed among the partners and are almost exclusively in the hands of women. 85% of Czech women bear the main responsibility and only 15% of them share the duties equally with their partners. Women with higher education share the housework and child care with their partner more often. In Germany, the situation is similar.

### 2. Czech women interrupt their employment for family reasons, except maternity or parental leave, much less than women in Germany. The average number of working hours of Czech women caring for small children is significantly higher in comparison with respondents in Germany.

Except maternity or parental leave, only 29 % of Czech women interrupted their employment for family reasons, compared with the share of 69 % women in Germany. Work interruption occurred more frequently among women with lower education and also in larger cities.

Although it implies that women caring for small children work less hours than before the birth of their first child, the average weekly hours worked by Czech women including overtime hours are significantly higher compared to the situation in Germany.

### 3. Czech women caring for young children are less satisfied than women in Germany.

The current solution of the personal situation of Czech women caring for young children, who must also deal with reconciling family obligations and work responsibilities, satisfies to a certain extent three fifths of them. However, only 14 % of these women were satisfied without any reservations. Women living in small towns and villages are significantly less satisfied than women living in cities. In Germany, the situation is more favourable, the entire 77 % of women is satisfied.

### 4. The most common reasons which force Czech women to work even while caring for young children are financial reasons. For most women, however, work is also an important tool for self-realization, only childcare and housework do not satisfy them.

Finances are the most common reason which motivates Czech women to continue working and caring for young children. For less than four-fifths of respondents, work (employment) is a place for self-realization, only childcare and housework would not satisfy them.

For German women caring for young children and working at the same time, the most important incentive for work is their own motivation. Financial reasons are important for three quarters. On the other hand, a more significant factor is ensuring sufficient childcare, with which is satisfied almost 86 per cent of respondents in Germany.

### 5. The need to be devoted only to a child is the most common reason for women to stop working. The insufficient flexibility of the employer regarding working hours and place of work, however, discourages from working three quarters of Czech women on maternity or parental leave. In Germany, the situation is more favourable.

Up to four fifths of non-working Czech women agree that the main reason to discontinue their employment is the need to devote themselves to childcare. In Germany, the situation is similar.

An important factor which reduces the motivation of Czech women to continue working and taking care of a child, is in 71 % of cases, lack of flexibility by the employer. In Germany, however, with this agrees half of the women, of whom only 35 % consider the lack of flexibility of the employer as a significant obstacle.

### 6. An important factor which prevents women from their professional career when they take care of young children is insufficient childcare service. Czech women perceive the situation very negatively in comparison with women in Germany, who assess the conditions for providing childcare service significantly better.

Only 11 % of Czech working women, who are also responsible for the care of young children, are completely satisfied with the way the childcare is done during the time they work. Less than half of respondents are satisfied only to a certain extent. For

non-working women in the Czech Republic, currently on maternity leave, the insufficient babysitting service is in three fifths of cases a factor that contributes to the state that they are currently not working.

The situation in Germany is from the view of German working women significantly different. 85 % of them have sufficient babysitting and total of 71 % of all women perceive the situation to be completely satisfactory. On the contrary, non-working women perceive insufficient babysitting as a brake to their career even while caring for children in half of the cases; this is a very significant factor for two fifths of respondents.

Both Czech and German women agree that if they had the childcare facilities near their home it would significantly facilitate their possibility to work. This and the chance to reconcile their working time with opening hours of childcare facilities would be appreciated by both Czech and German women more than free childcare. 86 % of Czech women and three fifths of German women would welcome a company kindergarten. In the Czech Republic only 3 % of women have had this option from their employer, in Germany 12 % of respondents.

**7. Supply of work conditions which would facilitate the employment of women who work and also care for young children is significantly lagging behind. More than three fifths of Czech women do not succeed with a request for flexible working hours. Women in larger towns and cities and with higher education have more opportunities. In comparison with the situation on labour market in the Czech Republic, German employers offer significantly better conditions to women who care for young children.**

Almost every woman considers flexible working hours as a key factor that would facilitate reconciliation of child care and work. The same applies for having the chance to reconcile their working time with the opening hours of childcare facilities. The vast majority of Czech and German women would appreciate the opportunity to work from home. A very important factor, considered by women, which makes the care of young children easier, is the possibility to work part-time.

From the perspective of workers, the offer of Czech employers does not meet employees' needs. In less than two-fifths of cases, Czech women have had the opportunity to have flexible working hours, which means that employers are not able to satisfy more than three fifths of them. However, there are significantly better conditions for women in large cities; they can choose the flexible working hours almost in half of the cases, while women from small towns and villages have had this option only in quarter of cases. German women would appreciate flexible working hours in 93 % of cases and in 70 % of them can also choose them.

Working hours adjusted to childcare hours are offered by Czech employers only in 28 % of cases, although this would be a significant help for almost every woman in reconciling family responsibilities and their work duties. However, there is a significant drop among women with lower education who do not have this opportunity, unlike women with complete secondary and tertiary education to whom the employer offers this option almost in half of the cases. There are significantly more opportunities for women in larger cities and more often this opportunity is offered to women over 38 years of age. Regarding the situation of women in Germany, the possibility of having working hours synchronized with childcare hours was available for half of German women.

**8. Part-time job offer is not sufficient in the Czech Republic. Better conditions are offered by employers to women with higher education and in larger cities. The situation of German women is significantly more favourable.**

On average, only one third of Czech women had the opportunity to work part-time, although up to 87 % of women think that the part-time work would allow them to reconcile better their family responsibilities and work. Far fewer women living in small towns and villages had this offer, as well as women with lower education; only one in ten women without complete secondary education had the opportunity to work part-time. Part-time jobs are commonly offered in Prague and mostly appreciated by women aged 18-33.

The situation of German women according to their own opinion is very satisfactory. Up to 87 % of women had the possibility to work part-time, which makes the supply and the demand very balanced.

**9. Almost every Czech woman would appreciate the opportunity to work from home, only 16 % of them had this option from the employer. There are more chances for women with higher education and with more experience. Working from home is welcomed only by two-thirds of German women. However, employers are able to satisfy entire half of them.**

Working from home is not very widespread in both Czech and German labour market. Czech women had this possibility only in 16 % of cases. The opportunity of working from home is more likely for women with higher education who are also more experienced. Working from home is more often used by Czech women in larger cities.

The difference in the international comparison was recorded mainly in the interest of women to have the opportunity to work from home. While in the Czech Republic almost every woman appreciated this opportunity and 64 % of them consider this option as very important, in Germany it is only less than two thirds of all respondents.

**10. Czech women with young children rarely come across a personalized approach to their needs, unlike women living in Germany. However, most women would appreciate this possibility.**

The option to have a contact person in the workplace that would encourage women with young children to reconcile their family obligations and work responsibilities, experienced only 13 % of all women surveyed in the Czech Republic. Mostly this would be appreciated by women aged 18-33 and the importance of this supply decreases with the growth of women's education. In Germany, women had this option more than in half of the cases. A similar situation applies in the case of the possibility to have a contact person in the workplace that would support the career development of women caring for young children or organize their further education. Personalized approach is common among employers in Bohemia rather than in Moravia and it is also more common in larger cities.

**11. Career development is also very important for women working part-time; however, Czech employers offer this opportunity only in limited cases. In Germany, the situation is more favourable.**

More than four fifths of Czech women would appreciate the opportunity to develop professionally even while working part-time. Only 13 % of all women have experienced such a possibility which was offered by the employer. In Germany, this offer would be appreciated by 69 % of women and more than half of them can also make use of it.

**12. The contact with the employer during parental leave is maintained significantly more often among German women in comparison with women in the Czech Republic. Six out of ten women on parental leave are motivated to return to work thanks to the interest of the employer. The same also apply to women in Germany.**

Up to three fifths of German women have maintained contact with the employer after the period of parental leave. 45 % of women surveyed in the Czech Republic agree with this, but only for less than a quarter of all Czech women the contact was actually active.

Two fifths of Czech women on maternity leave miss as a motivation to return to work the interest of their employer, but on the other hand most of them with this statement disagree. Lack of interest on the side of the employer is felt only by a third of women on parental leave in Germany.

Working women who also care for young children are motivated to continue with their work by the employer in 68 % of cases, however, only 15 % of them completely agree with this. In Germany, the situation is similar, but without any reservations German women agree in the double the case than women in the Czech Republic.

**13. Czech women on parental leave are not idle. Three quarters of them evaluate the skill development during parental leave very positively. German women are more reserved. Professional skills are in stagnation.**

On average, more than three quarters of Czech women considered parental leave as a period which enables them to improve their general skills such as the ability to multitask, work quickly and efficiently, manage stress, take the responsibility or to be more sensitive to needs of others. The only exception is seen in professional skills which are significantly less developed in both groups. However, the majority of women agree that the responsibility for childcare helped them to gain new experience and acquire new skills which make them more efficient employees.

## COMPOSITION OF RESPONDENTS

For both surveyed groups, namely those caring for children up to 10 years in the Czech Republic and Germany, the following basic segmentation criteria were applied:

| Segmentation criteria |  |
|-----------------------|--|
| <b>Demographic:</b>   | gender, age, marital status, number of persons living in the household, number of children under 10 living in the household, number of children under 18 |
| <b>Socioeconomic:</b> | employment status, education, the average net income of the entire household   |
| <b>Geographic:</b>    | region   |

Bases in absolute values for the key criteria are listed below:

| Summary         | Sex |     | Age       |           |           |         | Working status |             | Education |           |                                     |          |     |
|-----------------|-----|-----|-----------|-----------|-----------|---------|----------------|-------------|-----------|-----------|-------------------------------------|----------|-----|
|                 | F   | M   | 18-33 age | 34-37 age | 38-40 age | 41 plus | Working        | Non-working | primary   | secondary | secondary incl. leaving certificate | tertiary |     |
| <b>Czech R.</b> | 350 | 346 | 4         | 97        | 102       | 91      | 60             | 161         | 189       | 51        | 106                                 | 138      | 55  |
| <b>German</b>   | 501 | 463 | 38        | 124       | 118       | 99      | 160            | 250         | 251       | 52        | 195                                 | 148      | 106 |

| Summary           | Region |         |    |    |    |    |                 | Size of residence |         |               |                  |
|-------------------|--------|---------|----|----|----|----|-----------------|-------------------|---------|---------------|------------------|
| <b>Czech Rep.</b> | Prague | Central | NW | SW | NE | SW | Central Moravia | Moravia-Silesia   | 0-4.999 | 5.000-100.000 | 100.000 and more |
| <b>350</b>        | 41     | 43      | 38 | 41 | 47 | 58 | 46              | 36                | 135     | 141           | 74               |

## SUMMARY OF RESOURCE DATA AND DISTRIBUTION OF RESPONDENTS ACCORDING TO SEGMENTATION CRITERIA

| Czech Republic   | Germany   |
|--|---|
| <b>Number of respondents</b>   |   |
| 400 (350 adjusted sample)  | 501   |
| <b>Common characteristics</b>  |   |
| Persons caring for children under 10 years of age  |   |
| <b>Sex</b>   |   |
| 99 % women   | 92 % women  |
| <b>Age</b>   |   |
| Equally represented age groups 18-33 years, 34-37 years, 38-40 years, lower proportion 41 years and more | Equally represented age groups 18-33 years, 34-37 years, 38-40 years, higher proportion 41 years and more |
| <b>Work Status</b>   |   |
| 46 % working / 54 % non-working  | 50 % working / 50 % non-working   |
| <b>Marital Status</b>  |   |
| 61 % married living in common household  | 79 % married living in common household   |
| <b>Education</b>   |   |
| 15 % primary, 70 % secondary, 16 % tertiary  | 10 % primary, 69 % secondary, 21 % tertiary   |
| <b>Region</b>  |   |
| 12 % Prague, 12 % Central Bohemia, 76 % other regions  | 88 % West Germany, 12 % East Germany  |

| <b>Number of persons living in the household</b>  |  |
|---|--|
| 35 % of households with 4 persons   | 46 % of households with 4 persons                      |
| <b>Number of children under 18 living in the household</b>  |  |
| 39 % of households with 2 persons, 39 % with one child  | 51 % of households with 2 persons, 31 % with one child |
| <b>Number of children under 10 years</b>  |  |
| 62 % one child  | 54 % more children                                     |
| <b>Current average net income of the household</b>  |  |
| 37 % respondents 25.000 – 37.500 CZK,<br>27 % respondents 12.500 – 25.000 CZK   | 62 % respondents more than 62.500 CZK                  |
| <b>The average net income of the household before the birth of the first child</b>                                    |  |
| 36 % respondents 25.000 – 37.500 CZK,<br>22 % respondents 37.500 – 50.000 CZK<br>19 % respondents 12.500 – 25.000 CZK | 60 % respondents more than 62.500 CZK                  |

Both groups of respondents surveyed have the following basic characteristics:

- Respondents were persons caring for children up to 10 years, almost exclusively women.
- In both studied groups the distribution of women in different age categories 18-33 years, 34-37 years, 38-40 years was relatively even. In the Czech group there was a lower proportion of women aged 41 and more, unlike in the German group, where this age group of women has been represented with a higher proportion.
- In both groups there was equality between working and non-working respondents.
- In both groups, there were predominant respondents with marital status married and cohabiting in a common household.
- In both groups there was a representative sample of respondents according to the achieved level of education. On average, 70 % of respondents stated as their highest education completed secondary education.
- In German group 88 % of respondents were from the western part of Germany. The sample of Czech respondents was representatively spread in all regions. Two-fifths of Czech respondents live in medium and large towns with 5.000 to 99.999 inhabitants, the same proportion of respondents stated their residence being in small towns and villages with 0 – 4.999 inhabitants. One fifth of the respondents live in large cities with more than 100.000 inhabitants.
- In both surveyed groups, representation of households with four persons including children prevailed. In the sample of Czech respondents there were also strongly represented households with three persons, five persons or more. 29 % of German respondents live in a household of 3 persons.
- Current average net income of the household of the two groups was significantly different, mainly because of the different levels of income in both countries. In this regard, we have noticed an interesting difference, whereas the average Czech household net income after the birth of the first child decreased, in the case of German respondents, after the average evaluation, there was a slight increase.

RESPONDENTS' ANSWERS IN INTERNATIONAL COMPARISON

| Czech Republic  | Germany   |
|---|---|
| <b>The main person responsible for family work</b>  |   |
| In 85 % of cases the family work and childcare lie on one person (women)  | In 86 % of cases the family work and childcare lie on one person (92 % women)   |
| <b>The average number of working hours per week</b>   |   |
| 59 % of respondents work 30 hours and more (out of which 59 % respondents work more than 41 hours), the rest of the respondents work less hours.  | A third of the respondents work 30 – 40 hours, 28 % work 10 - 19 hours, 27 % work 20 – 29 hours.  |
| <b>The average number of working hours per week before the birth of the first child</b>   |   |
| 87 % respondents worked 30 hours and more.  | 81 % respondents worked 30 - 40 hours per week.   |
| <b>Carrier break for family reasons except for maternity/parental leave</b>   |   |
| 29 % yes  | 69 % no   |
| <b>Average monthly expense for childcare</b>  |   |
| 57 % respondents spend up to 1.250 CZK, one fifth has a childcare free of charge, and 13 % spend up to 2.500 CZK.   | Among German respondents the dispersion was higher, quarter of them pay fees up to 5.000 CZK, less than a fifth of them pay 2.500 CZK or 5.000 CZK and above, 28 % of respondents provide the childcare themselves.   |
| <b>Level of satisfaction of the respondents with their current personal situation</b>   |   |
| 46 % rather satisfied, 26 % rather dissatisfied   | 41 % rather satisfied, 36 % very satisfied  |
| <b>Working respondents: reasons for working presently in spite of the family work</b>   |   |
| <ul style="list-style-type: none"> <li>1. Financial reasons (91 %, out of which 54 % completely agreed)</li> <li>2. Childcare and household work is not enough (79 %, out of which 31 % completely agreed)</li> <li>3. Great motivation (68 %, out of which 34 % completely agreed)</li> <li>4. Great interest on the part of the employer (68 %, out of which 15 % completely agreed)</li> <li>5. Employer´s flexibility (60 %, out of which 16 % completely agreed)</li> <li>6. Sufficient childcare assured (59 %, out of which 11 % completely agreed)</li> </ul> | <ul style="list-style-type: none"> <li>1. Great motivation (92 %, out of which 62 % completely agreed)</li> <li>2. Sufficient childcare assured (86 %, out of which 71 % completely agreed)</li> <li>3. Financial reasons (74 %, out of which 54 % completely agreed)</li> <li>4. Childcare and household work is not enough (73 %, out of which 48 % completely agreed)</li> <li>5. Employer´s flexibility (72 %, out of which 49 % completely agreed)</li> <li>6. Great interest on the part of the employer (61 %, out of which 32 % completely agreed)</li> </ul> |



**Non-working: reasons for not continuing to work**

1. At the moment I want to be there for my child (80 %, out of which 46 % completely agreed)
2. Lack of the employer's flexibility in relation to e.g. working hours and place of work (71 %, out of which 69 % completely agreed)
3. Sufficient child care is not ensured (60 %, out of which 32 % completely agreed)
4. Low interest on the part of the employer (38 %, out of which 31 % completely agreed)
5. It is not financially motivating (31 %, out of which 26 % completely agreed)
6. My motivation to work is low (25 %, out of which 3 % completely agreed)

1. At the moment I want to be there for my child (75 %, out of which 53 % completely agreed)
2. Sufficient child care is not ensured (51 %, out of which 39 % completely agreed)
3. Lack of the employer's flexibility in relation to e.g. working hours and place of work (50 %, out of which 35 % completely agreed)
4. Low interest on the part of the employer (33 %, out of which 20 % completely agreed)
5. It is not financially motivating (32 %, out of which 19 % completely agreed)
6. My motivation to work is low (13 %, out of which 6 % completely agreed)

**The importance of the framework conditions outside the workplace facilitating to be employed in spite of childcare**

1. Working hours are adjusted to childcare hours (97 %)
2. Free childcare located nearby (93 %)
3. Childcare nearby the place of work (88 %)
4. Free childcare (72 %)

1. Free childcare located nearby (93 %)
2. Working hours are adjusted to childcare hours (92 %)
3. Free childcare (78 %)
4. Childcare nearby the place of work (69 %)

**The importance of the conditions provided by the employer to facilitate working in spite of childcare**

1. Flexible working hours (100 %)
2. Working hours adjusted to childcare hours (98 %)
3. Work from home (97 %)
4. Part-time work (87 %)
5. Childcare offered at the working place (86 %)
6. Career possibilities also in part-time (82 %)
7. Emergency childcare provided by the employer (75 %)
8. Persons to contact at the working place who bring working hours into accordance with family obligations (69 %)
9. A person to contact at the working place who foster further career development (54 %)
10. Persons to contact at the working place who organise further training (53 %)

1. Flexible working hours (93 %)
2. Part-time work (92 %)
3. Working hours adjusted to childcare hours (92 %)
4. Persons to contact at the working place who facilitate reconciliation of work and family life (86 %)
5. Persons to contact at the working place who bring your working hours into accordance with your family obligations (76 %)
6. Emergency childcare provided by the employer (72 %)
7. A person to contact at the working place who foster further career development (71 %)
8. Career possibilities also in part-time (69 %)
9. Work from home (64 %)
10. Childcare offered at the working place (60 %)

**Evaluation of the real conditions offered by the employers**

1. Flexible working hours (Demand: 100 % / Supply: 37 %)
4. Working hours adjusted to childcare hours (Demand: 98 % / Supply: 28 %)
2. Work from home (Demand: 97 % / Supply: 16 %)
3. Part-time work (Demand: 87 % / Supply: 33 %)
5. Childcare provided by the employer (Demand 86 % / : Supply 3 %)
6. Career possibilities also in part-time (Demand: 82 % / Supply: 13 %)
7. Emergency childcare provided by the employer (Demand: 75 % / Supply: 0 %)
8. Persons to contact at the working place who bring working hours into accordance with family obligations (Demand: 69 % / Supply: 13 %)
9. A person to contact who foster further career development (Demand: 54 % / Supply: 10 %)
10. Persons to contact who organise further training (Demand: 53 % / Supply: 12 %)

1. Flexible working hours (Demand: 93 % / Supply: 70 %)
2. Work from home (Demand: 64 % / Supply: 33 %)
3. Part-time work (Demand: 92 % / Supply: 87 %)
4. Working hours are adjusted to childcare hours (Demand: 92 % / Supply: 53 %)
5. Childcare provided by the employer (Demand: 60 % / Supply: 12 %)
6. Career possibilities also in part-time (Demand: 69 % / Supply: 36 %)
7. An emergency childcare provided by the employer (Demand: 72 % / Supply: 11 %)
8. persons to contact at the working place who bring working hours into accordance with family obligations (Demand: 86 % / Supply: 55 %)
9. A person to contact who foster further career development (Demand: 71 % / Supply: 45 %)
10. Persons to contact who organise further training (Demand 76 % / Supply: 55 %)

**Evaluation of changes resulting from childcare and parental leave**

1. The experiences I gather in everyday life with my child/children make me a better employee. (82 %, out of which 36 % completely agreed)
2. During the family break I matured and I could develop new competences (72 %, out of which 31 % totally agreed)
3. I used the family break to take part in further training. (60 %, out of which 32 % totally agreed)
4. During my family break I maintained contact with my employer. (45 %, out of which 23 % totally agreed)
5. Despite flexible working hours I would be restricted in my performance because of family commitments. (39 %, out of which 10 % totally agreed)

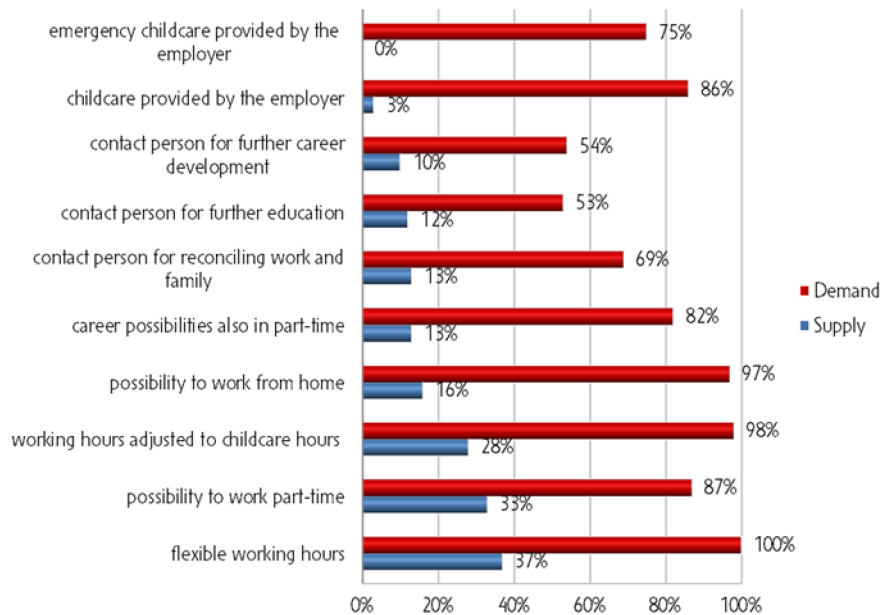
1. The experiences I gather in everyday life with my child/children make me a better employee. (75 %, out of which 45 % completely agreed)
2. During the family break I matured and I could develop new competences (59 %, out of which 33 % totally agreed)
3. I used the family break to take part in further training. (58 %, out of which 41 % totally agreed)
4. Despite flexible working hours I would be restricted in my performance because of family commitments. (40 %, out of which 15 % totally agreed)
5. I used the family break to take part in further training (21 %, out of which 12 % totally agreed)

**Evaluation of changes in skills during maternity or parental leave.**

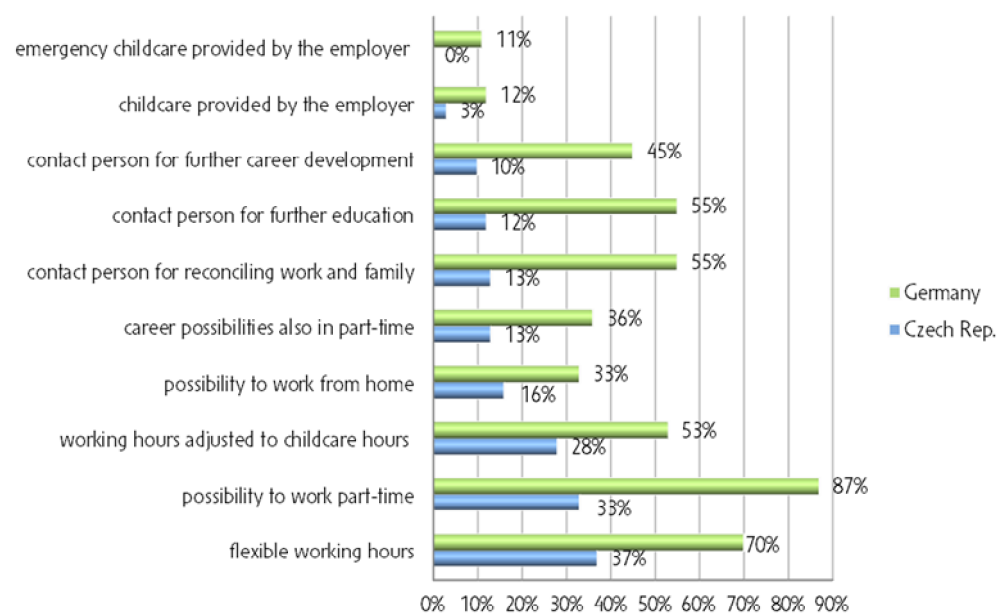
1. To empathise/to understand other people (84 %, out of which 51 % greatly improved)
2. To assume responsibility (82 %, out of which 62 % greatly improved)
3. To be able to multitask (79 %, out of which 61 % greatly improved)
4. To work fast and effectively (79 %, out of which 58 % greatly improved)
5. To deal with stress (74 %, out of which 34 % greatly improved)
6. To work independently (71 %, out of which 60 % greatly improved)
7. Professional skills (34 %, out of which 14 % greatly improved)

1. To be able to multitask (63 %, out of which 39% greatly improved)
2. To empathise/to understand other people (62 %, out of which 28 % greatly improved)
3. To assume responsibility (61 %, out of which 36 % greatly improved)
4. To work fast and effectively (56 %, out of which 28 % greatly improved)
5. To deal with stress (64 %, out of which 36 % greatly improved)
6. To work independently (43 %, out of which 24 % greatly improved)
7. Professional skills (20 %, out of which 6 % greatly improved)

**CZECH REPUBLIC**  
**Comparison of employers' supply and employees' demand**



**CZECH REPUBLIC - GERMANY**  
**Real conditions offered by the employers**





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**Channel Crossings**

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