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JOB SKILLS IN SLOVENIA

2022 LFS regular module "Job Skills" results

Contents

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1. Concept and methodology

The job skills questionnaire was included at the end of the regular Slovenian LFS questionnaire. The questions of the module were answered by everyone in the age group of 15–74 years who participated in the 1st wave of the survey and were employed or had previous work experience. The CAPI mode of collection was used.

The final sample size for the module questionnaire was 8,538 persons. We used special module weights, which were calculated similarly to regular quarterly weights: design weights * non-response weights and calibrated to gender, age groups and NUTS2 regions. Additionally, data were calibrated to ILO activity statuses of the annual data.

2. Questionnaire design and cognitive testing

We started with questionnaire design in August 2021. The implementation guidelines and explanatory notes were studied thoroughly. The questionnaire was prepared in cooperation of a LFS methodologist, a methodologist – expert for the questionnaire design and a Blaise programmer. The module questions were adopted and translated into Slovenian. Appropriate filters were applied. We had no major issues regarding the terminology and translation.

Regarding filters for the questions on job skills, there were no difficulties in setting up the questionnaire, since there were only two general filters. The questionnaire was divided into two parts with 12 questions each. The first part consisted of the questions regarding the main job of the employed aged 15–74. The questions were in the present tense. The second part was designed for the persons aged 15–74 that had worked in the last two years prior to the reference week. The questions were in the past tense. The filter for the latter part was adjusted, so the respondents who did not know what year they last worked (YEARPR=don't know) also answered the questions. Except for the tense, the questions of the first and second part were the same.

Under each question, the interviewer could find additional explanation of the question, which they read to the respondents. We included additional ("green") explanation to make sure the interviewer understood and explained the question correctly. For the ad hoc modules, this proved to be a good and useful practice in the past. In all questions the 5-point or 3-point rating scales were used and non-response was allowed.

Cognitive testing was performed in November 2021. It was held simultaneously as the cognitive testing of the pilot data collection on digital platform employment. Both questionnaires were tested with the same group of participants. An interviewer experienced in conducting LFS interviews was interviewing participants of the cognitive testing. Interviews were video face-to-face interviews using MS Teams and Zoom due to the COVID-related measures. The "Think Aloud" and "Probing" techniques were used.

All issues and mistakes in the questionnaire that were raised during cognitive interviews were solved in between different days of testing. In total, eleven participants took part in the cognitive testing, four of them SURS's employees and seven external participants. The socio-demographic characteristics of respondents are seen in the table below.

Table 1: The socio-demographic characteristics of respondents

Num.	Version	Gender	Age	Status of activity
1	V1	F	40	Employee
2	V1	M	30	Employee
3	V1	F	29	Employee
4	V1	F	28	Employee
5	V2	M	54	Employee
6	V2	M	32	Employee
7	V2	F	33	Employee
8	V2	F	42	Employee
9	V2	F	33	Employee
10	V2	M	45	Employee
11	V2	F	23	Student

All the participants of cognitive testing were employed. Nevertheless, we used them to also test the second part of the job skills questionnaire for the persons aged 15–74 that had worked in the last two years. We asked some of the participants if they could also answer the second part of the questionnaire as a proxy for other household members who were not in employment and had previous work experience.

Participants needed about three minutes to complete the questionnaire, while the entire cognitive test for the job skills questionnaire took 10–20 minutes per participant. From the cognitive test, we found that minor corrections were needed to some of the questions in the questionnaire.

Some key probes used in cognitive testing that proved to be very useful:

- How do you understand the answer categories?
- What does “usual situation” mean to you? What time period were you thinking of?
- How do you understand the question? (variable GUIDANCE)
- What, to you, is “hard physical work”? (variable PHYSICAL)

Results of the cognitive test

In general, the questionnaire proved to be not difficult to understand. Only minor additions to the questionnaire on job skills were needed.

The cognitive testing showed that some participants had a problem understanding the reference period “usual situation”, as their work tasks differ from week to week. Therefore, in the introductory sentences at the beginning of the module questions, we added the sentence: “If your work activities vary from week to week, think about the work activities you have usually done in the last three months.”

Some respondents also struggled with the question about time spent on advising, training or teaching other people in main or last job (variable Guidance). Here some participants also took into account their own participation in education and training. It proved to be a good solution if we underline the word “others” in the question and add an explanation in the explanatory notes below the question.

Another question arose regarding the variable “Physical”, where some participants asked whether forced posture at office work should also be taken into account when answering this question. According to what is written in the explanatory notes, the forced posture at office work is not included in the definition “working in painful or tiring positions”. Therefore, we added a text in explanatory notes that “Forced posture at office work is not taken into account in this question”.

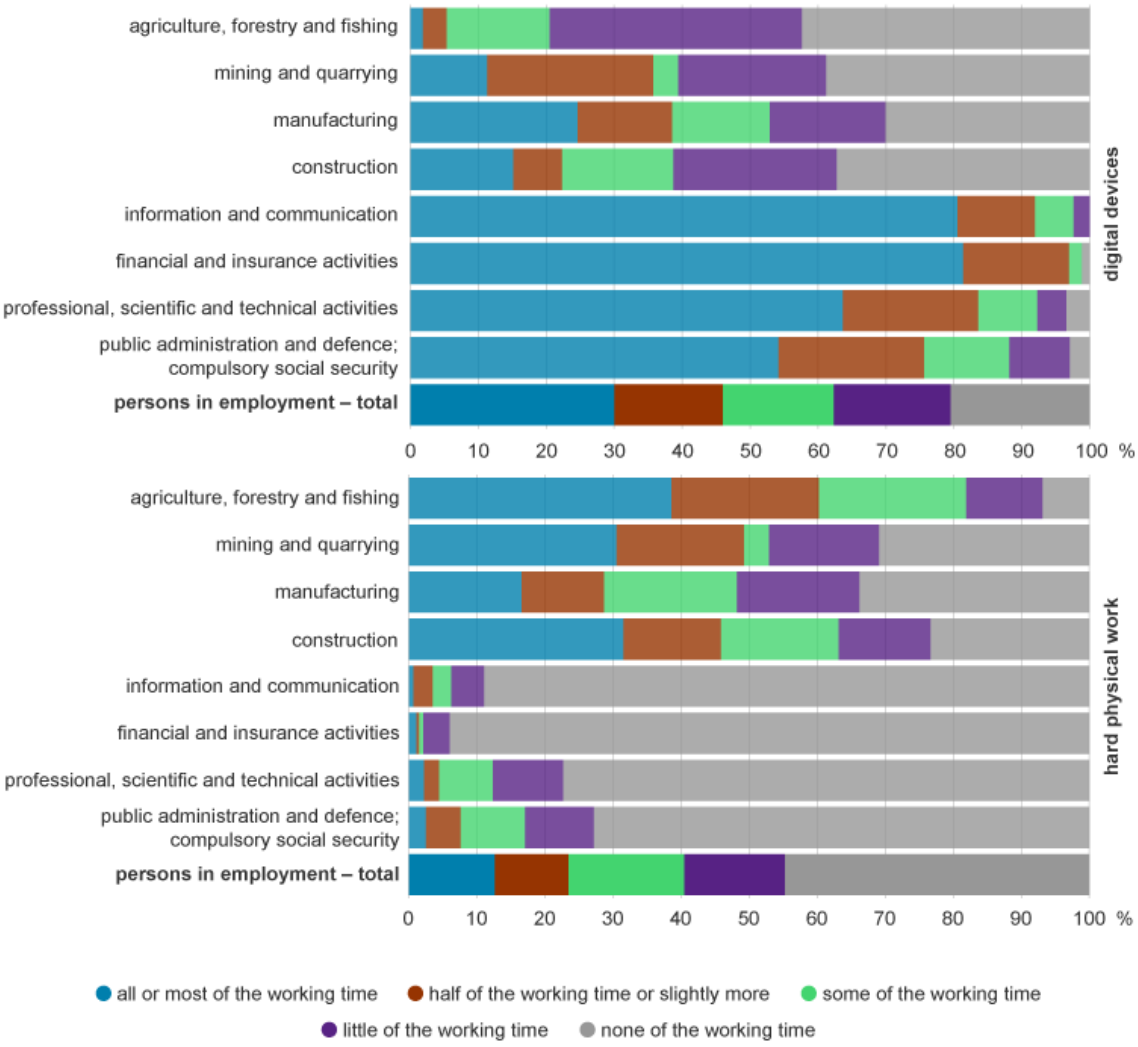
3. Data collection results

Item non-response in all variables was less than 1%. Non-response was the highest for the variable JOBAUTION – 0.8%, which is still very low, or even negligible. For all the non-responses, we imputed the data using the HD (hot deck) method. Other data editing was not needed.

Results of the 2022 LFS module “Job skills” were published in form of a first release on the SURS website and in form of tables in SURS’s SiStat Database. All data were published in shares, with the exception of data regarding autonomy over the content and order of tasks, which are published in absolute numbers and in shares. We decided to publish most of the data in shares, because they are more presentable and say more than absolute numbers.

In the first release, we focused on skills for employed persons. The results were quite as we expected. Here are some of them.

Share of persons in employment by the working time spent on digital devices and doing hard physical work, by selected sections of economic activities (NACE Rev. 2), Slovenia, 2022



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This graph perfectly shows the difference in time spent on digital devices and doing hard physical work in different economic activities (NACE Rev. 2). As expected, the share of persons in employment in information and communication or in financial and insurance activities that spent

all or most of the working time on digital devices was much higher than doing hard physical work, and vice versa in agriculture, forestry and fishing or in mining and quarrying.

The last category shows the share of all persons in employment by the working time spent on digital devices and doing hard physical work. In Slovenia, a third of all persons in employment spent all or most of the working time on digital devices and about one eighth (13%) on hard physical work.

Other interesting results were regarding the autonomy over the content and order of tasks. Over a third (34%) of persons in employment believed that the distribution and content of work tasks can be influenced very little or not at all, a quarter (25%) of them answered to some extent, and 16% answered to a great extent. Among the latter, most of them came from the occupational groups of managers, professionals, and skilled agricultural, forestry and fishery workers.

Table 2: Share of employed (in %) by the autonomy over the content and order of tasks, Slovenia, 2022

		Autonomy over order		
		large or very large	some	little or no
Autonomy over content	large or very large	15.7	6.3	2.7
	some	1.3	24.5	11.8
	little or no	0.4	2.7	34.4

In our database, we published the following five tables:

- Share of employed (%) by job skills, working time spent and activity (NACE Rev. 2), Slovenia, 2022
- Share of employed (%) by job skills, working time spent, occupational groups (ISCO) and sex, Slovenia, 2022
- Share of employed (%) by job skills, working time spent, age groups and sex, Slovenia, 2022
- Share of employed (%) by job skills, working time spent, age groups and sex, Slovenia, 2022
- Employed by the autonomy over tasks, Slovenia, 2022

4. Conclusion

In general, the “Job Skills” module was quite easy to implement and fulfil. Through cognitive testing of the questionnaire and even through interviewer training, the module proved to be understandable and simple. After cognitive testing only minor changes to the questionnaire were made and interviewers had no problem understanding the new module and the entire questionnaire. The latter is also confirmed by a very low non-response rate.

As mentioned, the results of the module were logical, consistent and as we expected. We made a special first release only for the “Job skills” data results and published five data tables. Additionally, we used results of the module for another release on the special occasion of the Labour Day in Slovenia.

The number of views of both releases on our website was slightly above average. Based on the average time spent on reading both releases, we can conclude that readers read the entire release and that the content was interesting to them.