

Non-regular employment in Germany

Hartmut Seifert

International Forum JILPT
on non-regular employment
February 25, 2011, Tokyo

Contents

- Introduction
- Definition: atypical - precarious
- Extend and development
- Social risks
- Transition opportunities
- Conclusion

Criteria and forms of non-regular (atypical) employment

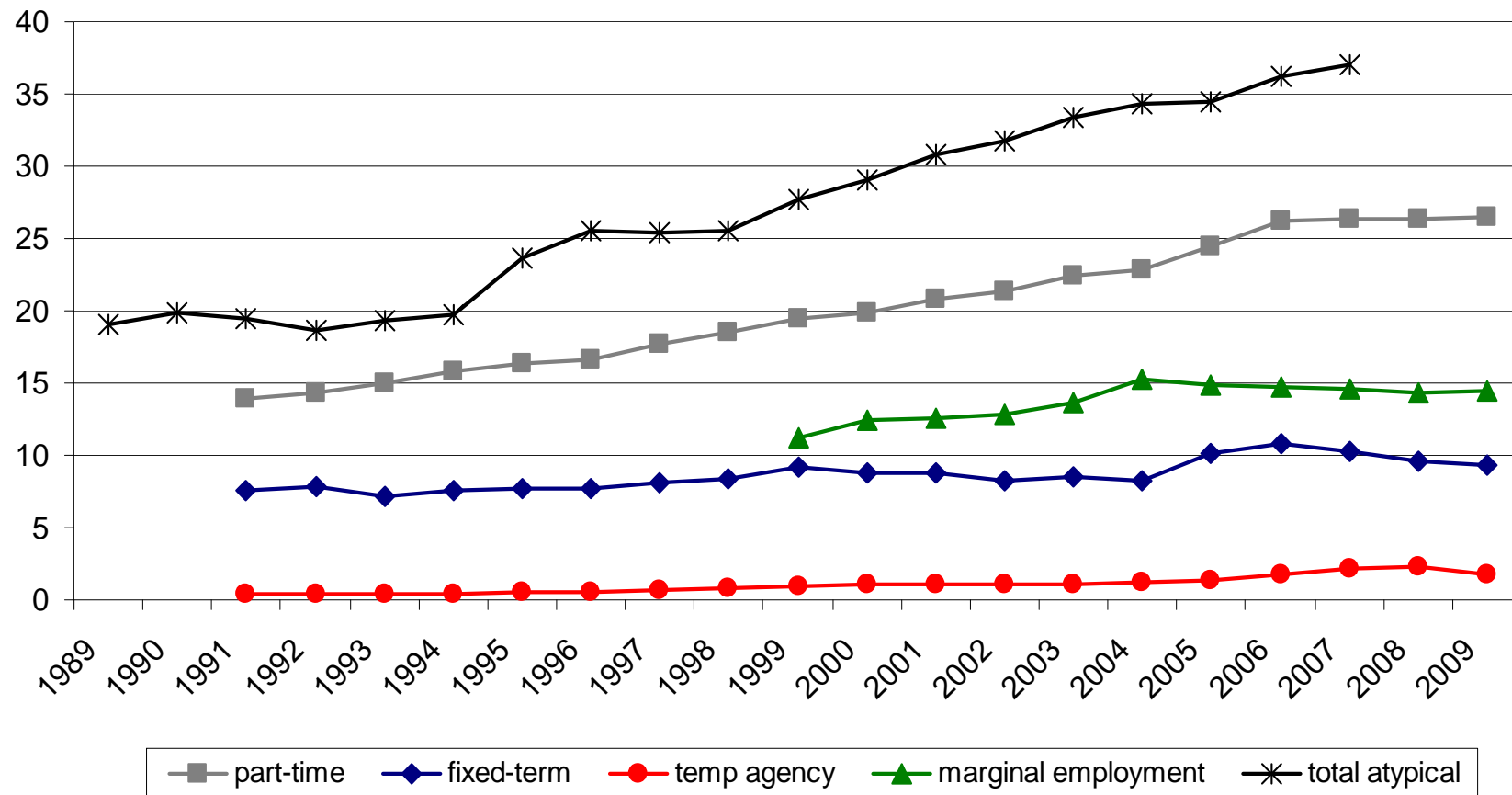
Regular

- Full-time
- Permanent contract
- Integration into social security system
- Identity of work and employment relationship

Non-regular (atypical)

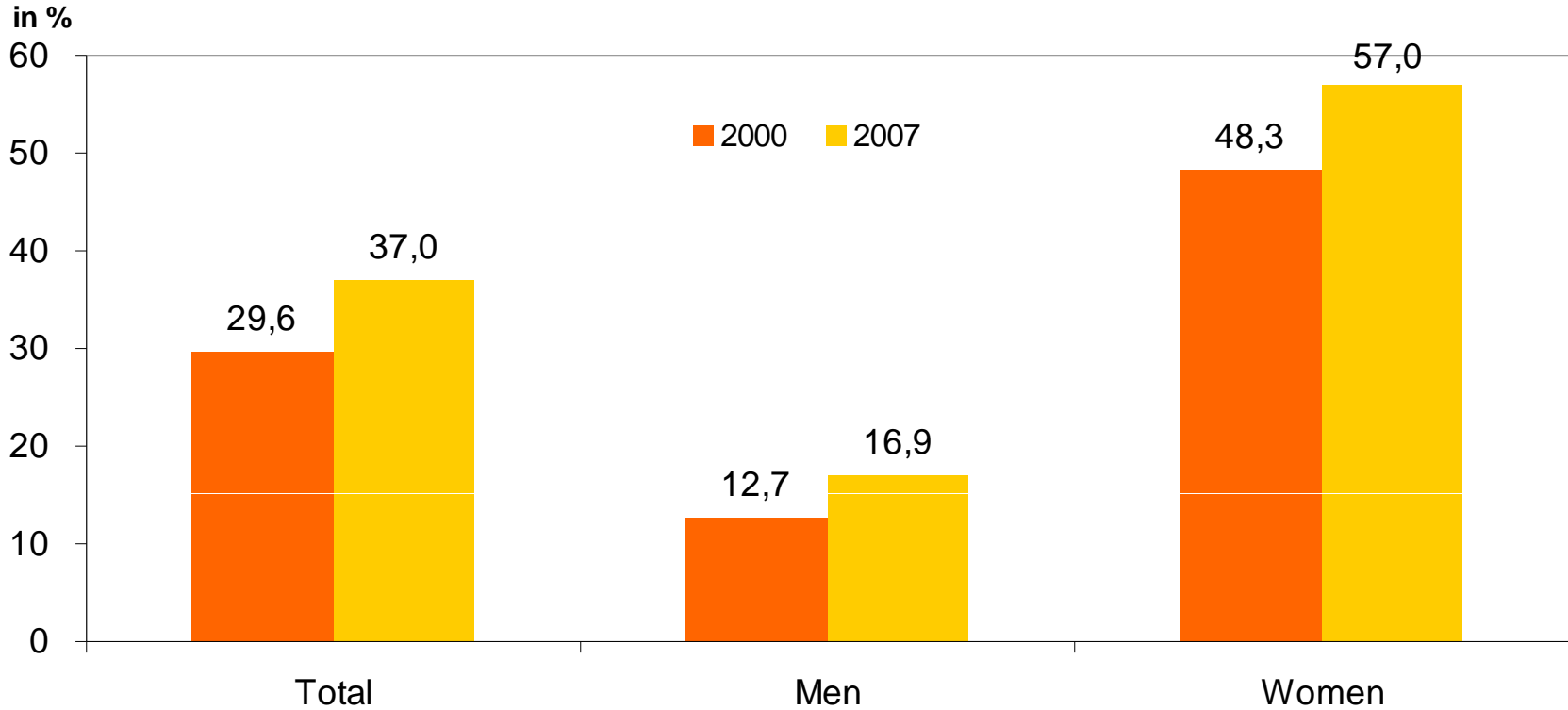
- Part-time (less 35 hrs.)
- Fixed-term contract
- Marginal employment (400 €-jobs)
- Temp agency work

Non-regular employment in Germany 1991-2009



Source: Destatis, Federal Employment Agency

Atypical employees by gender 2000 - 2007



Source : SOEP

1. Thesis

The expansion of non-standard forms of employment has increased various risks of precariousness , has significantly contributed to the growth of the low wage sector and has intensified the risks of poverty during working-life as well as during retirement.

Proposed criteria of precariousness

- Wage $\leq 2/3$ median wage
- Integration into social security system (especially pension system)
- Employment stability (in terms of continuity of employment and not just a single workplace)
- Employability (access to company-based vocational training)

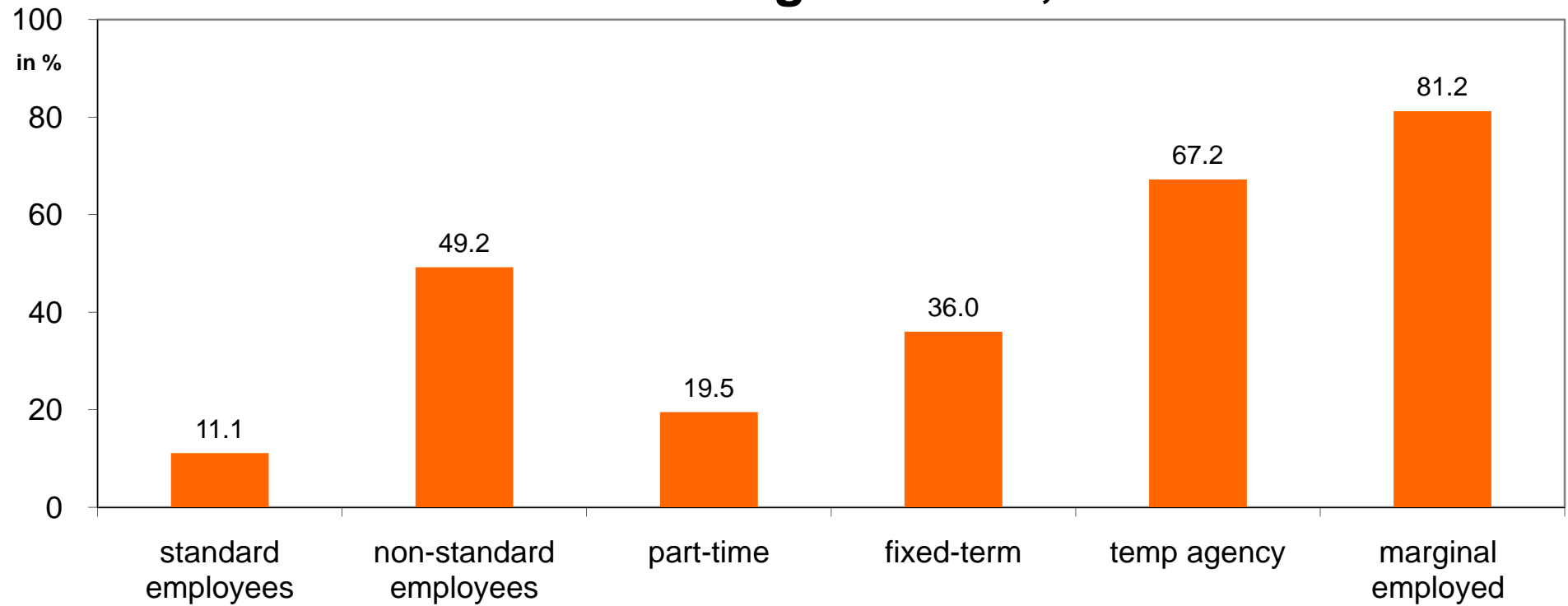
Risks of precariousness

	Wage	Employment stability	Vocational training
Fixed-term full-time	↗	↗	↗
Permanent part-time	↗	↘	↗
Fixed-term part-time	↗	↗	↗
Permanent marginal employment	↗	--	↗
Fixed-term marginal employment	↗	↗	↗
Temp agency	↗	↗	--

↗ Higher risk

↘ Lower risk of precariousness compared to regular work

Share of low-wage earners, 2006



Quelle: Federal Statistical Office (2009)

2. Thesis

The flexibilisation of the labour market is accompanied by a shrinking upwards mobility. This can be regarded as a **flexibility-immobility-paradoxon**.

Transition from unemployment to.... (in %)

Former employment form	new employment form					
	temp. agency	fixed-termed	marginal jobs	part-time < 35	regular work	un-employment
temp. agency	12	16	3	2	17	50
fixed-termed	4	27	6	4	15	45
marginal jobs	2	12	25	9	5	47
part-time < 35	3	16	11	19	10	41
regular work	3	13	3	3	41	37
total	4	19	7	5	23	42

Source: Mobilitätsstudie Infratest/WSI 2008.

Conclusion

- Erosion of standard form of employment
- Increasing social risks: poverty during and after working-life
- General minimum wage
- Equal pay in practice
- Risk-premium (precarious working conditions)
- Reform of statutory framework (social and labour law) due to needs of new model of regular work