

# **Quality of Employment in Germany**

## **Country Report for the Task Force on the Measurement of Quality of Employment**

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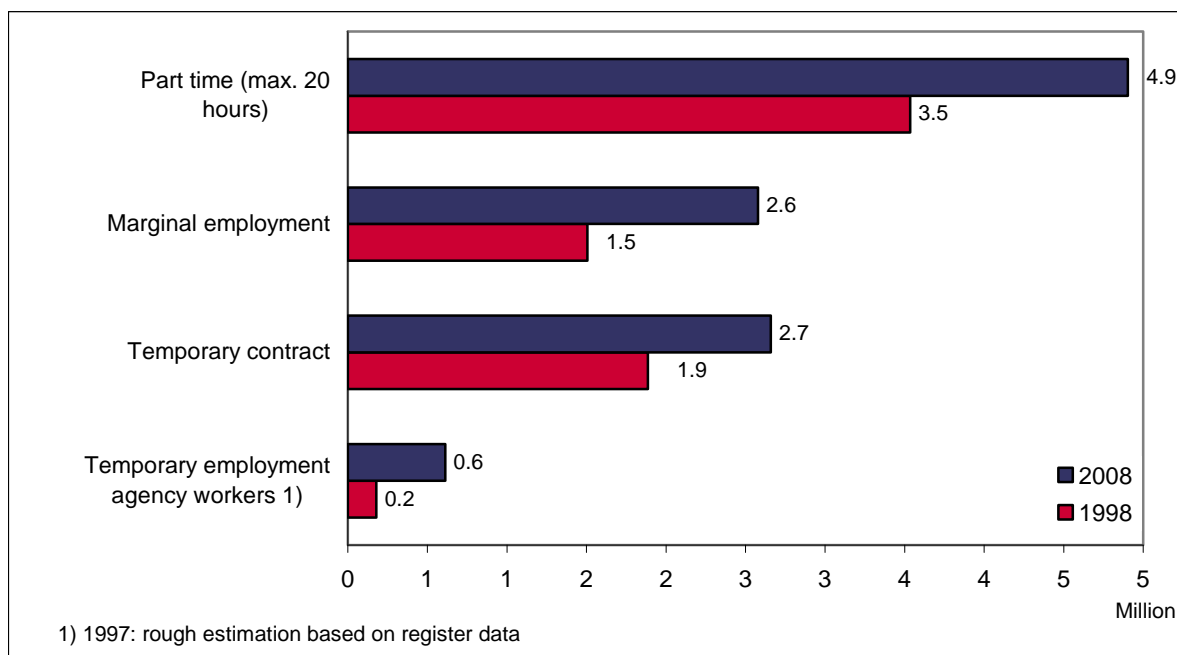
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## Introduction

Over the last 15 years, the labour market in Germany has importantly changed regarding its structure. Together with an increase in the activity rate from 50 % in 1996 to 52.9 % in 2008,<sup>1</sup> new forms of employment have become established. Along with a decrease on employees in the standard type of employment – full-time work with permanent contract – the share of persons in non-standard types (usually also referred to as persons in atypical employment) of employment has significantly risen, also as a consequence of policies aiming at a decrease of unemployment.

The share of employees in atypical employment, i.e. employees working part-time up to 20 hours per week, being in marginal employment, working for temporary work agencies or having a temporary contract, has increased from 17.5 % in 1997 to 25 % in 2008. Over the same period, the share of own-account workers in all self employed increased from 48.8 % to 55.1 %. Following legal changes, the number of employees working through temporary work agency almost exploded: That alone caused an increase from 200 thousand in 1997 to 600 thousand in 2008.

**Figure 1: Types of atypical employment on the German labour market, 1998-2008\***



\* Overlapping groups; Persons aged 15-64, except students and persons in professional education  
Source: German Microcensus/LFS

The increase of these types of atypical employment might have helped to improve the employment opportunities of unemployed persons. At the same time the need for a differentiated analysis of the quality of employment became evident. New forms of employment often come along with deteriorations of their quality, such as downgraded conditions of work, decreased pay, atypical working hours, and limited access to social

<sup>1</sup> Statistisches Bundesamt, Fachserie 18, Reihe 1.5, Mai 2009, table 1.11.

protection. Furthermore the question arises, how far these structural changes affect the quality of employment in standard forms of employment. The internationally agreed conceptual framework of the joint UNECE/ILO/Eurostat Task Force on the measurement of the quality of employment offers a unique opportunity to get a comprehensive overview on the developments of these on the German labour market.

Against this background, this report informs on the quality of employment in the German context and provides the Task Force with feedback for the improvement and finalisation of the indicator framework. The insights gained from this report should also be taken into consideration for the currently ongoing development of the indicator framework on decent work by the ILO.

The objectives of this report are

- (1) to describe the quality of employment on the German labour market, applying the framework developed by the Task Force. The indicators chosen for this report are based on the list of proposed indicators as laid down in the Task Force paper dated July 2009, which was received by the Task Force on 10 August 2009.<sup>2</sup>
- (2) to identify areas, which are deemed relevant for quality of employment in the German context, but not yet (adequately) included in the Task Force list of proposed indicators. It will also try to identify indicators which are of limited relevance for Germany or which are redundant.
- (3) to comment on important aspects of the operationalisation and definition of the indicators which are needed to adequately interpret the indicators.

The report is organised in seven analytical sections, one for each dimension of the Task Forces' conceptual framework. In order to enhance the international comparability of the results presented in this report, preference has been given to results from internationally harmonised sources that are published e.g. in the Eurostat online database or databases from international organisations. Only where such harmonised sources were currently not available, national sources have been used, with possible restrictions regarding international comparability. The results presented in this report refer to the most recent reference year for which data are available, usually the year 2008. Due to limitations of data availability as well as the tight budgetary constraints of the project, it was not possible to provide time series information for the entirety of the indicators. Those have, nevertheless, been provided wherever possible. The complete results are documented in a statistical annex.

## **1 Safety and Ethics of Employment**

The indicators proposed by the Task Force in the dimension on safety and ethics of employment are largely available in Germany. Some reserves are, nevertheless, necessary in the case of child labour, which due to the strict enforcement of labour laws protecting children from work is considered not highly relevant in the case of Germany.

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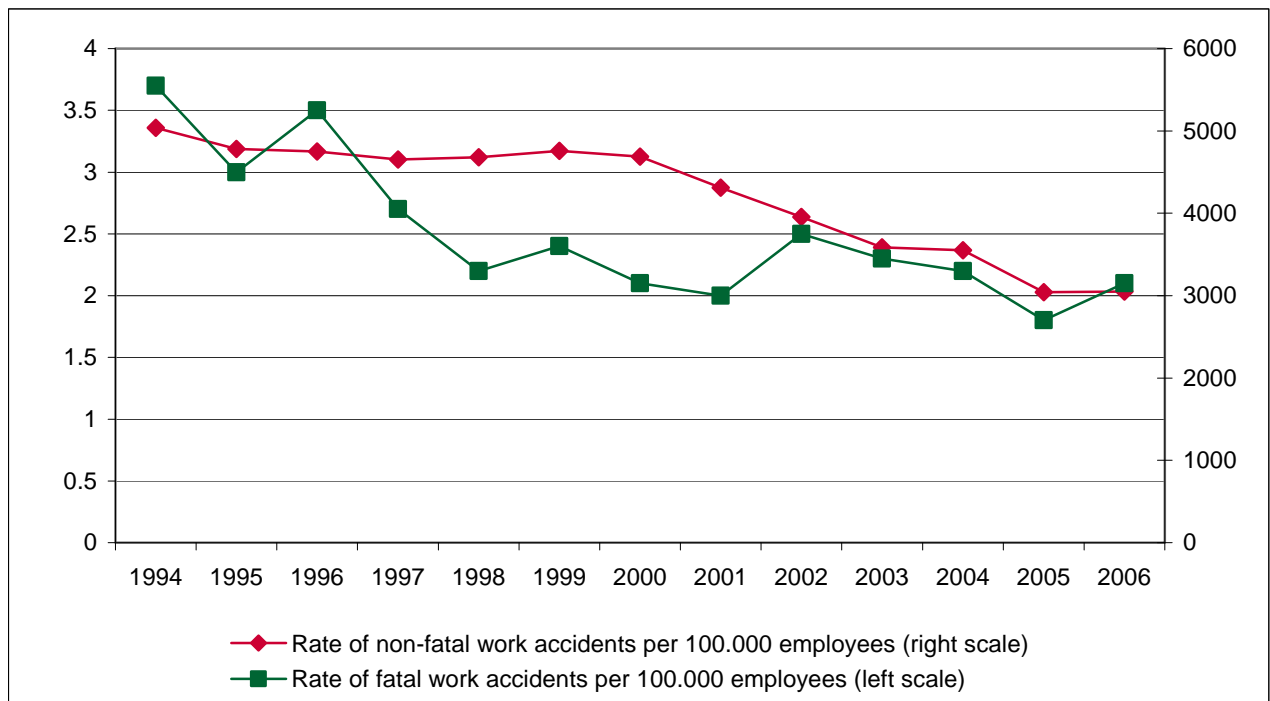
<sup>2</sup> UNECE Task Force on the Measurement of Quality of Employment Steering Committee: Statistical Measurement of Quality of Employment: Conceptual framework and indicators. July 2009. As the report does contain very limited guidance as regards the definition and operationalisation of the indicators the calculation of the indicators was based upon the data availability, national practices as well existing practices in the European Statistical System (ESS).

## 1.1 Safety at work

Working in Germany, also in international comparison, can be considered as very safe, with large improvements made over the last decades. The situation is well represented by the indicators proposed by the Task Force: According the results from the European Statistics on Accidents at Work (ESAW), in 2006 the fatal occupational injury rate was 2.1 workplace fatalities per 100 000 employees.<sup>3</sup> In comparison, the EU-15 average was 2.5 according to a preliminary estimation. Over the last ten years, the rate of workplace fatalities is decreasing in Germany, starting with a rate of more than three fatal accidents for 100 000 employees in the mid 1990s (figure 2).

A similar development can be found for the rate of non-fatal work accidents. In 2006, according to the ESAW, 3048.6 accidents at work have been recorded per 100 000 employees.<sup>4</sup> From 1994 until 2006 the rate has dropped by nearly 40% from 5037.5 to 3048.6. It should be noted that the both the results on fatal and non-fatal accidents at work stem from the administrative records of the German statutory accident insurance. This is less of a problem for fatal accidents (considering that death is a very serious event with a quite straightforward definition, at least in this context). Considering international comparisons of the results on non-fatal accidents the definitions and institutional context of the German statutory accident insurance system will be inherent in the results.

**Figure 2: Accidents at work in Germany, 1994-2006**



Source: European Statistics on Accidents at Work

<sup>3</sup> Data are available for the NACE Rev. 1.1 industry branches A, D to H, J and K and thus excluding fishery, mining and quarrying, transport, storage and communication, public administration and defence, education, health and social work, other community, social and personal service activities as well as activities of households.

<sup>4</sup> Referring to accidents that lead to a leave of at least three days. Again for employees in the NACE Rev. 1.1 branches A, D to H, J and K.

Another possible source on accidents at work is the 2007 ad hoc module of the Labour Force Survey. Compared to the ESAW, the LFS has the advantage to cover employed persons in all economic branches. The drawbacks (related to accidents at work) include that the ad hoc module is covering a sub-sample only and not carried out on a yearly basis. Furthermore, it should be noted that the LFS covers accidents at work as perceived by the respondents, which will conceptually differ from the statutory accident insurance data. According to the LFS ad hoc module, the rate of accidents at work was 2382 per 100 000 employed persons in all industry branches.

The LFS ad hoc module at the same time provides some information regarding the share of employed persons working in hazardous conditions: Employed persons are being asked, whether they are exposed to factors that can adversely affect his/her well-being at the workplace. The module distinguishes selected factors concerning physical health and mental well-being. According to the results, in Germany in 2007 11% of the employed persons were exposed to factors that adversely affect their physical health (mainly to difficult work postures, work movements or handling of heavy loads, to chemicals, dusts, fumes, smoke or gases as well as to noise or vibration). 12.3% of the employed persons were exposed to factors adversely affecting their mental well-being (in the large majority of cases to time pressure or overload of work, but for about 1% employed also to harassment or bullying or even to violence or threat of violence). Again, the results from the ad hoc module have the drawback that they are not available on a yearly basis (the next EU-LFS ad hoc module on accidents at work and other work-related health problems being planned in 2013 only).

## **1.2 Child labour**

Although of large concern in a global perspective, child labour is of limited relevance when analysing quality of employment in Germany. National laws strictly regulating economic activities of children together with the compulsory school attendance made economic activities of children a phenomenon of minor importance in Germany. For this reason, it was so far not considered necessary to set up official statistical programmes providing a detailed measurement of child labour. Given the illegal status of child labour and in particular its worst forms, such measurement would furthermore be very difficult to achieve, if feasible at all.

Nevertheless, some information regarding the economic activities of children can be obtained from the LFS. Information is however reduced to the target population of the LFS, namely persons aged 15 to 17 years. For this group, at least a part of the indicators proposed by the Task Force can be provided from the LFS.

In 2008, 1.1% of the children aged 15 to 17 years usually worked more than 40 hours per week, which would then not be in line with the national legislation for labour protection of children (Gesetz zum Schutz der arbeitenden Jugend). An even higher share of the persons aged 15 to 17 years usually or sometimes work in the evening (3%) while night work is very rare. Due to some exceptions made by the national labour protection law (e.g. in the case of bakeries) and some slight deviations in the definition of "evening" (starting at 7 p.m. in the LFS and at 8 p.m. according to the labour protection law), it is however difficult to say whether this always indicates infringements of the law.

## 1.3 Fair treatment in employment

Fair treatment in employment is a cross-cutting dimension of quality of employment. In each of the other dimensions, treatment can be unequal for different population groups. Therefore the Task Force decided not to have a set of specific indicators on fair treatment in employment, but to mainstream the entire set of indicators as far as possible across specific population groups such as women, ethnic minorities, immigrants, indigenous population, and persons with disabilities. In Germany, ethnic minorities and indigenous population groups are usually no relevant categories for statistical reporting, at least not to the same extent as, e.g., in North America. Regarding persons with disabilities only little information is available regarding the indicators. In most cases a breakdown by sex, and in some cases nationality, can be provided.<sup>5</sup> As a further relevant breakdown, not mentioned by the Task Force, results by age groups have been included in the statistical annex wherever easily available.

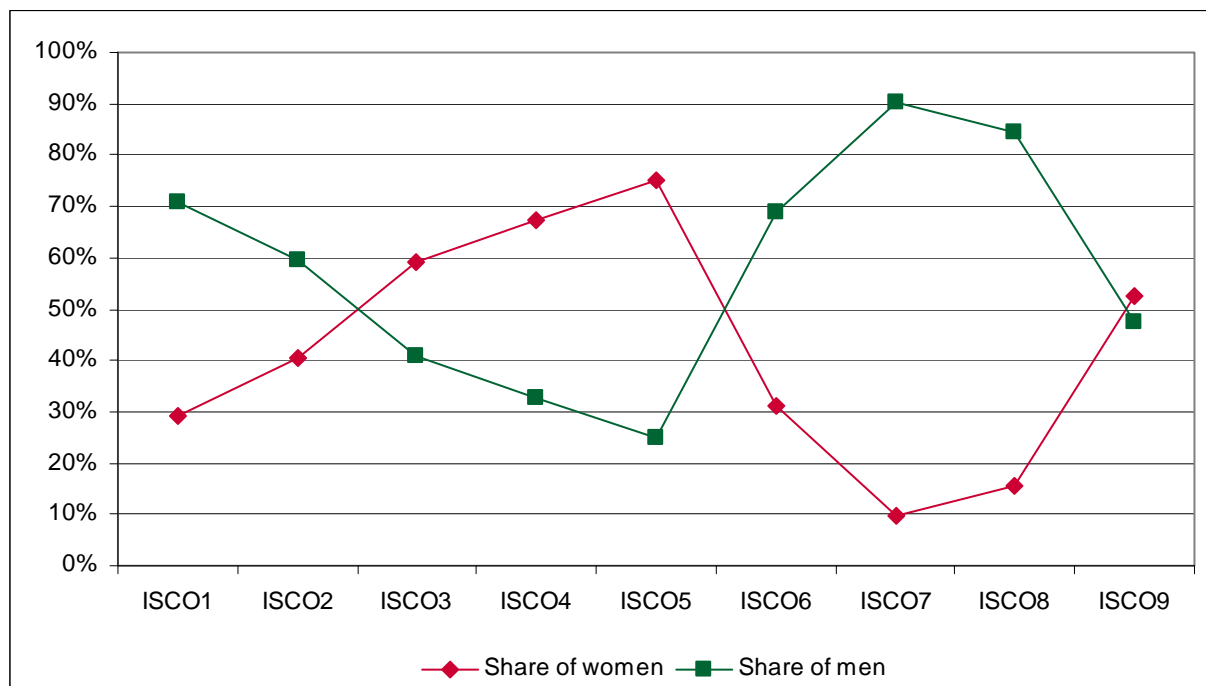
### 1.3.1 Fair treatment by sex

The employment situation of women has considerably changed over the last decades. The share of women in total employment increased from 43.2% in 1998 to 46% in 2008. Over the same time, the employment rate of women increased from 55.6% to 65.4%, whereas the employment rate of men “only” increased from 71.7% to 75.9%. Over the same period of time, occupational segregation also decreased, but remained at a considerable level (see figure 3). The index of dissimilarity, calculated at the level of the ISCO-88 major groups, decreased from 42.9% in 1998 to 38.9% in the year 2008. Managerial and administrative occupations (ISCO-88 major group 1) are still largely male dominated: 4.5% of the male employed, but only 1.9% of the female employed occupy such posts, so that nearly three quarters of the managerial and administrative jobs are held by men.

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<sup>5</sup> The status as an immigrant has been operationalised by the variable nationality which is the best solution to enhance the possibility of comparisons over time and across countries. Unfortunately, in contrast to the LFS in most other ESS countries, the variable country of birth is not a survey variable in the German LFS. A harmonised operational definition of the migration status should be developed for international comparisons.

**Figure 3: Occupational segregation by sex in Germany (Share of employed men resp. women in the ISCO-88 major groups; 2008)**



Source: Labour Force Survey 2008

The persisting differences in employment of men and women suggest that both sexes might differ also concerning quality of employment. The indicators proposed by the Task Force show that there are differences according to the sex of the employed persons, but that such differences vary largely according to the dimensions and sub-dimensions. Whereas no major differences could be found in dimensions 4, 5, 6 and 7, there are differences for the other dimensions (for the detailed results, please refer to annex 1, and the devoted sections of this report):

- Dimension 1: According to the occupations predominantly carried out by men, accidents at work, particularly fatal accidents, are much more frequent for male employed persons. Similarly, men also work more often in hazardous conditions.
- Dimension 2: Strong differences can be found regarding the income from employment. Women generally receive lower salaries than men, and the low-pay rate of women is almost twice as high as that of the men. Regarding the non-monetary benefits from employment, which are often regulated by law or collective bargaining agreements, the differences nearly seem to disappear.
- Dimension 3: Similarly to the income, large differences also persist regarding the working time. Women do more often work part-time: In 2008, 44.9% of the women, but only 8.4% of the men worked part-time in Germany. Surprisingly, the involuntary part-time rates is showing a higher level for men (36.7% compared to 19.5% for the women), which indicates that one should not rely exclusively on that indicator to analyse differences between men and women as it ignores the fact that women often give up their employment for family reasons (but not necessarily “voluntarily”). Men also more regularly work for excessively long hours and in the night, while there are no differences regarding the share of male and female employed persons working on Saturdays and Sundays. Women do slightly less often have flexible working time

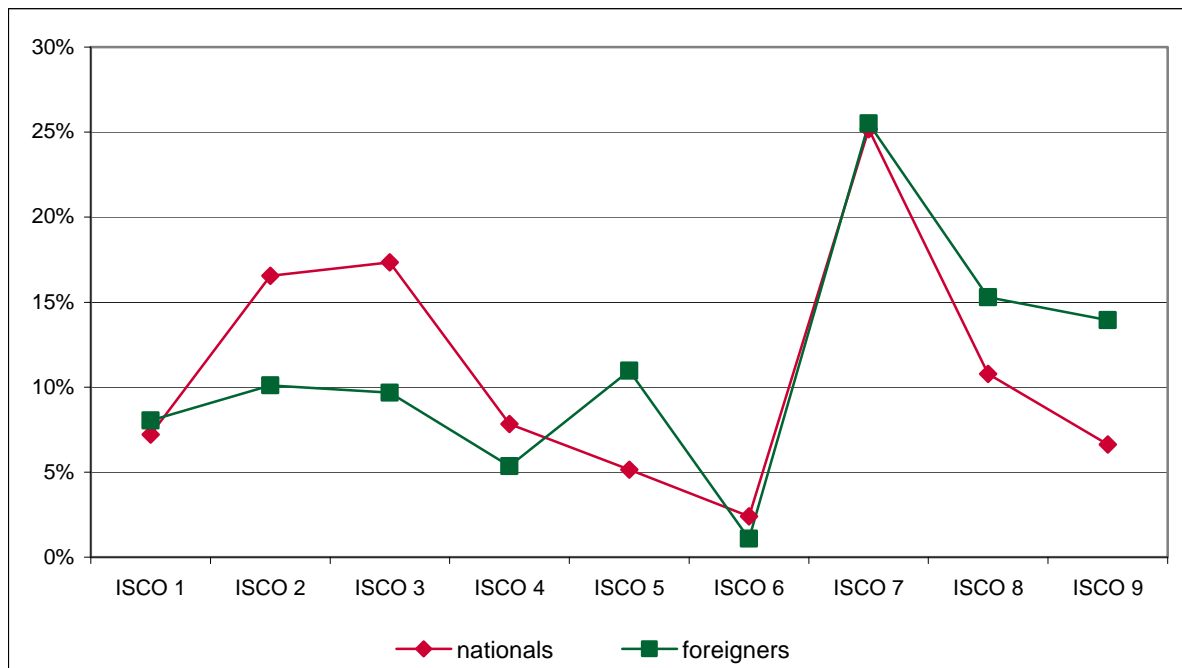


arrangements. Women also much more often receive family leave benefits, although both sexes are equally entitled to such benefits.

### 1.3.2 Fair treatment by nationality

The labour market participation of persons with foreign nationality differs in many respects from that of German citizens. The employment rate of foreigners, in 2008, was considerably lower than that of Germans (57.8% for foreigners; 72.3% for German citizens). There is also occupational segregation between German citizens and foreigners. The index of dissimilarity was 22.4% in 2008, and thus considerably smaller than occupational segregation by sex. As shown in figure 4 the largest differences can be found for the ISCO-88 major groups 2 and 3 (for which the share of Germans is almost twice as high as that of foreigners) as well as 8 and 9 (for which the inverse picture is given).

**Figure 4: Occupational segregation by citizenship in Germany (Share of employed German citizens resp. foreign citizens in the ISCO-88 major groups; 2008)**



Source: Labour Force Survey 2008

Regarding the indicators on quality of employment, unfortunately, only a part of the data is available with breakdowns by citizenship (not to speak of migration status). Therefore this report can at best provide a partial picture. One can guess that foreigners will be more frequently concerned by work accidents and a higher low pay rate. However, only few indicators are available to comprehensively substantiate this statement.

## 2 Income and benefits from employment

Regarding the proposed indicators concerning the dimension on income and benefits of employment in Germany, income-related indicators are available from the European Union Structure of Earnings Survey (SES)<sup>6</sup>. The indicators on non-wage pecuniary benefits from employment come from several different sources and need further discussion and harmonisation through definition.

### 2.1 Income from employment

Indicators on income are of high relevance as the monetary return will be one of the basic motivations for work. Although a good pay does not necessarily equal a decent job, it is still very likely to be one of the basic preconditions for job satisfaction. The receipt of a decent pay therefore is a crucial aspect of the quality of employment.

The prevalence of employees with low income in Germany is well represented by the indicators proposed by the Task Force: According to the results from the European Union Structure of Earnings Survey (SES), in 2006, the mean gross hourly earnings for all employees was 16.20 €. It has to be noted that – although the SES is an internationally harmonised survey available for all members of the European Statistical System (ESS) – international comparisons of gross earning might be misleading as they cannot (or at least not easily) take into account the effects of taxation and social insurance contributions as well as differences in purchasing power.

The low pay rate is considered a helpful indicator for the inequality of the income distribution. The focus on low pay is justified as low earnings are particularly problematic regarding quality of employment. The low pay rate should, as proposed by the Task Force, be calculated on the basis of gross hourly earnings (and not on the basis of the gross monthly earnings of full-time employees, representing the income distribution of full-time workers only), as only this permits to cover most types of non-standard employment in which low pay is of particular importance in Germany.<sup>7</sup> In its meeting in May 2009 the Task Force discussed two thresholds which are currently in use in international statistics: One half respectively two thirds of the median gross hourly earnings. In 2006, 20% of all employees in Germany received less than 2/3 of median hourly earnings and 7% less than half of it (low pay rates)<sup>8</sup>.

Without further analysis in international comparison, it is difficult to decide for one of the two thresholds on the basis of empirical or statistical considerations. Looking at the cumulative income distribution (see figure 5), one could argue that the 50% threshold might show some advantages as the slope of the graph is lower at this point. A further consideration might be that most proposals for the introduction of a general minimum wage in Germany are around the 50% threshold. Against this background, the Task Force should at least consider to make

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<sup>6</sup> The statistics of the SES 2006 refer to enterprises with at least 10 employees within the sections of economic activity C-O excluding L of NACE Rev.1.1.

<sup>7</sup> see Statistisches Bundesamt 2009: Niedrigeinkommen und Erwerbstätigkeit. Begleitmaterial zum Pressegespräch am 19. August 2009 in Frankfurt am Main. Wiesbaden.

<sup>8</sup> The low pay rate shown here is calculated for employees aged 15-64 who are not currently in education or training.

reference to both thresholds.<sup>9</sup> It should also be noted that the international comparable source chosen here (SES) cuts off employees of small enterprises, does (in Germany) not cover the industry branches A, B, L, O, P and Q and therefore will probably slightly underestimate the low-pay rate.

**Table 1: Share of employees with below 1/2 and 2/3 median hourly earnings**

	<b>1/2 of median</b>	<b>2/3 of median</b>
<b>Total</b>	7%	20%
<b>Female</b>	10%	27%
<b>Male</b>	5%	14%
<b>Age</b>		
<b>15 – 24 years</b>	23%	52%
<b>25 – 34 years</b>	8%	22%
<b>35 – 44 years</b>	5%	15%
<b>45 – 54 years</b>	5%	16%
<b>55 – 64 years</b>	7%	19%
<b>Industry branch</b>		
<b>Mining and quarrying (C)</b>	1%	4%
<b>Manufacturing(D)</b>	4%	14%
<b>Electricity, gas and water supply (E)</b>	1%	2%
<b>Construction (F)</b>	2%	14%
<b>Wholesale and retail trade; repair of motor vehicles, motorcycles and personal and household goods (G)</b>	9%	25%
<b>Hotels and restaurants (H)</b>	27%	62%
<b>Transport, storage and communication (I)</b>	9%	24%
<b>Financial intermediation (J)</b>	1%	3%
<b>Real estate, renting and business activities (K)</b>	13%	40%
<b>Education (M)</b>	4%	6%
<b>Health and social work (N)</b>	5%	15%
<b>Other community, social, personal service activities (O)</b>	12%	25%

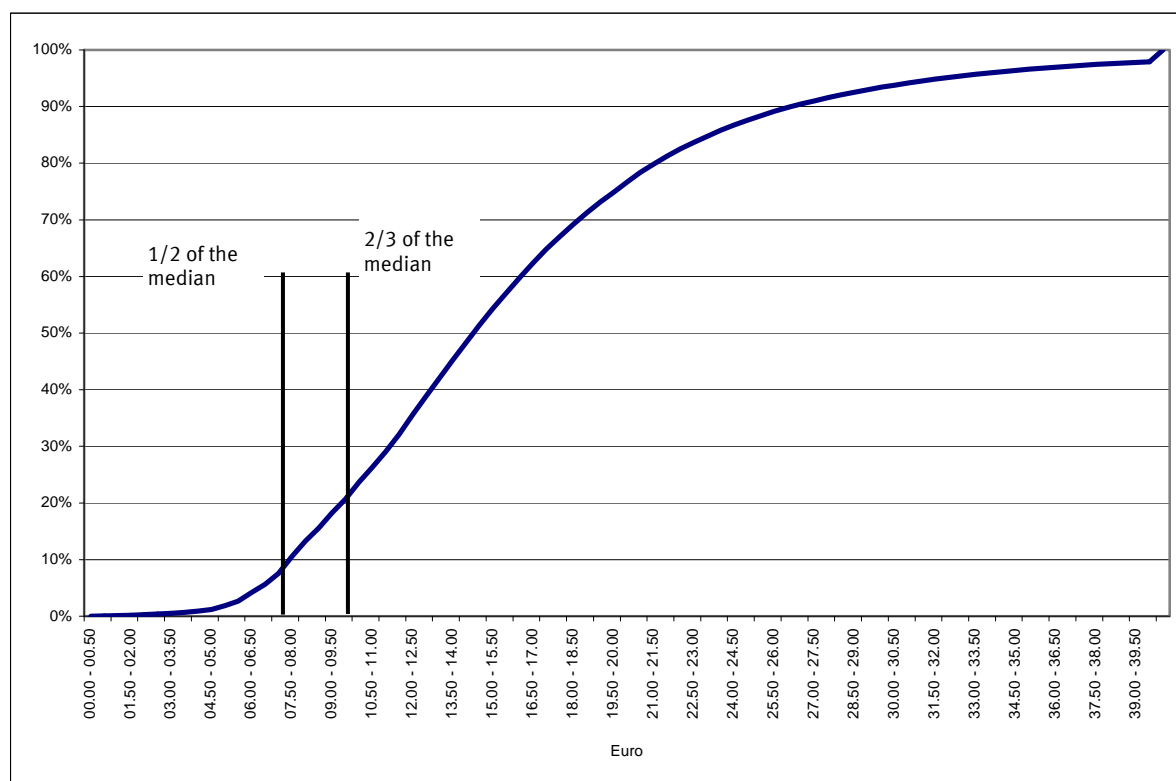
Source: European Structure of Earnings Survey 2006

The results on low pay already show that there is a marked difference in income of men and women. The indicator 'gender pay gap' is not included in the indicators proposed by the Task Force. Nevertheless, it is very important looking at this indicator, at least as complementary information on fair treatment in employment. The gender pay gap, calculated using an EU harmonised methodology and again based on the SES 2006, is 22.7% for Germany. It should be noted that it differs largely between age groups and economic sector. There is hardly any pay gap (2%) in the lowest age group (younger than 25 years) and the highest pay gap can be found in the age group from 55-64 years (29.7%). Looking into the industry branches, NACE sections E (Water supply; sewerage; waste management and remediation activities) and K (Financial and insurance activities) show the biggest gender pay gaps

<sup>9</sup> Another consideration could be the consistency with the at-risk-of-poverty rate widely used within the European Union, which has been set at 60% of the respective equivalised median net income (after social transfers).

(about 30%). The lowest pay gap can be found in NACE sections C (Manufacturing, 6%) and I (Accommodation and food service activities, 8%).

**Figure 5: Cumulative distribution of gross hourly earnings in Germany (2006)**



Source: own calculation from the national Structure of Earnings Survey 2006

## 2.2 Non-wage pecuniary benefits

The proposed indicators on benefits from employment are of high relevance as they are a quantitative value of the quality of work that concern not only non-monetary benefits, but also touch topics as the work-life-balance and social protection. However, their calculation is not always straightforward in Germany and internationally harmonised sources are partly lacking.

In the case of Germany there is no adequate source for the average days of used paid annual leave. Indicators that were proposed in previous papers of the Task Force such as the share of employees entitled to paid annual leave or to paid sick leave are easier to compile, but at the same time provide less information. In Germany, all employees are by law entitled to paid annual leave as well as to paid sick leave. There are national laws that regulate a minimum of 24 days of paid annual leave for full-time employees (Bundesurlaubsgesetz) and the entitlement to paid sick leave (Entgeltfortzahlungsgesetz) for all employees. Nevertheless, some information on paid leave and sick leave can be obtained from the European Union Structure of Earnings Survey (SES) on the one hand and the volume of labour accounts (“Arbeitsvolumenrechnung”; total hours worked according to the European System of National Accounts) of the Institute for Employment Research (IAB) on the other hand.

There are two possible indicators on paid annual leave for Germany. Both indicators do not show whether the days of paid leave are actually being made use of. The first using the European Union Structure of Earnings Survey (SES) shows the average number of days of paid annual leave that is stated in the contract. For this indicator, it must be taken into account that Germany has a very high number of employees in part-time and marginal employment who are (proportionally) entitled to fewer days of paid annual leave. Full-time

employees have an average annual leave of 28 days, part-time employees 18 days. The second data source available, the volume of labour accounts (Arbeitsvolumenrechnung) of the Institute for Employment Research (IAB), shows the average number of days of paid annual leave for employees including special paid leave like compassionate leave and maternity leave for a full-time equivalent (31 days).

The only available and reliable indicators on sick leave for Germany are the average number of days in sick leave per year per employee (7.3 days in 2008) or the share of sick employees in all employees. The share indicates that 3.3 % of all employees were on sick leave in 2008. Both indicators are based on calculations from the volume of labour accounts (Arbeitsvolumenrechnung) of the Institute for Employment Research (IAB). In both cases the registration of sick leave is registered by the health insurance only if an employee is sick for more than 3 working days.

### **3 Working hours and balancing work and non-working life**

Besides the pay received, the time spent at work is another crucial basic factor of quality of employment. Here the indicators have to reflect two different situations that might be judged problematic regarding the quality of employment: Not being able to work as much as desired (which relates however rather to the availability of work than to its quality) on the one hand and working too much or at unusual times of the day on the other. The latter situation could, amongst others, have a negative impact on the work life balance. The indicators proposed by the Task Force reflect both situations and are key elements of a framework on quality of employment.

It has often been noted that, as a result of the number of days of paid annual leave as well as the high proportion of part-time workers, the number of annual hours worked per employee is quite low in Germany compared to other countries. Nevertheless, since a few years the number of annual hours worked is no longer decreasing at the same speed. In parallel, the share of workers working at unusual times of the day has been increasing since the 1990s.

#### **3.1 Working hours**

The indicator on average annual (actual) hours worked per person for Germany is based on the volume of labour accounts (Arbeitsvolumenrechnung) of the Institute for Employment Research (IAB), which applies the definitions for total hours worked according to the European System of National Accounts (ESA). Nevertheless, in order to allow for international comparisons, for the indicator framework it has to be further clarified which definitions should be applied. For Germany there are at least three indicators that should be looked at (see table 2):

**Table 2: Average annual (actual) hours worked per employed person / employee in Germany**

	2000	2008
Total employment (full- and part-time)	1473	1429.6
Employees (full- and part-time)	1372.8	1325.2
Employees (full-time)	1664.2	1676.5

Source: estimations from the volume of labour accounts (Arbeitsvolumenrechnung)

The first issue to be discussed for this indicator seems to be the reference parameter: The average hours worked for all employed is by 104.4 hours bigger than for the employees only. This is a consequence of the fact that (at least in Germany) self-employed work more hours than employees and are less likely to be working part-time. Regarding the implementation of the indicator on an international level, the reference parameter should be clearly defined.

Another issue is the consideration of defining the reference parameter in terms of full-time and/or part-time employment. As, compared to other countries, Germany is a country with a high rate of part-time employment, the average number of hours worked is lower just due to this reason. In an international environment it might therefore be advisable to define the indicator as the average hours worked of full-time employees. The comparison of the results for the years 2000 and 2008 makes clear that the decrease of the annual hours worked for all employees is at least in part due to an increase in part-time employment, whereas the average annual hours worked for full-time employees has even been slightly increasing.

The indicator of the annual hours worked per employee gives an impression of the average hours worked. However, it does provide only little information regarding the development of the share of employees working (largely) more than average or who do work less than they would like to. For these indicators, the Labour Force Survey (which is at the same time an important source of the volume of work accounts) offers further valuable insight: The Labour Force Survey (LFS) offers variables to calculate the indicators for international comparison, with a time-series and in several demographic sub-groups. The results for Germany in 2008 are as follows:

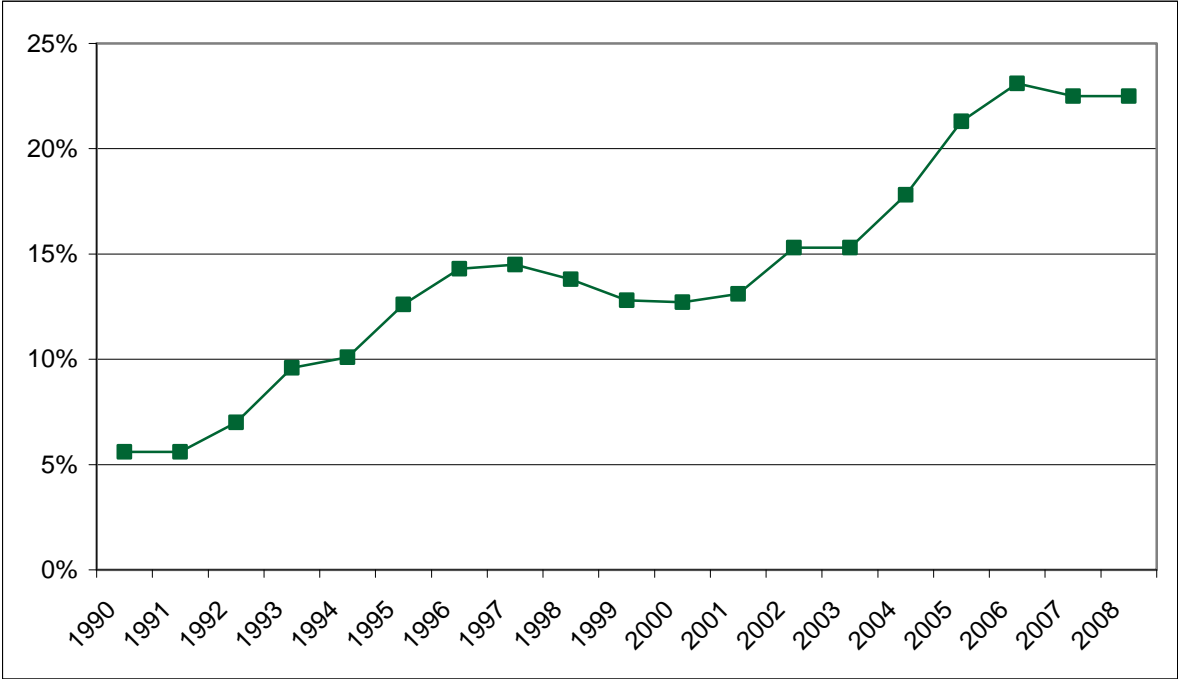
The share of employed persons working 49 hours and more per week shows a decrease from 10.5% in 1998 to 9.5% in 2008. Regarding employed people in non-managerial occupations only, the rate was 8.6% in 2008. As there is an obvious difference in the hours worked by persons in managerial occupations it should be considered to propose two indicators on this issue.

The indicator on involuntary part-time needs further consideration. The Task Force proposed to indicate involuntary part-time for persons working less than 30 hours per week (using the definition proposed by the OECD). The results for Germany are taken out of the LFS-Database of Eurostat using a slightly different definition, which is at the same time more likely to suit international comparisons. The LFS asks the respondent whether he or she works full-time or part-time. In the context of the EU Labour Force Survey this information is used to distinguish the two groups instead of the number of hours worked. This approach offers the advantage of being able to take into account institutional differences in different countries which will have an impact on what is considered a part-time job. Considering an international implementation (at minimum effort and cost) the definition of this indicator should be revised.

Another aspect regarding involuntary part-time is the specification of what is considered “involuntary”. Involuntary is referred only to the answer category “no full-time job found” in the LFS. It is very likely that, in Germany, there are persons working part-time for other reasons (like child care), but who would not necessarily claim to work part-time “voluntarily”. Child care facilities, as an example, might not be available for every employed person. Persons caring for their children or other family members might tick this answer because that is the main reason for working few hours. But it may well be possible that they would like to work full-time if they had an opportunity to do so. Therefore the Task Force should consider including further reasons for working part-time in the indicator framework.

The results for Germany in a time series show that, irrespective the consideration in the last paragraph, the share of persons working part-time involuntarily is rising. In the last 18 years the share quadrupled from 5.5% in 1990 to 22.5 % in 2008.

**Figure 6: Share of employed persons aged 15-64 years in involuntary part-time (in all employed persons working part-time) in Germany<sup>10</sup>**



Source: Labour Force Survey 2008

### 3.2 Working time arrangements

Apart from the working time in terms of hours, working time arrangements are another important factor. Regardless of the number of hours worked, it makes a difference whether the employee can decide when to start and to stop working, or even use working time banking or if work has to be carried out at night or during the weekend. The indicators on working time arrangements are all available from the yearly LFS or ad-hoc modules. This makes it easier to compare the indicators internationally. Still, not all definitions in the EU-

<sup>10</sup> 2005: Break in time series due to methodological changes and new sampling design.



LFS are fully in line with those proposed by the Task Force. Furthermore, the definitions to be used for the calculation of the indicators need further specification.

The definitions that should be reconsidered are night and evening work as well as weekend and bank holiday. Furthermore it should be discussed which response items (usually, sometimes, never) should be chosen to calculate the indicator. We suggest to follow the explanatory notes of the EU-LFS which take into account that the definition of evening and night varies considerably in many countries. According to the explanatory notes "evening work" is considered as work carried out after the usual hours of working time in this Member State but before the usual sleeping hours. This implies the possibility of sleeping at normal times (whereas "night work" implies an abnormal sleeping pattern).

Concerning work on weekends the EU-LFS asks for Saturday and Sunday work, bank holidays being not included in Sundays. Therefore it should be considered to reduce the indicator to Sunday work only and not to include work carried out on bank holidays.<sup>11</sup>

In addition to these remarks on working time arrangements, it should be stated that it is not clear if the questions are only answered by the target population. It is not possible to identify persons who work in atypical hours as – for whatsoever reasons – they prefer to do so.

The results for Germany are shown in table 3. It can be clearly seen that there is a rise of work at late hours as well as work on weekends up to 2007, which is even stronger when compared to the situation in the early 1990s.

**Table 3: Percentage of employed people aged 15-64 years working at evening/night or on weekends in Germany**

	Evening work	Night work	Saturday work	Sunday Work
1992	15.5%	7.6%	20.9%	10.3%
1997	18.5%	7.0%	22.7%	11.3%
2005	25.4 %	8.6 %	25.6 %	13.3 %
2006	26.6 %	8.9 %	26.4 %	13.5 %
2007	27.0 %	9.2 %	26.8 %	14.1 %
2008	27.3 %	9.0 %	26.4 %	13.8 %

Source: Labour Force Survey

Flexible work schedules are a different aspect of working time arrangements as those often enable employees to combine working and non-working life in a more flexible way. Unfortunately, for the indicator "share of employees with flexible work schedules", the availability of data is considerably reduced: Suitable information is available from the EU-LFS ad-hoc module on work organisation and working time arrangements carried out in 2004. Unfortunately, the module is implemented in larger intervals only, for the next time not before 2015. After all the most important question on flexible working time arrangements will be part

<sup>11</sup> It should be noted that in the German LFS, different reference periods and response scales are being used compared to the other EU member states, which reduces international comparability ("In the last three months did you work at night [...] usually, regularly, sometimes or never" compared to the LFS standard "In the last four weeks, did you work at night [...] usually, sometimes or never").

of the 2010 ad hoc module on reconciliation of work and family life. A further drawback in the German context is the non response: As the survey response for the ad hoc module is voluntary in Germany, the non response rate is nearly 20% (compared to only 5% for the core of the LFS). Apart from this limited and irregular frequency, it has to be questioned what flexibility means in this context. The ad-hoc module has two questions on variable working hours considering 1) employees with variable working hours and 2) employees with the possibility to work variable hours in the reference week. As the second question refers to the reference week only and asks whether it was possible or not to take hours off, the first question is clearly more appropriate for the indicator proposed by the Task Force.

**Table 4: Share of employees aged 15-64 years with flexible work schedules in Germany, 2004**

<b>Working time arrangements:</b>	
Fixed start and end of a working day	38.3%
Staggered working hours, banded start and end	4.1%
Working time banking with possibility only to take hours off	14.8%
Working time banking with possibility to take full days off (besides taking hours off)	15.7%
Start and end of working day varying by individual agreement	3.9%
Determines own work schedule (no formal boundaries)	1.7%
Other	1.8%
No answer	19.8%

Source: Ad-hoc module of the Labour Force Survey 2004

The results for Germany show that as many employees work in flexible working hours as do in fixed working time arrangements (about 40% each). 15.7% of the employees enjoy the largest degree of flexibility, namely flexible start and end times in combination with working time banking and the opportunity to take entire days off. The results indicate that flexible working hours have been more common in Germany compared to nearly all other EU member states (except Denmark).<sup>12</sup>

### 3.3 Balancing work and non-working life

The results on working hours and working time arrangements already showed that the balance between working and non-working life is not balanced for some employed persons. The two following indicators proposed by the Task Force step deeper into the social aspect of working life. Unfortunately, these indicators are not straightforward regarding their calculation and are difficult to compare. Furthermore, they reduce non-working life to child

<sup>12</sup> Hardarsson, Omar (2006): The flexibility of working time arrangements for women and men. Statistics in focus 96/2007. Luxembourg: Eurostat. At [http://epp.eurostat.ec.europa.eu/cache/ITY\\_OFFPUB/KS-SF-07-096/EN/KS-SF-07-096-EN.PDF](http://epp.eurostat.ec.europa.eu/cache/ITY_OFFPUB/KS-SF-07-096/EN/KS-SF-07-096-EN.PDF)

care which is surely an important aspect but does not give a comprehensive picture regarding work-life-balance.

The ratio of the employment rate for women with children under compulsory school age to the employment rate of all women aged 20-49 years can be calculated on the basis of the LFS. The “indicators for monitoring and analysis” of the employment guidelines that have been introduced to follow the European Employment Strategy include an indicator that is close to the proposed indicator. It shows the difference of the employment rates (not the ratio). Although not currently available from the online database Eurostat also provided the ratio. The ratio of the German employment rates for women slowly increased during the last years from 0.71 to 0.81. Nevertheless, the ration for women is still largely inferior to that of men (which is constantly above 1.1). To be able to calculate the indicator from the national datasets it would be necessary to give a complete definition of the variables to be derived.

The second recommended indicator, the share of men and women receiving family leave benefits, again, is dependent on national regulations. In Germany, maternity leave is regulated by law (Mutterschutzgesetz). Every mother is entitled to a paid leave of at least four weeks before and eight weeks after giving birth. Additionally men and women have the opportunity to take a period of paid family leave of up to fourteen months. The share of persons who make use of this paid family leave can be analysed on the basis of the German Microcensus (or else on the basis of administrative registers which are, however, not yet available for the same breakdown). Much more women than men take this opportunity as the results below show for 2008. Furthermore, women normally take the leave for much longer periods than men.

**Table 5: Share of men and women with children under 18 years old receiving family leave benefits (“Elterngeld”) in Germany**

	Men	Women	Total
15-24 years	2.8%	32.0%	25.9%
25-34 years	1.7%	17.4%	11.8%
35 years and older	2.4%	4.9%	4.0%
15-64 years	0.8%	7.6%	4.5%

Source: German Microcensus 2008

As it is obvious that generally younger persons take family leave, the scope of this indicator should be discussed in terms of age limitation. The results by age groups shown in table 5 are influenced by the fact that this type of family leave benefits was introduced in 2007. Consequently, parents of children born before 2007 do not belong to the beneficiaries of “Elterngeld”. It should furthermore be noted that the relevance of this indicator is limited, at least as concerns international comparisons.

The indicators proposed are very much focussed on the balance of work and child care. Although being an important part of life, non-working life should yet not be reduced to child care. Therefore the share of employed people who feel time stressed should be considered as a further indicator, which, in the future, might be provided through Labour Force Surveys. Regarding further aspects of the balance of working and non-working life the average time used to get to work and back home should be considered as a further indicator.

## 4 Security of employment and social protection

For many employees, at least in Germany, stability of employment is probably nearly equally important to the level of pay or the time spent at the workplace. Employees with fixed-term contracts or working in temporary labour agencies typically have reduced employment security compared to those with open-ended contracts. Social protection refers to the security job holders have in case of illness, injury, old age, but also unemployment.

Regarding both employment security as well as social protection, Germany has reached a high level of protection compared to other countries. Nevertheless, important changes have taken place on the German labour market over the last 20 years. With the rise of the share of persons in atypical employment, the share of employed in less secure jobs and with reduced social protection has also been rising.<sup>13</sup> At least regarding temporary employed similar developments can be found in most European countries.

### 4.1 Security of employment

The share of persons with temporary contracts in all employees, has slightly risen since the mid 1990s in Germany, but is still clearly below the EU average. It increases from about 6.4% in 1996 to 8.7% in 2008 (EU-15: 8.3% in 1996 compared to 10.7% in 2008). Given the high level of protection of most open ended contracts in Germany, this is quite remarkable. As can be seen in figure 7, the increase is not steady. It has to be noted that part of the increase in the share of employees with a temporary contract is presumably due to methodological effects (as revisions of questionnaire design, sampling design and weighting scheme) connected to the introduction of a continuous LFS in Germany in the year 2005. These changes lead to improvements in capturing persons in marginal employment, which at the same time leads to a break in the time series.<sup>14</sup> Furthermore, the development of temporary employment is not only influenced by the economy and the labour market but is also directly connected to legal changes, at least in Germany. Looking at European figures on temporary employment the development in some countries seems to be connected to external factors as well. For Germany a legal change is clearly visible in 2001. Therefore it should be well taken into account that the comparison of temporary employment in an international context is not without difficulties and an indicator on this may be arguable.<sup>15</sup>

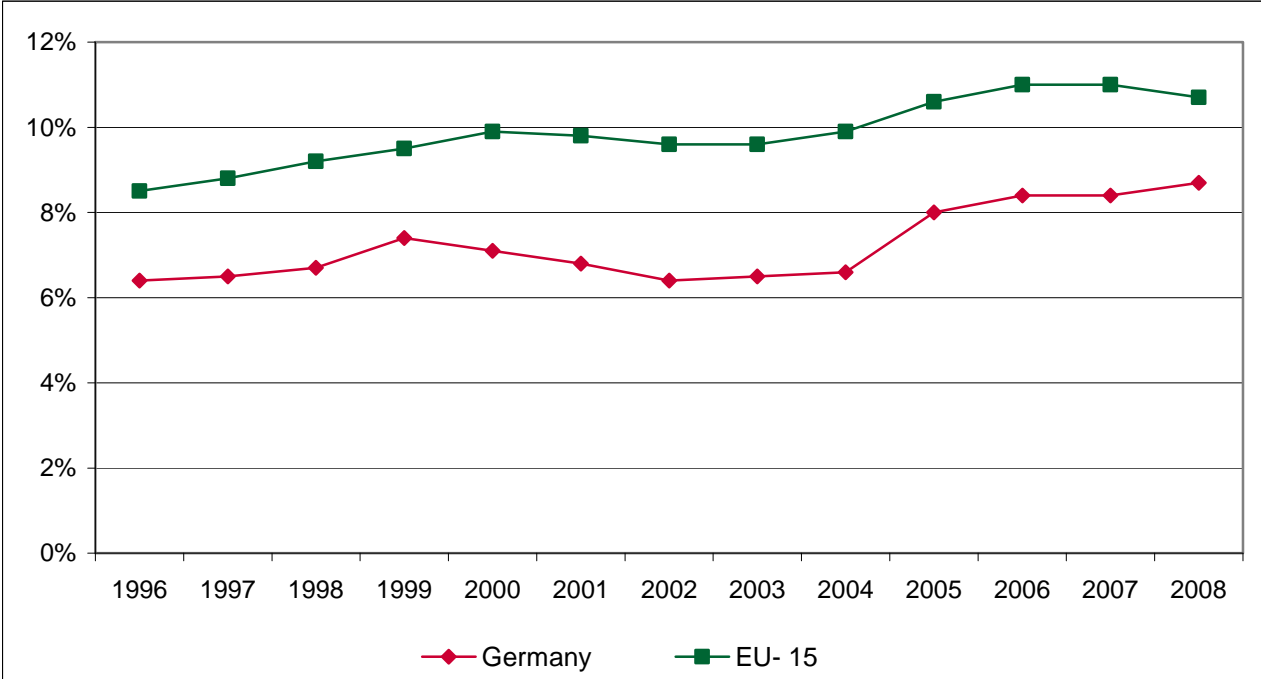
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<sup>13</sup> It is sometimes argued that the rise of insecure and partially protected types of employment helped to reduce unemployment and thus improved the situation of many persons otherwise unemployed. Such causality is however difficult to analyse with the available data sources and also beyond the scope of this report. Nevertheless, such reasoning shows the limits of an indicator framework on quality of employment.

<sup>14</sup> See Körner, T. and Puch, K. (2009): Der Mikrozensus im Kontext anderer Arbeitsmarktstatistiken. Ergebnisunterschiede und ihre Hintergründe. In: *Wirtschaft und Statistik* 7/2009, pp. 528-551.

<sup>15</sup> It should be noted that the interpretation of this indicator is to a considerable extent depending upon the institutional context. Whether an open-ended employment contract really offers a larger degree of employment security is connected to the employer's obligations concerning such type of contract. Similarly, the legal conditions for agency workers vary a lot between countries and have been subject to important legal changes in the case of Germany.

**Figure 7: Share of employees with temporary contracts in Germany, 1996-2008<sup>16</sup>**



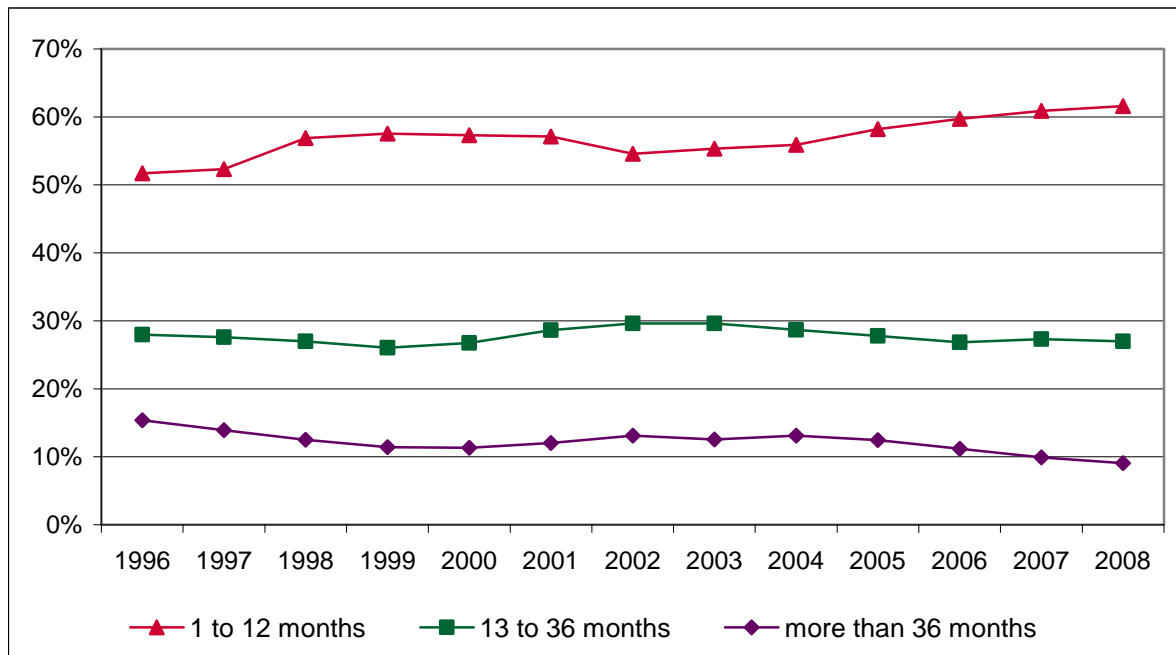
Source: Labour Force Survey

The proposed indicators on temporary employment are all available from the Eurostat LFS database for all members of the European Statistical System. Unfortunately, the LFS cannot differentiate all proposed durations of temporary contracts. The longest duration asked for is three years and more (instead of five and more proposed by the Task Force). It is reasonable to focus on persons employed aged 25 years and older only as, particularly in the case of Germany, many young people below this threshold are in apprenticeship or vocational training and have a temporary contract for the time of the apprenticeship.

It is interesting to see that the duration of temporary contracts is limited to 1 year in most cases (up to 60% of all temporary contracts). Only a few contracts (about 10%) are based on more than three years. Over the last decade, the share of contracts lasting for up to one year has slightly been increasing, while the share of contracts of 13 to 36 months has been more or less stable and contracts of three and more years were decreasing.

<sup>16</sup> 2005: Break in time series due to methodological changes and new sampling design.

**Figure 8: Duration of temporary contracts in Germany 1996-2008**



Source: Labour Force Survey

Another possible indicator is the percentage of unincorporated self-employed. However, the notion of being self-employed “unincorporatedly” is not clearly defined in the German context and its operationalisation in the LFS is far from straightforward. Looking at the purpose of the indicator the share of own account workers (self employed without employees) can be used as a proxy, whether unincorporated or not. A possible drawback of this indicator is that the group of own-account workers is very heterogeneous, e.g. regarding the income which in this case is an important aspect of employment security. The indicator can be gained from the Eurostat LFS database, too. The share of unincorporated self-employed in all employed was 5.7% in 2008 and increased by 2.1 percentage points in the last fifteen years.

## 4.2 Social protection

Social protection, also within the context of the European Union, is largely regulated by national legislation. Therefore international comparisons are even more difficult than for other dimensions of quality of employment, even if the data stem from harmonised sources such as the LFS. Being covered by unemployment insurance has distinct meanings and indicates a different level of social protection in each country. Furthermore, even within one country, the national legislation on social protection can change over time, and in fact was changed several times in Germany since the early 1990s. Similar reservations apply to the coverage by statutory pension funds.

The indicators on social protection originate from different sources. The share of employees covered by unemployment insurance can best be calculated from the employment register of the Federal Labour Agency.<sup>17</sup> As according to the Federal Social Law (Sozialgesetzbuch) all

<sup>17</sup> It is true that this indicator might also be estimated on the basis of the LFS, which would however necessitate to operationalise the entitlement to unemployment insurance indirectly via the question on the status in employment.

employees who are subject to full social contributions are entitled to unemployment insurance. The indicator can be operationalised as the share of registered employed who are subject to full social insurance contributions in all registered employed. The share of employees<sup>18</sup> covered by unemployment insurance was 88% in 2008, but decreased by two percentage points in the last eight years. This decrease is due to the increase of marginal employment which is subject to reduced social contributions (as well as reduced social benefits). The share of men covered by full social insurances is about 11% higher than the share of women.

The share of economically active population contributing to a statutory pension fund can be gained from an analysis of the German Microcensus (which includes national additional variables to the LFS). The results for Germany have changed only slightly from 1998 (82.2%) compared to 2008 (82.5%). A bigger difference can be seen looking at the share of economically active women contributing to a statutory pension fund. Their share rose from 81.4% to 84.3% parallel to the rise of the share of employed women. At the same time, the share of economically active men contributing to a pension fund decreased from 83.1% to 81.9%, presumably as a consequence of the increase in marginal employment.

The public social expenditure as a share of GDP is estimated by the Federal Ministry of Labour and Social Affairs.<sup>19</sup> The public social expenditure since the early 1990s was about 30% of the GDP, with a peak in the year 2003 (32.2%) followed by a decrease to 29% in 2008. As the Federal Ministry of Labour and Social Affairs notes, the decrease was mainly due to moderate increases in pensions (following the development of the wages), cost reductions in health insurance as well as increases in the GDP. Regarding questions of quality of employment, this indicator is very difficult to interpret and is also strongly influenced by the national social insurance legislation as well as short term economic trends. It is for instance closely linked to the GDP, so that one might argue that an increase in the indicator does rather indicate a situation of economic crises than an increase in quality of employment. In international comparison, in Germany, the social expenditure as share of the GDP is rather high. Higher level can only be found in Sweden, France, Belgium, Denmark and Sweden.<sup>20</sup>

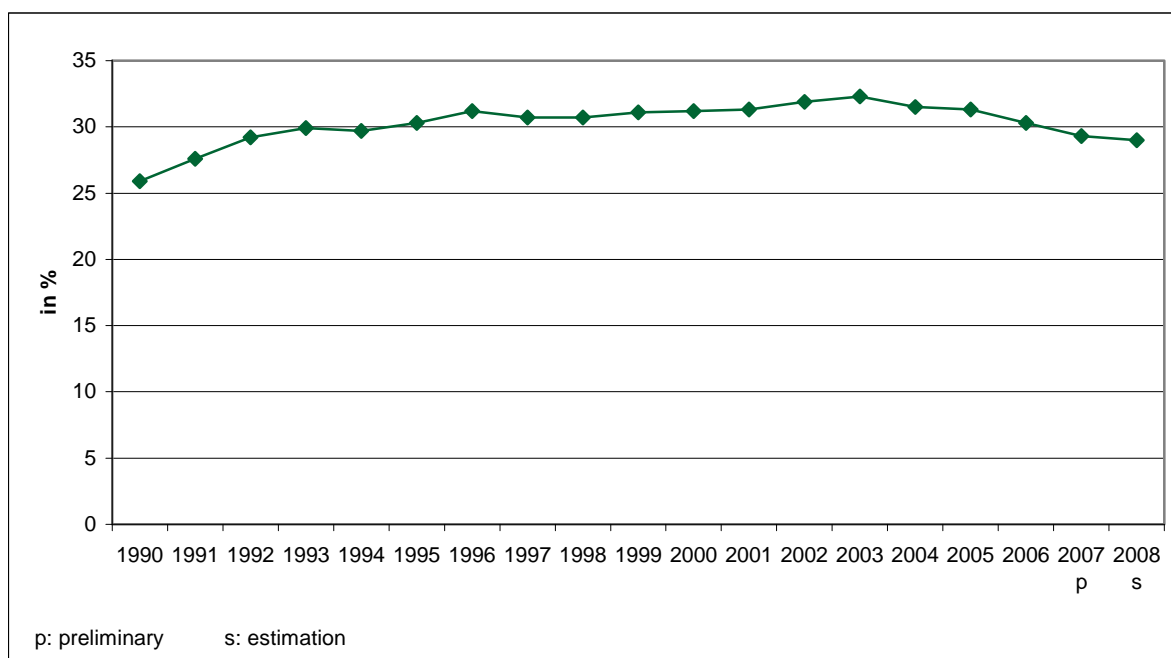
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<sup>18</sup> Employees without government officials.

<sup>19</sup> See Bundesministerium für Arbeit und Soziales (BMAS), 2009: Sozialbericht 2009. Berlin. At: [http://www.bmas.de/coremedia/generator/33916/property=pdf/a101-09\\_\\_sozialbericht\\_\\_2009.pdf](http://www.bmas.de/coremedia/generator/33916/property=pdf/a101-09__sozialbericht__2009.pdf)

<sup>20</sup> see Puglia, Antonella (2009): In 2006, gross expenditure on social protection accounted for 26.9% of GDP in the EU-27. Statistics in focus 40/2009, Luxembourg. At [http://epp.eurostat.ec.europa.eu/cache/ITY\\_OFFPUB/KS-SF-09-040/EN/KS-SF-09-040-EN.PDF](http://epp.eurostat.ec.europa.eu/cache/ITY_OFFPUB/KS-SF-09-040/EN/KS-SF-09-040-EN.PDF)

**Figure 9: Public Social Expenditure as a share of GDP in Germany, 1990-2008**



Source: Bundesministerium für Arbeit und Soziales (BMAS), 2009: Sozialbericht 2009.

In the summary, the indicators on social protection at best provide a partial picture of this dimension. Possible changes in the social protection systems are not taken into account. Furthermore not all aspects of social protection are covered at all. For instance health insurance and occupational disability insurance are not taken into consideration. As noted above, international comparability is hampered by institutional differences, for instance in countries where social protection is not linked to employment but to a general tax-based system.

## 5 Social dialogue

The German system of industrial relations is often being characterised by its high degree of institutionalisation of the dialogue between employers and employees. Consequently, compared to other countries conflicts about wages and working conditions are often solved in a relatively consensual way. Furthermore all employees (except government officials) are entitled to strike in case of conflicts. This general situation can clearly be found in the indicators of the dimension.

First of all, the number of days not worked due to strike and lock-out are far below those of other countries (see table 6). In 2004 and 2005, no more than one day was lost per 1000 employees due to strikes and lock-outs. Nevertheless, in recent years there have been some more intensive strikes in particular industry branches. The last bigger strikes have taken place in 2006 in public administration and in 2007 where the engine drivers of the German railway went into strike for several weeks in a row. The indicator on strikes originates from information of the Federal Labour Agency and can be found in the Eurostat database on labour disputes. It should be noted that the indicator is based on information given by the employer, who are required to provide information on days not worked due to strikes and lock-outs. The statistics covers only establishments with at least ten employees and only



strikes that last for at least one entire day. Furthermore, trade unions often claim that employers were reluctant to report all strike activity. These points have to be considered when interpreting the results; nevertheless, Germany remains a country with remarkably few strikes.

**Table 6: Average number of days not worked due to strikes and lockouts per 1000 employees in Germany**

	2001	2002	2003	2004	2005	2006	2007	2008
Agriculture, hunting, forestry and fishing (A-B)	0	0	0	0	0	0	0	n.a.
Total industry (excluding construction) (C-E)	3	32	22	6	2	11	5	n.a.
Manufacturing (D only)	3	32	22	6	2	11	5	n.a.
Construction (F)	0	27	0	0	0	0	5	n.a.
Wholesale and retail trade, repair; hotels and restaurants; transport, storage and communication (G-I)	2	1	0	1	0	1	32	n.a.
Financial intermediation; real estate, renting and business activities (J-K)	0	4	0	0	0	0	0	n.a.
Public administration and defence; education; health (L-Q)	0	0	0	0	2	43	0	n.a.
<b>TOTAL</b>	<b>1</b>	<b>9</b>	<b>5</b>	<b>1</b>	<b>1</b>	<b>12</b>	<b>8</b>	<b>4</b>

Source: European Statistics on Labour Disputes

Wages and working conditions in Germany are largely regulated by law and collective agreements which leads to quite a high level of centralisation. Employees covered by collective wage bargaining have the opportunity to profit from the contracts fixed by the employers associations and the trade unions. The share of employees covered by collective wage bargaining therefore is a meaningful indicator in the German case and furthermore can be taken from the SES. According to this source, the share of employees who receive a pay according to the collective wage agreement was 43% in 2006.<sup>21</sup> This share covers those employers who are contractually obliged due to their membership in the employer's association. Actually, a certain share of employers grants their employees the pay laid down in the collective agreement voluntarily without being member of an employers association. Taking this group into account, the share of employees covered by collective wage bargaining is estimated to be at least 50%.

The indicators proposed by the Task Force well represent the dimension of social dialogue in Germany between employers associations and trade unions (the so-called "Tarifpartner"), but omits the level of the local business units. In Germany, trade unions play a limited role in the local business units ("Betriebe"), but works councils are entitled to important rights regarding the social dialogue on the local level. The existence or inexistence of a works council can have important consequences for the actual working conditions and should be included as an indicator in order to grasp a complete picture. Unfortunately, currently the data availability is restricted in this area.

<sup>21</sup> The SES is carried out every four years. Please note again that the SES refers to enterprises with at least 10 employees in the areas of economic activity defined by sections C-O excluding L of NACE Rev.1.1.

## 6 Skills development and life-long learning

In the public debate, the importance of skills for quality of employment is being more and more pronounced. Questions of training and skill development have even become a topic in negotiations about collective bargaining agreements. Therefore, at least in Germany, the importance of this dimension is growing.

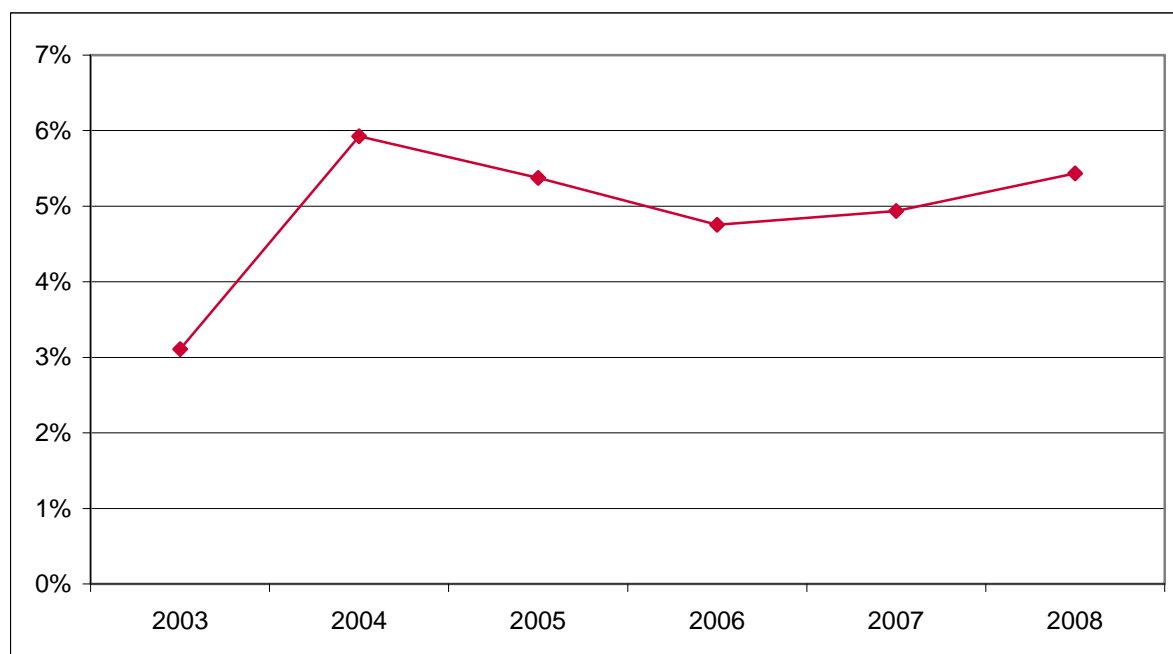
Fortunately, the LFS offers harmonised information on skills development and life-long learning by sex and age (and also further dimensions). The indicators can partly be taken straight from the Eurostat LFS database or can be taken out of the national LFS dataset. The share of employed persons in high skilled occupations, defined as employed persons working in occupations with ISCO-88 major groups 1 to 3, increased from 33% in 1992 to 42% in 2008. Looking into sex and age groups it can be seen that this increase took place in all age groups. Therefore it can be assumed that it is due to a growth in high skilled occupations itself which came along with structural changes in the German economy. Interestingly, the share of women in high skilled occupations is by four percentage points higher than the share of men. This result is due to a higher share of women in the group “Technicians and associate professionals” (ISCO-88 major group 3). ISCO-88 major groups 1 and 2, on the contrary, are characterised by a much higher share of men.

It could be argued that there is only a loose connection between high-skilled occupations and quality of employment and that the indicator is rather one that describes the economy as a whole than quality of employment. Compared to the simple share of high-skilled occupations, the possibility of skill development is clearly a precondition for a high quality job. Regarding the proposed indicator “Share of employees who received job training within the last 12 months” data are available from the LFS, but only referring to training in the last 4 weeks. This short time period in which training has taken place might not fully cover the original aim of the indicator. Nevertheless, one should consider using the indicator based on four weeks, as this is the standard at least within the European Statistical System.<sup>22</sup> The results for received job training during the last four weeks are unsteady, but showing an upward trend from 3.1% to 5.4 % in 2008.

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<sup>22</sup> For the construction of an indicator concerning job training it should be taken into account that both reference periods (four weeks and twelve months) have strengths and weaknesses. While it might be argued that four weeks is too short for a rather irregular event such as a training course, it is also true that valid yearly averages can still be obtained. The main difference from the indicator based on the last twelve months is that the level will be considerably higher and interpretation maybe slightly more straightforward. On the other hand, the biggest drawback of the indicator based on the last twelve months is that inevitably recall errors will occur as the time span seems to be too long for the respondents to correctly remember the exact date of training courses. International comparisons furthermore necessitate a detailed comparison of the respective national questionnaires used for data collection (e.g. effects due to the number response categories provided etc.).

**Figure 10: Share of employees who received job training within the last four weeks in Germany**



Source: Labour Force Survey

Anyway, for Germany it is possible to calculate the indicator also for the last twelve months using the additional national questions of the LFS (part of the German Microcensus): 5.3 % of all German employees received job training within the last four weeks in 2008. Most of the trainings that have taken place in the last four weeks are attended by employees aged 25-34 years. Women slightly more often participate in job training than men (5.8% compared to 4.9%). Looking into the Microcensus 2008 and referring to the twelve months reference period for receiving job training the result for all employees is 20% and the age group with the biggest share stays the same. Also for the last twelve months, the share of women in job training is slightly higher than the share of men (20.8% compared to 19.2%). A further possible source is the EU Continuous Vocational Training Survey (CVTS). According to the CVTS 30% of the employees participated in vocational training during 2005.

Another aspect of quality of employment is whether the skills fit with the occupation or whether there is a skill mismatch. Both situations, persons with more as well as less education, can be considered problematic. The indicator can easily be calculated when cross-tabulating highest educational attainment according to ISCED-97 and major occupational group according to ISCO-88.<sup>23</sup> Unfortunately, the methodological issues behind the indicator and the interpretation of the results are less straightforward than its calculation.<sup>24</sup>

<sup>23</sup> A similar indicator has been proposed by the ILO Working Group on Labour Underutilization. See ILO (2008): Beyond Unemployment: Measurement of Other Forms of Labour Underutilization. Room document 13, 18<sup>th</sup> International Conference of Labour Statisticians, Geneva 24 November to 5 December 2008.

<sup>24</sup> In Germany, one of the major problems with this indicator is that the codification of the occupation according to ISCO-88 is prone to errors. This is as much due to conceptual shortcomings of the ISCO implementation in Germany as to the usual errors in the coding operations (carried out during the fieldwork). The coding of the occupation according to ISCO-88 is done via the coding according to the national classification "Klassifikation der Berufe", dating from the year 1992. Unfortunately, the national classification and ISCO-88 do not fully match so

The share of employed who have more education than is normally required in their occupation is between five and six percent over the last years (2008: 5.6%). According to the discussions in the Task Force, the indicator is defined as the share of employed persons with level of education attained ISCED 5 or 6 that are working in occupations of the ISCO major groups 4, 5, 6, 7, 8, and 9. Astonishingly, men more often (around 7%) have more education than is normally required than women (around 4%). The results for Germany almost perfectly match with the averages for the EU-15 as well as EU-27 countries. The construction of the indicator is problematic as its theoretical maximum is defined by the share employed persons with highest level of education attained ISCED 5 or 6 (26% in Germany). In other words, stating that 5.6% of the employed persons have more education than is normally required in their occupation somehow masks the fact that 21.3% of the employed with ISCED level 5 or 6 have more education than normally required. Therefore that Task Force should reconsider the calculation for the indicator.<sup>25</sup>

The opposite phenomenon, employed persons who have less education than is normally required in their occupation, occurs more often (2008: 17%), but is at the same time even more problematic to interpret. In addition to the problems applying to the share of persons with more education than normally required the problem is that the results of skill development on the job and life-long learning cannot (at least not fully) be considered in calculating the indicators. Here women are more often in the situation to have less education than is normally required in their occupation (20% compared to 14% of male employees).

## **7 Workplace relationships and intrinsic nature of work**

The Task Force has not yet fully accepted the indicators on workplace relationships and intrinsic nature of work. Nevertheless, these indicators are of great importance as they give insight in the quality of employment perceived by the employees. For many workers with decent working conditions and pay, a good understanding with the co-workers and a satisfying content of the job will maybe be most important in everyday life. Therefore it is important to keep the indicators in the framework despite the limited availability of data.

Unfortunately, there are no official statistics and hardly any surveys that cover this topic in a harmonised way. The European Working Conditions Survey (EWCS) provides harmonised data for several indicators for all European countries every five years. However, considering national results the sample size (about 1000 persons in most countries) of the national EWCS is quite small for countries with high population and will not allow differentiated analyses of different population groups. Sometimes national surveys from academic statistics deliver similar data with a slightly higher sample size but with no international harmonisation and comparability. Another aspect of these surveys is the context and purpose in which the questionnaire is developed and analysed.

There might be a possibility of a European wide survey on quality of employment regarding the employees' point of view. The European project "Measuring the Dynamics of

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that the results according to ISCO should be interpreted with some caution. However, problems should not be too dramatic as long as one restricts the analysis to the one-digit level.

<sup>25</sup> The European Working Conditions Survey (EWCS) combines skill mismatch and training needs by asking whether the respondent "need[s] further training to cope well with my duties" (Germany: 21.8% compared to 13% in EU-15) or "ha[s] skills to cope with more demanding tasks" (Germany: 27.7% compared to 34.8% for EU-15). Both questions should be considered for further developments of the LFS, as they might lead to more targeted results compared to the current definition of the indicators. For further details see European Foundation for the Improvement of Living and Working Conditions: Fourth European Working Conditions Survey. Luxembourg 2007.

Organisations and Work” (MEADOW)<sup>26</sup> has developed an employee survey that is currently in a quantitative pretest in several European countries. As soon as an implementation of this survey is decided it is worth considering it as a source for the indicators.

For the reason of a lack of reliable data one should also consider to include data on indicators concerning the on workplace relationships and intrinsic nature of work in (official) international harmonised surveys such as the LFS in order to receive reliable and comparable results. The Task Force might discuss these and further possibilities to improve the availability of data in this important area.

## 7.1 Workplace relationships

For Germany most indicators on workplace relationships were taken from the EWCS 2005. However, it should be noted that the questions do not all fit perfectly to the indicators suggested by the Task Force.<sup>27</sup>

The indicator on employees who feel they have a strong or very strong relationship with their co-workers can be generated by the questions on good friends at work taking the answers “I strongly agree” and “I agree”. Considering this, 69% of all employees have a strong relationship with their co-workers.

Concerning the indicator on a strong relationship with the supervisor there is no such question in any survey. The EWCS offers the share of employees who get assistance from their supervisor if they ask for it (59%). In other surveys questions on satisfaction regarding the supervisor or talks/discussions with the supervisor are asked but, too, do not lead to the suggested indicator.

For the indicator on discrimination at work it may be worth looking into different kinds of discrimination. As shown in table 7, the EWCS asks differentiated if employees have been a victim of discrimination at work and gets different results for women and men as well as for the kind of discrimination.

**Table 7: Share of employees (15-64 years) who have been a victim of discrimination at work in Germany**

	unwanted sexual attention	gender / sexual discrimination	discrimination linked to...						Any kind of discrimination
			age	nationality	ethnic background	religion	disability	sexual orientation	
male	0.3%	0.1%	2.6%	0.6%	0.3%	0.4%	0.5%	0.1%	4.8%
female	2.3%	1.6%	3.5%	1.5%	0.3%	0.4%	0.2%	-	9.7%
total	1.2%	0.8%	3.0%	1.0%	0.3%	0.4%	0.4%	0.0%	7.1%

Source: European Working Conditions Survey 2005

The indicator on harassment at work shows a similar pattern. 2.2% male employees compared to 7.3% female employees feel they have been a victim of bullying or harassment at work.

<sup>26</sup> For further information see: <http://www.meadow-project.eu>

<sup>27</sup> For further details regarding the following results, see European Foundation for the Improvement of Living and Working Conditions: Fourth European Working Conditions Survey. Luxembourg 2007.

## 7.2 Intrinsic nature of work

Concerning the indicators on the intrinsic nature of work the EWCS offers input, too. Nevertheless, one indicator is taken from a private national survey as it fits better to what the indicators wants to express.

According to the EWCS 2005 the share of employees who feel they do useful work is 77% in Germany. The indicator is generated by the answers “almost always” and “often” of the question on the frequency of feeling to do useful work. There are hardly any differences between age groups and sex.

Concerning the indicator on received feedback the EWCS does not deliver the requested information. It only asks whether an employee has a strong relationship to his or her supervisor, if it is possible to get assistance or if there are talks/discussions with the supervisor. Therefore a national survey is used.

According to the results of the survey “Was ist gute Arbeit?”<sup>28</sup> (English: What is good work?) 66% of all employees receive regular feedback from their supervisor. There is a slight difference between men (68%) and women (73%) who feel they get feedback but hardly any difference in the age groups.

According to the EWCS again, the share of employees who feel they are able to apply their own ideas in work is 46%. Men (49%) more often apply their ideas at work than women (42%). Regarding the age of employees it can be seen that only 30% of the youngest employees aged 15-24 years can only apply their ideas compared to nearly 50% of the older age groups<sup>29</sup>.

An indicator that summarises the situation at work and the working conditions states that 88% of all employees are satisfied with their working conditions. The share differs in the age groups and, as table 8 shows, young (15-24 years) employees are not as much satisfied as their older colleagues.

**Table 8: Share of employees who feel satisfied with their working conditions in Germany**

Age	
15 - 24 years	77.9%
25 - 34 years	85.1%
25 - 64 years	89.6%
35 - 44 years	93.6%
45 - 54 years	88.0%
55 - 64 years	90.6%
15 - 64 years	88.2%

Source: European Working Conditions Survey 2005

<sup>28</sup> The survey “Was ist gute Arbeit?” was conducted in 2004 by an initiative called “New Quality of Work Initiative” (INQA) with a sample size of 5388 interviews. For further details see Fuchs, Tatjana (2006): Was ist gute Arbeit? Konzeption und Auswertung einer repräsentativen Untersuchung. Bremerhaven.

<sup>29</sup> It should be taken into account that the sample sizes of the youngest and oldest age group are very small.

## 8 Conclusions

Two main results can be summarised looking at the research presented in this report. The *first* concerns the level of quality of employment in Germany, the *second* the quality of the framework and the indicators in the German context, i.e. their relevance and comprehensiveness within the German labour market.

(1) Looking at the results from the perspective of international comparison, one could summarise that quality of employment, in total, is excellent in Germany. Compared to other countries, working in Germany is rather safe, well paid and secure. The working time is flexible for a quite large share of employees. Furthermore the systems of social protection of industrial relations are both highly institutionalised and cover quite a large share of employees. Nevertheless, some weak points have to be mentioned as well: There are considerable differences in employment participation and earnings of women, who are also to a much higher degree engaged in child care related activities as their male co-workers. The time series presented in this report also suggest, that quality of employment in general has not further improved over last decade regarding most dimensions and is even in slight decline for some of them: This concerns for instance earnings (rising level of low pay rate), atypical working times (increasing share) and also employees with fixed-term contracts (rising share). Finally, with the increasing number of employees in non-standard employment the share of employees not fully covered by the social protection system is also in slight increase.

(2) The indicator framework proved to be quite relevant and comprehensive in the case of Germany. This is for instance true on the level of the dimensions and sub-dimensions, which are reasonably concrete and well structured. In contrast, the choice of the indicators could be further improved in some cases. Concrete recommendations are given in the Feedback report to the Task Force on the Quality of Measurement of Employment which is included as an annex. More generally, the indicators of the following dimensions do not fully display the situation in Germany appropriately. For instance:

- Dimension 1: The indicators for fair treatment in employment should be reconsidered. Providing the entire set of indicators with breakdowns by sex has proven to be very useful. However, our analysis has shown that this approach cannot substitute a set of targeted indicators on fair treatment in employment. The Task Force should spend further work on this issue in order to adequately report the inequalities for men and women on the labour market. Similar remarks apply to the other population groups mentioned under the sub-dimension “fair treatment in employment”.
- Dimension 2: As discussed in the Task Force, the income related indicators are based on the Structure of Earnings Survey (SES), which undoubtedly is the most accurate data source regarding gross earnings and is furthermore carried out in a harmonised way in the entire European Statistical System. However, the SES also has considerable drawbacks. These include the four yearly frequency and in particular the cut-off threshold of ten employees per local business unit which leads to the omission of a fairly large group of employees (more than 25% of the employees in Germany). Furthermore, a number of industry branches are not included in the target population of the SES (around 10% of the employees). Though referring to net earnings, the Task Force might consider using the income information obtained via the LFS instead. This, of course, has other conceptual (net instead of gross earnings) and methodological (measurement errors, item non-response etc.) drawbacks.

- Dimension 3: The share of part-time employees is only partially represented by the indicators proposed. This might give a misleading picture, especially in a country with a high rate of part-time employees (like Germany). One should note that the indicator on involuntary part-time employment is problematic as it only covers respondents who said that the item “could not find a full-time job” was their main reason for working part-time. Persons who, e.g. state that they work part-time for the main reason “looking after children or incapacitated adults” are not included although one can probably not argue that such a main reason is equivalent with working part-time “voluntarily”. A possible remedy would be to add further reasons for working part-time. An additional indicator could be the share of employees working very few hours (e.g. less than 21 hours and maybe except persons with typical side-jobs such as students, pupils or pensioners). This indicator would also be complementary to the one on excessive hours of work. Regarding the balance of working and non-working life the average time used to get to work and back home should be considered as a further indicator.
- Dimension 4: The indicators on employment security are not comprehensively representing the situation in Germany. Employees with fixed-term contracts are certainly a good indicator for persons with low security of employment. However, the remaining employees (with open ended contracts) exhibit remarkable differences regarding employment security which should be reflected by the indicators. Possible further indicators include the share of employees working for temporary employment agencies as well as the average time elapsed since the start of the main job or the share of employees who changed the employer over the last twelve months. All these indicators would be easily available from the LFS within the European Statistical System.
- Dimension 5: Given the large institutional differences between countries, the indicators on social dialogue are not easily defined. In the German context, a drawback of the proposed indicators is that the social dialogue at the local business units is not reflected by the indicators at all. This is a problem as, at least in Germany, social dialogue at the local business units is legally quite distinct from collective wage bargaining (which is normally not taking place at the local units). Therefore, in the case of Germany the share of employees working in local business units with established works council would be essential. Unfortunately, no data are currently available for this indicator.
- Dimension 6: The share of employed persons who have more respectively less education than is normally required in their occupation are important indicators and should be kept in the framework. However, the operationalisation chosen by the Task Force (via ISCO and ISCED codes) is not straightforward and raises many methodological questions. A separate, but targeted question on this issue, as used in the European Working Conditions Survey, would probably provide results that are easier to use. The precondition would be that such a question could be implemented in a harmonised way, e.g. in Labour Force Surveys.
- Dimension 7: The dimension is an essential one and should be kept in the framework although the data availability is very poor today. The topic should be a candidate for an inclusion in Labour Force Surveys as a standard, at least on a multi-annual basis.



For the entire set of indicators, one has to conclude that the indicators are more appropriate for the situation of employees and less relevant for self-employed. We recommend to further discuss additional indicators which better describe the quality of employment of the self-employed. For self-employed, partially different sub-dimensions will apply, such as the degree of entrepreneurial freedom, the dependency upon individual clients or the degree to which the work is carried out upon detailed instructions of the client.<sup>30</sup>

Finally, it has to be noted that a consistent application of the indicators in international comparisons requires much more precise definitions and calculation rules. Therefore the list of indicators should be supplemented by detail instructions regarding the preferred data source, the definition and the formula for the calculation of the indicator. Further efforts should be spent in this direction.

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<sup>30</sup> See Kelleter, K. and Körner, T. (2009): Does the LFS Keep Pace with the Self-Employed? Current Analytical Possibilities and Challenges. Paper presented at the 4<sup>th</sup> International Workshop on the Methodology of the Labour Force Survey, Ljubljana, Slovenia, 14-15 May 2009.

## **Annex 1 – Statistical tables**

**Dimension 1 Safety and ethics of employment**

**a) Employment safety**

**Fatal occupational injury rate (Workplace fatalities per 100,000 persons in employment)**

Fatal occupational injury rate (Workplace fatalities excluding road traffic accidents and accidents on board of any mean of transport in the course of work (rate per 100 000 employees))

Number of fatal accidents / employees \* 100.000  
only NACE A, D-H, J, K

age	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
<b>TOTAL</b>	3.7	3.0	3.5	2.7	2.2	2.4	2.1	2	2.5	2.3	2.2	1.8	2.1
<b>0-17</b>			0	0	0	0	1.7	1	2.1				
<b>18-24</b>			2.6	1.6	1.2	1	2.2	1.5	2	1.7	2.1	1.4	2
<b>25-34</b>			2.9	1.4	1.4	1.2	2.1	2.2	2	2	1.7	1.5	1.4
<b>35-44</b>			3.1	1.8	1.8	1.6	2.6	2.1	2.8	2.8	2.3	2	2.3
<b>45-54</b>			3.2	1.8	2	1.9	3.2	2.9	3.1	3.8	3.6	2.9	3.5
<b>55-64</b>			6.3	3.7	4	3.6	5.3	5.6	6.3	4.9	5	4.2	4.4
<b>65+</b>			15.7	10.4	11.7	9.3	18.7	19	22.4	23.5	16.8	11.7	12.6

Source: ESAW (table hsw\_aw\_fims)

Dimension 1 Safety and ethics of employment

a) Employment safety

Non-fatal occupational injury rate

(Workplace accidents per 100,000 persons in employment)  
more than 3 days lost

time	sex/nace	A	A_D_TO_K	D	E	F	G	H	I	J_K
1993	female			2633		4023	1298	6429	2679	
1993	male			6447		13108	4628	8264	12727	
1993	total			5353		12071	2814	7170	9845	554
1994	female	6894	2165	2318		4351	1209	6200	2684	599
1994	male	15161	7513	6170		13689	4269	8554	13614	537
1994	total	11851	5583	5066		12645	2597	7146	10502	568
1995	female	6564	2089	2442	27	4052	1098	5666	2926	554
1995	male	14698	7027	6293	627	12072	3927	7210	13294	503
1995	total	11390	5249	5190	503	11102	2410	6305	10393	529
1996	female	7317	2176	2403	50	3502	1060	5154	5259	526
1996	male	14503	6772	5875	590	10635	3896	6766	14707	453
1996	total	11763	5098	4884	481	9719	2337	5804	12032	491
1997	female	6810	2110	2390	53	3587	1081	4726	5107	498
1997	male	13160	6685	5838	534	10929	3872	6602	14885	461
1997	total	10791	5021	4865	446	10021	2332	5484	12120	480
1998	female	7552	2123	2344	17	3437	1099	4786	5223	503
1998	male	14310	6578	5715	437	10734	3898	6560	14233	430
1998	total	11852	4958	4761	345	9810	2380	5516	11691	467
1999	female	8583	2109	2172	65	3427	1089	4714	5132	469
1999	male	16749	6539	5621	411	10587	3856	6268	13428	411
1999	total	13825	4908	4639	338	9659	2357	5339	11000	442
2000	female	8955	2105	2203	38	3471	1067	4752	4767	454
2000	male	17413	6320	5359	318	9684	3862	6829	12803	438
2000	total	14443	4757	4455	270	8893	2331	5579	10460	448
2001	female	8285	2002	2064	0	3257	1004	4526	4616	433
2001	male	15801	5827	5060	347	8727	3563	6276	11642	392
2001	total	13168	4380	4206	278	8013	2149	5236	9651	414
2002	female	7756	1844	1785	540	1549	1265	3189	2497	858
2002	male	15851	5491	4419	2407	8474	3802	5420	6153	2684
2002	total	12991	4082	3672	2001	7554	2382	4109	5058	1775
2003	female	7474	1596	1680	543	1690	1132	3144	1025	727
2003	male	14570	4935	4124	2317	7803	3233	5155	4833	2446
2003	total	12160	3674	3432	1908	7029	2066	3968	3702	1583
2004	female	7525	1644	1514	785	1112	1196	2900	1996	803
2004	male	14042	4861	3934	1991	7624	3292	5488	4965	2511
2004	total	11916	3618	3250	1748	6737	2137	3966	4101	1665
2005	female	5738	1453	1666	594	1170	1079	2717	959	745
2005	male	10293	4306	3772	1942	6869	2860	4940	4599	2344
2005	total	8831	3233	3183	1611	6136	1914	3617	3582	1549
2006	female	5074	1438	1550	406	1609	1068	3045	925	746
2006	male	10122	4400	3765	1840	7028	2795	5719	4538	2797
2006	total	8393	3276	3130	1417	6366	1883	4073	3441	1783

time	age/nace	A	A_D_TO_K	D	E	F	G	H	I	J_K
1995	TOTAL	11390	5249	5190	503	11102	2410	6305	10393	529
1995	0-17	0	0	0	0	0	0	0	0	0
1995	18-24	17096	7414	8763	283	15790	3340	8004	14373	614
1995	25-34	11901	5278	5628	604	11637	2565	5681	12074	479
1995	35-44	10449	4465	4383	654	9371	2166	5672	9119	448
1995	45-54	9558	3863	3792	461	8658	1852	5703	8202	599
1995	55-64	11686	4737	4072	245	10014	2022	7215	8974	678
1995	65+	8898	4476	2339	0	6092	1160	1482	10816	135
1996	TOTAL	11763	5098	4884	481	9719	2337	5804	12032	491
1996	0-17	0	0	0	0	0	0	0	0	0
1996	18-24	17243	7599	8827	378	14320	3376	7584	15735	627
1996	25-34	12264	5410	5347	505	10446	2546	5501	12988	414
1996	35-44	9748	4577	4287	700	8624	2150	5198	11749	468
1996	45-54	9692	3960	3687	344	7445	1772	5054	9659	525
1996	55-64	12552	4855	4017	365	8128	1949	6366	11938	605
1996	65+	15111	4587	1840	0	3788	1134	1254	10540	131
1997	TOTAL	10791	5021	4865	446	10021	2332	5484	12120	480
1997	0-17	0	0	0	0	0	0	0	0	0
1997	18-24	16749	7750	8903	364	14497	3598	7613	18327	742
1997	25-34	0	5231	0	0	0	0	0	0	353
1997	35-44	0	4600	0	0	0	0	0	0	433
1997	45-54	0	4005	0	0	0	0	0	0	465
1997	55-64	0	4426	0	0	0	0	0	0	674
1997	65+	0	4170	0	0	0	0	0	0	258
1998	TOTAL	11852	4958	4761	345	9810	2380	5516	11691	467
1998	0-17	0	0	0	0	0	0	0	0	0
1998	18-24	14822	7657	8591	478	14274	3597	7251	19996	703
1998	25-34	11583	5112	5136	380	10185	2580	5072	12605	386
1998	35-44	11555	4608	4406	366	9071	2180	4979	10823	378
1998	45-54	10234	4019	3636	291	7958	1917	4953	9782	530
1998	55-64	12260	4319	3606	285	8013	1796	5305	10213	546
1998	65+	13157	4051	2010	0	4740	758	1219	4938	226
1999	TOTAL	13825	4908	4639	338	9659	2357	5339	11000	442
1999	0-17	0	0	0	0	0	0	0	0	0
1999	18-24	18158	7674	8490	369	13875	3449	7616	17109	528
1999	25-34	13777	5124	4954	434	10210	2483	4656	11481	362
1999	35-44	12736	4618	4142	336	8597	2170	4930	10303	365
1999	45-54	12014	4029	3698	254	7895	1866	4724	9580	531
1999	55-64	14464	4329	3640	356	8178	1981	4785	9882	509
1999	65+	16254	4060	2018	0	3200	830	864	5350	131
2000	TOTAL	14443	4757	4455	270	8893	2331	5579	10460	448
2000	0-17	0	0	0	0	0	0	0	0	0
2000	18-24	17722	7340	8142	391	13508	3619	8243	15560	633
2000	25-34	15246	4825	4787	231	9486	2463	5026	10788	353
2000	35-44	12731	4393	3971	356	7981	2173	4835	10077	435
2000	45-54	12597	3933	3604	218	7318	1820	4728	8586	451
2000	55-64	16222	4157	3407	164	6685	1720	4938	10944	441
2000	65+	15782	4878	1550	0	4515	930	1576	7516	187
2001	TOTAL	13168	4380	4206	278	8013	2149	5236	9651	414
2001	0-17	0	0	0	0	0	0	0	0	0
2001	18-24	17877	6754	7784	307	11423	3395	7262	15001	535
2001	25-34	14084	4497	4645	135	8671	2301	4778	10116	320
2001	35-44	11884	4050	3781	314	7498	1904	4376	9369	370
2001	45-54	11749	3597	3227	226	6382	1685	4729	8145	474
2001	55-64	13734	3877	3328	579	6326	1795	4579	8434	462
2001	65+	13259	4056	1822	0	4288	818	3512	3775	111
2002	TOTAL	12991	4082	3672	2001	7554	2382	4109	5058	1775
2002	0-17	0	0	0	0	0	0	0	0	0
2002	18-24	16957	6093	6124	3292	11275	3555	6222	5480	2979
2002	25-34	13404	4106	3946	1968	7703	2543	3644	5551	1679
2002	35-44	11769	3712	3324	1869	6887	2229	3321	5001	1497
2002	45-54	12093	3585	3145	1875	6473	1983	3347	4702	1641
2002	55-64	13016	3684	2994	1584	6319	1819	4003	4604	1556
2002	65+	13866	4675	3474	1234	4026	1049	4606	4178	908
2003	TOTAL	12160	3674	3432	1908	7029	2066	3968	3702	1583
2003	0-17	0	0	0	0	0	0	0	0	0
2003	18-24	15631	5343	5447	3622	10066	3007	5521	4157	2593
2003	25-34	13324	3664	3509	1748	7766	2094	3595	4254	1565
2003	35-44	10624	3372	3196	1728	6281	1906	3458	3690	1396
2003	45-54	10417	3206	2994	1746	5779	1816	3484	3158	1466
2003	55-64	13595	3486	3012	1769	6131	1802	3293	3572	1273
2003	65+	16271	4905	3303	3807	4175	1215	4379	4491	726
2004	TOTAL	11916	3618	3250	1748	6737	2137	3966	4101	1665
2004	0-17	0	0	0	0	0	0	0	0	0
2004	18-24	17145	5470	5289	2878	10434	3178	5776	4766	2775
2004	25-34	12353	3666	3388	1710	7569	2311	3857	4594	1671
2004	35-44	10532	3314	2997	1916	6106	1933	3055	4085	1503
2004	45-54	10377	3146	2798	1389	5423	1856	3494	3680	1462
2004	55-64	12969	3299	2839	1630	5370	1711	3481	3815	1471
2004	65+	14061	4267	3078	2339	4014	1247	3358	3995	535
2005	TOTAL	8831	3233	3183	1611	6136	1914	3617	3582	1549
2005	0-17	13029	4950	4263	1271	11770	2867	5678	2284	1489
2005	18-24	8458	4663	4968	2008	9470	2694	5195	3392	2933
2005	25-34	8078	3287	3233	1153	6925	2097	3512	4297	1626
2005	35-44	8744	2853	2807	1720	5057	1668	2716	3458	1313
2005	45-54	9734	3065	3048	1764	5277	1736	3248	3269	1417
2005	55-64	9082	2981	2758	1263	5619	1599	2998	3601	1242
2005	65+	5936	3422	4082	2296	5711	1602	5161	4801	758
2006	TOTAL	8393	3270	3130	1417	6366	1883	4073	3441	1783
2006	0-17	16646	3595	3337	2404	7442	1755	3676	1485	1370
2006	18-24	8443	4833	4632	1606	10511	2748	5471	3746	3564
2006	25-34	7300	3287	3186	1062	6687	1924	3839	4025	2045
2006	35-44	8081	2936	2745	1624	5984	1734	3200	3136	1486
2006	45-54	8433	3052	2958	1305	5432	1692	3488	3393	1543
2006	55-64	10506	3111	3068	1511	4744	1765	5025	3445	1203
2006	65+	5839	2960	3718	0	4121	1041	7162	2998	722

Source: ESAW (table hsw\_aw\_inaag)

## Dimension 1 Safety and ethics of employment

### a) Employment safety

Share of people in employment who feel exposed to physical "hazard"

	Share of people in employment who feel exposed to physical "hazard"
<b>total</b>	11.0%
<b>male</b>	13.0%
<b>female</b>	8.7%
<b>Age</b>	
15-24	7.0%
25-34	10.7%
35-44	11.7%
45-54	12.2%
55-64	12.0%
64+	5.7%
<b>ISCO</b>	
all	11.0%
Plant and machine operators and assemblers	20.9%
Craft and related trades workers	19.6%
Skilled agricultural and fishery workers	19.3%
Service workers and shop and market sales workers	10.5%
Technicians and associate professionals	10.3%
Elementary occupations	10.0%
Armed forces	8.5%
Legislators, senior officials and managers	6.5%
Professionals	5.6%
Clerks	4.7%

Source: own calculations from the LFS Ad-hoc Module 2007

## Dimension 1 Safety and ethics of employment

### a) Employment safety

Share of people in employment who feel exposed to psychological "hazard"

	Share of people in employment who feel exposed to psychological "hazard"
<b>total</b>	12.3%
<b>male</b>	13.2%
<b>female</b>	11.2%
<b>Age</b>	
15-24	4.1%
25-34	11.9%
35-44	13.3%
45-54	14.8%
55-64	14.2%
64+	3.8%
<b>ISCO</b>	
all	12.3%
Plant and machine operators and assemblers	12.0%
Craft and related trades workers	9.6%
Skilled agricultural and fishery workers	9.6%
Service workers and shop and market sales workers	9.7%
Technicians and associate professionals	14.7%
Elementary occupations	5.5%
Armed forces	8.2%
Legislators, senior officials and managers	17.4%
Professionals	19.0%
Clerks	9.8%

Source: own calculations from the LFS Ad-hoc Module 2007

## **Dimension 1 Safety and ethics of employment**

### **b) Child labour and forced labour**

#### **Employment of persons who are below minimum age specified for the kind of work performed**

According to the law "Gesetz zum Schutz der arbeitenden Jugend" children below the age of 15 years are not allowed to work. There are exceptions for special occasion (i.e. village festivals).



## **Dimension 1 Safety and ethics of employment**

### **b) Child labour and forced labour**

#### **Employment of persons below 18 years in designated hazardous industries and occupations**

According to the law "Gesetz zum Schutz der arbeitenden Jugend" children below the age of 15 years are not allowed to work. There are exceptions for special occasion (i.e. village festivals).

Children below an age of 18 years may work in hazardous conditions under specific circumstances. The rules for educational training and work in hazardous industries (i.e. mining) are very strict.

**Dimension 1 Safety and ethics of employment**

**b) Child labour and forced labour**

**Employment of persons below 18 years for hours exceeding a specified threshold**

**Share of children working more than 40hours per week (usual / actual working hours)**

<b>SEX</b>	<b>age</b>	<b>usually</b>	<b>actual</b>
<b>male</b>	<b>15 years</b>	/	/
	<b>16 years</b>	/	/
	<b>17 years</b>	/	3.5%
	<b>total</b>	/	2.7%
<b>female</b>	<b>15 years</b>	/	/
	<b>16 years</b>	/	/
	<b>17 years</b>	/	/
	<b>total</b>	/	/
<b>total</b>	<b>15 years</b>	/	/
	<b>16 years</b>	/	/
	<b>17 years</b>	/	2.8%
	<b>total</b>	1.1%	2.3%

/ : unreliable data

Source: Calculation from the LFS 2008

**Dimension 1 Safety and ethics of employment**

**b) Child labour and forced labour**

**Dimension 1 Safety and ethics of employment**

**b) Child labour and forced labour**

**Employment of persons below 18 years at night / evening**

**Share of children working in the evening or at night**

SEX	age	NIGHTWORK			EVENINGWORK		
		usually	sometimes	usually or sontimes	usually	sometimes	usually or sontimes
Männer	15	/	/	/	/	/	/
	16	/	/	/	/	/	/
	17	/	/	/	/	/	/
	insg	/	/	/	/	/	/
Frauen	15	/	/	/	/	/	/
	16	/	/	/	/	/	/
	17	/	/	/	/	/	/
	insg	/	/	/	/	/	/
Gesamt	15	/	/	/	/	/	/
	16	/	/	/	/	/	/
	17	/	/	/	/	/	/
	insg	/	/	/	/	/	2.96%

/ : unreliable data

Source: Calculation from the LFS 2008

Dimension 1 Safety and ethics of employment

c) Fair treatment in employment

Employment women as a share of total employment

time/age	15-24	15-64	15 +	25-64	25+	55-64	65+
1991	48.0%	42.0%	42.0%	40.9%	40.9%	32.3%	41.1%
1992	47.6%	41.7%	41.7%	40.7%	40.7%	32.9%	41.5%
1993	47.3%	41.7%	41.7%	40.9%	40.9%	33.8%	40.8%
1994	47.6%	42.0%	42.0%	41.2%	41.2%	34.7%	37.5%
1995	47.5%	42.3%	42.2%	41.6%	41.5%	36.0%	38.9%
1996	47.1%	42.8%	42.8%	42.3%	42.2%	37.6%	38.1%
1997	46.7%	42.9%	42.9%	42.5%	42.4%	37.9%	39.2%
1998	46.7%	43.2%	43.1%	42.7%	42.7%	37.4%	36.3%
1999	47.5%	43.6%	43.6%	43.1%	43.0%	38.0%	36.6%
2000	46.9%	43.9%	43.8%	43.5%	43.4%	38.5%	32.3%
2001	47.1%	44.3%	44.2%	43.9%	43.8%	39.1%	37.2%
2002	48.0%	44.6%	44.6%	44.2%	44.1%	38.9%	37.6%
2003	48.6%	45.0%	44.9%	44.6%	44.5%	39.8%	37.8%
2004	47.7%	45.1%	45.0%	44.8%	44.7%	40.2%	37.0%
2005	47.2%	45.6%	45.5%	45.4%	45.3%	41.8%	36.7%
2006	46.9%	45.7%	45.6%	45.5%	45.4%	42.3%	37.8%
2007	46.7%	45.8%	45.7%	45.7%	45.6%	43.0%	38.1%
2008	46.7%	46.0%	45.8%	45.9%	45.7%	43.5%	37.2%

citizenship		FOREIGNERS						
time/age	15-24	15-64	15 +	25-64	25+	55-64	65+	
1995	43.1%	34.6%	34.6%	32.7%	32.7%	22.2%	/	
1996	42.1%	35.1%	35.1%	33.7%	33.7%	27.0%	/	
1997	41.8%	35.1%	35.1%	33.8%	33.7%	26.1%	/	
1998	42.8%	35.8%	35.8%	34.4%	34.4%	25.3%	/	
1999	45.6%	36.2%	36.2%	34.6%	34.6%	25.9%	/	
2000	40.6%	36.7%	36.6%	36.0%	35.9%	29.6%	/	
2001	42.8%	37.8%	37.7%	36.9%	36.8%	29.2%	/	
2002	41.2%	38.3%	38.2%	37.8%	37.7%	30.3%	/	
2003	43.7%	39.3%	39.2%	38.6%	38.6%	31.0%	/	
2004	44.7%	39.3%	39.3%	38.6%	38.6%	32.4%	28.3%	
2005	45.4%	39.8%	39.7%	39.1%	39.0%	35.5%	/	
2006	44.2%	40.2%	40.2%	39.8%	39.7%	37.0%	/	
2007	43.9%	40.7%	40.6%	40.4%	40.3%	38.0%	/	
2008	44.0%	41.0%	40.8%	40.6%	40.5%	38.9%	/	

citizenship		NATIONALS						
time/age	15-24	15-64	15 +	25-64	25+	55-64	65+	
1995	48.1%	43.0%	42.9%	42.3%	42.3%	36.7%	39.1%	
1996	47.8%	43.5%	43.4%	43.0%	42.9%	38.1%	38.2%	
1997	47.4%	43.6%	43.6%	43.2%	43.1%	38.5%	39.7%	
1998	47.2%	43.8%	43.7%	43.4%	43.3%	38.0%	36.5%	
1999	47.8%	44.3%	44.2%	43.8%	43.8%	38.6%	37.2%	
2000	47.7%	44.5%	44.4%	44.2%	44.0%	39.0%	32.7%	
2001	47.6%	44.9%	44.8%	44.6%	44.5%	39.8%	37.9%	
2002	48.8%	45.2%	45.1%	44.8%	44.7%	39.5%	38.2%	
2003	49.1%	45.5%	45.5%	45.1%	45.0%	40.4%	38.1%	
2004	48.0%	45.6%	45.5%	45.3%	45.2%	40.7%	37.4%	
2005	47.3%	46.2%	46.0%	46.0%	45.9%	42.3%	37.2%	
2006	47.1%	46.2%	46.1%	46.1%	45.9%	42.8%	38.1%	
2007	47.0%	46.3%	46.2%	46.2%	46.1%	43.4%	38.5%	
2008	46.9%	46.4%	46.3%	46.4%	46.2%	43.9%	37.6%	

Source: LFS

/ : unreliable data

Dimension 1 Safety and ethics of employment

c) Fair treatment in employment

Occupational segregation by sex

time	age	TOTAL
1992	15-24 years	49.1%
	15 -64 years	41.7%
	15 years and older	41.7%
	55-64 years	40.2%
1993	15-24 years	50.5%
	15 -64 years	42.2%
	15 years and older	42.2%
	55-64 years	41.9%
1994	15-24 years	51.8%
	15 -64 years	42.6%
	15 years and older	42.5%
	55-64 years	41.8%
1995	15-24 years	52.1%
	15 -64 years	42.5%
	15 years and older	42.4%
	55-64 years	40.6%
1996	15-24 years	54.8%
	15 -64 years	43.4%
	15 years and older	43.3%
	55-64 years	41.4%
1997	15-24 years	54.2%
	15 -64 years	43.0%
	15 years and older	42.9%
	55-64 years	42.3%
1998	15-24 years	53.6%
	15 -64 years	42.9%
	15 years and older	42.9%
	55-64 years	42.3%
1999	15-24 years	53.4%
	15 -64 years	42.8%
	15 years and older	42.8%
	55-64 years	42.0%
2000	15-24 years	51.6%
	15 -64 years	42.2%
	15 years and older	42.2%
	55-64 years	40.7%
2001	15-24 years	49.9%
	15 -64 years	42.4%
	15 years and older	42.4%
	55-64 years	41.9%
2002	15-24 years	50.7%
	15 -64 years	41.9%
	15 years and older	41.8%
	55-64 years	41.3%
2003	15-24 years	50.5%
	15 -64 years	41.1%
	15 years and older	41.0%
	55-64 years	40.6%
2004	15-24 years	49.3%
	15 -64 years	40.8%
	15 years and older	40.8%
	55-64 years	40.9%
2005	15-24 years	49.1%
	15 -64 years	39.8%
	15 years and older	39.8%
	55-64 years	38.7%
2006	15-24 years	47.4%
	15 -64 years	39.4%
	15 years and older	39.4%
	55-64 years	38.8%
2007	15-24 years	47.7%
	15 -64 years	39.6%
	15 years and older	39.6%
	55-64 years	39.5%
2008	15-24 years	46.7%
	15 -64 years	38.9%
	15 years and older	38.9%
	55-64 years	39.4%

Source: own calculation from the LFS

**Dimension 1 Safety and ethics of employment**

**c) Fair treatment in employment**

**Occupational segregation by citizenship (index of dissimilarity)**

<b>SEX</b>	<b>age</b>	<b>Results</b>
<b>male</b>	<b>15+</b>	18.28%
	<b>15 - 64</b>	18.33%
	<b>15 - 24</b>	15.74%
	<b>25 - 34</b>	18.35%
	<b>25 - 64</b>	19.60%
	<b>35 - 44</b>	20.80%
	<b>45 - 54</b>	20.08%
	<b>55 - 64</b>	25.58%
	<b>65 - 74</b>	13.19%
<b>female</b>	<b>15+</b>	25.44%
	<b>15 - 64</b>	25.67%
	<b>15 - 24</b>	18.82%
	<b>25 - 34</b>	23.91%
	<b>25 - 64</b>	26.71%
	<b>35 - 44</b>	29.62%
	<b>45 - 54</b>	30.53%
	<b>55 - 64</b>	26.29%
	<b>65 - 74</b>	30.84%
<b>total</b>	<b>15+</b>	22.20%
	<b>15 - 64</b>	22.35%
	<b>15 - 24</b>	16.73%
	<b>25 - 34</b>	20.92%
	<b>25 - 64</b>	23.52%
	<b>35 - 44</b>	25.37%
	<b>45 - 54</b>	25.31%
	<b>55 - 64</b>	26.42%
	<b>65 - 74</b>	14.98%

Source: own calculation from the LFS 2008

**Dimension 1 Safety and ethics of employment**

**c) Fair treatment in employment**

**Female share of employment in managerial and administrative occupations**

<b>sex</b>	<b>age</b>	<b>Female share of employment in managerial and administrative occupations (ISCO major group 1) on total employment</b>	<b>Female share of employment in managerial and administrative occupations (ISCO major group 1) on employment in managerial and administrative occupations (ISCO major group 1)</b>
female	15+	1.87%	25.92%
	15 - 64	1.88%	26.18%
	15 - 24	0.67%	54.71%
	25 - 34	2.39%	39.90%
	25 - 64	2.04%	25.61%
	35 - 44	2.19%	25.20%
	45 - 54	1.80%	22.33%
	55 - 64	1.66%	18.15%
	65 - 74	1.05%	11.01%
	70+	2.25%	19.88%

Source: own calculation from the LFS 2008

Dimension 2 Income and benefits from employment

a) Income from employment

Average hourly earnings of employees 2006

		total
		Euro
<b>total</b>		16.63
female		14.26
male		18.50
<b>former territory of the Federal Republic</b>		17.22
	female	14.56
	male	19.24
<b>new Länder + Berlin</b>		13.51
	female	12.83
	male	14.15
<b>age by up to under</b>		
	15 - 25	10.42
	25 - 35	14.68
	35 - 45	17.65
	45 - 55	17.84
	55 - 65	18.01
<b>highest occupational educational achievement</b>		
	without apprenticeship	13.49
	with apprenticeship	16.31
	graduate degree	26.13
	without statements	12.36
<b>branches of trade</b>		
	Mining and quarrying (C)	17.61
	Manufacturing(D)	18.10
	Electricity, gas and water supply (E)	21.48
	Construction (F)	14.46
	Wholesale and retail trade; repair of motor vehicles, motorcycles and personal and household goods (G)	15.14
	Hotels and restaurants (H)	10.21
	Transport, storage and communication (I)	14.52
	Financial intermediation (J)	21.30
	Real estate, renting and business activities (K)	15.34
	Education (M)	19.48
	Health and social work (N)	15.78
	Other community, social, personal service activities (O)	15.65

The results in this table refer to a employed persons aged 15-64 not in education or training  
Source: own calculation from the national SES 2006



sex	age/nace	C	D	E	F	G	H	I	J	K	L	M	N	O	C_TO_O_NOT_L
female	total		13.73		11.88	12.39	8.89	13.27	17.5	12.28		18.34	14.22	13.58	13.91
	unknown														
	0-29	10.24	10.49			9.88	7.59	10.88	12.6	10.19		11.75	10.5	8.87	10.26
	30-39	16.22			12.6	13.6	9.8	14.21				17.34	15.04	14.29	14.87
	40-49	17.65				13.14	9.95	13.95				18.59	15.48	15.36	14.88
	50-59	17.61	14.63	19.68	13.07	13.04	9.88	14.32	18.98	12.3		20.4	15.16	15.12	15.31
60+		12.74		11.5	13.53	9.02	10.45	16.6	10.69		23.85	14.28	14.15	14.45	
male	total		19.12		13.78	16.52	10.25	14.63	24.6	17.5		21.9	18.78	17.4	17.99
	unknown														
	0-29	8.49	12.14			9.89	7.68	10.28				12.72	10.94	10.67	10.98
	30-39	16.61			14.76	17.84	11.68	15.07				18.56	18.8	17.06	18.54
	40-49	17.99				19.92	12.96	15.87				21.66	21.35	19.1	20.19
	50-59	19.64	22.31	26.36	15.96	20.13	13.77	16.2	29.73	20.51		24.42	21.89	20.2	21.36
60+		21.75		15.89	18.39	11.33	13.5	29.4	17.12		28.33	22.24	19.32	20.48	
total	total	16.91	17.69	20.72	13.56	14.51	9.43	14.24	20.75	15.09		19.57	15.28	15.37	16.2
	unknown														
	0-29	8.72	11.68	10.74	9.28	9.89	7.63	10.49				12.05	10.59	9.61	10.66
	30-39	16.57	18.44	20.84	14.53	15.86	10.62	14.82	21.56	16.79		17.75	16.05	15.65	17.03
	40-49	17.97	19.27	22.54	15.17	16.47	11.01	15.32				19.45	16.73	17.11	17.82
	50-59	19.35	20.22	24.94	15.55	16.4	11.12	15.72	24.29	16.47		21.89	16.61	17.54	18.59
60+		19.32		14.95	16.26	10.01	12.82	24.43	14.19		26.34	17.14	17.2	18.11	

The results in this table refer to all employees (Source: Eurostat database)

Source: SES results from Eurostat website

## Dimension 2 Income and benefits from employment

### a) Income from employment

#### Low pay

(Share of employed with below 1/2 and 2/3 of median hourly earnings)

2006		
	1/2	2/3
	(%)	
<b>total</b>	7%	20%
<b>female</b>	10%	27%
<b>male</b>	5%	14%
<b>age by up to under</b>		
15 - 25	23%	52%
25 - 35	8%	22%
35 - 45	5%	15%
45 - 55	5%	16%
55 - 65	7%	19%
<b>former territory of the Federal Republic of Germany new Länder and Berlin-East</b>	6%	17%
<b>without apprenticeship</b>	10%	30%
<b>with apprenticeship</b>	4%	14%
<b>graduate degree</b>	2%	4%
<b>without statements</b>	20%	49%
<b>Mining and quarrying (C)</b>	1%	4%
<b>Manufacturing (D)</b>	4%	14%
<b>Electricity, gas and water supply (E)</b>	1%	2%
<b>Construction (F)</b>	2%	14%
<b>Wholesale and retail trade; repair of motor vehicles, motorcycles and personal and household goods (G)</b>	9%	25%
<b>Hotels and restaurants (H)</b>	27%	62%
<b>Transport, storage and communication (I)</b>	9%	24%
<b>Financial intermediation (J)</b>	1%	3%
<b>Real estate, renting and business activities (K)</b>	13%	40%
<b>Education (M)</b>	4%	6%
<b>Health and social work (N)</b>	5%	15%
<b>Other community, social, personal service activities (O)</b>	12%	25%

The results in this table refer to a employed persons aged 15-64 not in education or training  
Source: own calculation from the national SES 2006

## Dimension 2 Income and benefits from employment

### a) Income from employment

#### Gender pay gap

#### Ergebnisse der Verdienststrukturerhebung 2006

	Gender Pay Gap in %
all	22.7
age	
younger than 25	2.0
25 - 54	22.3
55 - 64	29.7
65 and older	21.5

Source: own calculation from the national SES 2006

nace/time	2002	2006	2007
C - Manufacturing	6.6	5.2	5.7
C_TO_K	26.1	26.2	26.4
C_TO_O_NOT_L		22.7	23
D - Electricity, gas, s	26.8	28.2	28.6
E - Water supply; se	20.9	21.2	20.8
F - Construction	13	13.8	14.9
G - Wholesale and re	26.2	25	25
H - Transporting and	20.9	13.3	13.2
I - Accommodation a	10.2	9.3	8
J - Information and c	28.7	28.9	29
K - Financial and ins	32.1	29.8	30.3
M - Professional, sci		16.3	16.6
N - Administrative ar		24.3	24.2
O - Public administra		22	22.7

Source: SES results from Eurostat website (table: earn\_gr\_gpg)

**Dimension 2 Income and benefits from employment**

**b) Benefits from employment**

**Share of employees entitled to paid annual leave**

100% entitled to 24 days paid annual leave by law (Bundesurlaubsgesetz)

Dimension 2 Income and benefits from employment

b) Benefits from employment

Average length of paid annual leave

	annual leave		
	Total number of employees	full time employees	part time employees
Total	25	28	18
Men	27	28	16
Women	23	28	18
Age			
< 25 years	22	23	12
25 - 54 years	26	28	18
55 - 64 years	25	29	18
>= 65 years*	14	28	11

Source: own calculation from the national SES 2006

NACE	Year	sex/age	2006					
			TOTAL	0-29 years	30-39 years	40-49 years	50-59 years	60 years and older
C	female			29	24	28	25	
C	male			32	32	33	31	
C	total		32	32	31	33	30	
D	female		26	26			26	15
D	male		30	29			30	22
D	total		29	28	29	30	29	20
E	female						26	
E	male						28	
E	total		30	30	30	30	28	
F	female		22		22		22	13
F	male		29		30		30	19
F	total		29	29	29	29	29	18
G	female		23	24	23	23	23	14
G	male		28	27	29	30	29	18
G	total		26	25	26	26	26	16
H	female		21	21	21	22	22	11
H	male		23	22	25	26	26	16
H	total		22	21	23	23	23	13
I	female		25	25	26	26	25	13
I	male		27	25	29	29	28	17
I	total		27	25	28	28	27	16
J	female		26	29			24	16
J	male		30				30	23
J	total		28		28		27	20
K	female		21	23			20	12
K	male		26				27	16
K	total		24		25		24	14
M	female		23	23	23	23	23	19
M	male		27	21	27	29	28	24
M	total		24	22	24	25	25	22
N	female		25	25	24	25	26	19
N	male		28	24	29	30	29	21
N	total		26	25	25	26	26	20
O	female		24	22	24	25	25	17
O	male		27	23	28	29	29	20
O	total		26	22	26	27	27	19
C TO O NOT L	female		24	25	24	24	24	15
C TO O NOT L	male		29	27	29	30	29	20
C TO O NOT L	total		27	26	27	27	27	18

Source: SES results from Eurostat website (table earn\_ses06\_41)

employees	annual leave and other release days
1991	30.5
1992	30.9
1993	31.3
1994	31.4
1995	31.4
1996	31.3
1997	31.3
1998	31.3
1999	31.3
2000	31.2
2001	31.2
2002	31.1
2003	31
2004	31
2005	30.9
2006	30.9
2007	30.9
2008	31.1

Source: volume of labour accounts (IAB)

**Dimension 2 Income and benefits from employment**

**b) Benefits from employment**

**Share of employees entitled to sick leave**

100% of the employees are entitled to paid sick leave by law (Entgeltfortzahlungsgesetz)

**Dimension 2 Income and benefits from employment**

**b) Benefits from employment**

**Average number of days of sick leave per employee per year**

	number of days of sick leave
1991	11.1
1992	10.9
1993	10.6
1994	10.6
1995	11.2
1996	10.2
1997	9
1998	9
1999	9.3
2000	9.1
2001	9
2002	8.6
2003	7.7
2004	7.4
2005	7.5
2006	7.1
2007	6.9
2008	7.3

Source: volume of labour accounts (IAB)

**Dimension 2 Income and benefits from employment**

**b) Benefits from employment**

**Share of employees who have been on sick leave per year**

	<b>employees in sick leave</b>
	<b>%</b>
<b>1991</b>	5.12
<b>1992</b>	4.94
<b>1993</b>	4.78
<b>1994</b>	4.81
<b>1995</b>	5.11
<b>1996</b>	4.68
<b>1997</b>	4.15
<b>1998</b>	4.08
<b>1999</b>	4.21
<b>2000</b>	4.19
<b>2001</b>	4.14
<b>2002</b>	3.96
<b>2003</b>	3.54
<b>2004</b>	3.3
<b>2005</b>	3.4
<b>2006</b>	3.23
<b>2007</b>	3.17
<b>2008</b>	3.32

Source: volume of labour accounts (IAB)



### Dimension 3 Working hours and balancing work and non-working life

#### a) Working hours

Average annual (actual) hours worked per person per year

	2000	2001	2002	2003	2004	2005	2006	2007	2008
<b>Employees (full- and part-time)</b>	1372.8	1361	1351.5	1343.2	1341.1	1330.5	1327.1	1327.7	1325.2
<b>Employees (full-time)</b>	1664.2	1660.7	1658	1663.3	1678.8	1674.9	1678.4	1681.6	1676.5
<b>All employed persons (full- and part-time)</b>	1473	1458.4	1445.4	1438.9	1441.5	1434.1	1429.5	1431	1429.6

Source: volume of labour accounts (IAB)

### Dimension 3 Working hours and balancing work and non-working life

#### a) Working hours

Share of employed persons usually working 49 hours and more per week

SEX	age	all	non-manergerial*
male	15+	14.3%	12.8%
	15 - 64	14.2%	12.7%
	15 - 24	2.1%	2.0%
	25 - 34	10.6%	9.8%
	25 - 64	15.7%	14.1%
	35 - 44	16.4%	14.8%
	45 - 54	17.2%	15.3%
	55 - 64	18.6%	16.6%
	65 - 74	20.7%	18.5%
	70+	12.2%	10.9%
female	15+	4.1%	3.7%
	15 - 64	4.0%	3.7%
	15 - 24	0.9%	0.9%
	25 - 34	3.9%	3.5%
	25 - 64	4.4%	4.1%
	35 - 44	4.1%	3.8%
	45 - 54	4.8%	4.5%
	55 - 64	5.2%	4.9%
	65 - 74	5.8%	5.6%
	70+	7.8%	7.3%
total	15+	9.6%	8.7%
	15 - 64	9.5%	8.6%
	15 - 24	1.5%	1.5%
	25 - 34	7.4%	6.9%
	25 - 64	10.5%	9.5%
	35 - 44	10.8%	9.8%
	45 - 54	11.4%	10.2%
	55 - 64	12.8%	11.5%
65 - 74	15.1%	13.7%	
70+	10.7%	9.7%	

\* non manergerial: ISCO Major Groups 2-9

Source: own calculation from LFS 2008

	male	female	total
1998	14.7%	4.9%	10.5%
1999	15.0%	4.9%	10.6%
2000	15.1%	4.8%	10.5%
2001	14.3%	4.4%	9.9%
2002	14.1%	4.3%	9.8%
2003	13.2%	3.7%	8.9%
2004	13.8%	4.0%	9.4%
2005	14.7%	4.1%	9.8%
2006	14.8%	4.0%	9.9%
2007	14.8%	3.9%	9.8%
2008	14.3%	3.9%	9.5%

Source: LFS (calculation by Eurostat)

### Dimension 3 Working hours and balancing work and non-working life

#### a) Working hours

##### Share of employed persons working part time involuntarily

time	sex/age	15-24	15-64	15+	25-64	25+	55-64
1991	female	11.6%	5.4%	5.3%	5.1%	5.1%	4.4%
	male	/	7.5%	6.6%	7.6%	6.5%	/
	total	10.2%	5.6%	5.4%	5.3%	5.2%	4.0%
1992	female	9.7%	5.2%	5.2%	5.0%	5.0%	4.2%
	male	/	8.7%	7.8%	9.1%	8.0%	/
	total	8.8%	5.6%	5.4%	5.4%	5.3%	4.4%
1993	female	12.2%	6.8%	6.7%	6.6%	6.5%	6.3%
	male	/	8.7%	7.8%	9.2%	8.0%	/
	total	10.1%	7.0%	6.8%	6.8%	6.6%	6.1%
1994	female	14.7%	9.1%	9.0%	8.9%	8.8%	7.6%
	male	8.7%	13.8%	12.4%	14.8%	13.0%	/
	total	12.7%	9.6%	9.4%	9.4%	9.2%	7.8%
1995	female	20.6%	9.5%	9.4%	9.1%	8.9%	7.8%
	male	10.2%	14.4%	12.9%	15.1%	13.3%	13.4%
	total	17.2%	10.1%	9.8%	9.7%	9.4%	8.6%
1996	female	24.3%	11.8%	11.7%	11.3%	11.1%	9.8%
	male	15.6%	19.0%	17.0%	19.7%	17.2%	15.4%
	total	21.4%	12.6%	12.3%	12.1%	11.8%	10.5%
1997	female	22.7%	13.2%	13.1%	12.8%	12.6%	11.1%
	male	16.0%	22.1%	19.7%	23.4%	20.4%	13.6%
	total	20.3%	14.3%	13.9%	13.9%	13.5%	11.4%
1998	female	23.8%	13.5%	13.3%	13.0%	12.8%	11.2%
	male	13.2%	21.5%	19.3%	23.6%	20.6%	16.0%
	total	19.8%	14.5%	14.2%	14.2%	13.8%	12.0%
1999	female	20.7%	12.7%	12.5%	12.3%	12.1%	10.5%
	male	13.1%	21.6%	19.4%	23.6%	20.8%	14.4%
	total	18.0%	13.8%	13.5%	13.5%	13.2%	11.2%
2000	female	18.6%	11.7%	11.6%	11.3%	11.2%	10.2%
	male	11.7%	20.6%	18.4%	23.0%	19.9%	15.3%
	total	16.1%	12.8%	12.5%	12.6%	12.2%	11.1%
2001	female	20.6%	11.8%	11.6%	11.3%	11.1%	11.0%
	male	10.4%	19.0%	17.0%	21.3%	18.5%	12.9%
	total	16.9%	12.7%	12.4%	12.4%	12.0%	11.4%
2002	female	17.2%	11.6%	11.5%	11.3%	11.1%	10.2%
	male	14.4%	22.1%	19.6%	24.2%	20.8%	16.9%
	total	16.1%	13.1%	12.7%	12.8%	12.4%	11.5%
2003	female	19.5%	13.6%	13.4%	13.2%	13.0%	12.1%
	male	16.6%	26.7%	23.7%	29.3%	25.3%	16.7%
	total	18.5%	15.3%	14.9%	15.1%	14.6%	13.0%
2004	female	25.3%	15.7%	15.4%	15.1%	14.9%	13.5%
	male	19.0%	31.2%	27.7%	34.3%	29.5%	20.1%
	total	22.9%	17.8%	17.3%	17.4%	16.9%	14.7%
2005	female	29.7%	18.3%	18.0%	17.6%	17.3%	16.2%
	male	25.8%	37.3%	32.9%	40.3%	34.5%	23.7%
	total	28.2%	21.3%	20.5%	20.7%	19.9%	17.6%
2006	female	30.5%	20.1%	19.7%	19.4%	19.0%	19.4%
	male	24.0%	38.5%	34.1%	42.7%	36.6%	30.5%
	total	27.8%	23.1%	22.3%	22.7%	21.8%	21.7%
2007	female	27.5%	19.5%	19.2%	18.9%	18.5%	20.4%
	male	20.7%	37.3%	33.5%	42.0%	36.7%	34.2%
	total	24.9%	22.5%	21.8%	22.3%	21.5%	23.1%
2008	female	26.9%	19.5%	19.0%	18.9%	18.5%	21.1%
	male	21.2%	36.7%	32.2%	41.0%	34.8%	32.6%
	total	24.5%	22.5%	21.6%	22.3%	21.3%	23.3%

Part-time: Self-declared status

Source: LFS

### Dimension 3 Working hours and balancing work and non-working life

#### b) Working time arrangements

##### Percentage of employed people who usually work at night/evening

###### night work

time	sex/age	15-24	15-64	15 +	55-64
1992	female	4.8%	4.7%	4.7%	3.7%
	male	7.5%	9.6%	9.6%	7.5%
	total	6.2%	7.6%	7.6%	6.3%
1993	female	4.4%	4.7%	4.7%	3.9%
	male	7.1%	9.5%	9.4%	7.1%
	total	5.9%	7.5%	7.4%	6.0%
1994	female	5.2%	4.9%	4.9%	4.3%
	male	6.5%	9.0%	8.9%	6.6%
	total	5.9%	7.3%	7.3%	5.8%
1995	female	4.9%	4.9%	4.8%	4.1%
	male	7.0%	9.6%	9.6%	6.8%
	total	6.0%	7.6%	7.6%	5.8%
1996	female	4.6%	4.5%	4.5%	3.5%
	male	6.2%	8.7%	8.7%	6.3%
	total	5.5%	6.9%	6.9%	5.3%
1997	female	4.6%	4.6%	4.6%	3.4%
	male	5.7%	8.8%	8.8%	6.8%
	total	5.2%	7.0%	7.0%	5.5%
2005	female	5.8%	5.5%	5.5%	3.5%
	male	8.2%	11.1%	11.0%	7.2%
	total	7.1%	8.6%	8.5%	5.6%
2006	female	6.2%	5.8%	5.8%	3.8%
	male	8.8%	11.6%	11.4%	8.1%
	total	7.6%	8.9%	8.9%	6.2%
2007	female	6.0%	6.1%	6.1%	4.5%
	male	9.2%	11.8%	11.7%	8.2%
	total	7.7%	9.2%	9.1%	6.6%
2008	female	6.0%	5.9%	5.8%	4.7%
	male	7.8%	11.6%	11.5%	7.6%
	total	7.0%	9.0%	8.9%	6.3%

Source: LFS

###### evening work

time	sex/age	15-24	15-64	15 +	55-64
1992	female	12.2%	12.9%	12.9%	14.6%
	male	11.9%	17.3%	17.3%	16.4%
	total	12.1%	15.5%	15.5%	15.9%
1993	female	11.1%	12.4%	12.5%	13.7%
	male	10.6%	16.4%	16.4%	15.4%
	total	10.8%	14.7%	14.8%	14.8%
1994	female	13.2%	13.6%	13.7%	14.2%
	male	11.3%	17.4%	17.4%	16.0%
	total	12.2%	15.8%	15.8%	15.4%
1995	female	12.4%	12.9%	12.9%	12.8%
	male	10.9%	17.3%	17.3%	14.8%
	total	11.6%	15.4%	15.4%	14.0%
1996	female	15.1%	15.5%	15.5%	14.4%
	male	11.8%	19.5%	19.4%	17.3%
	total	13.4%	17.8%	17.8%	16.2%
1997	female	16.5%	16.4%	16.4%	16.2%
	male	12.2%	20.1%	20.1%	18.3%
	total	14.2%	18.5%	18.5%	17.5%
2005	female	25.1%	22.8%	22.7%	18.7%
	male	19.0%	27.7%	27.6%	22.9%
	total	21.9%	25.4%	25.3%	21.2%
2006	female	27.9%	23.7%	23.7%	18.5%
	male	20.4%	29.0%	28.9%	24.7%
	total	23.9%	26.6%	26.5%	22.0%
2007	female	27.1%	24.1%	24.1%	19.8%
	male	21.0%	29.4%	29.3%	24.5%
	total	23.9%	27.0%	26.9%	22.5%
2008	female	28.5%	24.7%	24.6%	20.9%
	male	20.8%	29.5%	29.3%	23.7%
	total	24.4%	27.3%	27.1%	22.5%

Source: LFS

### Dimension 3 Working hours and balancing work and non-working life

#### b) Working time arrangements

#### Percentage of employed people who usually work on Saturday or Sunday

##### Saturday work

time	sex/age	15-24	15-64	15 +	55-64
1992	female	24.0%	22.4%	22.6%	28.4%
	male	13.9%	19.9%	20.0%	24.3%
	total	18.7%	20.9%	21.1%	25.6%
1993	female	26.2%	24.0%	24.2%	30.2%
	male	14.5%	20.5%	20.7%	25.4%
	total	20.0%	22.0%	22.2%	27.0%
1994	female	24.1%	22.4%	22.6%	27.0%
	male	13.4%	19.6%	19.8%	23.5%
	total	18.5%	20.8%	21.0%	24.7%
1995	female	26.3%	24.0%	24.1%	26.8%
	male	14.8%	21.4%	21.6%	24.4%
	total	20.3%	22.5%	22.6%	25.2%
1996	female	25.9%	24.2%	24.4%	26.6%
	male	14.8%	21.5%	21.7%	24.1%
	total	20.0%	22.7%	22.8%	25.1%
1997	female	25.6%	24.0%	24.1%	25.8%
	male	14.5%	21.7%	21.9%	24.3%
	total	19.7%	22.7%	22.9%	24.8%
2005	female	31.8%	26.5%	26.6%	24.4%
	male	20.8%	24.8%	24.9%	23.4%
	total	26.0%	25.6%	25.7%	23.8%
2006	female	30.9%	26.6%	26.7%	23.9%
	male	22.4%	26.1%	26.2%	25.4%
	total	26.4%	26.4%	26.5%	24.8%
2007	female	32.4%	27.6%	27.6%	25.4%
	male	22.7%	26.2%	26.3%	23.9%
	total	27.2%	26.8%	26.9%	24.6%
2008	female	33.0%	27.1%	27.1%	24.8%
	male	22.6%	25.9%	25.9%	23.8%
	total	27.5%	26.4%	26.5%	24.2%

Source: LFS

##### Sunday work

time	sex/age	15_24	15_64	15_MAX	55_64
1992	female	8.7%	10.1%	10.2%	13.2%
	male	6.6%	10.4%	10.5%	12.4%
	total	7.6%	10.3%	10.4%	12.7%
1993	female	9.5%	10.9%	11.0%	14.1%
	male	7.0%	10.7%	10.8%	12.9%
	total	8.1%	10.8%	10.9%	13.3%
1994	female	9.3%	10.2%	10.3%	12.5%
	male	6.3%	10.1%	10.2%	11.9%
	total	7.8%	10.1%	10.2%	12.1%
1995	female	10.1%	11.1%	11.2%	12.8%
	male	7.0%	11.0%	11.1%	12.4%
	total	8.5%	11.0%	11.1%	12.5%
1996	female	10.7%	11.3%	11.4%	12.8%
	male	7.0%	11.3%	11.4%	12.6%
	total	8.7%	11.3%	11.4%	12.7%
1997	female	10.5%	11.3%	11.3%	11.8%
	male	6.8%	11.2%	11.3%	12.4%
	total	8.5%	11.3%	11.3%	12.2%
2005	female	14.1%	13.3%	13.3%	11.9%
	male	9.9%	13.3%	13.4%	12.4%
	total	11.9%	13.3%	13.3%	12.2%
2006	female	14.3%	13.2%	13.3%	12.2%
	male	10.3%	13.7%	13.8%	13.3%
	total	12.2%	13.5%	13.5%	12.8%
2007	female	15.0%	14.3%	14.3%	13.4%
	male	10.6%	14.0%	14.0%	13.2%
	total	12.7%	14.1%	14.2%	13.3%
2008	female	13.7%	13.5%	13.6%	13.4%
	male	10.3%	14.0%	14.0%	13.0%
	total	11.9%	13.8%	13.8%	13.2%

Source: LFS

### Dimension 3 Working hours and balancing work and non-working life

#### b) Working time arrangements

##### Share of employees with flexible work schedules

age	Working time arrangement	female	male	total
		2004		
15-64	no answer	20.2%	19.5%	19.8%
	total	100.0%	100.0%	100.0%
	Fixed start and end of a working day	40.3%	36.5%	38.3%
	Staggered working hours, banded start and end	4.0%	4.2%	4.1%
	Working time banking with possibility only to take	14.4%	15.1%	14.8%
	Working time banking with possibility to take full	14.0%	17.1%	15.7%
	Start and end of working day varying by individu	3.9%	3.8%	3.9%
	Determines own work schedule (no formal bound	1.4%	1.9%	1.7%
Other	1.8%	1.8%	1.8%	
15-24	no answer	20.2%	21.2%	20.7%
	total	100.0%	100.0%	100.0%
	Fixed start and end of a working day	47.2%	50.5%	49.0%
	Staggered working hours, banded start and end	3.5%	2.7%	3.1%
	Working time banking with possibility only to take	12.9%	10.7%	11.8%
	Working time banking with possibility to take full	9.5%	9.3%	9.4%
	Start and end of working day varying by individu	3.7%	2.9%	3.3%
	Determines own work schedule (no formal bound	1.0%	0.9%	0.9%
Other	1.9%	1.7%	1.8%	
25-54	no answer	20.2%	19.3%	19.7%
	total	100.0%	100.0%	100.0%
	Fixed start and end of a working day	38.9%	34.6%	36.6%
	Staggered working hours, banded start and end	4.0%	4.3%	4.2%
	Working time banking with possibility only to take	14.7%	15.8%	15.3%
	Working time banking with possibility to take full	15.1%	18.5%	16.9%
	Start and end of working day varying by individu	3.9%	3.8%	3.9%
	Determines own work schedule (no formal bound	1.4%	1.9%	1.7%
Other	1.7%	1.8%	1.7%	
55-64	no answer	19.9%	19.5%	19.7%
	total	100.0%	100.0%	100.0%
	Fixed start and end of a working day	42.2%	34.6%	37.8%
	Staggered working hours, banded start and end	4.3%	4.4%	4.4%
	Working time banking with possibility only to take	13.7%	14.9%	14.4%
	Working time banking with possibility to take full	11.4%	16.5%	14.3%
	Start and end of working day varying by individu	4.4%	4.6%	4.5%
	Determines own work schedule (no formal bound	2.2%	2.9%	2.6%
Other	1.9%	2.5%	2.2%	

Source: LFS Ad-hoc modul 2004

**Dimension 3 Working hours and balancing work and non-working life**

**c) Balancing work and non-working life**

**Ratio of employment rate for women with children under compulsory school age to the employment rate of all women aged 20-49**

	2000	2001	2002	2003	2004	2005	2006	2007	2008
<b>Ratio of employment rate for men with children under compulsory school age to the employment rate of all men aged 20-49</b>	1.08	1.09	1.10	1.10	1.11	1.10	1.10	1.09	1.09
<b>Ratio of employment rate for women with children under compulsory school age to the employment rate of all women aged 20-49</b>	0.71	0.71	0.72	0.74	0.73	0.74	0.74	0.76	0.81

Source: LFS (calculation by Eurostat)

Dimension 3 Working hours and balancing work and non-working life

c) Balancing work and non-working life

Share of men and/or women with children under the age of 18 years who receive "Elterngeld" (family leave benefits)

sex	age	and/or women receiving "Elterngeld" (family leave benefits)
male	15-24	/
	25-34	1.65%
	35-44	0.74%
	45-54	/
	55-64	/
	65-74	/
	75+	/
	15-64	0.80%
	total	0.80%
	female	15-24
25-34		17.43%
35-44		3.74%
45-54		/
55-64		/
65-74		/
75+		/
15-64		7.57%
total		7.57%
total		15-24
	25-34	11.80%
	35-44	2.40%
	45-54	/
	55-64	/
	65-74	/
	75+	/
	15-64	4.48%
	total	4.47%

Source: German Microcensus 2008

/ : unreliable data



**Dimension 4 Stability and security of work, and social protection**

**a) Stability and security of work**

**Percentage of employees (>=25 years of age) with temporary jobs**

time	sex/age	25_64	25_MAX	55_64
1991	F	6.8%	6.9%	5.2%
	M	5.2%	5.2%	4.0%
	T	5.9%	5.9%	4.4%
1992	F	7.1%	7.1%	5.0%
	M	5.6%	5.6%	2.9%
	T	6.2%	6.2%	3.6%
1993	F	6.6%	6.6%	4.1%
	M	5.1%	5.2%	2.9%
	T	5.7%	5.7%	3.3%
1994	F	6.8%	6.8%	4.4%
	M	5.3%	5.3%	3.5%
	T	5.9%	5.9%	3.8%
1995	F	7.0%	7.0%	4.8%
	M	5.6%	5.6%	3.6%
	T	6.2%	6.2%	4.1%
1996	F	6.8%	6.8%	4.6%
	M	6.1%	6.2%	4.3%
	T	6.4%	6.4%	4.4%
1997	F	7.0%	7.0%	4.8%
	M	6.1%	6.1%	4.1%
	T	6.5%	6.5%	4.4%
1998	F	7.2%	7.1%	4.4%
	M	6.4%	6.4%	4.0%
	T	6.7%	6.7%	4.1%
1999	F	7.9%	7.8%	4.7%
	M	7.1%	7.1%	4.1%
	T	7.4%	7.4%	4.3%
2000	F	7.6%	7.6%	4.2%
	M	6.7%	6.7%	4.5%
	T	7.1%	7.1%	4.4%
2001	F	7.3%	7.3%	4.5%
	M	6.4%	6.4%	4.3%
	T	6.8%	6.8%	4.4%
2002	F	6.8%	6.8%	3.9%
	M	6.1%	6.1%	4.6%
	T	6.4%	6.4%	4.3%
2003	F	6.8%	6.8%	3.9%
	M	6.3%	6.3%	4.4%
	T	6.5%	6.5%	4.2%
2004	F	6.7%	6.7%	3.8%
	M	6.5%	6.5%	4.0%
	T	6.6%	6.6%	3.9%
2005	F	8.0%	8.0%	4.2%
	M	7.9%	7.9%	4.7%
	T	8.0%	8.0%	4.5%
2006	F	8.5%	8.4%	4.1%
	M	8.4%	8.4%	4.8%
	T	8.4%	8.4%	4.5%
2007	F	8.7%	8.6%	4.3%
	M	8.3%	8.3%	4.7%
	T	8.4%	8.4%	4.5%
2008	F	8.9%	8.9%	4.1%
	M	8.4%	8.4%	4.7%
	T	8.7%	8.7%	4.5%

Source: LFS (table: lfsa\_etpga)

## Dimension 4 Stability and security of work, and social protection

### a) Stability and security of work

Percentage of employees 25 years of age with job tenure (less than 1yr, 1-3yr, more than 3yr) on all employees

Duration of temporary contracts		Share on all temporary employed (25-64 years)		
		>3 years	13-36 months	1-12 months
1992	female	5.1%	17.1%	32.2%
	male	11.1%	18.0%	28.1%
	total	8.3%	17.5%	30.0%
1993	female	7.2%	22.8%	32.5%
	male	13.6%	20.5%	29.9%
	total	10.6%	21.6%	31.1%
1994	female	6.9%	23.9%	38.7%
	male	12.5%	22.8%	34.7%
	total	9.8%	23.3%	36.6%
1995	female	8.1%	28.3%	52.5%
	male	17.1%	25.6%	47.0%
	total	12.8%	26.9%	49.6%
1996	female	10.5%	29.5%	55.3%
	male	19.5%	26.7%	48.7%
	total	15.4%	28.0%	51.7%
1997	female	9.8%	29.9%	54.9%
	male	17.6%	25.5%	49.9%
	total	13.9%	27.6%	52.3%
1998	female	8.6%	29.1%	58.9%
	male	15.9%	25.2%	55.1%
	total	12.5%	27.0%	56.9%
1999	female	8.2%	27.6%	59.6%
	male	14.3%	24.6%	55.7%
	total	11.4%	26.0%	57.5%
2000	female	8.0%	27.9%	59.8%
	male	14.4%	25.7%	55.0%
	total	11.3%	26.7%	57.3%
2001	female	7.5%	30.3%	60.0%
	male	16.3%	27.0%	54.5%
	total	12.0%	28.6%	57.1%
2002	female	10.0%	30.9%	56.3%
	male	16.1%	28.4%	53.0%
	total	13.1%	29.6%	54.6%
2003	female	9.0%	32.7%	55.8%
	male	15.9%	26.8%	54.9%
	total	12.6%	29.6%	55.3%
2004	female	9.7%	30.6%	57.7%
	male	16.2%	26.9%	54.2%
	total	13.1%	28.7%	55.9%
2005	female	8.5%	29.7%	60.3%
	male	16.1%	26.1%	56.3%
	total	12.5%	27.8%	58.2%
2006	female	7.6%	29.2%	61.1%
	male	14.4%	24.7%	58.4%
	total	11.2%	26.9%	59.7%
2007	female	6.4%	29.0%	62.7%
	male	13.3%	25.7%	59.2%
	total	9.9%	27.3%	60.9%
2008	female	6.5%	28.1%	63.2%
	male	11.5%	25.9%	60.0%
	total	9.1%	27.0%	61.6%

Source: own calculation from LFS

#### Dimension 4 Stability and security of work, and social protection

##### a) Stability and security of work

##### Percentage of employed who are unincorporated self-employed

time	sex/age	Y15_24	Y15_64	Y25_49	Y50_64
1991	female	0.6%	2.6%	3.0%	3.3%
	male	1.3%	4.2%	4.1%	6.1%
	total	0.9%	3.6%	3.6%	5.1%
1992	female	0.4%	2.8%	3.1%	3.7%
	male	1.1%	4.3%	4.4%	5.9%
	total	0.8%	3.7%	3.8%	5.1%
1993	female	0.6%	3.0%	3.3%	3.9%
	male	1.2%	4.4%	4.5%	5.8%
	total	0.9%	3.8%	4.0%	5.1%
1994	female	0.5%	2.9%	3.1%	3.7%
	male	1.3%	4.6%	4.7%	5.8%
	total	0.9%	3.9%	4.0%	5.0%
1995	female	0.5%	3.1%	3.4%	4.0%
	male	1.2%	4.8%	4.9%	6.0%
	total	0.9%	4.1%	4.3%	5.2%
1996	female	0.8%	3.4%	3.7%	4.1%
	male	1.2%	5.2%	5.4%	6.2%
	total	1.0%	4.4%	4.7%	5.4%
1997	female	0.6%	3.7%	3.9%	4.7%
	male	1.2%	5.4%	5.6%	6.6%
	total	0.9%	4.7%	4.9%	5.9%
1998	female	0.5%	3.6%	3.7%	5.0%
	male	1.2%	5.5%	5.7%	7.0%
	total	0.9%	4.7%	4.8%	6.2%
1999	female	0.7%	3.6%	3.6%	5.3%
	male	1.2%	5.5%	5.6%	7.3%
	total	0.9%	4.7%	4.7%	6.5%
2000	female	0.8%	3.7%	3.9%	5.0%
	male	1.1%	5.7%	5.8%	7.6%
	total	0.9%	4.8%	5.0%	6.5%
2001	female	0.7%	3.6%	3.7%	5.0%
	male	1.3%	5.6%	5.7%	7.6%
	total	1.0%	4.8%	4.8%	6.5%
2002	female	0.7%	3.7%	3.8%	4.8%
	male	1.2%	5.8%	5.7%	7.9%
	total	1.0%	4.8%	4.9%	6.6%
2003	female	1.1%	3.9%	4.0%	5.2%
	male	1.3%	6.2%	6.2%	8.4%
	total	1.2%	5.2%	5.2%	7.0%
2004	female	0.6%	4.1%	4.4%	5.0%
	male	1.3%	6.7%	6.9%	8.4%
	total	1.0%	5.5%	5.8%	6.9%
2005	female	1.1%	4.7%	5.0%	5.7%
	male	1.6%	7.2%	7.5%	8.8%
	total	1.4%	6.0%	6.3%	7.4%
2006	female	1.3%	4.7%	5.0%	5.5%
	male	1.7%	7.0%	7.2%	8.9%
	total	1.5%	6.0%	6.2%	7.4%
2007	female	1.2%	4.7%	5.0%	5.7%
	male	1.3%	6.7%	7.0%	8.3%
	total	1.3%	5.8%	6.1%	7.2%
2008	female	n.a.	4.6%	4.9%	5.6%
	male	1.3%	6.6%	6.9%	8.2%
	total	1.1%	5.7%	6.0%	7.0%

Own account workers are shown as a proxy for unincorporated self-employed

Source: own calculation from LFS

Dimension 4 Stability and security of work, and social protection

b) Social protection

Share of employees covered by unemployment insurance

	Nationality	age/sex	total	male	female	
30.06.2008	German (national)	15 - 24 years	79%	82%	76%	
		25 - 54 years	90%	96%	84%	
		55 - 64 years	81%	87%	75%	
		65 years and older	15%	18%	10%	
		15 - 64 years	87%	93%	81%	
		15 years and older	85%	91%	80%	
	non-national	15 - 24 years	73%	78%	68%	
		25 - 54 years	83%	92%	72%	
		55 - 64 years	82%	88%	75%	
		65 years and older	24%	27%	19%	
		15 - 64 years	82%	90%	72%	
		15 years and older	81%	89%	71%	
	total	15 - 24 years	79%	79%	82%	75%
		25 - 54 years	89%	89%	95%	83%
		55 - 64 years	81%	81%	87%	75%
65 years and older		15%	15%	19%	10%	
15 - 64 years		87%	87%	93%	81%	
15 years and older		85%	85%	90%	79%	
30.06.2007	German (national)	15 - 24 years	79%	82%	76%	
		25 - 54 years	89%	96%	83%	
		55 - 64 years	80%	87%	74%	
		65 years and older	14%	17%	10%	
		15 - 64 years	87%	93%	81%	
		15 years and older	85%	90%	79%	
	non-national	15 - 24 years	73%	73%	77%	67%
		25 - 54 years	83%	83%	91%	71%
		55 - 64 years	83%	83%	89%	75%
		65 years and older	24%	24%	26%	19%
		15 - 64 years	81%	81%	89%	71%
		15 years and older	81%	81%	89%	71%
	total	15 - 24 years	79%	79%	82%	75%
		25 - 54 years	89%	89%	95%	82%
		55 - 64 years	81%	81%	87%	74%
65 years and older		14%	14%	18%	10%	
15 - 64 years		87%	87%	92%	80%	
15 years and older		85%	85%	90%	79%	
30.06.2006	German (national)	15 - 24 years	79%	81%	76%	
		25 - 54 years	89%	95%	83%	
		55 - 64 years	79%	86%	72%	
		65 years and older	13%	17%	9%	
		15 - 64 years	87%	92%	81%	
		15 years and older	85%	90%	79%	
	non-national	15 - 24 years	72%	72%	76%	67%
		25 - 54 years	83%	83%	91%	72%
		55 - 64 years	83%	83%	89%	74%
		65 years and older	23%	23%	26%	18%
		15 - 64 years	81%	81%	89%	71%
		15 years and older	81%	81%	88%	71%
	total	15 - 24 years	78%	78%	81%	75%
		25 - 54 years	89%	89%	95%	82%
		55 - 64 years	79%	79%	86%	72%
65 years and older		13%	13%	17%	10%	
15 - 64 years		86%	86%	92%	80%	
15 years and older		84%	84%	90%	79%	

30.06.2005	German (national)	15 - 24 years	79%	81%	76%
		25 - 54 years	90%	96%	84%
		55 - 64 years	78%	85%	71%
		65 years and older	13%	17%	10%
		15 - 64 years	87%	92%	81%
	15 years and older	85%	90%	79%	
	non-national	15 - 24 years	72%	76%	67%
		25 - 54 years	83%	91%	72%
		55 - 64 years	83%	89%	74%
		65 years and older	24%	27%	19%
		15 - 64 years	82%	89%	72%
	total	15 years and older	81%	88%	71%
		15 - 24 years	78%	80%	76%
		25 - 54 years	89%	95%	83%
		55 - 64 years	79%	85%	71%
65 years and older		14%	17%	10%	
30.06.2004	German (national)	15 - 24 years	79%	80%	77%
		25 - 54 years	90%	96%	83%
		55 - 64 years	77%	84%	69%
		65 years and older	15%	19%	11%
		15 - 64 years	87%	92%	81%
	15 years and older	85%	90%	79%	
	non-national	15 - 24 years	73%	78%	68%
		25 - 54 years	84%	92%	73%
		55 - 64 years	83%	89%	73%
		65 years and older	27%	30%	22%
		15 - 64 years	83%	90%	73%
	total	15 years and older	82%	89%	72%
		15 - 24 years	78%	80%	76%
		25 - 54 years	89%	95%	83%
		55 - 64 years	77%	84%	69%
65 years and older		15%	19%	11%	
30.06.2003	German (national)	15 - 24 years	80%	82%	78%
		25 - 54 years	91%	97%	85%
		55 - 64 years	77%	85%	69%
		65 years and older	17%	21%	12%
		15 - 64 years	88%	93%	82%
	15 years and older	86%	92%	81%	
	non-national	15 - 24 years	78%	82%	72%
		25 - 54 years	87%	94%	76%
		55 - 64 years	84%	90%	73%
		65 years and older	31%	34%	25%
		15 - 64 years	85%	92%	75%
	total	15 years and older	85%	92%	75%
		15 - 24 years	80%	82%	78%
		25 - 54 years	90%	96%	84%
		55 - 64 years	78%	85%	69%
65 years and older		17%	21%	12%	
total	15 - 64 years	88%	93%	82%	
	15 years and older	86%	92%	80%	

30.06.2002	German (national)	15 - 24 years	81%	83%	79%
		25 - 54 years	92%	97%	86%
		55 - 64 years	77%	85%	68%
		65 years and older	17%	22%	13%
		15 - 64 years	88%	94%	83%
	non-national	15 years and older	87%	93%	81%
		15 - 24 years	80%	85%	74%
		25 - 54 years	88%	96%	77%
		55 - 64 years	84%	90%	72%
		65 years and older	32%	36%	26%
	total	15 - 64 years	86%	94%	76%
		15 years and older	86%	93%	76%
		15 - 24 years	81%	83%	79%
		25 - 54 years	91%	97%	85%
		55 - 64 years	77%	85%	68%
30.06.2001	German (national)	65 years and older	18%	22%	13%
		15 - 64 years	88%	94%	82%
		15 years and older	87%	93%	81%
		15 - 24 years	81%	84%	79%
		25 - 54 years	92%	98%	86%
	non-national	55 - 64 years	77%	85%	67%
		65 years and older	17%	21%	12%
		15 - 64 years	89%	94%	83%
		15 years and older	87%	93%	81%
		15 - 24 years	81%	86%	74%
	total	25 - 54 years	89%	96%	78%
		55 - 64 years	84%	90%	71%
		65 years and older	32%	37%	26%
		15 - 64 years	87%	94%	77%
		15 years and older	87%	94%	76%
30.06.2000	German (national)	15 - 24 years	81%	84%	79%
		25 - 54 years	92%	97%	86%
		55 - 64 years	77%	85%	68%
		65 years and older	17%	22%	13%
		15 - 64 years	88%	94%	83%
	non-national	15 years and older	87%	93%	81%
		15 - 24 years	81%	84%	79%
		25 - 54 years	92%	97%	85%
		55 - 64 years	77%	85%	67%
		65 years and older	17%	22%	13%
	total	15 - 64 years	89%	94%	82%
		15 years and older	87%	93%	81%
		15 - 24 years	82%	84%	80%
		25 - 54 years	92%	98%	86%
		55 - 64 years	77%	86%	67%
non-national	65 years and older	16%	21%	12%	
	15 - 64 years	89%	94%	83%	
	15 years and older	88%	93%	82%	
	15 - 24 years	81%	86%	75%	
	25 - 54 years	89%	96%	78%	
total	55 - 64 years	84%	91%	71%	
	65 years and older	32%	37%	24%	
	15 - 64 years	87%	94%	77%	
	15 years and older	87%	94%	77%	
	15 - 24 years	82%	85%	80%	
non-national	25 - 54 years	92%	98%	86%	
	55 - 64 years	78%	86%	67%	
	65 years and older	17%	21%	12%	
	15 - 64 years	89%	94%	83%	
	15 years and older	88%	93%	81%	

Source: National Employment Office

#### Dimension 4 Stability and security of work, and social protection

##### b) Social protection

##### Public social security expenditure as share of GDP

	Public Social Expenditure as a share of GDP
1990	25.9
1991	27.6
1992	29.2
1993	29.9
1994	29.7
1995	30.3
1996	31.2
1997	30.7
1998	30.7
1999	31.1
2000	31.2
2001	31.3
2002	31.9
2003	32.3
2004	31.5
2005	31.3
2006	30.3
2007p	29.3
2008s	29
2009s	31.9

p: preliminary  
s: estimation

Source: Bundesministerium für Arbeit und Soziales (BMAS), 2009: Sozialbericht 2009. Berlin. At: [http://www.bmas.de/coremedia/generator/33916/property=pdf/a101-09\\_\\_sozialbericht\\_\\_2009.pdf](http://www.bmas.de/coremedia/generator/33916/property=pdf/a101-09__sozialbericht__2009.pdf)

Dimension 4 Stability and security of work, and social protection

b) Social protection

Share of economically active population contributing to a pension fund

		Share of economically active population contributing to a pension fund	
sex	age	2008	1998
male	15-24	84.85%	86.19%
	25-34	86.59%	85.77%
	35-44	83.93%	84.65%
	45-54	82.34%	82.05%
	55-64	77.75%	79.78%
	65-74	5.00%	11.66%
	75+	0.00%	12.58%
	total	83.27%	83.12%
female	15-24	83.27%	85.40%
	25-34	85.69%	83.44%
	35-44	84.50%	80.81%
	45-54	84.79%	80.75%
	55-64	81.41%	75.42%
	65-74	4.21%	12.66%
	75+	0.00%	12.43%
	total	84.25%	81.40%
total	15-24	83.23%	80.87%
	25-34	84.13%	85.84%
	35-44	86.18%	84.75%
	45-54	84.19%	82.96%
	55-64	83.49%	81.48%
	65-74	79.35%	78.10%
	75+	4.70%	12.01%
	total	0.00%	12.52%
	15-64	83.71%	82.80%
	total	82.49%	82.15%

Source: German Microcensus 1998 and 2008



## Dimension 5 Social dialogue and workplace relationships

### a) Social dialogue

#### Share of employees covered by collective wage bargaining

	collective agreement	no collective agreement
	in %	
total	43.6	56.4
male	42.8	57.2
female	44.7	55.3
age		
younger than 25	19.5	80.5
25 - 54	46.3	53.7
55 - 64	52.1	47.9
65 and older	9.3	90.7

Source: Own calculation from SES 2006

## Dimension 5 Social dialogue

### a) Social dialogue

#### Average number of days not worked due to strikes and lockouts

Economic activity ISIC-Rev.3	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
<b>Total (1)</b>	2.3	0.3	0.8	8.9	4.8	1.3	0.5	12.4	8.1	3.7
<b>A</b>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	...
<b>B</b>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	...
<b>C</b>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	...
<b>D</b>	8.2	0.6	2.7	31.5	21.5	6.3	1.9	10.8	5.0	...
<b>E</b>	0.0	0.6	0.0	0.3	0.0	0.5	0.1	0.2	0.0	...
<b>F</b>	0.0	0.0	0.0	26.9	0.0	0.0	0.0	0.0	4.7	...
<b>G</b>	0.5	0.2	0.0	0.7	0.2	0.1	0.4	0.1	6.3	...
<b>H</b>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.8	0.0	...
<b>I</b>	0.6	0.3	2.4	1.9	0.1	0.6	0.1	0.6	102.0	...
<b>J</b>	8.7	0.0	0.0	2.7	0.0	0.0	0.0	0.2	0.0	...
<b>K</b>	0.0	0.0	0.0	0.4	0.0	0.0	0.0	0.3	0.0	...
<b>L (1)</b>	0.0	0.0	0.0	0.1	0.0	0.0	0.6	52.4	0.0	...
<b>M</b>	0.0	0.0	0.0	0.1	0.0	0.0	0.3	7.0	0.0	...
<b>N</b>	0.0	0.0	0.0	0.0	0.0	0.1	0.2	41.4	0.0	...
<b>O</b>	0.0	1.9	0.0	0.0	0.0	0.0	0.0	14.1	0.0	...
<b>P</b>	.	.	.	.	.	.	.	.	.	...
<b>Q</b>	.	.	.	.	.	.	.	.	.	...
<b>X (b)</b>	.	.	.	.	.	.	.	.	.	...

(1) Excl. public administration.

(b) Not classifiable by economic activity; including the data on public administration and all other public establishments and firms ('public sector') in case they are not included in the breakdown by economic activities.

. : not available

-. : not yet available

Source: European Statistics on Labour Disputes (table strk\_dw\_na)

## Dimension 6 Skills development and life-long learning

### Share of employed persons in high skilled occupations

time	sex/age	15_24	15_64	15_MAX	25_64	25_MAX	55_64	65_MAX
1992	female	26.4%	35.3%	35.3%	37.1%	37.1%	27.4%	32.0%
	male	10.2%	31.6%	31.7%	34.8%	34.9%	35.8%	46.0%
	total	17.9%	33.2%	33.2%	35.7%	35.8%	33.1%	40.2%
1993	female	28.3%	37.5%	37.4%	39.1%	39.0%	29.4%	30.0%
	male	11.2%	33.1%	33.2%	36.2%	36.3%	38.0%	47.6%
	total	19.2%	34.9%	35.0%	37.4%	37.4%	35.1%	40.4%
1994	female	28.7%	38.0%	38.0%	39.6%	39.6%	30.4%	35.1%
	male	11.3%	33.7%	33.9%	36.6%	36.8%	39.6%	49.9%
	total	19.6%	35.5%	35.6%	37.9%	37.9%	36.4%	44.3%
1995	female	28.6%	38.8%	38.8%	40.4%	40.3%	32.9%	26.1%
	male	11.6%	34.4%	34.5%	37.1%	37.3%	39.4%	54.1%
	total	19.7%	36.3%	36.3%	38.5%	38.5%	37.1%	45.5%
1996	female	32.1%	40.1%	40.1%	41.2%	41.2%	34.3%	36.7%
	male	12.5%	35.5%	35.7%	38.1%	38.3%	41.8%	57.5%
	total	21.7%	37.5%	37.6%	39.4%	39.5%	39.0%	49.6%
1997	female	32.9%	40.7%	40.7%	41.8%	41.7%	36.2%	34.9%
	male	13.7%	36.3%	36.4%	38.9%	39.0%	43.5%	49.3%
	total	22.6%	38.2%	38.3%	40.1%	40.2%	40.8%	43.7%
1998	female	31.9%	41.0%	40.9%	42.3%	42.2%	36.8%	33.3%
	male	13.5%	36.5%	36.7%	39.2%	39.4%	44.2%	50.8%
	total	22.1%	38.5%	38.5%	40.5%	40.6%	41.4%	44.4%
1999	female	31.3%	40.8%	40.7%	42.1%	42.1%	37.9%	27.9%
	male	13.8%	36.6%	36.7%	39.3%	39.4%	45.0%	49.2%
	total	22.1%	38.4%	38.5%	40.5%	40.5%	42.3%	43.6%
2000	female	31.8%	41.3%	41.3%	42.6%	42.6%	38.2%	33.6%
	male	14.4%	36.9%	37.1%	39.6%	39.8%	46.2%	52.1%
	total	22.6%	38.9%	38.9%	40.9%	41.0%	43.1%	46.1%
2001	female	31.6%	41.5%	41.4%	42.9%	42.8%	38.5%	31.1%
	male	15.6%	37.6%	37.7%	40.2%	40.3%	47.5%	48.1%
	total	23.2%	39.3%	39.3%	41.4%	41.4%	43.9%	41.8%
2002	female	33.0%	42.0%	41.9%	43.2%	43.1%	39.3%	32.4%
	male	16.0%	38.1%	38.2%	40.7%	40.8%	48.0%	46.4%
	total	24.2%	39.8%	39.8%	41.8%	41.8%	44.6%	41.1%
2003	female	34.1%	42.9%	42.9%	44.1%	44.1%	40.2%	36.5%
	male	16.7%	38.9%	39.0%	41.5%	41.6%	49.1%	48.5%
	total	25.2%	40.7%	40.8%	42.7%	42.7%	45.5%	44.0%
2004	female	33.5%	43.7%	43.6%	45.0%	44.9%	42.5%	34.0%
	male	17.6%	39.3%	39.5%	41.8%	42.0%	48.8%	52.0%
	total	25.1%	41.3%	41.3%	43.3%	43.3%	46.3%	45.3%
2005	female	33.1%	43.8%	43.7%	45.1%	44.9%	42.1%	14.2%
	male	18.1%	39.5%	39.6%	42.1%	42.2%	48.4%	47.7%
	total	25.6%	41.5%	41.5%	43.5%	43.5%	45.8%	42.2%
2006	female	33.3%	43.8%	43.7%	45.1%	45.0%	42.4%	36.5%
	male	17.6%	39.2%	39.4%	41.9%	42.1%	47.6%	50.5%
	total	25.0%	41.3%	41.3%	43.4%	43.4%	45.4%	44.3%
2007	female	32.8%	43.9%	43.7%	45.2%	45.1%	42.2%	26.5%
	male	18.2%	38.9%	39.0%	41.5%	41.7%	46.6%	49.8%
	total	25.4%	41.1%	41.2%	43.2%	43.2%	44.7%	44.1%
2008	female	34.1%	44.3%	44.1%	45.6%	45.4%	42.9%	33.7%
	male	19.2%	39.3%	39.5%	41.9%	42.1%	46.2%	49.4%
	total	26.1%	41.6%	41.6%	43.6%	43.6%	44.8%	43.6%

Source: own calculations from LFS

## Dimension 6 Skills development and life-long learning

### Share of employees who received job training within the last 4 weeks

sex	age	share
<b>male</b>	15+	4.9%
	15 - 64	4.9%
	15 - 24	3.2%
	25 - 34	6.3%
	25 - 64	5.2%
	35 - 44	5.6%
	45 - 54	4.6%
	55 - 64	3.5%
	65 - 74	1.3%
	70+	0.8%
<b>female</b>	15+	5.7%
	15 - 64	5.8%
	15 - 24	4.8%
	25 - 34	7.4%
	25 - 64	5.9%
	35 - 44	6.0%
	45 - 54	5.7%
	55 - 64	3.9%
	65 - 74	1.0%
	70+	1.2%
<b>total</b>	15+	5.3%
	15 - 64	5.3%
	15 - 24	4.0%
	25 - 34	6.8%
	25 - 64	5.5%
	35 - 44	5.8%
	45 - 54	5.1%
	55 - 64	3.7%
	65 - 74	1.2%
70+	0.9%	

Source: own calculations from LFS

	male	female	total
<b>2003</b>	3.0%	3.2%	3.1%
<b>2004</b>	5.6%	6.3%	5.9%
<b>2005</b>	5.2%	5.6%	5.4%
<b>2006</b>	4.4%	5.1%	4.8%
<b>2007</b>	4.7%	5.2%	4.9%
<b>2008</b>	5.0%	5.9%	5.4%

Source: LFS (calculations by Eurostat)

## Dimension 6 Skills development and life-long learning

Share of employed who have more education than is normally required in their occupation

time	sex	share
1992	female	3.1%
	male	6.5%
	total	5.1%
1993	female	3.2%
	male	6.5%
	total	5.1%
1994	female	3.3%
	male	6.6%
	total	5.2%
1995	female	3.6%
	male	7.1%
	total	5.7%
1996	female	3.6%
	male	7.1%
	total	5.6%
1997	female	3.9%
	male	7.3%
	total	5.9%
1999	female	3.9%
	male	7.1%
	total	5.7%
2000	female	4.0%
	male	7.2%
	total	5.8%
2001	female	3.9%
	male	7.0%
	total	5.6%
2002	female	3.9%
	male	6.8%
	total	5.5%
2003	female	4.0%
	male	6.9%
	total	5.6%
2004	female	4.4%
	male	7.1%
	total	5.9%
2005	female	4.0%
	male	7.0%
	total	5.7%
2006	female	4.1%
	male	6.5%
	total	5.4%
2007	female	3.8%
	male	6.4%
	total	5.3%
2008	female	4.3%
	male	6.6%
	total	5.6%

Share of employees with ISCED 5 or 6 and ISCO 4, 5, 6, 7, 8, or 9

Source: own calculations from LFS

## Dimension 6 Skills development and life-long learning

Share of employed who have less education than is normally required in their occupation

sex	age	2008
male	15+	14.3%
	15 - 64	14.2%
	15 - 24	16.2%
	25 - 34	13.3%
	25 - 64	13.9%
	35 - 44	13.3%
	45 - 54	14.1%
	55 - 64	15.8%
	65 - 74	16.7%
	70+	18.0%
female	15+	20.4%
	15 - 64	20.4%
	15 - 24	26.5%
	25 - 34	17.9%
	25 - 64	19.6%
	35 - 44	19.0%
	45 - 54	20.2%
	55 - 64	22.2%
	65 - 74	18.6%
	70+	28.8%
total	15+	17.1%
	15 - 64	17.0%
	15 - 24	21.0%
	25 - 34	15.4%
	25 - 64	16.5%
	35 - 44	15.9%
	45 - 54	16.9%
	55 - 64	18.6%
	65 - 74	17.4%
	70+	21.6%

Share of employed persons with ISCED 1, 2, 3, or 4 and ISCO 1, 2, or 3

Source: own calculations from LFS 2008

**Dimension 7 Workplace relationships and intrinsic nature of work**

**a) Workplace relationship**

**Share of employees who feel they have a strong or very strong relationship with their co-workers**

<b>Sex</b>	<b>Age</b>	<b>Share of employees who have very good friends at work</b>
<b>male</b>	<b>15+</b>	69.9%
	<b>15 - 64</b>	69.9%
	<b>15 - 24</b>	69.2%
	<b>25 - 34</b>	62.3%
	<b>25 - 64</b>	70.1%
	<b>35 - 44</b>	71.4%
	<b>45 - 54</b>	72.1%
	<b>55 - 64</b>	73.3%
<b>female</b>	<b>15+</b>	68.4%
	<b>15 - 64</b>	68.6%
	<b>15 - 24</b>	63.9%
	<b>25 - 34</b>	65.6%
	<b>25 - 64</b>	69.2%
	<b>35 - 44</b>	74.7%
	<b>45 - 54</b>	63.9%
	<b>55 - 64</b>	74.0%
<b>total</b>	<b>15+</b>	69.2%
	<b>15 - 64</b>	69.3%
	<b>15 - 24</b>	66.8%
	<b>25 - 34</b>	64.0%
	<b>25 - 64</b>	69.7%
	<b>35 - 44</b>	72.8%
	<b>45 - 54</b>	68.4%
	<b>55 - 64</b>	73.7%

Source: own calculations from EWCS 2005

**Dimension 7 Workplace relationships and intrinsic nature of work**

**a) Workplace relationship**

**Share of employees who feel they have a strong or very strong relationship with their supervisor**

<b>Sex</b>	<b>Age</b>	<b>Share of employees who get assistance from their superior/boss</b>
<b>male</b>	15+	57.3%
	15 - 64	57.3%
	15 - 24	58.1%
	25 - 34	54.1%
	25 - 64	57.2%
	35 - 44	56.1%
	45 - 54	61.0%
	55 - 64	55.6%
<b>female</b>	15+	61.0%
	15 - 64	61.2%
	15 - 24	61.0%
	25 - 34	58.9%
	25 - 64	61.2%
	35 - 44	59.4%
	45 - 54	64.1%
	55 - 64	62.7%
<b>total</b>	15+	59.0%
	15 - 64	59.1%
	15 - 24	59.4%
	25 - 34	56.5%
	25 - 64	59.1%
	35 - 44	57.6%
	45 - 54	62.4%
	55 - 64	59.1%

Source: own calculations from EWCS 2005



Dimension 7 Workplace relationships and intrinsic nature of work

a) Workplace relationship

Share of employees who feel they have been a victim of discrimination at work

Share of employees who have been a victim of discrimination at work													
Sex	Age	sexual discrimination / linked to gender	unwanted sexual attention?	age discrimination?	discrimination linked to nationality?	discrimination linked to ethnic background?	discrimination linked to religion?	discrimination linked to disability?	discrimination linked to sexual orientation?				Any discrimination
male	15+	0.1%	0.3%	2.6%	0.6%	0.3%	0.4%	0.5%	0.1%				4.8%
	15 - 64	0.1%	0.3%	2.6%	0.6%	0.3%	0.4%	0.5%	0.1%				4.8%
	15 - 24			6.8%									6.8%
	25 - 34		0.4%	2.7%	0.4%			0.4%					4.0%
	25 - 64	0.1%	0.3%	2.0%	0.7%	0.4%	0.4%	0.5%	0.1%				4.6%
	35 - 44				1.0%	0.5%	0.9%		0.3%				2.7%
	45 - 54		0.8%	1.7%	0.9%	0.6%	0.3%	1.5%					5.7%
55 - 64	1.1%		6.8%									7.8%	
female	15+	1.5%	2.2%	3.4%	1.5%	0.3%	0.4%	0.2%					9.6%
	15 - 64	1.6%	2.3%	3.5%	1.5%	0.3%	0.4%	0.2%					9.7%
	15 - 24	6.1%	8.1%	10.3%	2.8%								27.3%
	25 - 34	0.6%	2.6%	4.8%	0.6%	1.3%		0.6%					10.5%
	25 - 64	0.9%	1.5%	2.5%	1.4%	0.3%	0.4%	0.3%					7.2%
	35 - 44	2.5%	2.7%	0.4%	0.4%		0.4%						6.4%
	45 - 54			1.8%	0.9%		0.9%						3.6%
55 - 64			5.1%	5.6%			0.9%					11.5%	
total	15+	0.8%	1.2%	3.0%	1.0%	0.3%	0.4%	0.4%	0.0%				7.0%
	15 - 64	0.8%	1.2%	3.0%	1.0%	0.3%	0.4%	0.4%	0.0%				7.1%
	15 - 24	2.8%	3.7%	8.4%	1.3%								16.2%
	25 - 34	0.3%	1.5%	3.8%	0.5%	0.7%		0.5%					7.2%
	25 - 64	0.5%	0.8%	2.2%	1.0%	0.3%	0.4%	0.4%	0.0%				5.8%
	35 - 44	1.1%	1.2%	0.2%	0.7%	0.3%	0.7%	0.4%	0.1%				4.3%
	45 - 54		0.4%	1.7%	0.9%	0.3%	0.5%	0.8%					4.7%
55 - 64	0.5%		5.9%	2.7%			0.4%					9.7%	

Source: own calculations from EWCS 2005

**Dimension 7 Workplace relationships and intrinsic nature of work**

**a) Workplace relationship**

**Share of employees who feel they have been harassed at work**

		<b>Share of employees who have been a victim of discrimination at work</b>	
<b>Sex</b>	<b>Age</b>	<b>bullying / harassment?</b>	<b>any harassment</b>
<b>male</b>	<b>15+</b>	2.17%	10.38%
	<b>15 - 64</b>	2.17%	10.38%
	<b>15 - 24</b>	2.52%	6.00%
	<b>25 - 34</b>	4.09%	16.58%
	<b>25 - 64</b>	2.12%	10.99%
	<b>35 - 44</b>	1.72%	13.53%
	<b>45 - 54</b>	0.26%	7.00%
	<b>55 - 64</b>	4.74%	5.36%
<b>female</b>	<b>15+</b>	7.23%	15.51%
	<b>15 - 64</b>	7.25%	15.56%
	<b>15 - 24</b>	14.61%	27.29%
	<b>25 - 34</b>	11.44%	20.42%
	<b>25 - 64</b>	6.25%	13.95%
	<b>35 - 44</b>	3.33%	11.09%
	<b>45 - 54</b>	7.09%	12.59%
	<b>55 - 64</b>	2.60%	12.73%
<b>total</b>	<b>15+</b>	4.51%	12.75%
	<b>15 - 64</b>	4.51%	12.76%
	<b>15 - 24</b>	8.04%	15.71%
	<b>25 - 34</b>	7.76%	18.50%
	<b>25 - 64</b>	4.02%	12.36%
	<b>35 - 44</b>	2.43%	12.46%
	<b>45 - 54</b>	3.33%	9.51%
	<b>55 - 64</b>	3.69%	8.98%

Source: own calculations from EWCS 2005

**Dimension 7 Intrinsic nature of work**

**b) Intrinsic nature of work**

**Share of employees who feel they do "useful" work**

<b>Sex</b>	<b>Age</b>	<b>Share of employees who feel doing useful work</b>
<b>male</b>	<b>15+</b>	76.4%
	<b>15 - 64</b>	76.4%
	<b>15 - 24</b>	52.6%
	<b>25 - 34</b>	77.8%
	<b>25 - 64</b>	79.8%
	<b>35 - 44</b>	75.4%
	<b>45 - 54</b>	84.4%
	<b>55 - 64</b>	83.3%
<b>female</b>	<b>15+</b>	78.5%
	<b>15 - 64</b>	78.6%
	<b>15 - 24</b>	74.2%
	<b>25 - 34</b>	83.8%
	<b>25 - 64</b>	79.2%
	<b>35 - 44</b>	82.0%
	<b>45 - 54</b>	77.8%
	<b>55 - 64</b>	68.8%
<b>total</b>	<b>15+</b>	77.4%
	<b>15 - 64</b>	77.4%
	<b>15 - 24</b>	62.5%
	<b>25 - 34</b>	80.8%
	<b>25 - 64</b>	79.5%
	<b>35 - 44</b>	78.3%
	<b>45 - 54</b>	81.4%
	<b>55 - 64</b>	76.2%
	<b>65 - 74</b>	39.7%

Source: own calculations from EWCS 2005

**Dimension 7 Intrinsic nature of work**

**b) Intrinsic nature of work**

**Share of employees who receive regular feedback from their supervisor**

	<b>2004</b>
<b>men</b>	68%
<b>women</b>	73%
<b>total</b>	66%

Source: Fuchs, Tatjana (2006): Was ist gute Arbeit? Konzeption und Auswertung einer repräsentativen Untersuchung. Bremerhaven.

**Dimension 7 Intrinsic nature of work**

**b) Intrinsic nature of work**

**Share of employees who feel they are able to apply their own ideas in work**

		<b>Share of employees who are able to apply their own ideas at work</b>	
<b>Sex</b>	<b>Age</b>		
<b>male</b>	<b>15+</b>		49.2%
	<b>15 - 64</b>		49.2%
	<b>15 - 24</b>		32.2%
	<b>25 - 34</b>		50.2%
	<b>25 - 64</b>		51.6%
	<b>35 - 44</b>		50.3%
	<b>45 - 54</b>		52.5%
	<b>55 - 64</b>		54.9%
<b>female</b>	<b>15+</b>		41.8%
	<b>15 - 64</b>		41.9%
	<b>15 - 24</b>		32.7%
	<b>25 - 34</b>		50.3%
	<b>25 - 64</b>		43.2%
	<b>35 - 44</b>		46.2%
	<b>45 - 54</b>		36.3%
	<b>55 - 64</b>		39.7%
<b>total</b>	<b>15+</b>		45.8%
	<b>15 - 64</b>		45.8%
	<b>15 - 24</b>		32.4%
	<b>25 - 34</b>		50.2%
	<b>25 - 64</b>		47.7%
	<b>35 - 44</b>		48.5%
	<b>45 - 54</b>		45.2%
	<b>55 - 64</b>		47.4%

Source: own calculations from EWCS 2005

**Dimension 7 Intrinsic nature of work**

**b) Intrinsic nature of work**

**Share of employees who feel satisfied with their work**

<b>Sex</b>	<b>Age</b>	<b>Share of employees who feel satisfied with their working conditions</b>	
<b>male</b>	<b>15 - 64</b>		87.9%
<b>female</b>	<b>15 - 64</b>		88.5%
<b>total</b>	<b>15 - 64</b>		88.2%

Source: own calculations from EWCS 2005

**Dimension 7 Intrinsic nature of work**

**b) Intrinsic nature of work**

**Share of employees who feel they are able to apply their own ideas in work**

		<b>Share of employees who are able to apply their own ideas at work</b>	
<b>Sex</b>	<b>Age</b>		
<b>male</b>	<b>15+</b>		49,2%
	<b>15 - 64</b>		49,2%
	<b>15 - 24</b>		32,2%
	<b>25 - 34</b>		50,2%
	<b>25 - 64</b>		51,6%
	<b>35 - 44</b>		50,3%
	<b>45 - 54</b>		52,5%
	<b>55 - 64</b>		54,9%
<b>female</b>	<b>15+</b>		41,8%
	<b>15 - 64</b>		41,9%
	<b>15 - 24</b>		32,7%
	<b>25 - 34</b>		50,3%
	<b>25 - 64</b>		43,2%
	<b>35 - 44</b>		46,2%
	<b>45 - 54</b>		36,3%
	<b>55 - 64</b>		39,7%
<b>total</b>	<b>15+</b>		45,8%
	<b>15 - 64</b>		45,8%
	<b>15 - 24</b>		32,4%
	<b>25 - 34</b>		50,2%
	<b>25 - 64</b>		47,7%
	<b>35 - 44</b>		48,5%
	<b>45 - 54</b>		45,2%
	<b>55 - 64</b>		47,4%

Source: own calculations from EWCS 2005

**Dimension 7 Intrinsic nature of work**

**b) Intrinsic nature of work**

**Share of employees who feel satisfied with their work**

<b>Sex</b>	<b>Age</b>	<b>Share of employees who feel satisfied with their working conditions</b>	
male	15 - 64		87,9%
female	15 - 64		88,5%
total	15 - 64		88,2%

Source: own calculations from EWCS 2005



## **Annex 2 – Feedback Report to the Task Force on the Measurement of Quality of Employment**

## **Feedback Report to the Task Force on the Measurement of Quality of Employment** (Deliverable 2 of ILO service contract no. 40054885 / 0)

The indicator framework proved to be quite relevant and comprehensive in the case of Germany. This is for instance true on the level of the dimensions and sub-dimensions, which are reasonably concrete and well structured. In contrast, the choice of the indicators could be further improved in some cases. We recommend the following changes to the Task Force:

### **Dimension 1: Safety and Ethics of Employment**

- **Safety at work:** The indicators seem straightforward and comprehensive. Further investigations might be necessary to examine whether institutional differences in the statutory accident insurance systems might hamper the possibility of international comparisons. We suggest to invite the Eurostat experts for the European Statistics on Accidents at Work (ESAW) to provide their opinion. Regarding the share of employees working in “hazardous” conditions, we suggest to use the information obtained from the Ad hoc module of the 2007 Labour Force Survey, which should be available for the entire European Statistical System.
- **Child labour:** Although of large concern in a global perspective, child labour is of limited relevance when analysing quality of employment in Germany. National laws strictly regulate economic activities of children together with the compulsory school attendance. Therefore, economic activities of children are a phenomenon of minor importance in Germany. For this reason, it was so far not considered necessary to set up official statistical programmes providing a detailed measurement of child labour. Given the illegal status of child labour and in particular its worst forms, such measurement would furthermore be very difficult to achieve, if feasible at all. Nevertheless, part of the indicators can be provided for the children aged 15 to 17 using the LFS.
- **Fair treatment in employment:** The indicators on fair treatment in employment should be reconsidered. Providing the entire set of indicators with breakdowns by sex has proven to be very useful. However, our analysis has shown that this approach cannot substitute a set of targeted indicators on fair treatment in employment. The steering committee should spend further efforts on this issue in order to adequately report the inequalities for men and women on the labour market. Similar remarks apply to the other population groups mentioned under the sub-dimension “fair treatment in employment”.

### **Dimension 2: Income and Benefits from Employment**

- **Income from Employment:** As discussed in the Task Force, the income related indicators are based on the Structure of Earnings Survey (SES), which undoubtedly is the most accurate data source regarding gross earnings and is furthermore carried out in a harmonised way in the entire European Statistical System. However, the SES also has considerable drawbacks. These include the four yearly frequency and in particular the cut-off threshold of ten employees per local business unit which leads to the omission of a fairly large group of employees (more than 25% of the employees in Germany). Furthermore, a number of industry branches are not included in the target

population of the SES (around 10% of the employees). Though referring to net earnings, the steering committee might consider using the income information obtained via the LFS instead. This, of course, has other conceptual (net instead of gross earnings) and methodological (measurement errors, item non-response etc.) drawbacks. Furthermore the threshold of the low pay rate needs further investigation. Our analysis showed that a threshold at 50% of the median gross hourly earnings might have some advantages compared to a threshold at 2/3 of the median. Nevertheless, further analyses have to be carried out in international comparison before a fact based decision can be taken.

- Non-wage pecuniary benefits: The indicators proposed have proven reasonable in the German context. For the indicators on used annual leave and sick leave, information on the average number of days will certainly be much more meaningful in the German context (although a common solution needs to be defined for the treatment of part-time employees). The data are available in Germany from the volume of labour accounts (Arbeitsvolumenrechnung). However, it remains to be verified whether internationally comparable data sources are available as well. A further aspect that could be added to this sub-dimension, and which is missing in the framework, is that of career opportunities (e.g. share of employees who feel that they have good career opportunities in their current job).

### **Dimension 3: Working Hours and Balancing of Working and Non-working Life**

- Working hours: The share of part-time employees is only partially represented by the indicators proposed. This might give a misleading picture, especially in a country with a high rate of part-time employees (like Germany). One should note that the indicator on involuntary part-time employment is problematic as it only covers respondents who said that the item “could not find a full-time job” was their main reason for working part-time. Persons who, e.g. state that they work part-time for the main reason “looking after children or incapacitated adults” are not included although one can probably not argue that such a main reason is equivalent with working part-time “voluntarily”. A possible remedy would be to add further reasons for working part-time. An additional indicator could be the share of employees working very few hours (e.g. less than 21 hours and maybe except persons with typical side-jobs such as students, pupils or pensioners). This indicator would also be complementary to the one on excessive hours of work.
- Working time arrangements: The indicators are straightforward but need some refinement regarding their definition. Unfortunately, one could argue that for the most important indicator (the share of employees with flexible work schedules) the data availability is worst. The Task Force should recommend to include this important variable in Labour Force Surveys as a standard.
- Balancing Working and Non-working Life: The indicators are very much focussed on the balance of work and child care. Although being an important part of life, non-working life should not only be reduced to child care. Therefore the share of employed people who feel time stressed should be considered as a further indicator, which in the future, might be provided through Labour Force Surveys. A further complementary indicator that should be considered is the time used to get to work and back home.

### **Dimension 4: Security of Employment and Social Protection**

- Security of employment: The indicators on employment security are not comprehensively representing the situation in Germany. Employees with fixed-term

contracts are certainly a good indicator for persons with low security of employment. However, the remaining employees (with open ended contracts) exhibit remarkable differences regarding employment security which should be reflected by the indicators. Possible further indicators include the share of employees working for temporary employment agencies as well as the average time elapsed since the start of the main job or the share of employees who changed the employer over the last twelve months. All these indicators would be easily available from the LFS within the European Statistical System.

- **Social protection:** The indicators regarding the share of employees covered by unemployment insurance and contributing to a pension fund are straightforward. The share of employees contributing to a private pension plan might be considered as a useful additional information. Regarding the public social security expenditure as a share of GDP, interpretation is far from straightforward. In Germany, this indicator is partly depending upon short-term economic trends (lagging behind the GDP) and therefore the time series contains little information about level of social protection. It might be useful in international comparison, although it lacks information about the effectiveness of the expenditure.

#### **Dimension 5: Social Dialogue**

Given the large institutional differences between countries, the indicators on social dialogue are not easily defined. In the German context, a drawback of the proposed indicators is that the social dialogue at the local business units is not reflected by the indicators at all. This is a problem as, at least in Germany, social dialogue at the local business units is legally quite distinct from collective wage bargaining (which is usually not taking place at local units). Therefore, in the case of Germany the share of employees working in local business units with established works council should be included as an indicator. Unfortunately, no data are currently available for this indicator.

#### **Dimension 6: Skills Development and Life-long Learning**

The share of employed persons who have more respectively less education than is normally required in their occupation are important indicators and should be kept in the framework. However, the operationalisation chosen by the Task Force (via ISCO and ISCED codes) is not straightforward and raises many methodological questions. A separate but targeted question on this issue, as used in the European Working Conditions Survey, would probably provide results that are easier to use. The precondition would be that such a question could be implemented in a harmonised way, e.g. in Labour Force Surveys.

#### **Dimension 7: Workplace Relationships and Intrinsic Nature of Work**

The dimension is an essential one and should be kept in the framework although the data availability is very poor today. The topic should be a candidate for an inclusion in Labour Force Surveys as a standard, at least on a multi-annual basis.

For the entire set of indicators, one has to conclude that the indicators are more appropriate for the situation of employees and less relevant for the self-employed. We recommend to further discuss additional indicators which better describe the quality of employment of the self-employed. For self-employed partially different sub-dimensions such as the degree of entrepreneurial freedom, dependency upon individual clients or the degree to which the work is carried out upon detailed instructions of the client, will apply.

Finally, it has to be noted that a consistent application of the indicators in international comparisons requires much more precise definition and calculation rules. Therefore the list of indicators should be supplemented by detail instructions regarding the preferred data source, the definition and the formula for the calculation of the indicator. Further efforts should be spent in this direction.