

PAST, PRESENT AND FUTURE

Measurement of Quality of Employment in Germany

**Group of Experts on Measuring Quality of Employment,
UNECE, 6./8. November 2019, Session 5b: Country experiences**

From where do we start?

Our work agenda

Promotion of the framework

Development of new indicators

New ways to present the indicators

This presentation

Experiences in the past

Present 2019

Ideas for the future

From where do we start?

Our work agenda

- ✓ Promotion of the framework
- Development of new indicators
- New ways to present the indicators

This presentation

- Experiences in the past
- Present 2019
- Ideas for the future

From where do we start?

Our work agenda

- ✓ Promotion of the framework
- ✓ Development of new indicators

New ways to present the indicators

This presentation

Experiences in the past

Present 2019

Ideas for the future

From where do we start?

Our work agenda

- ✓ Promotion of the framework
- ✓ Development of new indicators
- ✓ New ways to present the indicators

This presentation

Experiences in the past

Present 2019

Ideas for the future



German experiences in the past

2010: first print version of a booklet on the Quality of Employment Indicators in German and English



German experiences in the past

2010: first print version of a booklet on the Quality of Employment Indicators in German and English



2012: internet publication together with the new printed version

Activities to introduce QoE-Indicators since 2010:

- meetings with ministries, organisations, unions, scientific institutes
- several press releases

German experiences in the past

2015:



new printed version

Webpage was expanded, incl. texts, tables and diagrams methodological information, advices for interpretation.

All available indicators are updated yearly

Quality of employment

Indicators

Income and indirect benefits from employment | Working hours and work-life balance | Security of employment and social protection | Social dialogue | Skills and training | Workplace relationships and work motivation

Dimension 2: Income and indirect benefits from employment

Low-wage rate

The low-wage rate shows the proportion of employees whose earnings are by two thirds below the median income of all employees.

The decisive criterion for an income to be classified as low income is the difference from the general wage level. This refers to gross hourly earnings.

Persons employed in agriculture, in public service and in establishments with up to ten persons employed are not included in the calculations. Also, only those persons were covered who were aged between 15 and 64 years and were not undergoing education or training.

Low wage starting at Euro 10.36

In 2010, the low-wage threshold was gross earnings of Euro 10.36 per hour. Lower hourly earnings were classified as low wage.

Low wage for one in five employees

In 2010, 20.6% of the employees got low wages. Hence one in five earned less than Euro 10.36 per hour in gross terms. With 37% of the persons employed in the new Länder receiving low wages, low wages were much more widespread there than in the former territory of the Federal Republic, where the percentage was just 18%.

Female, young, working as hairdressers or cleaning ladies

Low wages were quite unevenly distributed across groups of the society and economic branches. In 2010, 27% of the women got low wages, compared with 16% of the men. One of the main reasons is that women work much more frequently part-time or in marginal employment and, consequently, receive markedly lower gross hourly wages.

Age plays a role, too: An above-average number of young employees received low wages. 51% of

German experiences in the past

2017: new printed version



Presentation in a press conference in Berlin by the President of Destatis, participation of 20 journalists of printed newspapers, TV and radio stations

German experiences in the past

2017: new printed version



Presentation in a press conference in Berlin by the President of Destatis, participation of 20 journalists of printed newspapers, TV and radio stations

Followed by a presentation for representatives from the Bundestag, ministries and associations, including an international comparison of country results from the Eurostat-Database presented by Eurostat (Christian Wingerter)



Recent German experiences: 2019

- **Scientific conference ‘Labour Market between digitalisation and changing attitudes of the employed’**
- **Relaunch of the Destatis-webpage including a new version of the internet publication of the QoE-Indicators**
- **New possible indicators**
 - evaluation to publish indicators from the last update
 - support on the new telework indicator sheet

Scientific conference June 2019

Aim: promote the indicator framework

The conference was a big success with 14 speakers and a lot of input, especially on new data sources, new forms of employment and labour market development

Silvia, as chair of Steering Group, presented the framework

Ideas for development of the indicators will be presented later



Relaunch Destatis-Webpage 2019

**New version of internet publication, no prints anymore
German and English version**



- Safety at work and gender equality (+)
- Income and indirect benefits from employment (+)
- Working hours and work-life balance (+)
- Security of employment and social protection (+)
- Social dialogue (+)
- Skills and training (+)
- Workplace relationships and work motivation (+)



All publications are based on the handbook as far as possible.

Due to the work in the UNECE Working Group, internationally recommended sources were used instead of several existing national sources.

State of the development - indicators

	C	D	E	F	G	H	I	J	K	L	M	N	O	
	No.	Short name	Name	Data source(s)	Comprehensibility		Technical feasibility		Used data source = appropriate data source?		Relevance for country		Additional comments	
					1	2	3	1	2	3	1	2		3
					Poor	Medium	Good	Poor	Medium	Good	No	More or less		Yes
	How to evaluate? Please add comments to your evaluation For examples see sheet "Examples".													
62	3c2	Possibility to work at home	Percentage of employed persons whose working arrangements offer the possibility to work at home	LFS	3		3		3		3		not published yet, but possible	
63	3c3	Commuting time	Mean duration of commuting time between work and home (one way)	LFS AHM	3		3		3	German Microensus 2016 as AHM is longer ago	3		published	
64	3c4	Care leave entitlement	Percentage of employed persons entitled to leave for care responsibilities for children or adults	LFS AHM	3		3		3		3		not published yet, but possible	
65	3c5	Parental leave	Percentage of parents in employment on parental leave	LFS, register	3		3		3	German Microensus, yearly	3		published	
67	4a1	Fixed-term contracts	Percentage of employed persons 25 years and older with fixed-term contract	LFS	3		3		3		3		published	
68	4a2	Job tenure	Percentage of employed persons aged 25 years or over whose number of years of tenure at the current job or with the current employer is (1) <1 year, (2) 1 - less than 5 years, (3) 5 - less than 10 years and (4) >= 10 years.	LFS	3		3		3		3		published	
69	4a3	Own account workers	Percentage of employed persons who are own-account workers	LFS, register	3		3		3	LFS	3		published	
70	4a4	Self-employed with one client	Percentage of self-employed workers with only one client	EWCS, LFS AHM	3		3		3	AHM2017	3		not published yet, but possible	
71	4a5	Perceived job security	Percentage of employed persons who might lose their job in the next six months	EWCS	3		3		3		3	publication is being tested	not published	
72	4a6	Temporary employment agency workers	Percentage of employed persons via a temporary employment agency	LFS	3		3		3		3		published	
73	4a7	Lack of formal contract	Percentage of employed persons without formal contracts or without pay slip / pay stub	EWCS	3		3		3		3	publication is being tested	not published	
74	4b1	Pension insurance coverage	Percentage of employed persons who are active contributors to a pension scheme	register	3		3		3	German Microensus, yearly	3		published	
75	4b2	Unemployment insurance coverage	Percentage of employees that are active contributors to an unemployment insurance scheme	register	3		3		3	employment register (BA)	3		published	
76	4b3	Medical insurance coverage	Percentage of employed persons who are active contributors to a medical insurance plan/scheme related to their employment	register	3		3		3	German Microensus, yearly	3	publication is being tested	not published	

State of the development - indicators

No.	Short name	Name	Data source(s)	Comprehensibility		Technical feasibility		Used data source = appropriate data source?	Relevance for country			Additional comments
				1	2	1	2		1	2	3	
				1	Poor	1	Poor	1	No	1	Low	
				2	Medium	2	Medium	2	More or less	2	Medium	
										3	High	
3c2	Possibility to work at home									3		not published yet, but possible
3c3	Commuting time									3		published
3c4	Care leave entitlement									3		not published yet, but possible
3c5	Parental leave									3		published
4a1	Fixed-term contracts									3		published
4a2	Job tenure									3		published
4a3	Own account workers											
4a4	Self-employed with one client											
4a5	Perceived job security											
4a6	Temporary employment agency workers											
4a7	Lack of formal contract											
4b1	Pension insurance coverage											
4b2	Unemployment insurance coverage											
4b3	Medical insurance coverage											

Data recently published:

- Possibility to work at home
- Self-employed with one client

Data available but not yet published:

- Care leave entitlement

Indicators need further evaluation:

- Perceived job security
- Lack of formal contract
- Medical insurance coverage

Small case numbers allow only a total and the division by sex

publication not possible due to small numbers for persons having no contract

Evaluation of data sources still ongoing

Quality of employment indicators TODAY

Web presentation at www.destatis.de/qoe

Showcase for the two newly published indicators:

[Self-employment with one client](#)

[Work at home](#)

Ideas for the FUTURE at a national level

➤ Regional comparisons

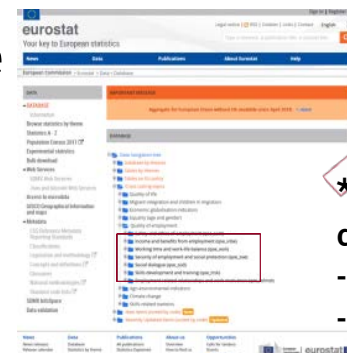
not yet introduced in publications, although the regional offices receive their results

- Either introducing into the current web-presentation
- Or as tables in the Destatis-database

➤ International comparisons

already possible for some indicators based on the Eurostat-Database*

- Either setting links into the current web-presentation
- Or produce tables in the Destatis-database
- Or...



- Quality of employment
 - Safety and ethics of employment (qoe_saet)
 - Income and benefits from employment (qoe_inbe)
 - Working time and work-life balance (qoe_wol)
 - Security of employment and social protection (qoe_soe)
 - Social dialogue (qoe_sod)
 - Skills development and training (qoe_trsk)
 - Employment-related relationships and work motivation (qoe_relmot)

*www.ec.europa.eu/eurostat/data/database
 -> cross cutting topics
 -> Quality of Employment

Input for discussion

Ideas for discussion on „Future work“

- **Development of further indicators**
- **Database with international data on Quality of employment?**
- **Or at least a webpage where links to national publications are promoted?**
- **...**
- **Challenge!**

Thank you for your attention!

**If you have any questions or suggestions
please don't hesitate to contact us!**

**Katharina Marder-Puch and Frank Schüller
Federal Statistical Office, Germany
Labour Market**

Katharina.Marder-Puch@destatis.de

Frank.schueller@destatis.de

+49 611 75-4106

