

8th Workshop on LFS Methodology
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Atypical employment



**German experiences and
steps towards international
measurement**

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Labour Market Statistics

Outline

- ▶ Need for refined labour market indicators?
- ▶ Concept of atypical employment
- ▶ Results for Germany
 - ▶ Structure and development of atypical employment
 - ▶ Income and risk of poverty connected with atypical employment
- ▶ Forms of employment in the EU
- ▶ Possibilities for a harmonised EU concept

Need for refined labour market indicators?

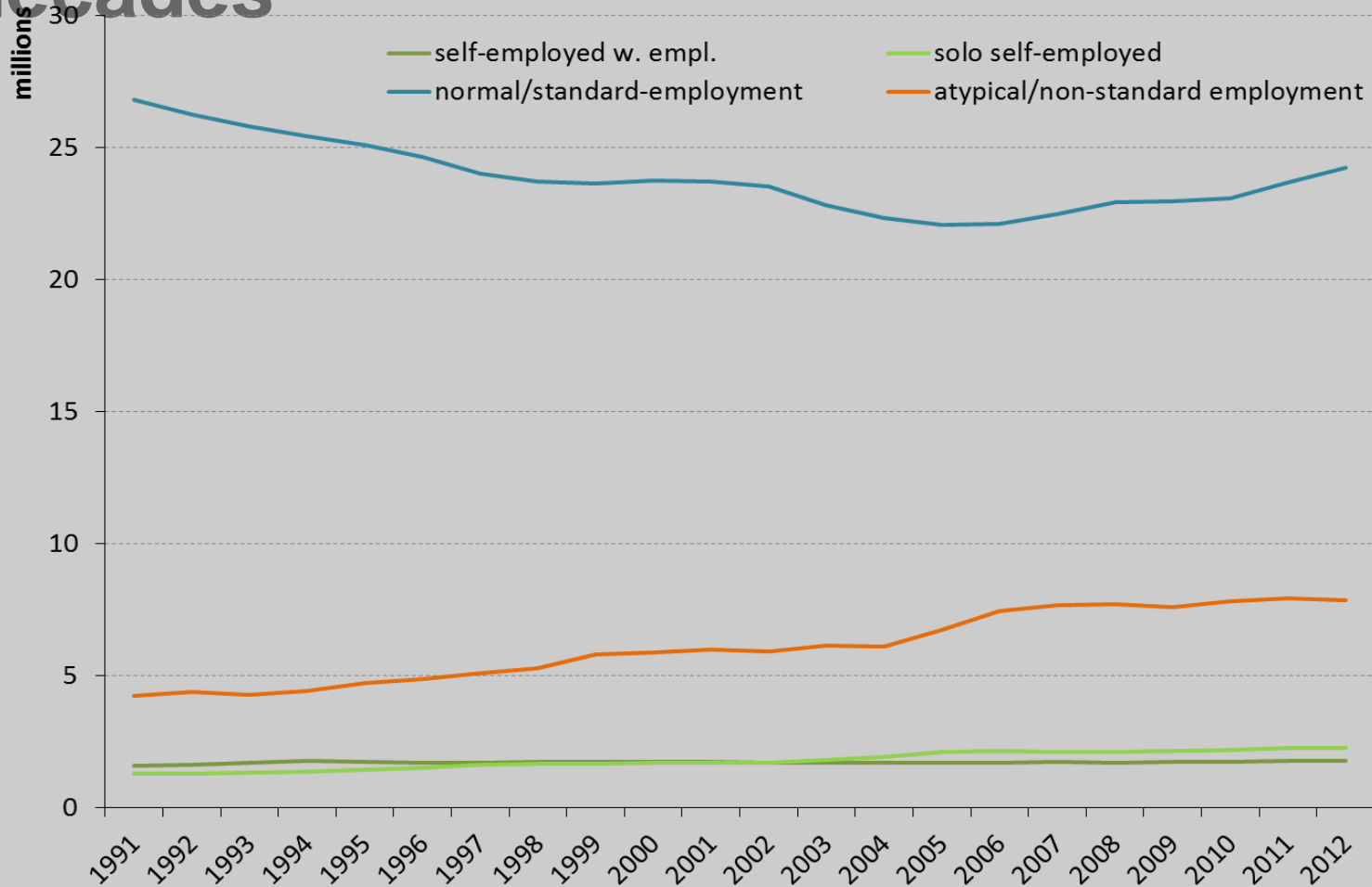
- Key labour market indicators: employment and unemployment
→ **established Indicators describe quantities not qualities**
- Diversified labour markets
 - Labour market reforms mainly leading to deregulation
 - Labour market participation of women / compatibility of career and family
 - Technological change and new forms of labour organisation
 - International competition and production
- **Destandardisation of working conditions:** what does it mean, if someone is employed? Are existing indicators still informative enough?
- **Public/political debates** about precarious work, working poor etc.
- **Labour market research** ongoing and some reporting in official statistics about non-standard employment, alternative work arrangements, precarious work, contingent work etc.

Concept of atypical employment

- Coming from labour market research
- All forms of employment that **do not have central characteristics of standard employment („Normalbeschäftigung“)**. These are (1) full-time employment on a (2) permanent contract, (3) entitling to social insurance payment and (4) work directly for the employer
- *Forms of atypical employment:*
 - **Part-time employment** (20 or less hours per week)
 - **Marginal employment („Geringfügige Beschäftigung“)**
 - **Fixed-term employment**
 - **Temporary agency work**
- **Analytical concept:** objective criteria and no evaluation \neq **precarious work**
- **Self-employment** mostly has no clearly set/identifiable characteristics:
considered separately.

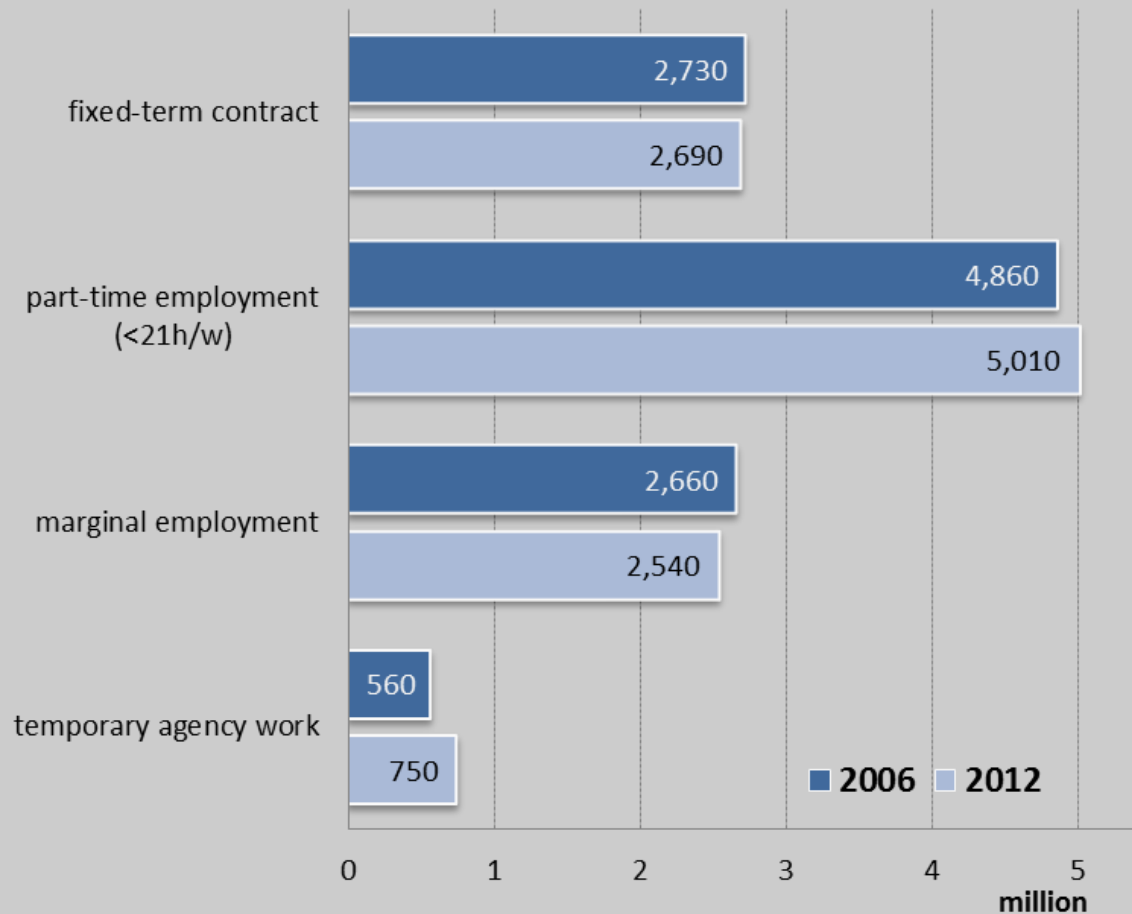
Atypical Employment in the last two decades

Persons in employment (15 to 64 years not in formal education)



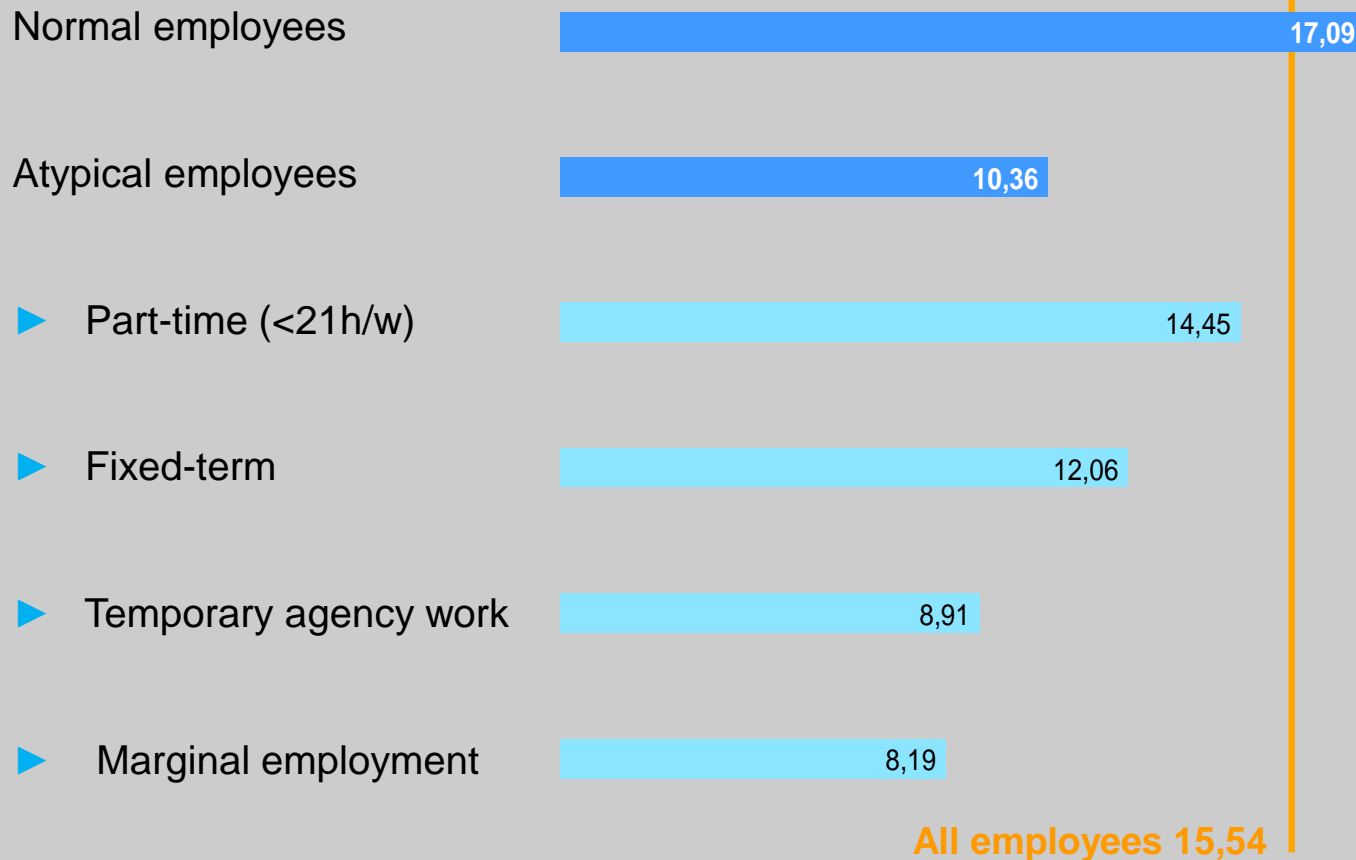
Structure of employment 2006/2012 (2)

Persons in forms of atypical employment (overlapping groups)



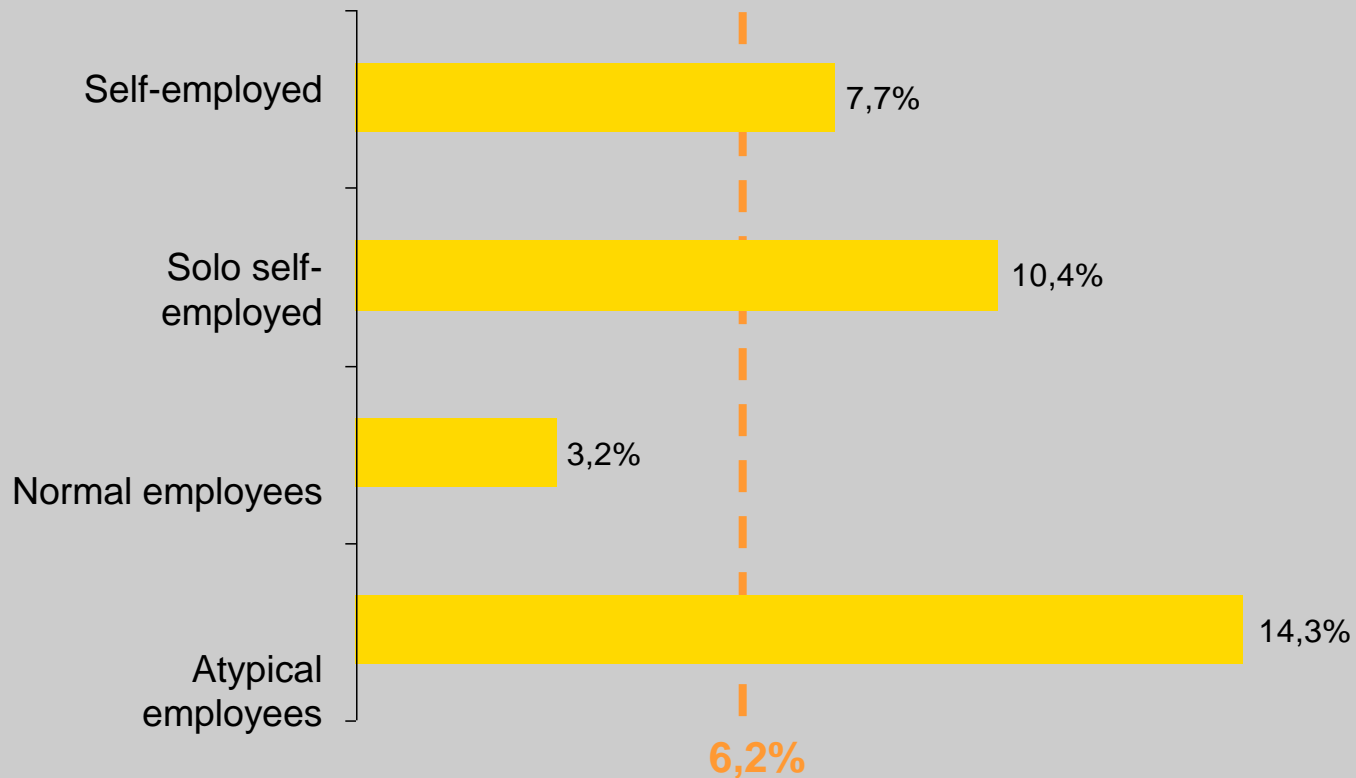
Average wages 2010

Hourly median wages by form of employment



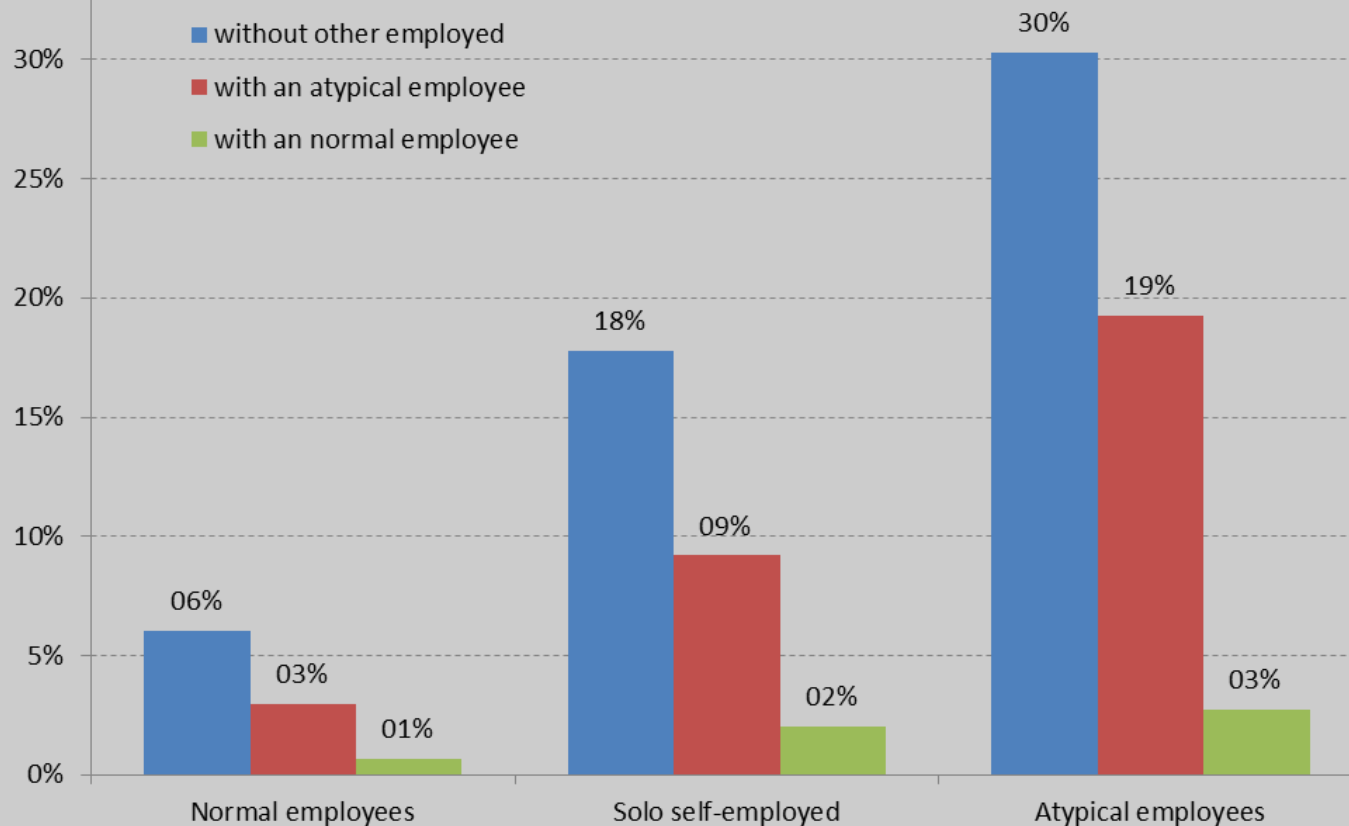
Risk of poverty by employment 2008 (1)

Shares of persons with risk of poverty by form of employment

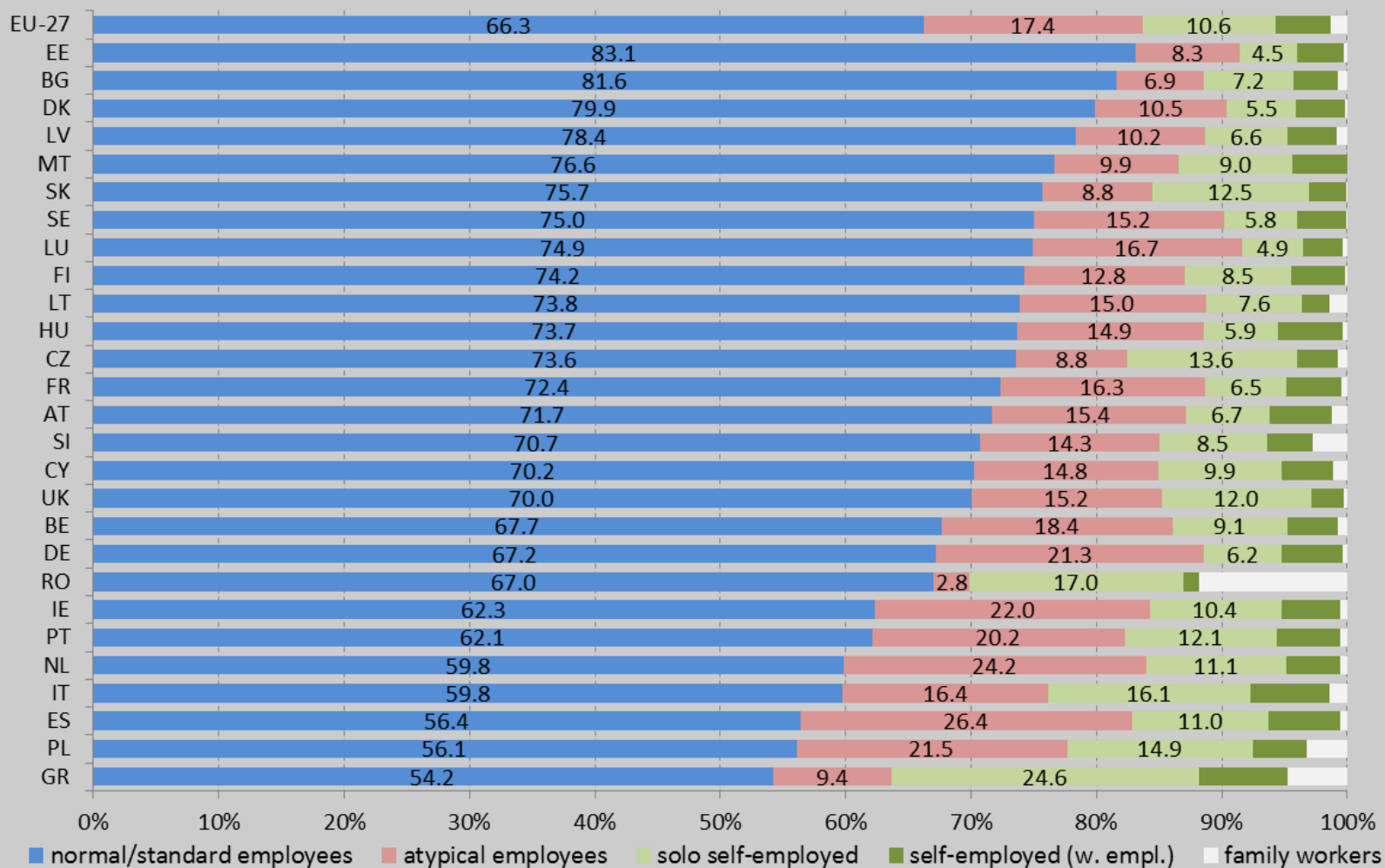


Household constellation and risk of poverty

Shares of persons with risk of poverty by employment constellation in household

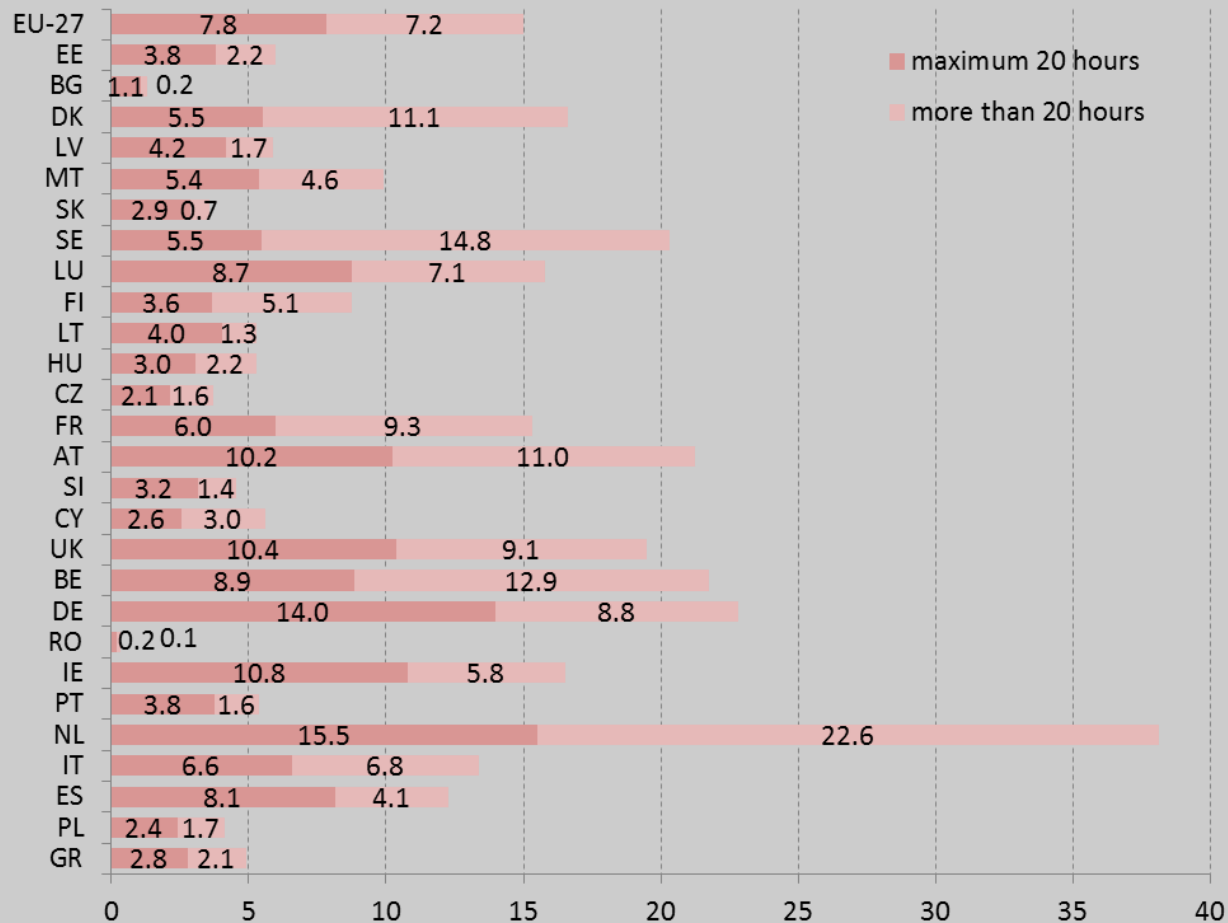


EU results for atypical employment



Part-time employment in the EU

Shares from all persons in employment, in %



Suggestion for an EU concept

Self-employment:

- 1) Self-employed with employees
- 2) Self-employed without employees
- 3) Unpaid helping family members

Normal / Standard Employment:

- 4) Full-time employment
- 5) Part-time employment (with more than 20 hours per week)

Atypical / Non-Standard Employment:

- 6) Part-time employment (with at maximum 20 hours per week)
- 7) Fixed-term employment
- 8) Temporary agency employment

LFS variables needed to construct the concept

Target population „persons in core employment:

- ▶ AGE = persons with 15 to 64 years of age
- WSTATOR = employed and not a conscript
- EDUCSTAT = person has not been a student or apprentice

Forms of employment:

- ▶ STAPRO (professional status)
- FTPT (full-/part-time)
- TEMP (permanency of the job)
- HWUSUSAL (number of hours in main job usually worked per week)
- TEMPAGCY (contract with a temporary employment agency)

Issues for harmonised indicator for the EU

- ▶ Is it an appropriate approach for mapping diversified labour markets in the EU?
- ▶ Are the key characteristics of standard employment addressed?
- ▶ How should part-time employment be counted/classified?
- ▶ Focus on a „core“ population or consider all employed?
- ▶ Should forms of employment be exclusive or overlapping?

Thank you!



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