

The Long Arm of the Job in Times of Insecurity. Work and Social Participation in Germany

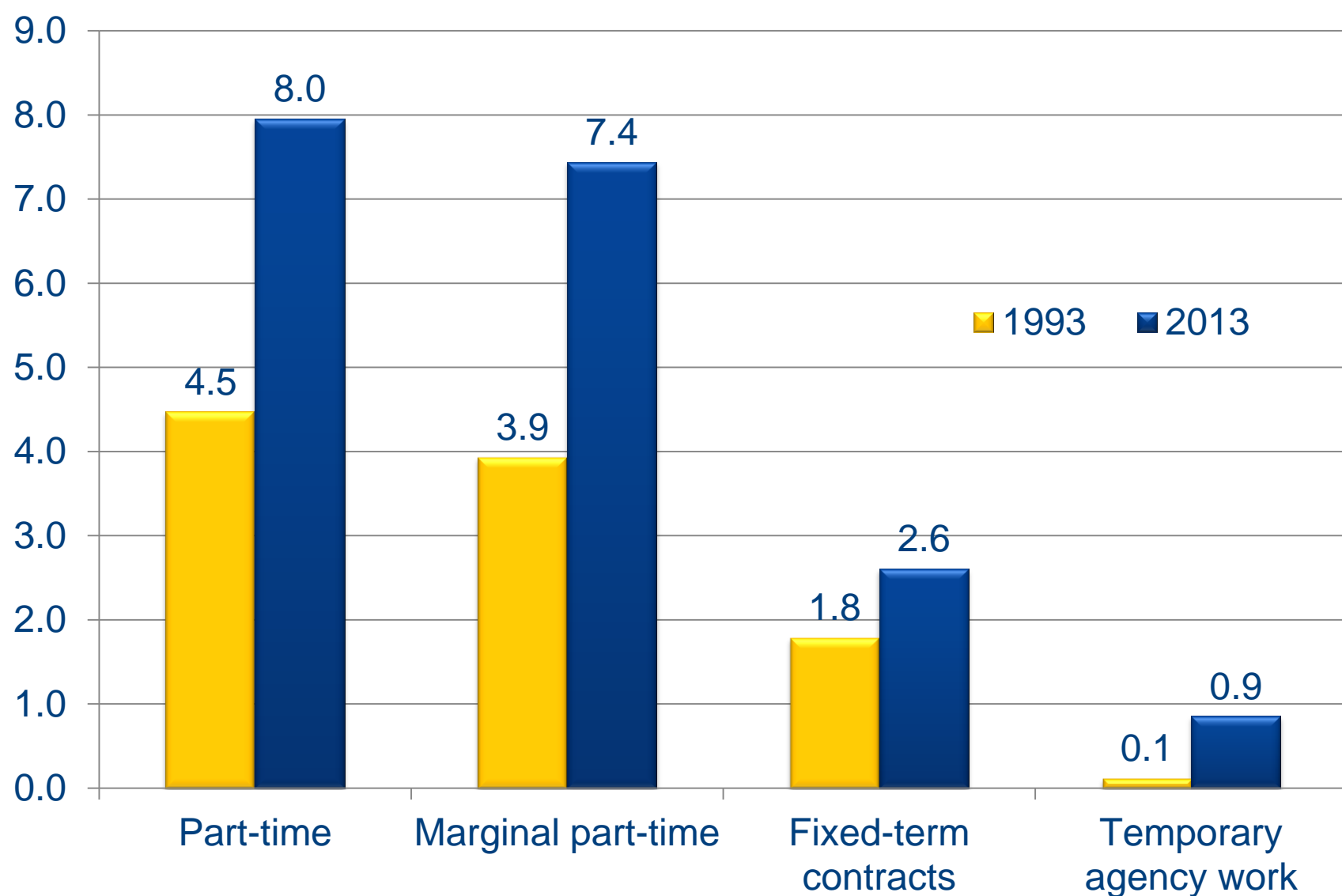
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- A major concern of sociologists is the impact of work on other domains of social life.
- *Changes in the labor market:* Increase of non-standard employment relationships (fixed-term contracts, temporary agency work or part-time work)
- *Changes in social engagement:* decline of participation in social and political organizations (clubs, associations, political parties, unions, churches)
- *Interrelation between the two domains?*

Non-standard employment relationships 1993 und 2013 (in millions)



Risks of non-standard employment



- Unemployment risk (+)
- Employment stability (-)
- Wages (-)
- Further training (-)
- Subjective employment security, life course predictability (-)
- Well-being (-)
- *Social and political participation ??*

Theoretical considerations and hypotheses (I)



- Assumptions about the interrelation between different domains of social life differ according to whether the domains are rather seen as mutually beneficial or harmful (Rodell 2013).
- Employment is beneficial and harmful because it provides and restricts resources that promote social participation:
 - provides economic resources
 - restricts time resources for alternative activities
 - fosters social contacts at the workplace
- However: It takes time to establish social ties and supportive relationships in private life as well as at the workplace
- Temporary employment?

Theoretical considerations and hypotheses (II)



- Employees with temporary contracts are more frequently obliged to change residence for a new job.
 - Those who expect to move for a job might be less inclined to „put down roots“ and to play an active role in their community.
 - Those who moved have to reestablish social ties, which takes time.
 - Temporary workers are often not part of the workplace community, they do not get social support of their co-workers and often they receive lower wages for apparently equal work (Holst et al. 2010).
 - This may contribute to perceived social exclusion and reduce the willingness for active social and political participation.
- *Hypothesis:* Temporary employment (fixed-term contracts and temporary agency work) is negatively associated with social participation.

- German panel study “Labour Market and Social Security” (PASS)
- Designed for research on the labor market and poverty in Germany (financed by the Ministry of Labor & Social Affairs)
- Currently seven panel waves (2006-2012) are available for scientific research. In the first wave, about 13,000 households and 18,000 individuals were interviewed.
- The panel collects detailed information about:
 - individuals' current employment status,
 - individual's economic situation
 - household and family context

Two samples

- (1) “*Population sample*”: all individuals older than 15 years including pupils and students, employees, self-employed, homeworkers as well as retirees.
 - The aim of the first analysis is to identify differences between working and non-working status groups.
- (2) “*Employment sample*”: restricted to all employees with permanent and fixed-term contracts as well as temporary agency workers.
 - The restriction allows for including additional work-related regressors in the analysis: job prestige, public sector employment, working time

- *Question: Are you active in one of the following associations or clubs?*
A) A union, B) A political party, C) A church community, D) A club such as music-, sports- or culture club, E) Another organization, that was not listed above
- The effects might differ according to the type of organization: Separate analyses for churches, political parties and unions
- Two observable outcomes (active (0), not active (1)): Separate (pooled) standard probit models are applied for each type of association.

Control variables



- Household income, deprivation index, receipt of unemployment benefits
- Number of close friends/relatives, partner, children less than 4 years old in the household, familial caregiving
- Subjective health indicator, officially certified disability, sex, age, qualification, immigration status, work attitudes
- **Work-related regressors:** job prestige, public sector employment, working time

Results: Employment sample



All voluntary organizations

Fixed-term employment	-0.0406***
Temporary agency employment	-0.0812***
Permanent employment	Reference

Observations	22,374	22,380	22,380	22,379	22,375
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Pooled probit analysis, clustered on the individual level, average marginal effects, *** p<0.01, ** p<0.05, * p<0.1,¹ without churches, political parties and unions

Results: Employment sample

	All voluntary organizations	Clubs, associations and others ¹	Churches	Political Parties	Unions
Fixed-term employment	-0.0406***	-0.0386***	-0.00395	0.00205	-0.0263***
Temporary agency employment	-0.0812***	-0.0816***	-0.0172	-0.00427	-0.0413***
Permanent employment	Reference	Reference	Reference	Reference	Reference

Observations	22,374	22,380	22,380	22,379	22,375
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Permanent employment	Reference	Reference	Reference	Reference	Reference
Treiman Prestige Scale	0.00282***	0.00280***	0.00136***	0.000195	-0.000611*
Public service	0.0805***	0.0563***	0.0293***	0.00944**	0.0589***
<i>Working time (hours per week):</i>					
Part-time (<=30h p week)	0.0279**	0.0384***	0.0220***	-0.00577	-0.0373***
Full-time (>30 & <=40h)	Reference	Reference	Reference	Reference	Reference
Full-time (>40h)	-0.00851	0.00471	-0.00541	0.00264	-0.0416***
Observations	22,374	22,380	22,380	22,379	22,375

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Summary and implication



- Negative relationship between temporary employment and social engagement in Germany
- Effects differ according to the type of organization
- The result for **unions** discloses a representation deficit: Although temporary employees often have inferior employment conditions, they are not organized in unions.
 - Unions primarily represent the interests of the well-organized permanent workers
 - Implication for membership recruitment: focus on problems of employees with temporary contracts

- Information on social engagement is rough
- Empirical analysis is rather of descriptive nature
→ fixed-effects panel models
- Mechanisms behind the interrelation between the two domains
→ additional indicators

Related publications

- Gundert, Stefanie; Hohendanner, Christian (2015): Active labour market policies and social integration in Germany. Do 'one-euro-jobs' improve individuals' sense of social integration? **European Sociological Review**, Online First.
- Gundert, Stefanie; Hohendanner, Christian (2014): Do fixed-term and temporary agency workers feel socially excluded? Labour market integration and social well-being in Germany. In: **Acta Sociologica**, Vol. 57, No. 2, S. 135-152.

Results: Population sample

	All voluntary organizations	Voluntary organizations ¹	Churches	Political Parties	Unions
Permanent employment	Reference	Reference	Reference	Reference	Reference
Fixed-term employment	-0.0320***	-0.0273***	0.000524	0.00193	-0.0163***
Temporary agency employment	-0.0844***	-0.0997***	-0.0206*	-0.0114*	-0.0142
Unemployment	-0.0576***	-0.0331***	-0.00999*	0.00105	-0.0470***
Education	0.105***	0.122***	0.0561***	0.00151	-0.0384***
Homemaker	-0.0459***	-0.0267**	0.0244***	-0.00333	-0.0885***
Retiree	-0.0596***	-0.0291**	-0.00925	0.00509	-0.0381***
Self-employment	-0.0495***	-0.0280**	0.00476	0.00625	-0.0581***
Observations	61,345	61,360	61,356	61,358	61,344

Pooled probit analysis, clustered on the individual level, average marginal effects, *** p<0.01, ** p<0.05, * p<0.1,¹ without churches, political parties and unions

Results: Population sample – control variables



Social resources/restrictions: partner, family, friends

	All voluntary organizations	Voluntary organizations ¹	Churches	Political Parties	Unions
Employed partner	0.0185**	0.0234***	0.00753	-0.000131	0.00918**
Unemployed partner	-0.0270***	-0.0244**	-0.00836	-0.00117	0.00179
Non-employed partner	0.000656	0.00529	0.00598	-0.00146	0.00426
Partner, no information on employment status	0.0280***	0.0296***	0.00968*	0.00474*	0.0123***
No partner	Reference	Reference	Reference	Reference	Reference
Number of close friends and relatives (<10=0; >=10=1)	0.0752***	0.0651***	0.0330***	0.00522***	0.00572**
Children under 4 years in household	-0.00645	-0.0175**	0.0123**	-0.000369	-0.00183
Caring for family members	0.0665***	0.0625***	0.0329***	0.000921	0.0187***
Observations	61,345	61,360	61,356	61,358	61,344

Pooled probit analysis, clustered on the individual level, average marginal effects, *** p<0.01, ** p<0.05, * p<0.1,¹ without churches, political parties and unions

Results: Population sample – control variables

Economic resources, health status, age

	All voluntary organizations	Clubs, associations and others ¹	Churches	Political Parties	Unions
Deprivation index	-0.0321***	-0.0298***	-0.0143***	-0.00115	-0.00426**
Household income	0.0411***	0.0409***	0.00251	0.00427*	0.00954***
Unemployment benefit	-0.0828***	-0.0729***	-0.0307***	-0.000978	-0.0180***
Officially certified disability	0.0299***	0.0158*	0.00887	0.00348	0.0197***
Other health restrictions	-0.0105*	-0.00944	-0.00291	0.000921	-0.00931***
Subjective health status	0.00696***	0.00958***	0.000200	0.000337	-0.00439***
Age					
Age 18-25	-0.0354***	-0.0308***	-0.0105	-0.000787	0.00156
Age 26-35	-0.0553***	-0.0499***	-0.0313***	0.00331	-0.00324
Age 41-50	0.00160	-0.0181**	0.00906	0.00607*	0.0247***
Age 51-60	0.0209**	-0.00910	0.0251***	0.00786**	0.0390***
Age 61-65	0.0666***	0.0408***	0.0456***	0.0133***	0.0348***
Age 36-40	Reference	Reference	Reference	Reference	Reference
Observations	61,345	61,360	61,356	61,358	61,344

Pooled probit analysis, clustered on the individual level, average marginal effects,
 *** p<0.01, ** p<0.05, * p<0.1,¹ without churches, political parties and unions

Results: Population sample – control variables

Qualification, gender, immigration status

	All voluntary organizations	Clubs, associations and others ¹	Churches	Political Parties	Unions
No formal qualification	-0.0605***	-0.0602***	-0.00609	-0.00152	-0.0217***
School-based vocational training	0.0395***	0.0216**	0.0290***	-0.000835	0.00290
Academic qualification	0.0793***	0.0564***	0.0407***	0.0124***	-0.00513
Apprenticeship training	Reference	Reference	Reference	Reference	Reference
Women	-0.0694***	-0.0742***	0.0225***	-0.0154***	-0.0305***
Immigration status:					
First generation	-0.142***	-0.163***	-0.00814	-0.0149***	-0.0315***
Second generation	-0.0392***	-0.0306***	-0.0144*	-0.00615*	-0.00522
Third generation	0.0476***	0.0546***	-0.00174	-0.00525	0.00223
No migration	Reference	Reference	Reference	Reference	Reference
Observations	61,345	61,360	61,356	61,358	61,344

Pooled probit analysis, clustered on the individual level, average marginal effects, *** p<0.01, ** p<0.05, * p<0.1,¹ without churches, political parties and unions

Results: Population sample – control variables

Work attitudes

(strongly agree/somewhat agree=1; somewhat disagree/strongly disagree=0):

	All voluntary organizations	Clubs, associations and others ¹	Churches	Political Parties	Unions
Work is only a means to earn money	-0.0358***	-0.0311***	-0.0184***	-0.00330**	0.00323
Having work is the most important thing in life	-0.0242***	-0.0166***	-0.0133***	-0.00314**	-0.00203
Work is important, because it gives you the feeling to belong	0.00309	0.00165	0.00540	0.000394	0.00756*
I would also like to work, if I didn't need the money	0.0347***	0.0318***	0.0218***	-0.00144	-0.00181
Observations	61,345	61,360	61,356	61,358	61,344

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Share of standard employment relationships (in %)

