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Atypical Employment in France

Discussion Paper

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Research Area

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Project

The Institutional Determinants of Atypical Employment and Social Inequality in Europe, founded by the Hans Böckler Foundation and supervised by Jutta Allmendinger, Johannes Giesecke, and Kathrin Leuze



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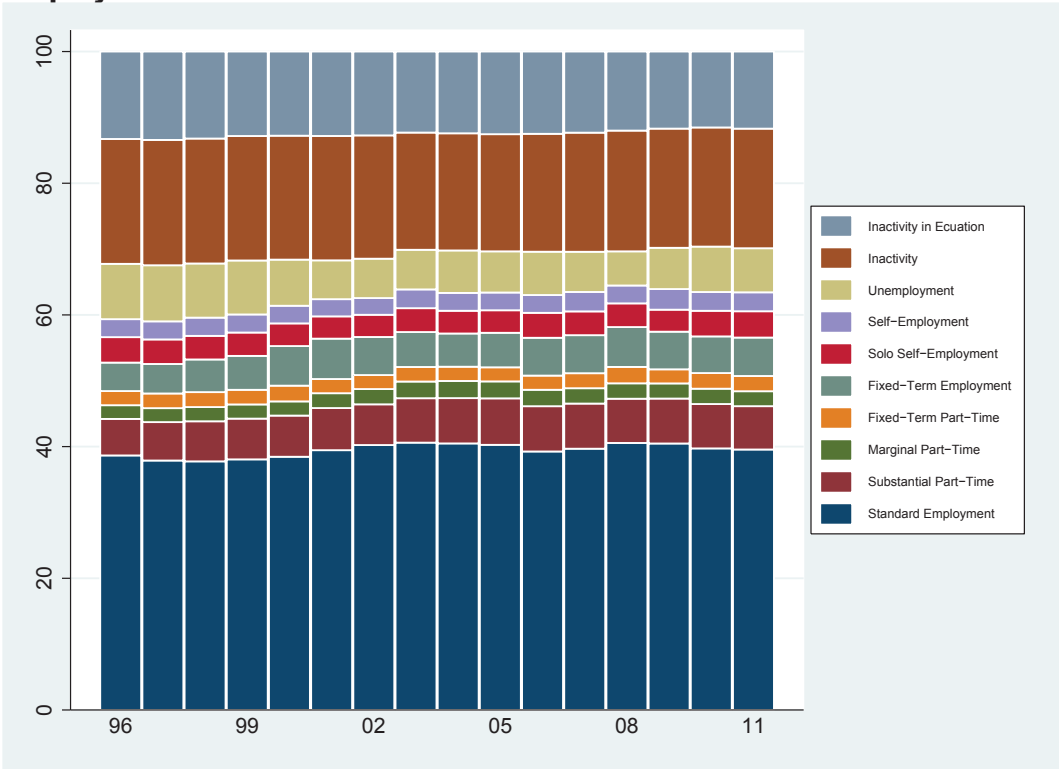
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France

There was slight growth in employment in the French labor market during the period studied. Women and older people were the primary beneficiaries of this development. The French labor market is polarized: Men, highly qualified people, and the 30-to-49 age group have the highest employment rates and women, low-skilled, younger and older people the lowest employment rates. The proportion of inactive people is particularly high among low-skilled workers. Although older people had the highest proportion of inactive people, in the period under observation, this proportion dropped by almost 10 percentage points.

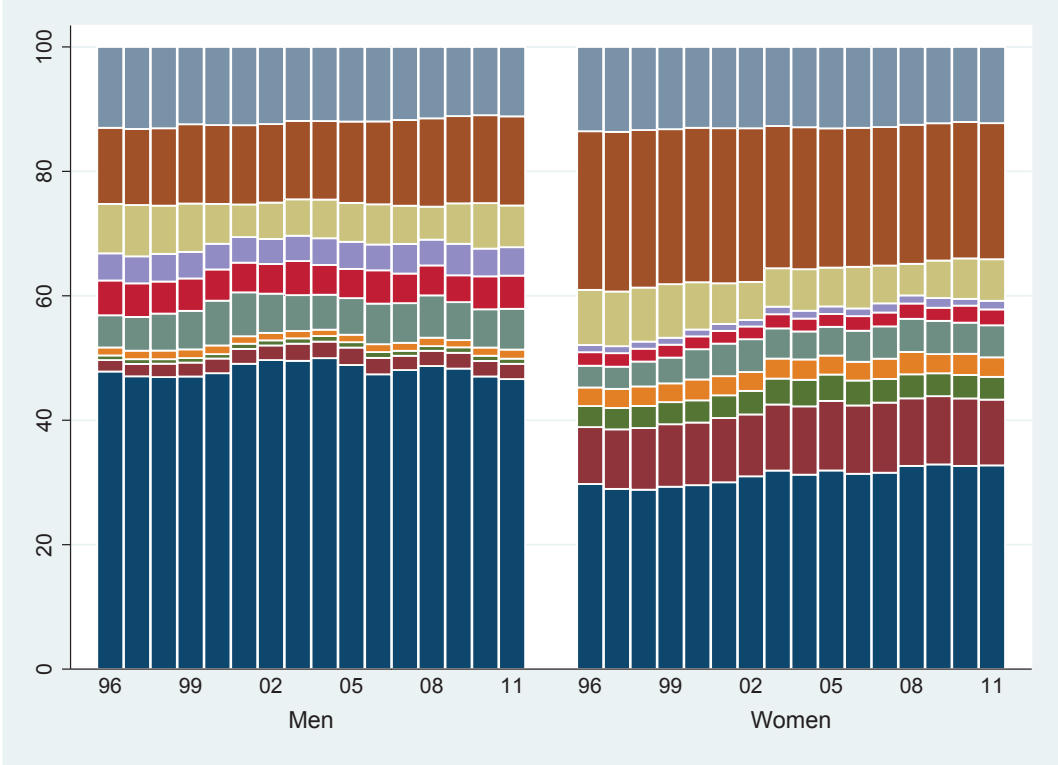
During the crisis, employment trends in France also remained comparatively stable. Employment only decreased by 1 percentage point during this period. There was also little change in atypical employment. This finding applies to both genders. There are minimal differences between the various age groups. Whereas the employment rate for older people increased in 2011 after years of stagnation, the employment rate for younger people, which peaked in 2008, fell back to its 2007 level in the period between 2009 and 2011. Differentiating between educational levels demonstrates that not all employees were affected to a similar degree by the crisis. While workers with low- and medium-level qualifications experienced a fall in employment of 2.2 percentage points, employment for highly qualified individuals only fell by 0.2 percentage points.

Employment in France (1996–2011).



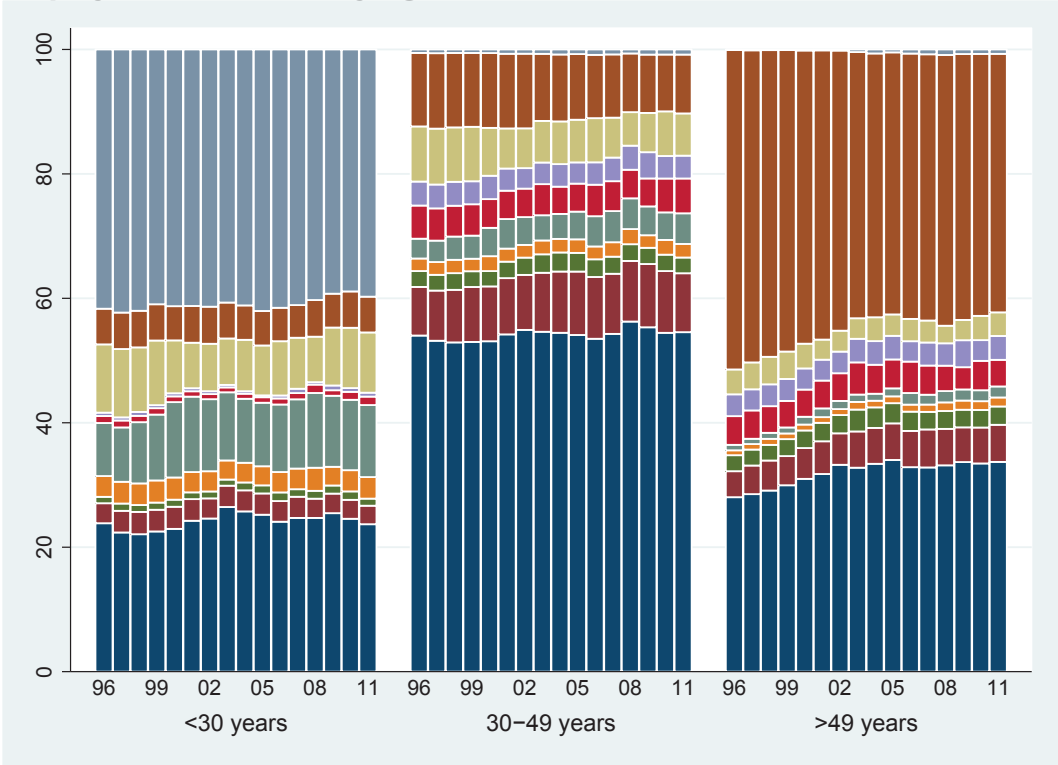
Data source: ELFS (first quarter based on yearly and quarterly surveys)

Employment in France by Gender (1996–2011).



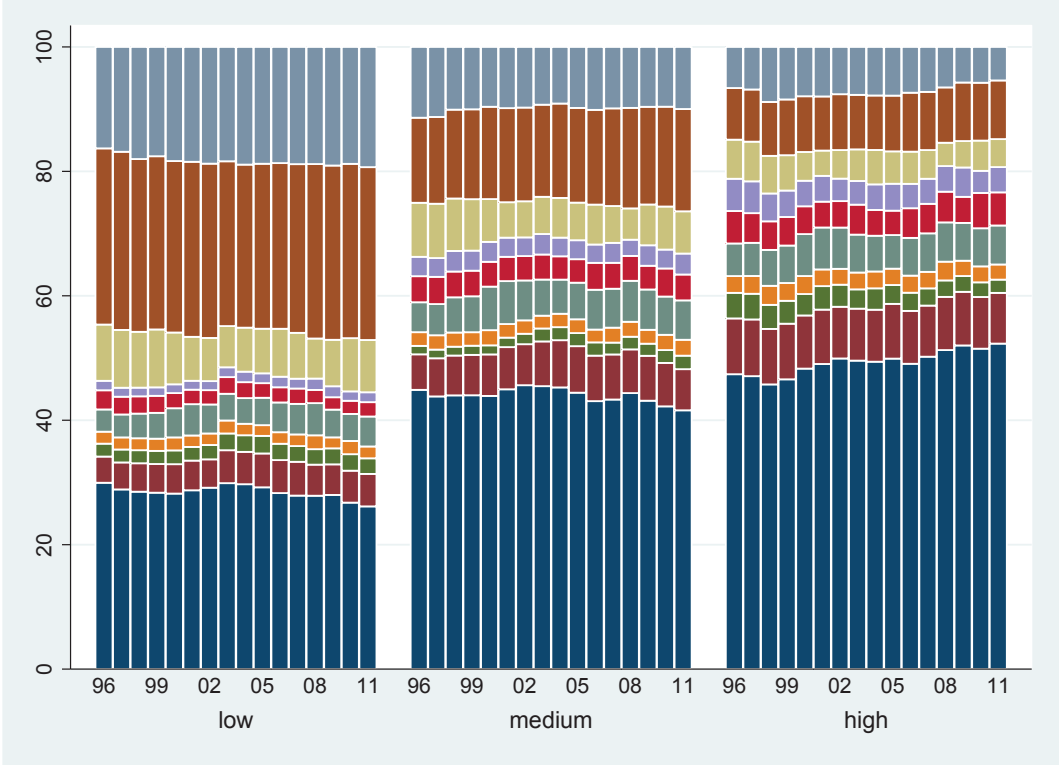
Data source: ELFS (first quarter based on yearly and quarterly surveys)

Employment in France by Age (1996–2011).



Data source: ELFS (first quarter based on yearly and quarterly surveys)

Employment in France by Education (1996–2011).



Data source: ELFS (first quarter based on yearly and quarterly surveys)

Important terms

The **population studied** includes all people who were of working age (between 15 and 64 years of age) at the time of the survey but excludes those living in collective living quarters (monasteries/convents, hospitals, etc.) and those doing military service.

A person was considered **employed** if they were working in the private or public sector, either in a dependent or self-employed capacity, for at least one hour a week and received a salary, wage, or other monetary remuneration for this.

Individuals were considered **unemployed** if they were not employed but were actively seeking work and were available to the labor market or if they were entering employment within the following three months.

Those who were neither employed nor unemployed were considered economically **inactive**. Inactive individuals who were in education or training were assigned to the inactive **in education or training** category.

A **standard employment relationship** exists when an individual is in a dependent employment relationship for at least 35 hours weekly and has a permanent employment contract.

Marginal part-time employment is employment with fewer than 20 hours a week.

Substantial part-time employment is employment with 20 hours and more a week but less than 35 hours a week.

Fixed-term employment exists when the period during which a contract is valid is limited. We differentiate between fixed-term employment (35 hours and more a week) and fixed-term part-time employment (less than 35 hours a week).

Self-employment exists when an individual's main economic activity is not dependent employment.

Solo self-employment refers to self-employment without employees.

The **educational/skill levels** "low," "medium," and "high" are based on the ISCED classification of qualifications developed by UNESCO.

The aggregated data used in our country profiles can be downloaded from the project's website (www.wzb.eu/atypical). Interested users can also find explanations regarding some of the methodological problems that exist for certain years or variables.