

# Workshop

# Labour Market Integration

Summer School “Vocational Integration in Post-Migrant Society“

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# Comparing Labour Market Structures

The German context:

→Germany's specific features:

Institutions:

- Dual training system (BiBB 2015)
- „Social partnership“ (Holtrup/Mehlis 2004; Streeck 1988)

Production System:

- flexible specialization (Piore/ Sabel 1984)
- „Diversifizierte Qualitätsproduktion“ (diversified and specialized production of high quality products) (Kern/ Schuhmann 1986)
- German version of lean production (Bosch 2007)

**What is the effect on the structure of the Labour Market?**

# German Vocational System

The two dimensions:

- 1) “Dual Training System“
- 2) Higher Educational System

“Dual Training System“ (siehe auch: <https://www.bmbf.de/en/the-german-vocational-training-system-2129.html>)

- Education and training period of 2 – 3.5 years (depending on the job)
- Educational periods in vocational schools and training periods in companies are combined
- controlled by a cooperative system of employer associations and chambers, unions and federal states' committees
- Main goal: Labour Market Integration of young people

**→→Triple segmentation of Labour Market (unskilled, skilled, highly skilled)**

# German Social Partnership

## Components

- Dual structure of industrial relations: unions/ „Betriebsrat“
  - free collective bargaining/ work constitution
  - monopoly to call a strike/ worker participation
- Juridification of
  - employer-employee conflict management
  - occupational safety and health
  - German Social Security System

**→→ German „Normalarbeitsverhältnis“ (full-time, open-ended contract, regular salary according to collective agreement, full integration in social security system, granted labour rights)**

# Production System

## **Flexible Specialisation implies:**

- a company landscape characterised by small and medium-sized companies
- companies collaborate flexibly to offer high quality and customized products and services

## **“ Diversifizierte Qualitätsproduktion“ (Kern/Schuhmann 1986, Streeck 1992) implies:**

- functional division of labour, hierarchically organized company`s structure based on skilled workforce (Facharbeiter), incremental innovation strategy; incremental improvement
- so-called high skill equilibrium (Carlin und Soskice 1997)

## **German version of Lean Production (Bosch et. al. 2007) implies:**

- streamlined hierarchies and reorganisation of occupations and (but no reduction of qualification standards)
- combining internal and external flexibility (e.g. working time flexibility/ agency worker)

## **→→ High Qualification Standards in the German Labour Market**

# Group work: Labour Market Integration

Form groups of max. 4 people.

Discuss one or two specific features/presented components of the German Labour Market structure and compare them with the Labour Market structure of your home country.

Furthermore, discuss the development of the selected component in the German Labour Market compared with the development in your home country.

Find an answer to the question:

**Does ... (selected feature e.g. the dual system)... help or prevent the integration of migrants to the Labour Market?**

Summarize your answer in hypotheses. (One hypothesis = one argument!)