

# Flexible forms of employment CEEMET survey

Presentation by CEEMET Secretary General, Uwe Combüchen,  
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# CEEMET Facts & Figures

- Representing the employers of metal, engineering and technology-based industries
- Founded in 1962
- In 23 countries
- 200 000 companies
- 13 million jobs.
- Social dialogue partner since 2010, two working groups:
  - Education & Training
  - Competitiveness and employment).
- Brussels Secretariat – 7 employees

## What?

- ✓ Contributing to the ongoing debate at European and national level on the most common forms of flexible employment such as part-time work, temporary agency work and fixed term contracts in MET industries.
- ✓ CEEMET conducted survey in 2011 to get a better understanding of the real usage of flexible employment contracts and the underlying reasons.
- ✓ A summary in March 2012 of the key findings with results from 9 countries (DK, FI, FR, DE, IT, NL, SE, TR, UK).

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## Our survey shows that

Companies use flexible employment to remain internationally competitive

1. These contracts are used primarily because of

- the uncertain outlook
- fluctuating demand for labour
- work-life balance
- rigidity in legislation concerning dismissals

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2. The level of fixed-term contracts in Europe in the MET sector is around 4.3%, the level of temporary agency work is similarly around 5.4% and part-time work around 5%.

3. Of the 13 million people in direct employment that work for the 200 000 companies that CEEMET represents (most of which are SMEs), an overwhelming majority are on open-ended contracts.

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## Fixed term contracts:

- Fluctuated slightly with business activity over the past 20 years.
- In general the levels have stayed stable.
- These contracts are used primarily because of the uncertainty about the future, because of fluctuating demand for labour and because of rigidity in legislation concerning dismissals.
- In general, companies cannot afford to offer open-ended contracts to all employees needed to fulfil temporary orders.
- Countries with rigid labour legislation would want more flexibility in their legislation - Flexibility for competitiveness.

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## Temporary Agency Work, TAW

- An increase in TAW over the past 20 years, largely due to the fact that it did not exist before.
- Decreased during the crisis but is set to increase in the aftermath for the same reasons as fixed term contracts.
- The cost of hiring a TAW tends to be higher, but the cost efficiency comes from the flexibility it affords a company.

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## Part-time work

- Used by companies for flexibility, in particular when needing a specific skill that does not require a full-time position.
- Largely a result of employee requirements.
- An important instrument for companies and employees to adapt the individual and/or collective working time to the respective needs (work-family balance).
- In total, part-time work plays a minor role within our industry but – where existing – it is mainly based on the wish of employees not to have a full-time contract.



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## Conclusion – three aspects

1. Diversity of labour contracts and company specific working-time arrangements are a key to maintain competitiveness (company level).
2. Work-life balance and shift from job security to employment security (responding to changing employee needs).
3. Societies as a whole – results from the European labour markets show that many countries with more flexible labour market arrangements have lower unemployment rates.

# Thank you for your attention

For further informations:

[www.ceemet.org](http://www.ceemet.org)