

Table of Contents

The Toll of Change

1	Introduction	9
2	Characteristics of German employment statistics	11
2.1	Employment subject to social security contributions (ESS)	11
2.2	Statistics on gainful employment in the broader sense (economically active population)	12
2.3	ESS and unemployment statistics	13
3	The changing structure of employment	14
3.1	Sectoral shifts	14
3.2	Employment distribution by establishment size	15
4	Economic turbulence: job turnover, its components and determinants	19
4.1	The concept and measurement of job turnover	19
4.2	Job turnover in an international comparative perspective	20
4.3	Job turnover by establishment size and sector	22
4.4	Job turnover analysis: critique and conclusions	24
5	Workforce mobility: labour turnover and job-to-job changes	26
5.1	Labour turnover rates by sector and by establishment size	26
5.2	Labour turnover and net employment change at macro level	28
5.3	Job-to-job mobility and changes of occupation	30
5.4	Conclusions from the analysis of workforce mobility	31
6	Redundancies for economic reasons: juggling the data	32
6.1	Provisional notifications on mass redundancies in North Rhine-Westphalia	32
6.2	Modes of separation from employment relationships: the employers' view	34
6.3	How did unemployed persons lose their jobs? The victims' view	35
6.4	Employer-induced separations: the effects of sector and establishment size	38
6.5	Conclusions from separation analysis	41

7	Employment, unemployment, and retirement	42
7.1	Employment and unemployment: parallel trends in the medium term.....	42
7.2	Flows between employment and unemployment.....	43
7.3	Sectoral sources of unemployment inflows	45
7.4	Unemployment and early retirement.....	47
7.5	Conclusions from unemployment analysis	50
8	Summary and outlook	52

References