

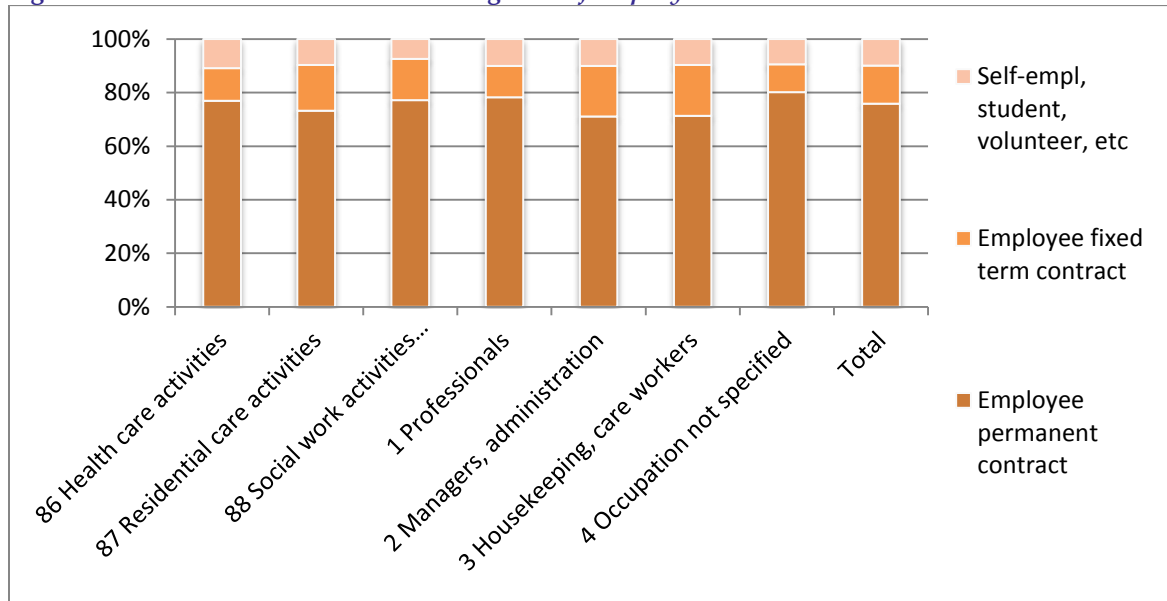
Health care and social services in Germanyⁱ

What about wages and working conditions in health care and social services in Germany? To explore this topic we use the 3193 responses, of which 71% women, to the continuous WageIndicator web survey with data from January 2013 until September 2014. 2146 persons provided valid data for the wage calculations.

Employment status

Almost eight in ten workers in health care and social services in Germany are employed on a permanent contract (Figure 1). Slightly over one in ten workers hold a fixed-term contract, relatively often found among the managers/administrative staff and the housekeeping and caring workers. On average workers in the healthcare and social services have 18.4 years of service in the labour force (not in a graph). Two in ten have been promoted in their current organisation. A second job is held by 8% of the workers.

Figure 1 Distribution over three categories of employment status

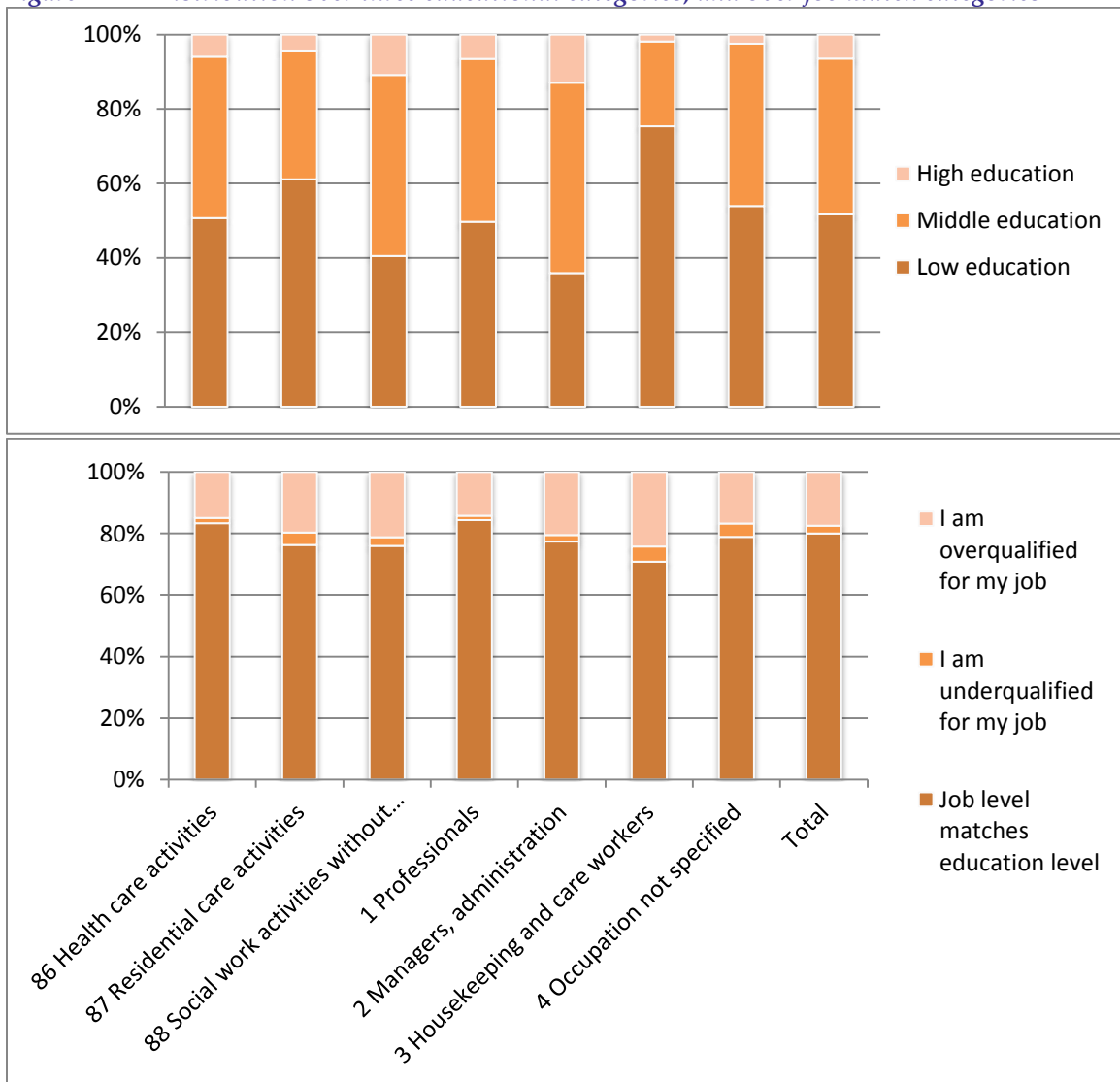


Source: WageIndicator data 01-Jan-2013 - 30-Sep-2014. Selection workers in health care and social services in Germany. N = 3193.

Training and education

More than five in ten workers in health care and social services have a low education, and more than four in ten have a middle education, as the first panel in Figure 2 shows. Eight in ten report that their education levels match the demands in their jobs, as the second panel in Figure 2 reveals. More than six in ten have received employer-provided training in the last year (not in a graph).

Figure 2 *Distribution over three educational categories, and over job match categories*



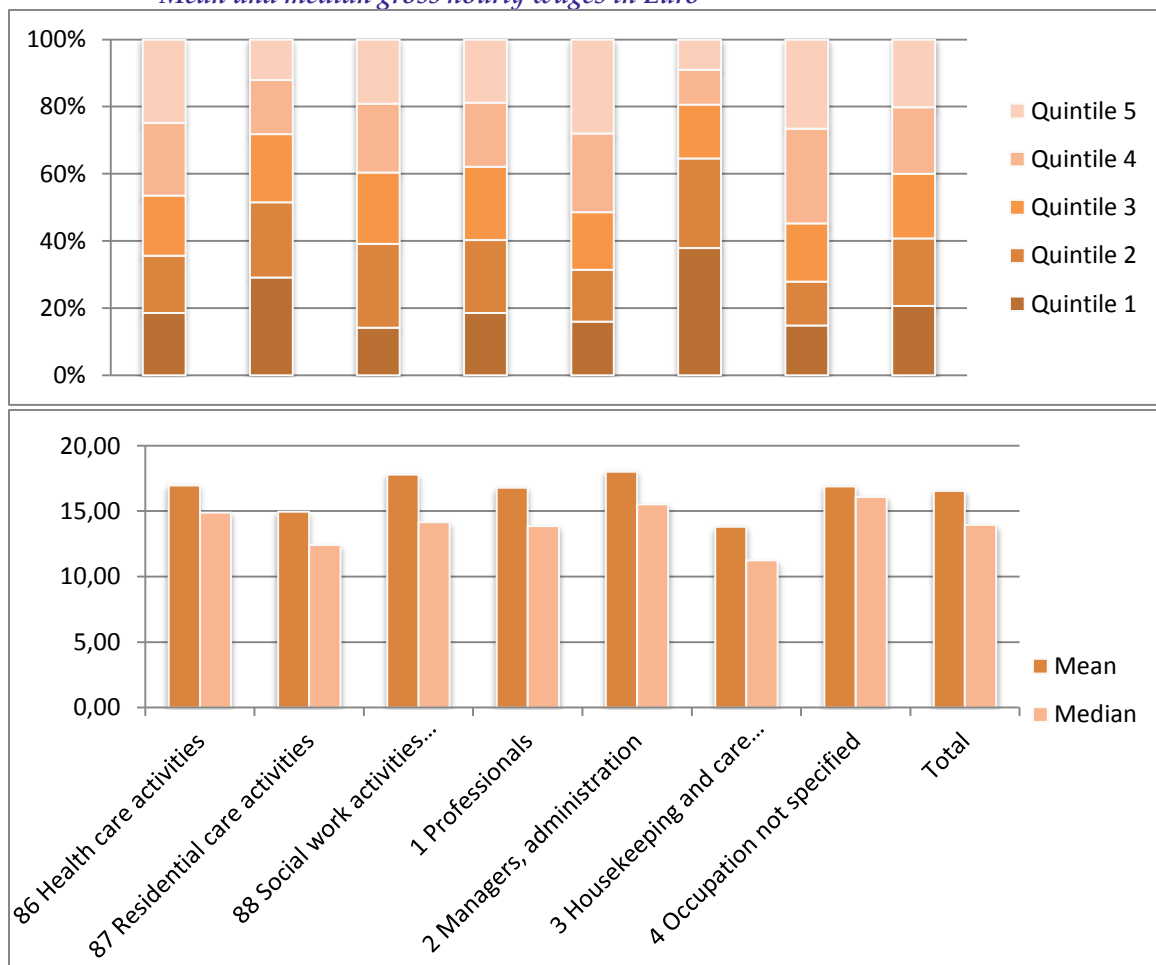
Source: WageIndicator data 01-Jan-2013 - 30-Sep-2014. Selection workers in health care and social services in Germany. N = 2906 for Education; N = 2472 for matching.

Wages

To compare wages, we divided the gross hourly wages into five equal categories (see the bar Total in the first panel in Figure 3). The workers in housekeeping and caring most frequently fall into the lowest category, while the workers in managerial and administrative jobs fall so in the highest category.

In the second panel in Figure 3 we use two yardsticks to measure wages: the median (as many persons below as above this amount) and the mean (average) wages. The largest gap between mean and median is found for the workers in Social work activities without accommodation.

Figure 3 *Distribution over five equal categories gross hourly wages. Mean and median gross hourly wages in Euro*

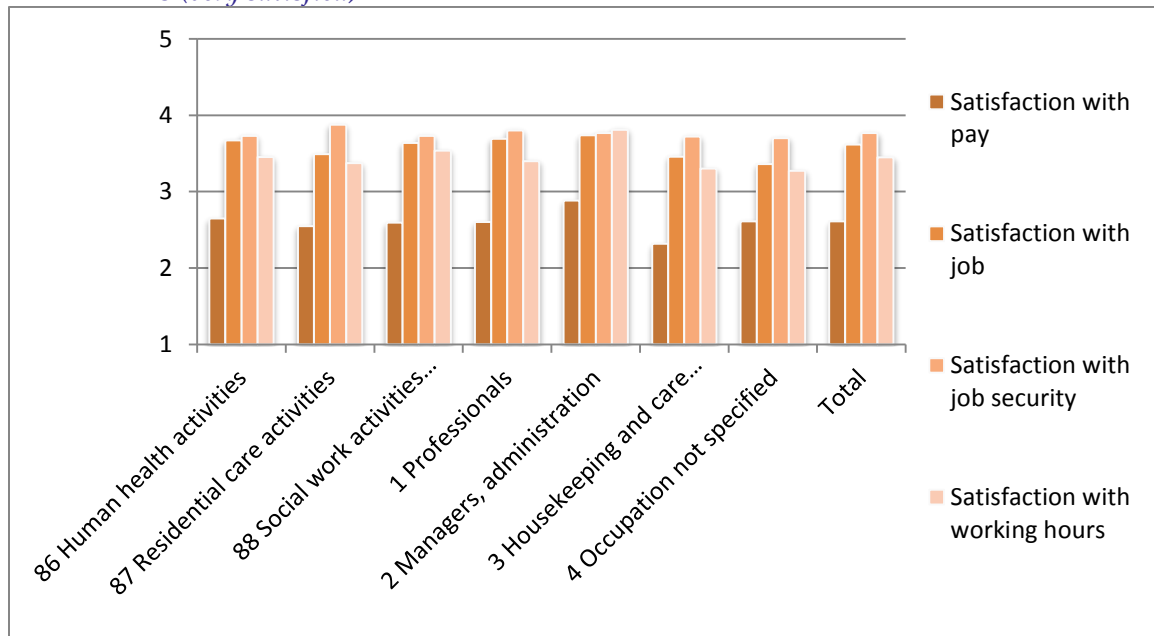


Source: WageIndicator data 01-Jan-2013 - 30-Sep-2014. Selection workers in health care and social services in Germany. N = 2146.

Job satisfaction

Out of four satisfaction survey questions, the workers in the social services in Germany are most satisfied with their job security, closely followed by satisfaction with their job content (Figure 4). Satisfaction with pay has by far the lowest score, on average 2.6 on a scale from 1 (highly dissatisfied) to 5 (very satisfied). Among the workers in housekeeping and caring occupations, satisfaction with pay is lowest, namely 2.3. Among the workers in the Residential care activities, satisfaction with their job security has with 3.9 the highest score.

Figure 4 Average scores on four satisfaction questions, ranging from 1 (highly dissatisfied) to 5 (very satisfied)



Source: WageIndicator data 01-Jan-2013 - 30-Sep-2014. Selection workers in health care and social services in Germany. N = 1711 for Satisfaction with pay; N = 1716 for Satisfaction with job; N = 1706 for Satisfaction with job security; N = 1722 for Satisfaction with working hours

ⁱ Report of the [WICARE](#) project, November 2014. Project supported by the European Commission in its Industrial Relations and Social Dialogue Program (Nr. VS/2013/0404). Authors: Kea Tjeldens and Maarten van Klaveren, University of Amsterdam / Amsterdam Institute for Advanced labour Studies ([AIAS](#)). Partners: [EPSU](#), [WageIndicator](#), and [CELSI](#). Sole responsibility for the project lies with the authors. More information about the project, see <http://www.epsu.org/a/10010>.