



# German „Standard Employment Relationships“ in Internet-Companies?

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## Overview

- (West) German „standard employment“ – what it was and what it is
- Standard employment in Internet-companies?
- Internet-work between standard employment and project-networks



## **(West) German „standard employment“: What it was and what it is**

- Concept of the mid-1980s
- „Standard employment“ as point of reference for legislature and „good work“
- Erosion means quantitative reduction, not changing quality
- Current approach: „Standard employment“ equates permanent full-time job



## **„Standard employment“ in Internet-companies?**

Permanent full-time employment dominant

- Probably less than 11 percent freelancers
- Less than 10 percent part-time jobs
- Hardly any fixed-term contracts

Quality of employment differs from 1980s' concepts

- Three minimum criteria matched
- Other aspects met only formally; generate new results
- Open break with characteristics of „standard employment“



## **Internet-work between „Standard Employment“ and Project-Networks**

- Permanent full-time jobs and project-work are no contradiction
- No volatile project-networks, but solidified structures of cooperation
- Increasing specialisation as challenge to qualification and motivation

Conclusion: Contradictory stability in Internet-companies

Uncool work on the ejector seat