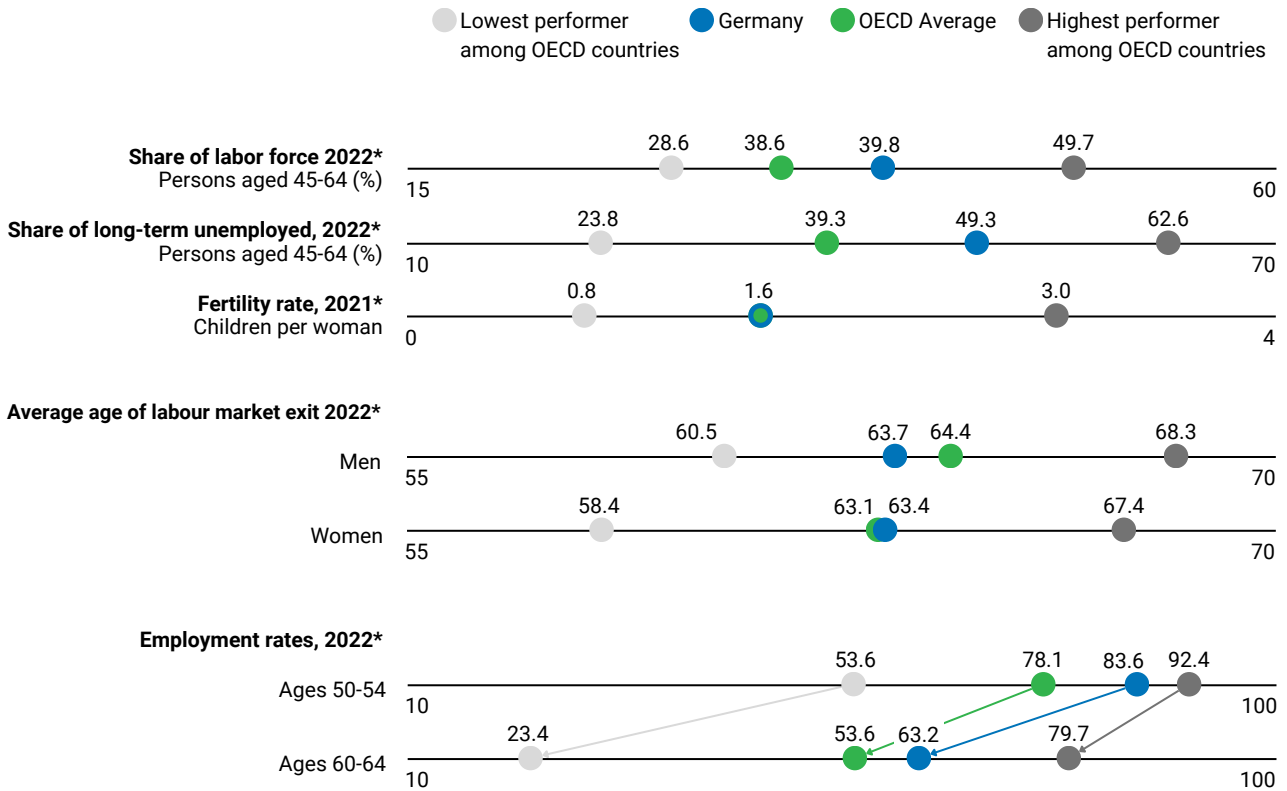


COUNTRY FACT SHEET: GERMANY

SECTION 1: NATIONAL DATA

Germany's share of labour force is slightly above the OECD average. Additionally, the average age at which men and women exit the labour market is similar for both groups.

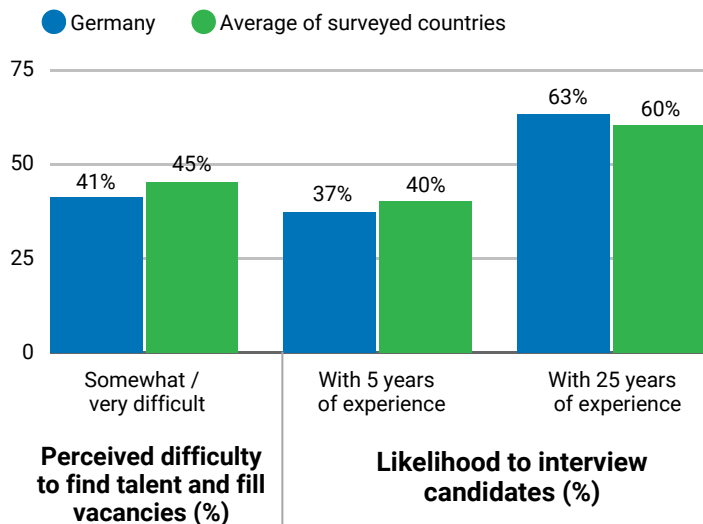
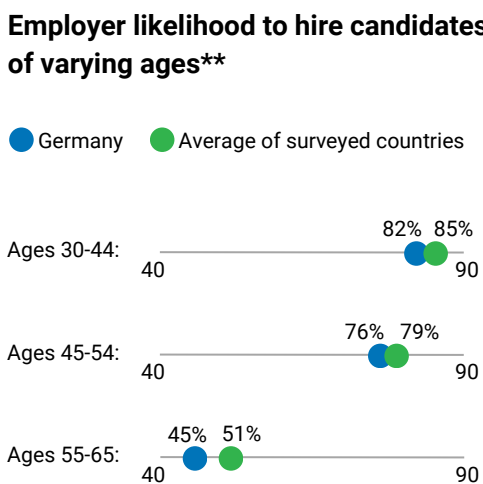


Note: Long-term unemployed are persons unemployed for one year and over.

SECTION 2: EMPLOYERS' PERCEPTIONS

Employers in Germany behave similar to the average when hiring older workers.

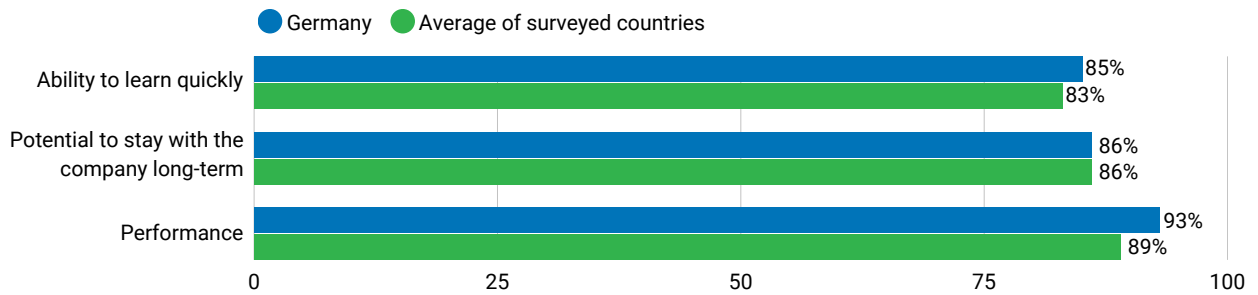
Employer likelihood to hire candidates of varying ages**



Note: Survey data shown is for employers. Respondents were asked "How likely would you be to hire these candidates for an entry or intermediate level role at your organization?". Additionally, they were asked "How difficult are you finding it to fill your organization's open vacancies?"

Employers in Germany highly agree that midcareer and older workers perform better or just as well compared to their younger counterparts.

Share of employers who say midcareer and older workers perform better or same than peers**



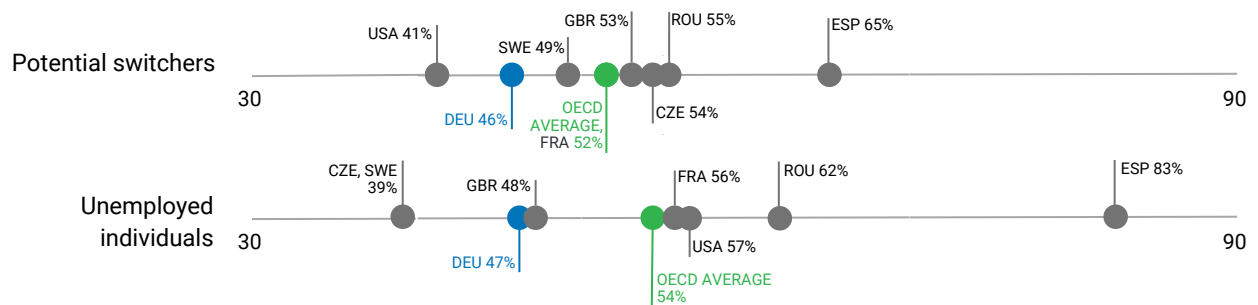
Note: Survey data shown is for employers who have hired midcareer or older individuals before. Respondents were asked, "Once hired, how do midcareer switchers perform on these dimensions compared to other entry level or intermediate level hires?" followed by four areas to evaluate (overall job performance, ability to learn quickly, potential to stay with your company long-term, amount of support needed when entering the role).

SECTION 3: MIDCAREER AND OLDER INDIVIDUALS' EXPERIENCE IN THE JOB SEARCH

Individuals aged 45+ in Germany reported a lower difficulty to find a job than the average for all countries.

Perceived job search difficulty for 45+ individuals**

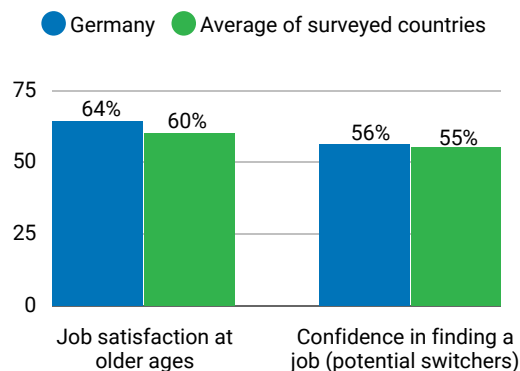
Share of respondents declaring is very difficult / somewhat difficult (%)



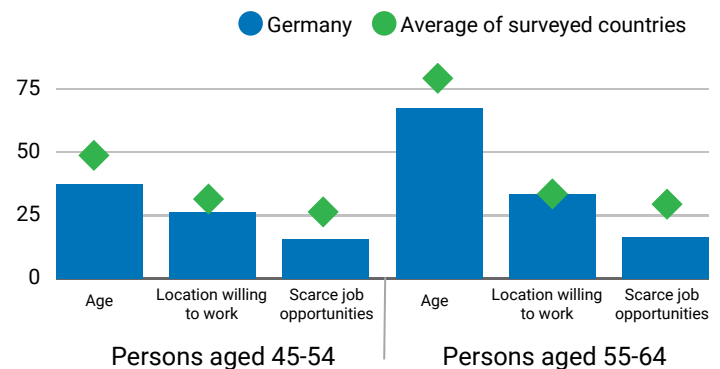
Note: Graph for "Perceived job search difficulty" shows the percentage of midcareer and older job seekers who responded that the job search is "very difficult" or "somewhat difficult."

Job satisfaction among midcareer and older employees in Germany tends to be slightly higher than other surveyed countries. The barriers to employment are below the average of those observed in other countries.

Job satisfaction and confidence to find another job**



Top 3 structural barriers reported by potential jobseekers, both employed and unemployed, and successful switchers**



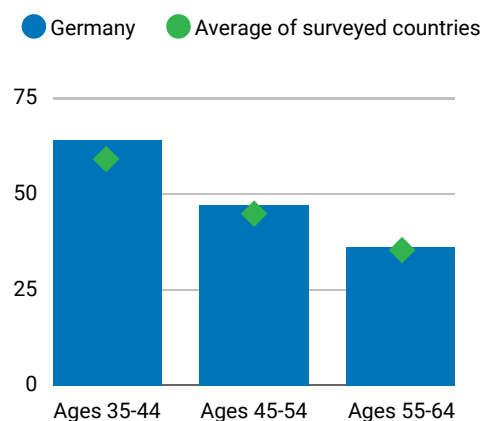
Note: Graph for "Job satisfaction" shows the percentage of midcareer job seekers who responded that the work they do is interesting. Graph for "I am confident I will get a new job" shows the percentage of midcareer job seekers who responded they "strongly agree" or "somewhat agree" with the statement "I am confident I will get a new job."

Graph for "Top 3 structural barriers reported by potential jobseekers both employed and unemployed and successful switchers" shows responses for the question "Which of the following, if any, do you strongly agree limit your ability to find a job?" Respondents who had recently switched jobs were asked, "If you would be looking for a job, which of the following, if any, do you strongly agree limit your ability to find a job?" Respondents were then provided with a list of 18 potential barriers to employment. Respondents could select all options that apply. Responses shown are for midcareer and older individuals (ages 45+). Barriers selected are the top three most selected barriers for this age group.

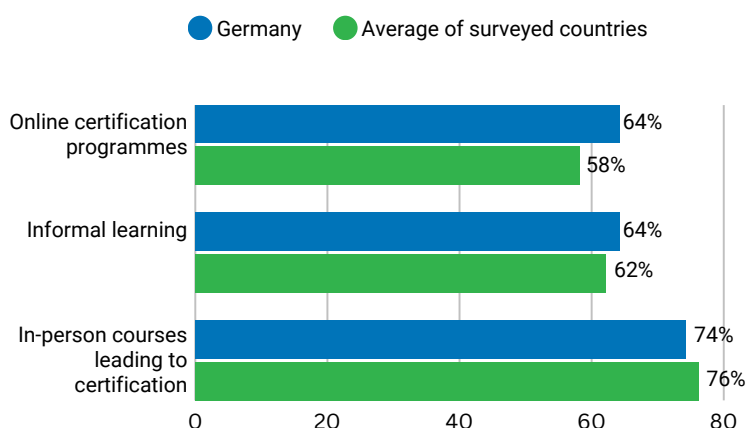
SECTION 4: MIDCAREER AND OLDER INDIVIDUALS' THOUGHTS ON TRAINING

Training participation in Germany is higher than in other countries. When training happens it is more likely to be in person (and less online).

Midcareer and older individuals' training participation in the past 3 years**



Most popular forms of training for midcareer and older individuals**



Note: Respondents were asked, "Have you taken or followed any professional training course(s) in the past 3 years?". Additionally, they were asked, "Below is a list of potential training or certifications that you may or may not have. When, if ever, did you complete these programs?" A list of seven options was then provided and respondents were asked to provide "Yes" or "No" answers. Percentages are calculated among respondents who previously answered that they had completed that they had participated in training or a certification programme over the previous three years.

METHODOLOGY

The survey drew 882 responses in Germany, from potential switchers (269), successful switchers (312) and unemployed individuals (301) between the ages of 18 to 65; of which 53% were women, 31% with lower education, 35% vocational degree, and 34% with college education or beyond. Additionally, 259 responses were gathered from hiring managers: 57% men, more likely to have a university or masters degree and whose age fluctuates from 18 to 65.

The research reflects the views and opinions of online populations in Germany, and the surveys are representative of the population by age, gender, and household income or socioeconomic level.

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Sources:

* OECD datasets: LFS by sex and age – indicators, Unemployment by duration, Family database, Pensions at a Glance.

** Generation & OECD (2023), Survey of employers and midcareer & older individuals. The survey drew responses across the Czech Republic, France, Germany, Romania, Spain, Sweden, the United Kingdom, and the United States.