# Table of Contents

List of Figures ........................................... 13
List of Tables ............................................. 15
List of Equations .......................................... 17
List of Abbreviations ...................................... 19

1 Introduction ............................................ 21

2 Beyond the Norm—Temporary Employment Contracts and Occupations ........................................... 27
2.1 Theories on the Determinants of Temporary Employment ........................................... 28
2.2 The (Neglected) Occupational Perspective on the Labor Market ........................................... 31
2.3 Occupations—An Elusive Concept ........................................... 34
2.4 No Trespassing—The Mechanisms and Sources of Occupational Closure ................................. 37
   2.4.1 Credentialism ........................................... 40
   2.4.2 Licensing ........................................... 43
   2.4.3 Occupational Specificity ........................................... 44
   2.4.4 Occupational Associations ........................................... 46
   2.4.5 Unionization ........................................... 49
   2.4.6 Human Capital, Internal Labor Markets, and Occupational Closure ........................................... 49
2.5 Summary on Occupational Closure and Temporary Employment ........................................... 52

3 Case Selection ............................................ 55
3.1 Germany as a Textbook Example of an Occupational Labor Market ........................................... 55
3.2 The Norm of Standard Work Arrangements and the Deregulation of Employment Protection Legislation in Germany ........................................... 57
4 The Theoretical and Methodological Challenges of Operationalizing Closure Measures for Germany 61

4.1 Credentialism—An Unbalanced Concept 61

4.2 Licensing—Two Definitions, Two Worlds of Licensed Occupations 64

4.3 Specificity—An Underexplored Niche 65

4.4 Associations—Two Different Measurement Strategies 67

4.5 Unionization—Industry-Level versus Occupational-Level Unions 68

4.6 Additional Distinctive Features of the German Labor Market 68

5 Data, Methods, Sample Selection, and Variables 71

5.1 Methods 72

5.2 Sample selection 76

5.3 Variables 79

5.3.1 The Credential Inflation Index—A New Approach to Capture the Supply of Occupation-Specific Credentials 79

5.3.2 The Standardization Index 85

5.3.3 The Licensure of Tasks and Titles 87

5.3.4 The Specificity of Occupational Tasks 88

5.3.5 Occupational Associations and Occupation-Specific Trade Unions 90

5.3.6 Control Variables 91

6 Descriptive Statistics 95

6.1 The Trends in Temporary Employment in Germany 95

6.2 Closure Sources and Their Bivariate Association with Temporary Employment 100

6.2.1 The Credential Inflation Index 100

6.2.2 The Standardization of Occupational Credentials 103

6.2.3 Occupational Specificity 105

6.2.4 The Licensing of Occupations 108

6.2.5 Occupational Associations 111

6.2.6 Occupation-Specific Trade Unions 112
### Table of Contents

6.3 Summary of the Descriptive Statistics 113

7 **Closing in on Closure—The Association between Occupational Closure and Temporary Employment** 119

7.1 Occupational Closure and Temporary Employment—Results 121

7.2 Occupational Closure, Human Capital, and Internal Labor Markets 128

7.3 Occupational Closure and Monitoring Costs 138

7.4 Occupational Closure and Additional Distinctive Features of the German Labor Market—Region and Gender Composition 144

7.5 Occupational Closure and High-Risk Populations 151

7.6 Solving the (Academic) Credentialism Conundrum 155

7.7 Sensitivity Checks 157

8 **Summary** 159

9 **Conclusions** 169

References 171

Index 191