

Comparative Study on Job Security and Stability among German and Spanish Workers and Their Ability to Work from Home

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Abstract

This research article analyses the situation in the labour markets in Germany and Spain using a comparative study to identify differences in job security and stability and the possibility of working from home. The study is based on data from statistical sources provided by Eurofound (2024) with a sample of 907 employees in Germany and Spain. A binary logistic regression was performed, where the dependent variable was the binary variable country (Germany and Spain) and the independent variables are related to job security and stability (job loss, employment opportunities, recognition, performance expectations, employment contract). In addition, a Chi-square independence test was performed to determine the difference between countries regarding working conditions and teleworking. The analysis in this study reveals a clear difference between the labour markets in Spain and Germany. German workers are in a significantly more favourable position than Spanish workers. For this reason, Germany must continue to improve the quality of its labour market to ensure the sustainability of employment.

Introduction

Job insecurity is very prevalent in today's working life. Due to constant changes in the market, companies must take various measures to survive and remain competitive. Job insecurity can be exacerbated by layoffs, staff reductions, or organisational changes, as these are perceived as warning signs that jobs in that company are not secure, leading to quantitative job insecurity (Bassanini et al., 2024, p. 13). This insecurity can also be exacerbated by threats or factors perceived as stressors in the workplace. In addition, factors such as the COVID-19 situation further reinforce these perceptions (Azar et al., 2022, p. 69).

The Spanish labour market is very complex. Some of the country's characteristics are reflected in its structure, knowledge of which is essential as an economic indicator. This goes so far that unemployment rate is one of the most important macroeconomic variables. The Spanish labour market is not in the best shape (Bassanini et al., 2023, p. 22). The financial crisis of 2008 and health crisis of 2020 have brought major problems and placed Spain in a precarious situation that needs to be examined, analysed, and resolved. On the other hand, Germany is considered a European role model, particularly in the area of employment. It is an industrialised country with a skilled workforce and a stable labour market, which is reflected in its low unemployment rate (Benmelech et al., 2022, p. 10).

However, changes and developments in the labour market in European countries are gradually becoming apparent. In Spain in particular, the most important labour market variables developed positively in 2019. The population aged 16 and over stood at 39.27 million in 2019, representing an increase of 1.0% over the previous year (Álvarez-Espino et al., 2024, p. 15).

Germany has the economic structure typical of a highly developed country, with agriculture accounting for only a small share of GDP. The industrial sector is comparatively more important than in other countries. Still, it is losing ground to the service sector (which accounts for around 70%), which together with construction accounts for three-quarters of German GDP (Caldwell & Oren, 2023, p. 27).

As a result, essential aspects need to be analysed, including job security, which not only protects employees but also benefits employers by promoting a pleasant working environment, reducing staff turnover, strengthening employee loyalty and identification with the company, and ultimately leading to higher productivity (Federal Employment Agency, 2020, p. 12). Once this level of satisfaction is achieved, individuals can improve their living conditions, as they can meet many of their needs and then pursue further goals that enable them to develop and excel. The purpose of job security is based on every person's right to work. Through work, every person achieves self-fulfilment and dignity, earns an income to cover their basic needs and those of their dependents (Martins & Antonio, 2024, p. 17).

The protection of the right to stability is guaranteed by legal proceedings which the employee must initiate

after dismissal and which aim to review the legality of the dismissal to fulfil the employee's claim to reinstatement in their job and also to grant them compensation equal to the wages lost during the proceedings and until the actual reinstatement (Taber, & Rune, 2020, p. 33).

This paper aims to describe the situation of the labour markets in Germany and Spain and, based on a comparative analysis, to highlight differences in job security and stability as well as the possibility of working from home. The paper is essentially quantitative and descriptive in nature. The various variables and characteristics refer to 2021 as the reference period. Information from statistical sources provided by Eurofound (2024), based on the EWCTS (European Working Conditions Telephone Survey, 2021), was used to carry out the work.

Literature Review

Stability and Security in the Workplace

Job security is linked to a series of legal provisions aimed at protecting the employment relationship, in particular against arbitrary decisions by the employer. These provisions form the system of employment stability, which derives from the more comprehensive right to work. It is therefore an institution of labour law that ensures that each individual remains in employment, thereby guaranteeing the right to work and the livelihood of the employee and their family (Bussolo et al., 2022, p. 3). According to international standards, this protection or right to stability is based on two main concepts: the requirement that the termination of the employment relationship by unilateral declaration of intent on the part of the employer (dismissal) must be based on a (legally defined) justified reason. And the possibility for the competent authority to assess or evaluate the reason given by the employer so that, in the event of unjustified or arbitrary dismissal, the employee is reinstated or, alternatively, compensation is paid (Lück, M. & Kopatz, 2021, p. 13).

Stability is a right or, rather, a protection derived from the constitutional order that guarantees the preservation or maintenance of the job, derived from the guarantee of dismissal only for reasons provided for by law, and which includes the right to reinstatement in the job if the judicial authority finds (assesses) the dismissal to be unlawful plus payment of wages lost during the proceedings (Kaboth et al., 2021, p. 22). Alternatively,

the employer may pay compensation determined by law, taking into account the length of service and salary of the employee concerned (Hall & Sevindik, 2020, p. 13).

Situation and Context in Europe

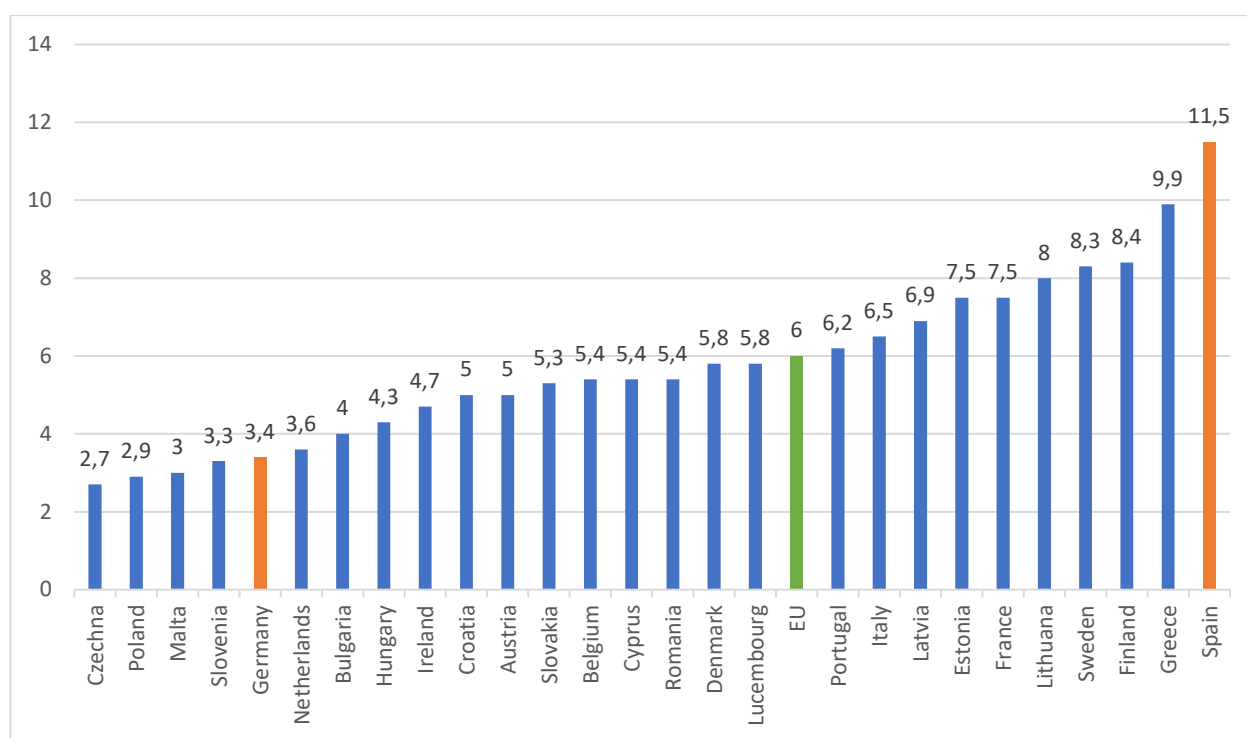
Directive (EU) 2019/1152 of the European Parliament and of the Council of June 20, 2019, on transparent and predictable working conditions in the European Union provides for comprehensive harmonization of labour law provisions throughout the European Union. One of the objectives of the Directive is to oblige Member States to require employers to inform their employees of the essential aspects of the employment relationship (Bosch, 2023, p. 7). Article 3 of the Directive stipulates that employers must communicate the essential terms of the contract to each employee in writing, but clarifies that the provisions in paper form may be expressly replaced by electronic means, provided that the information is

accessible to the employee, can be stored and printed out, and the employer receives proof of transmission or receipt.

As part of the process of integration into the labour market, the importance of ensuring a reduction in unemployment in Europe and achieving positive effects on the labour market is also established (Figure 1). As an improvement measure, the Spanish government, for example, drew up the so-called Plan for Recovery, Transformation, and Resilience in 2023. This plan provides for investments of €2.363 billion to improve the critical situation on the Spanish labour market in the coming years. In the context of work, it is important to implement reforms such as regulating the employment of suppliers, teleworking, digitizing the platform, and introducing active employment policies (Álvarez-Espino et al., 2024, p. 15).

Figure 1

Unemployment rate in Europe, 2024



Source: Author, based on Eurostat, 2024

Job security depends on various internal and external factors. Internal factors include aspects such as the company's wage policy, which emphasizes that employees' wages must be fair and proportional to the work they perform. This policy increases the company's ability to attract and retain competent employees (Van Doorn & O. Van, 2022, p.17). Incentive systems, on the other hand, aim to ensure that employees make a

physical and intellectual contribution and expect remuneration in return. However, incentives are not limited to the payment of wages, but also include non-financial aspects that contribute to motivation, satisfaction, and job security, such as safety, effective communication, recognition of achievements, and promotions. Financial aspects include productivity bonuses, commissions, and performance bonuses

(Autorengruppe Bildungsberichterstattung, 2022, p. 11). External factors, on the other hand, are divided into political, economic, social, technological, governmental, legal, and environmental factors. In relation to the company, the physical size, technological equipment, and human resources of the company are important. The economic situation: This becomes an incentive to continue working in the company if this aspect is strongly pronounced (Bustelo et al., 2020, p. 18).

Home office¹

On the other hand, teleworking as a form of work has become increasingly important in the world of work worldwide, as it has preserved many jobs and created new ones (Grömling & Niebel, 2025, p. 21). Before the outbreak of the COVID-19 pandemic, it was assumed that offices and face-to-face work were essential for increasing productivity, but the reality has changed. It has been shown that companies can achieve the same or even higher productivity and continue to achieve the same goals. The only thing that changes is that both companies and employees must adapt to new forms of work to meet the new requirements and adapt to the new reality (Falck et al., 2024, p. 21). A survey conducted by Eurofound in the 27 countries of the European Union at the end of 2022 shows that around 31% of the workers surveyed work from home or in combined forms (Eurofound-ETF, 2022). In the specific case of Spain, 14% of employees (3.3 million people) worked from home on average three days a week in 2022 (Monsef & Stettes, 2023, p. 19).

During 2020, there was a change in the dynamics of work due to the COVID-19 pandemic. One characteristic aspect of this period was isolation and decreased social interaction among workers, which are among the main negative consequences of the change in work organisation. This can lead to workers feeling less connected to their workplace and can result in mental health problems and unhealthy behaviours. One of the aspects associated with worker isolation is reduced communication and information exchange with colleagues and supervisors, which sometimes makes them feel invisible. In addition, job instability may increase during this period, causing disruptions in work dynamics.

Data and Method

Information source

The European Working Conditions Survey (EWCS) has been conducted for several decades, since 1990, and it provides an essential and reliable tool for understanding working conditions in different European countries. The survey is conducted every five years. This information gathering instrument is carried out by the European Foundation for the Improvement of Living and Working Conditions (EUROFOUND). One of the main functions of this body is to provide knowledge and advice on citizens' working and living conditions. This system provides information on variables related to work, change management, and the characteristics and conditions of life in Europe (Eurofound, 2021). In addition, due to the COVID-19 pandemic, the surveys had to be conducted through a special process and were not face-to-face. Instead, the EWCS surveys were conducted using a different method and were a special edition for 2021, as they were conducted by telephone interview. The information gathering process was called the European Working Conditions Telephone Survey (EWCTS 2021). This method generates variation and presents differences from the previous method for analysing trends over time.

The survey aims to examine the conditions of the population in terms of the working environment by type of work, to identify risk groups, trends, and indicators. This makes it possible to understand the current conditions of the various work variables in Europe, to make comparisons with historical data, and to make forecasts about the potential conditions and trends for workers in Europe in the coming years. The aspects covered in this survey make it possible to conduct and evaluate the present study to answer the two hypotheses described in this research article.

Selection of data

A quantitative approach was taken in this study. When collecting the data for this study, it should be noted that, due to the COVID-19 pandemic, the survey was conducted by telephone interviews in 2020. This significant methodological change led to a special 2021

¹ In German, there are a variety of terms for "work not in presence". For example, "mobiles Arbeiten", "Homeoffice" and "Telearbeit" are mentioned. A uniform definition cannot be found and is interpreted according to the theoretical basis. A good overview is provided by Forschungsbericht 549 of Bundesministerium für Arbeit und Soziales

(Federal Ministry of Labour and Social Affairs): Verbreitung und Auswirkung von mobile Arbeit und Homeoffice" from October 2020: https://www.bmas.de/SharedDocs/Downloads/DE/Publikationen/Forschungsberichte/fb-549-pdf-verbreitung-auswirkung-mobiles-arbeiten.pdf?__blob=publicationFile&v=2

edition entitled “European Working Conditions Telephonic Survey (EWCTS 2021),” which does not allow for comparison with previous editions of the survey, thus limiting the possibilities for analysing trends over time. The survey questionnaire has been significantly expanded since the first edition and, in recent revisions, has been supplemented with the gender equality perspective as a topic of interest. As part of this process, workers from 36 European countries were surveyed, and data from Germany and Spain were selected for the purposes of this study. The data were downloaded from the database at <https://beta.ukdataservice.ac.uk/>. In the EWCTS 2021 coding, Germany was coded as number 6 and Spain as number 10 to identify the country.

The language of the survey in the selected database is

English, so the variables coded in the study were specified in English. The variables described in Table 1 were selected to answer the two hypotheses in line with the study’s objectives.

Most of the variables described above have a Likert scale that allows respondents to answer according to the option they identify with most. Table 2 shows the scale for each variable described in the survey.

The selected data from both countries were prepared for statistical analysis, with invalid or empty data being removed beforehand to ensure consistency between the responses in Germany and Spain. On this basis, 907 respondents were selected for analysis.

Table 1

Variables selected for the study

Variables	Meaning
ID	Unique identifier for each respondent in the EWCTS 2021.
1. Age	Age of respondent in years.
2. Gender	Gender of respondent.
3. Country	Country of respondent (code).
4. Employee_selfdeclared	Are you employed or self-employed? (Used only to filter for employees or self-employed persons)
5. Private_sector	Do you work in...?
6. Wp_size	How many people work at your workplace, i.e., in the company where you work?
7. Losejob	I could lose my job in the next 6 months (fear of job loss).
8. Opportunities_job	I have sufficient opportunities to use my knowledge and skills in my current job (career prospects).
9. Recognition	I receive the recognition I deserve for my work (appreciation in the workplace).
10. Predict_earnings	Can you say in advance how much you will earn in the next 3 months? (financial security).
11. Empl_contract	What type of employment contract do you have? (contract stability)
12. Trade_union	Is there a union, works council, or similar body in your company that represents employees? (protection against dismissal)
13. Discrimination	Have you experienced discrimination in your current job? That is, have you been treated less favourably or unfairly because of who you are or certain characteristics you have?
14. Loc_home	How often have you worked from home?

Source: EWCTS, 2021

Table 2*Likert scale assigned to the study variables*

Variables	Scale	Variables	Scale
2. Gender	1. Male 2. Female	8. Recognition	1. Completely agree 2. I tend to agree 3. Neither agree nor disagree 4. I tend to disagree 5. Completely disagree
3. Country	1. Germany (in EWCTS 6) 2. Spain (in EWCTS 10)	9. Predict_earnings	1. Yes, pretty much 2. Yes, approximately 3. No
4. Private_sector	1. The private sector 2. The public sector	10. Empl_contract	1. Permanent contract 2. Fixed-term contract 3. Contract with a temporary employment agency 4. Training contract or other training program 5. No contract
5. Wp_size	1. 1 2. 2 to 4 3. 5 to 9 4. 10 to 49 5. 50 to 99 6. 100 to 249 7. 250 to 499 8. 500 or more	11. Trade_union	1. Yes 2. No
6. Losejob	1. I completely agree 2. I tend to agree 3. I neither agree nor disagree 4. I tend to disagree 5. I completely disagree	12. Discrimination	1. Yes 2. No
7. Opportunities_job	1. Completely agree 2. I tend to agree 3. Neither agree nor disagree 4. I tend to disagree 5. Completely disagree	14. Loc_home	1. Never 2. Rarely 3. Sometimes 4. Often 5. Always

*Source: EWCTS, 2021***Hypotheses**

Based on the objective set out in this study and the above literature review, the following two hypotheses are formulated:

H₁: German employees have a higher level of job security and stability than Spanish employees.

H₂: There is a higher proportion of German employees who work from home compared to Spanish employees.

Data analysis

To determine whether the data conformed to a normal distribution, the Kolmogorov-Smirnov test with Lilliefors correction was first performed. This type of test has the

advantage of providing an objective judgment of normality and varies according to the sensitivity of the sample size. Since the number of respondents was greater than 50, it was decided to apply the Kolmogorov-Smirnov test instead of the commonly used Shapiro-Wilk test to each variable in the German and Spanish data sets. The Shapiro-Wilk test is applied when there is a small sample size. Therefore, the Kolmogorov-Smirnov test was applied in this case. The null hypothesis applied in this case is that the data are normally distributed, and the alternative hypothesis states that the data are not normally distributed. A descriptive analysis of the variables for each country was carried out, which showed the level and proportion in relation to stability, job security, and form of work. As for the inferential analysis, to answer the first hypothesis (H₁), a binary logistic regression was chosen, with the dependent variable

being the binary country variable (Germany = 1 and Spain = 2) and the independent variables corresponding to those related to job security and stability (job loss, job opportunities, recognition, benefit expectations, employment contract). To verify the second hypothesis (H₂), the chi-square test of independence was performed to determine the difference between countries regarding working conditions and teleworking. This chi-square analysis checks whether or not the variables analysed are related, and whether these categorical variables are independent in the two countries studied. IBM SPSS version 29 software was used for the calculation.

Results

Descriptive analysis

The results in Tables 3 and 4 show the proportion of variables concerning stability, job security, and type of work in each country surveyed (Germany and Spain). Regarding demographic variables, the age of respondents in Germany ranged from 16 to 45, with the frequency varying between age groups. It should be noted that the lowest values in percentage terms are found in the 16-20 age group, while most respondents belong to the 21-43 age group. In the sample selected for Germany, 60% of respondents are men and 40% are women.

The sample consisted of 70.1% individuals which belonged to the private sector, while 29.9% were employed in the public sector. In terms of company size, measured by the number of employees, the largest share (24.9%) was in the 10 to 40 employee size categories, followed by 14.9% in the 100 to 249 employee size categories, and 21.3% of respondents said they worked in companies with more than 500 employees (Figure 2). Regarding job losses, many of the population surveyed do not believe they will lose their jobs in the next six months; 63.5% do not believe this at all, 23.3% do not believe this, and only 4.2% fear losing their jobs. In addition, 79.1% of respondents are certain about how much they will earn in the next three months. In the work environment, 51.8% fully agree that they have opportunities to apply their knowledge at their workplace, and at the same time, 73.4% of respondents feel recognised for their work performance. Regarding the type of employment contract, 80.7% of respondents have a permanent contract, and 12.3% have a fixed-term contract. At the same time, 63.3% said a union or committee represents employees in their company, and 90.2% of the population have not experienced discrimination. Regarding working arrangements, 52.1% of the population rarely worked from home, and 47.9% of the population regularly work from home (Figure 2).

Table 3

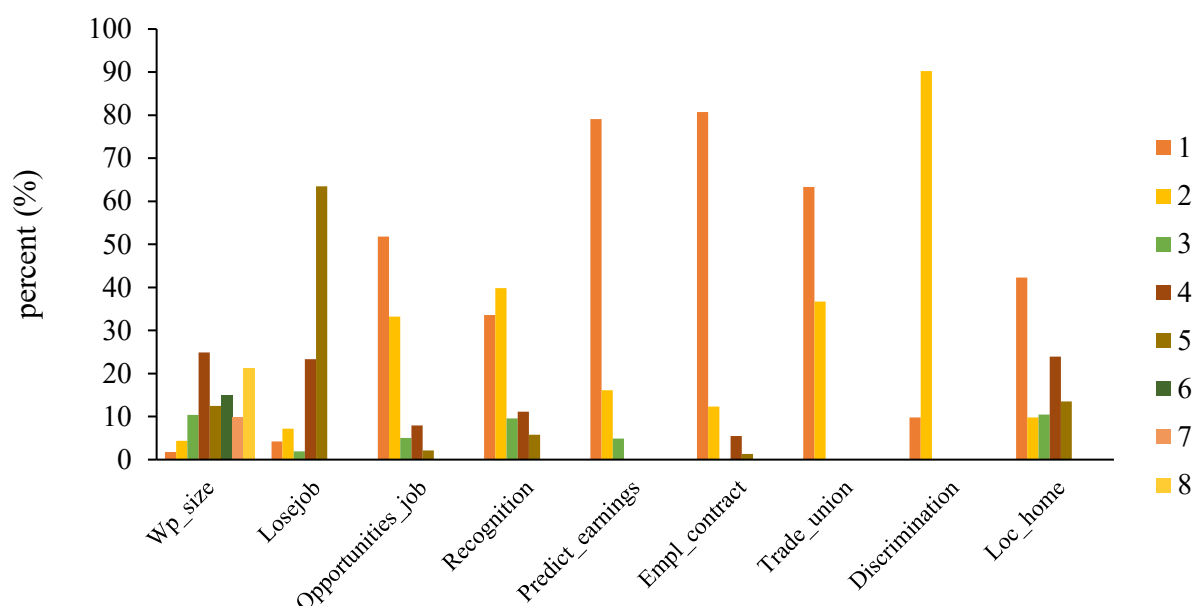
Descriptive analysis for Germany (mean values, standard deviations, range, variance)

Variables	Range	Minimum	Maximum	Mean	Standard deviation	Variance	Kurtosis	Std. error
Age	29	16	45	32.66	7.107	50.503	-0.939	0.162
Gender	1	1	2	1.40	0.491	0.241	-1.845	0.162
Private_sector	1	1	2	1.30	0.458	0.210	-1.227	0.162
Wp_size	7	1	8	5.33	1.924	3.701	-1.019	0.162
Losejob	4	1	5	4.35	1.095	1.198	2.335	0.162
Opportunities_job	4	1	5	1.75	1.007	1.014	1.538	0.162
Recognition	4	1	5	2.16	1.175	1.380	0.032	0.162
Predict_earnings	2	1	3	1.26	0.537	0.289	3.021	0.162
Empl_contract	4	1	5	1.34	0.847	0.718	7.051	0.162
Trade_union	1	1	2	1.37	0.482	0.233	-1.699	0.162
Discrimination	1	1	2	1.90	0.298	0.089	5.336	0.162
Loc_home	4	1	5	2.56	1.543	2.381	-1.534	0.162

Source: Author's analysis in IBM SPSS, based on EWCTS 2021

Figure 2

Variables related to job stability and security in Germany



Note: The scale (1-8) for each variable is described in Table 2.

Source: Author, based on EWCTS 2021

Regarding demographic variables, the age of respondents in Spain ranged from 18 to 68, with the frequency varying between age groups. It should be noted that the lowest percentages are found in the 18-27 age group, while

most respondents are between 25 and 69 years old. In the sample selected for Spain, 53.5% of respondents are men and 46.5% are women.

Table 4

Descriptive analysis for Spain (mean values, standard deviations, range, variance)

Variables	Range	Minimum	Maximum	Mean	Standard deviation	Variance	Kurtosis	Std. error
Age	50	18	68	42.75	10.961	120.146	-0.874	0.162
Gender	1	1	2	1.47	0.499	0.249	-1.985	0.162
Private_sector	1	1	2	1.29	0.452	0.204	-1.098	0.162
Wp_size	7	1	8	4.60	1.846	3.408	-0.569	0.162
Losejob	4	1	5	3.85	1.519	2.306	-0.785	0.162
Opportunities_job	4	1	5	1.76	1.203	1.448	1.447	0.162
Recognition	4	1	5	2.26	1.405	1.973	-0.587	0.162
Predict_earnings	2	1	3	1.42	0.646	0.417	0.350	0.162
Empl_contract	4	1	5	1.20	0.499	0.249	19.951	0.162
Trade_union	1	1	2	1.36	0.480	0.231	-1.665	0.162
Discrimination	1	1	2	1.87	0.332	0.110	3.124	0.162
Loc_home	4	1	5	2.27	1.538	2.364	-1.114	0.162

Source: Author's analysis in IBM SPSS, based on EWCTS 2021

With a similar percentage to Germany, 71.4% of respondents are employed in the private sector, while 28.6% work in the public sector (Figure 3). Regarding company size, 33.5% said that the company they work for employs between 10 and 49 people, 12.1% said that the company employs between 100 and 249 people, and

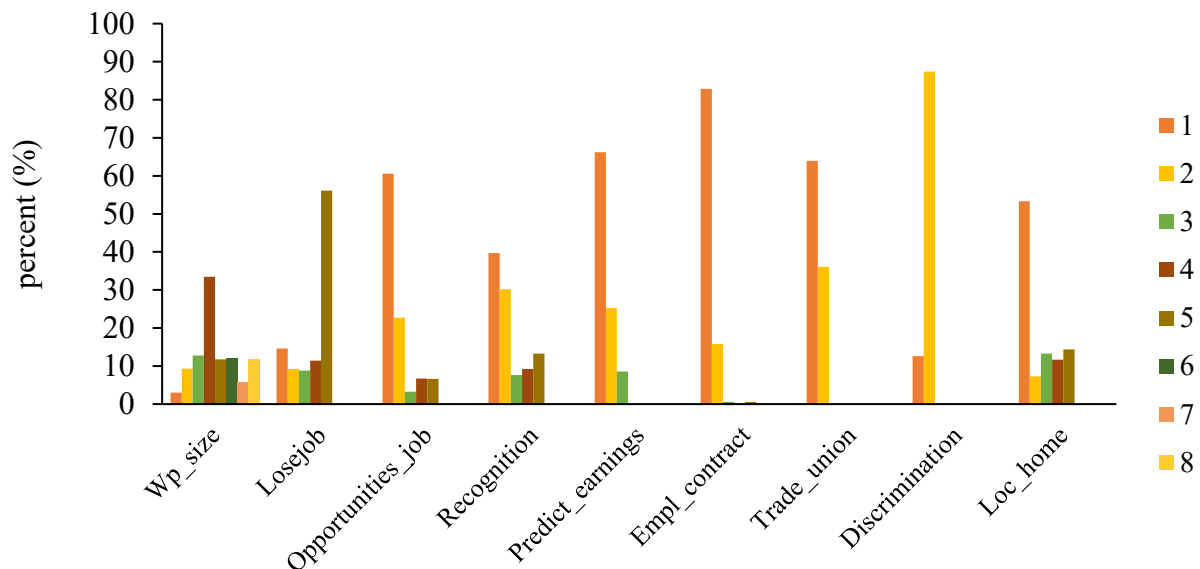
11.7% said that it employs 500 or more people. Regarding job stability, 23.8% said they were at risk of losing their jobs in the coming months, and 56.1% said they were not at risk of losing their jobs soon. Regarding experience in the work environment, 60.6% strongly agreed that they have opportunities to contribute their

knowledge at work, and 69.9% stated that they receive recognition at work. As for income in the coming months, 66% of the population is confident that they will receive their income. In addition, 82.9% have a permanent employment contract and 63.9% are members of a trade

union or employee protection committee at their workplace. About discrimination, 87.4% said they had not experienced any. Regarding working from home, 60.6% said they do not work this way, while 39.4% have already gained experience with this new form of work (Figure 3).

Figure 3

Variables related to job stability and security in Spain



Note: The scale (1-8) for each variable is described in Table 2.

Source: Author, based on EWCTS 2021

Inference Analysis

According to the results shown in Table 5, it was detected that the data did not follow a normal distribution. The null hypothesis of normality is rejected in this case, and the alternative hypothesis is accepted, meaning that the results do not follow a normal distribution.

To answer the first hypothesis posed in the study (H1: German employees have a higher level of job security and stability than Spanish employees), a binary logistic regression was performed, selecting the variables associated with job security and stability (job loss, employment opportunities, recognition, profit forecast, employment contract) as independent variables. The dependent variable was the binary variable country: Germany = 1 (0) and Spain = 2 (1). The binary logistic regression model performed was significant, as shown by

the omnibus test for the model coefficients with a p-value = 0.000 and a $\chi^2 = 128.503$ (Table 6), indicating that the prediction model improved significantly depending on the country compared to the null model (without variables); with $-2 \log \text{likelihood} = 2514.738$; null model $-2 \log \text{likelihood} = 2386.235$. The Hosmer-Lemeshow test's p-value = 0.086 is greater than 0.05, indicating no significant differences. This means that the model fits the data well and there are no differences between the observed and expected values (Tables 7 and 8). In addition, the model includes 6.8% Cox & Snell R^2 and Nagelkerke $R^2 = 0.091$; the variability is low but asocial and typical for these research models. The classification table shows that the predictive power for the variables stability and job security is moderately higher for Germans at 69.9% than for Spaniards at 51.9%; 59.4% of cases were classified correctly.

Table 5

Kolmogorov-Smirnov normality analysis of variables for Germany – Spain

	Kolmogorov-Smirnov ^a		
	Statistic	df	Sig.
Country	0.341	1814	0.000
Age	0.052	1814	0.000
Gender	0.375	1814	0.000
Private_sector	0.447	1814	0.000
Wp_size	0.192	1814	0.000
Losejob	0.346	1814	0.000
Opportunities_job	0.315	1814	0.000
Recognition	0.281	1814	0.000
Predict_earnings	0.441	1814	0.000
Empl_contract	0.469	1814	0.000
Trade_union	0.411	1814	0.000
Discrimination	0.527	1814	0.000
Loc_home	0.298	1814	0.000
Leverage value	0.208	1814	0.000

Source: Author's analysis in IBM SPSS, based on EWCTS 2021

Table 6

Omnibus Tests of Model Coefficients

	Chi-square	df	Sig.
Step	128.503	5	0.000
Block	128.503	5	0.000
Model	128.503	5	0.000

Source: Author's analysis in IBM SPSS, based on EWCTS 2021

Table 7

Hosmer and Lemeshow test

Chi-square	df	Sig.
12.479	7	0.086

Source: Author's analysis in IBM SPSS, based on EWCTS 2021

As for the interpretation of the estimated logistic regression model (Table 8), the analysis for job insecurity (loss of job) shows an odds ratio of 0.733 and a p-value

of 0.000, indicating that the probability of losing one's job is lower for Germans. In the case of "Predict_earnings" (earnings forecast), the odds ratio is 1.513, p-value = 0.000, so that income security is more likely to be associated with German nationality. For "Empl_contract" (employment contract), the odds ratio is 0.600, p-value = 0.000, so that less stable contracts are more likely to be associated with Spanish nationality. About "Opportunities_job" (employment opportunities), odds ratio: 0.911, p-value = 0.64, and "Recognition" (recognition) odds ratio: 1.041, p-value = 0.344, there were no differences, so these variables do not represent a significant element for differentiation and comparison in terms of nationality. The model created confirms the study's first hypothesis and shows that employees in Germany have conditions and characteristics that offer more security and stability in the workplace than in Spain.

Table 8

Estimated logistic regression model

	B	S.E.	Wald	df	p	Odds Ratio
Losejob	-0.311	0.040	59.667	1	0.000	0.733
Opportunities_job	-0.093	0.050	3.423	1	0.064	0.911
Recognition	0.041	0.043	0.897	1	0.344	1.041
Predict_earnings	0.414	0.086	23.182	1	0.000	1.513
Empl_contract	-0.511	0.084	36.948	1	0.000	0.600
Constant	1.444	0.283	26.017	1	0.000	4.236

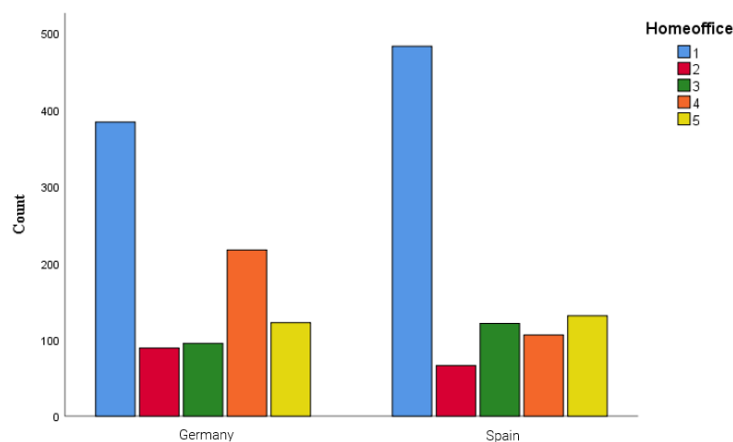
Source: Author's analysis in IBM SPSS, based on EWCTS 2021

To answer the second hypothesis and determine the relationship between the countries studied (Germany vs. Spain) and their relationship to teleworking, a chi-square analysis was performed. The results of the chi-square analysis (56.313) presented in Table 9 show a p-value of 0.000, which is statistically significant and indicates that there are differences between the levels associated with teleworking in Germany and Spain. The value of Cramér's $V = 0.176$ (Table 10) reflect a small to moderate effect of

the analysis. As can be seen from the results and the different proportions in the response categories (Figure 4), there is a higher percentage of people who use teleworking more frequently in Germany (339 people, categories 4 and 5) than in Spain, where 483 people stated that they had never worked from home (Figure 3). These results confirm the second hypothesis H: "There is a higher frequency of employees in Germany who regularly work from home than Spanish employees."

Figure 4

Frequency of teleworkers, Germany compared to Spain



Note: The scale (1-5) is described in Table 2.

Source: Author, based on EWCTS 2021

Table 9

*Chi-Square Tests: Country * Homeoffice*

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	56.313 ^a	4	0.000
Likelihood Ratio	57.146	4	0.000
Linear-by-Linear Association	16.546	1	0.000
N of Valid Cases	1814		

Note: a. 0 cells (0.0%) have expected count less than 5. The minimum expected count is 77.50.

Source: Author's analysis in IBM SPSS, based on EWCTS 2021

Table 10

Symmetric Measures

	Value	Approximate Significance
Nominal by Nominal	Phi	0.176
	Cramer's V	0.176
	Contingency Coefficient	0.174
N of Valid Cases	1814	

Source: Author's analysis in IBM SPSS, based on EWCTS 2021

Discussion

This study, which examines the security, job stability, and working conditions of German and Spanish employees, has shown that there are significant differences between the situations of German and Spanish employees in terms of working conditions related to job security and stability, as well as the type of work (home-based work).

Based on this study's first hypothesis, the logistic regression results showed higher job security and stability in Germany (p-value < 0.05; $\chi^2 = 128.50$; -2 log-likelihood = 2386.24). These results showed that the variables used for the analysis were suitable for distinguishing between the two countries in this work context.

The analysis identified significant predictors for each country examined, including job loss, profit forecast, and employment contract. The greatest certainty of receiving an income in the coming months, a higher proportion of permanent contracts, and less uncertainty about job loss

were associated with employees in Germany. In Spain, the percentages are relatively high, but Germany has a higher proportion. These results are consistent with various studies on the labour market, which is more stable than in other Southern European countries (Álvarez-Espino et al., 2024, p. 13).

Regarding this study's second hypothesis showed a higher proportion of German employees are working from home ($\chi^2=56.313$), while in Spain a higher proportion of employees stated that they had never worked from home. This study is consistent with other studies showing that teleworking is more common in Germany for various reasons, such as to create flexibility in the working environment within institutions, and that Germany has been able to build a better technological infrastructure over the years (Bussolo et al., 2022, p. 2).

The study's results support the hypotheses and show the structural inequalities and differences between the labour markets in Spain and Germany regarding job security and stability. In the countries examined, these aspects are influenced by labour legislation, the political measures implemented, and the resources provided by labour institutions in both the public and private sectors (Monsef & Stettes, 2023, p. 61).

An average unemployment rate of 14.1% was reported in Spain for 2019. Although, according to the Labour Force Survey conducted by the National Institute of Statistics (2021), the number of unemployed people in Spain fell by 6.6% compared to the previous year, this figure is still well above the average unemployment rate for the EU-28 countries in that year, which stood at 6.7% (Eurostat, 2021). In Spain, a north-south pattern of unemployment has been described, mainly due to the following factors: Differences in labour market flexibility between regions, which is reflected in low inter-regional migration and the difficulties of Spanish legislation in the context of the collective bargaining system. Different economic cycles; there are differences in the pace of growth between the autonomous regions (Falck et al., 2024, p. 13).

According to reports from the European Commission and the General Secretariat in Germany, the labour market is functioning well, with a solid employment rate and record low unemployment. Nevertheless, it faces several challenges, such as a shortage of skilled workers, which is increasingly hampering economic development and leading to a high number of job vacancies in the country (Bosch, 2023, p. 7).

In terms of opportunities on the labour market, Germany tends to have a higher share. The ratio between the population available for the labour market and the population actually working is noteworthy in both countries. Looking at the 15-64 age group, Germany's labour force participation rate is 79.2%, while the employment rate is 76.7%.

The analysis reveals a clear difference between the labour markets in Spain and Germany. German workers are in a much more favourable position than their Spanish counterparts. In addition, Germany is better positioned than Spain in terms of digitalisation. This is an advantage for Germany, which enabled companies to adapt better to the COVID-19 health crisis. Teleworking, which has been gradually introduced in Germany since 2014, bore fruit in 2020 and resulted in better employment trends that were adapted to the circumstances (Hall, A. & Sevindik, 2020, p. 11; Antonazzo et al., 2023, p. 27)

Conclusion

Compared to Spain, Germany currently has more strengths in the labour market in terms of stability and security in conjunction with new forms of work, and the outlook for the future is that this situation will continue. Improving the labour market must be based on reforming employment opportunities, training, and education for workers, as is the case in the most developed countries, such as Germany, to achieve higher productivity. For this reason, Germany must continue to improve the quality of the labour market, thereby ensuring the sustainability of employment. Based on the results achieved, it is assumed in the European context that stability can prevail for a large proportion of the workforce in many European countries and that the implementation of innovative measures and learning processes could mitigate the problems of the future and improve the quality not only of countries but also of workers (Monsef & Stettes, 2023, p. 65). The results of this study provide a solid basis for further research in which various variables are evaluated to understand better European countries' economic, educational, and labour sectors.

Labour law, its birth and development are based on the existence, recognition, and protection of freedom of association, as this constitutes the first form of balance between employers and workers. The legally weak are equated with employers in that they can demand and negotiate working conditions, which has been made

possible through the exercise of freedom of association and its classic manifestations of the right to unionise, the right to collective bargaining, and the right to strike (Álvarez-Espino et al., 2024, p. 15).

Each person in their relationship with their work has a unique and particular experience that is, in turn, mediated by the characteristics of their contract with the organisation for which they work. The forms of employment determine the particular conditions of each

type of contract, which are perceived differently depending on both the consequences for the individual and the characteristics of the contract itself (Monsef, R. & Stettes, O., 2023, p. 64). Thus, within the same organisation, several workers may have the same responsibilities in a given job. However, differences in their contracts may determine different conditions of stability, remuneration, and social security, with implications for the psychological contract (Caldwell & Oren, 2023, p. 29).

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Primerjalna študija o varnosti in stabilnosti delovnih mest med nemškimi in španskimi delavci ter njihovi zmožnosti dela od doma

Izvleček

Ta članek analizira razmere na trgu dela v Nemčiji in Španiji s pomočjo primerjalne analize, da bi ugotovili razlike v varnosti in stabilnosti delovnih mest ter možnosti dela od doma. Študija temelji na podatkih iz statističnih virov, ki jih je zagotovil Eurofound (2024), z vzorcem 907 zaposlenih v Nemčiji in Španiji. Izvedena je bila binarna logistična regresija, pri kateri je bila odvisna spremenljivka binarna spremenljivka država (Nemčija in Španija), neodvisne spremenljivke pa so povezane z varnostjo in stabilnostjo delovnega mesta (izguba delovnega mesta, zaposlitvene možnosti, priznanje, pričakovanja glede uspešnosti, pogodba o zaposlitvi). Poleg tega je bil izveden Chi-kvadrat test neodvisnosti, da bi ugotovili razlike med državami v smislu delovnih pogojev in razmer na področju dela na daljavo. Analiza v tej študiji kaže jasno razliko med trgom dela v Španiji in Nemčiji. Nemški delavci so v bistveno ugodnejšem položaju kot španski delavci. Nemčija mora nadaljevati z izboljševanjem kakovosti svojega trga dela, da bi zagotovila trajnost zaposlovanja.

Ključne besede: varnost zaposlitve, stabilnost zaposlitve, delo na domu, Nemčija, Španija