



European Platform Undeclared Work

Practice fiche

Mini-job Centre, Germany

Title of the policy or measure (in English)	Measures of the Minijob-Zentrale (mini-job centre) to respond to the increasing importance of online-platforms in the household service sector.
<ul style="list-style-type: none">• Case study/good practice name	Haushaltsjobbörse (household service job board) of the Minijob-Zentrale / Cooperation between Minijob-Zentrale with private online domestic service platforms in reforming the mini-job registration process.
<ul style="list-style-type: none">• Country	Germany
<ul style="list-style-type: none">• Sectors	Domestic services
<ul style="list-style-type: none">• Target groups	Consumers and suppliers of household services (only private persons, no companies, dependent employment) / private household service platforms
<ul style="list-style-type: none">• Type of measure	Prevention
<ul style="list-style-type: none">• Short sentence summarising the measure	The Minijob-Zentrale (mini-job centre) is the authority responsible for registering minor employment. It implemented an online household service platform that also provides employment registration advice. It also plans to simplify the mini-job registration process to react to the rising importance of online job placement. For this, the Minijob-Zentrale also cooperates with private household service platforms (e.g. betreut.de).
Background	
<ul style="list-style-type: none">• Background context driving the implementation of the measure	<p>Haushaltsjobbörse (household service job board)</p> <p>The Household service platform was introduced in November 2014 as part of the Demografiestrategie (demography strategy) of the Federal Ministry for Labour and Social Affairs (BMAS) and the Federal Ministry of Education and Research (BMBF). The aim was to increase demand for household services, to increase labour market participation of women (e.g. employment of household service worker for childcare or to help with household duties) and as a reaction to ageing of the population (care for the elderly).</p> <p>Reform of the registration process for minor employed in private households: In Germany, undeclared work in the household services sector amounts to around 3-4 million persons. The number of registered mini-jobbers employed by private households rose from 28,000 persons in 2003 to 300,000 during the last few years.</p> <p>Mini-Jobs are jobs with monthly incomes up to €450. These can be regular or occasional jobs or jobs in addition to regular employment; and employers pay a low lump sum to social insurance and income taxes. Private households can employ mini-jobbers for household services, and must register their employees at the Minijob-Zentrale. The registration process for private household employers (Haushaltsscheckverfahren) is less complex than that for commercial employers. However, although online registration is possible, at the moment private households as employers as well as (mini-job) employees have to sign the registration documents by hand.</p>

<ul style="list-style-type: none"> When was the measure implemented? (including start date and end date/ongoing) 	Haushaltsjobbörse (household service job board) November 2014
<ul style="list-style-type: none"> Names(s) of authorities/bodies/organisations involved 	Minijob-Zentrale (mini-job centre); Federal Ministry of Labour and Social Affairs (BMAS); Federal Ministry of Education and Research (BMBF); Private household service platforms
<ul style="list-style-type: none"> Scope of the measure (a pilot project, nationwide, regional wide) 	Nationwide (online)
<ul style="list-style-type: none"> Type of (policy) measure 	Job placement and advisory service; Public-private cooperation
<ul style="list-style-type: none"> Key objectives of the measure 	<p>Haushaltsjobbörse (household service job board) Professionalisation of household services, tackling undeclared (dependent) work in private households within the household service sector, ensuring worker rights for minor employed (minimum wage)</p> <p>Reform of the registration process for minor employed in private households making the mini-job registration process more attractive when using online-platforms</p>
Specific measure	
<ul style="list-style-type: none"> Description of how the measure operates in practice 	<p>Haushaltsjobbörse (household service job board)</p> <p>In general, the platform operates similarly to other household service platforms, but is free of charge and also includes information on the registration process after a work contract is completed.</p> <p>Private household service platforms usually pay fixed hourly wages for household service workers and keep a share of the hourly wage paid by employers for themselves. Therefore, it is beneficial for employers to employ employees directly (without intermediary fees) – but possibly also by employing them illegally. Services of the household service platform of the Minijob-Zentrale (job requests and vacancy advertisements) however are free of charge, as the household service platform does not have to make a financial profit. After registration, the Minijob-Zentrale informs jobseekers and employers on the (mini-job) registration process as well as on legal regulations (e.g. minimum wage, holiday regulations...).</p> <p>However, only job requests and vacancy advertisements by private persons that will lead to dependent employment are allowed.</p> <p>Reform of the registration process for minor employment in private households:</p> <p>Also in reaction to the increasing importance of job placement via online platforms, Minijob-Zentrale will reform this registration process. Intended for Autumn 2017, private households will be able to complete the whole registering process of their (mini-job) employees online. Minijob-Zentrale is in contact with private household service platforms (e.g. betreut.de) and will support them in embedding the online registration form at their website. This might also help private household service platforms to assess how many mini-jobbers are registered at the Minijob-Zentrale. There is criticism that (private) household service platforms do not effectively ensure that household service providers are not bogus self-employed. In return, private household service platforms plan to share their findings with the Minijob-Zentrale.</p>

<ul style="list-style-type: none"> Which groups are targeted by the measure? 	<p>Haushaltsjobbörse (household service job board) Consumers and suppliers of household services (only private persons, no companies), persons interested in providing or demanding household services. This includes general cleaning services, child, elder and animal care, and gardening.</p> <p>Reform of the registration process for minor employment in private households: Private household service platforms, household service platform of the Minijob-Zentrale, private employers and employees in the household service sector</p>
<ul style="list-style-type: none"> What resources and other relevant organisational aspects are involved? 	None
<ul style="list-style-type: none"> What are the source(s) of funding? 	<p>Haushaltsjobbörse (household service job board) Funded by the Federal Ministry of Labour and Social Affairs</p>
Evaluation and outcome	
<ul style="list-style-type: none"> Has the measure achieved its objectives? 	<p>In general, the measures of the Minijob-Zentrale increased cooperation with private online domestic service platforms who might include the planned online registration process on their platforms. Consultation and registration reform measures might lead to less undeclared work or bogus self-employment in the household service sector. However, quantifying these effects is not possible (yet). The success of the household service job board is hard to assess.</p>
<ul style="list-style-type: none"> Assessment method (including indicators used to measure its impact), and the outputs and outcomes achieved 	<p>The household service job board records 8,000 to 10,000 registrations per year. The total number of users amounted to 48,000 in October 2017. On the household service job board, one main problem is that there are more vacancy advertisements than job search requests, as most domestic workers prefer other employment forms (including undeclared work) to a mini-job.</p>
<ul style="list-style-type: none"> What are lessons learnt and the key conditions for success? 	<p>In Germany, private online domestic service platforms are interested in cooperating with the relevant social security authority (Minijob-zentrale) as they do not want to be associated with promoting undeclared work and bogus self-employment. However, they also rely on the social security authorities' willingness to cooperate.</p>
<ul style="list-style-type: none"> Level of transferability (e.g. other countries/groups/sectors) 	<p>Haushaltsjobbörse (household service job board) Easy to transfer to other countries, although the mini-job regulation and the Minijob-Zentrale are very specific for Germany.</p> <p>Reform of the registration process for minor employment in private households: Very specific to Germany (special regulation for registration of minor employment if a private household is the employer)</p>
Additional information	
<ul style="list-style-type: none"> Contacts 	Thorsten Vennebusch (Minijob-Zentrale)
<ul style="list-style-type: none"> Sources 	<p>Haushaltsjobbörse (household service job board) https://www.haushaltsjob-boerse.de/DE/Home/home_node.html</p> <p>Information on the registration process for minor employed in private households: https://www.minijob-zentrale.de/DE/01_minijobs/03_haushalt/03_infos_fuer_arbeitgeber/02_so</p>

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- Metadata and key words for online search

Minijob-Zentrale, Haushaltsjob-Börse, Haushaltsscheckverfahren