



AMSTERDAM
THE HAGUE

Rotterdam

Antwerp

BELGIUM

BRUSSELS

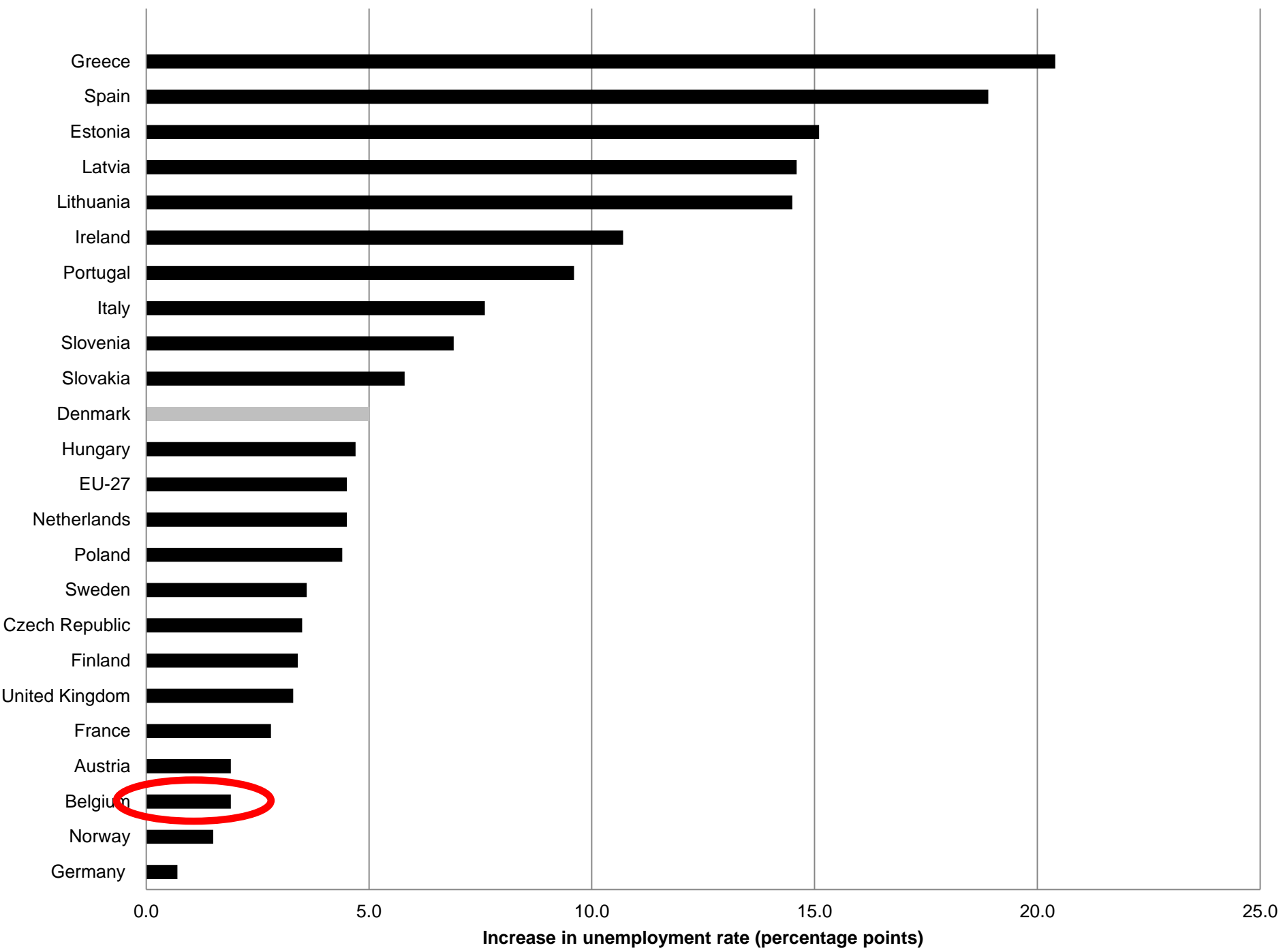
LUXEMBOURG

Liege

Nijmegen

Düsseldorf

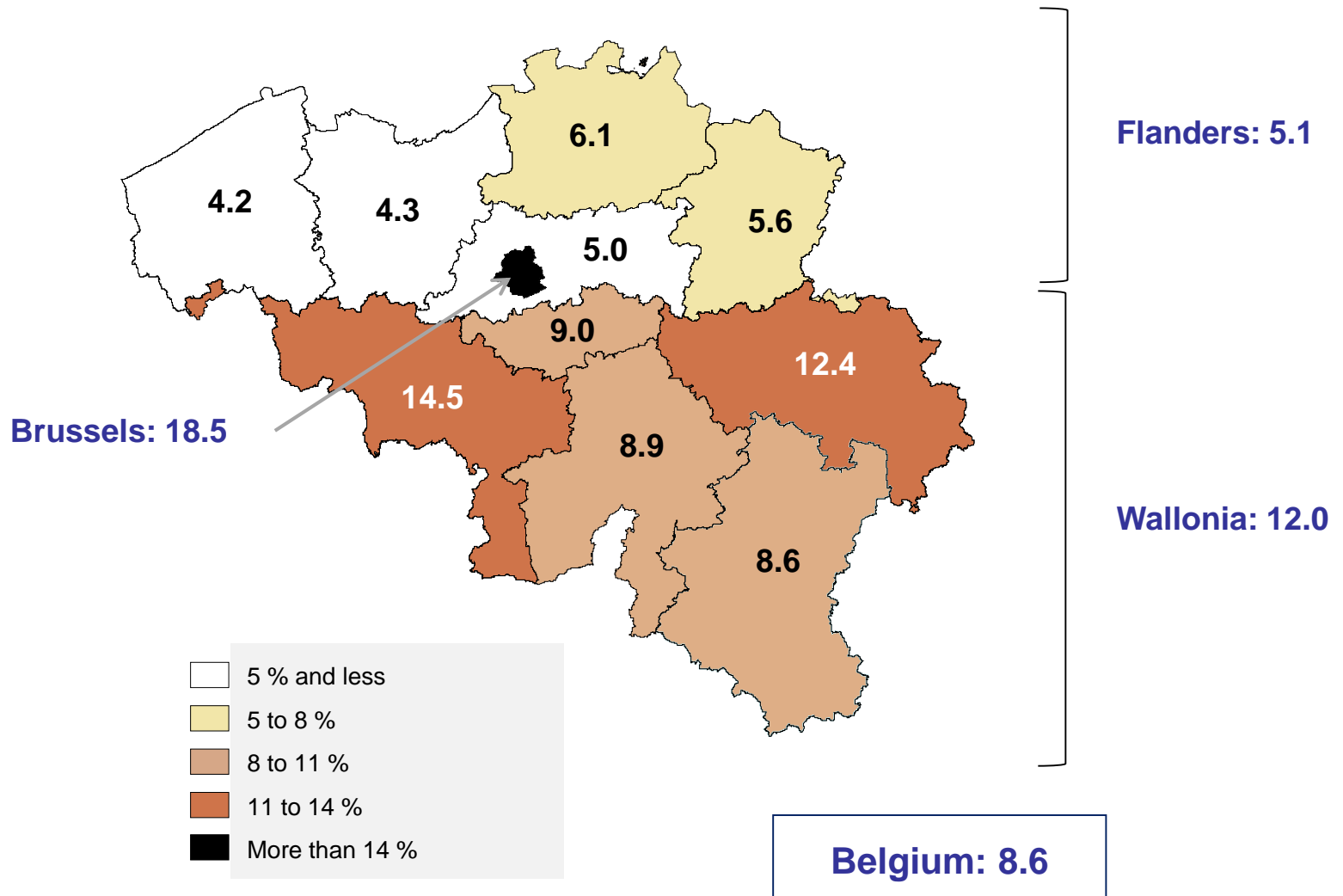
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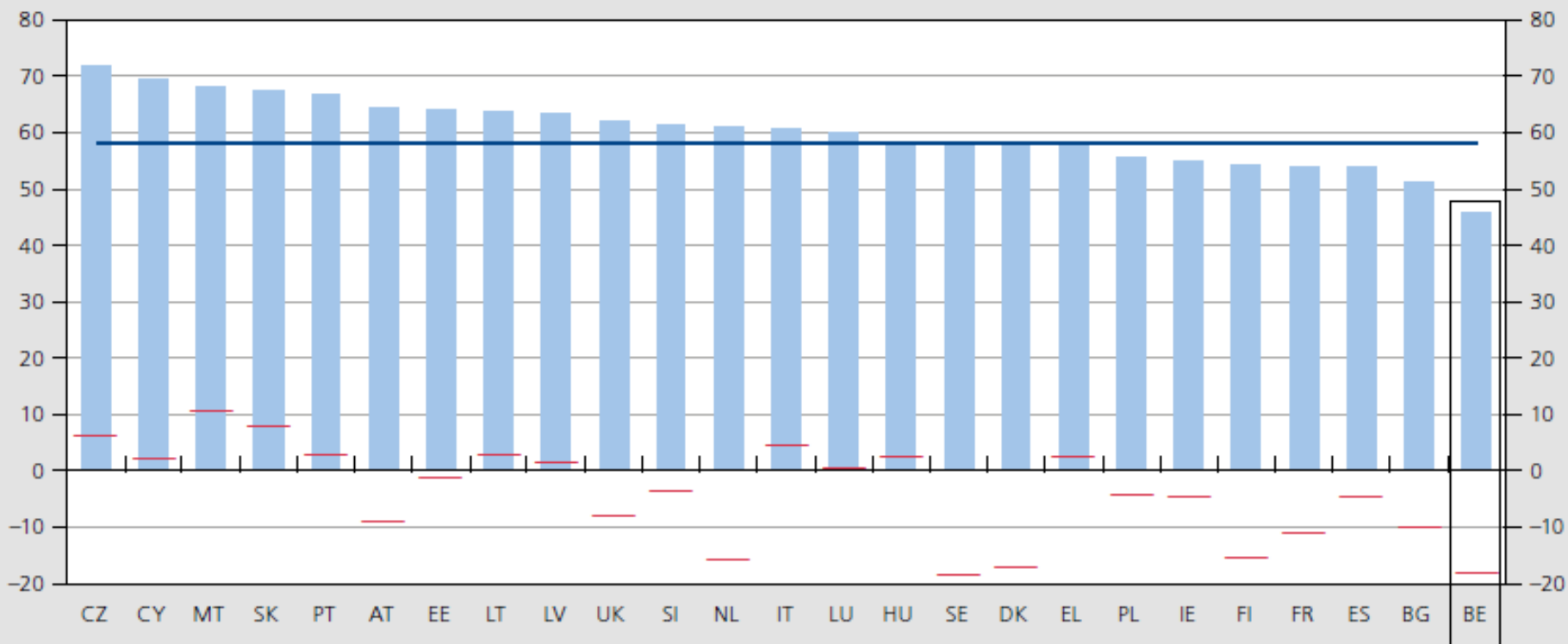
CRISIS YEARS: “Belgian” labour market a glass half full

- ➔ Nu bubble
 - ➔ No “austerity”
 - ➔ Germany (*while it lasts*)
 - ➔ Ageing in general + public sector (*once in a lifetime*)
 - ➔ Subsidized employment (*for now*)
 - ➔ Working time reduction & temp. unemployment (*bridge*)
- ➔ **Insiders and “mini-jobs” vs. outsiders and careers**

Unemployment Rate



Non-EU immigrant employment rate



- Werkgelegenheidsgraad
- Verschil met de werkgelegenheidsgraad van personen geboren in het land van verblijf, in procentpunten
- Gemiddelde werkgelegenheidsgraad in de EU

Some Stylized Facts

- ➔ **High average seniority: 11,4 years**
- ➔ **High employment security: >85%**
- ➔ **Modest share of temporary work (<10%) but x3 for -25**
- ➔ **High level of EPL**



Dismissal to Work?

Seniority	Notice by the employer	Notice by the employee
0 < 3 months	2 weeks	1 weeks
3 < 6 months	4 weeks	2 weeks
6 < 9 months	6 weeks	3 weeks
9 < 12 months	7 weeks	3 weeks
12 < 15 months	8 weeks	4 weeks
15 < 18 months	9 weeks	4 weeks
18 < 21 months	10 weeks	5 weeks
21 < 24 months	11 weeks	5 weeks
As of 3 rd year	12 weeks	6 weeks
As of 4 th year	13 weeks	6 weeks
As of 5 th year	15 weeks	7 weeks
As of 6 th year	18 weeks	9 weeks
As of 7 th year	21 weeks	10 weeks
As of 8 th year	24 weeks	12 weeks
As of 9 th year	27 weeks	13 weeks
As of 10 th year	30 weeks	13 weeks
As of 11 th year	33 weeks	13 weeks
As of 12 th year	36 weeks	13 weeks
As of 13 th year	39 weeks	13 weeks
As of 14 th year	42 weeks	13 weeks
As of 15 th year	45 weeks	13 weeks
As of 16 th year	48 weeks	13 weeks
As of 17 th year	51 weeks	13 weeks
As of 18 th year	54 weeks	13 weeks
As of 19 th year	57 weeks	13 weeks
As of 20 th year	60 weeks	13 weeks
As of 21 st year	62 weeks	13 weeks
As of 22 nd year	63 weeks	13 weeks
As of 23 rd year	64 weeks	13 weeks
Per additional year	One additional week per year	Maximum of 13 weeks

Theory

- ➔ **(Payment in lieu of) notice**
- ➔ **Outplacement: from a right to a duty for both parties**
- ➔ **‘Active’ dismissal intention**
- ➔ **Re-employment and re-conversion cells for collective dismissal**
- ➔ **More ‘activation’ and ‘incentives’ in unemployment insurance**

Practice and Questions

- ➔ **Dismissal culture?**
 - ➔ **Incentives?**
 - ➔ **Transition: symbol or outcome?**
 - ➔ **Role for unions?**
 - ➔ **Career perspective on job transitions?**
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@devosmarc