



**Hoorzitting Commissie  
Economie Vlaams Parlement:  
Aandachtspunten bij de relance  
van onze arbeidsmarkt**

**Prof. dr. Stijn Baert**  
Universiteit Gent

**Van alle 25- tot 64-jarigen waren er in 2018 ...**

**... 77.5% aan het werk in Vlaanderen.**

**... 80.3% aan het werk in Nederland.**

**... 84.8% aan het werk in Zweden.**

**En, ja, dat zou beter hoger zijn.**



**En, ja, dat zou beter hoger zijn.**

**FUNCTIE (WERKZAAMHEID↑,  
KAPITAAL↑, PRODUCTIVITEIT↑,  
BIJDRAGEVOET↑)**

**kapitaal↑ en productiviteit↑  
vraagt investeringen**

**bijdragevoet↑  
werkgelegenheid↓, kapitaal↓  
(Blundell, 2014, IZA WoL;  
Hamermesh, 2014, IZA WoL)**

**Inkomsten SZ**

**FUNCTIE (1-WERKZAAMHEID↑,  
UITKERINGSHOOGTE↑)**

**uitkeringshoogte↓ is veelal  
maatschappelijk niet wenselijk**

**Uitgaven SZ**

**Van alle 25- tot 64-jarigen waren er in 2018 ...  
... 77.5% aan het werk in Vlaanderen.**



**2.2% was werkloos.**

**Van alle 25- tot 64-jarigen waren er in 2018 ...  
... 77.5% aan het werk in Vlaanderen.**



**2.2% was werkloos.**

**20.3% was inactief.**

**Van alle 25- tot 64-jarigen waren er in 2018 ...  
... 77.5% aan het werk in Vlaanderen.**



**2.2% was werkloos.**

*Tegenover 2.6% in Nederland.*

**20.3% was inactief.**

*Tegenover 17.1% in Nederland.*

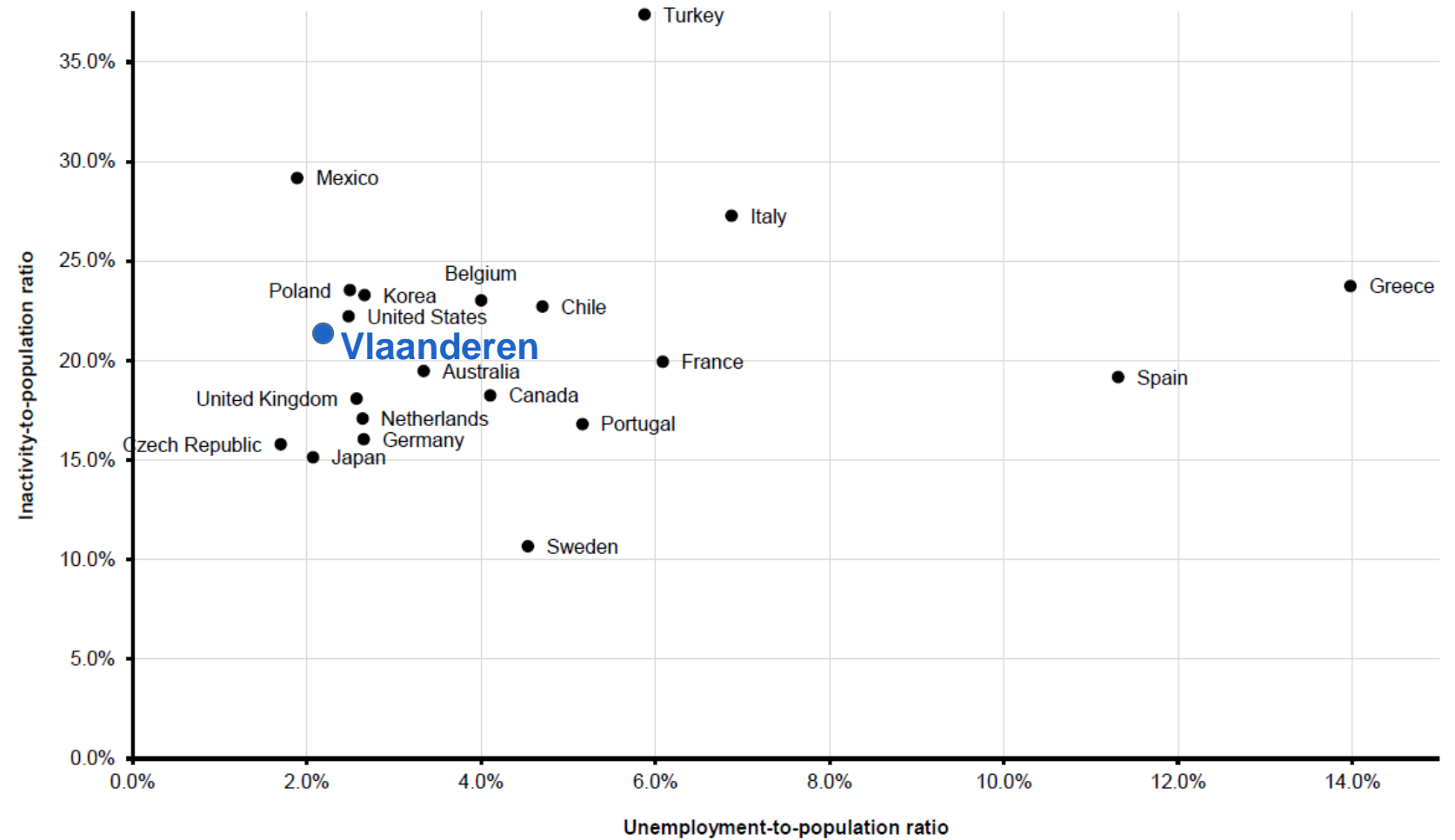
## The iceberg in the labour market

Stijn BAERT\*

**Abstract.** This article introduces the metaphor of the iceberg in the labour market. While policy in most OECD countries has historically focussed on reducing unemployment (the tip of the iceberg), the group of inactive people (below the waterline) is much larger. Therefore, we point to the clear limitations of the unemployment rate as the (single) key macro-economic indicator of the health of the labour market. A parsimonious dashboard approach utilizing the unemployment-to-population ratio and the inactivity-to-population ratio as two highly appropriate and complementary measures is defended. We show that the ratio of these two indices varies greatly between countries, which calls for different policies for different countries.

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# Verhouding inactief/werkloos opmerkelijk



**Blijvende opdracht voor Vlaanderen:**

**Poorten richting inactiviteit beter sluiten!**



Typisch doorstroom van kortdurige  
werkloosheid naar langdurige  
werkloosheid naar inactiviteit!

**Blijvende opdracht voor Vlaanderen:**

**Werken meer laten lonen!**



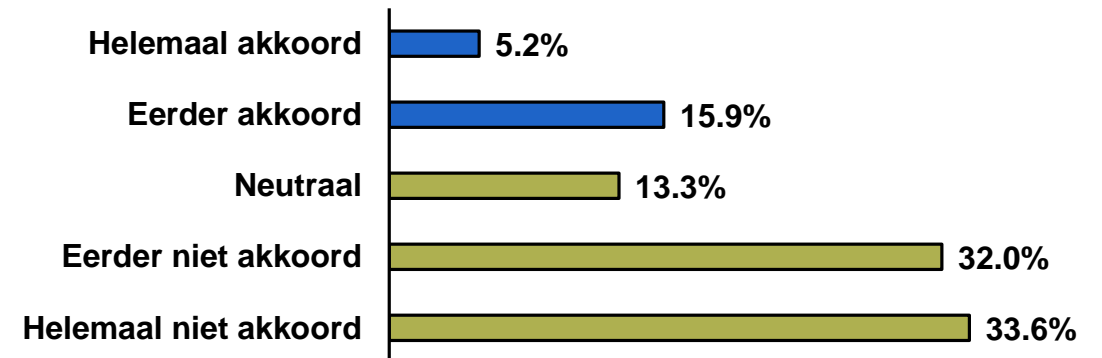
**Met andere woorden: meer inactieven  
richting de arbeidsmarkt verleiden!**

# Bijkomende uitdaging voor Vlaanderen:

## Werkloosheid zal stijgen door coronacrisis



### IK VREES DAT DE HUIDIGE CORONACRISIS ERTOE ZAL LEIDEN DAT IK OP KORTE OF LANGE TERMIJN MIJN HUIDIGE BAAN VERLIES.



**1. Van “jobs, jobs, jobs” naar “opleiden, opleiden, opleiden”**

**2. Gooi ambities Vlaams regeerakkoord niet weg**

**3. Het meest zuinige beleid is een evidence-based beleid**

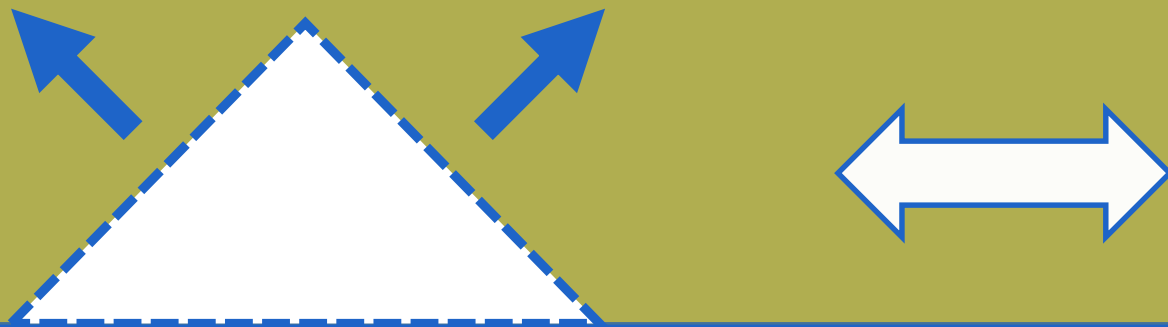
**Drie aandachtspunten.**

**1. Van “jobs, jobs, jobs” naar “opleiden, opleiden, opleiden”**

**Drie aandachtspunten.**

Onevenwicht tussen (stijgende) werkloosheid  
en (blijvende) knelpunten

Taskforce “mismatch” om werklozen sneller  
dan vroeger te heroriënteren?





## Unemployment or Overeducation: Which is a Worse Signal to Employers?

Stijn Baert<sup>1</sup> · Dieter Verhaest<sup>2</sup>

Published online: 20 November 2018  
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### Abstract

This study estimates the stigma effect of unemployment and overeducation within one framework. We conduct a randomised field experiment in which we send out trios of fictitious job applications, from male candidates with no relevant work experience, to real vacancies. One candidate graduated just a few months before the application, the two others graduated a year earlier and had been unemployed or underemployed since that time. By monitoring the subsequent callback, we find evidence of a larger stigma effect of unemployment than overeducation. The stigma effect of overeducation is found to occur for permanent contract jobs but not for temporary ones.

**Keywords** Unemployment signalling · Overeducation signalling · Transitions in youth

**JEL Classification** J24 · J60 · C93

### 1 Introduction

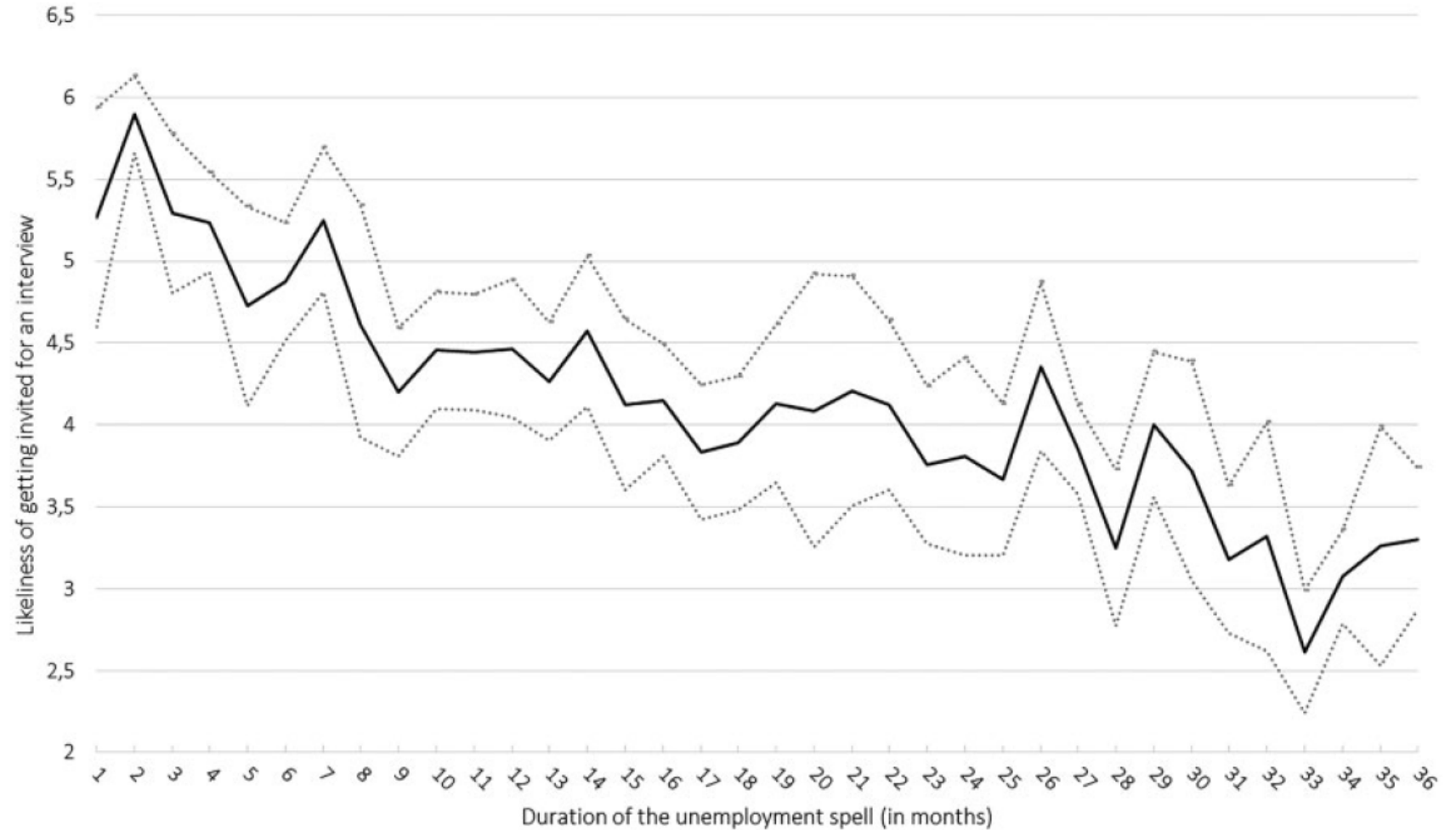
Many studies have revealed that adverse labour market outcomes early in one's career may have a substantial negative impact on future labour market success. This negative impact may not only result from (youth) unemployment (Aralampalam 2001; Kletzer

**Electronic supplementary material** The online version of this article (<https://doi.org/10.1007/s10445-018-9330-2>) contains supplementary material, which is available to authorized users.

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Hoe langer werkloos, hoe lager kans op baan

## **2. Gooi ambities Vlaams regeerakkoord niet weg**

**Drie aandachtspunten.**



# Blijvende opdracht voor Vlaanderen:

## Werken meer laten lonen!

## En dit is wat Vlaamse regeerakkoord doet.

- 
1. Jobbonus: meer netto voor wie weinig verdient.
  2. Kinderopvang meer op maat van noden werkende bevolking.
  3. Sociale voordelen niet langer statuut- maar inkomensafhankelijk.

**Blijvende opdracht voor Vlaanderen:**

**Werken meer laten lonen!**

**En dit is wat Vlaamse regeerakkoord doet.**

Dit aanbodgerichte beleid is perfect complementair met vraaggerichte beleid dat macro-economisch aangewezen is om de groei aan te zwengelen.

### **3. Het meest zuinige beleid is een evidence-based beleid**

**Drie aandachtspunten.**

- **Ons arbeidsmarktbeleid heeft verregaande consequenties.**
  - In strikte zin besteden we ongeveer 3% van ons BBP aan passief en actief arbeidsmarktbeleid.
  - In brede zin heeft arbeidsmarktbeleid enorme impact op welvaart.
- **Maar we evalueren amper *ex post* of beleid adequaat is ...**
  - Slechts *ad hoc* evaluatieprogramma's (zoals VIONA).
- **Laat staan dat we vaak *ex ante* beleidskeuzes op evidence-based gronden nemen.**
- **Gevolg: we zetten schaarse middelen niet doelmatig in en missen kansen om welvaartstaat te versterken.**
  - Middelen door coronacrisis niet minder schaars, ruimte voor fouten beperkter.

**Waarom evidence-based beleid nu nodig is**

- Schep ruimte in budget door schrappen ondoelmatig beleid.
- Wetenschappelijk onderzoek erg kritisch omtrent doelmatigheid werkgeversubsidies.

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World of Labor

### Can hiring subsidies benefit the unemployed?

Hiring subsidies can be a very cost-effective way of helping the unemployed, but only when they are carefully targeted

Keywords: active labor market programs, subsidy, unemployment

**ELEVATOR FITCH**  
Elevator management can lead to skill transfer and have additional effects on future employer expectations, increasing the likelihood of receiving a job when employment prospects are slow due to labor market conditions. High levels of unemployment, however, may reduce the size of the labor market for those who are employed. In this context, hiring subsidies can provide an important mechanism for increasing employment among women and other similarly targeted, as a very cost-effective way of increasing employment. Average both parties of economic stability and recovery.

Source: OECD Labor Market Statistics Database, Germany

**KEY FINDINGS**

Pros	Cons
<ul style="list-style-type: none"> <li>Hiring subsidies have been shown to increase the likelihood of receiving a job when employment prospects are slow due to labor market conditions.</li> <li>Hiring subsidies can be a very cost-effective way of helping the unemployed, but only when they are carefully targeted.</li> <li>High levels of unemployment, however, may reduce the size of the labor market for those who are employed.</li> <li>In this context, hiring subsidies can provide an important mechanism for increasing employment among women and other similarly targeted, as a very cost-effective way of increasing employment.</li> </ul>	<ul style="list-style-type: none"> <li>High levels of unemployment, however, may reduce the size of the labor market for those who are employed.</li> <li>In this context, hiring subsidies can provide an important mechanism for increasing employment among women and other similarly targeted, as a very cost-effective way of increasing employment.</li> </ul>

**AUTHOR'S MAIN MESSAGE**  
Hiring subsidies provide financial incentives to employers by temporarily reducing their labor costs. They can increase employment and have additional effects on future employer expectations, increasing the likelihood of receiving a job when employment prospects are slow due to labor market conditions. High levels of unemployment, however, may reduce the size of the labor market for those who are employed. In this context, hiring subsidies can provide an important mechanism for increasing employment among women and other similarly targeted, as a very cost-effective way of increasing employment.

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**IZA**  
World of Labor

### The effects of wage subsidies for older workers

Wage subsidies to encourage employers to hire older workers are often ineffective

Keywords: long-term unemployment, active labor market programs, older workers, employment, labor demand, wage subsidies

**ELEVATOR FITCH**  
Elevator management can lead to skill transfer and have additional effects on future employer expectations, increasing the likelihood of receiving a job when employment prospects are slow due to labor market conditions. High levels of unemployment, however, may reduce the size of the labor market for those who are employed. In this context, hiring subsidies can provide an important mechanism for increasing employment among women and other similarly targeted, as a very cost-effective way of increasing employment.

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**EUROPEAN CENTRAL BANK**  
ECONOMIC PAPERS

**Wage subsidies and hiring chances for the disabled: some causal evidence**

**Stephan**

Keywords: wage subsidies, disabled, employment, hiring chances, causal evidence

**Abstract**  
This study examines the effectiveness of wage subsidies in increasing the hiring chances of disabled individuals. It uses a randomized controlled trial design to evaluate the impact of wage subsidies on the hiring chances of disabled individuals. The results show that wage subsidies have a positive effect on hiring chances, but only for those who are currently unemployed. The study also finds that wage subsidies have a positive effect on the duration of unemployment, suggesting that they may be a cost-effective way of helping the unemployed.

**Keywords**  
Wage subsidies, disabled, employment, hiring chances, causal evidence

**JEL Classification**  
J24, J25, J62

**Introduction**  
Labor market conditions affect employment probabilities for disabled individuals. In particular, the hiring chances of disabled individuals are often lower than those of non-disabled individuals. This is due to a variety of factors, including discrimination and physical barriers. Wage subsidies can be used to encourage employers to hire disabled individuals. However, the effectiveness of wage subsidies has been debated. This study provides causal evidence on the effectiveness of wage subsidies in increasing the hiring chances of disabled individuals.

- Baseer nieuw beleid op synthese van wetenschappelijke literatuur.
- Omgekeerde: ideologie/buikgevoel aten bevestigen door "cherry picking" uit literatuur.

# Hoe evidence-based beleid? (1)

- **Hervormingen worden idealiter op experimentele schaal uitgetest, dan geëvalueerd en verfijnd, en pas daarna gewestelijk uitgerold.**
  - Voorbeeld Nederland: alternatieve vormen om werklozen te begeleiden experimenteel geanalyseerd (Bolhaar et al., in druk, Journal of Public Economics).
  - Voorbeeld Verenigd Koninkrijk: beleidsnota “Test, learn, adapt: developing public policy via randomised controlled trials” van vorige regering.
  - Abdulatif Jameel Poverty Action Lab was betrokken bij meer dan 800 experimentele beleidsevaluaties in 61 landen.
  - “Scandinavische model”.



**Hoe evidence-based beleid? (2)**

**1. Van “jobs, jobs, jobs”  
naar “opleiden,  
opleiden, opleiden”**

✓ Installeer task force “mismatch” om  
toenemende werkloosheid snel in te dijken

**2. Gooi ambities Vlaams  
regeerakkoord niet weg**

✓ Voer ambities om werken meer te laten lonen  
onverkort door om ook inactiviteit te verlagen

**3. Het meest zuinige  
beleid is een evidence-  
based beleid**

✓ Maak budgettaire ruimte door te wieden in  
arbeidsmarktsubsidies

✓ Laat u ook voor nieuw beleid leiden door  
synthese van wetenschappelijke literatuur

✓ Test innovatief arbeidsmarktbeleid uit op  
experimentele schaal

**Vijf concrete aanbevelingen.**