



LABOUR MARKET INTELLIGENCE SOURCES

Country fiche - NETHERLANDS

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Innovating the use of Labour Market Intelligence
within European Universities - LMI-EUniv



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LIST OF ABBREVIATIONS

CBS	Centraal Bureau voor de Statistiek
CPB	Centraal Planbureau
EU	European Union
HBO	Hoger Beroepsonderwijs
HEI	Higher Education Institution
IO	Intellectual output
ISCED	International Standard Classification of Education
LISER	Luxembourg Institute of Socio-Economic Research
LMI	Labour Market Intelligence
LMI-EUniv	Innovating the use of Labour Market Intelligence within European Universities
OECD	Organisation for Economic Co-operation and Development
OVATE	Skills Online Vacancy Analysis Tool for Europe (Skills OVATE)
ROA	Research Centre for Education and the Labour Market
TU	Tallinn University
UWV	Uitvoeringsinstituut Werknemersverzekeringen
WO	Wetenschappelijk Onderwijs
WUT	West University of Timisoara

BACKGROUND

LMI-EUniv project

“Innovating the use of Labour Market Intelligence within European Universities - LMI-EUniv”, the project was the subject of a successful application to Key Action 2 - Cooperation among organisations and institutions - of the Erasmus+ programme.

Consortium

The consortium is composed of West University of Timisoara (project leader), University of Milano-Bicocca (Italy), University of Tallinn (Estonia), Prospektiker - (Spain) and Luxembourg Institute of Socio-Economic Research (Luxembourg).

Aims

The primary focus of the project is to understand how are European Universities using labour market information and labour market intelligence in the planning and delivery of their provision and how can this be improved. Therefore, the project aims to help HEI to develop appropriate skills and competencies through better matching of education supply to demand through innovative learning and teaching practices.

Objectives

The LMI-EUniv project has three main objectives: (1) to map essential LMI sources at national level, (2) to explore how HEI in Europe are using LMI, and (3) to produce a training course, guide and a Labour Market Intelligence Hub. This will be an online platform, aggregating LMI sources and information, and aims to become a reference point for all HEI.

INTRODUCTION

This country fiche provides information concerning the essential LMI sources at national level with a particular focus on LMI sources used by HEI. It was developed within the Intellectual Output 1 of the LMI-EUniv project - Mapping essential LMI sources at national level. The role of the country fiches is to systemize information related to LMI sources and gather them into a LMI Hub. The country fiches will form the basis for the Data (Evidence) Report and in turn, will inform the production of the Final Report.

During the inception phase of the project, we have noticed the existence of a large number of LMI sources but also a lack of information about them. We consider that having access to a single point of information with LMI sources will enable HEI to better use this for their activities. Thus, this research represents the first step in this direction through mapping the LMI sources at the European level.

We believe that this study is the first of its kind focused on LMI sources across Europe and is in itself a considerable innovation. Through this activity, we are seeking to influence how universities in Europe view, analyse, utilise and produce their own LMI to aid with their decision-making. Further, we aim to make this available to help stakeholders such as policymakers in national and regional governments, employers, and regional development agencies to be better able to bring their demand-side knowledge to support universities and ensure higher education supply fits to current and future labour market need.

The Final Report Recommendations given the project's geographical coverage and the pressing need for action on using labour market intelligence should have considerable transferability potential.

GENERAL INFORMATION

The Netherlands is a constitutional and parliamentary monarchy. The prime minister is the head of government, the monarch the head of state. The Council of Ministers holds the executive power.

Demography

On the first of January 2022, 17,590,672 individuals lived in the Netherlands. The number of inhabitants has increased during the last decade, it was 16,730,348 ten years ago. Foreign population represented 7% of the population in 2022. The number of immigrants increased from 786,057, in 2012, to 1,256,246 in 2022.

In 2020, the age structure of the population indicates a percentage of 15% for the age group of 0-14 years, 65% for that of 15-64 years and 20% for those aged 65 and over.

In 2020, the fertility rate was 1.5 children per woman, this rate followed a decreasing trend, compared to 1.8 in 2010.

The average life expectancy at birth was 79.7 years, 82.4 years for women and 77.1 years for men.

Labour market

The Netherlands outperforms the EU27 in terms of activity rates and employment rates for both 25-64 year olds and 20-24 year olds. In 2021, the activity rate for individuals aged 25-64 in the Netherlands was 84.8%, compared to 80.3% for the EU27, and for 20-24 year olds, it was 83.6% compared to 59.7% in the EU27. The employment rate is also higher than the EU27 average, with a rate of 82.1% for the 25-64 year olds compared to 75.3%, and 77.9% and 50.6% respectively for the 20-24 year olds. These rates have been on the rise in the Netherlands over the past decade, with the activity rate for the 25-64 year olds at 80.3% and their employment rate at 77% in 2011. Furthermore, higher education graduates have even higher activity and employment rates, at 91.4% and 89% respectively for the 25-64 year olds.

Part-time work is widespread in the Netherlands. In 2021, 42.7% of the working population worked part-time, compared to 17.7% in the EU-27 as a whole.

The sectors with the most jobs are care and social assistance, trade and other business services. The tension indicator indicates a very tight labour market. Staffing shortages are visible in all regions and virtually all occupational groups.

Over the past decade, the unemployment rate has decreased. For 25-64 year olds, it fell from 4.1% in 2011 to 3.1% in 2021, and for 20-24 year olds, it decreased from 7.8% to 6.8%. In 2021, the unemployment rate is lower than the EU-27 average, regardless of age group. Among higher education graduates, the unemployment rate is particularly low, with only 2.6% of 25-64 year olds facing unemployment.

In 2022, according to OVATE, the most heavily advertised occupations were office associate professionals, ICT professionals, and machine & plant operators. The most in-demand skills, at level 1 ESCO skill, were communication, collaboration & creativity, attitudes and business, administration & law.

Higher education market

In 2020, 40.8% of 20-24 year olds were tertiary students (ISCED level 5-8), surpassing the EU-27 average of 35.2%. Moreover, in 2021, the percentage of individuals aged 25-64 who had attained a tertiary education level was 43.1%.

In the Netherlands, higher education is organised around two main types of institutions: the institutions for higher professional education (Hoger Beroepsonderwijs, HBO) and the universities (Wetenschappelijk Onderwijs, WO).

In HBO, the teaching is practice-oriented and professional. It prepares Bachelors and Masters degrees in specific fields of study (e.g. economics, health and care, education, applied arts, agriculture). The programmes differ from one institution to another as they manage their own content. The Bachelor's degree is organised over 4 years, at the end of the Bachelor's degree, the student can work or continue in a Master's degree. The Master's degree lasts at least one year but often more. There are more than 50 HBO.

In WO, a theoretical teaching is provided in a professional or fundamental field. Contrary to HBO, the Bachelor is prepared in three years. The main universities are Amsterdam university, Leiden university, Delft University of Technology, ...

Another institution is recognized: the Open university. The Open university offers initial training courses in the form of distance learning. It provides higher academic and professional education.

LMI SOURCES AT NATIONAL LEVEL

LMI providers

LMI comprises any information and knowledge about labour market dynamics. It covers topics such as labour demand and supply, unemployment, employment and earnings, emergence of new occupations, new skills required on labour market, post-graduate path, career expectations, etc.

In the Netherlands, several organisations provide information on the labour market. Below we briefly present the main providers of LMI.

Statistics Netherlands (Centraal Bureau voor de Statistiek - CBS)

CBS was founded in 1899 based on the need for independent and reliable information to understand social issues. As an independent administrative body, the CBS carries out governmental tasks, but does not come under the direct authority of any ministry.

As the leading statistical office in the Netherlands, CBS provides insight into social issues with reliable statistical information and data. CBS regularly publishes the dashboard of the labour market in the Netherlands, a table in which the most recent quarterly figures on the state of the labour market. In addition, CBS publishes monthly figures on, among other, the wages of employees, the unemployed and collective labour agreements.

Employee Insurance Agency (Uitvoeringsinstituut Werknemersverzekeringen - UWV)

UWV is a Dutch authority responsible for the execution of unemployment, sickness and invalidity insurance schemes for employees. UWV shares data with other public service providers and shares their knowledge of the labour market with the rest of the Netherlands.

UWV's publications provide information on the labour market in a number of business sectors. Through its Labour market information website (Arbeidsmarktinformatie), UWV provides quick answers to labour market questions. The information is intended for people who work

in government, education and business and who are involved in the development and implementation of labor market policy.

Interactive labor market dashboards show the evolution of the number of unemployment benefits, job vacancies and registered job seekers.

The tension on the labour market, the progress of the Job Agreement and the number of sheltered jobs achieved can also be viewed in detail via a dashboard.

The skills dashboard provides an overview of the tasks and skills associated with occupations. This dashboard provides, among other things, an answer to the question of what someone needs to know and know how to do for certain occupations of the future.

Central Planning Bureau (Centraal Planbureau – CPB)

CPB is an independent research institute providing policy-relevant economic analysis and estimates. It conducts research on the Dutch economy and socio-economic policy in general.

CPB provides data on the labour market, labor force, active population, unemployed population, etc.

Research Centre for Education and the Labour Market (ROA)

Created in 1986, ROA is a research institute of the Maastricht University School of Business and Economics. The general research theme of the ROA is the acquisition and depreciation of human capital over the life course in relation to the dynamics of the labour market. ROA conducts high-level scientific research with substantial policy impact. ROA receives funding from scientific funds, as well as national and international authorities (ministries, European Commission, OECD) and various other organizations such as training funds, educational institutes and regional governments.

ROA's publications provide information on the labour market by training and occupation, job structure, employment rate, labour market forecasts.

Other LMI providers

Beroepsonderwijs Bedrijfsleven, Leerwerkloket, House of skills regio Amsterdam, Confederation of Netherlands Industry and Employers, Future of Work Hub - Utrecht University are other Netherlands LMI providers, which through surveys, studies and publications provide data on the labor market in the Netherlands.

Assessing the sources of LMI at national level

Once the sources of LMI have been identified, their quality is needed to be assessed. There are many organisations that produce LMI but only through a standardized evaluation process they can be considered as being qualitative. The quality of LMI sources is sustained by their representativeness, validity and reliability. Table 1 below contains a list of LMI sources identified at national level and their rating in accordance with LMI-EUniv methodology.

Table 1: LMI Sources at national level

[SEE THE LMI SOURCES HERE](#)

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