



LABOUR MARKET AND ORIGIN 2019



# SOCIO-ECONOMIC MONITORING



# FOREWORD

In Belgium, someone's origin remains an obstacle on the labour market. The FPS Employment, Labour and Social Dialogue and Unia developed the Socio-economic Monitoring in order to stop this.

This measuring instrument accurately maps the situation of people of foreign origin and is based on data from the Datawarehouse Labour Market and Social Protection. This is a unique source of data and an international example. It is very important to continue to invest in its further expansion and accessibility. In this fourth report, we rely on analyses that we further refined with data about education.

The figures themselves show only a small improvement in the labour market. People of foreign origin are still more often excluded than those of Belgian origin. At this rate, it will be decades before an equivalent number of people

of foreign origin are employed in our country. Opportunities on the labour market in Belgium are still largely determined by origin. In the centre of the EU, in a country with a great tradition of social dialogue and good anti-discrimination legislation, this is unacceptable.

In recent years, progress has been made at the various policy levels. But an integrated approach is necessary to make further progress. The next editions of the Monitoring will be able to measure its impact.

We would like to thank all contributors who helped with this publication. We call on everyone to use this detailed report as much as possible.

The road to an inclusive labour market without discrimination is still a long one, but the Socio-economic Monitoring can help to take the right policy measures.

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# INTRODUCTION

This fourth edition of the report “Socio-economic Monitoring - Labour Market and Origin” is in line with previous editions and aims to provide a picture of the labour market in function of the origin of persons. This state of affairs, achieved thanks to the administrative data collected at the Datawarehouse Labour Market and Social Protection of the Crossroads Bank Social Security, covers the period from 2008 to 2016. It makes it possible to take into account the entire labour force, making it possible to identify the differences in employment rates between groups of different origins and, ultimately, the existing inequalities and the extent of the ethnostratification of the labour market.

In addition to the fact that the study period is larger, this report contains several novelties, both analytically and thematically. In terms of analysis, progress was made in the identification of the level of qualification, by taking into account three new databases that make it possible to complete and update the two sources already used in the previous report, the CENSUS 2011 and the data from the public employment services. Moreover, it is now possible to identify the field of study in which a diploma was obtained. This information, which makes it possible to identify the fields of study that offer the most opportunities on the labour market, can be an explanatory variable for the situation of certain groups on the labour market. In this report, it is used only in the first two chapters. Finally, this year, in addition to two updated themes, new themes are analysed which explain the situation of particular groups or certain local realities on the labour market.

This year, following a demographic description of the population with a focus on educational attainment and fields of study (Chapter 1), the report once again analyses the “classic” indica-

tors of the labour market by origin and migration background, and where possible in detail by gender, age, region, educational attainment and field of study (Chapter 2). Afterwards, we analyse these specific themes:

- › An analysis of the labour market in cities (chapter 3): this chapter deals with the problem of inequalities often associated with urbanization, by examining the differences in demographic characteristics and in labour market positions (employment, unemployment, inactivity) by origin in 16 cities, and 5 subgroups in Brussels.
- › The labour market situation of the group of persons originating from the countries of the European Union (chapter 4): this chapter divides the persons of EU-14 and EU-13 origin according to their country of origin, which makes it possible to clarify their differences in labour market positions, which are often linked, among other things, to Belgium’s migration history.
- › The labour market situation of the group of persons of Sub-Saharan African origin (chapter 5): this chapter studies the demography and labour market situation of persons of origin in the Democratic Republic of Congo, Rwanda and Burundi. It concerns a large number of people of Sub-Saharan African origin, from countries that share a colonial past with Belgium. In addition, the demography and labour market situation of persons of Cameroonian origin are analysed.
- › The labour market situation of persons of the second generation (Chapter 6): for this specific group, this chapter analyses the impact on labour market integration of having two parents born abroad (either of the same origin or of different origins) or one parent born with Belgian nationality and one born with a foreign nationality.

- › The analysis of persons who register in the National Register according to their reason for residence (chapter 7): this theme was already addressed in the 2017 edition, but the availability of additional years makes it possible to analyse these data from a new angle. We describe the composition of this group of persons and analyse their socio-economic integration in the medium term.
- › The pathway of young people who were in a professional integration period (chapter 8): this chapter, which was already part of the previous report, is again covered in this edition, with an improved methodology. We study the characteristics of young people registered in a vocational integration period and the way in which they integrate into the labour market in the short and medium term according to their origin.
- › The analysis of the trajectories of persons who have worked with an employment contract 'article 60' (chapter 9): this chapter describes the trajectories and integration in the labour market of persons who have worked with an employment contract article 60. The evolution of their situation immediately after the end of their contract, as well as one year and three years later, is analysed according to their origin, gender and region.

Finally, as in previous editions, the data presented in this report are made available in detail on the website of the FPS Employment, Labour and Social Dialogue. Anyone interested is invited to take a look if he or she wishes to carry out specific analyses or if he or she wishes to follow a different angle from those presented in this report.

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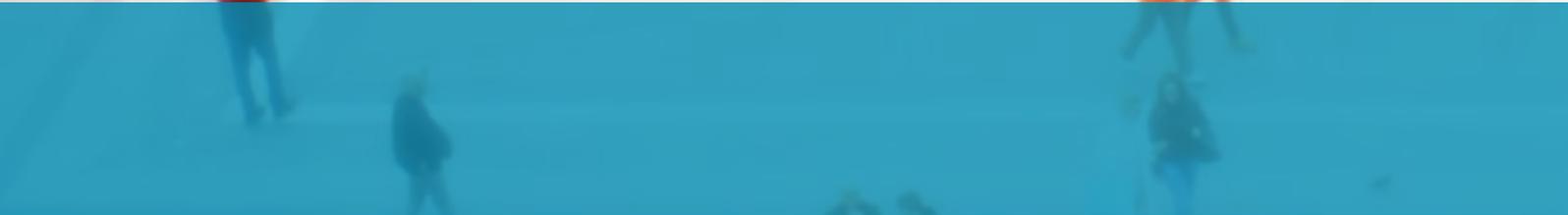
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1



DEMOGRAPHY



# KEY ELEMENTS

## DEMOGRAPHY

- › In 2016, 62.5% of the population aged 18 to 64 is of Belgian origin, 31.1% of foreign origin and 6.4% of undetermined origin. Between 2008 and 2016, the share of the population of Belgian origin remained relatively stable while the population of foreign origin increased by 6.5 percentage points and that of people of undetermined origin decreased by 7.3 percentage points.
- › The breakdown of the population of foreign origin by origin shows that in 2016 the largest group is that of persons of EU-14 origin (42.5%). Its share in the population of foreign origin has decreased by 6 percentage points since 2008. The second largest group is that of people of Maghreb origin (16.0% in 2016) and its share remains stable between 2008 and 2016. Persons of EU-13 origin experienced the largest increase between 2008 and 2016 (3.2 points).
- › There are regional differences in the distribution of the population according to origin. In 2016, the population of Belgian origin makes up the largest share of the population in Wallonia (59.9%), the German-speaking Community (56.5%) and Flanders (71.7%), while in Brussels it is the population of foreign origin that makes up the largest share of the population (74.1%). In all four entities, people from an EU-14 country make up the largest group of persons of foreign origin, the second largest group is of Maghreb origin for Brussels, Wallonia and Flanders, while in the German-speaking Community it is the group of persons of Other European origin.

## LEVEL OF QUALIFICATION AND FIELD OF STUDY

- › In Belgium, in 2016, 25.2% of people aged 20-64 have at most a lower secondary education qualification, 34.8% have an upper secondary education diploma and 31.5% have a higher education diploma. For 8.6% of the population aged 20-64, the level of qualification is unknown.
- › The analysis of people for whom the level of education is known shows that the share of people of Belgian origin with at most lower secondary education amounts to 20.3%. Persons of Near/Middle Eastern origin (53.8%), EU candidate origin (53.2%), Other Asian (53.1%) and Other African origin (52.3%) have the highest shares of persons with this level of education. 43.7% of those with at most lower secondary education are graduates in 'Engineering, manufacturing and construction' and 23.3% in 'General programmes'.
- › The share of upper secondary graduates among people of Belgian origin is 40.6%. It is lowest for people of Near/Middle Eastern (16.4%) and Other African origin (22.3%). For upper secondary graduates, 36.2% are in 'Engineering, manufacturing and construction' and 18.9% in 'Social sciences, business and law'.
- › The share of higher education graduates among people of Belgian origin is 39.1%. People of North American origin have a higher share (53.0%) than people of Belgian origin. People of EU candidate (10.5%) and Maghreb origin (17.3%) have the lowest shares. For tertiary graduates, 32.5% are in 'Social sciences, business and law' and 19.8% in 'Health and welfare'.

## 1. METHODOLOGICAL REMINDER<sup>1</sup>

As a reminder, within the framework of the Socio-economic Monitoring, the origin of persons is apprehended in two complementary ways: via the creation of an “origin” variable and a “migration background” variable. The “origin” variable makes it possible to be more precise than indicators that stop at the nationality of the individual, by capturing in an optimal way – via the nationality at the birth of the parents or the individual – the second generation as well as persons who have become Belgian. Moreover, the “migration background” variable makes it possible to distinguish between recent and older immigrants, immigrants and members of the “second” or “third generation”<sup>2</sup>, persons who obtained Belgian nationality or who were born Belgian to parents of foreign origin, persons who remained foreigners, etc.

The variable “**origin**” combines the following variables: “nationality”<sup>3</sup> of the individual, “nationality at birth”<sup>4</sup> of the individual and “nationality at birth”<sup>5</sup> of the individual’s parents. The algorithm for determining origin is a four-step process that defines exhaustive and mutually exclusive groups of persons.

**The first step** identifies persons of foreign origin through the information available on the nationality at birth of the individual or his or her parents or on the individual’s current nationality. The individual will originate from the country corresponding to the nationality at birth of his or

her father if this is known and not Belgian; otherwise it will be the nationality at birth of his or her mother if this is known and not Belgian; otherwise it will be his or her own nationality at birth if this is known and not Belgian; and finally, it will be his or her current nationality if this is known and not Belgian. In this way of proceeding, by first apprehending persons of foreign origin, when one of the parents was born Belgian and the other was born foreign, priority is given to the parent whose nationality at birth is foreign. Moreover, when both parents were born foreigners and the nationality at birth of the father differs from that of the mother, priority is given to the nationality at birth of the father.

**The second step** identifies persons of Belgian origin via the nationality of the individual and the nationality at birth of the individual and his or her parents. Thus, persons of Belgian origin are those who are of Belgian nationality, who were born with Belgian nationality and whose both parents were born with Belgian nationality.

**The third step** identifies Belgian-born persons for whom it is not possible to attribute Belgian origin because information on nationality at the birth of one or both parents is missing. And finally, **the fourth step** identifies persons for whom it is not possible to identify their origin because information on nationality at birth and current nationality is missing.

1 See, for details of the methodology, Chapter 1 of SPF Emploi, Travail et Concertation sociale et Centre pour l’égalité des chances et la lutte contre le racisme (2015), “Monitoring socio-économique 2015. Marché du travail et origine”. Only the essential elements are recalled here.

2 With limitations in this case which are explained in the text.

3 It is important to note that when a person has dual nationality (Belgian and another nationality) on the same date, it is the Belgian nationality that takes precedence over the other nationality.

4 This is in fact the nationality at the time of the first entry in the National Register. For the vast majority of people, it is the nationality at birth. Similarly, being “born Belgian” does not necessarily mean “born in Belgium”.

5 Same remark as the previous one (see above).

Groupings by nationality<sup>6</sup> had to be made for privacy reasons. These groupings have been modified from those used in the previous report to take account of geopolitical developments in Europe. It is important to recall that due to lack of information in the National Register, the origin cannot be determined for all persons. Indeed, when the National Register was set up at the end of the 1960s, not all the necessary information (nationality, nationality at birth, nationality at birth of parents, etc.) was systematically collected by the municipalities. This is particularly true for older people. Nevertheless, data from the two previous reports<sup>7</sup> have shown an improvement, via a cohort effect, in determining origin for older groups. Indeed, older people for whom it was not possible to identify the nationality at the birth of their parents are less present in the population studied and have been “substituted” by young people for whom all the information needed to determine origin is available. This improvement led us to broaden the group analysed to include the oldest age group and thus to analyse 18-64-year olds - instead of 18-60-year olds - to be more in line with the age limits usually used in labour market analyses.

The “**migration background**” variable combines the following variables:

- › The “nationality” of the individual,
- › The “nationality at birth” of the individual,
- › The “nationality at birth” of the individual’s parents,
- › “Country of birth” of the individual,
- › The “nationality at birth” of the individual’s grandparents (and this only for persons of Belgian nationality born Belgian with parents born Belgian),
- › The “date of entry in the National Register” of the individual,
- › The “date of acquisition of nationality” by the individual.

A five-step algorithm was constructed to define exhaustive and mutually exclusive groups of people.

The first step identifies the persons making up **the third generation**<sup>8</sup> via the individual’s nationality, the nationality at birth of the individual, his or her parents and grandparents. The third generation is composed of persons of Belgian nationality, born with Belgian nationality, whose both parents were born with Belgian nationality. This group can be divided into five categories.

6 **EU-14:** France, Germany, Italy, the Netherlands, Luxembourg, Ireland, the United Kingdom, Denmark, Greece, Spain, Portugal, Finland, Sweden and Austria.

**EU-13:** Czech Republic, Estonia, Cyprus, Latvia, Lithuania, Hungary, Malta, Poland, Slovenia, Slovakia, Bulgaria, Romania and Croatia.

**EU candidates:** Turkey, the former Yugoslav Republic of Macedonia, Albania, Montenegro and Serbia.

**Other European:** Iceland, Andorra, Lichtenstein, Monaco, Norway, San Marino, Switzerland, Russia, Holy See, Belarus, Ukraine, Moldova, Bosnia and Herzegovina, etc.

**Maghreb:** Algeria, Libya, Morocco, Tunisia and Mauritania.

**Other African:** Burundi, Cameroon, South Africa, Congo, Senegal, Rwanda, etc.

**Near/Middle East:** Iran, Israel, Palestinian Territories, Jordan, Iraq, Syria, Lebanon, Saudi Arabia, Yemen, Oman, United Arab Emirates, Qatar, Bahrain, Kuwait, Egypt, Pakistan and Afghanistan.

**Oceania/Far East:** China, India, South Korea, Japan, Taiwan, Oceania (Australia, New Zealand...).

**Other Asian:** Thailand, Malaysia, Vietnam, Philippines, Indonesia, Cambodia, Nepal, Sri Lanka, etc.

**North American:** Canada, United States of America.

**Central/South American:** Cuba, Guatemala, Mexico, Nicaragua, Argentina, Bolivia, Brazil, Chile, Colombia, Ecuador, Peru, Venezuela, etc.

7 See SPF Emploi, Travail et Concertation sociale et Centre pour l’égalité des chances et la lutte contre le racisme (2015), “Monitoring socio-économique 2015. Marché du travail et origine” and SPF Emploi, Travail et Concertation sociale et UNIA (2017), “Monitoring socio-économique 2017. Marché du travail et origine”.

8 In this report, if an individual is a “third-generation Belgian”, it means “Belgian for at least three generations”. The “third generation” therefore actually includes the third generation, the fourth generation and the following generations. In the text, the term third generation will be used to refer to all of them.

ries according to the nationality at birth of the grandparents<sup>9</sup>: **Belgian** if all four grandparents were born Belgian, **non-EU** if at least one of the grandparents was born with the nationality of a non-EU country (non-EU-14 and non-EU-13), **EU** if at least one of the grandparents was born with the nationality of an EU country (EU-14 and EU-13), **indeterminate** if the nationality at birth of the four grandparents is unknown and **partially indeterminate** when one to three grandparent(s) is (are) born Belgian and for the other(s) the nationality at birth is not known.

The second step identifies the persons making up **the second generation** via the nationality of the individual and that of his or her parents, the nationality at birth of the individual and that of his or her parents and the country of birth of the individual. The second generation as we define it, is composed of individuals of Belgian nationality, born Belgian in Belgium or abroad or born foreign in Belgium, and is broken down into five categories according to the nationality at birth or current nationality of the parents: **non-EU of Belgian parents, EU of Belgian parents, non-EU of foreign parent(s), EU of foreign parent(s) and undetermined**.

The third step identifies the persons making up **the first generation who have acquired Belgian nationality**, on the one hand, for more than 5 years and, on the other hand, for 5 years or less via the individual's nationality and the date on which he or she obtained Belgian nationality. It consists of individuals of Belgian nationality,

born with the nationality of a country other than Belgium and having acquired Belgian nationality for more than 5 years or for 5 years or less, and is broken down into four categories according to the nationality at birth and the date of acquisition of Belgian nationality: **non-EU having acquired Belgian nationality for more than 5 years, EU having acquired Belgian nationality for more than 5 years, non-EU having acquired Belgian nationality for 5 years or less and EU having acquired Belgian nationality for 5 years or less**.

The fourth step identifies **the first generation of persons with foreign nationality** who have been registered in the National Register for more than 5 years and for 5 years or less via the nationality of the individual and the date of registration in the National Register. It is made up of individuals of foreign nationality who have been registered in the National Register for more than 5 years or for 5 years or less and is divided into four categories according to nationality and date of registration in the National Register: **non-EU registered in the National Register for more than 5 years, EU registered in the National Register for more than 5 years, non-EU registered in the National Register for 5 years or less and EU registered in the National Register for 5 years or less**.

And finally, the fifth step identifies those persons for whom it was not possible to determine a migration background because none of the variables needed to determine it were available.

<sup>9</sup> If at least one of his grandparents was born with a foreign nationality, the individual will be third generation with a foreign (EU or non-EU) migration background. If several of his grandparents were born with a foreign nationality, priority will be given to the nationality at the birth of the grandparents on his father's side: first look at the nationality at the birth of the grandfather; if the grandfather was born Belgian, then look at the nationality at the birth of the grandmother. If both grandparents on the father's side were born with Belgian nationality, then we will look at the nationality at birth of the grandparents on the mother's side, starting with the grandfather and then the grandmother.

## 2. POPULATION BY ORIGIN AND MIGRATION BACKGROUND

### 2.1. According to origin

The figure below shows the distribution of the population aged 18 to 64 according to the "origin" variable.

**Figure 1: Distribution of the population by origin (18-64 years old, 2016)**

| Population aged 18 to 64 years<br>6,921,008 |                     |   |                     |
|---|---------------------|---|---------------------|
| Belgian origin <sup>1</sup>                 | 4,336,374<br>62.5 % | Foreign origin <sup>2</sup>   | 2,158,157<br>31.1 % |
|   |                     | Origin not determined   | 441,720<br>6.4 %    |
|   |                     | EU-14 <sup>3</sup>  | 917,482<br>13.2 %   |
|   |                     | EU-13 <sup>4</sup>  | 207,157<br>3.0 %    |
|   |                     | EU Candidate  | 162,187<br>2.3 %    |
|   |                     | Other European  | 106,677<br>1.5 %    |
|   |                     | Maghreb   | 345,378<br>5.0 %    |
|   |                     | Other African   | 163,636<br>2.4 %    |
|   |                     | Near/Middle East <sup>5</sup>   | 58,504<br>0.8 %     |
|   |                     | Oceania/Far East <sup>6</sup>   | 45,449<br>0.7 %     |
|   |                     | Other Asian   | 72,175<br>1.0 %     |
|   |                     | North American  | 14,982<br>0.2 %     |
|   |                     | South/Central-American  | 44,341<br>0.6 %     |
|   |                     | Undetermined  | 20,189<br>0.3 %     |
|   |                     | Belgian born Belgian one parent born Belgian the other not determined | 252,604<br>3.6 %    |
|   |                     | Belgian born Belgian parents not determined                           | 189,106<br>2.7 %    |
|   |                     | Other   | 10<br>0.0 %         |

1 Belgian origin: persons of Belgian nationality, born Belgian and whose parents were born Belgian.

2 Foreign origin: persons with a nationality other than Belgian or who were born with a nationality other than Belgian or one of whose parents was born with a foreign nationality or has a foreign nationality.

3 EU-14: France, Germany, Italy, the Netherlands, Luxembourg, Ireland, the United Kingdom, Denmark, Greece, Spain, Portugal, Finland, Sweden and Austria.

4 EU-13: Czech Republic, Estonia, Cyprus, Latvia, Lithuania, Hungary, Malta, Poland, Slovenia, Slovakia, Bulgaria, Romania and Croatia.

5 Near/Middle East: Iran, Israel, Palestinian Territories, Jordan, Iraq, Syria, Lebanon, Saudi Arabia, Yemen, Oman, United Arab Emirates, Qatar, Bahrain, Kuwait, Egypt, Pakistan and Afghanistan.

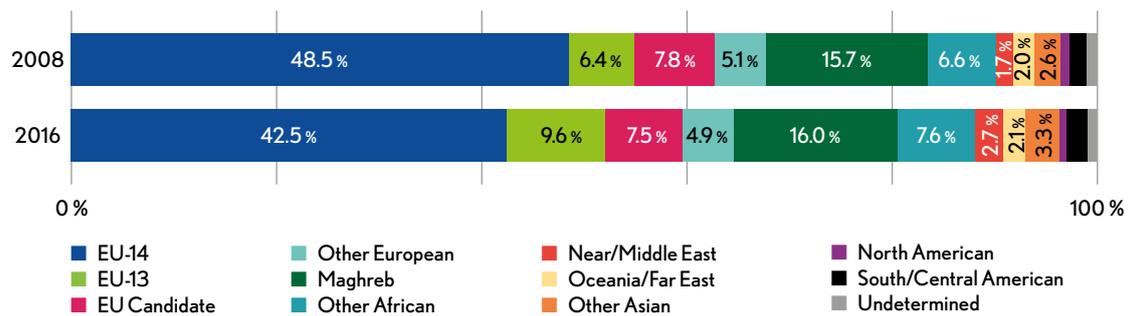
6 Oceania/Far East: China, India, South Korea, Japan, Taiwan, Oceania.

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

In 2016, 62.5% of the population aged 18-64 is of Belgian origin, 31.1% of foreign origin and 6.4% of undetermined origin, mainly because it is impossible to determine the nationality at birth of one or both parents. Between 2008 and 2016, the share of the population of Belgian origin remained relatively stable (it increased very slightly by 0.9 percentage points) while the

population of foreign origin increased by 6.5 percentage points and that of persons of undetermined origin decreased by 7.3 percentage points<sup>10</sup>. The decline in the latter group reflects, via a cohort effect (as explained in the previous point), the improvement over the years in the quality of the data for determining the origin of persons.

**Graph 1: Distribution of the population of foreign origin by origin (18-64 years old, 2008-2016)**



Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

The distribution of the population of foreign origin by origin shows that in 2016 the largest group is that of people from an EU-14 country<sup>11</sup> (42.5%). Its share in the population of foreign origin has decreased by 6.0 percentage points since 2008. The second largest group is that of persons of Maghrebi origin (16.0% in 2016) and its share remains stable between 2008 and 2016. Persons of EU-13 origin<sup>12</sup> experienced the largest increase between 2008 and 2016, with their share increasing by 3.2 percentage points. Also noteworthy is the 1.0 percentage point increase in the share of persons from the Near/Middle East and Other African countries.

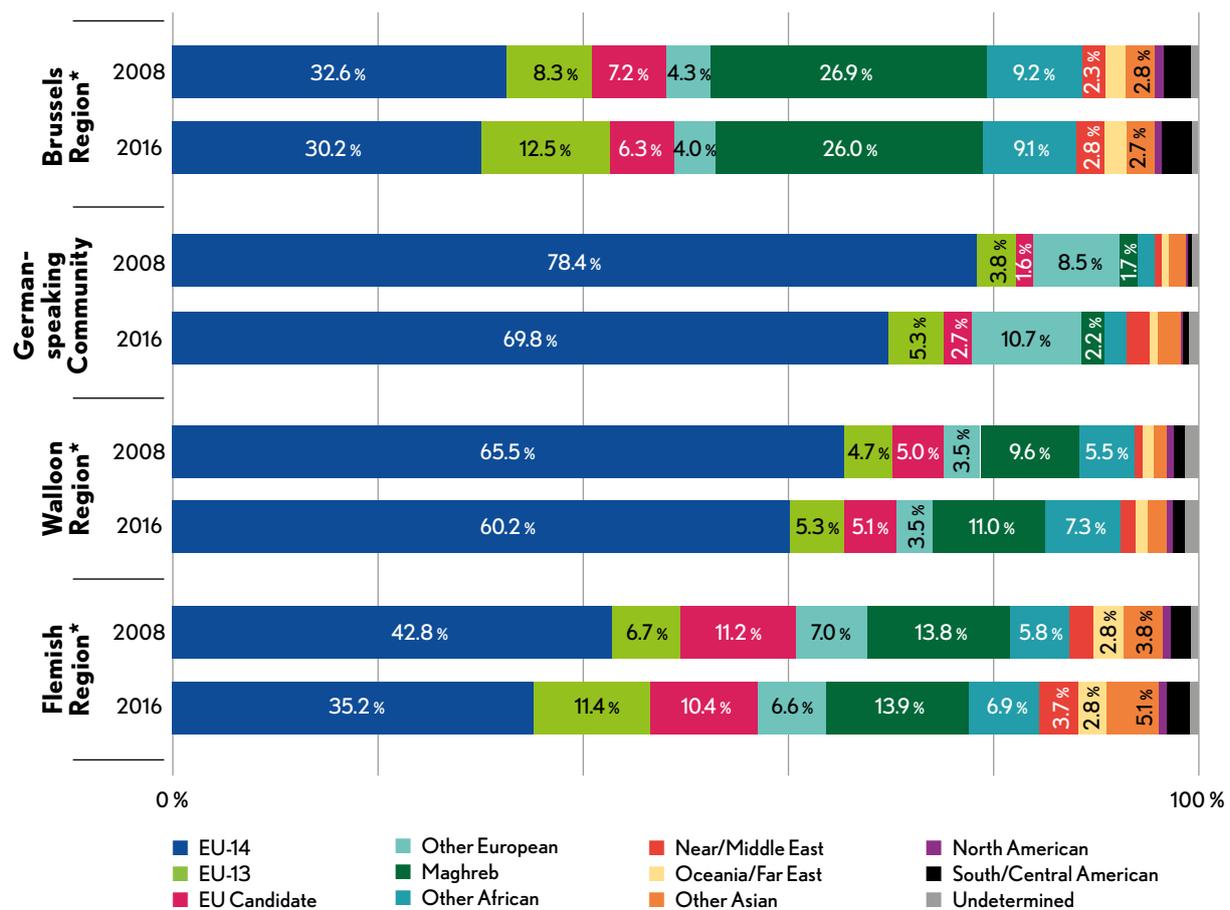
The distribution of the population by origin<sup>13</sup> varies greatly among the federated entities. In 2016, the persons of Belgian origin constitute the largest share of the population in Wallonia<sup>14</sup> (59.9%), in the German-speaking Community (56.5%) and in Flanders (71.7%); while in Brussels it is the group of foreign origin that constitutes the largest share of the population (74.1%). In Wallonia, the German-speaking Community and Flanders, the share of the Belgian origin increases slightly between 2008 and 2016 (+1.7 percentage points in Wallonia and the German-speaking Community and +2.0 percentage points in Flanders), while in Brussels it falls by 4.9 percentage points. The population of foreign origin increases in the four entities but more strongly in Brussels (+9.2 points) than in Flanders, Wallonia and the German-speaking Community (+6.1, +5.2 and +4.4 points respectively).

10 Detailed data can be found in the annexes.  
 11 For a detailed analysis of persons of EU-14 origin, see the chapter on persons of EU origin.  
 12 For a detailed analysis of persons of EU-13 origin, see the chapter on persons of EU origin.  
 13 Detailed data can be found in the annexes.  
 14 Walloon Region without the German-speaking Community.

In all four entities, people originating from an EU-14 country<sup>15</sup> make up the largest group of people of foreign origin, but in very different proportions: in the German-speaking Community, this group constitutes, in 2016, for 69.8% of people of foreign origin, 60.2% in Wallonia, 35.2% in Flanders and 30.2% in Brussels. This share decreases in all entities between 2008 and 2016, more strongly in the German-speaking Community and in Flanders (-8.6 and -7.6 percentage points respectively) than in Wallonia (-5.3 points) and Brussels (-2.4 points). The second largest group is of Maghrebi origin for Brussels, Wallonia and Flanders, while in the German-speaking Community it is the group of persons originating from Other European

countries. In Brussels, the share of people of Maghrebi origin stands at 26.0%, compared with much lower shares in Wallonia (11.0%), Flanders (13.9%) and the German-speaking Community (2.2%). While this share is stable in Flanders between 2008 and 2016, it decreases slightly in Brussels (-0.9 percentage points) and increases slightly in Wallonia (1.4 points). In the German-speaking Community, the share of persons originating from Other European countries increases by 2.2 points. It is important to note the 4-point increase in the share of persons originating from an EU-13 country in Brussels and Flanders. The share of the other groups remains relatively stable between 2008 and 2016 in all four entities.

**Graph 2: Distribution of the population of foreign origin by origin and entity (18-64 years old, 2008-2016)**



\*To increase readability, we refer to the regions in the following tables as "Brussels", "Wallonia" and "Flanders".

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

15 For a detailed analysis of persons of EU-14 origin, see the chapter on persons of EU origin.

The analysis of the data by gender remains the same as in previous reports<sup>16</sup>. Thus, in 2016, the population aged 18 to 64 years was 50.2% male and 49.8% female. People of Belgian origin from an EU-14 country have a distribution between men and women similar to that observed for the population as a whole. The same origin groups as those highlighted in the previous report are distinguished by a higher share of women: people from South/Central America (59.5% women) and, to a lesser extent, people from Other European countries (54.6% women), Oceania/Far East (53.7% women), North America (52.5% women) and Other African countries (52.4% women). People from the Near/Middle East stand out with a significantly higher proportion of men (62.0% men). There is no significant change between 2008 and 2016<sup>17</sup>, apart from an increase of 2.1 percentage points in the share of women from Other European countries (and thus an equivalent decrease in the share of men) and a decrease of 3.1 percentage points in the share of women of Other Asian origin (and thus an equivalent increase in the share of men).

## 2.2. Crossing of origin and migration background

As a reminder, crossing the variables origin and migration background makes it possible to see within each origin the distribution between the first and second generations. And, for people of Belgian origin, to understand the origin of the third generation.

The data for the third generation indicate that, despite the improvement in data over time, it

is still not possible to capture this generation optimally. Indeed, in 2016, for 29.1% of third-generation Belgian 18-64-year-olds<sup>18</sup> (i.e. persons of Belgian nationality, born Belgian, of parents born Belgian<sup>19</sup>), it was not possible to retrieve usable information on nationality at birth for the four grandparents. This is largely because the grandparents or parents covered by the methodology were either born, died or left the country before the National Register was set up, which makes it difficult or even impossible to collect the necessary information. This observation may also be reinforced by a cohort phenomenon in the data: part of the second generation, for which we had no information on the parents, have children who are now in the third generation. For the latter, we therefore do not have information on grandparents.

In 2016, 33.7% of the third generation had four grandparents born in Belgium, 1.9% had at least one grandparent born in an EU country and 0.2% had at least one grandparent born in a non-EU country. For 35.1% of third generation individuals, known grandparents (i.e. one to three grandparent(s), the other(s) being unknown) were Belgian-born (the cohort phenomenon in the data also applies to this group). The evolution between 2008 and 2016 of the share of the third generation for which the four grandparents were born Belgian shows, on the one hand, an improvement in the identification of migration background for the younger generations and, on the other hand, the outflow of the older generations (over 64 years of age) for whom information on grandparents was not available.

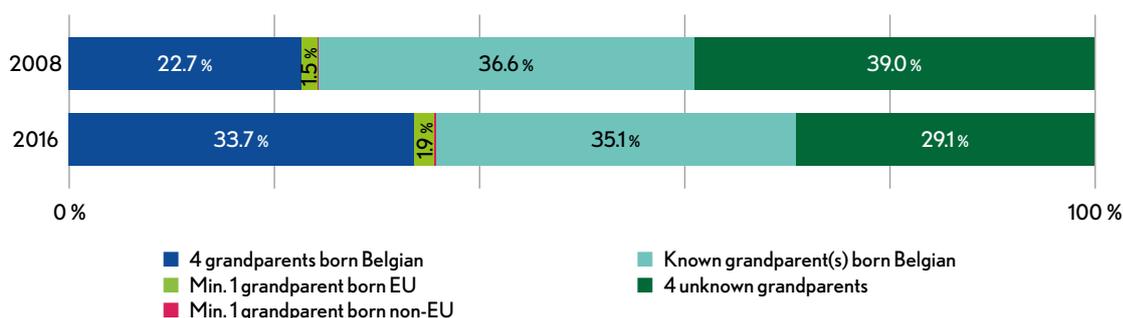
<sup>16</sup> See chapter 1 Démographie in: SPF Emploi, Travail et Concertation sociale et Centre pour l'égalité des chances et la lutte contre le racisme (2015), "Monitoring socio-économique 2015. Marché du travail et origine" and chapter 1 Démographie et niveau d'éducation in SPF Emploi, Travail et Concertation sociale et UNIA (2017), "Monitoring socio-économique 2017. Marché du travail et origine".

<sup>17</sup> Detailed data can be found in the annexes.

<sup>18</sup> As a reminder, when we talk about the third generation, we are really talking about the third generation, the fourth generation and the following generations. In the text, the term "third generation" will be used to refer to all of them.

<sup>19</sup> Persons of Belgian origin.

**Graph 3: Distribution of the third generation of Belgian origin (18-64 years old, 2008-2016)**



Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

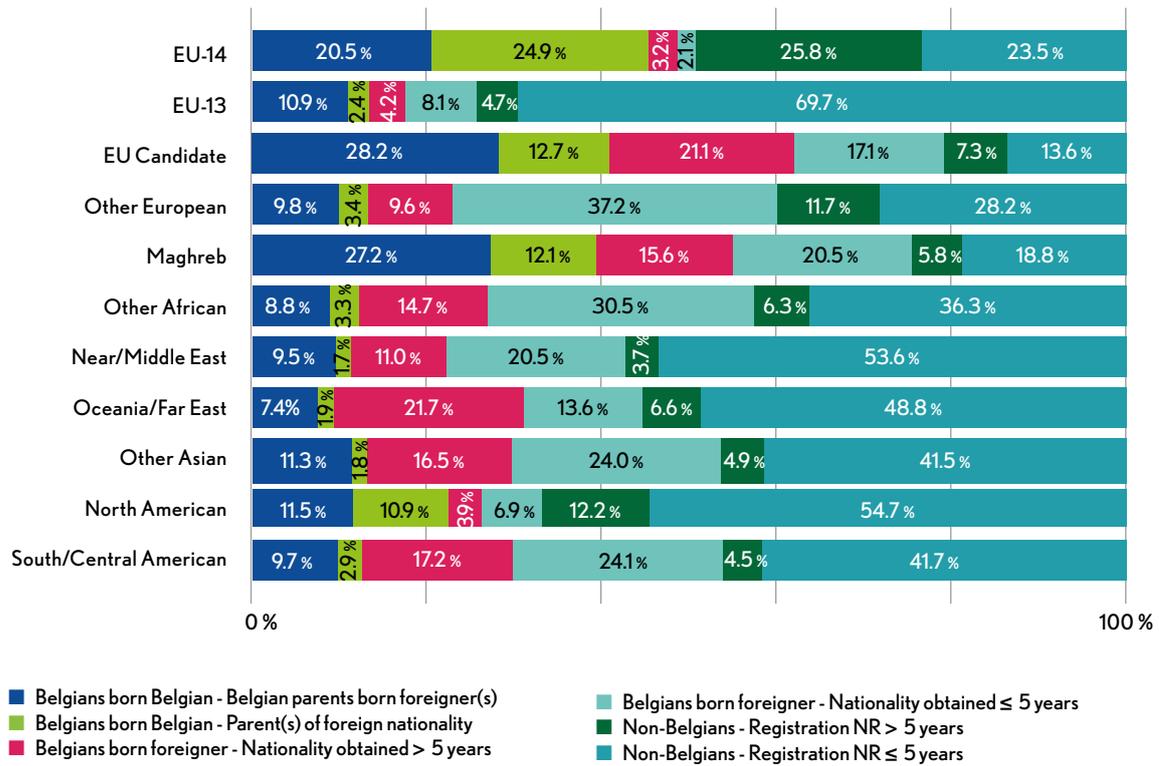
The data for the second and first generation are shown in the graph below. It reads as follows: among persons originating from an EU-14 country, 20.5% are Belgian-born of Belgian parents born foreigner(s), 24.9% are Belgian-born with at least one foreign parent - these first two categories form the second generation -, 3.2% are Belgian-born foreigners who obtained Belgian nationality more than 5 years ago, 2.1% are Belgians born foreigners who have obtained Belgian nationality since 5 years or less - these two categories constitute the first generation to become Belgian -, 25.8% are foreigners registered in the National Register for more than 5 years and 23.5% are foreigners registered in the National Register for 5 years or less - these last two groups constitute the first generation to remain foreigners.

Analysis of the chart indicates that, whatever the origin, the share of the total first generation (i.e. the ones that became Belgian as well as the ones that remained foreign) is higher than that of the second generation as a whole. The share of the first generation is higher than 85% except for persons originating from an EU-14 country, an EU candidate country, the Maghreb and North America. Persons from EU-14 countries, EU candidate countries and the Maghreb have, due to their longer histories of immigration, higher shares of second generation persons than other origins (45.3%, 40.8% and 39.3% respective-

ly). In general, between 2008 and 2016<sup>20</sup>, the share of second generation increased for all origins except for persons from EU-13 countries. This is the result of the 'replacement' in the population under study of older people for whom it was not always possible to identify the origin or migration background by younger people for whom all the information needed to determine origin is available. And it seems that the majority of this young population belongs to the second generation. The first generation, on the other hand, except for persons originating from an EU candidate country, Other European countries, the Maghreb and Other African countries, is mainly made up of persons with foreign nationality and, with the exception of persons originating from an EU-14 country, who have been registered in the National Register for 5 years or less. Between 2008 and 2016, the share of first generation persons decreased for all origins except for persons originating from an EU-13 country (+10.2 percentage points) and from the Near/Middle East, which remained stable. For the latter two groups, this is because their immigration is more recent. Indeed, there has been a sharp increase in the number of persons with a foreign nationality registered in the National Register for 5 years or less by 20.8 percentage points for persons from EU-13 countries and by 25.6 percentage points for persons from the Near/Middle East.

<sup>20</sup> Detailed data can be found in the annexes.

**Graph 4: Distribution of the population by origin and migration background (18-64 years old, 2016)**



Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

The analysis of the data by entity leads to the same main findings<sup>21</sup>. Nevertheless, some particularities emerge. In Wallonia, contrary to what is found for Belgium and the other three entities, the share of second-generation persons originating from an EU-14 country is higher than that of the first generation<sup>22</sup>. Similarly, the share of second-generation persons originating from an EU-13 country<sup>23</sup> is also much higher than in Brussels, Flanders and the German-speaking Community. In Brussels, the share of second-generation persons originating from an

EU-14 country is considerably lower than that observed in the other three entities. Between 2008 and 2016, it is particularly noteworthy to note the significant increase in the share of the first generation who have remained foreigners (residing in Belgium for five years or less) among persons of Near/Middle Eastern origin in the four entities (+43.0 percentage points in the German-speaking Community, +33.3 points in the Walloon Region, +23.8 points in Brussels and +22.7 points in Flanders).

<sup>21</sup> Detailed data can be found in the annexes.

<sup>22</sup> Italians account for 45.4% of people from an EU country in Wallonia, with 66.5% of them belonging to the second generation. See the chapter on people of EU origin for more details.

<sup>23</sup> Mainly of Polish, Hungarian and Czech origin. See the chapter on people of EU origin.

### 3. POPULATION BY LEVEL OF QUALIFICATION AND FIELD OF STUDY

#### 3.1. Methodology

In the 2017 report it was possible to analyse the population by level of qualification using two data sources: CENSUS 2011 and data from the public employment services (VDAB, FOREM, Actiris, ADG)<sup>24</sup>. This report will again analyse the level of qualification, using an improved methodology, and for the first time also the field of study.

Data from the previous report indicated a decrease in the CENSUS' understanding of the level of qualification for the younger generations. Indeed, as a reminder, the CENSUS, produced by Statistics Belgium<sup>25</sup>, is a snapshot on 1 January 2011 of all inhabitants of the Belgian territory, whatever their nationality, and provides data on demographic, socio-economic and educational characteristics as well as in relation to housing. Thus, persons who obtained a diploma after 2011 are not included in the CENSUS data. And if they are not or have not registered with a public employment service (i.e. they are/were unemployed or at least registered as jobseekers), their level of qualification remains unknown. To overcome this problem, the methodology has been revised. While data from the CENSUS and the public employment services are still used<sup>26</sup>, they have been supplemented with data from three other databases available in the Datawarehouse Labour Market and Social Protection: LED, Saturn and CRef, from respectively the Flemish Community, the Wallonia-Brussels Federation and the Rectors' Council<sup>27</sup>.

It is important to note that the LED, Saturn, CRef, CENSUS and public employment services databases do not always use the same coding

for levels of education and fields of study. Thus, a major work of standardization between these databases has been necessary in order to have comparable and usable data.

The **LED**<sup>28</sup> database ("Leer- en ErvaringsbewijzenDatabank") collects data on certifications (diplomas, certificates, professional experience titles, attestations, ...) and only covers the Flemish Community. It consists of diplomas, (study) certificates and attestations from secondary education (from the academic year 2001-2002 onwards); diplomas and certificates from higher education (starting from the academic year 1999-2000); certificates, diplomas and partial certificates from adult education (starting from 1 April 2013); official VDAB qualifications (from 1994 and later); diplomas and certificates from Syntra Flanders (as of 2002 / from 2011 with guarantee of completeness); and professional qualifications (as of 2006).

The **Saturn**<sup>29</sup> database provides data on higher education outside universities ('Hautes écoles' and 'Ecoles supérieures des Arts') for the Wallonia-Brussels Federation. These data have been available since 2004. The **CRef**<sup>30</sup> has been providing data on degrees from universities for the Wallonia-Brussels Federation since 1988.

The data in these three databases nevertheless remain partial. In fact, people who obtained their certification before the above-mentioned periods for LED, Saturn or CRef do not appear in these databases. The Saturn and CRef data only concern higher education diplomas. Similarly, for both Flanders and the Wallonia-Brussels

<sup>24</sup> See, for details of the methodology, the chapter 1 Démographie et niveau d'éducation in SPF Emploi, Travail et Concertation sociale et UNIA (2017), "Monitoring socio-économique 2017. Marché du travail et origine".

<sup>25</sup> DG Statistique – Statistics Belgium, SPF Economie, PME, Classes moyennes et Energie.

<sup>26</sup> See the methodology used for these two databases in chapter 1 Démographie et niveau d'éducation in SPF Emploi, Travail et Concertation sociale et UNIA (2017), "Monitoring socio-économique 2017. Marché du travail et origine".

<sup>27</sup> the 'Conseil des recteurs' brings together the rectors of the universities of the Wallonia-Brussels federation.

<sup>28</sup> For more details see the documentation available on the CBSS website: <https://www.ksz-bcss.fgov.be/fr/dwh/sourcedetail/dwh-ahovoks-led.html>.

<sup>29</sup> For more details see the documentation available on the CBSS website: <https://www.ksz-bcss.fgov.be/fr/dwh/sourcedetail/dwh-ares-saturn.html>.

<sup>30</sup> For more details see the documentation available on the CBSS website: <https://www.ksz-bcss.fgov.be/fr/dwh/sourcedetail/dwh-cref-diplomes.html>.



- 0 General programmes (Basic / broad programmes, literacy and numeracy, personal skills)**
- 1 Education**
  - 14 Teacher training and education science
- 2 Humanities and arts**
  - 21 Arts (Fine arts, music and performing arts, audio-visual techniques and media production, design, craft skills)
  - 22 Humanities (Religion, foreign languages, mother tongue, history, philosophy and related subjects)
- 3 Social sciences, Business and law**
  - 31 Social and behavioural science
    - 310 *Social and behavioural science (general programmes)*
    - 311 *Psychology* (psychology, psychotherapy,...)
    - 312 *Sociology and cultural studies (social geography, demography, social anthropology, ethnic studies,...)*
    - 313 *Political science and civics (political science, political history, conflict and development studies, human rights studies,...)*
    - 314 *Economics (economics, economic history, econometrics,...)*
  - 32 Journalism and information (journalism and reporting, library, information, archive,...)
  - 34 Business and Administration (wholesale and retail sales, marketing, advertising, finance and insurance, office work, accounting,...)
  - 38 Law (criminal justice studies, history of law, jurisprudence, legal practice, notary,...)
- 4 Science, mathematics and computing**
  - 42 Life science (biology and biochemistry, toxicology, microbiology, environmental science,...)
  - 44 Physical science (astronomy, physics, chemistry, earth science,...)
  - 46 Mathematics and statistics (mathematics, actuarial science, statistics,...)
  - 48 Computing (computer science, computer use, programming, data management,...)
- 5 Engineering, manufacturing and construction**
  - 52 Engineering and engineering trades (industrial design, mechanics, metal work, electricity, electronics and automation, chemical and process, vehicles,...)
- 54 Manufacturing and processing (food processing, textiles, materials, mining and extraction,...)
- 58 Architecture and building (architecture and town planning, building and civil engineering,...)
- 6 Agriculture and veterinary**
  - 62 Agriculture, forestry and fishery (crop and livestock production, horticulture, forestry, fisheries,...)
  - 64 Veterinary (veterinary medicine, veterinary assistants,...)
- 7 Health and welfare**
  - 72 Health
    - 720 *Health (general programmes)*
    - 721 *Medicine (anatomy, epidemiology, paediatrics, gynaecology, chirurgics, neurology, psychiatry, radiology, ophthalmology,...)*
    - 723 *Nursing and caring (nurse training, midwife training,...)*
    - 724 *Dental studies (dentists, orthodontists, dental care specialists,...)*
    - 725 *Medical diagnostic and treatment technology (medical techniques, radiography, radiotherapy, prosthetics, optical technology,...)*
    - 726 *Therapy and rehabilitation (rehabilitation, optometrics, nutrition, physiotherapy,...)*
    - 727 *Pharmacy*
  - 76 Social services (child care and youth services, social work and counselling,...)
- 8 Services**
  - 81 Personal services (hotel, restaurant and catering, travel, tourism and leisure, sports, domestic services, hair and beauty services,...)
  - 84 Transport services (shipping, aviation, air traffic control, rail transport, road transport,...)
  - 85 Environmental protection (environmental protection technology, natural environments and wildlife, community sanitation services,...)
  - 86 Security services (protection of persons and property, occupational health and safety, military and defence,...)

There are two limitations to the analysis of data on level of qualification and field of study in this report. Firstly, due to the construction of the variable “level of qualification”, these data do not allow a complete understanding of the evolution over time of the level of qualification. The data from 2008 to 2016 included in the appendix of this report give an idea of the availability of the variable. Secondly, the analysis showed us that it is not possible to use this variable for persons aged 18 to 19<sup>33</sup>, and this is the case for all the themes of the report.

### 3.2. Level of qualification<sup>34</sup>

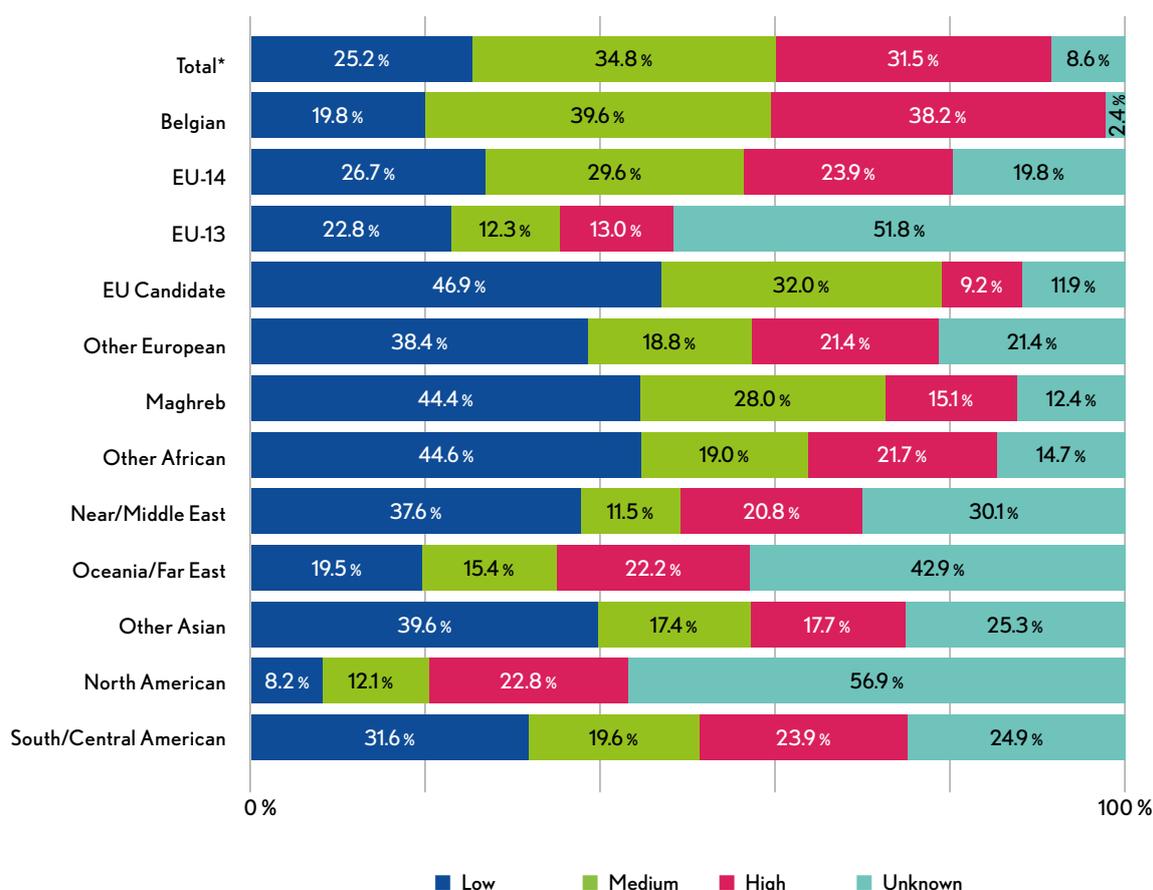
In Belgium, in 2016, 25.2% of people aged 20-64 years have at most a lower secondary education certificate, 34.8% will have an upper secondary education diploma and 31.5% will have a higher education diploma. For 8.6% of the population aged 20-64, the level of qualification is not known.

Except for persons of Belgian origin, the share of persons for whom the level of qualification is not known is much higher than the average share observed for Belgium. It is interesting to note that this share is lowest for persons with origin in an EU candidate country (11.9%), the Maghreb (12.4%) and Other African countries (14.7%). It is highest for people originating from an EU-13 country (51.8%) and North America (56.9%). Regardless of origin, the diploma is not known mainly for foreign persons who have been registered in the National Register for 5 years or less. For persons originating from an EU-13 country, 91.5% of persons for whom the level of qualification is not known have been registered in the National Register for 5 years or less; for persons from Oceania/Far East and North America, this percentage amounts to almost 84%. It is also interesting to note that for certain origins (EU candidate, other European, Maghreb, Other African and Other Asian), the share of persons who acquired Belgian nationality 5 years ago or less for whom the diploma is not known is not negligible (between 20% and 25%).

<sup>33</sup> Data on educational attainment for 18-19-year olds are too volatile.

<sup>34</sup> Detailed data regarding this analysis can be found in the annexes.

**Graph 5: Level of qualification of the population by origin (20-64 years old, 2016)**



\* including unknown

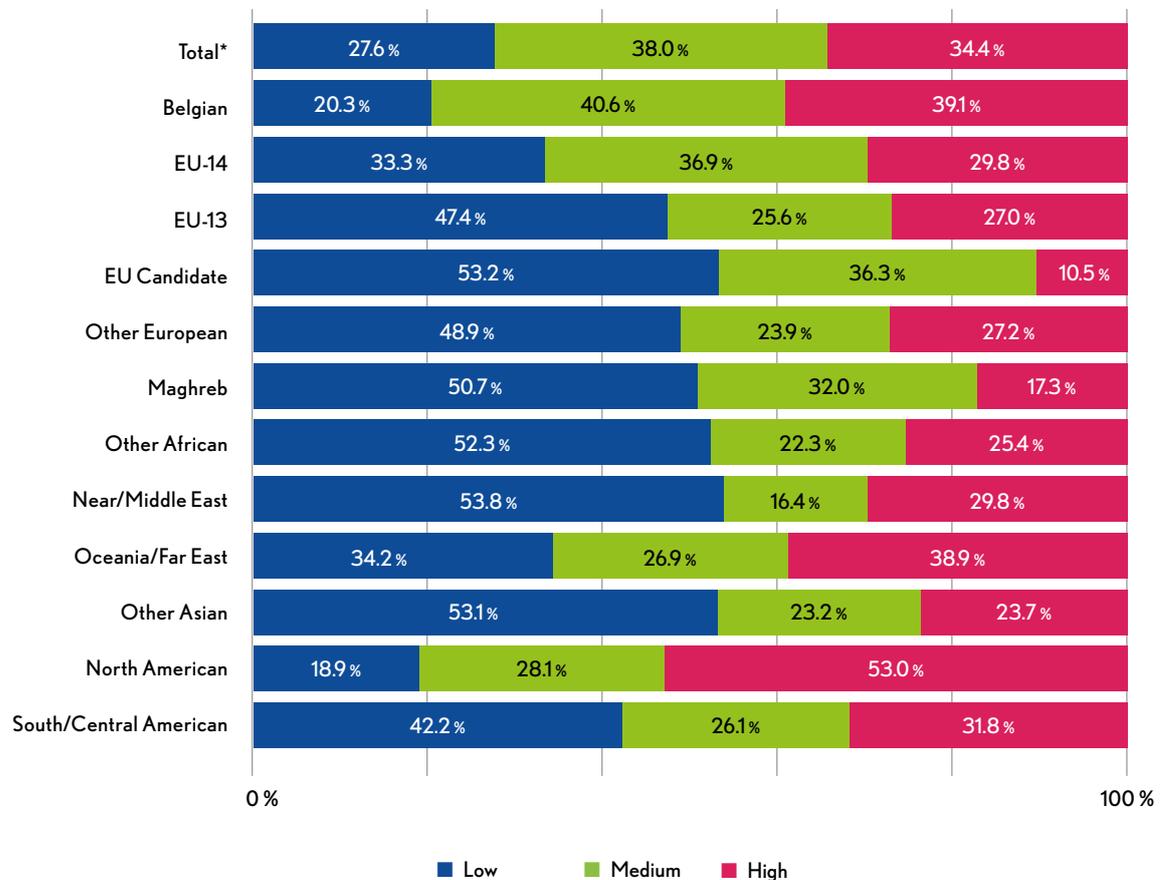
Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

The analysis of the persons for whom the level of qualification is known shows that in Belgium 27.6% of the persons aged 20 to 64 have at most finished lower secondary education, 38.0% have an upper secondary education diploma and 34.4% have a higher education diploma. There is a great diversity in the distribution of the population by level of qualification according to origin.

For example, the share of people of Belgian origin with at most lower secondary education

amounts to 20.3% in 2016 and is lower than the Belgian average (27.6%). Only people of North American origin have a lower share than people of Belgian origin (18.9%). People of Near/Middle Eastern (53.8%), EU candidate (53.2%), Other Asian (53.1%) and Other African origin (52.3%) have the highest shares of people with at most a lower secondary education. For all origins, except for Other African countries, the share of people with at most lower secondary education is lower for women.

**Graph 6: Level of qualification (excluding unknown) of the population by origin (20-64 years old, 2016)**



\* including undetermined

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

The share of higher education graduates among people of Belgian origin amounts to 39.1% in 2016 and is higher than the Belgian average (34.4%). People of North American origin have a higher share of tertiary education graduates (53.0%) than people of Belgian origin. People originating from EU candidate countries (10.5%) and the Maghreb (17.3%) have the lowest shares. Contrary to what is observed for persons with at most a lower secondary education certificate, the share of female tertiary education graduates is higher than the share of male tertiary education graduates for all origins, except for persons originating from Other African countries.

For upper secondary education graduates, the contrast between origins is less marked than for the other two categories of graduates. The share of upper secondary education graduates among

persons of Belgian origin amounts to 40.6% in 2016 and is higher than the Belgian average (38.0%) and the share observed for the other origins. The share of upper secondary education graduates is lowest for people of Near/Middle Eastern origin (16.4%) and those of Other African origin (22.3%). The gender analysis for upper secondary education graduates is more contrasted than for the other two categories of graduates. The share of female upper secondary graduates is higher than that of men for those originating from an EU candidate country, the Maghreb, Other African countries and the Near/Middle East. The opposite is true for other origins. Similarly, the gender gaps by origin in the shares of upper secondary graduates are generally smaller than those observed for the other two categories of diplomas.

**Table 1: Level of qualification (excluding unknown) of the population by origin and entity (20-64 years old, 2016)**

|                        | Brussels |        |       | Flanders |        |       | Wallonia |        |       | German-speaking Community |        |       |
|------------------------|----------|--------|-------|----------|--------|-------|----------|--------|-------|---------------------------|--------|-------|
|                        | Low      | Medium | High  | Low      | Medium | High  | Low      | Medium | High  | Low                       | Medium | High  |
| TOTAL*                 | 37.8%    | 23.2%  | 39.0% | 23.1%    | 41.6%  | 35.3% | 32.7%    | 35.6%  | 31.7% | 40.1%                     | 35.3%  | 24.6% |
| Belgian                | 17.7%    | 23.7%  | 58.6% | 17.4%    | 43.3%  | 39.3% | 26.8%    | 36.9%  | 36.3% | 36.1%                     | 36.6%  | 27.3% |
| EU-14                  | 30.9%    | 20.5%  | 48.6% | 28.1%    | 42.9%  | 29.0% | 37.1%    | 37.7%  | 25.2% | 41.7%                     | 37.1%  | 21.2% |
| EU-13                  | 55.7%    | 11.4%  | 32.9% | 46.9%    | 29.8%  | 23.4% | 41.0%    | 30.6%  | 28.4% | 40.9%                     | 33.7%  | 25.5% |
| EU Candidate           | 59.1%    | 28.4%  | 12.5% | 49.5%    | 41.2%  | 9.3%  | 56.6%    | 32.0%  | 11.4% | 74.9%                     | 17.9%  | 7.2%  |
| Other European         | 47.3%    | 19.1%  | 33.6% | 47.6%    | 26.2%  | 26.1% | 51.9%    | 22.2%  | 25.8% | 59.2%                     | 24.4%  | 16.4% |
| Maghreb                | 53.8%    | 28.0%  | 18.1% | 46.3%    | 39.4%  | 14.3% | 52.0%    | 27.8%  | 20.2% | 46.3%                     | 32.4%  | 21.3% |
| Other African          | 52.0%    | 19.8%  | 28.2% | 54.7%    | 23.4%  | 21.9% | 49.8%    | 23.4%  | 26.8% | 55.3%                     | 28.5%  | 16.2% |
| Near/Middle East       | 48.9%    | 14.8%  | 36.3% | 56.2%    | 17.6%  | 26.2% | 53.7%    | 14.7%  | 31.6% | 48.2%                     | 28.8%  | 23.0% |
| Oceania/Far East       | 31.9%    | 19.1%  | 49.0% | 35.1%    | 28.0%  | 36.9% | 33.6%    | 29.8%  | 36.6% | 35.6%                     | 39.4%  | 25.0% |
| Other Asian            | 48.6%    | 21.7%  | 29.7% | 55.6%    | 23.7%  | 20.7% | 48.9%    | 23.0%  | 28.1% | 54.0%                     | 27.7%  | 18.3% |
| North American         | 13.2%    | 13.7%  | 73.1% | 17.9%    | 34.1%  | 47.9% | 25.2%    | 28.1%  | 46.7% | 18.8%                     | 18.8%  | 62.5% |
| South/Central American | 47.1%    | 19.4%  | 33.5% | 40.8%    | 29.8%  | 29.4% | 37.0%    | 28.4%  | 34.6% | 47.9%                     | 21.1%  | 31.0% |

\* including unknown

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

Analysis of the data per entity shows that the share of higher education graduates in Brussels is higher than that observed in the three other entities (Walloon Region, Flemish Region and German-speaking Community) for all origins except for persons of Maghrebi origin in the German-speaking Community and Wallonia, and persons of South/Central American origin in Wallonia. In all three regions, people of Maghrebi and EU candidate origin have particularly low shares of higher education graduates. In the German-speaking Community, it is people of EU candidate and Other African origin who have the lowest shares of higher education graduates. The low share of higher education graduates in the German-speaking Community is probably influenced by the fact that a significant proportion of students go to universities outside Belgium, mainly to Germany. The diploma(s) obtained by these people is/are therefore unfortunately not recorded in the databases used to apprehend the level of qualification.

The share of higher education graduates in Brussels is, in 2016, higher than the other two categories of diplomas. This is only observed for persons of Belgian origin and originating

from an EU-14 country, Oceania/Far East and North America. On the other hand, in Wallonia and Flanders, the share of upper secondary education graduates is higher than the other two categories of diplomas. This is only observed for persons of Belgian origin who come from an EU-14 country. In these two regions, except for persons of Belgian origin, originating from an EU-14 country, Oceania/Far East and North America, the shares of persons with at most a lower secondary education diploma are higher than the other two categories of diplomas. In the German-speaking Community, the share of people with at most a lower secondary school diploma is highest. This is true for all origins apart from persons of Belgian and Oceania/Far East origin (the share of upper secondary graduates is the highest) and persons of North American origin (the share of higher education graduates is the highest).

In Belgium, the share of upper secondary graduates is higher than the shares of the other categories of diplomas for the 20-29 and 30-54 age group. Whereas for the 55-64 age group, the share of people with at most a lower secondary education certificate is the highest. For the 20-

29 age group, the share of those with at most upper secondary education is higher than the share of those with at most upper secondary education in the other two degree categories for all origins with the exception of those from the EU-13, Other African countries, the Near/Middle East and Other Asian countries. For the 30-54 age group, the share of tertiary education graduates is higher than the other two categories of diplomas for persons of Belgian origin (but this share is very close to that of upper secondary graduates (42.3% versus 40.8%) - there is therefore, in this age group, a small share of persons with at most a lower secondary certificate), originating from Oceania/Far East and North America. For the other origins, the share of people with at most lower secondary education in this age group is the highest (except for people from an EU-14

country for whom the share of upper secondary graduates is highest). The share of tertiary education graduates among 55-64-year olds is higher than that of the other two degree categories only for persons from North America. For the other origins, the share of at most lower secondary graduates in this age group is highest. For people of EU candidate and Maghrebi origin, this is particularly important.

The overall analysis according to migration background<sup>35</sup> shows that the more recent the generations, the higher the share of persons with at most lower secondary education, while the share of upper secondary graduates decreases. For higher education graduates, the picture is more contrasted.

**Graph 7: Level of qualification (excluding unknown) of the population by origin and migration background (20-64 years old, 2016)\***

|                            |                                   | EU-14 | EU-13  | EU Candidate | Other European | Maghreb | Other African | Near/Middle East | Oceania/Far East | Other Asian | North American | South/Central-American |        |
|----------------------------|-----------------------------------|-------|--------|--------------|----------------|---------|---------------|------------------|------------------|-------------|----------------|------------------------|--------|
| 2 <sup>nd</sup> generation | Belgian parents born foreigner(s) | L     | 23.5 % | 23.6 %       | 26.6 %         | 24.5 %  | 27.9 %        | 27.3 %           | 19.1 %           | 17.9 %      | 17.1 %         | 18.6 %                 | 16.5 % |
|                            |                                   | M     | 43.8 % | 41.7 %       | 58.6 %         | 44.7 %  | 51.5 %        | 43.1 %           | 38.4 %           | 39.8 %      | 44.8 %         | 40.9 %                 | 42.5 % |
|                            |                                   | H     | 32.7 % | 34.7 %       | 14.8 %         | 30.8 %  | 20.6 %        | 29.6 %           | 42.5 %           | 42.3 %      | 38.1 %         | 40.4 %                 | 41.0 % |
|                            | Parent(s) of foreign nationality  | L     | 28.3 % | 42.7 %       | 34.9 %         | 32.0 %  | 32.1 %        | 33.1 %           | 25.5 %           | 20.3 %      | 24.0 %         | 20.3 %                 | 24.0 % |
|                            |                                   | M     | 43.1 % | 38.9 %       | 53.6 %         | 40.3 %  | 49.9 %        | 39.8 %           | 37.6 %           | 39.4 %      | 48.4 %         | 40.7 %                 | 42.7 % |
|                            |                                   | H     | 28.6 % | 18.4 %       | 11.5 %         | 27.7 %  | 18.0 %        | 27.1 %           | 36.8 %           | 40.3 %      | 27.7 %         | 38.9 %                 | 33.3 % |
| 1 <sup>st</sup> generation | Nationality obtained > 5 Years    | L     | 44.8 % | 24.3 %       | 63.1 %         | 37.7 %  | 52.7 %        | 29.3 %           | 24.7 %           | 19.3 %      | 35.3 %         | 12.2 %                 | 25.4 % |
|                            |                                   | M     | 33.8 % | 35.8 %       | 28.7 %         | 36.1 %  | 29.9 %        | 34.8 %           | 31.3 %           | 41.9 %      | 35.6 %         | 31.0 %                 | 41.5 % |
|                            |                                   | H     | 21.3 % | 39.9 %       | 8.2 %          | 26.2 %  | 17.3 %        | 35.9 %           | 44.0 %           | 38.8 %      | 29.1 %         | 56.8 %                 | 33.1 % |
|                            | Nationality obtained ≤ 5 Years    | L     | 45.1 % | 44.7 %       | 72.0 %         | 50.0 %  | 65.6 %        | 53.5 %           | 55.7 %           | 50.0 %      | 57.2 %         | 12.2 %                 | 45.9 % |
|                            |                                   | M     | 33.2 % | 25.3 %       | 19.3 %         | 22.2 %  | 17.3 %        | 21.4 %           | 16.5 %           | 18.2 %      | 21.1 %         | 16.7 %                 | 22.1 % |
|                            |                                   | H     | 21.7 % | 30.0 %       | 8.7 %          | 27.8 %  | 17.1 %        | 25.1 %           | 27.8 %           | 31.8 %      | 21.8 %         | 71.2 %                 | 32.0 % |
|                            | Registration NR > 5 Years         | L     | 40.1 % | 61.2 %       | 78.4 %         | 62.8 %  | 70.0 %        | 60.4 %           | 60.8 %           | 33.3 %      | 58.8 %         | 16.2 %                 | 48.5 % |
|                            |                                   | M     | 34.0 % | 19.6 %       | 18.0 %         | 18.1 %  | 22.3 %        | 19.2 %           | 18.3 %           | 23.3 %      | 22.5 %         | 26.1 %                 | 24.5 % |
|                            |                                   | H     | 25.9 % | 19.2 %       | 3.5 %          | 19.1 %  | 7.7 %         | 20.5 %           | 20.9 %           | 43.5 %      | 18.7 %         | 57.7 %                 | 27.0 % |
|                            | Registration NR ≤ 5 Years         | L     | 41.7 % | 61.3 %       | 82.4 %         | 61.1 %  | 78.6 %        | 70.6 %           | 73.0 %           | 53.9 %      | 77.5 %         | 26.7 %                 | 61.4 % |
|                            |                                   | M     | 16.7 % | 16.0 %       | 7.0 %          | 8.9 %   | 6.8 %         | 9.7 %            | 4.0 %            | 4.9 %       | 6.3 %          | 5.4 %                  | 10.7 % |
|                            |                                   | H     | 41.6 % | 22.6 %       | 10.5 %         | 30.0 %  | 14.5 %        | 19.7 %           | 23.0 %           | 41.3 %      | 16.2 %         | 67.9 %                 | 27.9 % |

L = Low      M = Medium      H = High

\* The length of the bars of the Graph is calculated within each generation (2<sup>nd</sup> generation, 1<sup>st</sup> generation having obtained Belgian nationality, 1<sup>st</sup> generation having remained foreign) for all origins. The longest bar corresponds to the highest value of the whole selected generation, the size of the other bars of this selection is proportional to the longest bar.

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

35 As a reminder, whatever the origin, the level of qualification is not known mainly for foreign persons registered in the National Register for 5 years or less.

For the second generation, the share of upper secondary school graduates is higher than the other two categories of educational attainment. Second generation persons whose parents became Belgian nationals but originated from the Near/Middle East and Oceania/Far East are distinguished by a higher share of higher education graduates. Whereas second generation persons with one or two parents of foreign nationality originating from an EU-13 country are distinguished by a higher share of lower secondary school graduates at most and those from Oceania/Far East by a higher share of higher education graduates. The particularly low share of higher education graduates for the second generation of EU candidate and Maghrebi origin and for second generation individuals with one or two parents of foreign nationality of EU-13 origin should also be noted.

The first generation is characterised by a higher share of graduates with at most lower secondary education than the other categories. The first generation of recently arrived foreigners (i.e. present in Belgium - registered in the National Register for 5 years or less) from North America is characterised by a higher share of tertiary education graduates than the other two levels of qualification, and the EU-14 by almost identical shares of graduates with at most lower secondary and tertiary education. Persons of EU-14 and Other European origin<sup>36</sup> who arrived recently (i.e. present in Belgium - registered in the National Register for 5 years or less) have higher shares of tertiary education graduates than those observed for other migration histories of the same origin.

### 3.3. Field of study<sup>37</sup>

For 32.0% of the population aged 20-64, it is not possible to assign a field of study. The main reasons for this are that this information is de facto not available for those for whom we do not have the level of qualification (see point 3.2) but also because our secondary education system does

not qualify or professionalize a part of the students. Indeed, for 56.4% of people with at most a lower secondary education certificate, this information is not available. One of the explanations is that the 1<sup>st</sup> grade of ordinary secondary education does not include a technical or vocational orientation (shared 1<sup>st</sup> grade). On the other hand, this information may be available for graduates of lower secondary social advancement education. The field of study is not available for 19.9% of persons with a diploma of upper secondary education. Again, one of the reasons for this is that part of the 2<sup>nd</sup> and 3<sup>rd</sup> grades of ordinary secondary education does not include a technical or vocational orientation (general education). On the other hand, this data may be available for vocational, technical and artistic education as well as for upper secondary social advancement education. Finally, for 7.5% of higher education graduates, the field of study is not known.

The table below showing the broad fields of study (excluding unknown), for all levels of qualification, indicates that 27.1% of the population has a degree in 'Engineering, Manufacturing and Construction', 23.3% has a degree in 'Social sciences, Business and Law' and 12.6% has a degree in 'Health and Welfare'.

**Table 2: Distribution over broad fields of study (excluding unknown) (20-64 years old, 2016)**

|   |               |
|---|---------------|
| General programmes                          | 9.4 %         |
| Education                                   | 6.7 %         |
| Humanities and Arts                         | 7.1 %         |
| Social sciences, Business and Law           | <b>23.3 %</b> |
| Science, Mathematics and Computing          | 4.1 %         |
| Engineering, Manufacturing and Construction | <b>27.1 %</b> |
| Agriculture and Veterinary                  | 2.0 %         |
| Health and Welfare                          | 12.6 %        |
| Services                                    | 7.7 %         |

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

<sup>36</sup> For people of Other European origin this share is almost identical to that of the second generation with parents who have become Belgian and much higher than that of the other sub-categories of migration background.

<sup>37</sup> Detailed data regarding this analysis can be found in the annexes.

Data by level of qualification (table below) indicate that 43.7% of graduates of lower secondary education at most are in the field of engineering, processing industries and production and 23.3% in general programmes. For graduates of upper secondary education, 36.2% are in the field of 'Engineering, Manufacturing and Construction'

and 18.9% in 'Social sciences, Business and Law'. And finally, for higher education graduates, 32.5% are in 'Social sciences, Business and Law' (of which 20.9% are in commerce/economy and Administration) and 19.8% in 'Health and Welfare' (of which 6.3% are in "Nursing and caring" and 5.0% in "Social services").

**Table 3: Distribution over broad fields of study (excluding unknown) by level of qualification (20-64 years old, 2016)**

|   | Low           | Medium        | High          |
|---|---------------|---------------|---------------|
| General programmes                          | <b>23.3 %</b> | 13.8 %        | 0.0 %         |
| Education                                   | 0.1 %         | 0.1 %         | 15.4 %        |
| Humanities and Arts                         | 7.6 %         | 5.1 %         | 8.8 %         |
| Social sciences, Business and Law           | 10.0 %        | <b>18.9 %</b> | <b>32.5 %</b> |
| Science, Mathematics and Computing          | 1.9 %         | 1.7 %         | 7.4 %         |
| Engineering, Manufacturing and Construction | <b>43.7 %</b> | <b>36.2 %</b> | 12.0 %        |
| Agriculture and Veterinary                  | 1.7 %         | 2.1 %         | 2.1 %         |
| Health and Welfare                          | 3.1 %         | 8.9 %         | <b>19.8 %</b> |
| Services                                    | 8.6 %         | 13.1 %        | 2.1 %         |

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

The fields of study in which the share of men is higher than that of women are 'Science, Mathematics and Computing' (65.9% of men), 'Engineering, Manufacturing and Construction' (81.6% of men) and 'Agriculture and Veterinary' (74.8% of men). In the other fields, the share of women is higher than that of men. 'Education' and 'Health and Welfare' stand out mainly with 75.9% and 79.2% of women respectively. Gender specific analysis (see table below) shows that men are mainly graduates in the field of 'Engineering, Manufacturing and Construction' (more than 55% for graduates of lower and upper secondary education; 22.9% for graduates of higher education) and, but only for graduates of higher education, in 'Social sciences, Business and

Law' (32.7%). Women are mainly graduates in 'Social sciences, Business and Law' (28.5%) and in 'Health and Welfare' (19.8%). However, there are clearer discrepancies than those observed for men, depending on the level of qualification. Thus, women with at most a lower secondary education certificate are mainly in general programmes (26.7%) and in the field of 'Engineering, Manufacturing and Construction' (25.3%), while women with at most an upper secondary education diploma are mainly in 'Social sciences, Business and Law' (28.3%) and in the field of 'Services' (19.7%). Finally, female graduates from higher education are mainly in 'Social sciences, Business and Law' (32.3%), 'Health and Welfare' (26.4%) and 'Education' (20.6%).

**Table 4: Distribution over broad fields of study (excluding unknown) by gender and level of qualification and gender (20-64 years old, 2016)**

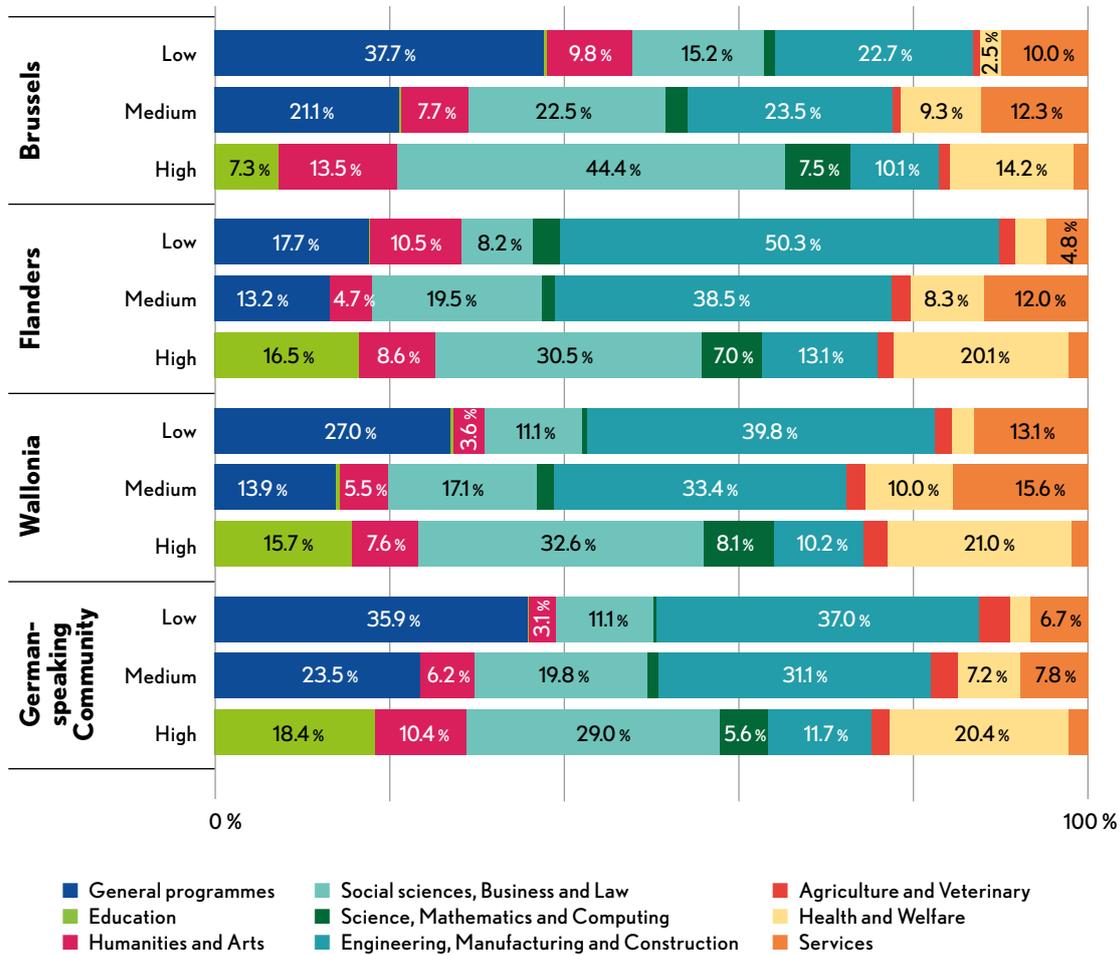
|   | Men    |        |        |        | Women  |        |        |        |
|---|--------|--------|--------|--------|--------|--------|--------|--------|
|   | Low    | Medium | High   | Total  | Low    | Medium | High   | Total  |
| General programmes                          | 20.5 % | 12.6 % | 0.0 %  | 9.3 %  | 26.7 % | 15.2 % | 0.0 %  | 9.5 %  |
| Education                                   | 0.1 %  | 0.1 %  | 8.5 %  | 3.2 %  | 0.2 %  | 0.2 %  | 20.6 % | 10.0 % |
| Humanities and Arts                         | 6.6 %  | 4.4 %  | 8.2 %  | 6.2 %  | 8.7 %  | 6.0 %  | 9.3 %  | 8.0 %  |
| Social sciences, Business and Law           | 5.0 %  | 10.7 % | 32.7 % | 17.9 % | 16.2 % | 28.3 % | 32.3 % | 28.5 % |
| Science, Mathematics and Computing          | 1.7 %  | 1.9 %  | 11.6 % | 5.5 %  | 2.2 %  | 1.4 %  | 4.1 %  | 2.8 %  |
| Engineering, Manufacturing and Construction | 58.3 % | 57.4 % | 22.9 % | 44.6 % | 25.3 % | 12.0 % | 3.6 %  | 9.9 %  |
| Agriculture and Veterinary                  | 2.8 %  | 3.4 %  | 2.9 %  | 3.1 %  | 0.4 %  | 0.8 %  | 1.4 %  | 1.0 %  |
| Health and Welfare                          | 0.9 %  | 2.2 %  | 11.1 % | 5.3 %  | 6.0 %  | 16.5 % | 26.4 % | 19.8 % |
| Services                                    | 4.1 %  | 7.3 %  | 2.1 %  | 4.8 %  | 14.3 % | 19.7 % | 2.2 %  | 10.5 % |

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

In all four entities, the two main fields of study are ‘Engineering, Manufacturing and Construction’ and ‘Social sciences, Business and Law’. This is true for upper secondary school graduates, with the exception of the German-speaking Community. On the other hand, for persons with at most a lower secondary education, the two main fields are, for all four entities, ‘General programmes’ and ‘Engineering, Manufacturing and Construction’. The share of the latter field is significantly higher in Flanders than in the

other entities. For higher education graduates, ‘Social sciences, Business and Law’ and ‘Health and Welfare’ are the two fields with the highest shares. Brussels stands out with a much higher share of higher education graduates in ‘Social sciences, Business and Law’ (the share of “Law” graduates clearly having an impact) and a much lower share in ‘Health and Welfare’ (mainly due to the lower shares in “Social services” and “Nursing and caring”) than in the other entities.

**Graph 8: Distribution over broad fields of study (excluding unknown) by level of qualification and entity (20-64 years old, 2016)**

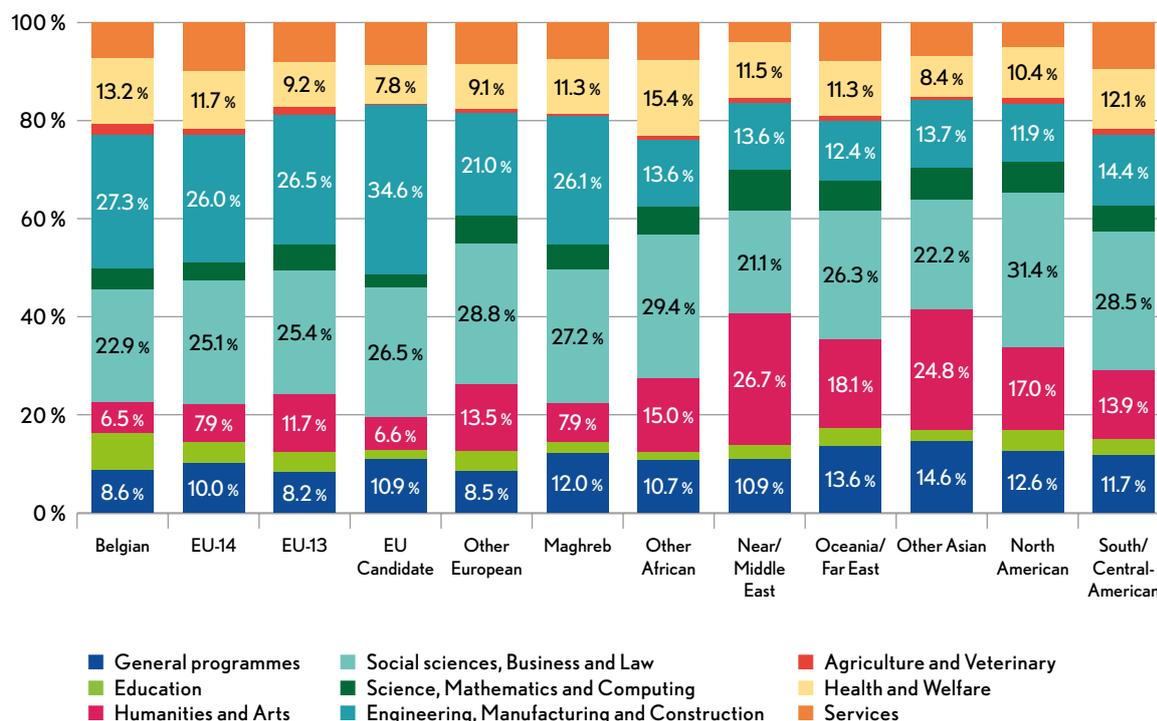


Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

For the origins as a whole, the two main areas also stand out. However, for people from Other African countries the second most important area of study is 'Health and Welfare', rather than engineering, manufacturing and production, with a much higher share of nursing graduates

than other origins. For people of Near/Middle Eastern, Oceania/Far Eastern, Other Asian and North American origin, 'engineering' is not one of the two main fields of study either, unlike the field of 'Arts and Humanities'.

**Graph 9: Distribution over broad fields of study (excluding unknown) by origin (20-64 years old, 2016)**



Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

The two main fields of study (see table below) of lower secondary graduates for people of Belgian, EU-14, EU candidate, Maghreb and North American origin are the same as those observed for the total population with this level of qualification, i.e. the field of ‘Engineering, Manufacturing and Construction’ and ‘General programmes’. The other origins are distinguished by a larger share in the field of ‘Humanities and Arts’, at the expense of ‘general programmes’ for people of EU-13 and Other European origin and of ‘Engineering, Manufacturing and Construction’ for all other origins.

For upper secondary school graduates, ‘Engineering, Manufacturing and Construction’ and ‘Social sciences, Business and Law’ are the

two main fields for most origins. People originating from the Near/Middle East, Oceania/Far East and Other Asian countries stand out with a larger share of ‘General programmes’ at the expense of ‘Engineering’ and the same can be said for people of North American origin but at the expense of ‘Social sciences, Business and Law’. For the subfields of ‘Engineering, Manufacturing and Construction’ and ‘Social sciences, Business and Law’, graduates are overwhelmingly concentrated in “Engineering and engineering trades” and in “Business and Administration”. The subfield of “Business and Administration” is predominantly female for all origins, while the subfield of “Engineering and engineering trades” is exclusively male (more than 90% of graduates are men).

**Table 5: Distribution over broad fields of study (excluding unknown) by origin and level of qualification (20–64 years old, 2016)**

|   | Belgian | EU-14  | EU-13  | EU Candidate | Other European | Maghreb | Other African | Near/Middle East | Oceania/Far East | Other Asian | North American | South/Central American |
|---|---------|--------|--------|--------------|----------------|---------|---------------|------------------|------------------|-------------|----------------|------------------------|
| <b>Low</b>                                  |         |        |        |              |                |         |               |                  |                  |             |                |                        |
| General programmes                          | 22.6 %  | 25.9 % | 19.5 % | 20.4 %       | 22.8 %         | 24.9 %  | 24.8 %        | 15.9 %           | 30.4 %           | 20.7 %      | 51.1 %         | 30.1 %                 |
| Education                                   | 0.1 %   | 0.2 %  | 0.0 %  | 0.1 %        | 0.1 %          | 0.2 %   | 0.1 %         | 0.0 %            | 0.1 %            | 0.0 %       | 0.0 %          | 0.3 %                  |
| Humanities and Arts                         | 3.5 %   | 5.3 %  | 21.6 % | 14.1 %       | 25.7 %         | 17.8 %  | 41.3 %        | 64.7 %           | 43.3 %           | 57.5 %      | 6.3 %          | 25.6 %                 |
| Social sciences, Business and Law           | 9.4 %   | 12.1 % | 8.7 %  | 11.7 %       | 10.8 %         | 14.2 %  | 7.9 %         | 3.4 %            | 4.9 %            | 3.5 %       | 11.6 %         | 9.8 %                  |
| Science, Mathematics and Computing          | 1.5 %   | 1.1 %  | 3.4 %  | 2.6 %        | 5.3 %          | 3.3 %   | 5.8 %         | 8.0 %            | 3.4 %            | 6.7 %       | 1.3 %          | 5.1 %                  |
| Engineering, Manufacturing and Construction | 48.7 %  | 39.5 % | 34.1 % | 40.4 %       | 22.9 %         | 28.2 %  | 10.7 %        | 4.9 %            | 7.4 %            | 6.4 %       | 19.9 %         | 14.5 %                 |
| Agriculture and Veterinary                  | 2.3 %   | 1.1 %  | 1.5 %  | 0.2 %        | 0.6 %          | 0.2 %   | 0.2 %         | 0.1 %            | 0.6 %            | 0.2 %       | 1.0 %          | 0.6 %                  |
| Health and Welfare                          | 3.3 %   | 3.5 %  | 2.4 %  | 2.8 %        | 2.7 %          | 3.6 %   | 2.8 %         | 0.7 %            | 2.6 %            | 1.1 %       | 1.5 %          | 4.3 %                  |
| Services                                    | 8.6 %   | 11.4 % | 8.7 %  | 7.9 %        | 9.1 %          | 7.7 %   | 6.4 %         | 2.4 %            | 7.2 %            | 3.8 %       | 7.3 %          | 9.6 %                  |
| <b>Medium</b>                               |         |        |        |              |                |         |               |                  |                  |             |                |                        |
| General programmes                          | 13.6 %  | 11.4 % | 11.4 % | 9.5 %        | 9.6 %          | 11.8 %  | 13.2 %        | 25.3 %           | 25.4 %           | 23.0 %      | 28.9 %         | 17.5 %                 |
| Education                                   | 0.1 %   | 0.2 %  | 0.1 %  | 0.1 %        | 0.1 %          | 0.1 %   | 0.2 %         | 0.2 %            | 0.3 %            | 0.1 %       | 0.1 %          | 0.1 %                  |
| Humanities and Arts                         | 5.1 %   | 6.0 %  | 6.7 %  | 3.0 %        | 6.4 %          | 3.7 %   | 5.4 %         | 6.1 %            | 8.2 %            | 6.7 %       | 10.7 %         | 9.0 %                  |
| Social sciences, Business and Law           | 17.9 %  | 20.5 % | 17.5 % | 28.8 %       | 28.5 %         | 27.6 %  | 25.2 %        | 23.5 %           | 19.7 %           | 23.5 %      | 16.8 %         | 21.9 %                 |
| Science, Mathematics and Computing          | 1.6 %   | 1.6 %  | 2.0 %  | 1.4 %        | 2.0 %          | 2.4 %   | 1.9 %         | 2.9 %            | 1.7 %            | 2.4 %       | 2.4 %          | 1.7 %                  |
| Engineering, Manufacturing and Construction | 37.3 %  | 33.6 % | 38.4 % | 38.4 %       | 29.5 %         | 32.3 %  | 21.4 %        | 23.1 %           | 15.0 %           | 21.5 %      | 19.7 %         | 20.3 %                 |
| Agriculture and Veterinary                  | 2.5 %   | 1.3 %  | 2.1 %  | 0.2 %        | 0.7 %          | 0.3 %   | 0.5 %         | 0.6 %            | 1.0 %            | 0.6 %       | 1.5 %          | 1.0 %                  |
| Health and Welfare                          | 8.9 %   | 9.4 %  | 7.5 %  | 7.5 %        | 8.1 %          | 11.2 %  | 15.5 %        | 7.3 %            | 12.2 %           | 8.1 %       | 7.6 %          | 11.1 %                 |
| Services                                    | 12.9 %  | 15.9 % | 14.3 % | 11.2 %       | 15.1 %         | 10.5 %  | 16.7 %        | 11.0 %           | 16.7 %           | 14.1 %      | 12.5 %         | 17.3 %                 |
| <b>High</b>                                 |         |        |        |              |                |         |               |                  |                  |             |                |                        |
| Education                                   | 16.4 %  | 11.1 % | 9.8 %  | 10.8 %       | 9.9 %          | 8.4 %   | 3.9 %         | 6.5 %            | 7.0 %            | 6.3 %       | 6.5 %          | 7.1 %                  |
| Humanities and Arts                         | 8.5 %   | 11.3 % | 11.0 % | 6.3 %        | 13.8 %         | 5.5 %   | 5.2 %         | 9.4 %            | 14.8 %           | 8.2 %       | 21.3 %         | 13.1 %                 |
| Social sciences, Business and Law           | 31.3 %  | 37.1 % | 40.0 % | 43.6 %       | 38.7 %         | 39.2 %  | 46.0 %        | 32.7 %           | 38.4 %           | 40.6 %      | 40.4 %         | 40.8 %                 |
| Science, Mathematics and Computing          | 7.1 %   | 7.4 %  | 8.7 %  | 6.8 %        | 9.0 %          | 11.5 %  | 8.2 %         | 11.5 %           | 9.6 %            | 10.7 %      | 8.7 %          | 8.0 %                  |
| Engineering, Manufacturing and Construction | 12.3 %  | 10.3 % | 12.7 % | 12.3 %       | 12.1 %         | 13.5 %  | 9.7 %         | 15.1 %           | 12.6 %           | 13.7 %      | 7.5 %          | 9.8 %                  |
| Agriculture and Veterinary                  | 2.2 %   | 1.7 %  | 1.4 %  | 0.7 %        | 1.1 %          | 0.9 %   | 1.8 %         | 1.7 %            | 0.8 %            | 1.1 %       | 1.1 %          | 1.7 %                  |
| Health and Welfare                          | 20.0 %  | 18.6 % | 14.0 % | 17.1 %       | 13.5 %         | 18.9 %  | 23.2 %        | 21.4 %           | 14.1 %           | 16.5 %      | 12.9 %         | 16.0 %                 |
| Services                                    | 2.1 %   | 2.5 %  | 2.4 %  | 2.5 %        | 2.1 %          | 2.0 %   | 1.9 %         | 1.7 %            | 2.6 %            | 2.9 %       | 1.6 %          | 3.6 %                  |

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

And finally, for higher education graduates, the two main fields of study are the same as those observed for the total population with this level of qualification, i.e. 'Social sciences, Business and Law' and 'Health and Welfare'. People originating from Other European countries, Oceania/Far East and North America stand out with a higher share in the field of 'Humanities and Arts' at the expense of 'Health and Welfare'. Although for the first two origins, the shares of graduates in 'Arts and Humanities' and in 'Health and Welfare' are very similar.

Still for higher education graduates<sup>38</sup>, people originating from Other African countries also stand out with a higher share in the restricted field of "Nursing and caring" than that observed for the other origins (8.5% against 6.5% for the Belgian origin and on average 4.8% for all other origins<sup>39</sup>) and with an extremely low share in "Teacher training" (3.9% against 16.4% for the Belgian origin and on average 10.1% for all other origins). People of Other African and EU-13 origin stand out with shares (8.7% and 9.5% respectively) of "Law" graduates that are much higher than the share of those of Belgian origin (3.5%) and all other origins (5.9%)<sup>40</sup>. People of EU candidate origin have a much higher share of "Business and Administration" graduates (28.5%) than those of Belgian (19.0%) and all other origins (19.8%)<sup>41</sup>. People originating from the Near/Middle East have a much higher share of graduates in "Physical sciences" (5.5%), "Engineering" (11.5%), "Medicine" (6.4%) and "Dental studies" (3.2%) than those of Belgian origin (2.0%, 8.9%, 2.1% and 0.4% respectively) and those from other origins (3.0%, 8.2%, 2.3% and 0.4% respectively)<sup>42</sup>. Finally, people of Other Asian origin have a higher share of "Computing" graduates (5.4%) than those of Belgian origin (3.4%) and other origins (3.3%)<sup>43</sup>.

Gender analysis shows that, whatever the origin, the share of female higher education graduates is higher than that of men in the fields of 'Education', 'Social sciences, Business and Law' (with the exception of Belgians of origin), and 'Health and Welfare'. In the other fields, it is men who have higher shares. Only the field of 'Arts and Humanities' presents a more nuanced picture: the share of women is higher for all origins with the exception of EU candidate, Other African, North American and South/Central American origins. Although women have a higher share than men in 'Social sciences, Business and Law', it is interesting to note that in the subfields "Business and Administration" for people of Belgian, EU-14, other European and South/Central American origin, the share of women is higher than that of men. In "Political sciences" (with the exception of persons of EU-13, Near/Middle Eastern and Oceania/Far Eastern origin) and "Economics" (with the exception of persons originating from EU-13 countries) the share of men is higher than that of women. The same observation can be made for the subfield "medicine" in the field of 'Health and Welfare', with the exception of people of Maghrebi and Other African origin, for whom there is an equal share of women and men.

Analysis of the data by region shows that people from the Maghreb stand out in Brussels for higher education graduates in the subfields of "Engineering and engineering trades", "Manufacturing and processing", "Medical diagnostic and treatment technology" and "Pharmacy". It is also interesting to note that persons of Belgian origin have the highest shares in "Teacher training" in Flanders and Wallonia, but in Brussels it is people of EU candidate origin. In Wallonia<sup>44</sup>, people originating from the Maghreb also stand out in the subfields of "Engineering

38 Given that upper secondary graduates, whatever their origin, are, for the most part, concentrated in the subfields of "engineering" and in "Business and Administration", the detailed analysis by subfields according to gender and region will focus only on higher education.

39 Average of all origins with the exception of persons of Belgian and Other African origin.

40 Average of all origins with the exception of persons of Belgian, EU-13 and Other African origin.

41 Average of all origins with the exception of persons of Belgian and EU candidate origin.

42 Average of all origins with the exception of persons of Belgian and Near/Middle Eastern origin.

43 Average of all origins with the exception of persons of Belgian and Other Asian origin.

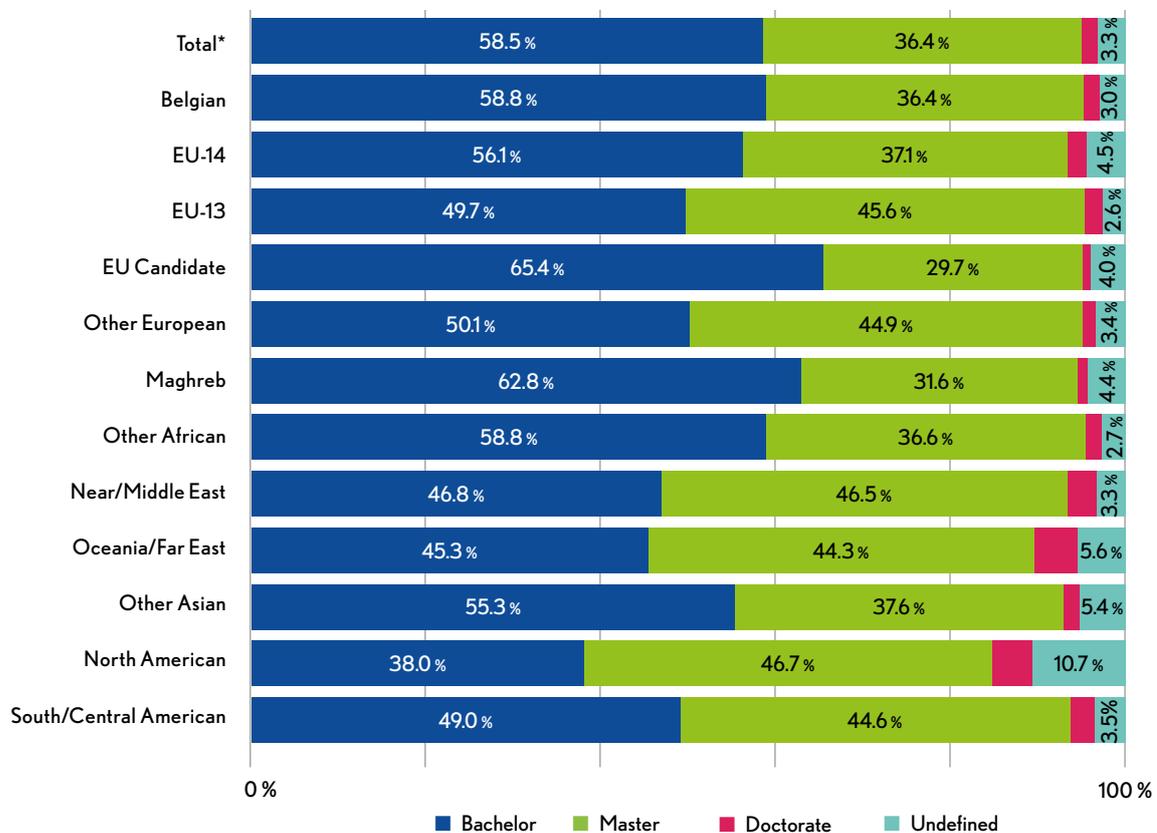
44 Without German-speaking Community.

and engineering trades”, “Manufacturing and processing” and “Physical sciences”. People of Other African origin stand out in the subfields of “Law” (as in Flanders) and “Agriculture, Forestry and Fisheries”. And in Flanders, people from the Near/Middle East can be found in the subfields of “Life sciences”, “Veterinary sciences” and “Medical diagnostic and treatment technology”.

### 3.4. Focus on people with higher education qualifications<sup>45</sup>

A distinction can be made for higher education graduates between bachelor’s, master’s and doctoral degrees. However, for some higher education graduates, it is not possible to make this distinction. In order to capture as much as possible the obtaining of degrees requiring 5 or more years of study, the analysis will be done on the population aged 25 to 64.

**Graph 10: Level of tertiary education attainment of the population by origin (25-64 years old, 2016)**



\* including unknown

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

In Belgium, 58.5% of higher education graduates have a bachelor’s degree, 36.4% a master’s degree, 1.8% a doctorate and 3.3% an undetermined degree. People of Belgian, EU-14 and Other African origin have a distribution similar to the Belgian average. Persons of EU candi-

date and Maghreb origin are characterized by an above-average share of bachelor’s degrees and a below-average share of master’s degrees. These last two origin groups are also the only ones to have a lower master’s degree share than the Belgian origin. People originating from

<sup>45</sup> Detailed data regarding this analysis can be found in the annexes.

the Near/Middle East and Oceania/Far East have a more balanced distribution of bachelor's and master's degrees than the other origins. Graduates from North America are the only ones to have a master's share higher than the

share of bachelor's degrees. Finally, people of Near/Middle East, Oceania/Far East and North American origin have significantly higher shares of doctoral degrees.

**Table 6: Broad fields of study (excluding unknown) for the population by origin and level of qualification (bachelor or master) (25-64 years old, 2016)**

|                        | Education | Humanities and Arts | Social sciences, Business and Law | Science, Mathematics and Computing | Engineering, Manufacturing and Construction | Agriculture and Veterinary | Health and Welfare | Services |
|------------------------|-----------|---------------------|-----------------------------------|------------------------------------|---|----------------------------|--------------------|----------|
| <b>Bachelor</b>        |           |                     |                                   |                                    |   |                            |                    |          |
| TOTAL*                 | 23.2 %    | 5.3 %               | 27.9 %                            | 7.2 %                              | 8.5 %                                       | 1.5 %                      | 24.0 %             | 2.5 %    |
| Belgian                | 24.6 %    | 5.1 %               | 26.7 %                            | 7.0 %                              | 8.4 %                                       | 1.6 %                      | 24.2 %             | 2.4 %    |
| EU-14                  | 17.5 %    | 7.2 %               | 32.6 %                            | 7.0 %                              | 8.1 %                                       | 1.1 %                      | 22.8 %             | 3.8 %    |
| EU-13                  | 14.8 %    | 7.2 %               | 34.1 %                            | 7.4 %                              | 11.9 %                                      | 1.2 %                      | 19.7 %             | 3.7 %    |
| EU Candidate           | 15.0 %    | 3.9 %               | 40.7 %                            | 7.1 %                              | 10.6 %                                      | 0.4 %                      | 18.8 %             | 3.6 %    |
| Other European         | 14.9 %    | 8.7 %               | 36.4 %                            | 7.2 %                              | 10.0 %                                      | 1.0 %                      | 18.8 %             | 3.1 %    |
| Maghreb                | 11.6 %    | 3.5 %               | 36.6 %                            | 10.6 %                             | 12.8 %                                      | 0.5 %                      | 21.6 %             | 3.0 %    |
| Other African          | 5.6 %     | 3.3 %               | 42.1 %                            | 7.4 %                              | 9.4 %                                       | 0.8 %                      | 28.8 %             | 2.6 %    |
| Near/Middle East       | 11.8 %    | 9.3 %               | 30.9 %                            | 10.7 %                             | 15.8 %                                      | 1.0 %                      | 17.1 %             | 3.4 %    |
| Oceania/Far East       | 12.6 %    | 11.1 %              | 37.2 %                            | 6.7 %                              | 6.8 %                                       | 0.5 %                      | 20.0 %             | 5.2 %    |
| Other Asian            | 9.7 %     | 6.8 %               | 39.6 %                            | 10.3 %                             | 10.0 %                                      | 0.5 %                      | 18.6 %             | 4.4 %    |
| North American         | 13.0 %    | 15.9 %              | 34.5 %                            | 8.8 %                              | 6.5 %                                       | 0.6 %                      | 17.5 %             | 3.1 %    |
| South/Central American | 11.4 %    | 11.0 %              | 35.1 %                            | 5.6 %                              | 7.5 %                                       | 1.2 %                      | 22.0 %             | 6.2 %    |
| <b>Master</b>          |           |                     |                                   |                                    |   |                            |                    |          |
| TOTAL*                 | 3.6 %     | 14.5 %              | 40.7 %                            | 7.4 %                              | 17.2 %                                      | 2.6 %                      | 12.3 %             | 1.7 %    |
| Belgian                | 3.6 %     | 14.2 %              | 39.9 %                            | 7.0 %                              | 18.1 %                                      | 2.8 %                      | 12.4 %             | 1.9 %    |
| EU-14                  | 2.6 %     | 17.4 %              | 44.7 %                            | 7.5 %                              | 13.7 %                                      | 2.1 %                      | 11.1 %             | 0.8 %    |
| EU-13                  | 5.2 %     | 14.6 %              | 47.0 %                            | 9.2 %                              | 13.4 %                                      | 1.4 %                      | 7.9 %              | 1.3 %    |
| EU Candidate           | 2.5 %     | 12.0 %              | 48.9 %                            | 6.4 %                              | 16.8 %                                      | 1.1 %                      | 11.7 %             | 0.5 %    |
| Other European         | 5.5 %     | 19.3 %              | 40.4 %                            | 10.0 %                             | 14.5 %                                      | 1.2 %                      | 7.8 %              | 1.3 %    |
| Maghreb                | 2.8 %     | 9.2 %               | 44.5 %                            | 13.3 %                             | 15.8 %                                      | 1.7 %                      | 12.1 %             | 0.6 %    |
| Other African          | 1.7 %     | 7.1 %               | 52.3 %                            | 9.1 %                              | 10.1 %                                      | 2.9 %                      | 15.9 %             | 0.9 %    |
| Near/Middle East       | 3.3 %     | 10.1 %              | 34.6 %                            | 11.7 %                             | 13.7 %                                      | 2.0 %                      | 23.8 %             | 0.7 %    |
| Oceania/Far East       | 2.6 %     | 19.9 %              | 42.6 %                            | 11.6 %                             | 14.1 %                                      | 1.0 %                      | 7.5 %              | 0.8 %    |
| Other Asian            | 2.8 %     | 9.8 %               | 43.2 %                            | 11.2 %                             | 17.4 %                                      | 1.6 %                      | 12.9 %             | 1.2 %    |
| North American         | 2.7 %     | 24.5 %              | 45.8 %                            | 8.2 %                              | 7.9 %                                       | 1.2 %                      | 8.6 %              | 1.0 %    |
| South/Central American | 3.1 %     | 15.5 %              | 47.0 %                            | 9.7 %                              | 11.2 %                                      | 1.9 %                      | 10.1 %             | 1.4 %    |

\* including unknown

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

In Belgium, **bachelor** graduates are almost equally qualified in 3 main fields of study: 'Education' (23.2%), 'Social sciences, Business and Law' (27.9%) and 'Health and Welfare' (24.0%). If this distribution is almost identical for people of Belgian origin, this is not the case for the other origins for which it is the field of 'Social sciences, Business and Law' that more clearly dominates (from 32.6% for the EU-14 of origin to 42.1% for those from Other African countries). Those with a bachelor's degree in the field of 'Social sciences, Business and Law' are in the majority, regardless of origin, in the subfield "Business and Administration". For persons of Belgian origin, this share is 86.2% and is much higher than that observed for other origins (from 62.4% for persons of South/Central American to 78.8% for those of EU-14 origin). The second most important subfield is "Law"; but while this area concerns only 3.6% of graduates of Belgian origin, this percentage is much higher for other origins (from 10.2% for those originating from Oceania/Far East to 17.2% for those from EU-13 countries). Persons of other origins are also distinguished by a higher share of graduates in the field of 'Health and Welfare' (mainly in "Nursing and caring") and Belgians of origin in the field of 'Education'.

**Master's level** graduates are mainly in the field of 'Social sciences, Business and Law' (40.7%), the second most important field being 'Engineering' with a share of 17.2% of graduates. This is true for people of Belgian, EU candidate, Maghrebi and Other Asian origin. For graduates of Other African and Near/Middle Eastern origin, the second most important field is 'Health and Welfare'. For other origins, the second most important field is 'humanities and arts'. Persons with a master's degree in 'Social

sciences, Business and Law' are mainly in the subfield "Business and Administration"; this is true for all origins except for persons of EU-13 origin for whom the main subfield is "Law". The share of master's level graduates in the subfield "Business and Administration" is significantly lower than that observed for bachelor's level graduates. In fact, for persons of Belgian origin this share amounts to 36%; the lowest share is observed for persons of EU-13 origin (24.0%) and the highest for those of Oceania/Far East origin (41.3%). The second most important subfield is "Law", whose share is significantly higher than that observed for bachelor's graduates. The share for Belgians of origin is 18.6%, with the lowest share for those from Oceania/Far East (16.9%) and the highest for those of EU-13 origin (29.2%).

The most important field for persons with a **doctorate** is 'Science, Mathematics and Computing', both for the total (25.8%) and for men (27.8%); for women it is 'Health and Welfare' (25.0%). Analysis by origin shows that men of EU-13, Near/Middle East, Oceania/Far East, Other Asian and South/Central American origin deviate from this pattern with 'Engineering, Manufacturing and Construction' as the most important field and those of Other African origin with 'Social sciences, Business and Law' as the most important field. Women of EU-13, other European, Maghreb and Other Asian origin stand out with 'Science, Mathematics and Computing' as the most important field, those of EU-14, EU candidate and South/Central American origin with 'Social sciences, Business and Law' as the most important field, and those from Oceania/Far East with 'Engineering, Manufacturing and Construction' as the most important field.

**Table 7: Level of tertiary education attainment of the population by origin and gender (25-64 years old, 2016)**

|                        | Men      |        |           |           | Women    |        |           |           |
|------------------------|----------|--------|-----------|-----------|----------|--------|-----------|-----------|
|                        | Bachelor | Master | Doctorate | Undefined | Bachelor | Master | Doctorate | Undefined |
| TOTAL*                 | 51.5 %   | 42.7 % | 2.5 %     | 3.2 %     | 64.0 %   | 31.4 % | 1.3 %     | 3.3 %     |
| Belgian                | 51.3 %   | 43.5 % | 2.4 %     | 2.8 %     | 64.7 %   | 30.8 % | 1.3 %     | 3.2 %     |
| EU-14                  | 51.0 %   | 40.8 % | 3.1 %     | 5.1 %     | 59.9 %   | 34.4 % | 1.6 %     | 4.0 %     |
| EU-13                  | 49.3 %   | 44.4 % | 3.2 %     | 3.2 %     | 49.8 %   | 46.1 % | 1.7 %     | 2.4 %     |
| EU Candidate           | 61.5 %   | 32.3 % | 1.1 %     | 5.1 %     | 68.7 %   | 27.5 % | 0.8 %     | 3.1 %     |
| Other European         | 49.5 %   | 43.4 % | 2.5 %     | 4.6 %     | 50.4 %   | 45.6 % | 1.1 %     | 2.8 %     |
| Maghreb                | 58.1 %   | 35.0 % | 1.6 %     | 5.2 %     | 67.9 %   | 28.0 % | 0.7 %     | 3.5 %     |
| Other African          | 52.3 %   | 41.8 % | 3.0 %     | 3.0 %     | 65.6 %   | 31.2 % | 0.8 %     | 2.5 %     |
| Near/Middle East       | 45.8 %   | 46.8 % | 3.9 %     | 3.5 %     | 48.4 %   | 46.0 % | 2.5 %     | 3.1 %     |
| Oceania/Far East       | 40.4 %   | 44.7 % | 7.9 %     | 7.0 %     | 47.8 %   | 44.0 % | 3.3 %     | 4.8 %     |
| Other Asian            | 51.0 %   | 40.9 % | 2.6 %     | 5.5 %     | 58.1 %   | 35.4 % | 1.2 %     | 5.3 %     |
| North American         | 33.7 %   | 49.0 % | 5.9 %     | 11.5 %    | 41.4 %   | 45.0 % | 3.5 %     | 10.2 %    |
| South/Central American | 44.6 %   | 47.7 % | 3.9 %     | 3.7 %     | 51.4 %   | 42.9 % | 2.2 %     | 3.4 %     |

\* including unknown

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

The analysis by gender (see table above) indicates that the share of men with a master’s degree is higher than that of women and the share of men with a bachelor’s degree is lower than that of women. This is true for all origins with the exception of women of EU-13 and Other European origin, who have a higher share of female graduates at master’s level than men. Similarly, regardless of origin, the share of men with a PhD is higher than that of women.

For **men** with a **bachelor’s** degree (see table below), the two main fields of study, regardless of origin, are, in order of importance, ‘Social sciences, Business and Law’ (29.6%) and ‘Engineering, Manufacturing and Construction’ (19.0%). Only those of North American and South/Central American origin deviate from this pattern. ‘Social sciences, Business and Law’ remains the most important field, but the second most important field is ‘Science, Mathematics and Computing’ for those from North America and ‘Humanities and Arts’ for those from South/Central America. It is interesting to note that men of Other African origin have a significantly higher share than other origins in ‘Social sciences, Business and Law’ (43.0%). For **women**, the

most important field of study for female **bachelors** is ‘Health and Welfare’ (31.4%); the second most important field of study is ‘Education’ (28.6%). Analysis by origin shows, however, that this is only true for Belgians of origin; for the other origins the field of ‘Social sciences, Business and Law’ is the main field and ‘Health and Welfare’ is the second most important. It is also interesting to note that female graduates from Other African countries have particularly high shares of in both ‘Social sciences, Business and Law’ (41.4%) and ‘Health and Welfare’ (39.1%). In the field of ‘Social sciences, Business and Law’, for both men and women with a bachelor’s degree, it is the subfield “Business and Administration” that predominates to a very large extent. In the field of ‘Engineering, Manufacturing and Construction’, for men with a bachelor’s degree, the subfield “engineering and engineering trades” accounts for a clear majority of all origins. In the field of ‘Health and Welfare’, for women with a bachelor’s degree, the subfields that predominate for all origins are, in order of importance, “Nursing and caring” and “Social services”; women of EU candidate and Near/Middle Eastern origin are an exception, having a larger share in “Social services” than in “Nursing and caring”.

**Table 8: Broad fields of study (excluding unknown) for the population by origin, gender and level of qualification (bachelor or master) (25-64 years old, 2016)**

|                        | Education |       | Humanities and Arts |       | Social sciences, Business and Law |       | Science, Mathematics and Computing |       | Engineering, Manufacturing and Construction |      | Agriculture and Veterinary |      | Health and Welfare |       | Services |      |
|------------------------|-----------|-------|---------------------|-------|-----------------------------------|-------|------------------------------------|-------|---|------|----------------------------|------|--------------------|-------|----------|------|
|                        | M         | W     | M                   | W     | M                                 | W     | M                                  | W     | M   | W    | M                          | W    | M                  | W     | M        | W    |
| <b>Bachelor</b>        |           |       |                     |       |                                   |       |                                    |       |   |      |                            |      |                    |       |          |      |
| TOTAL*                 | 14.4%     | 28.6% | 6.7%                | 4.4%  | 29.6%                             | 26.9% | 13.6%                              | 3.2%  | 19.0%                                       | 1.9% | 2.5%                       | 0.8% | 12.1%              | 31.4% | 2.2%     | 2.8% |
| Belgian                | 15.2%     | 30.5% | 6.5%                | 4.1%  | 28.7%                             | 25.5% | 13.5%                              | 3.0%  | 19.0%                                       | 1.8% | 2.8%                       | 0.9% | 12.2%              | 31.7% | 2.0%     | 2.5% |
| EU-14                  | 10.2%     | 22.0% | 8.8%                | 6.3%  | 32.9%                             | 32.4% | 13.9%                              | 2.7%  | 17.9%                                       | 2.1% | 1.7%                       | 0.8% | 11.7%              | 29.6% | 3.2%     | 4.2% |
| EU-13                  | 9.2%      | 17.3% | 8.1%                | 6.7%  | 29.8%                             | 36.1% | 15.2%                              | 3.9%  | 24.4%                                       | 6.4% | 1.5%                       | 1.2% | 9.3%               | 24.3% | 2.5%     | 4.2% |
| EU Candidate           | 10.7%     | 17.8% | 4.3%                | 3.6%  | 38.5%                             | 42.2% | 12.0%                              | 3.8%  | 23.2%                                       | 2.1% | 0.7%                       | 0.2% | 6.9%               | 26.8% | 3.7%     | 3.6% |
| Other European         | 9.9%      | 17.3% | 8.8%                | 8.6%  | 34.6%                             | 37.3% | 13.1%                              | 4.4%  | 21.3%                                       | 4.6% | 1.4%                       | 0.8% | 8.8%               | 23.6% | 2.2%     | 3.5% |
| Maghreb                | 8.2%      | 14.5% | 4.0%                | 3.0%  | 35.0%                             | 37.9% | 15.9%                              | 6.2%  | 23.8%                                       | 3.6% | 0.7%                       | 0.3% | 10.0%              | 31.1% | 2.5%     | 3.3% |
| Other African          | 5.3%      | 5.8%  | 4.0%                | 2.8%  | 43.0%                             | 41.4% | 11.7%                              | 4.1%  | 17.6%                                       | 3.0% | 1.3%                       | 0.4% | 15.4%              | 39.1% | 1.8%     | 3.3% |
| Near/Middle East       | 7.7%      | 17.0% | 9.5%                | 9.0%  | 28.5%                             | 33.9% | 13.8%                              | 6.7%  | 24.2%                                       | 5.5% | 1.2%                       | 0.7% | 12.2%              | 23.2% | 2.9%     | 4.0% |
| Oceania/Far East       | 7.2%      | 15.0% | 11.2%               | 11.1% | 38.0%                             | 36.8% | 13.2%                              | 3.8%  | 13.3%                                       | 3.9% | 0.9%                       | 0.3% | 11.2%              | 23.9% | 5.0%     | 5.3% |
| Other Asian            | 5.2%      | 12.5% | 9.0%                | 5.5%  | 37.1%                             | 41.2% | 16.7%                              | 6.3%  | 18.6%                                       | 4.8% | 0.8%                       | 0.4% | 9.1%               | 24.3% | 3.3%     | 5.0% |
| North American         | 7.6%      | 16.2% | 16.1%               | 15.8% | 33.9%                             | 34.8% | 16.5%                              | 4.4%  | 13.0%                                       | 2.8% | 0.6%                       | 0.6% | 10.1%              | 21.7% | 2.2%     | 3.7% |
| South/Central American | 7.0%      | 13.6% | 16.2%               | 8.5%  | 34.7%                             | 35.3% | 8.8%                               | 4.0%  | 13.9%                                       | 4.3% | 1.9%                       | 0.8% | 13.3%              | 26.4% | 4.3%     | 7.2% |
| <b>Master</b>          |           |       |                     |       |                                   |       |                                    |       |   |      |                            |      |                    |       |          |      |
| TOTAL*                 | 2.1%      | 5.2%  | 10.1%               | 19.2% | 37.6%                             | 44.1% | 8.8%                               | 5.8%  | 27.3%                                       | 6.5% | 3.0%                       | 2.2% | 9.0%               | 15.8% | 2.1%     | 1.3% |
| Belgian                | 2.1%      | 5.3%  | 9.9%                | 19.1% | 37.1%                             | 43.1% | 8.4%                               | 5.5%  | 28.5%                                       | 6.5% | 3.2%                       | 2.4% | 8.6%               | 16.6% | 2.3%     | 1.4% |
| EU-14                  | 1.6%      | 3.5%  | 12.5%               | 21.7% | 40.6%                             | 48.3% | 9.9%                               | 5.4%  | 22.6%                                       | 6.1% | 2.3%                       | 1.9% | 9.4%               | 12.6% | 1.1%     | 0.6% |
| EU-13                  | 2.5%      | 6.4%  | 10.3%               | 16.4% | 39.3%                             | 50.3% | 12.0%                              | 8.0%  | 25.2%                                       | 8.4% | 1.4%                       | 1.4% | 7.9%               | 7.9%  | 1.5%     | 1.2% |
| EU Candidate           | 1.3%      | 3.7%  | 10.2%               | 13.8% | 41.8%                             | 55.5% | 7.9%                               | 5.0%  | 28.3%                                       | 6.1% | 1.4%                       | 0.8% | 8.6%               | 14.7% | 0.6%     | 0.5% |
| Other European         | 2.7%      | 6.8%  | 14.0%               | 21.8% | 35.3%                             | 42.9% | 12.2%                              | 9.0%  | 25.3%                                       | 9.3% | 1.6%                       | 1.0% | 7.0%               | 8.2%  | 1.9%     | 1.0% |
| Maghreb                | 2.3%      | 3.5%  | 6.7%                | 12.5% | 40.5%                             | 49.6% | 16.0%                              | 9.8%  | 22.7%                                       | 6.7% | 2.1%                       | 1.3% | 8.9%               | 16.3% | 0.8%     | 0.3% |
| Other African          | 1.7%      | 1.7%  | 7.0%                | 7.2%  | 47.7%                             | 58.6% | 11.3%                              | 6.1%  | 14.2%                                       | 4.6% | 3.7%                       | 1.8% | 13.1%              | 19.6% | 1.2%     | 0.4% |
| Near/Middle East       | 2.0%      | 5.2%  | 8.0%                | 13.3% | 30.2%                             | 41.1% | 12.8%                              | 10.1% | 18.2%                                       | 7.3% | 2.0%                       | 1.9% | 25.9%              | 20.6% | 0.8%     | 0.5% |
| Oceania/Far East       | 1.3%      | 3.2%  | 14.8%               | 22.7% | 35.0%                             | 46.8% | 15.5%                              | 9.5%  | 24.2%                                       | 8.5% | 1.4%                       | 0.8% | 6.8%               | 7.9%  | 1.0%     | 0.7% |
| Other Asian            | 1.6%      | 3.9%  | 7.0%                | 12.1% | 35.9%                             | 49.1% | 14.6%                              | 8.5%  | 26.7%                                       | 9.8% | 1.3%                       | 1.8% | 11.7%              | 13.9% | 1.4%     | 0.9% |
| North American         | 2.6%      | 2.8%  | 24.4%               | 24.6% | 39.6%                             | 50.9% | 10.7%                              | 6.1%  | 12.3%                                       | 4.3% | 1.6%                       | 1.0% | 7.4%               | 9.5%  | 1.4%     | 0.7% |
| South/Central American | 1.8%      | 4.0%  | 14.1%               | 16.4% | 42.5%                             | 50.0% | 12.3%                              | 8.0%  | 15.9%                                       | 8.0% | 2.3%                       | 1.7% | 9.5%               | 10.5% | 1.4%     | 1.4% |

\* including unknown

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

For **men** with a **master's** degree, the two main fields of study, regardless of origin, are the same as those identified for the bachelor's level, i.e. 'Social sciences, Business and Law' (37.6%) and 'Engineering, Manufacturing and Construction' (27.3%). Only people of Near/Middle Eastern and North American origin do not follow this pattern for the second main field, which

is 'Health and Welfare' for the Near/Middle Eastern origin and 'Humanities and Arts' for the North American origin. Masters of Other African origin also have a significantly higher share of 'Social sciences, Business and Law' degrees (47.7%) than men of other origins. For **women**, the most important field of study for female graduates at the **master's** level is 'Social

sciences, Business and Law' (44.1%); the second most important field of study is 'Humanities and Arts' (19.2%). Analysis by origin shows that some origin groups deviate from this pattern by having 'Health and Welfare' as their second main field: people of EU candidate, Maghreb, Other African, Near/Middle Eastern and Other Asian origin. It is also interesting to note that female masters of Other African origin have a particularly high share of graduates in 'Social sciences, Business and Law' (58.6%). In the field of 'Social sciences, Business and Law', for both men and women with a master's degree, it is again the subfield "Business and Administration" that predominates, but much less than that observed for those with a bachelor's degree. The share in "Law" and "Economics" for men of all origins and women originating from Oceania/Far East and Other Asian countries; in "Law" and "political science" for women of EU-13 and Other African origin; in "Law" and "journalism and information" for women of Other European and Near/Middle Eastern origin; in "Law" and "psychology" for women from other origins compensates, among other things, for this lower share in the subfield "Business and Administration". It is also interesting to note that for women of EU-14, EU-13, other European and Near/Middle Eastern origin, the share of female graduates in the subfield "Law" is higher than in the subfield "Business and Administration". For men in the field of 'engineering', the share of "engineering and engineering trades" remains the main subfield, but to a lesser extent than that observed for the bachelors; it is also interesting to note that the subfield

of "architecture and building" has a much higher share than that observed for the bachelors. It is interesting to note that while women with a master's degree in 'engineering' have a lower share of graduates than men in the subfield of "engineering and engineering trades", they have a higher share in the subfield of "architecture and building".

The analysis by region<sup>46</sup> shows that in Brussels the share of master's level graduates is higher than that of bachelor's level graduates, contrary to what is observed for the other two entities (see table below). In Brussels, people of EU candidate, Maghreb, Other African and Other Asian origin stand out as having a higher share of bachelor's graduates than master's graduates. The share of PhDs in Brussels (2.4%) is higher than the Belgian average (1.8%) as well as that observed in the other entities. In Flanders, people of Other European, Oceania/Far East and North American origin stand out with a higher share of master's than of bachelor's degrees. Persons of EU candidate and Maghreb origin also stand out with a much higher share of bachelor's degrees than that observed for the other origins. In Wallonia, the share of bachelor's graduates is higher than that of master's graduates for all origins. Persons of EU candidate and Other European origin also stand out in Wallonia with a much higher share of bachelor graduates than that observed for the other origins. And people originating from the Near/Middle East and North America have clearly higher shares of master's degree than other origins.

<sup>46</sup> The situation in the German-speaking Community is not analysed because of the underestimated share of higher education degrees in the data.

**Table 9: Level of tertiary education attainment of the population by origin and region (25-64 years old, 2016)<sup>47</sup>**

|                        | Brussels |        |           |           | Flanders |        |           |           | Wallonia |        |           |           |
|------------------------|----------|--------|-----------|-----------|----------|--------|-----------|-----------|----------|--------|-----------|-----------|
|                        | Bachelor | Master | Doctorate | Undefined | Bachelor | Master | Doctorate | Undefined | Bachelor | Master | Doctorate | Undefined |
| TOTAL*                 | 41,8 %   | 52,4 % | 2,4 %     | 3,4 %     | 59,1 %   | 35,3 % | 1,9 %     | 3,7 %     | 63,5 %   | 32,9 % | 1,5 %     | 2,2 %     |
| Belgian                | 38,1 %   | 57,2 % | 2,6 %     | 2,1 %     | 59,2 %   | 35,4 % | 1,9 %     | 3,6 %     | 62,2 %   | 34,4 % | 1,5 %     | 1,9 %     |
| EU-14                  | 36,6 %   | 54,9 % | 3,0 %     | 5,5 %     | 55,6 %   | 35,5 % | 2,9 %     | 6,0 %     | 67,5 %   | 28,4 % | 1,3 %     | 2,7 %     |
| EU-13                  | 35,0 %   | 60,9 % | 2,0 %     | 2,1 %     | 50,7 %   | 43,7 % | 2,6 %     | 3,0 %     | 64,0 %   | 31,9 % | 1,6 %     | 2,5 %     |
| EU Candidate           | 57,2 %   | 37,7 % | 1,0 %     | 4,0 %     | 66,2 %   | 28,3 % | 1,1 %     | 4,5 %     | 72,5 %   | 23,8 % | 0,5 %     | 3,1 %     |
| Other European         | 38,7 %   | 56,4 % | 1,8 %     | 3,1 %     | 46,9 %   | 47,5 % | 1,7 %     | 3,9 %     | 69,4 %   | 26,8 % | 1,1 %     | 2,7 %     |
| Maghreb                | 59,3 %   | 35,0 % | 1,1 %     | 4,6 %     | 64,9 %   | 29,2 % | 1,1 %     | 4,8 %     | 66,6 %   | 28,4 % | 1,4 %     | 3,6 %     |
| Other African          | 56,4 %   | 39,8 % | 1,3 %     | 2,5 %     | 58,6 %   | 35,9 % | 1,9 %     | 3,6 %     | 61,7 %   | 33,7 % | 2,5 %     | 2,2 %     |
| Near/Middle East       | 37,5 %   | 56,1 % | 3,0 %     | 3,4 %     | 50,6 %   | 42,4 % | 3,5 %     | 3,5 %     | 54,0 %   | 39,7 % | 3,6 %     | 2,7 %     |
| Oceania/Far East       | 37,7 %   | 53,2 % | 3,4 %     | 5,7 %     | 42,6 %   | 44,7 % | 6,3 %     | 6,4 %     | 59,3 %   | 34,3 % | 2,8 %     | 3,5 %     |
| Other Asian            | 47,8 %   | 45,1 % | 1,5 %     | 5,6 %     | 57,3 %   | 35,1 % | 1,8 %     | 5,8 %     | 59,6 %   | 34,3 % | 2,3 %     | 3,8 %     |
| North American         | 28,6 %   | 54,6 % | 5,8 %     | 10,9 %    | 40,4 %   | 44,3 % | 4,3 %     | 11,0 %    | 45,6 %   | 41,3 % | 3,4 %     | 9,7 %     |
| South/Central American | 44,1 %   | 50,7 % | 2,3 %     | 2,9 %     | 48,2 %   | 44,2 % | 3,4 %     | 4,2 %     | 58,9 %   | 35,1 % | 2,8 %     | 3,2 %     |

\* including unknown

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

In all three regions, the most important field of study for the **bachelor** is, for all origins, 'Social sciences, Business and Law'. The main subfield is, for all regions and origins, that of "Business and Administration" with the exception of people of EU-13 origin in Brussels for whom the main subfield is "Law". For **Master's** level graduates, the most important field of study is again 'Social sciences, Business and Law' in all three regions and for all origins except for people of Near/Middle Eastern origin in Wallonia for whom 'Health and Welfare' is the most important field. The most important subfield is that of "Business and Administration" for Wallonia and Flanders, and in Brussels only for people of Belgian, EU candidate and Oceania/Far East origin. For the other origins in Brussels, the subfield of "Law" clearly predominates.

The overall analysis according to migration background shows that the more recent the generations, the higher the share of people with a master's degree, while the share with a bachelor's degree decreases. However, this is not the case for Other African, Near/Middle East and Other Asian origins. For all origins, with the exception of the Near/Middle East, Other African and Other Asian origin, the master's degree share for the first generation that has recently arrived (i.e. present in Belgium - registered in the National Register for 5 years or less) is higher than that observed for the second generation. For certain origins, while the second generation has a higher share of bachelor's degrees than master's degrees, the first generation - recently arrived - has a higher share of master's degrees than of bachelor's degrees. This is the case for people of EU-14, EU-13 and Other European origin.

<sup>47</sup> German-speaking Community not included in the Walloon Region.

proportion of the service voucher

service vouchers in relation to the total

2008-2016)

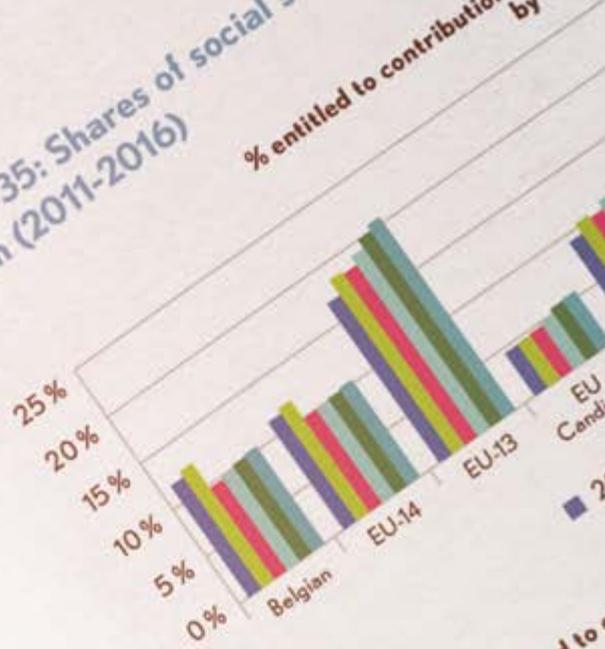


Women in the system of service vouchers by migration background and origin

2016)



Graph 35: Shares of social security contributions by origin (2011-2016)



% entitled to contribution





# LABOUR MARKET



Source: Datawarehouse labour market

## KEY ELEMENTS

- › With the exception of persons of Near/Middle Eastern origin, the labour market position of all origin groups improved between 2014 and 2016, and the gap vis-à-vis persons of Belgian origin narrowed, in terms of employment, unemployment and inactivity rates.
- › The gaps between persons of Belgian and foreign origin remain large, even with the same level of qualification and field of study.
- › The employment rate increased more for the first generation of migrants (both those who have acquired Belgian nationality and those who are registered in the National Register) than for the second and third generation, but the latter still have a higher employment rate.
- › In terms of job quality (wages, mobility, sectors and types of contracts), the situation improved between 2014 and 2016 for all origin groups, except for those with origin in the Near/Middle East.
- › The temporary agency sector consists of a much larger share of persons of foreign origin in 2016 than in 2014.
- › There are persistent gaps in the public sector.
- › The employment gap with the Belgian origin narrowed for all origins at every level of qualification (except for holders of a higher education diploma with Near/Middle-Eastern origin), but the gap is larger among persons with a higher education diploma. Thus, studying for a long time pays less for people of foreign origin.
- › If we only look at the holders of a Master's degree with the same field of study, the employment gap between persons of Belgian origin and persons of foreign origin is the greatest in the fields of 'education' and 'services'. In the domain 'health and welfare' (where masters of Belgian origin had an employment rate of 93.4% in 2016), there is a gap of 12 percentage points between persons of Belgian and non-EU origin.
- › We observe an inverse skills mismatch: persons of Belgian origin with diplomas in all kinds of study domains end up in sectors with relatively high wages; persons with non-EU origin only when they have a specific diploma; and at the same time persons of foreign origin with all kinds of diplomas more often end up in sectors with relatively low wages.

## 1. EMPLOYMENT, UNEMPLOYMENT AND INACTIVITY BY ORIGIN: MAIN FINDINGS

In this chapter we look at the major evolutions in the position of the population in Belgium at working age (18-64 years)<sup>48</sup> on the labour market, broken down by origin<sup>49</sup>. Specifically, this section describes the distribution of the different origin groups (where relevant, further divided over migration background) among employed, unemployed and inactive people,<sup>50</sup> the evolutions in this distribution since the previous edition,<sup>51</sup> the mobility between the different positions and the different characteristics of the working population (such as wage level, economic sector, professional status and the share of part-time work). In addition, the variables gender, region, age, level of qualification and family situation are always considered.

As two years before, the **employment rate** in 2016 was still the highest among persons of Belgian origin: it rose slightly from 73.0% in 2014 to 73.7% in 2016. The fall in the unemployment rate that had already begun for some origin groups two years earlier, has continued for all groups since then. Nevertheless, it remains lowest for people of Belgian origin (4.8% in 2016). The inactivity rate is also still lowest for them (19.3% in 2016), but unlike for all other origins, it increased slightly compared to 2008.

As in 2014, the lowest activity rate is found among people originating from the Near/Middle East<sup>52</sup>. Moreover, this was the only group in which the employment rate decreased between 2014 and 2016 (from 37.3% to 33.6%). However, we must not lose sight of the fact that the proportion of recent newcomers (registered in the National Register for 5 years or less) within that origin increased enormously between 2008 and 2016 (from 28.0% to 53.6%)<sup>53</sup>. The majority of these newcomers have to deal with specific barriers (such as language, an unrecognised diploma, search for housing, etc.). Over the whole period 2008-2016, the employment rate increased for all origins except Belgian (-0.5 percentage points) and Near/Middle Eastern (-4.1 percentage points), with the strongest increases among persons of Other European origin, followed by the EU-13 and South/Central American origin. The persons of EU-13 origin also have a very high proportion of persons of foreign nationality who are registered in the National Register for 5 years or less, but their EU membership does make their integration into our labour market a lot easier than that of non-EU newcomers.

Despite the positive trend, in 2016 only those of Belgian origin and those from the EU-13 had an employment rate of more than 60% (61.6%).

48 Since 18 and 19-year olds are still very often students - and therefore inactive - they were not included in the calculation of the employment rate. The employment rate therefore expresses the number of persons aged between 20 and 64 with a paid job - wage earners, self-employed, helpers in a self-employed capacity or a combination of the foregoing - as a percentage of the population aged between 20 and 64. Figures relating to inactivity cover 25-64 year olds, as the inactive aged between 18 and 24 fall mainly into the category of children entitled to family allocations. The inactivity rate represents the number of persons who are neither employed nor unemployed as a percentage of the population. Finally, the unemployment rate is defined as the number of unemployed people (jobseekers) aged 18 to 64 expressed as a percentage of the active population (the employed and the unemployed).

49 One must of course take into account that the composition (especially the migration background) of an origin group sometimes changes considerably throughout the period, see chapter Demography.

50 Cross-border workers were not included in the calculation of employment, unemployment and inactivity rates, as we did not yet have the characteristics of this group for these editions. If we do take them into account, this results in differences of less than 1 percentage point for all origins except the EU-14, where it increases the employment rate by 3.6 percentage points. In the chapter People with origin in the EU, we look at the latter group in detail, and also discuss the impact of frontier work. In Eupen, too, the impact of frontier work is greater (given its location), see the chapter Cities.

51 SPF Emploi, Travail et Concertation sociale et Unia (2017), "Monitoring socio-économique 2017. Marché du travail et origine".

52 Persons of North American origin also have a remarkably low activity rate of 35.7%, but this origin is not included in the analysis due to the low reliability of the data. On the one hand, this concerns a very limited number of persons, with on the other hand a high proportion of unjustly inactive persons (working for international organisations and therefore not known by the Belgian social security system). In the Brussels-Capital Region, the proportion of unjustly inactive people of EU-13 and EU-14 origin is also high, see below.

53 See chapter Demography.

Persons of EU-14 (56.4%)<sup>54</sup>, South/Central American (54.8%), Oceania/Far Eastern (51.3%) and Other Asian origin (50.2%) reached the 50% mark.

The **unemployment rate** remains the highest among people of Maghreb origin (19.4% among 18-64-year-olds), despite the fact that the share of the second generation within this origin increased fairly sharply between 2008 and 2016

(from 19.5% to 27.2%). Since 2010, however, it has been declining relatively sharply. As a result, the gap in the unemployment rate compared to Belgian origin remains the largest for those of Maghrebi origin in 2016, followed by those of Other African origin - another group in which the proportion of people of Belgian nationality (first and second generation combined) has nevertheless increased by about 8 percentage points since 2008.

**Graph 11: Gap with persons of Belgian origin for employment and unemployment rate by origin, in percentage points (20-64 years old, 2014/2016)**<sup>55</sup>



Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

The inactivity rate in 2016 (as in the previous edition) was highest among the persons of Near/Middle Eastern origin (56.2%), which is not surprising given their low employment rate. There are several other origins with very high levels of inactivity (around 40%), but we do see a gen-

eral decrease in inactivity since 2008, with the exception of those of Belgian origin (+0.9 percentage points) and Near/Middle Eastern origin (+5.7 percentage points in 2008-2016). The latter origin witnessed an increase by as much as 6 percentage points between 2014 and 2016.

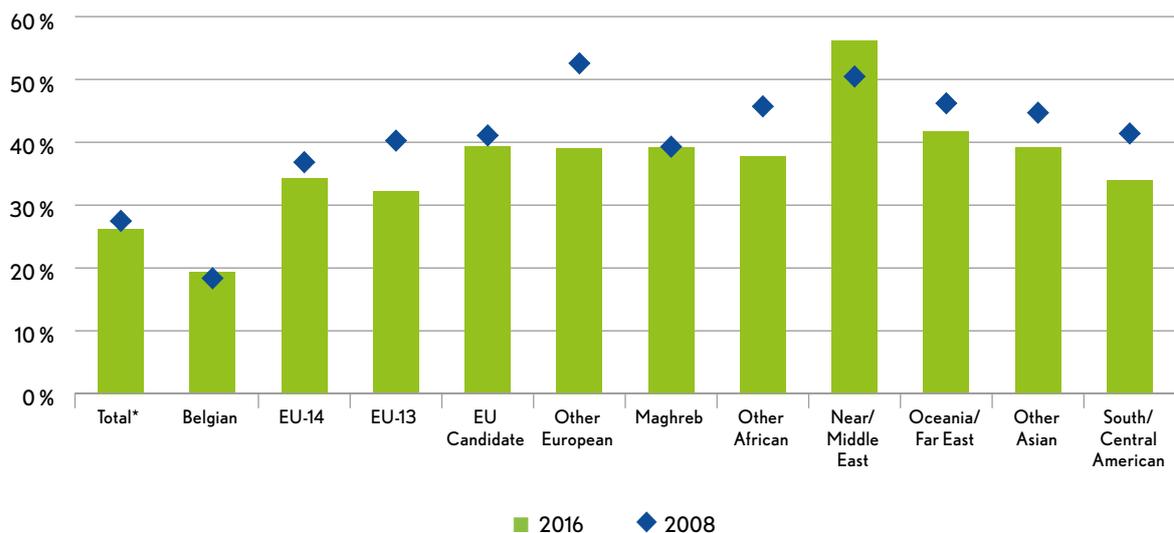
<sup>54</sup> The figure for the EU-14 origin does, however, require a significant upward correction. On the one hand, a correction of some 10 percentage points in the Brussels Region (see below for the analysis of the Regions), and on the other hand, an increase of 3.6 percentage points if we take cross-border workers into account. For more information, see the chapter on persons of origin in the EU.

<sup>55</sup> The evolution between 2008 and 2014 can be found in Chapter 2 of the Monitoring socio-économique 2017.

While the total inactivity rate did not undergo a major evolution, there are some notable changes in the distribution of the inactive persons among the different statutes within inactivity, between 2014 and 2016<sup>56</sup>. First and foremost, we see an increase in the proportion of social welfare beneficiaries (+1.1 percentage points for 2014-2016, compared with +0.6 percentage points for 2008-2014). The increase is by far the most noticeable for persons of Near/Middle Eastern origin, and to a lesser extent for the Other African origin. The share of ‘other inactivity’ declined, so there was probably a shift from this category to the social welfare benefit. The same phenomenon occurs in the case of incapacity for work and in the allocation for peo-

ple with disabilities. For both statutes, we see the strongest increase among persons of Other European origin. Surprisingly, for the Near/Middle Eastern origin, there was a decrease in both the proportion of incapacity for work (-0.8 percentage points for 2014-2016 compared to +2.2 percentage points in 2008-2014) and persons with disabilities (-0.3 percentage points for 2014-2016 compared to +0.5 percentage points for 2008-2014) between 2014 and 2016. Finally, the share of early retirees<sup>57</sup> fell significantly, by -1.2 percentage points since 2014, as a result of tighter admission conditions. This decrease was most marked among persons of Belgian origin, followed by the EU-14.

**Graph 12: Inactivity rate by origin (25-64 years old, 2008/2016)**



\* including unknown

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

Looking at the **gender gap** in the labour market, the general trend is positive. The employment gap between men and women continues to shrink (as women’s employment rate increased more than men’s), and the unemployment rate has fallen more for women than for men, so that women have a narrowly lower unemployment rate since 2015. However, the employment rate of women is still lower than that of men for all origins, and

the gap is markedly high - even slightly higher than in 2014 - in the case of the EU candidate origin (22.8 percentage points) and the Maghreb origin (21.2 percentage points). Women of Near/Middle Eastern origin see their distance from men decreasing slightly, but this is only due to an even stronger decrease in male employment between 2008 and 2016 (-7.1 percentage points compared to -4.1 percentage points

<sup>56</sup> Detailed figures by type of inactivity (2008-2016) can be found in the statistical annexes.

<sup>57</sup> Unemployment system with company top-up (‘bridging pension’).

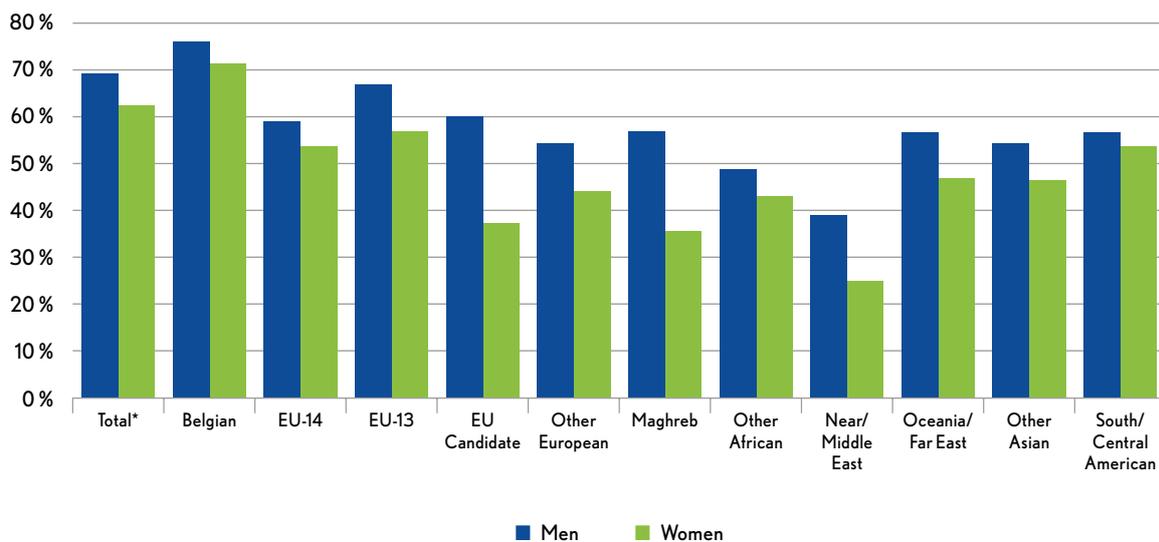
for women). Moreover, they remain among the worst pupils in the class in terms of the gender employment gap (14.1 percentage points). The strongest increases in the female employment rate can be seen in the EU-13 origin (+ 11.7 percentage points) and the Other European origin (+ 10.6 percentage points). The latter caught up particularly strongly between 2014 and 2016. In the case of men, the highest unemployment rates are found among persons of Other African origin, followed by the Maghreb; in the case of women, it is also the Maghreb origin that has the highest unemployment rate, followed by women of EU Candidate origin.

Women of all origins have a higher inactivity rate than men, but the total female inactivity rate decreased between 2008 and 2016 (from 33.2% to 30.0%), while that of men increased slightly (from 21.8% to 22.3%). However, this increase can only be attributed to men originating from the Near/Middle East (increase from 43.7% to 49.4%) and Belgian origin (increase from 14.2% to 17.0%). The increase for the first group (Near/Middle East) is all the more striking given that their inactivity rate had been falling since 2008

(-0.9 percentage points between 2008 and 2014), and that there was therefore a very steep decline in their participation in 2014-2016 (inactivity +6.6 percentage points)<sup>58</sup>. Among women, inactivity only increased for women of Near/Middle Eastern origin, where there was also a significant increase of 4.8 percentage points between 2014 and 2016. The inactivity rate decreased the most among men of Other European and Other African origin, and women of Other European and EU-13 origin. The gap between men and women in terms of inactivity is smallest among people of Belgian, EU-13, EU-14 and South/Central American origin. Those with origins in the EU Candidate countries and the Maghreb have the most pronounced gender gap.

In terms of types of inactivity, the sexes differ little from the total, although it is clear that the increase in the proportion of social welfare beneficiaries is mainly due to men with Near/Middle Eastern and Other African origins. Also, in the case of incapacity for work and disability benefits, the increase is greater for men than for women.

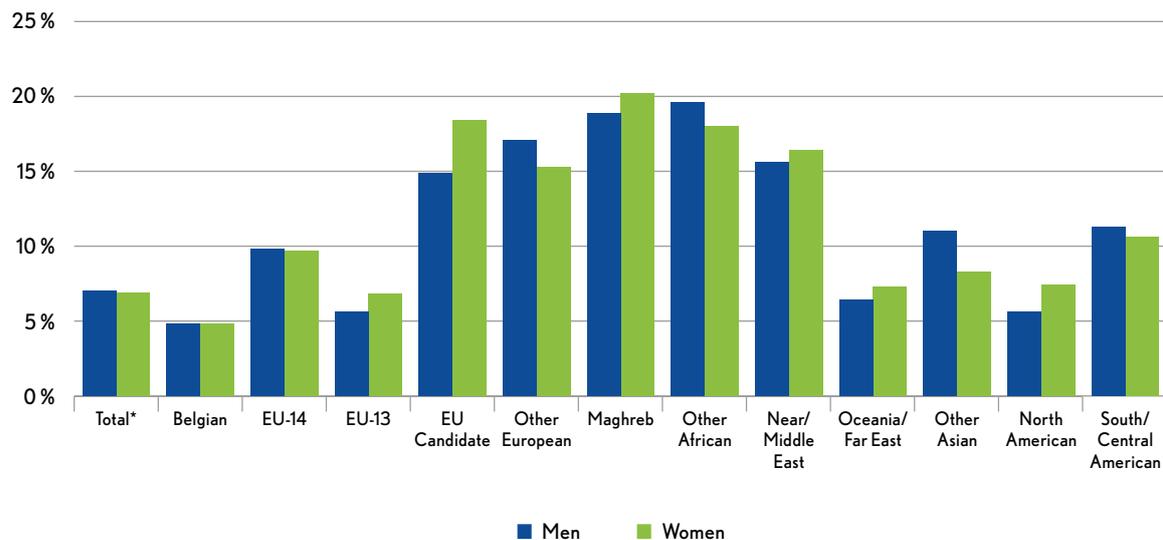
**Graph 13: Employment rate by gender and origin (20-64 years old, 2016)**



\* including unknown

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

<sup>58</sup> As mentioned above, the proportion of newcomers within this origin has increased sharply. This compositional effect largely explains the pronounced negative trends. See further in this chapter, under 'migration background'.

**Graph 14: Unemployment rate by gender and origin (18-64 years old, 2016)**

\* including unknown

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

There were no major shifts in the situation per region<sup>59</sup>. For all origins, unemployment rates remained lowest in Flanders in 2016 (except for the EU-13, which has the lowest unemployment rate in Brussels, and which – together with inhabitants of Brussels with origins in Oceania/Far East – has a lower unemployment rate than the persons of Belgian origin). Unemployment has fallen in all regions since 2014, bringing the level back below that of 2008. However, this fall is weaker in Flanders than in the other regions. The strongest positive evolutions can be found in Wallonia. The strongest positive developments are to be found in Wallonia, where the unemployment rate is falling for all origins (the Other African origin remained stable). In Brussels, unemployment increased for people of Other African and Near/Middle Eastern origins; in Flanders, there were increases for Other Africans, Near/Middle Eastern, Oceania/Far East, Other Asians and EU-13 origins. The EU candidate origin has the strongest decrease in unemployment rate in each region.

Employment rates increased in the three regions but remained highest in Flanders for all origins except Oceania/Far East, for which we find the highest rate in Wallonia. In the three regions, it is the people of Near/Middle East origin who have the lowest employment rate. Persons of Belgian origin have the highest employment rate everywhere, but have seen a slight decrease compared to 2008 (-0.4 percentage points in Flanders, -0.8 in Wallonia and -0.6 in Brussels). After the Belgian origin, the highest employment rates are found for persons of EU-13 origin in Flanders and the Brussels-Capital Region, and in those of Oceania/Far East origin in Wallonia. In Flanders, the employment rate has fallen sharply since 2008 in the case of the Near/Middle Eastern origin (-4.7 percentage points). For other origins, the employment rate increased, most markedly for the Other European (+12.4 percentage points) and EU-13 (+10.5 percentage points) origins. In Wallonia, the employment rate also fell sharply for the Near/Middle Eastern origin (-12.7 percentage points) and Other Asian countries (-5.3 percentage points). In Brussels, the activity rate fell again for the Near/Middle

<sup>59</sup> The data relating to the German-speaking Community cannot be analysed because a significant proportion work abroad (and are therefore not registered), which distorts the employment rate (49.8%, whereas according to the Labour Force Survey it should be 70.4%). In addition, the numbers per origin group are often too small to be published.

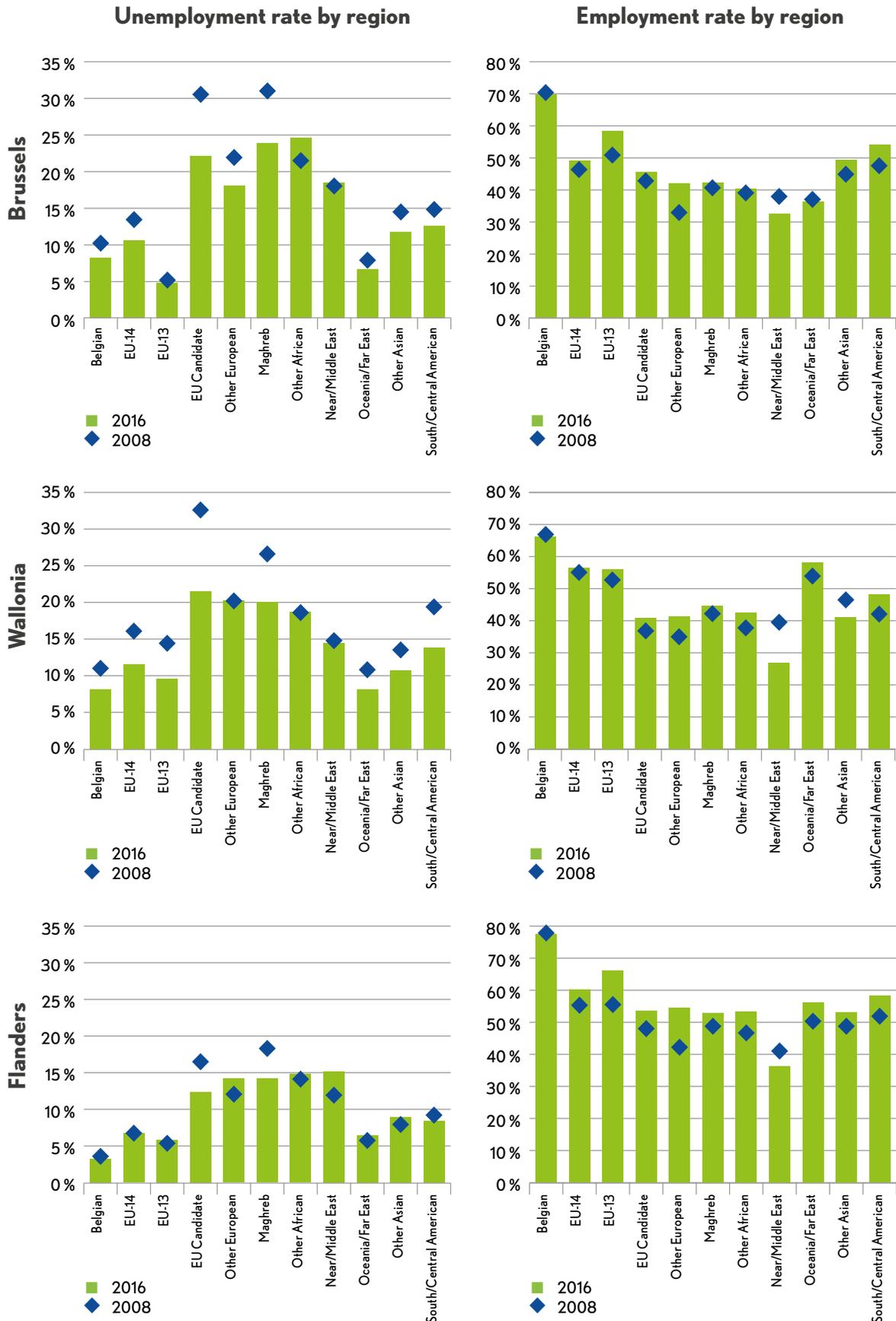
East (-5.4 percentage points) and Oceania/Far East (-0.7 percentage points). It increased for all other origins, in particular the Other European countries (+9.2 percentage points) and the EU-13 (+7.5 percentage points). Moreover, the employment rate of the latter group, like that of the EU-14 origin, is still strongly underestimated in Brussels. According to a recent study by BISA and HIVA KU Leuven, 30,800 employees in the Brussels-Capital Region are incorrectly counted as inactive. The correction made in the study increases the activity and employment rates for Brussels residents of EU candidate origin by 10 percentage points<sup>60</sup>.

At 36.2%, Brussels also has the highest inactivity rate (compared to 29.8% in Wallonia and 22.2% in Flanders), but people of Belgian origin have a lower inactivity rate (20.1%) than in Wallonia (24.5%). It is mainly the inhabitants of Brussels with origins in Oceania/Far East, Near/Middle East and other Europeans who are driving up the inactivity rate in Brussels, although the situation of the latter has improved considerably between 2014 and 2016. In Flanders and Wallonia, people of Near/Middle-Eastern origin again have the highest inactivity rate. The increase in the proportion of social allocation beneficiaries within inactives occurs in the three regions, but the increase in the proportion of people on incapacity for work can only be seen in Brussels and Flanders. In Wallonia, this share remained stable, but the share of disability benefits increased more sharply than in Flanders. The latter, in turn, remained fairly stable in Brussels.

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60 Desiere, Struyven, Cuyvers & Gangji (2018).

**Graph 15: Employment and unemployment rates by origine and region (20-64 years old, 2008/2016)**



Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

Although the fall in the unemployment rate that we described two years ago intensified between 2014 and 2016, accompanied by a cautious increase in the employment rate, we see new fault lines emerging when we divide the labour force into **age classes**. The employment rate of young people (20-29 years old) decreased slightly in most cases, but increased for young people of EU-13, EU Candidate and Other European origin. The employment rate of 30-54-year olds and 55-64-year olds increased for almost all origins, with the Near/Middle East as the exception in both age categories.

Unemployment also increased among older people between 2008 and 2016 (except for the EU-13 and South/Central American origins), and this was most pronounced among the Near/Middle Eastern and Other European origins,

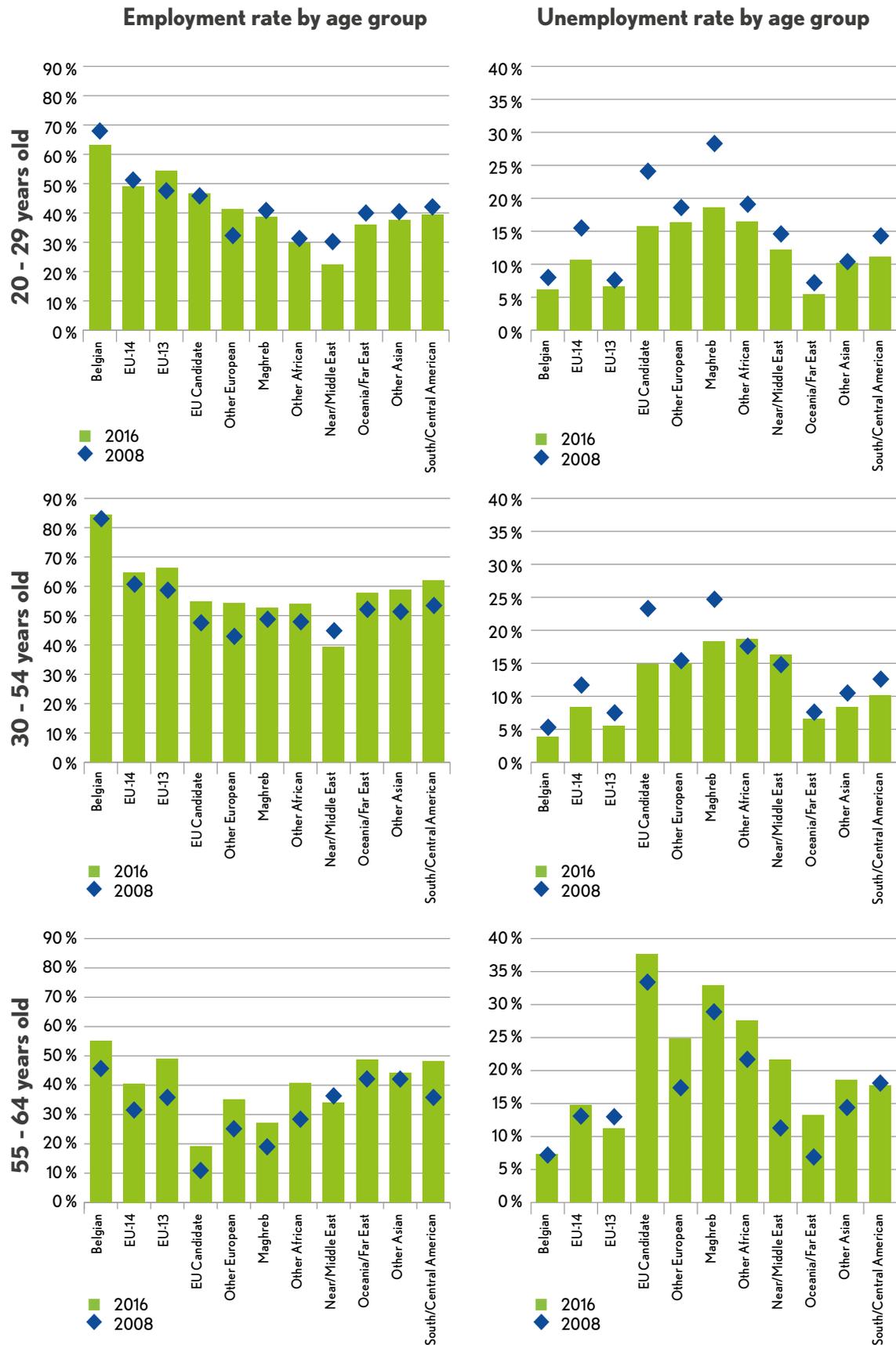
while it decreased for all origins among 20-29-year olds<sup>61</sup>. The strongest decreases in unemployment were seen among 20-29-year olds of Maghreb origin, followed by those of EU candidate origin, and 30-54-year olds of the same two origins.

The fact that both the employment and the unemployment rate of older people have risen is only possible because the inactivity rate of people over 55 has decreased for all origins. It is also interesting to note that between 2008 and 2016, the inactivity rate decreased for 30-54 and 55-64-year olds of all origins, except for 30-54-year olds of Near/Middle East origin. Youth inactivity (20-29) increased for all origin groups, except for the Other European (20-29), EU-13 (20-29), Other African (25-29) and Other Asian origin (25-29).

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<sup>61</sup> The fall in both the unemployment rate and the employment rate of young people may be due to the changing legislation on the 'insertion period'. As long as they do not benefit from an insertion benefit, these young people can be found in the inactivity category (e.g. as entitled to family allocations or a living wage). <https://www.rva.be/nl/nieuwe-regeling-voor-jonge-schoolverlaters>

Graph 16: Employment and unemployment rates by origin and age group (2008/2016)



Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

In order to better identify the different challenges in terms of labour market participation, we also cross the variable origin with the **migration background** of the population<sup>62</sup>. In previous editions of the Monitoring, it was noted that the economic crisis of 2008 had mainly affected employment among the second-generation, and that the employment rate of the second generation had not yet recovered in 2014, and had often even deteriorated<sup>63</sup>. Since then, the situation has become somewhat more nuanced. For the second generation originating in the EU-14, the EU candidate countries and the Maghreb, the employment rate is higher than that of the other generations. The first generation of Belgians of Other African, Near/Middle Eastern, Oceania/Far East, Other Asian, and South/Central American origin, on the other hand, still have a higher employment rate than the other generations. Moreover, we see the strongest increases in employment in the first generations. Surprisingly, the first generation of Belgians of EU-13 origin who have acquired nationality since 5 years or less also have a higher employment rate than the other generations, and there was even a significant increase in the employment rate among recent immigrants (in Belgium for a maximum of 5 years) between 2008 and 2016. This also applies to other European newcomers (with a particularly significant increase between 2014 and 2016). At the same time, however, the decline in employment rate continued for a large part of the second generation between 2008 and 2016, with the exception of Maghreb, EU Candidate and Other Asian origins.

The unemployment rate, on the other hand, has continued to fall for almost all migration backgrounds since the last edition, although the differences between generations, and between different origin groups within the same generation, remain very large; for the latter, certainly within the second generation. Although the second generation as a whole saw a sharp reduction in the unemployment rate in the period 2014-2016, there is therefore no question of homogenisation. For the exact percentages per migration background, we refer to the statistical appendices, but what is striking is the increase in the unemployment rate among recently registered persons with a foreign nationality in the National Register.

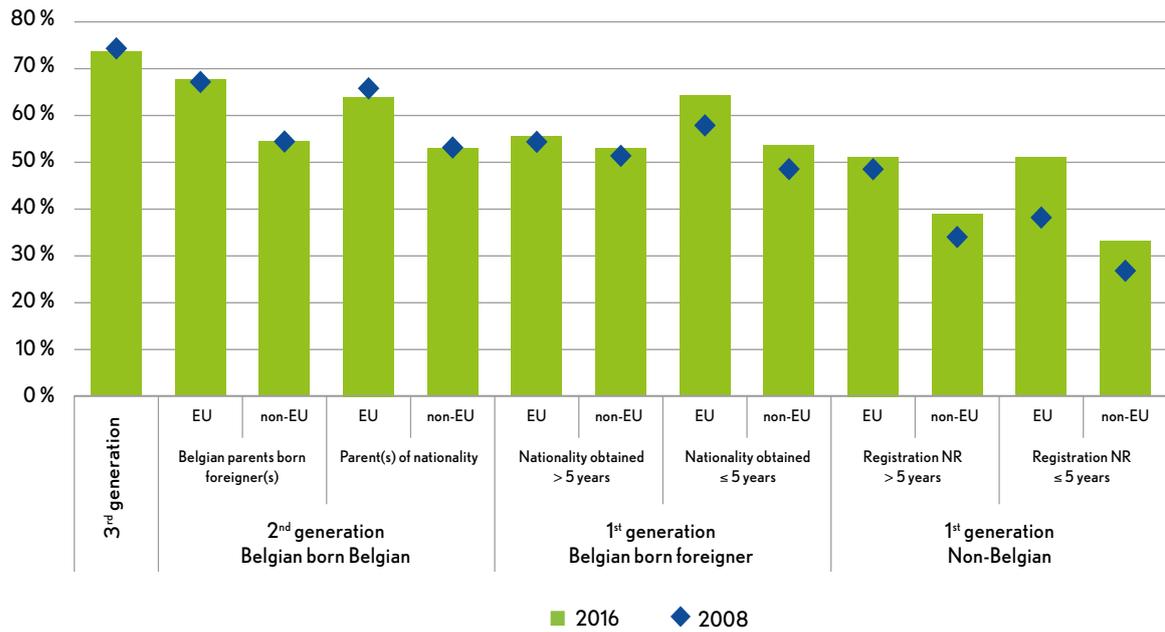
The inactivity rate is lowest among the third generation, followed by the second generation and the first (persons who have become Belgian), and is finally highest among persons with a foreign nationality (just under 50% among those recently registered in the National Register). The differences between the migration background/generations did become smaller as a result of opposite evolutions. For the third, second and first generation of Belgians (citizens since more than 5 years), inactivity increased slightly between 2014 and 2016. In the case of persons with a foreign nationality, or those who acquired the nationality no more than 5 years ago, inactivity decreased.

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<sup>62</sup> See chapter Demography for the description of the variable and the methodology used to develop it.

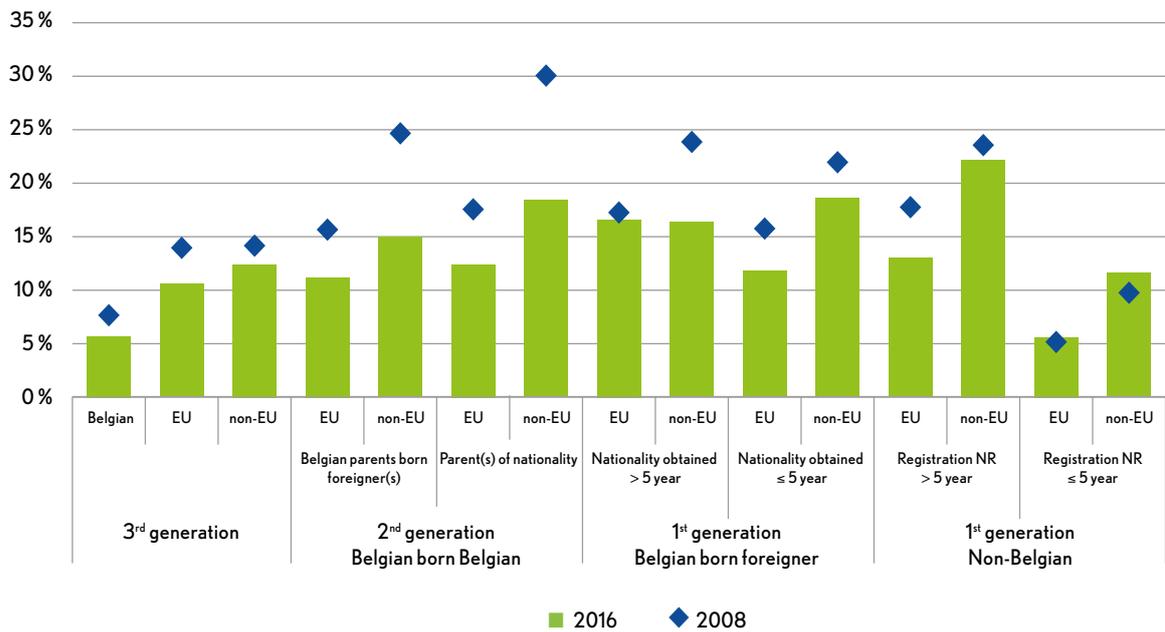
<sup>63</sup> See chapter 2.2 of SPF ETCS and Centre pour l'égalité des chances et la lutte contre le racisme (2015), Monitoring socio-économique 2015; and chapter 2 of Monitoring socio-économique 2017.

**Graph 17: Employment rate by migration background (20-64 years old, 2008/2016)**



Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

**Graph 18: Unemployment rate by migration background (20-29 jaar, 2008/2016)<sup>64</sup>**



Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

<sup>64</sup> In this graph we focus on the 20-29-year olds as we have the most accurate data for this group to distinguish the third generation. In older age groups, there are still many grandparents for whom we have no data.

We saw in the text above that the employment rate of persons of Near/Middle Eastern origin decreased sharply between 2014 and 2016 (from 37.3% to 33.6%), but we know from the chapter on Demography that the composition of this group has also changed considerably in terms of migration background. The share of recent newcomers (5 years or less registered in the National Register) increased from 41.9% to 53.6% between 2014 and 2016). When we look at the employment rate per migration background for this origin, the changes are heterogeneous. For the second generation of Belgians with a Near/Middle East origin, the employment rate increased by more than three percentage points between 2014 and 2016, and the employment rate of the first generation (both more and less than 5 years Belgian) also increased (by 1.7 and 3.5 percentage points respectively). For persons who have been registered in the national register for more than 5 years, the employment rate remained the same. Only for recently registered people the employment rate fell sharply by 4.6 percentage points. It is striking that this is the only origin group in which the employment rate of recently registered persons decreased.

In the previous edition of the Monitoring, for the first time an extensive analysis was made of the relationship between the **household type** of people and their participation in the labour market.<sup>65</sup> Here we revisit only the most striking differences in the employment, unemployment and inactivity rates<sup>66</sup> of people in different family situations, as the broad outlines remained unchanged<sup>67</sup>.

People who are part of a couple with child(ren) tend to have both the highest employment rate and the lowest unemployment and inactivity rates. Only the Maghreb, Near/Middle-Eastern and Oceania/Far East origin are exceptions: in the first two cases, couples without children have the highest employment rate, in the latter the

heads of single-parent families. The employment rate increased between 2014 and 2016 for almost all origins and household types, except for children in single-parent families of Oceania/Far East origin, persons of Other Asian origin in other/unknown/collective households and - not surprisingly given the figures so far - for almost all types of households of Near/Middle Eastern origin (except children in single-parent families). The most significant increase in employment occurred among single persons and other/unknown/collective households of Other European origin. The employment rate of the categories 'children' (both in a couple and in a single-parent family) declined sharply between 2008 and 2014. This was partly due to the fact that, in a period of economic crisis, young people choose to study and stay at home longer. Between 2014 and 2016, we see that this has remained virtually stable.

The unemployment rate among heads of single-parent families, especially those with EU Candidate and Maghreb origins, has decreased the most in recent years, although these remain groups with a relatively high unemployment rate, as do single persons. This is a favourable evolution for the number of children in jobless households. We also see favourable evolutions for the categories of 'children' (both those in single-parent families and couples) of EU Candidate and Maghreb origin, which is consistent with the relatively sharp decline in unemployment among 20-29-year olds mentioned above. Unemployment increased strongest among singles of Near/Middle Eastern origin.

Finally, the inactivity rate decreased most for single persons and other/unknown/collective households of Other European origin, and increased most for other/unknown/collective households of Near/Middle Eastern and Other Asian origin.

<sup>65</sup> See chapter 2.3 of the Monitoring socio-économique 2017.

<sup>66</sup> Note that the three rates involve different populations, as mentioned in the introduction.

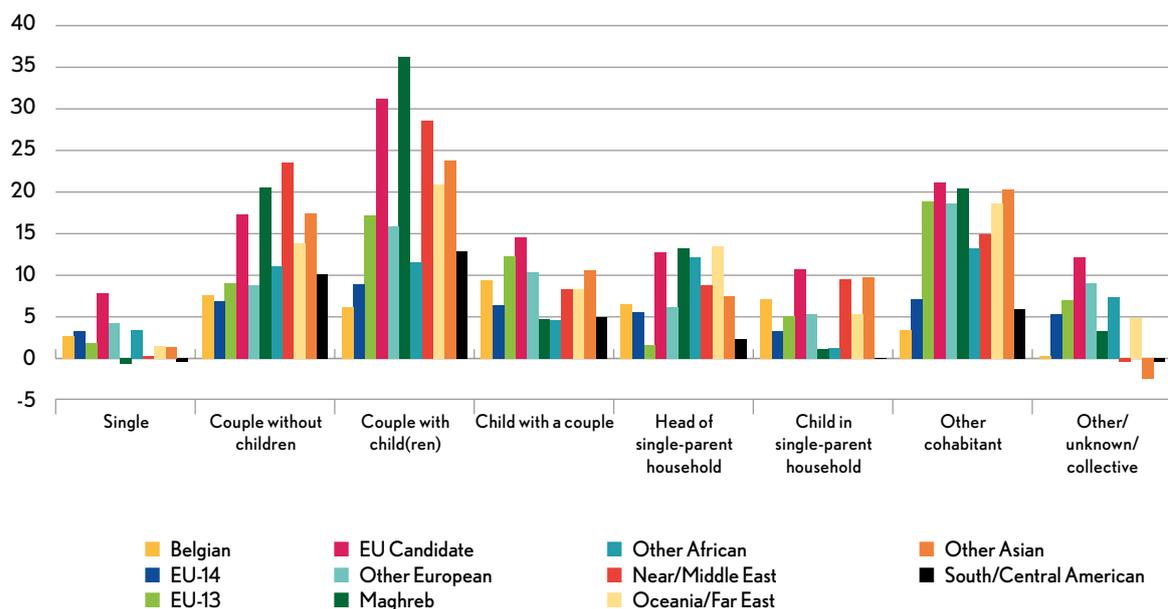
<sup>67</sup> We use the variable LIPRO position, which was determined on the basis of the LIPRO typology of households (Lifestyle Projections, developed by the Dutch Interdisciplinary Demographic Institute). The variable was developed by the Datawarehouse in collaboration with the Centre for Population and Family Studies (CBGS). More information about this variable can be found on the CBSS website: <https://www.ksz-bcss.fgov.be/nl/dwh/variablenetdetail/rijks-en-ksz-register/Variablenet/lipro-positie>.

Even greater discrepancies come to the fore when we look at women and men in different household types separately. The employment rate of men in a couple with child(ren) increased slightly compared to the previous edition and amounted to 82.8% in 2016 (and even up to almost 90% for cohabiting fathers of Belgian origin). For mothers (in a couple), the employment rate increased slightly more (to 72.1%), but the distance to mothers of Belgian origin remains large (83.4%). With the exception of single persons and other households<sup>68</sup>, the **gender gap** is still large for **all household types**, but the situation is not the same for all origins. For single women of Maghreb and South/Central American origin, the employment rate has even been higher than for their male counterparts since 2010.

Another striking difference between origins is the impact of parenthood. While for all origins together persons who are part of a couple with

children have the highest employment rate (and the lowest inactivity rate) among both men and women, this observation does not apply to all origins. In the case of women of EU-13, Maghreb, Near/Middle East, and Other Asian origin, women in a couple without children and single women (the latter only for Maghreb and Near/Middle Eastern origins) have a higher employment rate. The heads of single-parent families have the highest employment rates among women of Oceania/Far East origin. Moreover, the employment gap between men and women increases considerably when men and women are living together, and even more so when they have children (except for the Belgian origin in the latter case). Moreover, the gap is wider for newcomers. This is again most striking among the Maghreb and EU Candidate origins, with differences between fathers and mothers of more than 40 percentage points for persons registered in the National Register for 5 years or less.

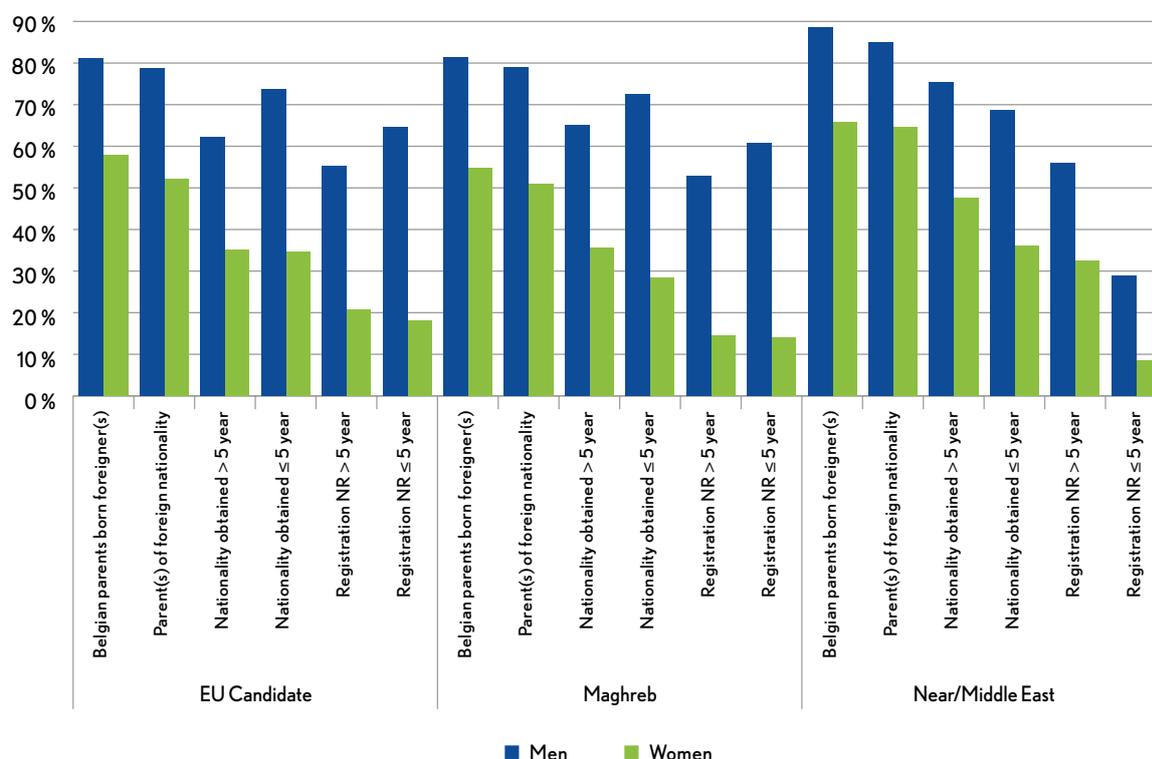
**Graph 19: Gender gap in employment rate by household type and origin, in percentage points (20-64 years old, 2016)**



Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

68 For these two types, the difference is just over 2 percentage points.

**Graph 20: Employment rate of persons with child(ren) for three origins, by migration background and gender (20-64 years old, 2016)**



Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

## 2. NATURE OF EMPLOYMENT

The fact that our labour market is segmented is already evident from the main labour market indicators above. To expose the fault lines even more clearly, we also look at a number of characteristics of work. After all, it is not enough to get people into work; it must also be decent, qualitative work. To start with, we look at the distribution over different **wage levels**. The methodological points of attention described in previous editions are still applicable<sup>69</sup>. In 2016, people of Belgian origin continue to be the most over-represented among the three highest wage deciles (preceded only by those of North American origin, but for this group we have few data, which makes the figures very volatile) and under-represented

among the lowest wages (the first three deciles). The rest of the ranking has also been stable for years: Other Asian, EU-13 and South/Central American origins are the most over-represented among low wage earners; those with origins EU Candidate, Other African and Other Asian are the least likely to be in the highest wage brackets. The EU-13 and Near/Middle-Eastern origin had both the strongest increases in the share of low wages, and the strongest decreases in high wages. So here the evolution is markedly negative. But even for the other foreign origins, except North American and EU-14, there remains a very large wage gap compared to people of Belgian origin<sup>70</sup>.

<sup>69</sup> 'Wage' here refers to the daily wage (full-time equivalent). For other methodological comments, see chapter 2.7 of the Monitoring socio-économique 2015.

<sup>70</sup> See statistical annex.

**Table 10: Low and high salary shares by origin (18-64 years old, 2016)**

|                        | Low salaries | High salaries |
|------------------------|--------------|---------------|
| TOTAL*                 | 29.1 %       | 30.9 %        |
| Belgian                | 23.5 %       | 35.2 %        |
| EU-14                  | 35.5 %       | 24.3 %        |
| EU-13                  | 60.2 %       | 10.7 %        |
| EU Candidate           | 50.3 %       | 9.3 %         |
| Other European         | 55.3 %       | 12.3 %        |
| Maghreb                | 50.0 %       | 11.9 %        |
| Other African          | 56.2 %       | 9.5 %         |
| Near/Middle East       | 57.0 %       | 14.0 %        |
| Oceania/Far East       | 45.1 %       | 24.4 %        |
| Other Asian            | 67.6 %       | 8.4 %         |
| North American         | 24.8 %       | 43.3 %        |
| South/Central American | 60.7 %       | 11.9 %        |

\* including unknown

Source: Datawarehouse labour market and social protection, CBSS.  
Calculations and processing: FPS ELSD/Unia.

The **gender pay gap** (between men and women of the same origin) has narrowed since 2008 for all origins, except for those of EU-13 origin, where the share of low wages among women has increased<sup>71</sup>. The low wages especially for women of EU-13 origin can be explained by their over-representation in the service voucher sector, which will be discussed later in this chapter. In general, it is mainly the sharper decline in the number of women in low paid jobs that reduces the gender gap.

In addition to the distribution of the different origin groups over wage levels at different times, we can also map the extent to which wage earners experience positive or negative **wage transitions** between two moments in their careers (i.e. the fourth quarter of 2011 and the fourth quarter of 2016, unless otherwise indicated)<sup>72</sup>. A posi-

tive wage transition is defined as a transition from any decile to a higher decile. A negative transition means a transition to a lower wage decile. We speak of a neutral transition when a person remains in the same decile, which can still mean a small increase or decrease within that decile. What is striking is that persons of Belgian origin do not experience an exceptionally high proportion of positive transitions, and that the proportion of positive transitions among 20-29-year olds of Belgian origin has even fallen the sharpest since the previous edition of the Monitoring. This can be explained by the fact that from the very beginning of their careers they enter a relatively high salary bracket, which means that there is less room for growth. At the same time, we see a high proportion of positive transitions among people originating in the Near/Middle East<sup>73</sup>, who, as we saw above, are over-represented in the lower wage brackets. The share of positive transitions in the second generation of that origin did, however, decrease sharply compared to the period 2011-2014. The Other African origin also has a high proportion of positive transitions, most pronouncedly in Brussels.

In contrast, the EU-13 origin has the lowest proportion of positive transitions (especially among women, and in Brussels), but also a limited proportion of negative transitions, and therefore remains the most 'stable' origin. As in previous reports, the EU candidate origin has the highest share of negative transitions (especially among men), but this share has been declining since 2008. The differences in favour of women were very large in 2014, and are again slightly smaller in 2016 (but remain larger than in 2008). This is due to the decrease in women's positive transitions.

<sup>71</sup> See statistical annex.

<sup>72</sup> The methodology for this analysis is explained in Chapter 5.2 of the Monitoring socio-économique 2015.

<sup>73</sup> The low proportion of positive transitions for the North American origin can also be explained by their high average wage level, but given the limited size of this population, we will not discuss the evolution for that origin.

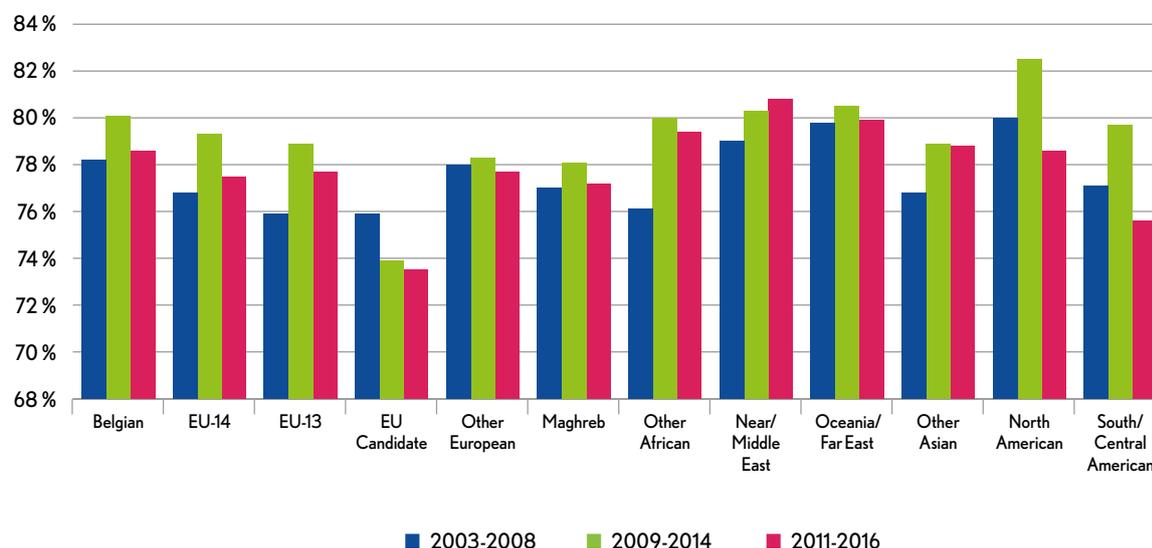
**Table 11: Distribution by type of transition and origin (20-64 years old, 2011-2016)**

|                        | Positive      | Neutral       | Negative      |
|------------------------|---------------|---------------|---------------|
| <b>TOTAL*</b>          | <b>42.4 %</b> | <b>45.8 %</b> | <b>11.9 %</b> |
| Belgian                | 42.6 %        | 45.9 %        | 11.6 %        |
| EU-14                  | 44.4 %        | 42.7 %        | 12.9 %        |
| EU-13                  | 39.3 %        | <b>49.4 %</b> | 11.3 %        |
| EU Candidate           | 42.9 %        | 41.5 %        | <b>15.5 %</b> |
| Other European         | 44.5 %        | 42.7 %        | 12.8 %        |
| Maghreb                | 47.2 %        | 38.9 %        | 13.9 %        |
| Other African          | 49.0 %        | 38.3 %        | 12.7 %        |
| Near/Middle East       | <b>50.1 %</b> | 38.0 %        | 11.9 %        |
| Oceania/Far East       | 48.0 %        | 39.9 %        | 12.1 %        |
| Other Asian            | 44.1 %        | 44.0 %        | 11.9 %        |
| North American         | 40.2 %        | 48.9 %        | 10.9 %        |
| South/Central American | 42.9 %        | 43.3 %        | 13.8 %        |

\* including unknown

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

**Graph 21: Share of positive transitions within the non-neutral, by origin (20-64 years old, 2003-2008/2011-2016)**

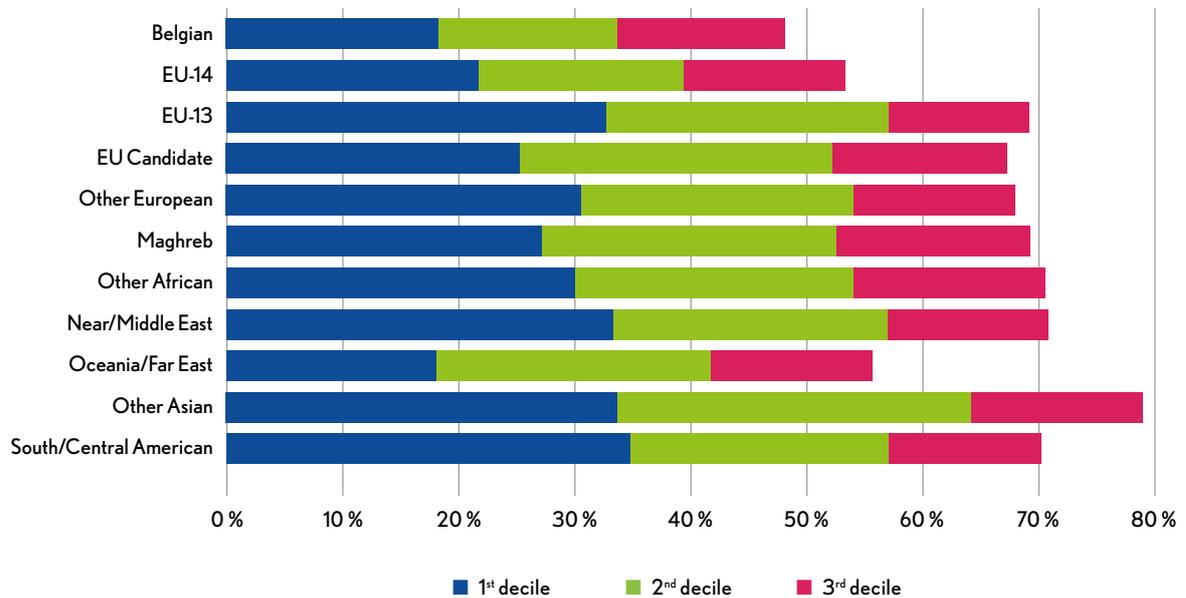


Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

The inflow of ‘new’ wage earners (people who were not wage earners in 2011 and are in 2016) is mainly - and logically, given that our wage structure relies heavily on seniority - via the first, second and third decile. However, the share of

entrants via the first deciles is decreasing, especially for entrants with origins Other Europeans and Other Africans. Only for applicants with origin EU Candidate this access is increasing.

**Graph 22: Share of people who were not wage earners in 2011 and who were in 2016 in the first three wage deciles (18-64 years old)**

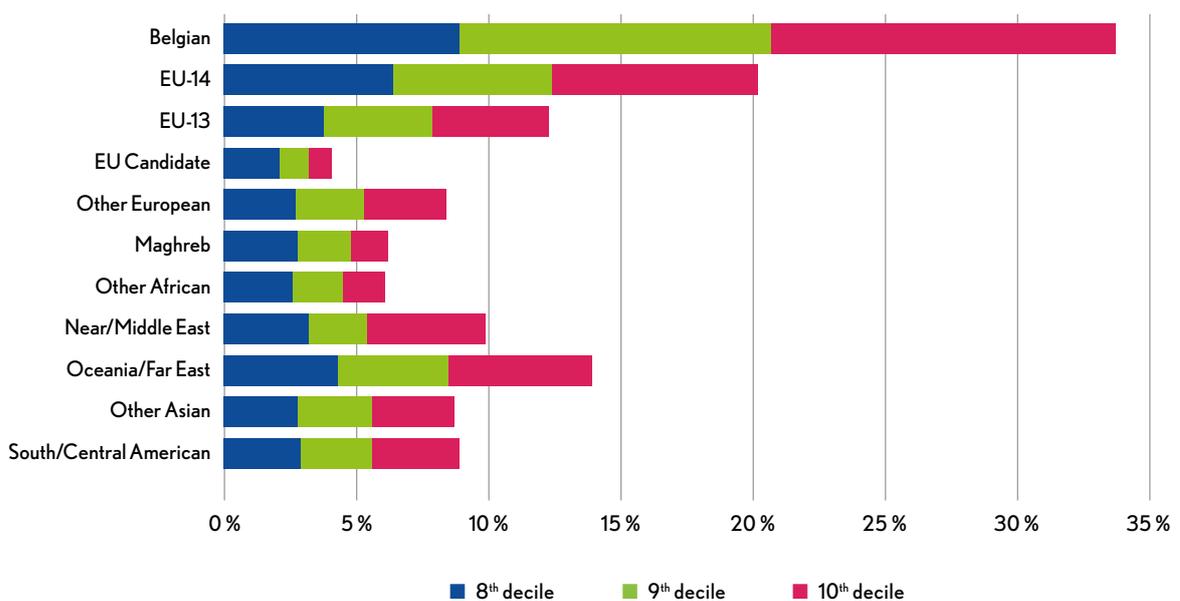


Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

The outflow (persons who worked in 2011 and no longer worked in 2016) for persons of Belgian origin is more or less evenly distributed over all deciles, with a slight predominance for the upper deciles. For the other origins, the outflow more often departs from the lowest deciles. This

observation applies most strongly to the origins EU-13 (with an increase of 4.3% for deciles 1 and 2, compared to the previous edition), Oceania/Far East (where the increase of decile 1 is compensated by the decrease of decile 2) and Other Asian.

**Graph 23: Share of people who were wage earners in 2011 and who were not in 2016 in the last three wage deciles (20-69 years old)**



Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

In addition to an analysis of the levels of employment, unemployment and inactivity at one point in time, the available data also provide an opportunity to analyse the **socio-economic mobility** of people, or in other words, the extent to which they move from one socio-economic position to another. The focus is on the extent to which workers can keep a job, and the extent to which jobseekers and inactive people can find a job<sup>74</sup>.

The figures on mobility have evolved positively compared to previous reports, in which we looked at the movements between 2009 and 2011, and between 2012 and 2014. Of the people of Belgian origin working in the fourth quarter of 2014, 93.7% also had a job two years later. This figure is lower for all other origins, but the shares remain higher than 80% (see table below). The Other African origin continues to record the worst figures, both in terms of job retention and outflow into unemployment or inactivity. They are followed by those of Near/Middle East origin. This weak position is most pronounced among young people (18-29 years old), and much less so among older people (55-64). The gender gap in job retention rates has become very narrow for almost everyone (less than one percentage point), with the exception of people of EU candidate origin. Among the latter, women most often become inactive of all origins between 2014 and 2016. Men of EU-13 origin are also relatively more likely to become inactive, as are older workers and those with at most lower secondary education (of all origins).

**Table 12: Breakdown of persons in employment in the 4<sup>th</sup> quarter of 2014 by their activity status in the 4<sup>th</sup> quarter of 2016, by origin (18-64 year old)**

|                        | Em-<br>ployed | Unem-<br>ployed | Inactive |
|------------------------|---------------|-----------------|----------|
| TOTAL*                 | 92.1%         | 2.3%            | 5.6%     |
| Belgian                | 93.7%         | 1.6%            | 4.7%     |
| EU-14                  | 90.1%         | 3.3%            | 6.6%     |
| EU-13                  | 88.6%         | 3.1%            | 8.3%     |
| EU Candidate           | 85.9%         | 6.0%            | 8.0%     |
| Other European         | 86.1%         | 6.5%            | 7.4%     |
| Maghreb                | 86.3%         | 6.7%            | 7.0%     |
| Other African          | 83.8%         | 8.0%            | 8.2%     |
| Near/Middle East       | 84.6%         | 7.3%            | 8.1%     |
| Oceania/Far East       | 89.6%         | 2.9%            | 7.5%     |
| Other Asian            | 87.4%         | 4.5%            | 8.1%     |
| North American         | 89.4%         | 2.6%            | 8.0%     |
| South/Central American | 87.0%         | 4.7%            | 8.3%     |

\* including unknown

Source: Datawarehouse labour market and social protection, CBSS.  
Calculations and processing: FPS ELSD/Unia.

The outflow from inactivity to work also rose slightly by 1.2 percentage points compared to the figures for 2012-2014. The inactive people with EU-13 origin are the most likely to become employed (32.4%), those with Near/Middle Eastern origin the least (12.5% of the inactive people from the fourth quarter of 2014 will be employed in 2016)<sup>75</sup>. Among those receiving an integration allocation at the end of 2014, those of Other European origin have the lowest outflow to work. On the other hand, their total outflow from inactivity is not so low, as they return to work more often than average after early retirement with company top-up and 'exempted' unemployment<sup>76</sup>.

<sup>74</sup> In this section, persons are classified according to their socio-economic status in the fourth quarter of 2014 and in the fourth quarter of 2016, provided they were registered in the National Register during the two periods. This allows us to determine for each origin how many persons have the same status. Attention, this is a "photograph" of the situation for each of these periods, so we do not examine any changes that may have occurred between these two periods, such as a possible short unemployment spell.

<sup>75</sup> We leave out the persons of North American origin, since, as said, there are many false inactives in the figures.

<sup>76</sup> Please note that this is a small group, so the figures should be read with caution.

Not all inactivity statutes are the same, so it is useful to look at the outflow of work to different types of inactivity. The decline in the outflow from work to early retirement with company top-up that had been observed between 2012 and 2014 intensified between 2014 and 2016 (especially for persons of Belgian and EU-14 origin) under the influence of increasingly strict admission conditions, but is compensated by a higher outflow to retirement. The outflow to disability remained at the same level as two years ago, and is remarkably high among the EU Candidate and Maghreb origins. Workers with Other African and Near/Middle-Eastern origins most often moved to the integration allocation, and that figure also rose sharply for the Other Asian origin, which in 2016 was hence almost at the same level as the first two.

Of the people who were unemployed in the fourth quarter of 2015, and had started working in the following quarter, those of Belgian origin had the highest percentage still working a year later. They are closely followed by the EU Candidate origin, whereas the EU-13 origin did the best in this respect in previous years. If we only look at the outflow from unemployment (for persons who were unemployed in the fourth quarter of 2015; see table below), the persons of Other Asian origin do slightly better than the Belgian origin. They are most often working one year later. The origin groups Other African, Maghreb and Other European are the least likely to become employed. Almost two thirds are unemployed (still or again) a year later. Not surprisingly, these are also the three origins that have the highest proportion of long-term unemployed. After two years (i.e. people who were unemployed at the end of 2014, and (still/again) unemployed at the end of 2016), more than 50% of people of Other African, Other European and Near/Middle Eastern origin are still looking for work.

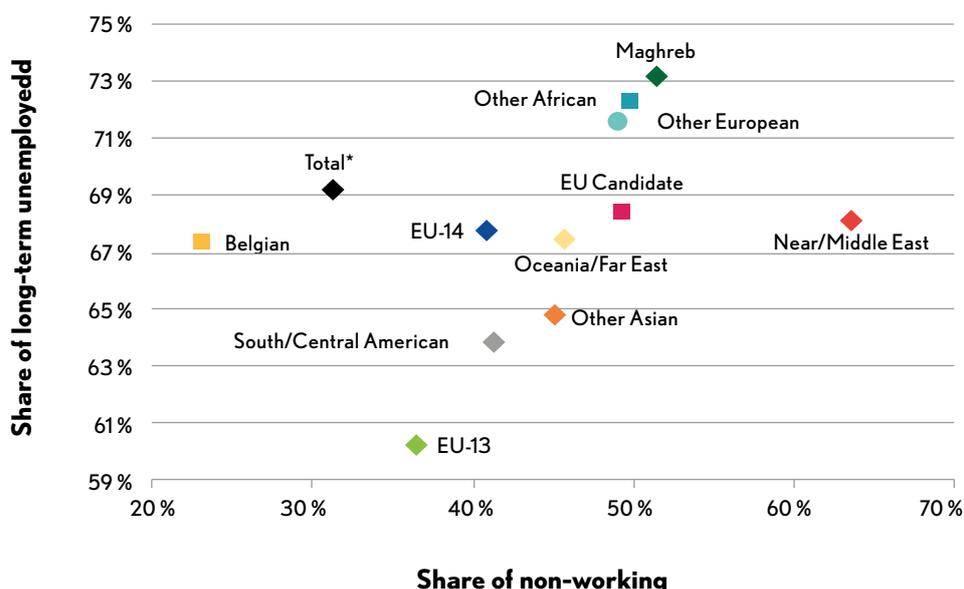
**Table 13: Breakdown of persons who were unemployed in the fourth quarter of 2015 by their activity status in the fourth quarter of 2016, by origin (20-64 year old)**

|                        | Em-<br>ployed | Unem-<br>ployed | Inactive      |
|------------------------|---------------|-----------------|---------------|
| Belgian                | 25.4 %        | 55.8 %          | 18.9 %        |
| EU-14                  | 22.9 %        | 57.0 %          | 20.1 %        |
| EU-13                  | 24.9 %        | 54.3 %          | 20.8 %        |
| EU Candidate           | 22.6 %        | 56.5 %          | <b>20.9 %</b> |
| Other European         | <b>20.1 %</b> | <b>63.3 %</b>   | 16.6 %        |
| Maghreb                | <b>19.2 %</b> | <b>63.4 %</b>   | 17.5 %        |
| Other African          | <b>20.3 %</b> | <b>62.0 %</b>   | 17.7 %        |
| Near/Middle East       | 22.5 %        | 61.1 %          | 16.4 %        |
| Oceania/Far East       | 25.4 %        | 58.2 %          | 16.4 %        |
| Other Asian            | <b>28.7 %</b> | 54.9 %          | 16.4 %        |
| North American         | 22.4 %        | 62.1 %          | 15.5 %        |
| South/Central American | 25.3 %        | 54.4 %          | 20.4 %        |

Source: Datawarehouse labour market and social protection, CBSS.  
Calculations and processing: FPS ELSD/Unia.

The share of **long-term unemployed** (unemployed for more than 12 months), a well-known sore point for the Belgian labour market, remains very high. In absolute numbers, the long-term unemployed are decreasing, but less rapidly than the other unemployed. So, while the unemployment rate fell for most groups, people who are unemployed for a longer period of time find it increasingly difficult to return to work. The level of qualification seems to make relatively little difference in this respect (although Belgians who completed at most lower secondary education are clearly worse off than other Belgians), as we shall see later in this chapter. It is only in the EU-13 category that the share of the long-term unemployed is clearly declining. Among persons of Other European and Other African origin, there was the strongest increase between 2008 and 2016.

**Graph 24: Share of people not in work (jobseekers and inactive) and share of long-term unemployment among the unemployed by origin (25-64 years old, 2016)**



\* including unknown

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

Moreover, we get a similar picture when we analyse the **duration of employment** over a period of 10 years<sup>77</sup>. In 2016, with the exception of the Near/Middle East and North American origins<sup>78</sup>, the most common employment spell lasted more than 8 years. In 2013, this was only the case for the Belgian, EU-14 and EU Candidate Origin. However, the majority of women (with the exception of Belgian, EU-14 and South/Central American origin) still have an average employment duration of 4 years or less. The percentage of women of EU-13 origin working between 6 and 8 years over a 10-year period did increase very strongly (reflecting the strong increase in the employment rate of women of EU-13 origin). Among other Europeans, we note the strongest decrease in the proportion of people who did not work at all (more pronounced among men than women). For the Near/Middle

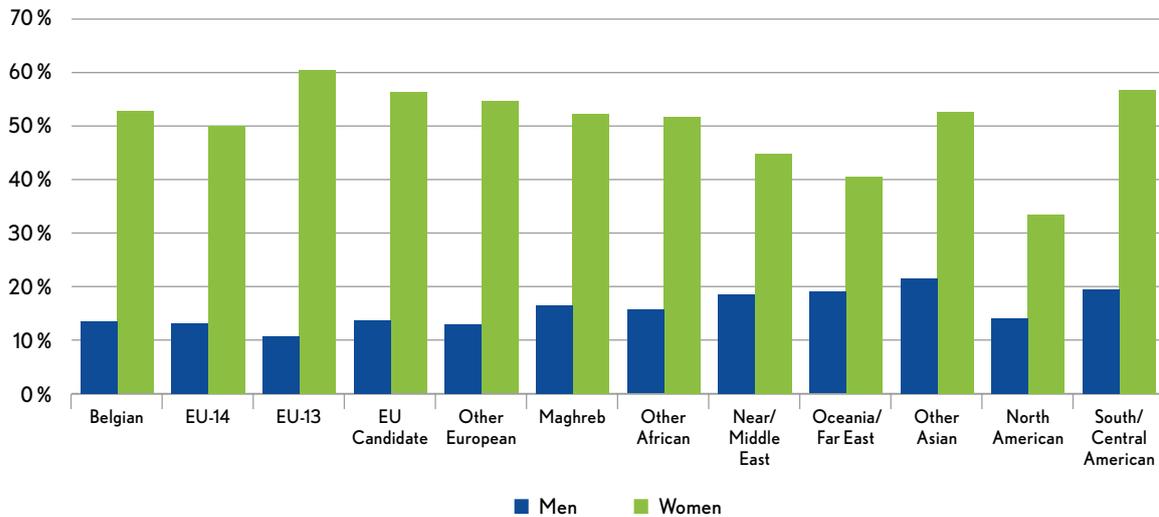
Eastern origin, the latter share has risen the most since 2013. The latter is also the only one whose share of employees who have worked for more than 8 years has decreased.

As in previous editions, the extent to which people of different origins work **part-time or full-time** was also analysed. The shares of full-time and part-time employees have remained nearly stable in recent years. For all origins, the differences between men and women are very large. The gender gap in part-time work is smallest among the origins Oceania/Far East and North Americans, as women of those origins work part-time less often. The largest proportion of working men working part-time is found among the Other Asian origin. There seems to be no link between a higher employment rate and higher shares of part-time work.

<sup>77</sup> Among the 30-64-year olds. For a full description of the methodology, see chapter 2.8 of the Monitoring socio-économique 2015.

<sup>78</sup> Among North Americans, part of the employment is probably missing from the figures.

**Graph 25: Share of workers working part-time, by origin and gender (18-64 years old, 2016)**

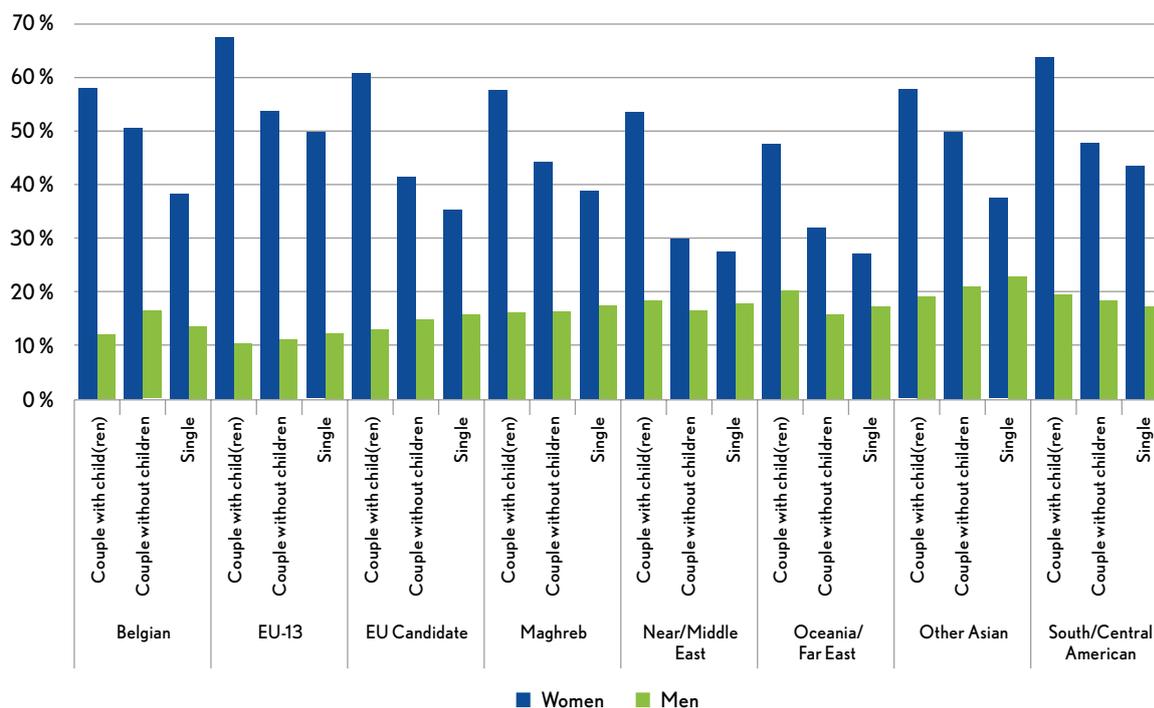


Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

The gender gap in part-time work becomes even more striking when we look at it by household type. For men, there are only small differences in participation in part-time work depending on their family situation. In a number of cases, cohabiting fathers (i.e. men who are part of a couple with child(ren)) are more likely to work part-time, especially those originating from the Near/Middle East, Oceania/Far East and South/Central America, but in most cases they are slightly more likely to work full-time than other men. Among women, however, we see large differences both among women and in the

gender gap by household type. In 2016, the gap between the proportions of men and women working part-time was the highest among those who are part of a couple with child(ren). The gender gap is 45.8 percentage points for the total population, but rises to 57.2 percentage points for the EU-13. For all origins, women in a couple without children are more likely to work full-time than mothers, and single women are even more likely to work full-time. The smallest gender gap in the share of part-time work is therefore found among single persons, especially those of Near/Middle Eastern origin.

**Graph 26: Share of employed persons working part-time, by origin, gender and household type (18-64 years old, 2016)**



Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

Workers from different origins are not equally distributed (i.e. in proportion to their demographic weight) across the various **economic sectors (NACE)**<sup>79</sup>. There are 12 NACE sectors

with more than 100,000 employees in Belgium throughout the period 2011-2016. These are - in decreasing order of magnitude:

**Table 14: The sectors with the highest number of persons employed in Belgium (20-64 years old, 2016)**

|     |   |
|-----|---|
| O84 | Public administration and Defence; Compulsory Social Security |
| P85 | Education   |
| G47 | Retail trade, except of motor vehicles and motorcycles        |
| Q86 | Human health activities                                       |
| G46 | Wholesale trade, except of motor vehicles and motorcycles     |
| N78 | Employment activities   |
| F43 | Specialised construction activities                           |
| I56 | Food and beverage service activities                          |
| N81 | Services to buildings and landscape activities                |
| Q88 | Social work activities without accommodation                  |
| H49 | Land transport and transport via pipelines                    |
| Q87 | Residential care activities                                   |

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

<sup>79</sup> NACE stands for Nomenclature of Economic Activities in the European Community. The list with the full names of all 86 sectors can be found here: <https://statbel.fgov.be/nl/over-statbel/methodologie/classificaties/nace-bel-2008>.

The first five sectors in the list above kept the same order between 2011 and 2016. Within the last seven there were small shifts. The public administration sector (O84) was in 2016 in each region the sector with the most wage earners. Among the self-employed, the largest group was active in retail trade (G47). Men in all regions were working mostly in public administration, while for women the education sector (P85) was the largest in 2016. This is mainly due to the distribution of the Flemish wage earners (see table 16), in Brussels and Wallonia women are more often than men employed in public administration.

However, the ranking of the sectors changes when we focus on the different origins. For men and women of EU-14 origin, retail trade (G47) is the sector with the highest proportion of workers; both men and women of North American origin are most active in education (P85) and people from Oceania/Far East work mainly in eating and drinking establishments (I56). For all other origins, the largest sectors are different for men and women in 2016 (see table below). The largest sectors by origin, gender and region differ little from the previous report, both for wage earners and the self-employed<sup>80</sup>.

**Table 15: Largest sectors by gender and origin (20-64 years old, 2016)**

|                        | Men                            | Women                       |
|------------------------|--------------------------------|-----------------------------|
| Belgian                | O84 (Public administration)    | P85 (Education)             |
| EU-14                  | G47 (Retail trade)             | G47 (Retail trade)          |
| EU-13                  | F41 (construction)             | N81 (Support services)      |
| EU Candidate           | F43 (specialised construction) | N81 (Support services)      |
| Other European         | F43 (specialised construction) | N81 (Support services)      |
| Maghreb                | H49 (Transport)                | O84 (Public administration) |
| Other African          | N78 (Employment activities)    | O84 (Public administration) |
| Near/Middle East       | I56 (Food and beverages)       | G47 (Retail trade)          |
| Oceania/Far East       | I56 (Food and beverages)       | I56 (Food and beverages)    |
| Other Asian            | I56 (Food and beverages)       | N81 (Support services)      |
| North American         | P85 (Education)                | P85 (Education)             |
| South/Central American | I56 (Food and beverages)       | N81 (Support services)      |

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

<sup>80</sup> See Chapter 2 of the Monitoring socio-économique 2017 : Marché du travail et origine.

**Table 16: Largest sectors for employees (by region) and self-employed, by origin (20-64 years old, 2016)**

|                        | Salaried workers |          |          | Self-employed persons |
|------------------------|------------------|----------|----------|-----------------------|
|                        | Brussels         | Flanders | Wallonia |                       |
| Belgian                | O84              | P85      | O84      | G                     |
| EU-14                  | O84              | G47      | O84      | G                     |
| EU-13                  | N81              | N81      | O84      | F                     |
| EU Candidate           | N81              | N81      | G47      | G                     |
| Other European         | O84              | N81      | O84      | G                     |
| Maghreb                | O84              | N81      | O84      | G                     |
| Other African          | O84              | N78      | O84      | M                     |
| Near/Middle East       | N81              | O84      | O84      | G                     |
| Oceania/Far East       | I56              | I56      | I56      | I                     |
| Other Asian            | I56              | I56      | G47      | G                     |
| North American         | P85              | P85      | P85      | M                     |
| South/Central American | N81              | N81      | N81      | F                     |

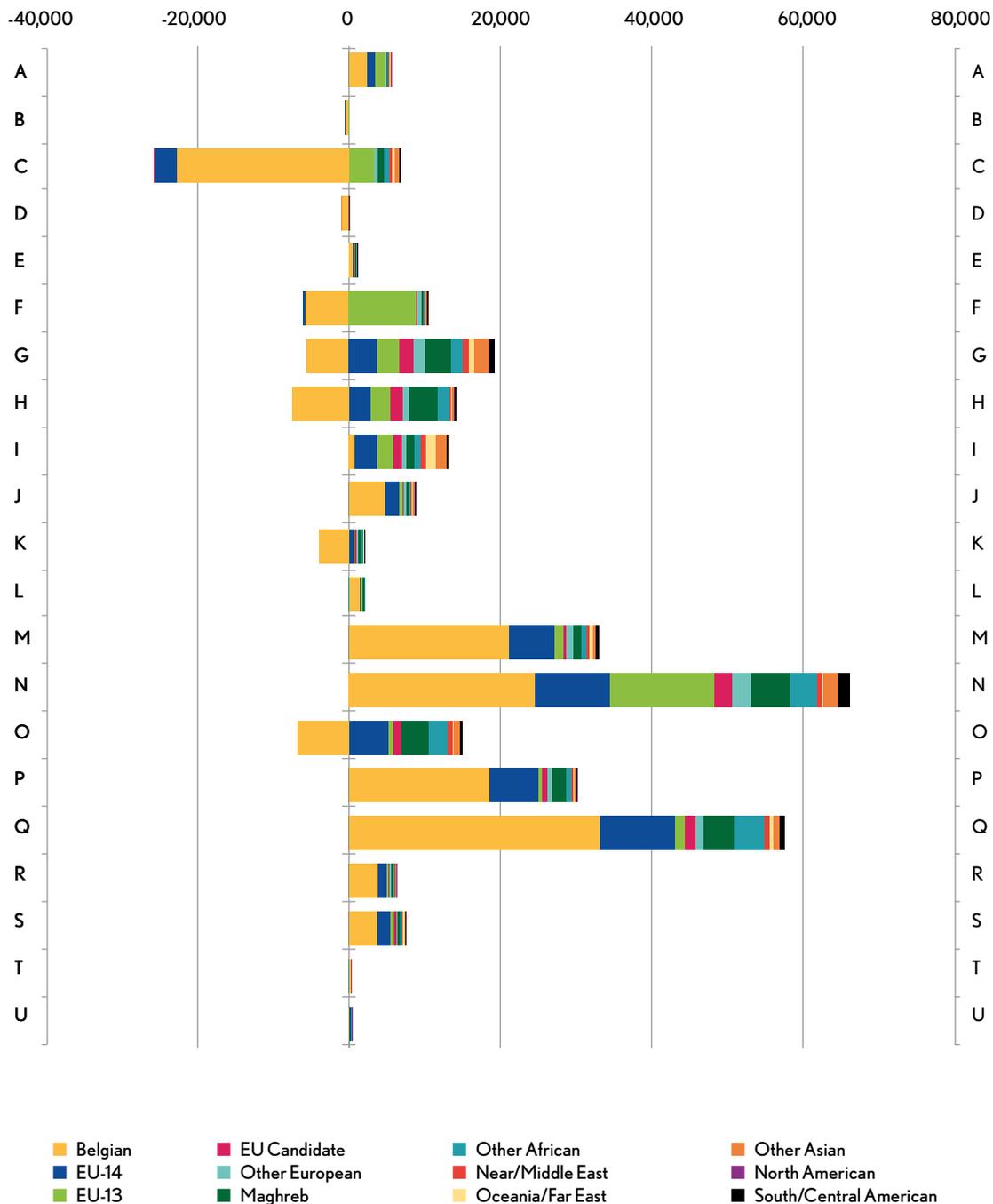
Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

Employment in the various sectors obviously did not remain static over time. It is therefore worthwhile looking at how the various origins are affected by developments in employment in each sector (see graph below). Total employment grew for all origins between 2011 and 2016. Employment in industry (C) shrank the most between 2011 and 2016, but jobs mainly disappeared before 2014<sup>81</sup>. Since then, employment has remained virtually stable. It is mainly workers from Belgian and EU-14 origin who have left

these sectors. In the construction (F), trade (G) and transport (H) sectors - all sectors with rather low wage levels, as we will see below - workers of Belgian origin also disappeared (the cause may be retirement, job mobility or (collective) redundancies). These last three sectors did not lose any net ground in the end, as the numbers of workers from other origins increased at the same time. In the construction sector (F), it mainly concerns (men with) EU-13 origin, elsewhere the group is more diverse.

81 For the evolution between 2011 and 2014, see chapter 2 of the Monitoring socio-économique 2017.

Graph 27: Net evolution of employment by sector and origin (20-64 years old, 2011-2016)<sup>82</sup>



Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

The distribution of the different origins across sectors is closely linked to their distribution over wage levels, as there are large differences in the level of the daily wage per sector. Origins that are over-represented within the lowest wage levels, such as the origins Other Asians, EU-13 and South/Central Americans, or under-represented in the upper deciles (EU Candidate) are

to a large extent active in sectors N81 (building services), I56 (catering services) and G47 (retail trade). These are all three sectors with high to very high shares of low wages. Also, the sectors with the largest net decrease of workers of Belgian origin between 2011 and 2016 (C, F, G and H), are - apart from industry - sectors with an important share of low wages.

82 For the full names of the sectors, see: <https://statbel.fgov.be/nl/over-statbel/methodologie/classificaties/nace-bel-2008>.

**Table 17: Sectors with the highest share of low wages (18-64 years old, 2016)**

| NACE |   | Share of low wages |
|------|---|--------------------|
| N81  | Services to buildings and landscape activities          | 88.2 %             |
| S96  | Other personal services                                 | 86.0 %             |
| A01  | Crop and animal production, hunting                     | 77.3 %             |
| T97  | Activities of households as employers of domestic staff | 76.6 %             |
| I56  | Eating and drinking establishments                      | 74.4 %             |
| A03  | Fisheries and aquaculture                               | 73.5 %             |

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

**Table 18: Sectors with the highest share of high wages (18-64 years old, 2016)**

| NACE |  | Share of high wages |
|------|--|---------------------|
| C19  | Manufacture of coke and refined petroleum products                           | 99.1 %              |
| K64  | Financial services, except insurance and pension funding                     | 73.9 %              |
| D35  | Electricity, gas, steam and air conditioning supply                          | 72.5 %              |
| C20  | Manufacture of chemicals and chemical products                               | 72.4 %              |
| C21  | Manufacture of basic pharmaceutical products and pharmaceutical preparations | 72.1 %              |

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

The distribution of wage earners among the **joint committees** has also changed little compared to the previous edition<sup>83</sup>. The joint committees that represented more than 100,000 employees in 2016 are 200 (Additional Joint Committee for white-collar workers), 330 (Health), 322 (Agency work), 124 (Construction), 111 (Metal, mechanical and electrical construction) and 302 (Hotel activities). Here, too, there are major differences between joint committees in the

distribution of workers of different origins. In some committees, the presence of persons of foreign origin is much lower than might be expected based on the demographic distribution, while in others they are over-represented (see table below). Temporary agency work (PC 322) grew remarkably strongly between 2008 and 2016, especially in terms of the number of workers of EU-13 and Other Asian origin.

<sup>83</sup> As a general rule, the joint committees starting with the number 1 group blue-collar workers, those starting with number 2 group white-collar workers, and 3 include both blue-collar and white-collar workers. A category 999 has been created for persons without a joint committee (e.g. civil servants), which contains the largest proportion of blue collar workers. This is therefore not a joint committee. The complete list can be consulted here: [https://socialsecurity.be/portail/glossaires/DRSFAT2.nsf/d548da6f707c7e4cc125686a00590d13/daff3a68f207bb13c1257f15003049a9/\\$FILE/AN2016-1-NL26.pdf](https://socialsecurity.be/portail/glossaires/DRSFAT2.nsf/d548da6f707c7e4cc125686a00590d13/daff3a68f207bb13c1257f15003049a9/$FILE/AN2016-1-NL26.pdf).

**Table 19: Joint committees where foreign origins are under- and over-represented (20-64 years old, 2016)**

| Joint committees with the largest proportion of persons of Belgian origin |   |
|---|---|
| 1 <sup>st</sup>   | Textile and knitting workers (214)                      |
| 2 <sup>nd</sup>   | Notary clerks (216)                                     |
| 3 <sup>rd</sup>   | Intermediation in banking and investment services (341) |
| 4 <sup>th</sup>   | Food industry employees (220)                           |
| 5 <sup>th</sup>   | Gas and electricity (326)                               |

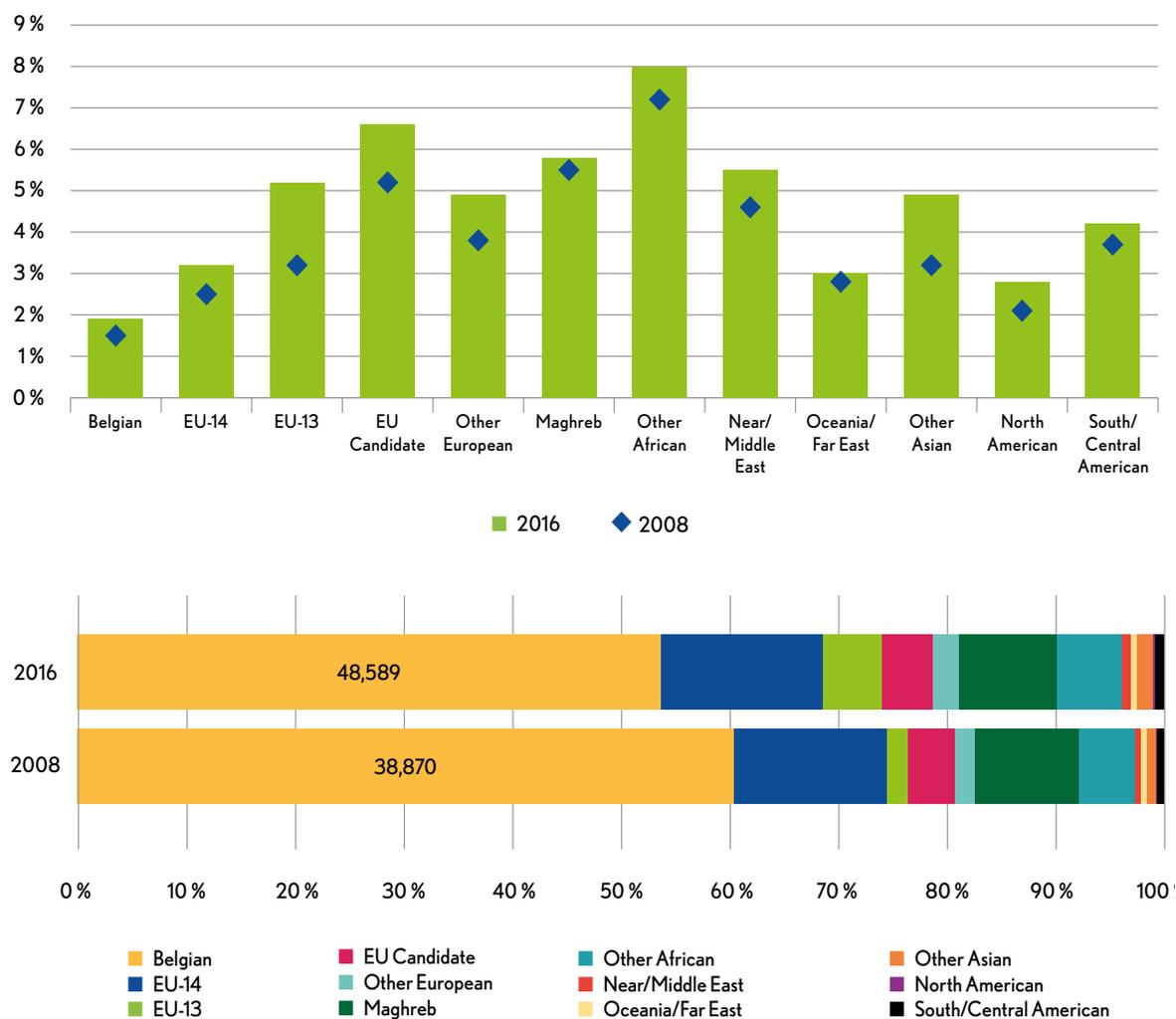
| Joint committees with the largest proportion of persons of non-Belgian origin |  |
|---|--|
| 1 <sup>st</sup>   | Cleaning services (121)  |
| 2 <sup>nd</sup>   | Hotel activities (302)   |
| 3 <sup>rd</sup>   | Temporary agency work and community work or service undertakings (322) |
| 4 <sup>th</sup>   | Workers in textile care (110)  |
| 5 <sup>th</sup>   | Additional Joint Committee for workers (100)                           |

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

Let's take a closer look at **temporary agency work**. While the number of people employed in the temporary agency sector increased between 2012 and 2016, the shares of wage earners employed there by origin remained virtually stable. Consequently, wage earners of Belgian origin remain underrepresented compared to the other origins (in 2008 60% of temporary agency workers were of Belgian origin, in 2016 this is still 53.6%). However, among young people aged 20-24, the Belgian origin has the largest share of agency work of all origins. For all or-

igins, men have a larger share of interim workers than women, and Flanders has a higher share of agency work than the other regions. Workers of Other African origin have the highest proportion of agency workers (8% of the total number of wage earners; 9% of agency workers are of Other African origin), followed by the EU Candidate and Maghreb origin. For the EU-13 and the Other Asian origin, the share of agency work increased the most during the period 2008-2016.

**Graph 28: (above) Share of employees working in the temporary agency sector by origin (3<sup>rd</sup> quarter of 2008/2016); (below) Distribution of temporary agency workers by origin (18-64 years old, 2008/2016)**



Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

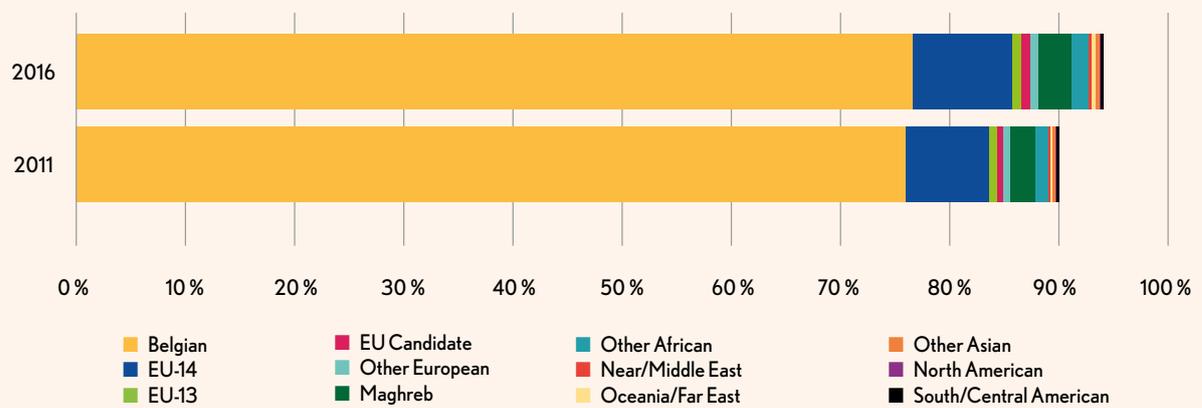
**Box 1: Focus on the public sector**

In the Monitoring socio-économique 2017, we devoted a full chapter to employment in the public sector (including education)<sup>84</sup>. It is not only the sector with the largest share of employed people in Belgium, but also a sector that could and should play a special exemplary role for the rest of the actors on the labour market.

The evolutions we have been able to observe since 2011 are largely ongoing, but after a decline between 2011 and 2014, the number of people working in the public sector has in-

creased since 2015. At the same time, the share of people working in the public sector in the total workforce has decreased slightly. The proportion of people of EU-14, Maghreb and Other African origin working in the public sector has increased. The remaining shares remain almost the same. Only the share of persons whose origin could not be determined due to missing data decreased. Consequently, persons of Belgian origin remain over-represented in the public sector, with - as in 2014 - a share of 76.6% in 2016.

**Graph 29: Distribution of public sector workers by origin (18-64 years old, 2011/2016)\***



\* Excluding undetermined

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

If we look at the proportion of employees working in the public sector compared to the entire working population by origin, we see that this figure has fallen slightly since 2014, from 23.7% to 23.4%. Of the workers of Belgian origin, we find the largest share in the public sector, followed by the origins Other African countries, North America, the Maghreb and the EU-14 countries. For all origins, there is a larger share of female workers in the public sector than of men. Moreover, since 2011, the sector is becoming

more feminine year after year. And just like two years ago, we note that Wallonia has a higher percentage of public sector employees for all origins than the other two regions<sup>85</sup>, apart from people of Maghreb origin, who - in proportion to the workers - are more strongly represented in Brussels than in Wallonia. The federal government's share of public employees continues to fall (-3.1 percentage points since 2011 and -1.4 percentage points since 2014) and the share of employees of the Flemish Region/Community

84 See Chapter 4 of Monitoring socio-économique 2017. The population taken into account for this document includes persons employed in the public sector in the 4<sup>th</sup> quarter of the years 2011 to 2016. This selection was made on the basis of the variable "secomp" of the Labour Market and Social Protection Datawarehouse, which makes it possible to distinguish between the private sector and the public sector (including the education sector). This variable makes it possible to study the public sector as a whole and the analysis is not limited to the sectors O (Public administration) and P (Education) of the NACE.

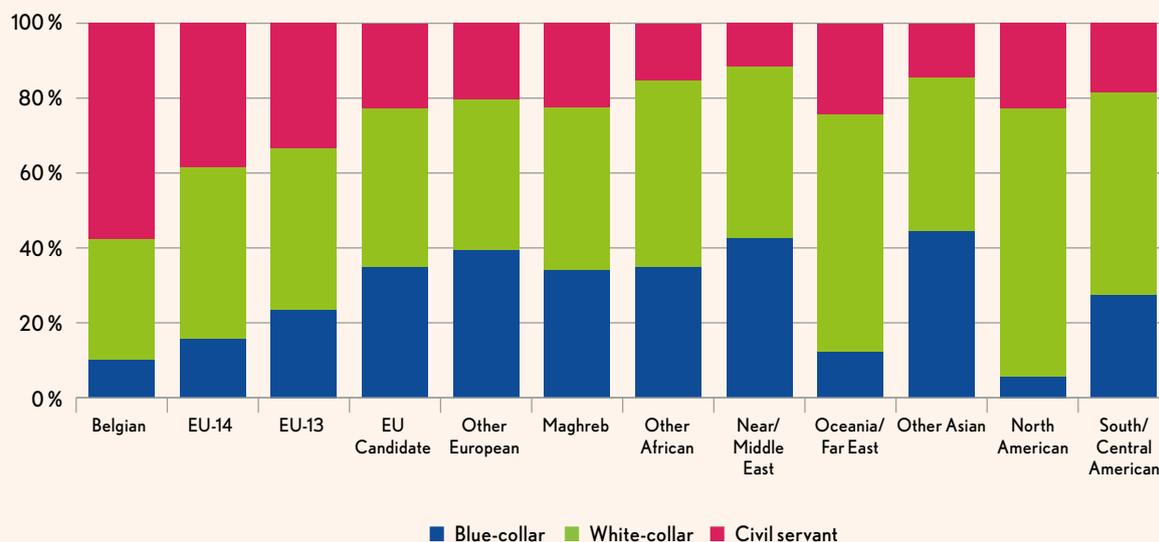
85 See the statistical annexes on the website for the tables showing the distribution of the public sector by gender and origin, and the ratio to the total working population by gender and origin.

and municipalities continues to rise. The shares of the other policy levels remain stable<sup>86</sup>.

Finally, the analysis of the public sector distinguishes three types of contracts: statutory “civil servants”, contractual “blue collar workers” and contractual “white-collar workers”. The graph below shows that public sector employees of Belgian origin are still by far the most employed as civil servants, although the share of civil servants of Belgian origin has decreased slightly (from 58.2% in 2014 to 57.7% in 2016). The Near/Middle-Eastern origin has the smallest

share of civil servants, but for all other origins the share of civil servants is still much smaller than for Belgians, and in many cases it is even the smallest category of the three types of contract (especially for the origins EU Candidate, Other European countries, Maghreb, Other African countries, Near/Middle East, Other Asian and South/Central America). Only persons of Other Asian origin are most often employed as labourers. In the other cases - except for persons of Belgian origin - the largest category consists of white-collar workers.

**Graph 30: Breakdown of public sector employees by type of contract and origin (18-64 years old, 2016)**



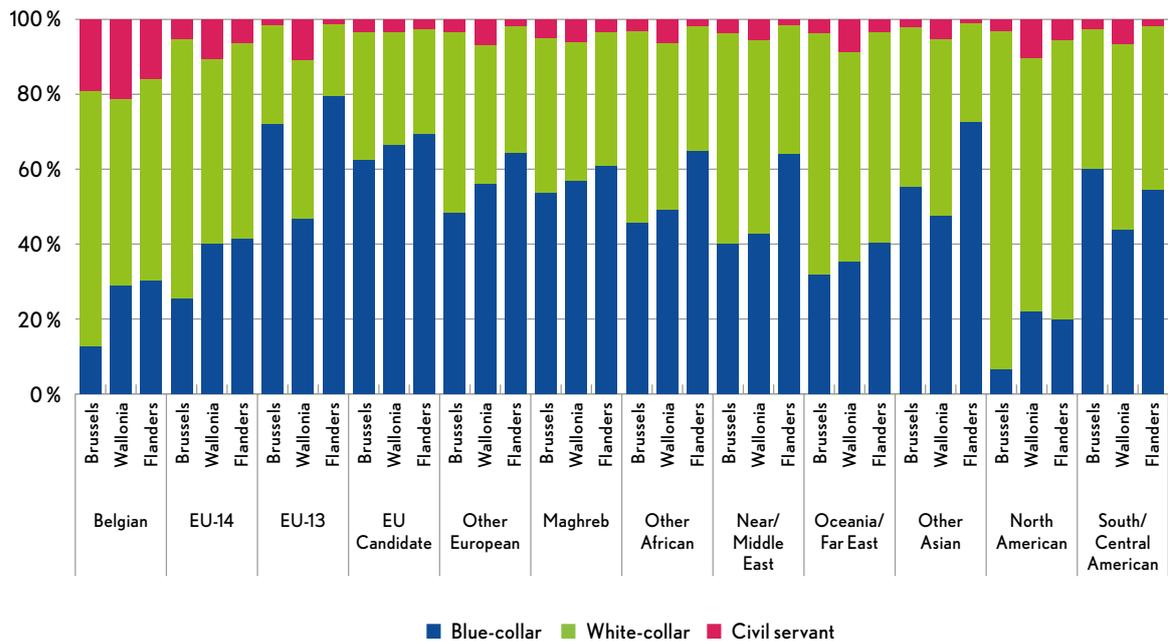
Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

<sup>86</sup> For detailed information on the policy levels, we refer again to the appendices and Chapter 4 of the Monitoring socio-économique 2017.

In the figures on total salaried employment by **type of contract** (worker/blue-collar worker, employee/white-collar worker, or civil servant), we see great stability in the distribution between 2008 and 2016. Salaried employment for the Belgian and North American origin has the smallest share of blue-collar workers, and the

largest share of employees. As we saw above, the share of civil servants is also highest among those of Belgian origin. The EU-13 origin has the highest proportion of workers for all origins in Brussels and Flanders, in Wallonia it is the EU Candidate origin.

**Graph 31: Breakdown of salaried employment by origin, type of contract and region of residence (18-64 years old, 2016)<sup>87</sup>**



Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

The system of **service vouchers** grew strongly until 2015 but stagnated afterwards. It remains an almost exclusively female sector: only 1 in 50 employees were male in the fourth quarter of 2016. The EU-13 continues to have the highest proportion of employees in this sector (42.0% for the whole country, and almost 60% in Brussels), followed by the South/Central American origin (29.0%). In the Walloon Region, the proportion of people employed in the service voucher system is much lower than in the other two regions, as the system was less popular there from the outset. If we divide all employees in the service voucher system by origin, the under-representation of those of Belgian origin in relation to their

demographic weight is even more pronounced (they account for only 48.2% of the sector; 19.9% of employees is of EU-13 origin).

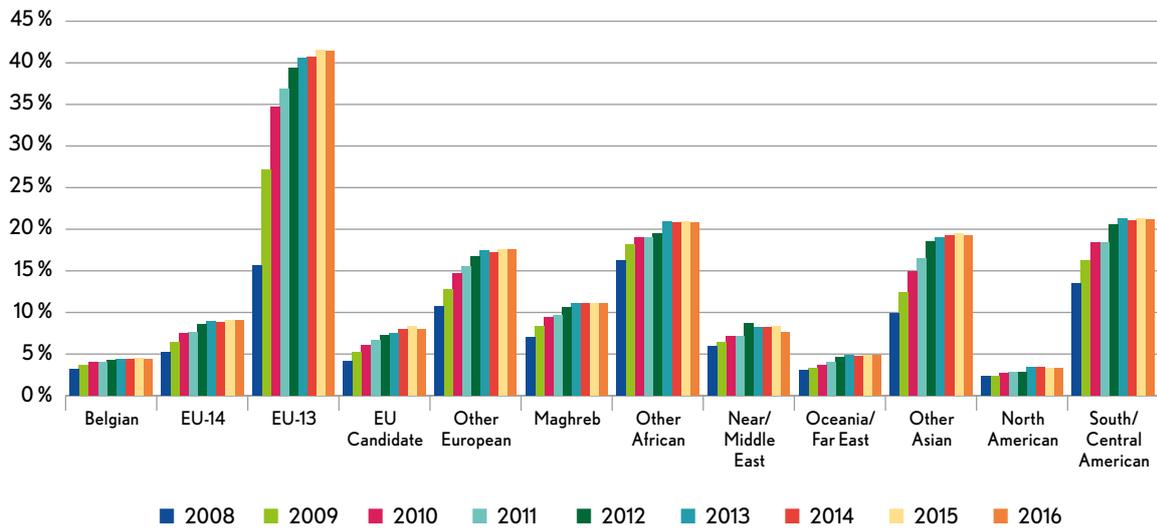
If we look at the migration background of the persons working in this sector, it is striking that more than 90% of the EU-13 are newcomers (registered in the National Register for 5 years or less). In the case of the other origins, too, we find slightly more newcomers than we might expect based on the demographic distribution, but less pronounced than in the case of the EU-13. Among the Other European, Maghreb and Other African origins, the recently arrived first generation Belgians (who have acquired Belgian

<sup>87</sup> The data concerning the type of contract (CLATRA) contain for each year the last quarter of that year for which a CLATRA position is known.

nationality since 5 years or less) are also strongly represented. The second generation makes up

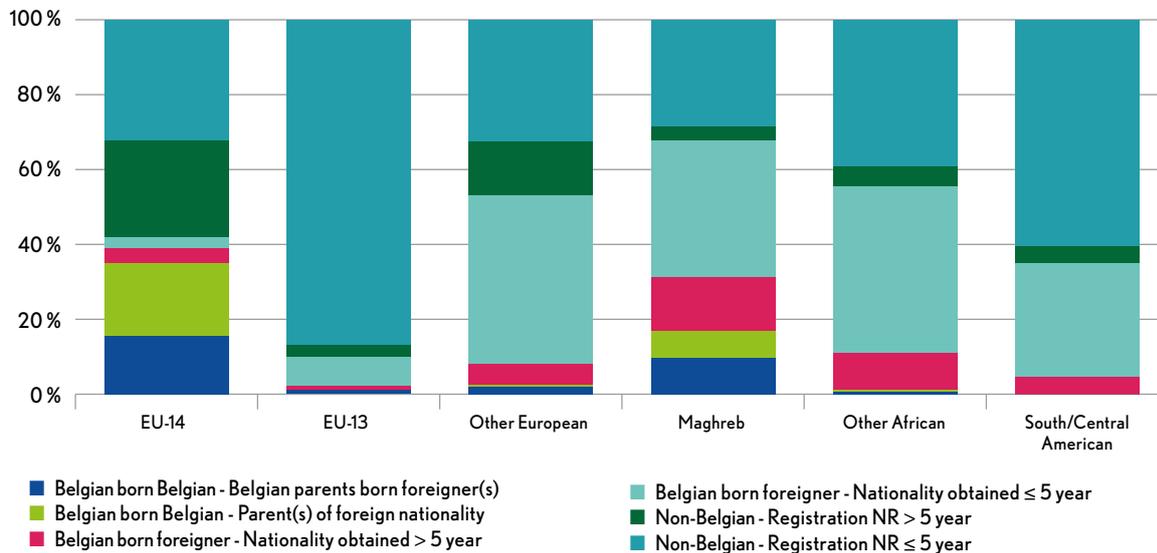
a very small proportion of the service voucher workforce.

**Graph 32: Share of women in the system of service vouchers in relation to the total number of female employees by origin (18-64 years old, 2008-2016)<sup>88</sup>**



Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

**Graph 33: Women in the system of service vouchers by migration background and origin (18-64 years old, 2016)<sup>89</sup>**



Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

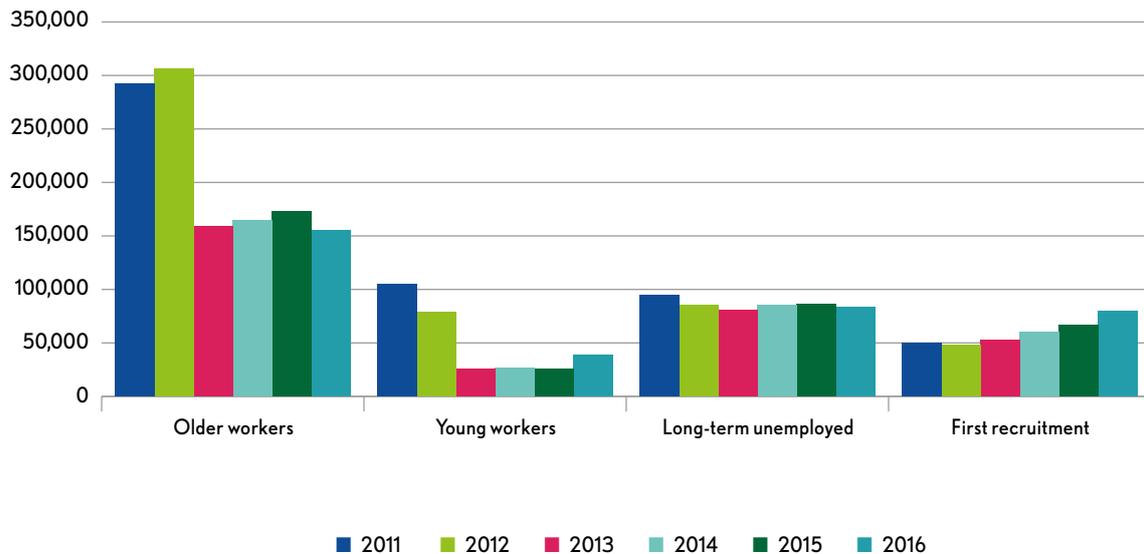
<sup>88</sup> Situation in the third quarter of the year.

<sup>89</sup> The graph contains only the origins with the largest number of service voucher employees and the largest shares within the total number of employees.

Lastly, we also know the composition of the group of persons entitled to **reductions in social security contributions**<sup>90</sup> according to origin. For the readability of the analysis, we have limited it to four target groups: older workers,

young people, the long-term unemployed and first-time hires<sup>91</sup>. The graph below shows the order of magnitude of each of these categories of reductions in social security contributions and their evolution between 2011 and 2016.

**Graph 34: Number of persons entitled to NSSO/RSZPPO contribution reductions, for 4 types of reductions (2011-2016)**



Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

The reduction for older workers remains the most commonly used in 2016, although we do see a significant reduction in 2013 due to amended legislation. The same can be seen in the reductions for young workers, while the numbers for long-term job-seekers remained virtually stable. With regard to the reductions for younger workers, we note that there was a significant increase in 2016 (+51% in one year) after three consecutive years of stability. This was the result of the sixth state reform in 2014, which, among other things, shifted responsibility for this measure to the Regions, after which – as of 1 July 2016 - the Flemish Region simplified the access. The reductions for first-time hires continued to increase steadily in 2014-2016.

However, the general evolutions in the graph above do not appear to apply to all origins, as the existing systems are not applied equally to all origin groups. The reductions for older workers (55-64 years) are still relatively most often used for older workers of EU-13, Other Asian and South/Central American origin; and their shares increased further between 2014 and 2016, while the share of Belgians has been decreasing since 2013. The EU Candidate and the Near/Middle Eastern origin still have the smallest share of beneficiaries among older workers.

Regarding the reductions for younger employees, the general evolution is almost identical for all origins, but the shares differ by origin. The

<sup>90</sup> For a description of the various reductions available, see: [https://www.socialsecurity.be/employer/instructions/dmfa/nl/latest/instructions/deductions/structuralreduction\\_targetgroupreductions/structuralreduction.html](https://www.socialsecurity.be/employer/instructions/dmfa/nl/latest/instructions/deductions/structuralreduction_targetgroupreductions/structuralreduction.html).

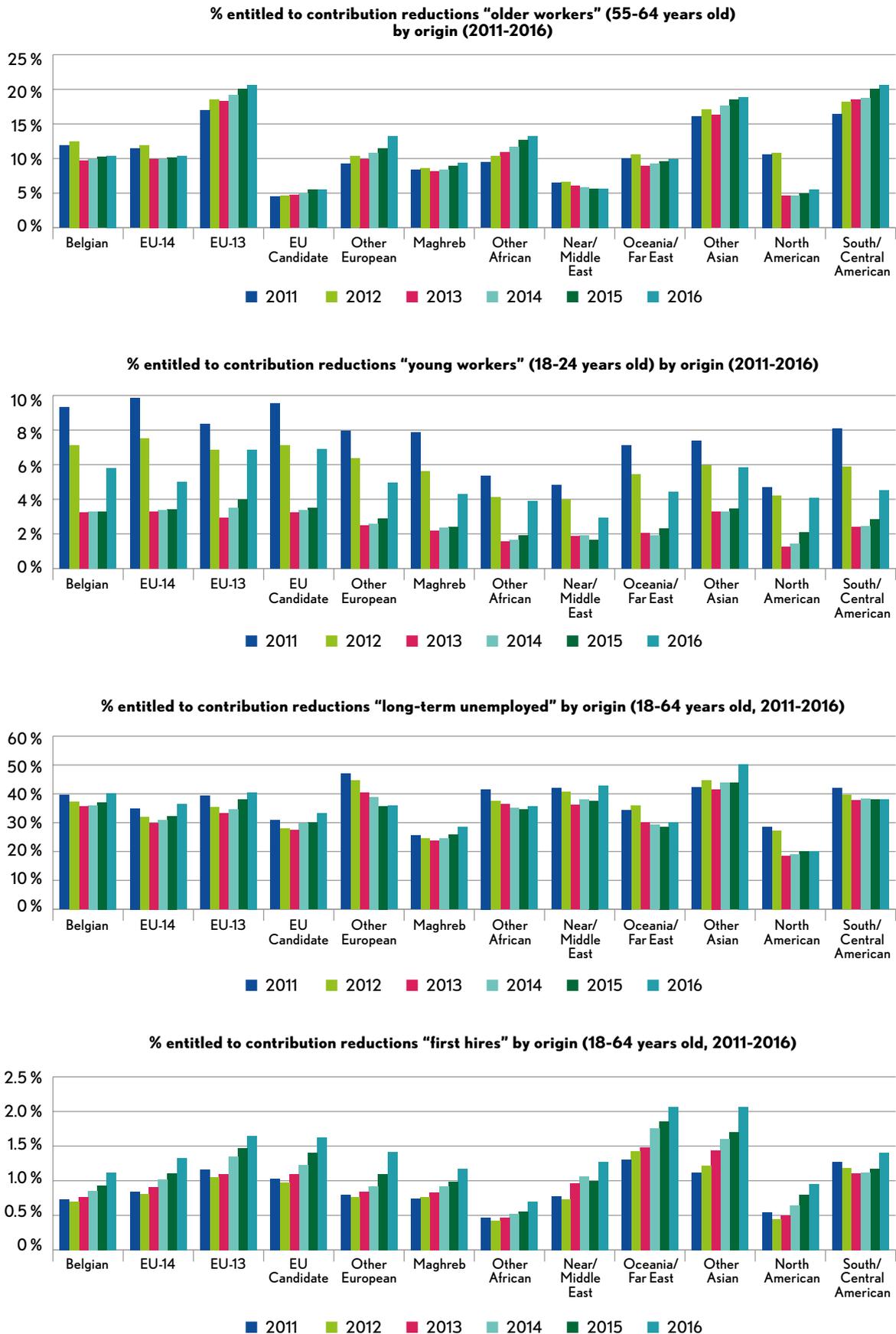
<sup>91</sup> The graphs tried to link the measures as closely as possible to their target group. Due to the changing regulations, this is not always clear-cut, so the reader should take into account a certain margin of error in the absolute numbers. When interpreting these data, it is important to take into account the fact that the regulation of the contribution reductions is subject to very frequent changes, which can be consulted on the website of the NSSO.

shares are lowest throughout the period among young people of Other African, Near/Middle-Eastern, and North American origins.

In the case of reductions for the long-term unemployed, for most of the origins we see a stabilisation or an increase in the proportion of beneficiaries compared with those who were long-term unemployed in the previous year. Of the few origins that saw their share decrease, only persons of Other European origin experienced a decrease of more than 10 percentage points between 2011 and 2016, thus falling from the second (2014) to the seventh (2016) position. Long-term unemployed of Maghreb origin, despite their significant increase of 3 percentage points since 2011, are still very rarely beneficiaries of this contribution reduction.

Finally, for the first hires, we see the strongest variation in shares per origin. For all origins, the cautious increase that was initiated in 2011 is continuing (also due to the expansion of this target group reduction that took effect from the first quarter of 2014). However, the gap between the shares of persons of Other African origin and those of the other origins remains pronounced and is even widening. Persons of Oceania/Far East origin and Other Asian countries were, in proportion to their total number, the largest beneficiaries in 2016, with a significant increase over six years.

**Graph 35: Shares of social security contribution reductions beneficiaries for 4 types, by origin (2011-2016)**



Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

### 3. LEVEL OF QUALIFICATION

In the previous edition of the Monitoring we were able for the first time to chart the level of qualification of a sufficiently large part of the population. However, for a fairly large proportion of people, the level of qualification remained unknown. We have now been able to further develop this variable by linking additional administrative sources<sup>92</sup>. As a result, we not only know the level of qualification of almost the entire population, but we can also further subdivide it within the higher education diplomas (by bachelor, master or doctorate)<sup>93</sup>. Moreover, in this edition we can for the first time analyse a second very important determinant of a person's chances on the labour market, i.e. the field of study.

For all origins, the **employment rate** is higher with a higher level of qualification, and the unemployment rate is lower. The employment gap with respect to the Belgian origin narrowed for all origins at every level of qualification (except for the holders of a higher education diploma with Near/Middle-Eastern origin), but the fact that even at the same level of qualification there are still large differences between the origins and that the gap is wider among persons with a higher education diploma may explain why our country is not very attractive for migrants with higher education diplomas<sup>94</sup>.

Between 2008 and 2016, the employment rate for people with a higher education diploma increased for all origins. The strongest increase was for persons of other European origin with higher education qualifications (+10.3 percentage points) and the smallest for those from the Near/Middle East (+0.1 percentage points) who thus continued to lag behind other higher education graduates. The employment rate for higher education graduates is highest for the

Belgian origin (84.3%) and lowest for the Near/Middle East origin (52.7%), as is the case for those who have completed upper secondary education (74.4% and 48.3% respectively for the above-mentioned origins). Similarly, the employment rate of persons who have completed at most lower secondary education increased for all origins except Belgian, EU-14 and Near/Middle East; with the strongest increase among those having completed at most lower secondary education of Other European origin (+8.8 percentage points).

For each level of qualification, the employment rate of the Belgian origin is higher than that of the other origins (except for the employment rate of those who have completed at most lower secondary education, which is highest in the case of the Oceania/Far East origin). Within the Belgian origin, the gap between higher education graduates and those who have completed at most lower secondary education remains the widest. On the other hand, for persons of Other European, EU-13 and Oceania/Far East origin, the above-mentioned employment gap is very small.

The gap in **unemployment** between those who have completed at most lower secondary education and those who hold a higher education diploma is also relatively large among people of Belgian origin: the unemployment rate of those who have completed at most lower secondary education is more than four times higher than that of higher education graduates. For the other origins, it is about twice as high. One could therefore say that a shorter education is a handicap for persons of all origins, and certainly for Belgians; but on the other hand, the advantage

92 The methodology used can be found in the chapter Demography. The three levels are: persons who have completed at most lower secondary education, graduates from upper secondary education, and graduates from higher education.

93 As already mentioned in the explanation of the variable 'level of qualification' in chapter Demography, the unrecognised foreign diplomas (in the case of persons for whom no other diploma is known) have been merged with the certificates of at most lower secondary education (unless explicitly stated otherwise), as the employment services also consider them as such.

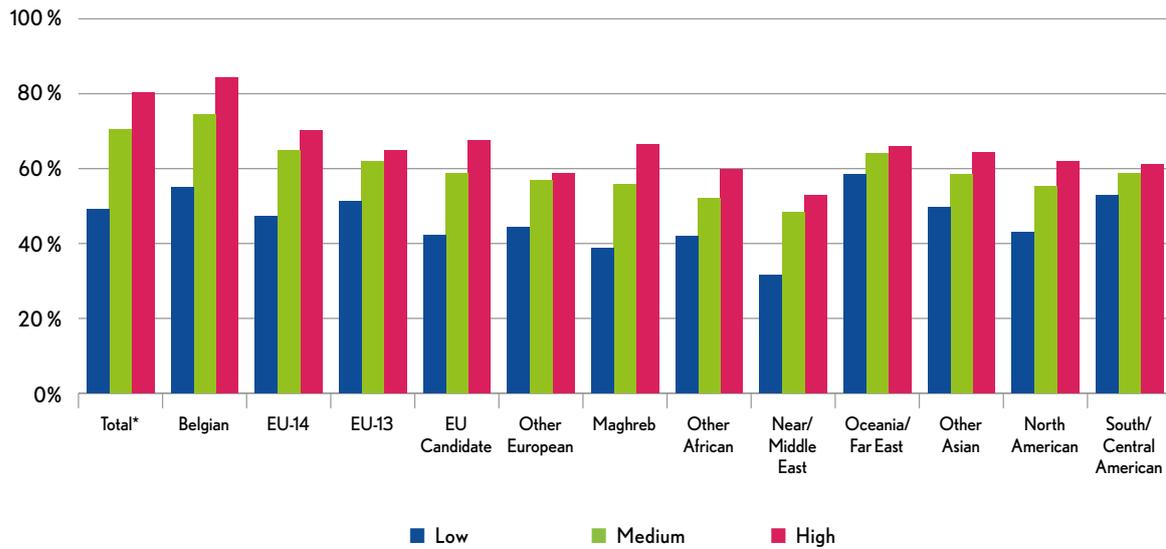
94 As recently identified by the OECD, see: [http://www.oecd.org/migration/talent-attractiveness/?utm\\_source=Adestratm\\_medium=emailtm\\_content=Talent%20Attractivenessstm\\_campaign=ELS%20Newsletter%20May%202019tm\\_term=demo](http://www.oecd.org/migration/talent-attractiveness/?utm_source=Adestratm_medium=emailtm_content=Talent%20Attractivenessstm_campaign=ELS%20Newsletter%20May%202019tm_term=demo).

that one can get from higher education, the ‘education premium’, is smaller for foreign origins.

Finally, we note in the data on **socio-economic mobility** that a higher education diploma gives a higher chance of remaining employed on a regular basis, and that this applies to all origins<sup>95</sup>.

Persons of Near/Middle-Eastern origin who completed at most lower secondary education and who were employed in the last quarter of 2014 are most often looking for work at the end of 2016 (a share of 12.8%), while those of EU-13 origin are most often inactive two years later (13.0%).

**Graph 36: Employment rate by origin and level of qualification (20-64 years old, 2016)**

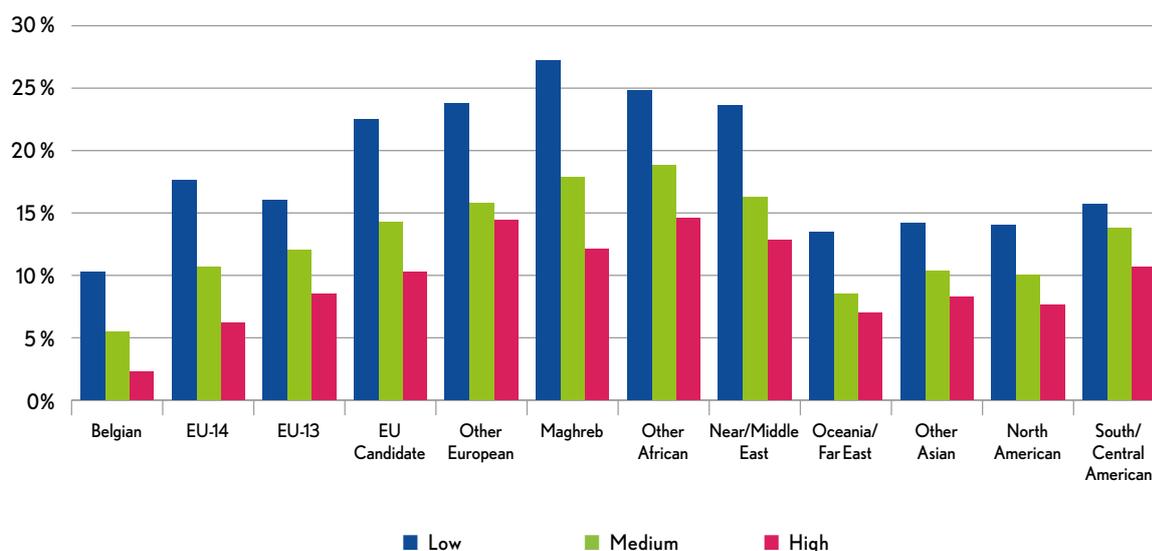


\* including unknown

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

<sup>95</sup> We looked at the socio-economic position in the fourth quarter of 2016 for persons who were working in the fourth quarter of 2014. See statistical appendices for an overview of the origins and levels of qualification.

**Graph 37: Unemployment rate by origin and level of qualification (20-64 years old, 2016)**



Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

The **inactivity rate** generally decreases with the increase of the level of qualification, but there are exceptions. Between 2008 and 2016, the share of inactive people in higher education graduates decreased slightly (-1 percentage point) and increased slightly for those with an upper secondary education diploma. The percentage remained almost stable for those with at most lower secondary education. However, although their inactivity rate increased between 2008 and 2016 within the Belgian origin, it decreased for the other origins (most pronounced for Other Europeans and Other Africans). Inactivity among holders of upper secondary education diplomas of Belgian, EU Candidate and Maghreb origin also increased between 2008 and 2016, while for the other origins it decreased slightly. For higher education graduates, the degree of inactivity has decreased for all origins, with the exception - again - of those of Belgian and Near/Middle Eastern origin.

In 2016, higher education graduates were more likely than the other levels to transition towards employment (among people who were inactive in the fourth quarter of 2014). However, upper-secondary graduates do not always transition to work more often than lower-secondary graduates: especially for the origins EU-13, Oceania/Far East, Other Asians and South/

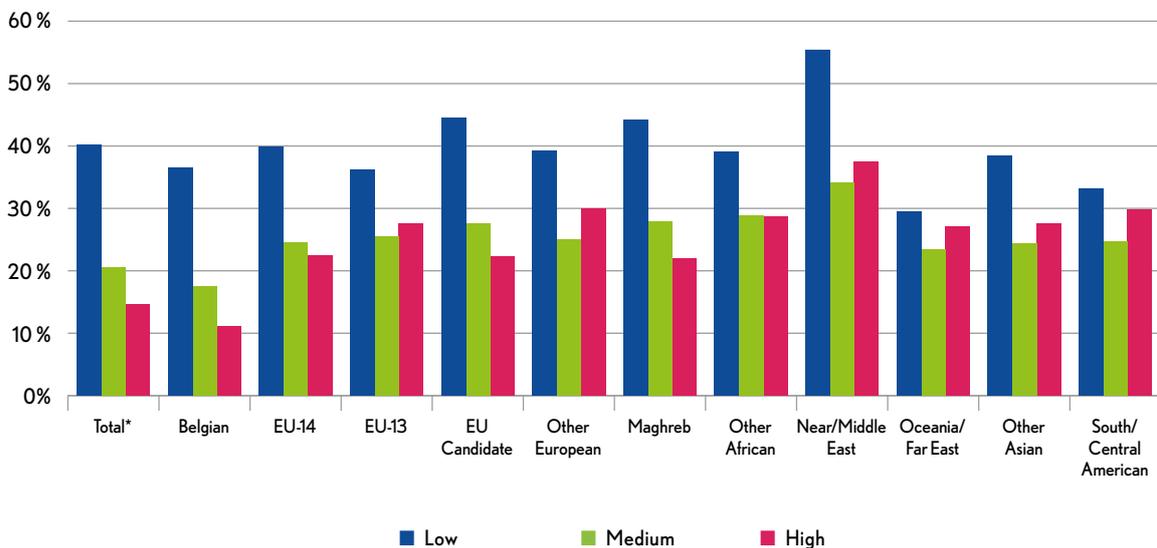
Central Americans, inactive people with at most a lower-secondary certificate move to work more often than upper-secondary graduates. Inactives of Belgian origin who at most completed lower secondary education are the most often (still or again) inactive two years later of all groups of origin.

However, as in the Monitoring 2017, there are notable differences in the distribution between **types of inactivity** by level of qualification. For instance, we see that higher education graduates are more likely to be found in the system of career break, in particular those of Belgian, EU Candidate and Maghreb origin. In addition, for all origins we see a large share in the inactivity category “other”, although the share is decreasing throughout the period 2008-2016. On the other hand, people who have completed at most lower secondary education fall back much more often than the other levels of qualification on an allocation for persons with disabilities, especially in the case of the Belgian origin. For them, moreover, the ‘social welfare benefit’ category is larger. And the proportion of incapacity for work is higher among both lower and upper secondary school graduates than among people with a higher education diploma. Here, too, we see a segmentation between the more favourable types of inactivity and the rest.

Compared to the previous report, there are a few shifts in the types of inactivity per level of qualification and origin. The share of social welfare benefit recipients for persons with origin Near/Middle East having completed at most lower secondary education increased very sharply (+11.4 percentage points - in parallel with a decrease of the same order in the category “other”), which is not surprising in the light of the indicators discussed above. The share of people ‘incapacitated to work’ increased most sharply among lower secondary education graduates from EU Candidate, EU-13, Other European

and Maghreb origin. On the other hand, the share of ‘incapacity to work’ decreased slightly among upper secondary school graduates of EU Candidate and Maghreb origin, while it continued to increase for other origins. Persons with a higher education diploma of Near/Middle-Eastern origin also saw a striking shift from the category ‘other’ to social welfare beneficiaries (+11.3 percentage points)<sup>96</sup>. The share of ‘incapacity for work’ continued to rise for all origins, but slightly stronger for the EU Candidate, Other European and Maghreb origin.

**Graph 38: Inactivity rate by origin and level of qualification (25-64 years old, 2016)**

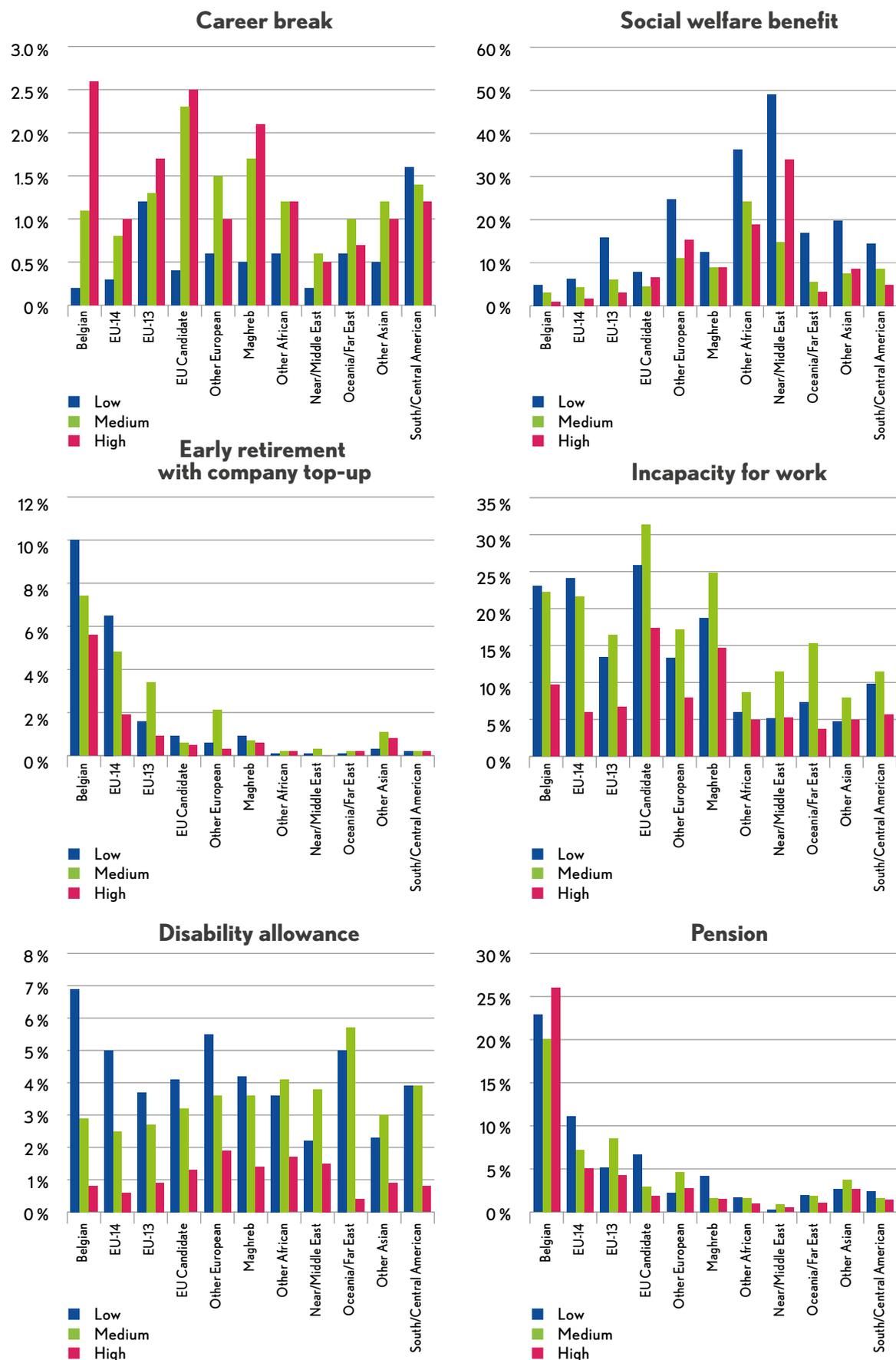


\* including unknown

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

<sup>96</sup> Only in the case of medium-skilled people from the Near/Middle East did the increase in the social welfare benefit category remain more limited: +3.0 percentage points.

**Graph 39: Inactives by origin, level of qualification and type of inactivity (25-64 years old, 2016)**



Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

In 2016, the fact that a higher level of qualification is linked to a higher employment rate applied to both women and men, and this for each origin<sup>97</sup>. Although the employment rate of women remains lower than that of men at all levels of education, with a few exceptions, the **gender gap** narrowed between 2008 and 2016. For the time being, only in the case of the EU-14 and Other African origins the employment rate is slightly higher among women with higher education qualifications than among men, and women of South/Central American origin who completed at most lower secondary education are also more likely to be employed than their male counterparts (often in the sector of service vouchers, see below). In general, the gender gap decreases with longer education, except for the EU-13, Near/Middle East and South/Central America origins.

In the three **regions**, the employment rates of graduates of higher education and upper secondary education are highest among people of Belgian origin. However, among the people who have completed at most lower secondary education, it is the people of Oceania/Far East origin who have the highest employment rate in the three regions. The employment rate rises in all three regions with the level of qualification, apart from the origins EU-14, EU-13, Other Europeans and Oceania/Far East in Brussels (higher employment rate for upper-secondary graduates than for higher education graduates). For all origins, the employment gap between those who have completed at most lower secondary education and those with a higher education degree is the highest in Wallonia. And in the three regions, this gap is most pronounced for people of Belgian and Maghreb origin. Moreover, in Wallonia we still see very large gaps within the origins EU-13, EU Candidate and Near/Middle East. In Brussels, on the other hand, the gap within the origin EU-13 is very small. The employ-

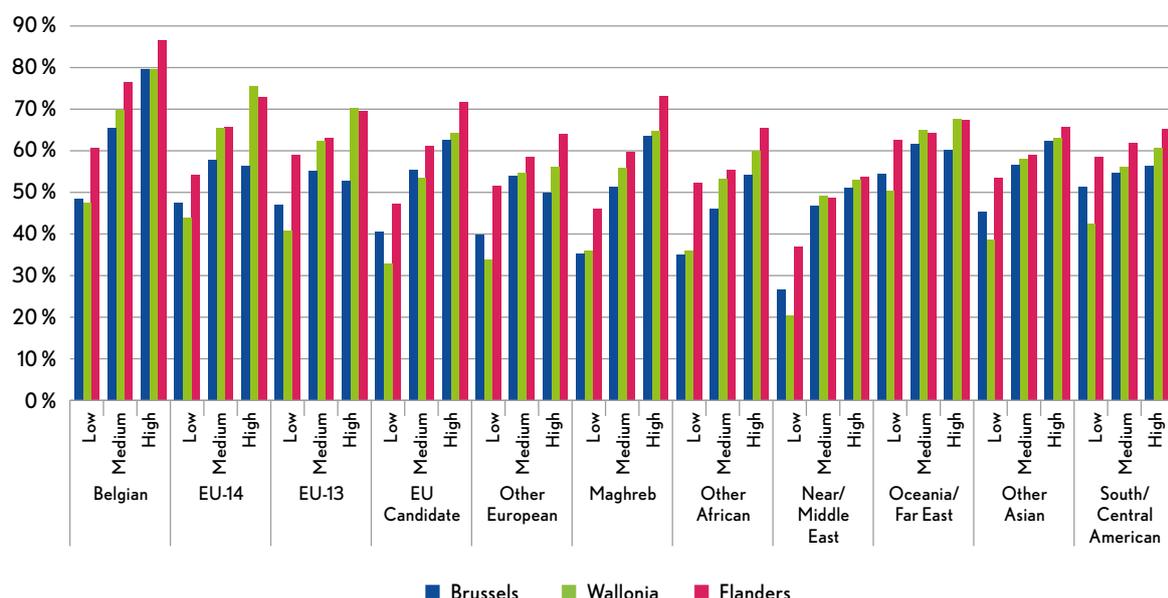
ment rates of higher education graduates increased between 2008 and 2016 for all origins in all regions (with the exception of Near/Middle East in Brussels and Wallonia, and Belgian origin in Flanders). The evolutions over the years analysed are less unambiguous in the case of lower and upper secondary education graduates<sup>98</sup>.

In Brussels, the employment rate is markedly low for those who completed at most lower secondary education with Near/Middle Eastern (26.7%), Other African (35.1%) and Maghreb origin (35.2%). For the latter two origins, however, this figure is much higher than two years earlier when they were still close to 30%. Indeed, among the persons of Near/Middle-Eastern origin, it is the only group that deteriorated even further in the three regions. Among the Brussels higher education graduates, the Maghreb (63.5%), EU Candidate (62.6%) and Other Asian origins (62.3%) score second best after the Belgians. The employment rate of higher education graduates with EU-14 origin in Brussels is particularly low compared to the other two regions, but this is explained by the fact that a large proportion of these people work for the European institutions and are therefore wrongly included among the inactive. In Flanders, the employment rate of holders of higher education diplomas of foreign origin is highest for the EU-14 (72.9%), the Maghreb (73.1%) and the EU Candidate countries (71.6%). The employment rate there is particularly low for persons of Maghreb origin (46.1%) and especially again Near/Middle-Eastern origin (37.1%) who completed at most lower secondary education. In Wallonia, the employment rate at that level of qualification is again by far the lowest for the Near/Middle-Eastern origin (20.3%), the other origins being above 30%. The employment rate of higher education graduates is highest among persons of EU-14 origin (75.6%) and EU-13 origin (70.3%).

<sup>97</sup> With the sole exception of men of Near/Middle-Eastern origin where the employment rate of upper secondary school graduates was higher than that of persons with a higher education diploma.

<sup>98</sup> For the figures by region for the whole period 2008-2016: see statistical annexes.

**Graph 40: Employment rate by origin, level of qualification and region (20-64 years old, 2016)**



Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

The general picture when we cross the different **age groups** with the levels of qualification is that the employment rate of young (20-29) and older (55-64) people who have completed at most lower secondary education is very low for all origins, and in particular for the young people with origins Other African countries and Near/Middle East, and older people with origins EU Candidate, Maghreb and Near/Middle East. For young people and older people, however, the employment rate increases markedly with the increase in the level of qualifications (with the exception of those of Oceania/Far East origin). For 30-54-year olds, on the other hand, the employment rate is highest for upper secondary school graduates in the EU-13, Other Europeans, Near/Middle East, Oceania/Far East, Other Asians and South/Central America. The employment rate for 30 to 54-year-old higher education graduates of Belgian origin has risen even further from an already particularly high 90.9% in 2014 to 91.4% in 2016.

Worryingly, the employment rate of young people (20-29 years old) who have completed at most lower secondary education of almost all origins (except Other European, Oceanic/Far Eastern and Other Asian), as well as of young people of Belgian origin with an upper second-

ary education diploma, decreased between 2008 and 2016. The unemployment rate of young people who have completed at most lower secondary education has fallen sharply again since 2014, and is now below the 2008 level for all origins except the EU-13.

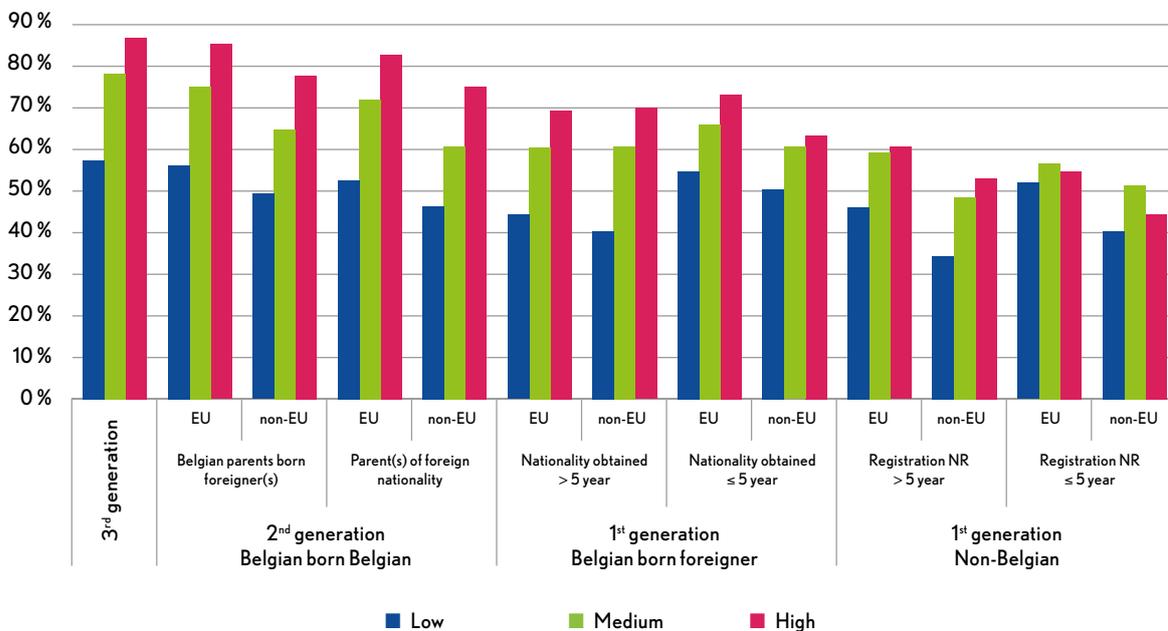
It is difficult to find clear lines in the relation between educational attainment and labour market participation when looking at the **migration background** of individuals. For higher education graduates, for most origins, the employment rate is still higher for the second generation than for the first, except for the Other African, Near/Middle Eastern and Oceania/Far East where the first generation of Belgians (longer than 5 years) do better. The employment rate of the first generation of migrants of Near/Middle Eastern origin who acquired their nationality or were registered in the National Register no more than 5 years ago and who have a higher education diploma, on the other hand, is by far the lowest. On the other hand, the situation of recently immigrated higher education graduates of Other European origin has improved considerably.

Among the persons with an upper secondary education diploma, the first generations of Belgians with origin Other Africans, Near/

Middle East, Oceania/Far East, Other Asians and South/Central America have higher employment rates than the other generations. This is also the case for persons of Maghreb origin who have been nationals for more than 5 years. For the second-generation Belgians (whose parents have Belgian nationality) with origin EU-14, EU-13, EU Candidate and Other European countries, the employment rate is higher than for other generations. Among those who have completed at most lower secondary education, the first-generation Belgians have in many cases a

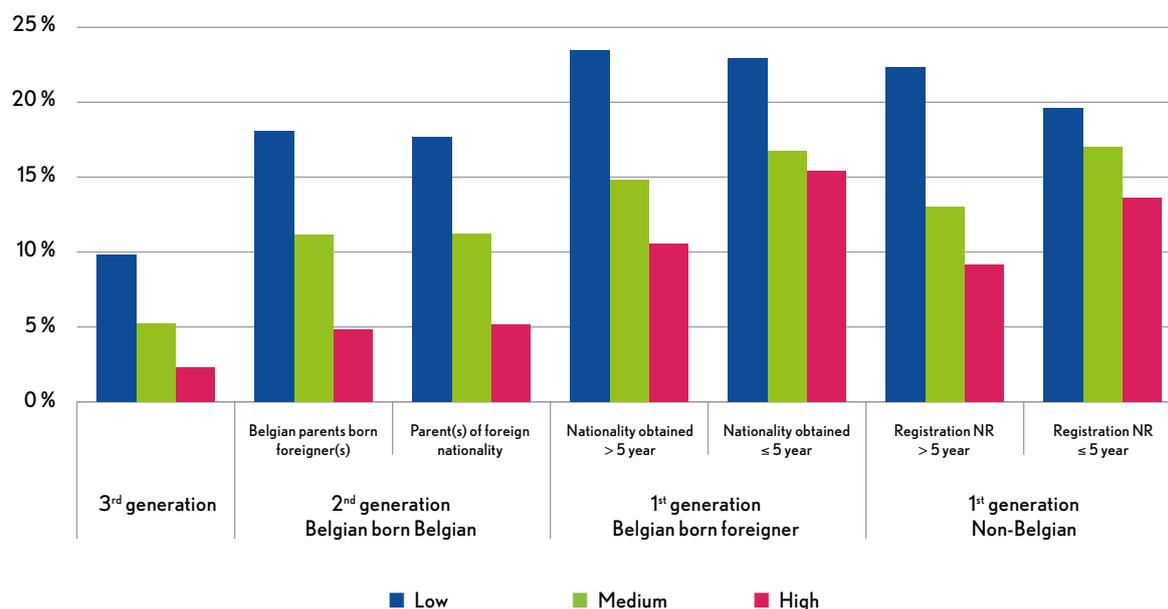
higher employment rate than the other generations (especially for the EU-13, Other European countries, Maghreb, Other Africans, Near/Middle East, Oceania/Far East, Other Asian and South/Central American countries). Even the first generation that has been registered in the National Register for a maximum of five years, in the case of the origins Maghreb, Other Africans, Oceania/Far East, Other Asians and South/Central America, has a higher activity rate than the second generation.

**Graph 41: Employment rate by migration background and level of qualification (25-64 years old, 2016)**



Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

**Graph 42: Unemployment rate by migration background and level of qualification (25-64 years old, 2016)**



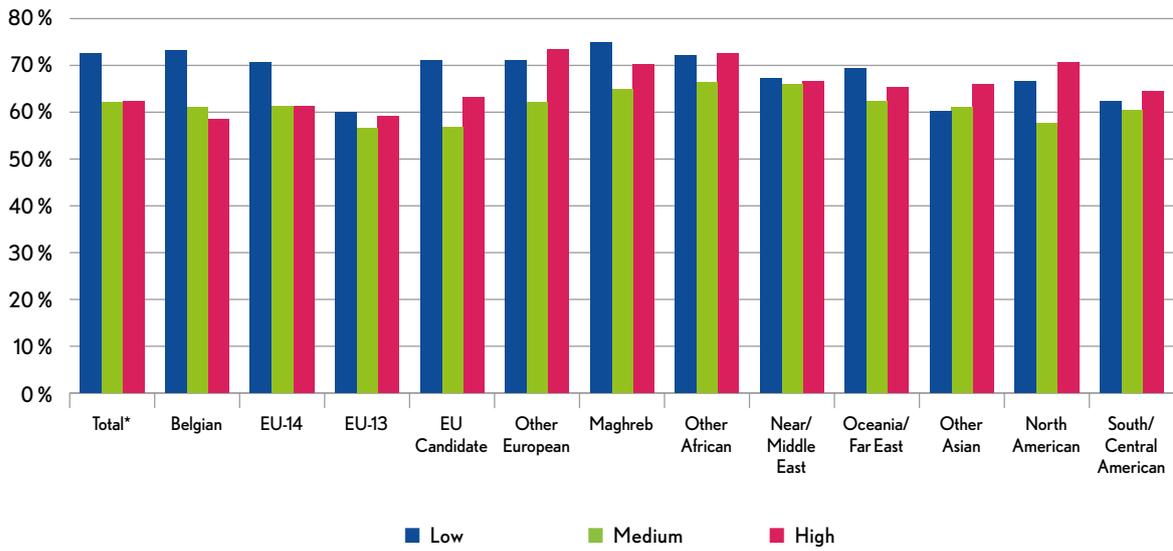
Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

If we look at the proportion of **long-term unemployed** (in search of work for more than a year), we see that the differences between the origins are smaller than the differences between the levels of qualification. For the total labour force, we see that people who have completed at most lower secondary education have a much higher proportion of unemployed for more than a year than the other two levels. However, this is particularly marked for people of Belgian origin, where there is a difference of 14.6 percentage points between the shares of the long-term unemployed among those with at most lower secondary education qualifications and those with higher education qualifications, and for the EU-14 origin (9.4 percentage points). However, for several other origins, studying longer does not necessarily reduce the risk of long-term unemployment. Unemployed higher education graduates of Other European, Other African, Other

Asian and North and South/Central American origin have even the highest share of long-term unemployment and upper secondary school graduates the lowest (apart from Other Asian origins where those who completed at most lower secondary education have the lowest share of long-term unemployment).

We do indeed see that although unemployed people with a higher education degree are generally more likely to transition towards employment between the fourth quarter of 2014 and 2016, this is not the case for all origins. This is particularly the case for persons with Belgian and EU-14 origin. In other cases, the outflow from unemployment to work is slightly higher among graduates of upper secondary education, and in the case of the Other Asian and Near/Middle Eastern origins even lower secondary education.

**Graph 43: Share of long-term unemployed in the total number of unemployed by origin and level of qualification (25-64 years old, 2016)**



\* including unknown

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

## Box 2: Focus on higher education

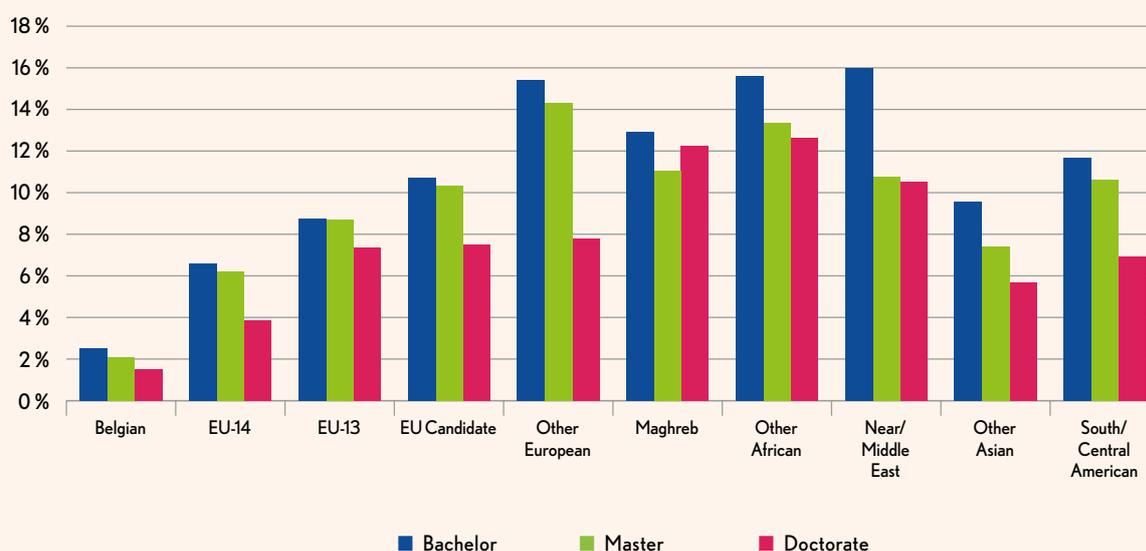
As announced in the chapter Demography, for this edition of the Socio-economic Monitoring we have further broken down the higher education diplomas by bachelor, master and doctorate.<sup>99</sup> We only look at the population of 25-64-year olds, because the level of qualification among young people is still too volatile.

In the rest of this chapter on educational attainment we saw that - with a few exceptions - the higher a person's educational attainment, the better the prospects on the labour market. We see, however, that the situation is somewhat more complex among higher education graduates. Longer studies (i.e. not only holding a bachelor's degree, but also a master's degree or a PhD) do not have the same added value for all

groups when it comes to the major labour market indicators of employment, unemployment and inactivity.

In the case of the unemployment rate, the differences between origins are still fairly limited (albeit greater in 2016 than in 2008). For all origins, masters have a slightly lower unemployment rate than bachelors (apart from the EU-13, where the degrees are almost equal). PhD holders in most cases still have a significantly lower unemployment rate than masters, except in the case of the Maghreb origin, although the unemployment rate of PhD holders of foreign origin is never lower than that of bachelors of Belgian origin.

**Graph 44: Unemployment rate among higher education graduates by type of diploma and origin (25-64 years old, 2016)<sup>100</sup>**



Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

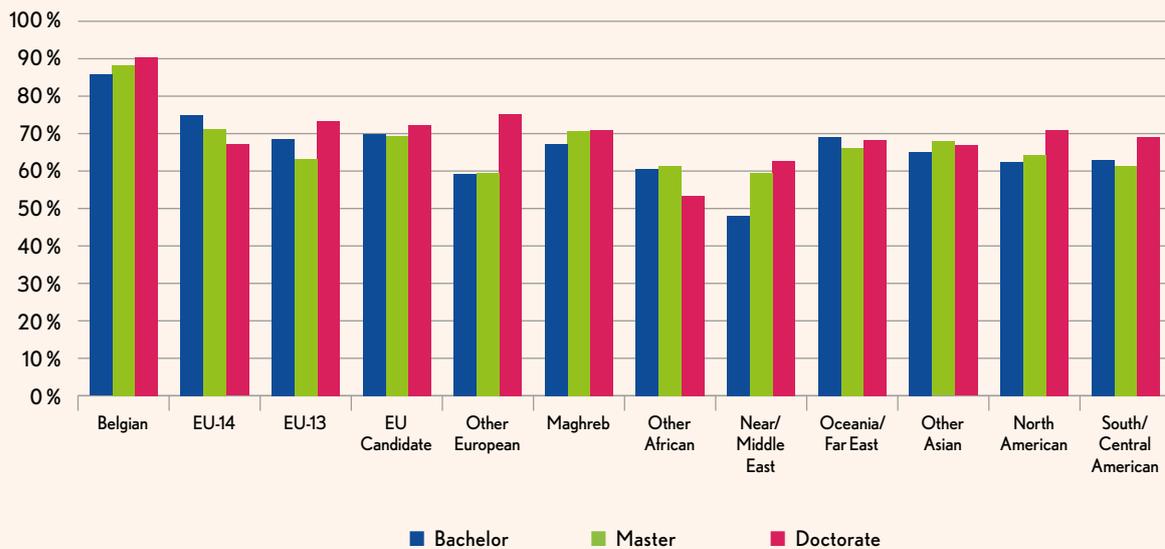
<sup>99</sup> For part of the higher education graduates we do not have their exact type of diploma, they are therefore not included in this analysis. See chapter Demography and the statistical appendices for details on this variable.

<sup>100</sup> The population contains too small numbers for the North American and Oceania/Far Eastern origins, so they are not shown in this graph.

In terms of employment, there are more differences between origins. Longer studies appear to be associated with higher employment for a number of origins (in particular Belgian, North American, Near/Middle Eastern, Other European and to a lesser extent the Maghreb),

but not for others. Masters of EU-14, EU-13, EU Candidate, Oceania/Far Eastern and South/Central American origins have lower employment rates than bachelors. And PhD's of EU-14 and especially Other African origin, appear to be employed the least.

**Graph 45: Employment rate of higher education graduates by type of diploma and origin (25-64 years old, 2016)**



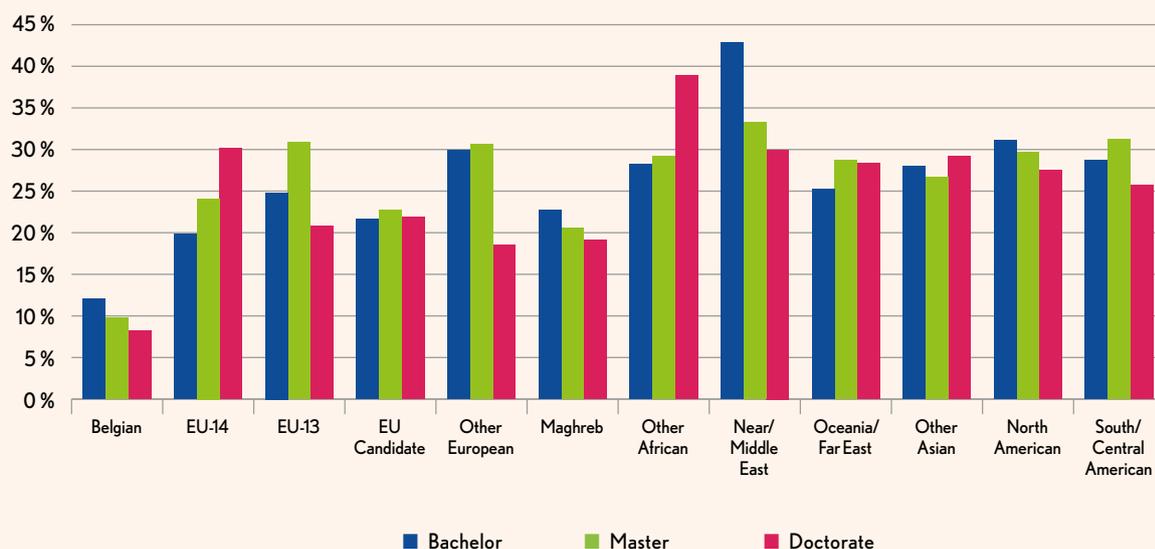
Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

The inactivity rates reflect the differences from above. For some origins, the proportion of inactives decreases with a longer education (Belgian, Maghreb, Near/Middle-Eastern and North American), and for some it is the other

way around: for holders of a higher education diploma with origins EU-14 and Other African countries, inactivity increases with a longer type of study<sup>101</sup>. Striking is the high degree of inactivity of PhD holders of Other African origin.

101 In the case of the EU-14, the underestimation due to international employment is likely to play a role again.

**Graph 46: Inactivity rate of higher education graduates by type of diploma and origin (25-64 years old, 2016)**



Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

When we look at the distribution of bachelors, masters and PhD's over wage deciles, there are big differences between the origins. Only in the case of PhD holders we see that in 2016 they had very high shares (more than 75%) in the three highest wage deciles for all origins. The share of high wages is smallest for PhD's of Other

African origin, but it increased strongly compared to 2008<sup>102</sup>. In all origins, masters have a higher share of high wages, and a smaller share of low wages, than bachelors; but only the masters of Belgian and EU-14 origin have a majority of the working population in the highest salary brackets.

Qualification levels are - not surprisingly - not equally distributed across **sectors (NACE)**. Both lower and upper secondary school graduates are most often found in the public administration sector (O84) in 2016, which is logical given the weight of this sector for the entire labour force. Disaggregated by origin, however, O84 appears to be the largest only for persons of Belgian and Other African origin and for upper secondary school graduates of Maghreb origin. Persons who completed at most lower secondary education with origins EU-13, EU Candidate, Other Europeans, Maghreb and South/Central America are strongly represented in N81 (buildings and landscaping). And those with origins Near/Middle East,

Oceania/Far East and Other Asians are most often found in the hospitality industry (I56). This distribution therefore largely corresponds to the sectors that were strongly represented in the total workforce. Higher education graduates by origin, on the other hand, are much more often found in education (P85). Only higher education graduates of Other African origin are more often employed in public administration (O84), Other Asians in retail trade (G47), and those of Near/Middle East origin are most often employed in health care (Q86). In the analysis of the fields of study, we look more closely at the question of whether the talents of (qualified) migrants are used optimally.

<sup>102</sup> Note: the numbers are small, so the numbers fluctuate strongly from year to year.

**Table 20: The sectors most strongly represented among wage earners by level of qualification and origin (20-64 years old, 2016)**

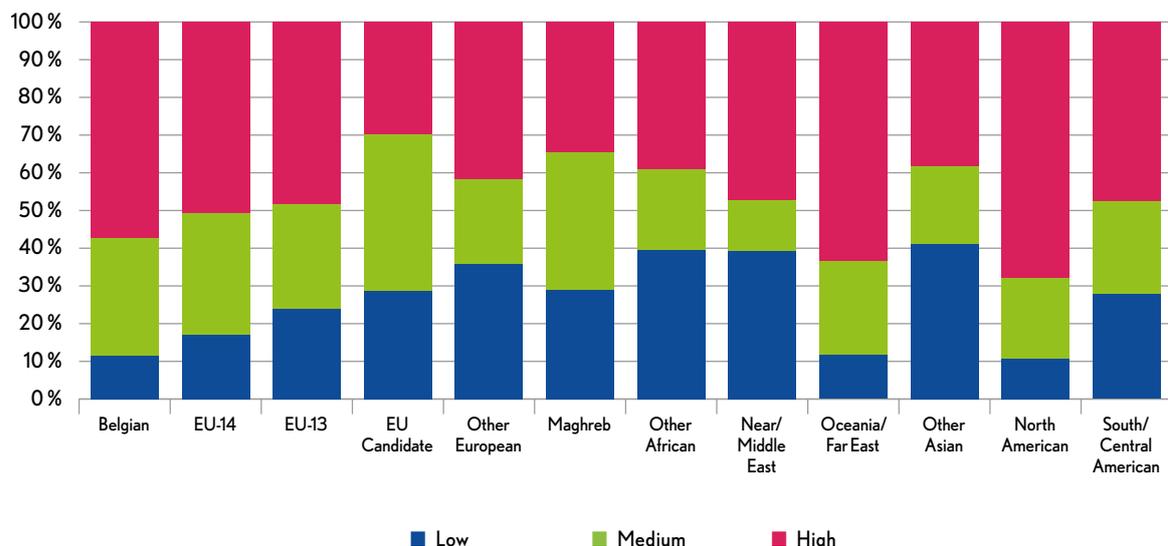
|                        | Low | Medium | High |
|------------------------|-----|--------|------|
| Belgian                | O84 | O84    | P85  |
| EU-14                  | G47 | G47    | P85  |
| EU-13                  | N81 | G47    | P85  |
| EU Candidate           | N81 | G47    | P85  |
| Other European         | N81 | G47    | P85  |
| Maghreb                | N81 | O84    | P85  |
| Other African          | O84 | O84    | O84  |
| Near/Middle East       | I56 | G47    | Q86  |
| Oceania/Far East       | I56 | I56    | P85  |
| Other Asian            | I56 | I56    | G47  |
| North American         | G47 | G47    | P85  |
| South/Central American | N81 | G47    | P85  |

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

If we focus on the **public sector**<sup>103</sup> in 2016, an average of 53.1% of those in employment will have a higher education diploma (in 2011, this

was only 49.7%). Compared to all workers in the country, public sector employees thus have higher shares of higher education graduates for all origins and - except for the EU-13 - smaller shares of people with lower secondary or unknown educational attainment. There is thus an increase in the level of qualification in the public sector. At federal level and in the Brussels-Capital Region, in addition to higher education graduates, there is also a relatively high proportion of higher secondary education graduates, but the workforce of the Walloon Region, the Flemish Region/Flemish Community and the French-speaking Community have a particularly high proportion of higher education graduates. In the administrations of municipalities, we find somewhat larger shares of people who completed at most lower secondary education, but not among their staff of Belgian, EU-14 and EU Candidate origin who have a higher proportion of upper secondary graduates and of Oceania/Far East and North American origin who again have a higher proportion of higher education diplomas.

**Graph 47: Distribution of public sector employees by level of qualification and origin (18-64 years old, 2016)**



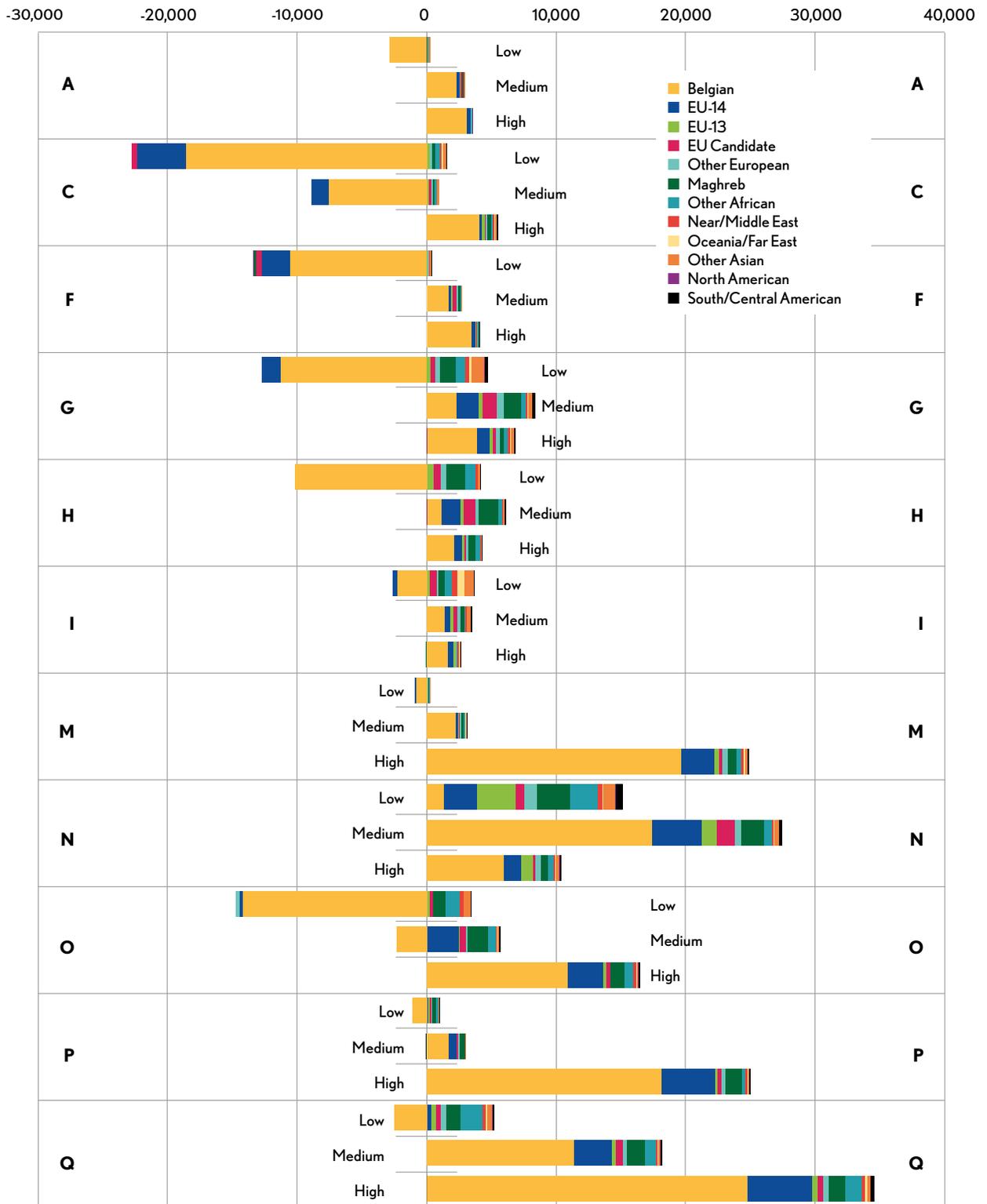
Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

<sup>103</sup> Selected on the basis of the variable 'secemp', not NACE codes (see above).

The net evolution of **employment per sector and level of qualification** already showed in the previous edition that in the period 2011-2014 employment for persons with at most lower secondary education certificates disappeared, while jobs for the other level of qualifications increased. In the two years that followed, this trend continued, albeit with a much weaker decline among the short-skilled. The positive

net evolution of employment for the other two levels applies to all origins. On the other hand, when it comes to the employment of people who completed at most lower secondary education, we only see a net decrease for the Belgian and EU-14 origin; for the other origins, the number of jobs filled by this group has increased, albeit to a much lesser extent than that of medium- and high-skilled employment.

**Graph 48: Net evolution of employment by sector and origin, by level of qualification (20-64 years old, 2011-2016)<sup>104</sup>**



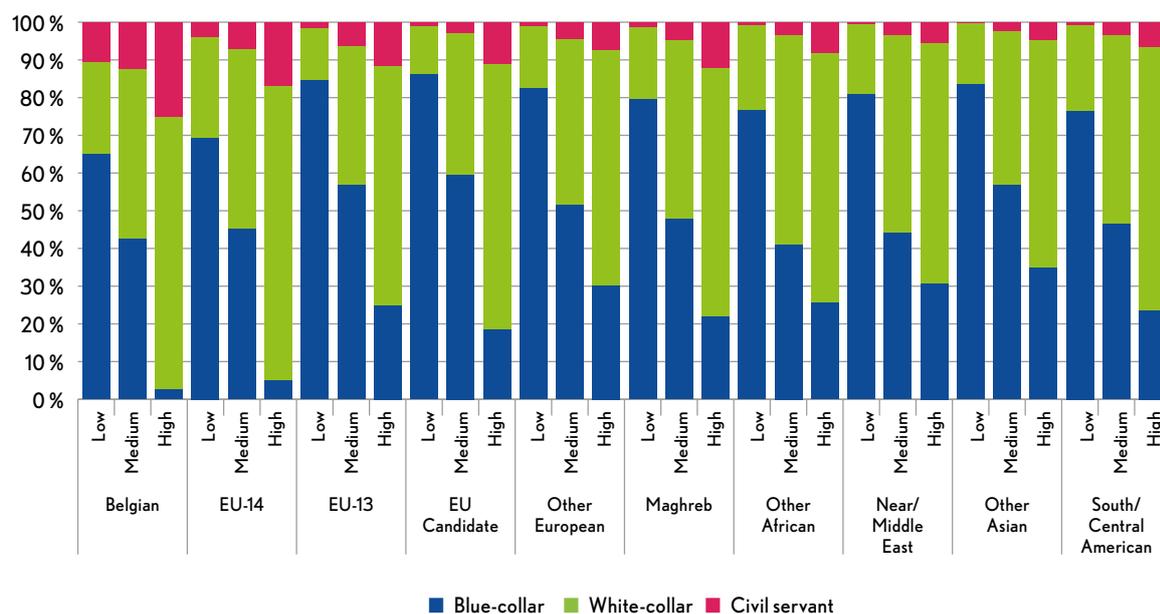
Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

<sup>104</sup> The sectors with the smallest numbers of employees (see above, graph 27) were not included in the graph.

Looking at the **types of contracts** (blue-collar workers, white-collar workers and civil servants) of the wage earners per level of qualification and origin, we see that higher education graduates with Belgian and EU-14 origin rarely have a contract as a blue-collar worker, while higher education graduates with Other European, Near/Middle Eastern and Other Asian origin work in

the status of blue-collar worker much more often than other origins, suggesting that they may not always end up in positions where they can make full use of their acquired competences. Individuals of EU Candidate origin with at most a lower secondary education certificate are the least likely to be employed as employees.

**Graph 49: Share of employed wage earners by type of contract, origin and level of qualification (18-64 years old, 2016)**

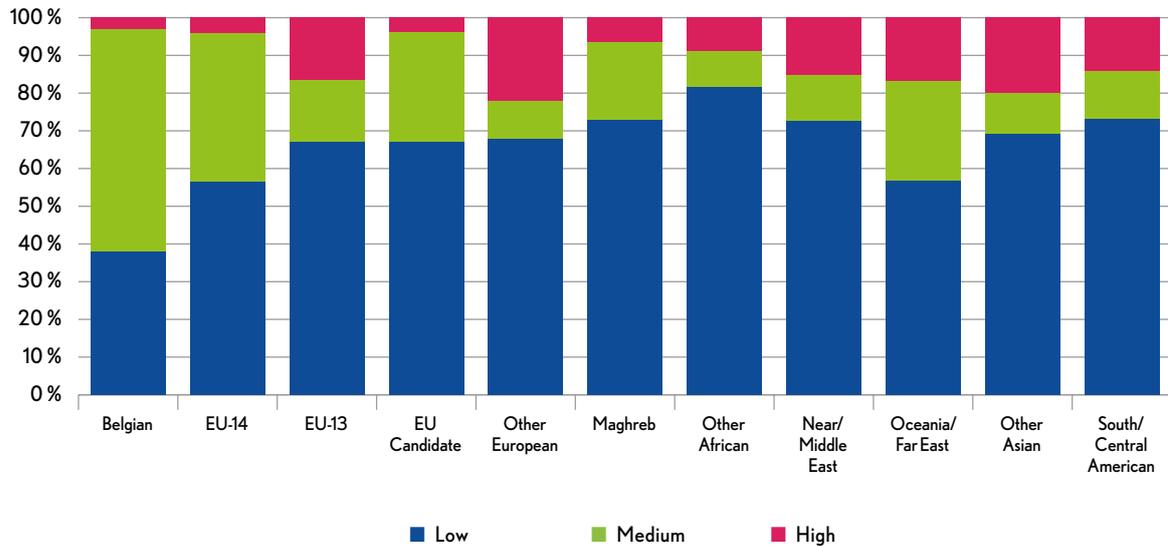


Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

The **service voucher sector** is a sector that mainly employs people who have completed at most lower secondary education. We already saw above that of the large sectors of activity (with more than 100,000 persons) sector N81 (household services, a sector in which we find the majority of companies using the system of service vouchers) contains the largest proportion of short-skilled workers. However, there are large differences between the origins in terms of

the composition of the group of service voucher employees. In the Belgian and EU-14 editions, we see a relatively high proportion of upper secondary school graduates. In the EU-13, Other European and Other Asian origin we see much larger shares of higher education graduates. Certainly, for origins with large shares of newcomers, the system does not seem to employ only persons with at most lower secondary education.

**Graph 50: Distribution of female employees in the system of service vouchers by level of qualification and origin (18-64 years old, 2016)**



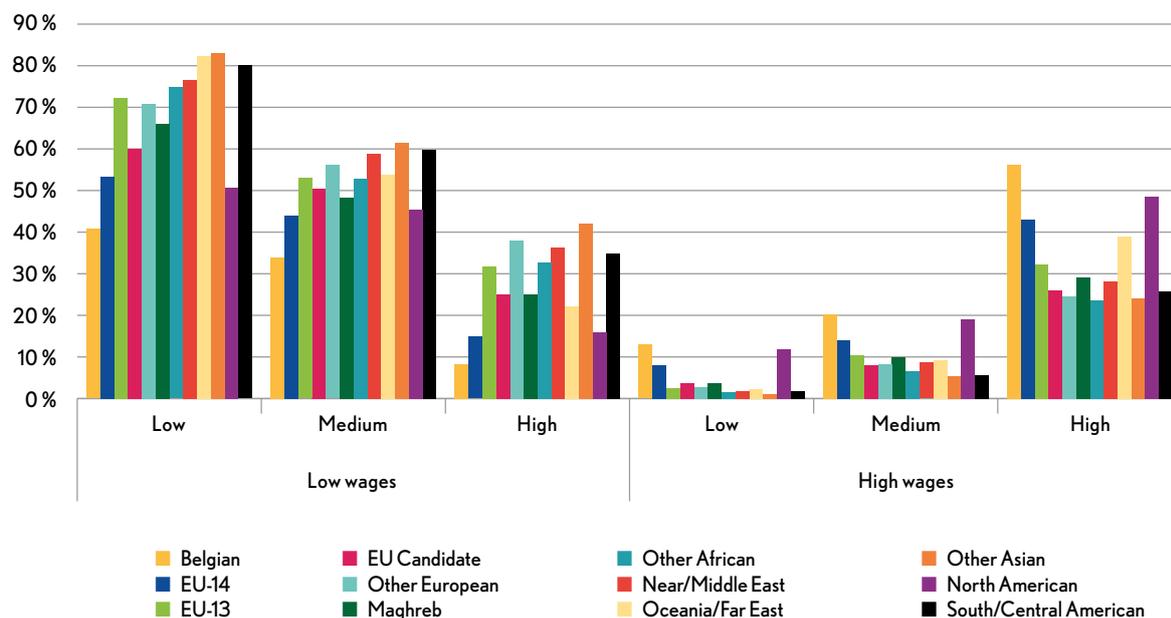
Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

Workers with higher education qualifications of all origins have not surprisingly smaller shares of low wages, and higher shares of high wages, than the other levels of education. However, within each level of qualification, people of Belgian origin have the lowest proportion of low wages, and the highest proportion of high wages (followed by North American origin). People of Other Asian origin have the highest proportion of low wages within each level of qualification, and the smallest proportion of high wages (except for the highly educated, where the Other African origin has a slightly smaller proportion). People of Belgian and North American origin also have the largest proportion of neutral wage

transitions, and this is most pronounced among higher education graduates. This may indicate that they start from the beginning at a wage level that matches their qualifications, while the others more often start below their level. The Other African origin has the largest share of positive wage transitions among graduates of upper secondary and higher education; among those who completed at most lower secondary, those of Near/Middle Eastern origin experienced the most positive wage transitions between 2011 and 2016. Like the analysis of the contract types above, the wage levels suggest that the talents of persons of foreign origin are not deployed optimally<sup>105</sup>.

<sup>105</sup> The descriptive analysis of the level of qualification and field of study (see below) in this chapter already gives strong indications of a stronger over-qualification (i.e. having a higher diploma than what is required for the position) of persons of foreign origin than those of Belgian origin. This is confirmed by the research of V. Jacobs, F. Rycx, B. Mahy & M. Volral (forthcoming), "The Heterogeneous Effects of Workers' Countries of Birth on Over-education".

**Graph 51: Share of the three lowest and the three highest wage deciles per level of qualification and origin (18-64 years old, 2016)**

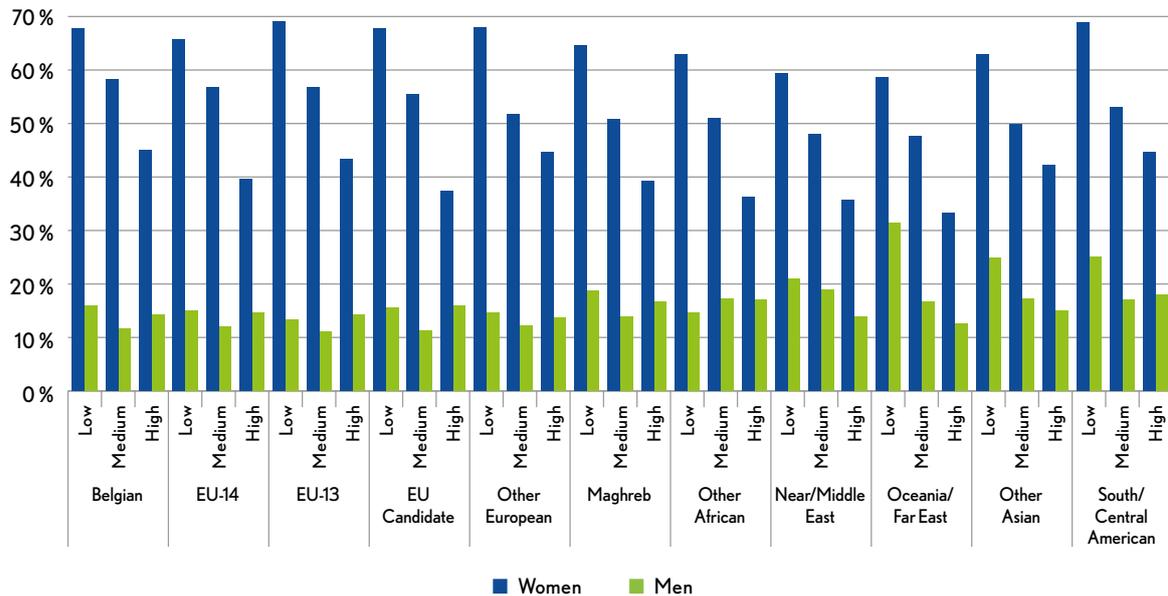


Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

Finally, the analysis of the level of qualification provides another remarkable observation when we look at the proportion of **part-time workers**. Women that completed at most a lower secondary education are much more likely to work part-time than others, and this for all origins (with percentages of part-time work ranging from 58% - for Oceania/Far East - to 69% - EU-13). Moreover, for all origins apart from Oceania/Far East, the gap between the proportion of male and female part-time students is widest among those who have completed at most lower

secondary education (for the latter origins, men with limited qualifications also very often work part-time). Educational attainment thus seems to be decisive for women’s share of part-time work, which is probably related to the fact that women with at most a lower secondary education certificate tend to earn less and thus suffer less loss of income when working fewer hours. It is noteworthy, however, that among the women with a higher education diploma, women of Belgian origin have the largest share of part-time work.

**Graph 52: Share of employed men and women working part-time, by origin and level of qualification (18-64 years old, 2016)**



Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

#### 4. FIELD OF STUDY

We know from publications such as the VDAB’s ‘Schoolverlatersenquête’ that not every field of study guarantees a smooth inflow into the labour market. Some diplomas are more popular with employers than others. That is why in this Socio-economic Monitoring we also want to look at the labour market situation of individuals according to their field of study, crossed with origin. The development of this variable was not easy given the existence of various educational structures in our country. The methodology and composition of the different domains was described in the chapter Demography. Given the often small numbers of graduates per educational domain, we will mainly discuss the employment rate (of 20-64-year olds) and we will only cross with a limited number of other variables.

Before discussing the situation of graduates by origin, we look at the major labour market indicators (employment, unemployment and inactivity) for the total population of Belgium by field of study and level of qualification. These

figures are probably no surprise to anyone familiar with the Belgian labour market and its bottleneck professions. The highest employment rate (over the whole period 2008-2016) is found among people with a degree in “dentistry” (85.4% in 2016). The employment rate of graduates from other domains in the ‘Health and welfare’ category (such as “therapy and rehabilitation”, “nursing and caring”, “medicine” and “pharmacy”) is also very high. In addition, we find employment rates of more than 80% for persons with degrees in ‘education’, “Agriculture, forestry and fishery” and “environmental protection”.

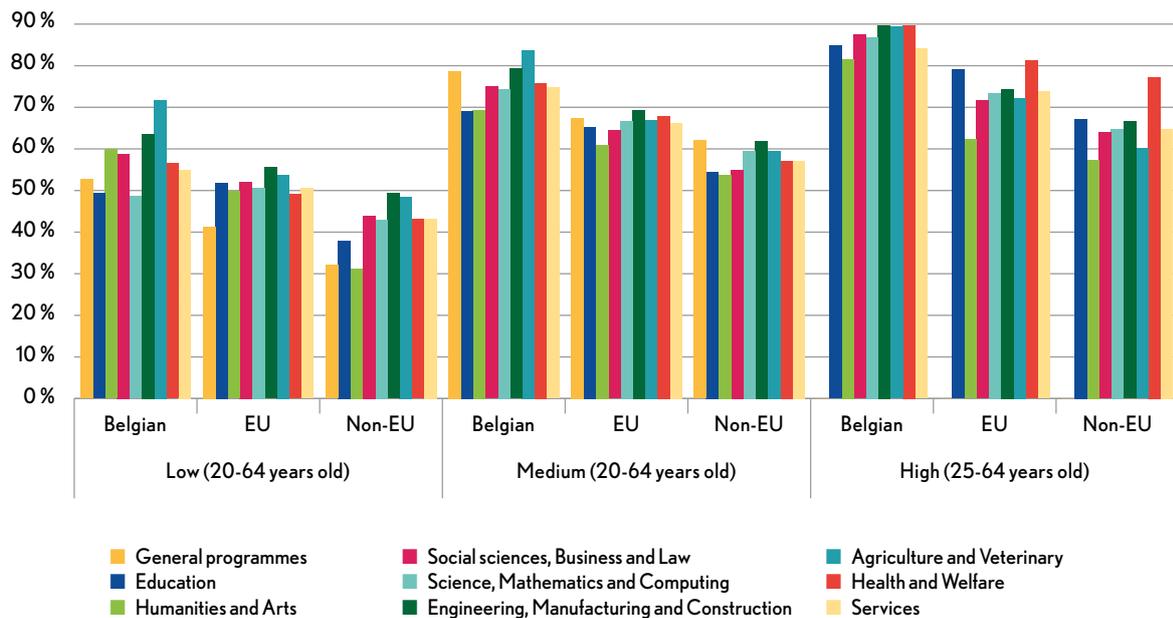
The lowest level of employment can be found among persons with a diploma in the domain of “Manufacturing and processing” (62.1% in 2016). However, this is also the study domain with the second highest percentage of persons who have completed at most lower secondary education (after the category ‘general programmes’, where by definition we find only lower and upper secondary education di-

plomas, and which has the second lowest employment rate). Individuals who nevertheless have a higher education diploma in the domain “Manufacturing and processing” have as high an employment rate as the other domains in the category ‘Engineering, Manufacturing and Construction’. Other domains with low employment rates (and at the same time the highest unemployment and inactivity rates) are “humanities”, “mathematics and statistics”, “arts” and - less pronounced - “political science and civics”.

Not surprisingly, the longer one studies, the higher their employment rate. This applies to persons with Belgian, EU and non-EU origin (because of the small numbers, the origins are grouped together in three categories).

However, the size of the gap between persons with Belgian and non-EU origin is not the same for each level of qualification. Among those who have completed at most lower secondary education, the employment gap is greatest in the field ‘humanities and arts’ (we know from the Demography chapter that the proportion of that type of diploma is relatively large among non-EU origin groups). In the case of people who have completed upper secondary education or who have a higher education diploma, the gap is greatest in the domain of ‘agriculture and veterinary’. For highly educated people, however, this only applies to men. Among women with a higher education diploma, the gap in employment is greatest in the category ‘Engineering, Manufacturing and Construction’.

**Graph 53: Employment rate by origin, field of study and level of qualification (2016)**



Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

If we look at the individual origins (figures that must be viewed with caution because of the small numbers), it again appears that similar diplomas do not offer the same opportunities on the labour market in 2016. Not surprisingly,

persons of Belgian origin have the highest employment rate with any field of study - with one exception in the domain “science (broad programmes)”<sup>106</sup> where persons of Oceania/Far East origin have a slightly higher employment

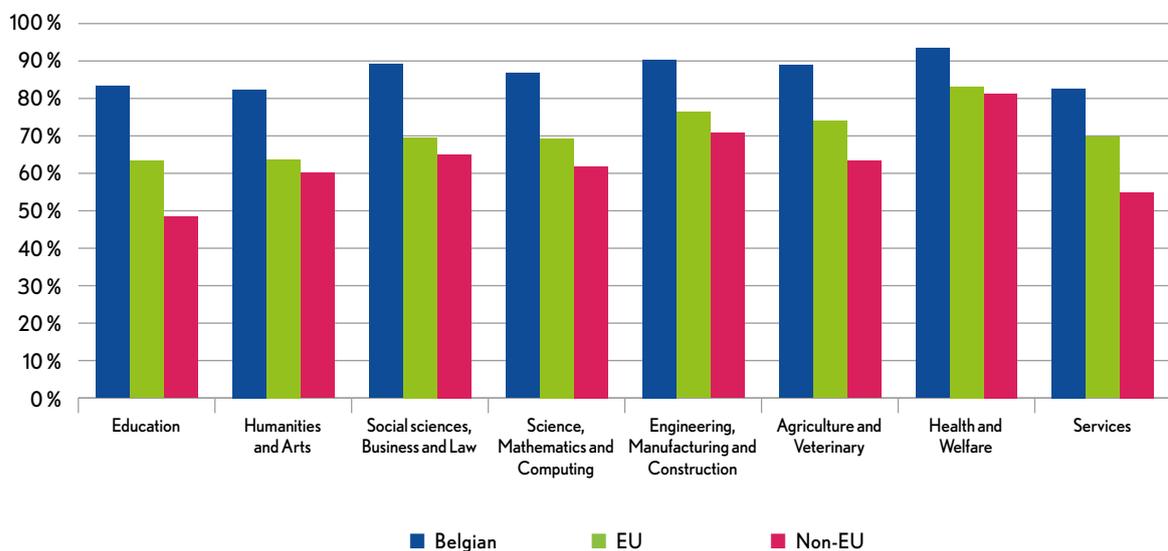
<sup>106</sup> This field has only tertiary education diplomas.

rate than those of Belgian origin (90.9 against 87.2%). For some fields of study, however, the employment gap between persons of Belgian and non-EU origin is much greater than for others. This is especially true for “humanities”, “environmental protection”, “Law” and “veterinary” (with differences of more than 30 percentage points)<sup>107</sup>. The smallest gaps can be found in the domains of “sciences (broad programmes)”, “security services”, “medicine” and the other domains under ‘Health and welfare’.

Of the various non-EU origin groups, those of Near/Middle Eastern origin again have the lowest employment rate (followed by those of Other African origin) with just about every field of study, but there are a few notable exceptions. Both for the persons with a degree in dentistry and those with a degree in medicine it is the origin group with the highest employment rate after the persons of Belgian origin.

Even if we only look at the holders of a master’s degree, it appears that the employment gap between persons of Belgian origin and persons of foreign origin remains very large, especially in the fields of ‘education’ and ‘services’. It is possible that in the sectors to which these degrees lead, knowledge of the local language is more important, which means that recent newcomers have an additional handicap. Also, for the domain ‘health and welfare’ (where masters of Belgian origin had an employment rate of 93.4% in 2016, and where there is thus clearly a lot of employment), there is still a gap of 12 percentage points between people of Belgian and non-EU origin. This is a much narrower employment gap than in the other domains, and the difference between persons of EU and non-EU origin is also very small here (1.9 percentage points). For the other fields of study, the difference between the employment rates of masters with Belgian and non-EU origin is between 20 and 25 percentage points.

**Graph 54: Employment rate of persons with a master’s degree by origin and field of study (25-64 years old, 2016)**



Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

<sup>107</sup> This finding applies to the three regions, but with a different ranking: in Brussels, the gap is greatest for “law” graduates (for “veterinary”, the gap is quite average), in the Flemish Region, the gap is greatest for graduates in “humanities” and “environmental protection” and in the Walloon Region for “veterinary”.

When we cross the fields of study with the salary levels, the category 'services' has the largest share of low salary deciles, and the category 'education' the smallest. The category 'sciences' has the largest share of high wages. However, we must of course again take the level of qualification into account here, because we already know that people with a higher education diploma have, on average, much higher wages than those who have completed at most upper secondary education, and much higher wages than those who have completed at most lower secondary education. In all fields of study, there is a very small proportion of low wages among those with a higher education diploma. For some fields of study, however, these differences between the shares are greater than others, particularly for 'Health and Welfare', 'education' and 'engineering, manufacturing and construction'. This is

where the wage gaps between level of qualifications are most pronounced.

To find out how salary levels vary per origin according to the field of study (and level of qualification), we look at the median salary deciles<sup>108</sup> per group (if the numbers are large enough). Again, we see that working people of Belgian origin have the highest median salary levels in almost all fields of study and levels of qualification, especially when they have a higher education diploma. Workers of EU-14 or North American origin are the closest. Persons with degrees in the fields of 'science' or 'engineering, manufacturing and construction' usually have a high median salary, but for persons of EU Candidate origin, longer studies within that domain seem to offer only a small added value<sup>109</sup>.

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<sup>108</sup> The wage decile in which the median wage is located: that is the value below and above which 50% of the wage earners are located. This makes it possible to determine which type of employee receives the highest wage. The median wage for all wage earners, regardless of origin, is in decile 5, i.e. the center between the 5<sup>th</sup> and 6<sup>th</sup> wage bracket.

<sup>109</sup> In the analysis of the NACE sectors we will see that higher education graduates in the domain of 'engineering, manufacturing and construction' of non-EU origin, compared to those of Belgian origin, are less likely to find themselves in high-wage sectors, but more likely to find themselves in hospitality, education or transport.

**Table 21: Median wage decile of employed persons by origin, field of study and level of qualification (18-64 years old, 2016)**

|   | Belgian          |        |      | EU-14       |        |      | EU-13          |        |      | EU Candidate           |        |      |
|---|------------------|--------|------|-------------|--------|------|----------------|--------|------|------------------------|--------|------|
|   | Low              | Medium | High | Low         | Medium | High | Low            | Medium | High | Low                    | Medium | High |
| General programmes                          | 6                | 7      | /    | 5           | 7      | /    | 3              | 6      | /    | 4                      | 5      | /    |
| Education                                   | 2                | 3      | 8    | 3           | 3      | 6    | :              | :      | 6    | :                      | :      | 5    |
| Humanities and Arts                         | 4                | 4      | 7    | 3           | 3      | 6    | 2              | 3      | 5    | 2                      | 4      | 5    |
| Social sciences, Business and Law           | 4                | 4      | 8    | 3           | 3      | 7    | 2              | 3      | 5    | 2                      | 3      | 5    |
| Science, Mathematics and Computing          | 4                | 6      | 9    | 3           | 4      | 8    | 2              | 4      | 7    | 3                      | 4      | 6    |
| Engineering, Manufacturing and Construction | 5                | 5      | 9    | 4           | 5      | 8    | 4              | 4      | 7    | 4                      | 4      | 7    |
| Agriculture and Veterinary                  | 4                | 4      | 8    | 3           | 3      | 7    | 2              | 2      | 5    | :                      | 3      | 4    |
| Health and Welfare                          | 2                | 4      | 8    | 2           | 3      | 7    | 2              | 3      | 7    | 2                      | 3      | 6    |
| Services                                    | 3                | 3      | 7    | 2           | 3      | 5    | 2              | 2      | 4    | 2                      | 2      | 4    |
| Unknown                                     | 4                | 4      | 8    | 3           | 4      | 7    | 2              | 3      | 3    | 3                      | 4      | 4    |
|   | Other European   |        |      | Maghreb     |        |      | Other African  |        |      | Near/Middle East       |        |      |
|   | Low              | Medium | High | Low         | Medium | High | Low            | Medium | High | Low                    | Medium | High |
| General programmes                          | 3                | 5      | /    | 4           | 5      | /    | 3              | 4      | /    | 3                      | 4      | /    |
| Education                                   | :                | :      | 5    | :           | 3      | 6    | :              | :      | 5    | :                      | :      | 5    |
| Humanities and Arts                         | 2                | 3      | 5    | 2           | 4      | 6    | 2              | 3      | 4    | 2                      | 3      | 5    |
| Social sciences, Business and Law           | 3                | 3      | 5    | 3           | 3      | 6    | 2              | 3      | 5    | 2                      | 2      | 6    |
| Science, Mathematics and Computing          | 2                | 3      | 7    | 3           | 4      | 7    | 2              | 3      | 6    | 2                      | 2      | 6    |
| Engineering, Manufacturing and Construction | 4                | 4      | 6    | 4           | 4      | 7    | 3              | 3      | 6    | 3                      | 3      | 7    |
| Agriculture and Veterinary                  | :                | 3      | 5    | 3           | 3      | 7    | :              | 3      | 5    | :                      | :      | 5    |
| Health and Welfare                          | 2                | 3      | 6    | 2           | 3      | 7    | 2              | 4      | 7    | :                      | 3      | 7    |
| Services                                    | 2                | 2      | 4    | 2           | 3      | 5    | 2              | 3      | 4    | 2                      | 2      | 4    |
| Unknown                                     | 2                | 3      | 3    | 3           | 3      | 4    | 2              | 3      | 3    | 2                      | 3      | 3    |
|   | Oceania/Far East |        |      | Other Asian |        |      | North American |        |      | South/Central American |        |      |
|   | Low              | Medium | High | Low         | Medium | High | Low            | Medium | High | Low                    | Medium | High |
| General programmes                          | 3                | 5      | /    | 3           | 3      | /    | 6              | 7      | /    | 3                      | 4      | /    |
| Education                                   | :                | :      | 7    | :           | :      | 4    | /              | /      | 6    | :                      | :      | 5    |
| Humanities and Arts                         | 2                | 4      | 6    | 2           | 2      | 4    | :              | 3      | 7    | 2                      | 2      | 4    |
| Social sciences, Business and Law           | 2                | 3      | 7    | 2           | 3      | 5    | :              | 3      | 7    | 2                      | 3      | 6    |
| Science, Mathematics and Computing          | 2                | 4      | 8    | 2           | 3      | 7    | :              | :      | 8    | 2                      | 3      | 7    |
| Engineering, Manufacturing and Construction | 3                | 4      | 8    | 3           | 4      | 7    | 4              | 5      | 9    | 3                      | 4      | 7    |
| Agriculture and Veterinary                  | :                | 3      | 7    | :           | 3      | 5    | :              | :      | :    | :                      | 2      | 6    |
| Health and Welfare                          | 3                | 3      | 7    | 2           | 3      | 6    | :              | 3      | 7    | 2                      | 3      | 6    |
| Services                                    | 2                | 3      | 5    | 2           | 2      | 4    | :              | 3      | 6    | 2                      | 3      | 4    |
| Unknown                                     | 2                | 3      | 5    | 2           | 3      | 3    | 3              | 3      | 8    | 2                      | 3      | 3    |

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

To find out why people of foreign origin are less likely to be employed, even with the same field of study and level of education, and earn less when they are employed, we need to look at whether there is a stronger skills mismatch among them. In other words: in which sectors do they end up, per field of study? And are they more often overqualified?

In 2016, within the total population, upper secondary education graduates mainly held degrees in 'engineering, manufacturing and construction', while higher education graduates mainly studied 'Social sciences, Business and Law'. Analysing the education data by NACE sector, employees in the sectors trade (G), transport and storage (H), information and communication (J), liberal professions and scientific and technical activities (M), administrative and support services (N) and arts, entertainment and recreation (R) share the general profile in 2016. For the total workforce who completed at most lower secondary education, the sectoral breakdown also changes little. This is because it mainly concerns students in 'engineering, manufacturing and construction', except for persons employed in the financial, insurance and real estate sectors (K and L), who more often come from 'general programmes'; just like graduates from upper secondary education in the latter sectors. Higher education graduates in sectors K and L, on the other hand, are more likely to hold degrees in 'Social sciences, Business and Law'.

In industry (B, C, D and E) and construction (F), 'engineering, manufacturing and construction' is the field of study par excellence for all levels of education. However, workers in industry mainly have a degree in the subcategory "engineering and engineering trades", while workers in construction tend to come from the fields of "architecture and construction". Not surprisingly, workers with upper secondary education are more likely to be employed in agriculture, forestry and fisheries (A) if they have a degree in the category 'agriculture and veterinary'; in housing and catering (I) if they have degrees in 'Social sciences, Business and Law'; and in

health and services (Q) if they have studies in 'Health and welfare'.

The distribution becomes more diverse when we cross with the variable origin. Regardless of the origin of the workers, 'engineering, manufacturing and construction' is still the most common field of study in industry (B, C, D, E) and construction (F), and 'Health and welfare' is the most important field of study among the workers in the health and services sector (Q). In the public sector (O), workers of all origins mostly had degrees in 'Social sciences, Business and Law' in 2011, while in 2016 workers with origins in Other Asian countries and the Near/Middle East more often studied 'arts and humanities'. Workers from the trade sector (G) with Belgian or EU Candidate origin are most likely to have degrees in 'engineering, manufacturing and construction', while all other origin groups working in this sector are most likely to have degrees in 'Social sciences, Business and Law'.

The table below shows a number of sectors where there are relatively large differences in the occurrence of certain study domains in the three aggregated origin groups (Belgian, EU, non-EU). In a number of sectors, workers of Belgian origin have relatively the most closely 'linked' diploma (e.g. in the industrial sectors (B, C, D, E) and transport and transport (H) they most often have a degree in 'engineering, manufacturing and construction'; and - when they have completed higher education - in the education sector (P) mainly a diploma in 'education'), while the foreign origins (especially the non-EU origins) have a more diverse distribution across fields of study. The same is true for trade (G) and the hotel and catering industry (I). In a number of other sectors we see just the opposite: persons of Belgian origin have a relatively diverse distribution over domains of study, and persons of foreign origin more often have the most 'obvious' diploma. The latter is particularly striking in sectors J, K and L (information and communication, finance and insurance, and real estate). Thus, there seems to be a kind of inverse skills mismatch, in which persons of Belgian origin with all kinds of diplomas end up in sectors with relatively high wages,

and persons with non-EU origin only when they have a specific diploma; but at the same time persons of foreign origin with all kinds of education more often end up in sectors with relatively low wages. The differences in the distribution

between fields of study between the origins are generally the greatest for short-skilled people, except in education, where the phenomenon is particularly striking among higher education graduates.

**Table 22: Breakdown of the fields of study among employees in 6 sectors according to origin and level of qualification (20-64 years old, 2016)<sup>110</sup>**

|   | Industry (B, C, D, E) |         |       |        |         |       | Transport (H) |         |       |        |         |       |       |       |       |       |       |       |
|---|-----------------------|---------|-------|--------|---------|-------|---------------|---------|-------|--------|---------|-------|-------|-------|-------|-------|-------|-------|
|   | Belgian               |         |       | Non EU |         |       | Belgian       |         |       | Non EU |         |       |       |       |       |       |       |       |
|   | Low                   | Average | High  | Low    | Average | High  | Low           | Average | High  | Low    | Average | High  |       |       |       |       |       |       |
| General programmes                          | 14.8%                 | 8.9%    | /     | 16.6%  | 8.4%    | /     | 20.5%         | 13.4%   | /     | 21.0%  | 17.6%   | /     | 19.6% | 12.6% | /     | 17.7% | 15.2% | /     |
| Education                                   | 0.0%                  | 0.0%    | 3.4%  | :      | :       | 2.7%  | :             | :       | 3.8%  | 0.1%   | 0.0%    | 6.2%  | :     | :     | 5.1%  | :     | :     | 4.7%  |
| Humanities and Arts                         | 2.7%                  | 3.8%    | 6.7%  | 4.6%   | 4.6%    | 7.4%  | 13.8%         | 3.8%    | 5.3%  | 3.1%   | 3.9%    | 7.6%  | 5.2%  | 5.1%  | 8.4%  | 9.4%  | 3.6%  | 5.3%  |
| Social sciences, Business and Law           | 4.8%                  | 10.6%   | 30.0% | 6.6%   | 11.4%   | 34.1% | 7.5%          | 14.5%   | 31.9% | 6.8%   | 17.6%   | 48.0% | 9.8%  | 20.1% | 46.9% | 15.3% | 26.8% | 47.6% |
| Science, Mathematics and Computing          | 0.8%                  | 2.2%    | 12.0% | 1.1%   | 2.3%    | 14.6% | 3.6%          | 2.7%    | 16.9% | 0.9%   | 1.5%    | 7.2%  | 1.3%  | 1.7%  | 8.0%  | 4.5%  | 2.4%  | 11.4% |
| Engineering, Manufacturing and Construction | 71.1%                 | 65.3%   | 37.9% | 64.8%  | 63.3%   | 32.0% | 48.8%         | 58.7%   | 32.3% | 61.1%  | 45.5%   | 18.5% | 55.1% | 45.6% | 17.8% | 44.9% | 42.0% | 20.1% |
| Agriculture and Veterinary                  | 1.5%                  | 1.7%    | 3.5%  | :      | :       | 3.1%  | :             | :       | 2.5%  | 1.9%   | 2.3%    | 1.4%  | :     | :     | 1.0%  | :     | :     | 1.6%  |
| Health and Welfare                          | 1.0%                  | 2.2%    | 4.7%  | 1.2%   | 2.6%    | 4.3%  | 1.1%          | 2.5%    | 5.2%  | 1.0%   | 2.7%    | 5.1%  | 1.7%  | 3.2%  | 4.1%  | 2.1%  | 3.1%  | 4.1%  |
| Services                                    | 3.1%                  | 5.4%    | 1.8%  | 4.4%   | 6.3%    | 1.9%  | 4.1%          | 4.1%    | 2.1%  | 3.9%   | 8.9%    | 6.1%  | 6.0%  | 10.3% | 8.7%  | 5.6%  | 6.4%  | 5.1%  |

|   | Hospitality (I) |         |       |        |         |       | Education (P) |         |       |        |         |       |       |       |       |       |       |       |
|---|-----------------|---------|-------|--------|---------|-------|---------------|---------|-------|--------|---------|-------|-------|-------|-------|-------|-------|-------|
|   | Belgian         |         |       | Non EU |         |       | Belgian       |         |       | Non EU |         |       |       |       |       |       |       |       |
|   | Low             | Average | High  | Low    | Average | High  | Low           | Average | High  | Low    | Average | High  |       |       |       |       |       |       |
| General programmes                          | 21.9%           | 10.1%   | /     | 24.6%  | 10.6%   | /     | 24.3%         | 19.4%   | /     | 19.0%  | 14.2%   | /     | 22.7% | 13.0% | /     | 21.0% | 15.0% | /     |
| Education                                   | 0.2%            | 0.1%    | 10.7% | :      | :       | 7.1%  | :             | :       | 6.0%  | :      | :       | 59.8% | :     | :     | 50.4% | :     | :     | 36.2% |
| Humanities and Arts                         | 4.7%            | 5.8%    | 10.6% | 9.1%   | 6.4%    | 13.8% | 29.2%         | 5.0%    | 8.1%  | 4.5%   | 5.8%    | 10.4% | 5.7%  | 6.6%  | 14.0% | 22.0% | 4.4%  | 12.2% |
| Social sciences, Business and Law           | 11.1%           | 16.0%   | 39.4% | 12.2%  | 18.8%   | 43.3% | 10.8%         | 22.7%   | 45.3% | 12.8%  | 20.7%   | 10.7% | 12.7% | 19.8% | 15.3% | 13.8% | 32.4% | 21.8% |
| Science, Mathematics and Computing          | 1.2%            | 1.0%    | 4.9%  | 1.1%   | 1.3%    | 4.4%  | 3.3%          | 1.6%    | 10.8% | 1.7%   | 1.5%    | 4.4%  | :     | :     | 5.5%  | 4.9%  | 1.9%  | 9.9%  |
| Engineering, Manufacturing and Construction | 35.3%           | 23.3%   | 9.1%  | 27.1%  | 21.0%   | 8.2%  | 19.6%         | 24.3%   | 12.7% | 43.9%  | 27.7%   | 3.9%  | 38.7% | 27.0% | 3.6%  | 23.7% | 20.6% | 7.7%  |
| Agriculture and Veterinary                  | 1.2%            | 1.2%    | 1.8%  | :      | :       | 1.0%  | :             | :       | 1.4%  | :      | :       | 1.0%  | 1.2%  | 0.9%  | 0.9%  | :     | :     | 1.0%  |
| Health and Welfare                          | 4.2%            | 5.8%    | 11.2% | 4.1%   | 5.9%    | 8.2%  | 2.1%          | 5.1%    | 6.6%  | 5.1%   | 14.5%   | 8.6%  | 3.4%  | 15.8% | 9.4%  | 4.8%  | 15.1% | 10.5% |
| Services                                    | 20.2%           | 36.7%   | 12.3% | 21.0%  | 34.8%   | 14.0% | 10.4%         | 21.5%   | 9.1%  | 11.3%  | 13.9%   | 1.1%  | 14.6% | 15.0% | 0.9%  | 9.5%  | 10.1% | 0.8%  |

|   | Information and communication (J) |         |       |        |         |       | Finance, insurance and real estate (K, L) |         |       |        |         |       |       |       |       |       |       |       |
|---|-----------------------------------|---------|-------|--------|---------|-------|---|---------|-------|--------|---------|-------|-------|-------|-------|-------|-------|-------|
|   | Belgian                           |         |       | Non EU |         |       | Belgian                                   |         |       | Non EU |         |       |       |       |       |       |       |       |
|   | Low                               | Average | High  | Low    | Average | High  | Low                                       | Average | High  | Low    | Average | High  |       |       |       |       |       |       |
| General programmes                          | 29.8%                             | 24.4%   | /     | 31.6%  | 22.7%   | /     | 37.4%                                     | 16.8%   | /     | 40.8%  | 40.9%   | /     | 41.4% | 30.5% | /     | 33.8% | 20.3% | /     |
| Education                                   | :                                 | :       | 3.2%  | :      | :       | 2.2%  | :   | :       | 1.3%  | :      | :       | 7.3%  | :     | :     | 3.1%  | :     | :     | 2.0%  |
| Humanities and Arts                         | 4.3%                              | 8.1%    | 13.9% | 6.6%   | 9.8%    | 14.0% | :   | :       | 7.9%  | 3.7%   | 4.6%    | 5.9%  | 4.8%  | 5.5%  | 6.2%  | 11.2% | 5.5%  | 4.5%  |
| Social sciences, Business and Law           | 10.8%                             | 22.9%   | 34.0% | 15.6%  | 25.6%   | 39.3% | 24.8%                                     | 39.3%   | 40.5% | 17.1%  | 30.4%   | 66.9% | 16.8% | 34.3% | 70.7% | 19.8% | 45.5% | 73.5% |
| Science, Mathematics and Computing          | 0.8%                              | 5.6%    | 27.1% | :      | :       | 26.2% | :   | :       | 28.0% | :      | :       | 7.9%  | :     | :     | 7.9%  | 2.6%  | 2.8%  | 8.9%  |
| Engineering, Manufacturing and Construction | 48.2%                             | 30.5%   | 17.9% | 33.2%  | 25.7%   | 14.8% | 16.8%                                     | 19.0%   | 18.2% | 29.2%  | 13.1%   | 6.0%  | 26.8% | 15.9% | 6.0%  | 19.5% | 13.1% | 6.1%  |
| Agriculture and Veterinary                  | :                                 | :       | 0.6%  | :      | :       | 0.5%  | :   | :       | 0.9%  | 1.4%   | 0.8%    | 0.6%  | :     | :     | 0.5%  | :     | :     | 0.3%  |
| Health and Welfare                          | 1.1%                              | 2.3%    | 2.2%  | :      | :       | 1.4%  | :   | :       | 2.1%  | 1.7%   | 2.7%    | 3.5%  | 2.2%  | 3.3%  | 2.8%  | 2.9%  | 3.8%  | 2.2%  |
| Services                                    | 4.2%                              | 5.5%    | 1.0%  | 7.7%   | 7.0%    | 1.6%  | 9.8%                                      | 6.3%    | 1.2%  | 5.2%   | 6.0%    | 1.9%  | 6.8%  | 8.2%  | 2.8%  | 9.5%  | 8.8%  | 2.6%  |

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS/ELSD/Unia.

110 The origins have been grouped into three categories because of the small numbers. In the statistical appendices you will find the figures for each origin separately.

Finally, in the public sector, for all origins, we find the most diverse distribution across the fields of study, which is not surprising since there are very diverse professions to be found there. The most common fields are ‘education’ (21.7% of workers in 2016), followed by “Business and Administration” (11.9%), “engineering and engineering trades” (9.8%) and ‘general programmes’ (9.1%). Again, the distribution is not the same for all origins. Among government staff of EU Candidate, Maghreb, South/Central America and Other European origin, the study

domain “Business and Administration” is the most strongly represented, followed by “nursing and caring” and “humanities” among the Other African origin. The number of graduates in “Humanities” has risen sharply in this group: in 2011 the number of graduates was only 4.6%, in 2016 it was already 9.8% (there was also a clear increase in absolute figures, from 278 to 833 persons). Among government employees from the Near/Middle East and Other Asian countries, “Humanities” is the most strongly represented field of study (18.8% and 16.6%)<sup>111</sup>.

## 5. LABOUR MARKET SITUATION BY ORIGIN IN 2016

Below is a summary of the main findings from this chapter for each of the different origins in 2016. In addition to the difficulties that a number of origins appear to face more than others, we would like to point out beforehand the structural disadvantage that a number of groups are facing: think of people with at most a lower secondary education certificate, people over 55 years of age, women/mothers and recent migrants. People of foreign origin who are at the same time part of one or more of these groups traditionally have a hard time in our labour market and deserve extra attention.

### 5.1. Belgian origin

The situation of persons of Belgian origin on the labour market is particularly stable. Their employment rate rose slightly, as did their inactivity rate. This stability is reflected in their low mobility: the Belgian origin has a relatively high proportion of long-term unemployed and at the same time a very high duration of employment (number of years worked over a period of 10 years). The high proportion of neutral transitions is also striking in terms of wages, albeit at an already high salary level. We therefore find them more often than other origins in stable, relatively well-paid jobs. However, we also saw that the situation

of persons of Belgian origin who completed at most lower secondary education deteriorated in several respects between 2008 and 2016, so it is by no means a homogeneous origin group.

### 5.2. EU-14 origin

The situation of persons with EU-14 origin resembles closest that of the Belgian origin, despite the great underestimation of their employment rate<sup>112</sup>. Their employment and activity rates are less high than those of persons of Belgian origin, but better than all the others. Moreover, the indicators related to job quality (wages, type of contract) also show that their situation has evolved favourably.

### 5.3. EU-13 origin

The composition of this origin changed quite substantially between 2008 and 2016: in particular, the share of recent newcomers increased considerably (from 48.9 to 69.7%). Nevertheless, they experienced the second strongest increase in the employment rate (and the strongest among women), despite the underestimation of the employment rate for all those originating from EU Member States. This can partly be explained by the abolition of the obligation to have a work per-

<sup>111</sup> Note that there are differences not only between the origins, but also between female and male civil servants (partly in line with the demographic distribution, see chapter Demography). Moreover, there are (relatively small) differences between the occurrence of the fields of study in the three regions. All figures can be found in the statistical appendices.

<sup>112</sup> By about 10 percentage points. See: Desiere et al. (2018).

mit, which has made persons visible in the figures that may have been working here before. The proportion of long-term unemployed also fell sharply with this origin. On the other hand, female workers continue to be strongly over-represented in low wage levels, which is reflected in a large gender pay gap for this origin. Indeed, these women (both those who completed lower and upper secondary education) are very often found in the poorly paid cleaning sector and the professions where service vouchers are used.

#### 5.4. EU Candidate origin

The EU candidate origin has slightly improved its position since 2014, mainly due to a relatively sharp decline in the unemployment rate. However, the outflow from work to inactivity remains relatively high. The employment gap between women and men has traditionally been the highest for this origin (a gap of 22.8 percentage points in 2016), as has the gender pay gap. The employment gap between women and men in a family with child(ren) also remains markedly high. Finally, this origin is characterised by a higher outflow to incapacity for work than the other origins.

#### 5.5. Other European origin

The strongest increase in the employment rate is found among persons of other European origin, and the increase occurs at almost all intersections of age, region and level of qualification. At the same time, however, it is also a group traditionally plagued by a number of difficulties, particularly among people who are not in employment. On the one hand, it is the group with the strongest increase in the proportion of inactive persons in incapacity for work or invalidity. The outflow from unemployment to work is difficult, and also among those who received a social welfare benefit at the end of 2014, those of Other European origin are the least likely to become employed.

#### 5.6. Maghreb origin

The situation of people from the Maghreb on the labour market has improved in several areas in recent years. The share of second-generation

Belgians has also increased relatively strongly here, but this does not yet appear to be a guarantee for problem-free integration into the labour market. Unemployment remains highest among people of Maghreb origin. And there is a large gap between the employment rates of women and men. What is striking is that graduates of higher education of Maghreb origin in Brussels, of all non-Belgian origins, do best in terms of employment.

#### 5.7. Other African origin

The proportion of Belgian nationals among persons of Other African origin also increased, but they too continue to face structural problems such as a high unemployment rate, many long-term unemployed and limited outflow into employment. Moreover, a large proportion of them are found in the lowest wage deciles and in temporary agency work. Their inactivity rate declined relatively the most. It is also striking that longer studies, seems to yield relatively little for this group (at least in terms of employment and wages). We look at this origin in greater detail, and per country of origin, in the chapter on persons with origin in the Democratic Republic of Congo, Rwanda and Burundi.

#### 5.8. Near/Middle-Eastern origin

Persons of Near/Middle Eastern origin have the lowest employment rate and are the only ones for whom most indicators have deteriorated since 2014. They have the highest proportion of inactive people, with, moreover, an increase in the proportion of social welfare benefit recipients among inactive people, even among people with a higher education degree. The trend in salary levels is also unfavourable, with an increase in the proportion of low wages and a decrease in the proportion of high wages. It is also the group with the smallest share of civil servants. The situation of this group can be partly explained more easily than that of previous groups. In fact, it increasingly consists of people who arrived in Belgium very recently (see Demography chapter), and who therefore have to face additional challenges (such as insufficient knowledge of our employment services, language skills) in order to find their way on the labour market.

### 5.9. Oceania/Far Eastern origin

The figures for the main labour market indicators are above average for persons of Oceania/Far East origin (in Flanders, their position is relatively worst). They have a relatively low unemployment rate, and, in contrast to other origins, the employment rate has improved even for those who have completed at most lower secondary education. The differences between the latter and people with a higher education diploma are relatively small in all respects. This can be explained, among other things, by the fact that they are strongly represented in the hospitality sector, where there has been a high demand for personnel for years.

### 5.10. Other Asian origin

The Other Asian origin has a less pronounced profile on the labour market in terms of employment, unemployment or inactivity. However, the proportion of people in the lowest wage brackets remains markedly high. And the share of part-time work is also high, among men even the highest of all origins. At all levels of education, they work relatively often in sectors such as the retail trade and the hotel and catering industry, which explains both the low wages and part-time work.

### 5.11. South/Central American origin

The employment rate of people of South/Central American origin has risen relatively sharply, and their long-term unemployment rate has also been among the lowest for several years. It is again a group with a strong share of low wages, and especially women are often found in short-term contracts. Not surprisingly, since one third of the employed women of South/Central American origin work in the service voucher sector.

### 5.12. North American origin

In the case of persons of North American origin, it should be borne in mind that this group consists of a very small number, with, moreover, a relatively large number of missing data. Both the employment rate and the unemployment rate of this origin are very low, but a large proportion of the inactive are probably employed by international organisations such as NATO. Furthermore, throughout the entire period analysed we have seen a permanently high proportion of high to very high wages in this group, which is related to their high level of qualification and to the fact that they are least often employed as blue-collar workers.





# 3

## CITIES



## KEY ELEMENTS

- › There are large differences between cities in terms of the gaps between the origins. The history of a city (an industrial past or a large proportion of recent newcomers, for example) only partly explains these differences.
- › We can make few predictions on the basis of the characteristics of a city: for example, it is not the case that larger cities always have a greater gap between the origins, or Flemish cities have a greater/smaller gap than Walloon cities.
- › The level of qualification has an important influence on labour market participation everywhere.
- › The labour market situation of people of Near/Middle Eastern origin is by far the worst of all origins in almost every city. That of people of Oceania/Far Eastern origin is second only to those with Belgian and EU origin, except in Brussels.
- › The employment gap between persons with Belgian and non-EU origin is greatest in Leuven, Eupen and Verviers, and smallest in Bruges, Charleroi and Wavre.

In inequality research, there is a large consensus that urbanisation goes hand in glove with a greater degree of inequality. We already know from this and previous editions of the Socio-economic Monitoring that Brussels indeed has more pronounced inequalities compared to the other regions: on the one hand, wages are relatively high in Brussels, for example, and on the other hand (long-term) unemployment is also high compared to the rest of the country. In order to examine whether cities are more heterogeneous in general, and to see where the differences between the origins are greatest, we will in this chapter divide the 19 municipalities of Brussels into 5 subgroups on the basis of the average income level<sup>113</sup>, and we will examine the differences between the origin groups in 16 other cities: Antwerp, Mons, Bruges, Charleroi, Eupen, Genk, Ghent, Hasselt, La Louvière, Leuven (with Oud-Heverlee), Liège (with Seraing), Malines, Namur, Verviers, Vilvoorde and Wavre. In select-

ing the cities, we sought a mix of, on the one hand, the cities with the largest number of inhabitants (Brussels, Antwerp, Ghent, Charleroi and Liège) and, on the other hand, cities which form interesting case studies because of their specific migration background (for example, Vilvoorde and Genk). In addition, we ensured a spread across the regions and communities.

In this chapter we first discuss the demographic characteristics of the different cities. Which origin groups are most strongly represented? And to what extent are they recent immigrants or second/third generations? Next, for the three main labour market indicators (employment, unemployment, inactivity) we look at where the gap between Belgians and non-Belgians is the largest. Finally, we look at a few specific cases where there are marked differences in the situation of the different origins.

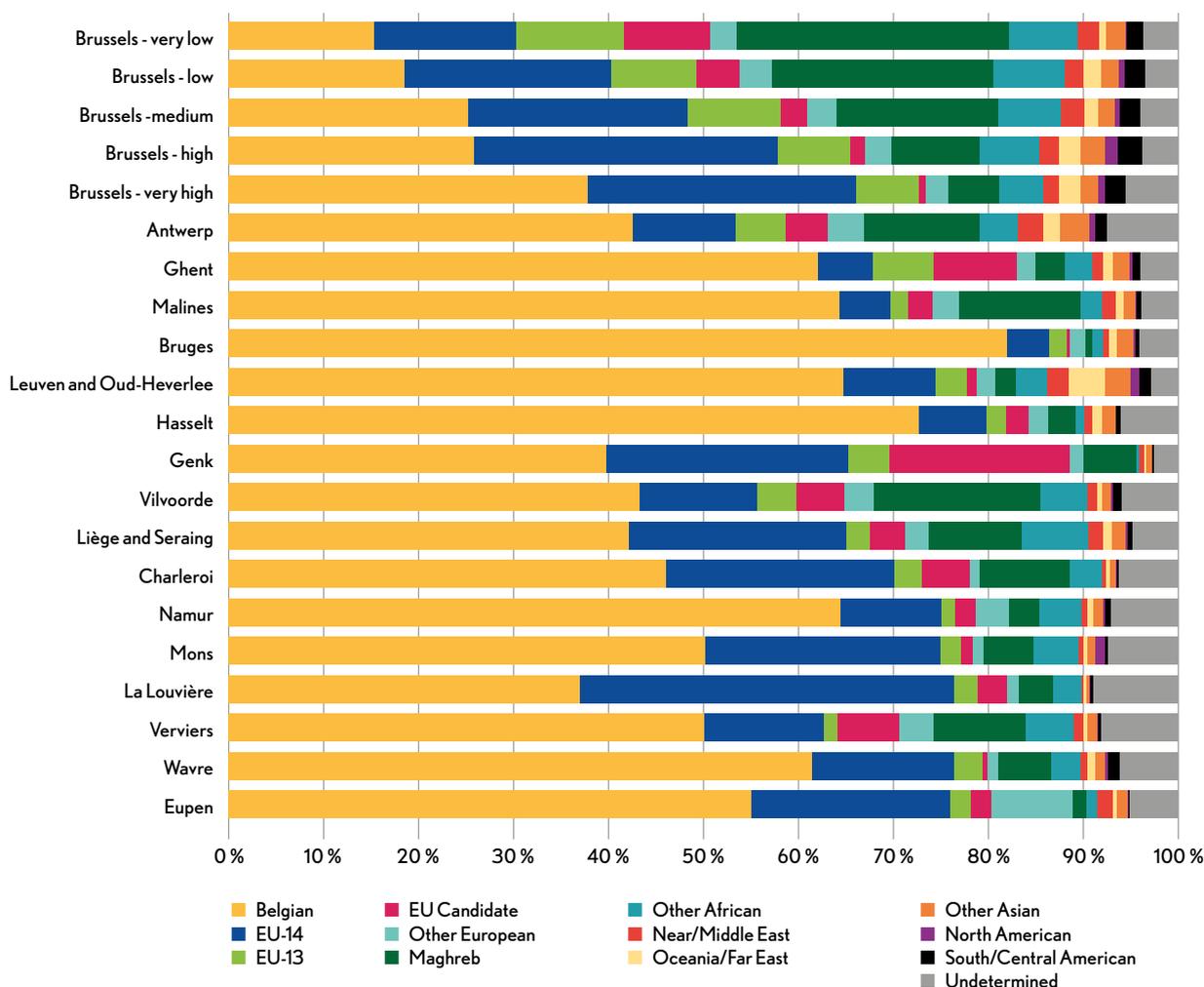
## 1. DEMOGRAPHIC CHARACTERISTICS PER CITY

When we divide the population (18-64 years old) per city into groups of origin, it is clear at a glance that there are major differences between Belgian cities. While a city like Bruges has only a 14.0% share of persons of foreign origin (all generations taken together), there are also several Belgian cities with shares of more than 50% of

persons of non-Belgian origin (notably Antwerp, Brussels, Charleroi, Genk, La Louvière, Liège and Vilvoorde). The municipalities of Brussels with the lowest average incomes (these are Saint-Josse-ten-Noode, Molenbeek, Anderlecht and Schaerbeek) have by far the largest proportion of residents of foreign origin (81.0%).

<sup>113</sup> The subgroup 'Brussels - very low incomes' consists of Sint-Joost-ten-Node, Sint-Jans-Molenbeek, Anderlecht and Schaerbeek. 'Brussels - low incomes' comprises the municipalities of Brussels, Saint-Gilles, Koekelberg and Evere. 'Brussels - average incomes' includes Etterbeek, Forest, Jette and Ganshoren. 'Brussels - high incomes' comprises Berchem-Sainte-Agathe, Ixelles and Woluwe-Saint-Lambert. 'Brussels - very high incomes' comprises the municipalities of Auderghem, Uccle, Watermael-Boitsfort and Woluwe-Saint-Pierre. Source: IBSA.Brussels, Monitoring des quartiers, 2018.

**Graph 55: Population by origin and city (18-64 years old, 2016)**



Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

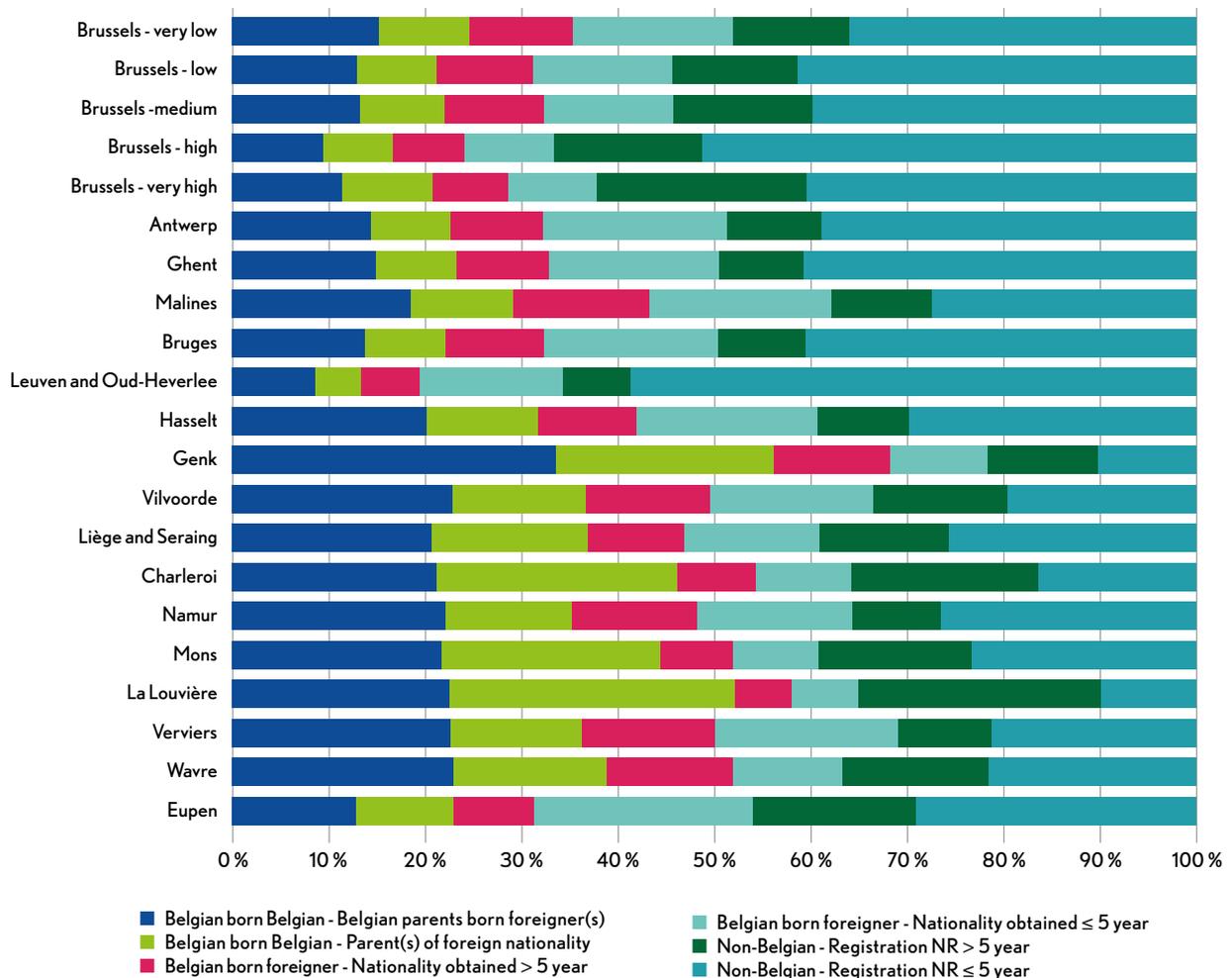
Subsequently, the persons of foreign origin (i.e. without the indeterminate) were further broken down according to their migration background. Again, it appears that the population in the different cities does not have the same characteristics. A number of cities have a pronouncedly high proportion of persons of foreign nationality (registered in the National Register for more or less than 5 years). In the case of Louvain and the municipalities of Brussels with high and very high wage levels, this represents a share of more than 60% of the persons of foreign origin. In both cases these are for a significant part foreigners working for international companies or organ-

isations and - as we shall see below - a relatively large proportion of them has a higher education diploma.

The share of second-generation Belgians among persons of foreign origin is generally around 20%, but is much lower in Leuven, Brussels, Eupen and Bruges. Genk has by far the highest proportion of second generation migrants, which is not surprising given the important groups of foreigners (including Poles, Italians and Turks) who were attracted to work in the Genk coal industry<sup>114</sup> as early as the 1920s.

<sup>114</sup> And also in the major Walloon mining towns (Mons, Charleroi and La Louvière). See the historical sketch in the chapter Persons with origin in the EU.

**Graph 56: Population of foreign origin by migration background and city (18-64 years old, 2016)<sup>115</sup>**



Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

Before analysing the labour market situation of the different origins in the different cities, we also identify some other characteristics of the population, notably age, level of qualification and gender, since we know that these characteristics are linked to different labour market challenges. Due to their small numbers in some cities, we have grouped the origins in Belgians, EU Member States, and non-EU countries.

With regard to the distribution of origins by **level of qualification**, in all cities we find the largest shares of holders of at most lower secondary education certificates among non-EU originators,

followed by EU origin and finally Belgian origin (see graph below). For higher education graduates, we see just the opposite (in particular, that Belgians most often complete higher education, followed by persons of origin in an EU Member State), with the exception of Mons where the share of higher education graduates among non-EU originators is slightly higher than among EU originators. However, without exception, the Belgian origin always has the highest proportion of higher education graduates<sup>116</sup>. The highest proportions of people with at most a lower secondary education certificate among non-EU originators can be found in Verviers, Antwerp,

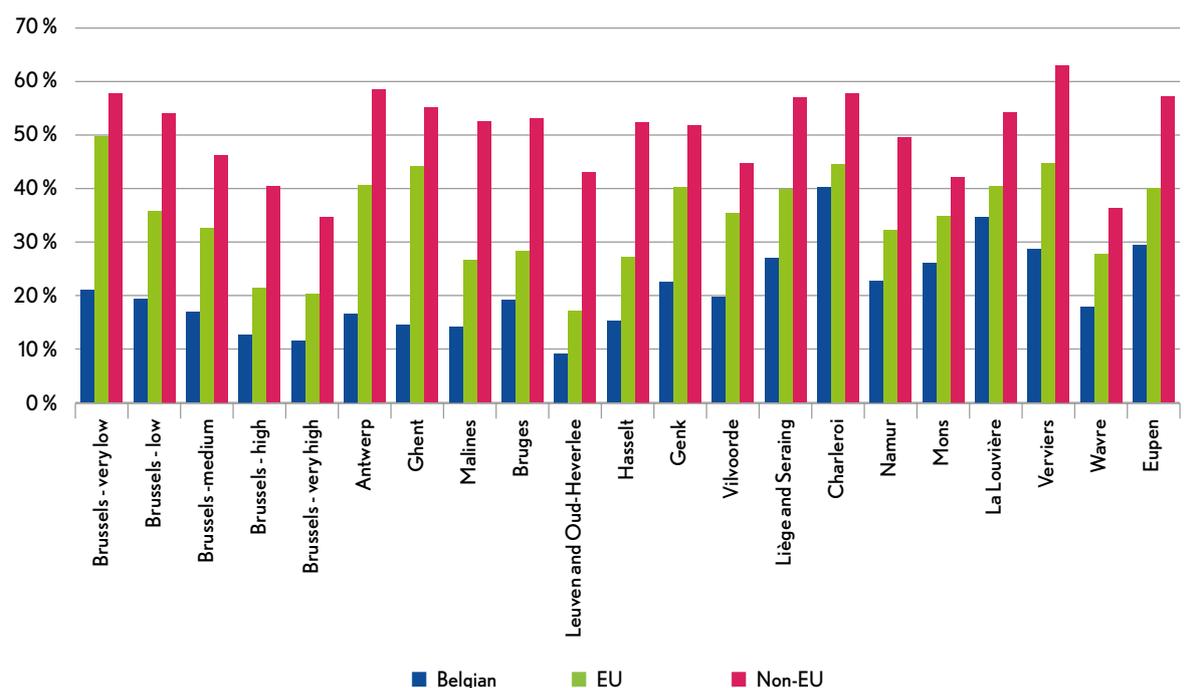
<sup>115</sup> Excluding undetermined.

<sup>116</sup> See statistical annexes.

Charleroi, Liège, Eupen and the municipalities of Brussels with the lowest income levels. In these cities, persons of EU-origin also have a relatively high proportion of persons who have completed at most lower secondary education. In Charleroi, this proportion is also remarkably high among Belgians (and it is a group whose socio-economic position has deteriorated in many areas, as we already know from the Labour Market chapter). In Genk and Verviers, the share of higher education graduates among non-EU originals is lowest. In Charleroi and La Louvière, higher education graduates are relatively poorly represented among all origins.

The highest proportion of people with a higher education diploma can be found for all origins in the municipalities of Brussels with high and very high income levels, and in Leuven. These are also the cities with the highest proportion of master's degrees among people of non-Belgian origin. Moreover, Leuven is the city with the highest proportion of people with a doctoral degree among both Belgian, EU and non-EU originals (respectively 3.8 and 3.0% of 25-64-year olds have completed a doctoral degree there, compared to 0.51 and 0.36% in the whole of Belgium). Charleroi, Genk, La Louvière and Verviers have the smallest shares of masters and doctors among persons of foreign origin.

**Graph 57: Share of persons with at most lower secondary education by origin and city (25-64 years old, 2016)<sup>117</sup>**



Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

In all the cities included in this chapter, the population of non-EU origin is the youngest (it has the largest proportion of 18-29-year olds and the smallest proportion of over-55s). Not surprisingly, Genk has the highest proportion of

over-55s among non-EU immigrants, as it also has the largest group with a long history of migration (relatively many second-generation Belgians and people who have acquired nationality)<sup>118</sup>. Leuven has by far the highest proportion

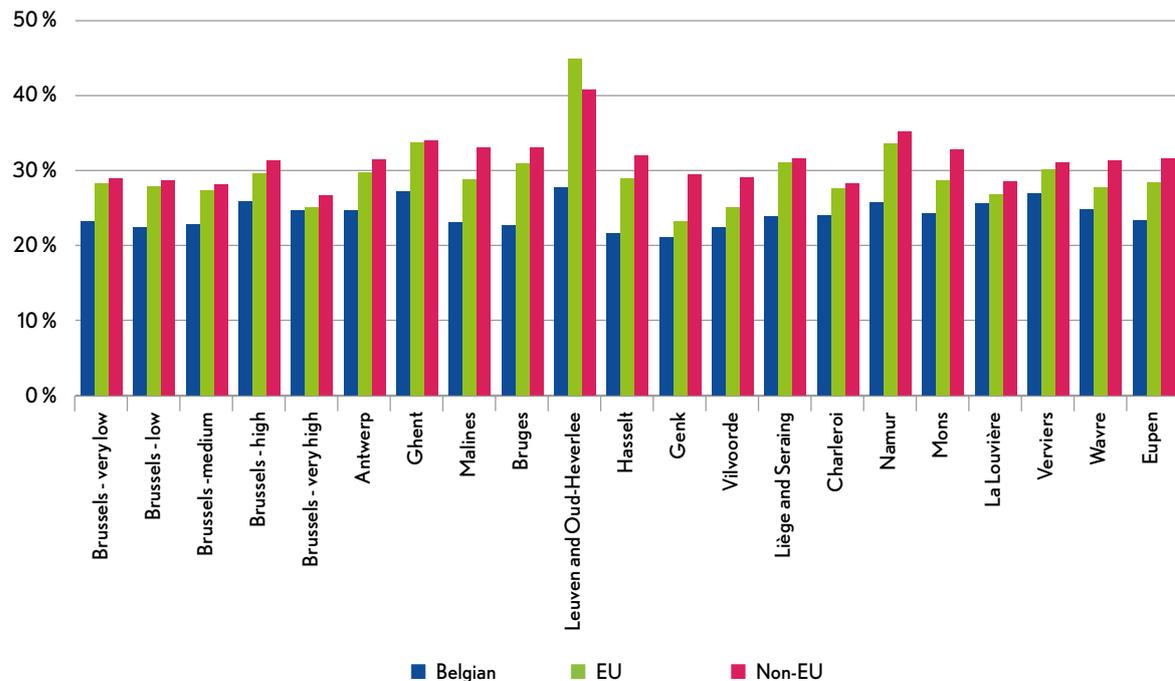
<sup>117</sup> Share within the known education levels, i.e. excluding 'unknown'.

<sup>118</sup> See statistical annexes.

of young people among both EU and non-EU originators. This reflects what we saw above, in particular the high proportion of recent migrants. Combined with what we know about the

relatively high proportion of people with a higher education degree, we can conclude that a large proportion are (former) students of Leuven's educational institutions.

**Graph 58: Share of 18-29-year olds by origin and city (18-64 years old, 2016)**



Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

Finally, we look at the distribution of the population by **sex**. In most cases, the population is then of course divided into two almost equal groups (for the total of the 17 cities, the proportion of men is 0.3 percentage points higher than that of women). However, there are a number of cities where the distribution is rather skewed. For example, it is striking that in the group of municipalities in Brussels with a low income level, men

are overrepresented in all origins, the strongest among people of Belgian origin. Women are also underrepresented in Antwerp, Ghent and Liège, among all origins. On the other hand, women are over-represented in Wavre and especially in the municipalities of Brussels with very high incomes (apart from Belgian origin), and this is most pronounced among non-EU originals.

**Table 23: Gender distribution by origin and city (18-64 years old, 2016)<sup>119</sup>**

|                         | Belgian |        | EU     |        | Non EU |        |
|-------------------------|---------|--------|--------|--------|--------|--------|
|                         | Men     | Women  | Men    | Women  | Men    | Women  |
| Brussels - low          | 53.5 %  | 46.5 % | 50.5 % | 49.5 % | 51.3 % | 48.7 % |
| Brussels - medium       | 50.5 %  | 49.5 % | 48.4 % | 51.6 % | 48.0 % | 52.0 % |
| Brussels - high         | 50.9 %  | 49.1 % | 47.0 % | 53.0 % | 48.5 % | 51.5 % |
| Brussels - very high    | 50.1 %  | 49.9 % | 47.1 % | 52.9 % | 44.7 % | 55.3 % |
| Antwerp                 | 51.4 %  | 48.6 % | 50.4 % | 49.6 % | 52.0 % | 48.0 % |
| Ghent                   | 51.2 %  | 48.8 % | 51.5 % | 48.5 % | 51.4 % | 48.6 % |
| Bruges                  | 50.1 %  | 49.9 % | 53.0 % | 47.0 % | 48.0 % | 52.0 % |
| Leuven and Oud-Heverlee | 51.4 %  | 48.6 % | 49.6 % | 50.4 % | 53.3 % | 46.7 % |
| Vilvoorde               | 50.2 %  | 49.8 % | 50.3 % | 49.7 % | 48.3 % | 51.7 % |
| Liège and Seraing       | 50.5 %  | 49.5 % | 50.6 % | 49.4 % | 52.2 % | 47.8 % |
| Charleroi               | 49.7 %  | 50.3 % | 50.9 % | 49.1 % | 51.9 % | 48.1 % |
| La Louvière             | 50.3 %  | 49.7 % | 50.1 % | 49.9 % | 48.9 % | 51.1 % |
| Wavre                   | 49.1 %  | 50.9 % | 49.3 % | 50.7 % | 46.4 % | 53.6 % |
| Eupen                   | 51.4 %  | 48.6 % | 48.5 % | 51.5 % | 51.7 % | 48.3 % |

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

## 2. THE ORIGIN GAP IN BELGIAN CITIES

Just as we did for the whole of Belgium in the chapter Labour Market, in the rest of this chapter we discuss the labour market situation of persons of different origins. However, in order not to run the risk of identifying persons, we can go into less detail here than in the Labour Market chapter. After looking at the gap in employment, unemployment and inactivity rates between people of Belgian and non-EU origin, we shall look in greater detail at a number of cities where the situation of a particular origin is striking.

In all the cities covered in this chapter, the **employment rate** of persons of Belgian origin in 2016 is higher than that of persons of EU origin, which in turn is higher than that of persons of non-EU origin. However, the levels differ con-

siderably between cities, as does the size of the gap between Belgian and non-EU origin. On average (for the total population aged 20-64) Bruges, Malines, Hasselt and Vilvoorde have the highest employment rates. The worst off are the municipalities of Brussels with very low and low incomes, Charleroi, Liège and Verviers, as well as the municipalities of Brussels with high incomes<sup>120</sup>. Verviers, Eupen, Liège, Mons and Charleroi have the worst employment rates for non-EU originals. However, these are not (with the exception of Eupen and Verviers) the cities where the gap between non-EU and Belgian origin is greatest. After all, the employment gap is slightly greater in Leuven<sup>121</sup> than in Eupen. The gap is smallest in Bruges.

<sup>119</sup> Where men's and women's shares differ by less than 1.5 percentage points, we have not included them in the table below.

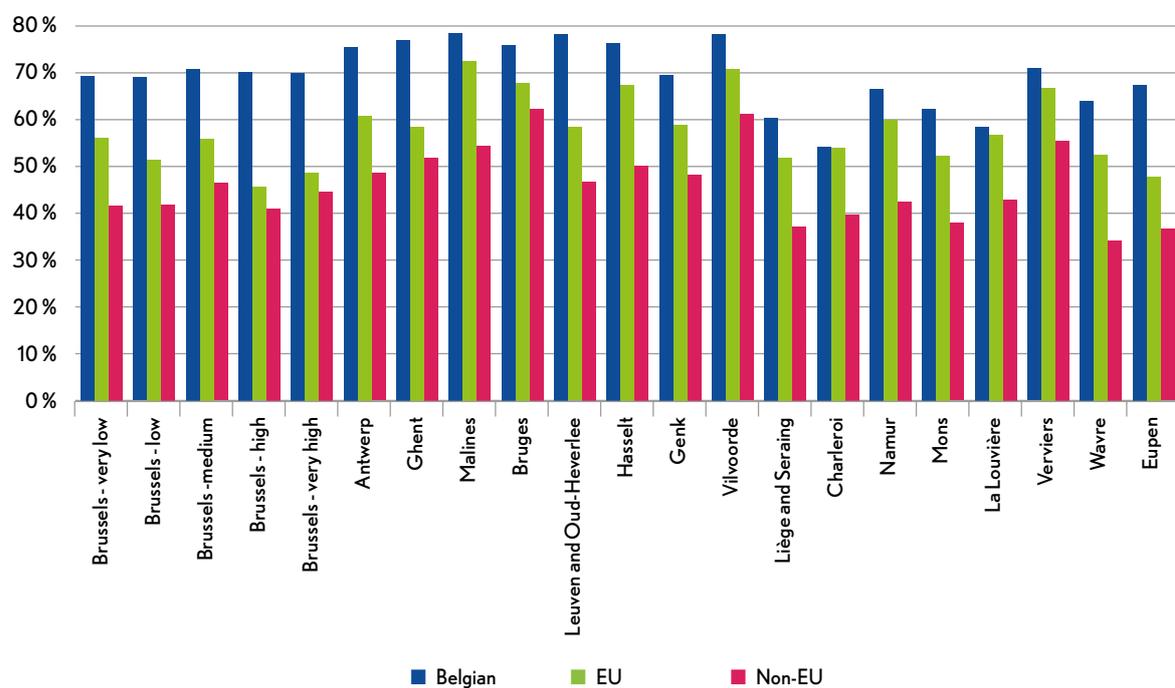
<sup>120</sup> In the case of the municipalities of Brussels, however, we must make an important correction. A study by BISA and HIVA KU Leuven has calculated that some 30,800 people are wrongly registered as inactive in the administrative data. They work for international institutions in Brussels, and are for the most part EU-14 and EU-13. The employment rate of EU originators throughout the Brussels-Capital Region is thus estimated to be about 10 percentage points higher. See: Desiere, Struyven, Cuyvers & Gangji, 'BISA FOCUS nr. 24: International employment: finally present in labour market statistics', May 2018.

<sup>121</sup> Possibly because a larger proportion of people of foreign origin are staying as students or guest lecturers/researchers, and also some are working for international institutions in Brussels.

Although the gap between Belgian and non-EU origin is significant everywhere, in 2016 it is in all cities smaller than in 2008 (same for the gap between inactivity rates, see below). In Bruges, in particular, the difference in activity rates between the origins has fallen sharply. While the activity rate of Bruges residents of Belgian origin remained virtually the same in 2016 as in 2008, the other origins (with the exception of Oceania/Far East) improved considerably,

especially the EU-13 origin (+15.3 percentage points). In Charleroi, La Louvière, Wavre and Vilvoorde, too, the activity gap is relatively small. In the case of the first two cities, this is mainly because Belgians also have very low activity rates there. In the case of Wavre, the degrees are close to each other, at an average level, and in Vilvoorde at a relatively high level (with probably an underestimation for EU originators).

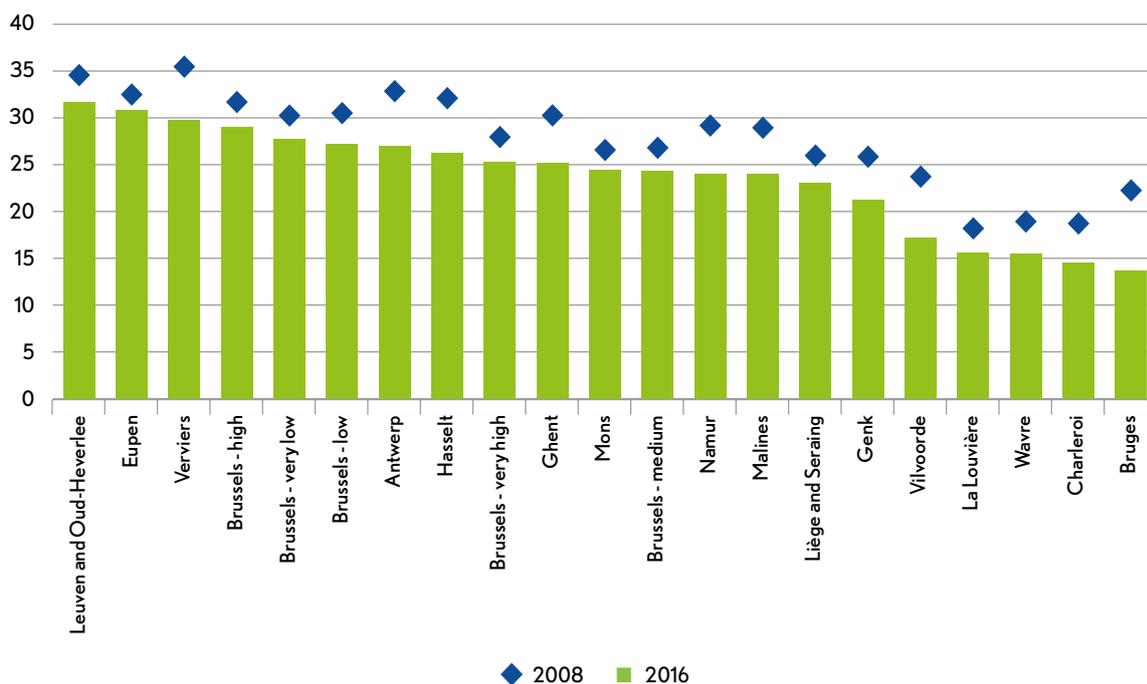
**Graph 59: Employment rate by origin and city (20-64 years old, 2016)<sup>122</sup>**



Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

<sup>122</sup> The employment rates of persons with EU origin in the municipalities of Brussels are underestimated by about 10 percentage points. Most employees of international institutions live in Brussels, Ixelles and Etterbeek. See: Desiere, Struyven, Cuyvers & Gangji (2018).

**Graph 60: Employment rate gap between persons of Belgian and Non EU origin, by city in percentage points (20-64 years old, 2008-2016)**

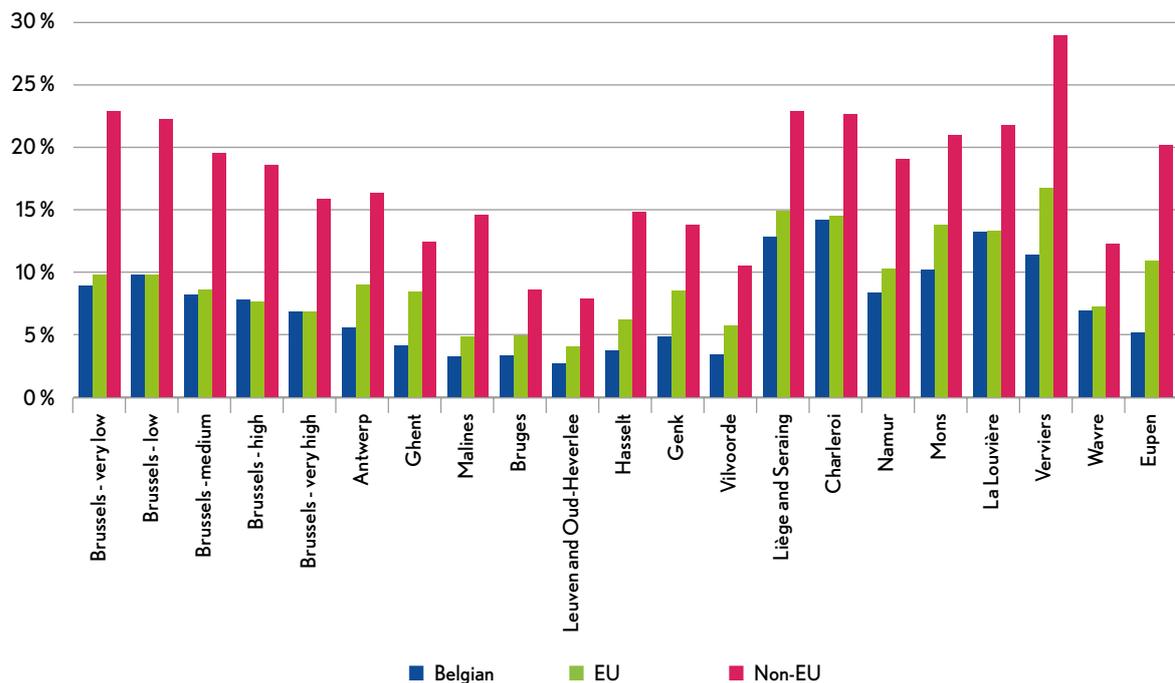


Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

Unemployment also varies widely between cities, but people with a non-EU origin have the highest **unemployment rate** everywhere. In a number of cities, the gap between the Belgian and non-EU categories even widened between 2008 and 2016<sup>123</sup>, particularly in Mons, Bruges, the municipalities of Brussels with (very) high incomes, Leuven and La Louvière. Verviers has by far the highest unemployment rate among people with a non-EU origin, which is not surprising given that they also have the highest proportion of people with at most a lower secondary education certificate (see above), and we already know from the Labour Market chapter that people with at most a lower secondary education certificate generally have the highest unemployment

rates. Leuven, on the other hand, has the lowest unemployment rate among the non-EU origins, and this is where the share of higher education graduates is highest. In terms of unemployment, the level of qualification seems to be more decisive than whether or not nationality is acquired, since the proportion of recent newcomers is particularly high in Leuven. Admittedly, this observation is somewhat nuanced by the situation in Brussels, where the unemployment rate is not particularly low even in the richer municipalities, despite the very high level of qualification in the municipalities with high and very high incomes. However, there is also a link in Brussels, as the unemployment rate decreases with the increase in income and level of qualification.

<sup>123</sup> See statistical annexes.

**Graph 61: Unemployment rate by origin and city (18-64 years old, 2016)**

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

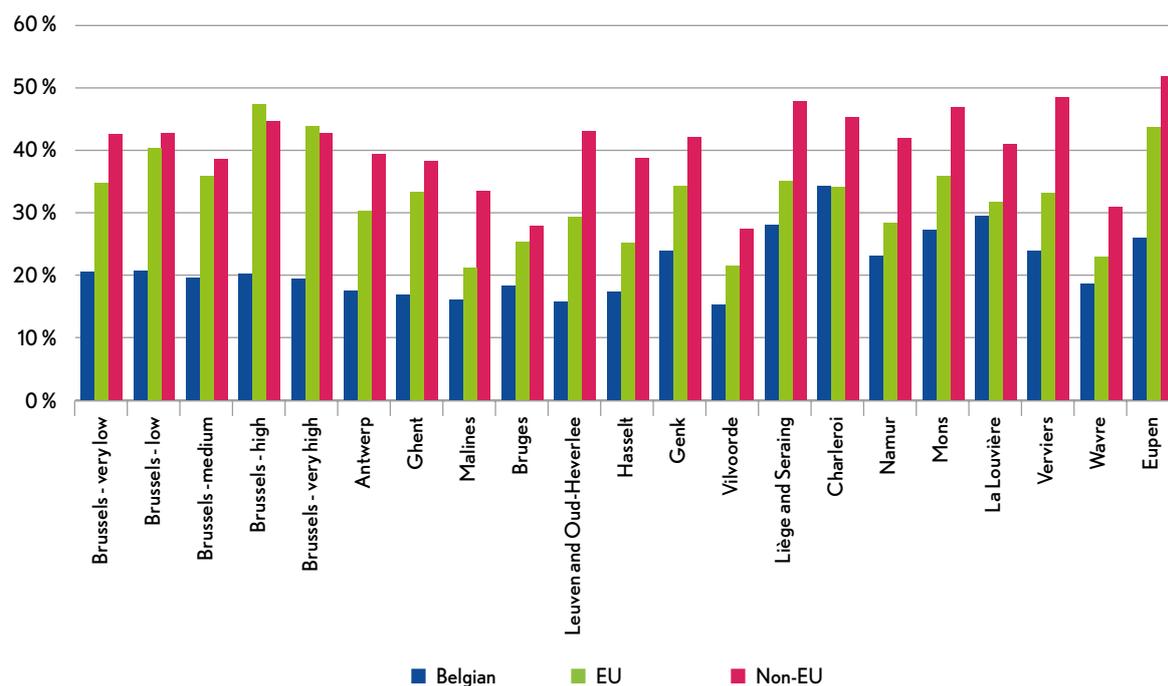
In contrast to the previous two indicators, the **inactivity rate** is not the best for people of Belgian origin in all cities. In Charleroi, people originating in an EU member state do slightly better. In the municipalities of Brussels with high or very high incomes, the latter have a slightly higher inactivity rate than persons of non-EU origin, but this is again explained by the underestimation of the activity rate of persons of EU origin working for international institutions<sup>124</sup>.

Eupen and Verviers again have the highest inactivity rate among persons of non-EU origin; Vilvoorde, Bruges and Wavre the lowest. The gap between Belgian and non-EU origin is smallest in Bruges (where all groups have a low inactivity rate) and in Charleroi (where both Belgian and non-Belgian origins have a high inactivity rate). The gap is widest in Leuven, where probably a part of the foreign inactives are still studying or have an international employer, followed - again - by Verviers. As mentioned above, the gap between Belgian and non-EU-origins is in all cities smaller in 2016 than in 2008, and in Bruges the gap narrowed the most<sup>125</sup>.

<sup>124</sup> Desiere, Struyven, Cuyvers & Gangji (2018).

<sup>125</sup> See statistical annexes.

**Graph 62: Inactivity rate by origin and city (25-64 years old, 2016)**



Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

There is no obvious explanation why in **Verviers and Eupen** there is such a large gap between the persons of Belgian and non-EU origin<sup>126</sup>. It is true that a large proportion of non-EU originators have completed lower secondary education or less, but persons of Belgian origin also have a rather low proportion of higher education graduates and an average proportion of those who have completed lower secondary education or less<sup>127</sup>. These differences do therefore not explain why the gap is so much greater for the Other European and the EU Candidate origin, among others, than in other cities (while the employment rate of persons of Oceania/Far Eastern origin in Verviers is the same as that of the Belgian origin). Moreover, the proportion of

recent newcomers is not particularly high. And when we look at the detailed origins in these two cities (without the American origins, because of their small number), for most origins the employment rate has been almost stable for years (at a low level) but the unemployment rate has decreased.

One origin stands out, especially in Verviers, in terms of its characteristics. As in the rest of Belgium, the employment rate is lowest for people of Near/Middle Eastern origin, but the situation is particularly dramatic in Verviers, with an employment rate of only 7.8% for this origin (in 2008 it was 28.8%), and an inactivity rate of 88.0% for 25-64-year olds (with a high pro-

<sup>126</sup> Although the employment rate in Eupen needs to be adjusted much more strongly than elsewhere for frontier work, this is true for all origins (most strongly for the EU origin):

|                           | Total  | Belgian | EU     | Non-EU |
|---------------------------|--------|---------|--------|--------|
| With cross-border work    | 62.7 % | 72.6 %  | 57.3 % | 40.8 % |
| Without cross-border work | 56.8 % | 67.5 %  | 47.8 % | 36.6 % |

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

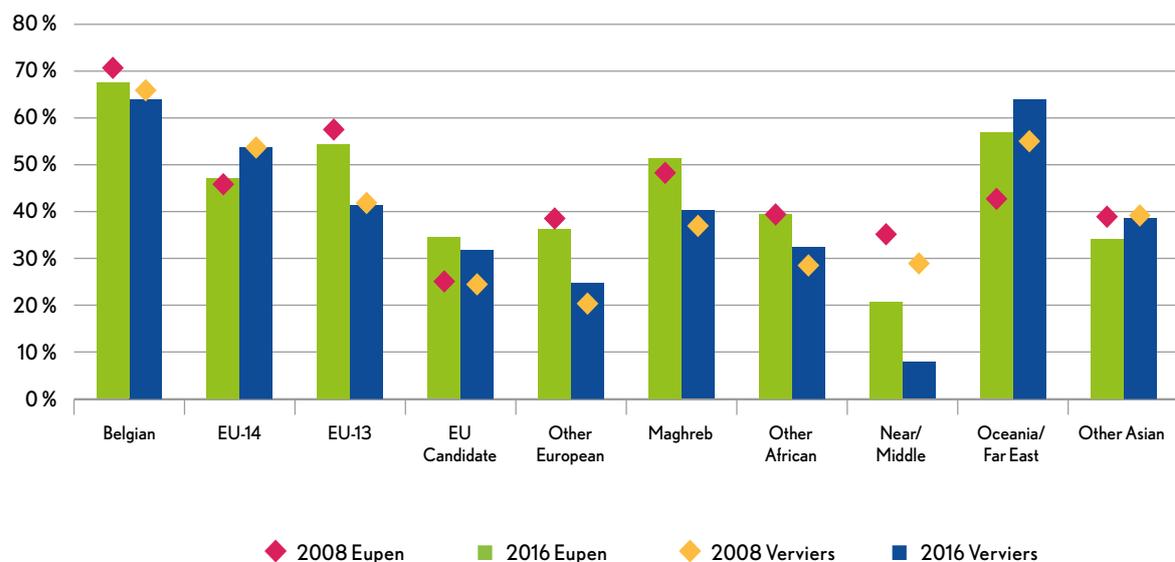
<sup>127</sup> As far as Eupen is concerned, it cannot be excluded that some people have obtained an additional diploma abroad (Germany in particular), which is not correctly registered in the administrative data. It is therefore possible that a fairly large proportion of the inhabitants have additional diplomas or certificates.

portion of 'other' inactivity, as we will see below). Their share within the population of foreign origin (EU and non-EU) remains limited, with 4.1% in Eupen and 2.3% in Verviers<sup>128</sup> (compared to 1.0% and 0.6% in 2008). What is striking is that in Verviers, the share of people who have completed at most lower secondary education of Near/Middle Eastern origin increased enormously between 2008 and 2016: from 55.4% to 82.9%<sup>129</sup>. This makes it the origin with the lowest level of qualification<sup>130</sup>. The proportion of people who have been registered in the National Register for 5 years or less also increased very strongly, from 24.3% in 2008 to 83.2% in 2016. On the one hand, this group thus faces a

number of specific obstacles (non-recognised diplomas, an ongoing asylum procedure); on the other hand, Verviers has a low employment rate for almost all foreign origins (with the exception of the EU-14 and Oceania/Far East).

When we further break down the different cities by detailed origins, we find the three highest unemployment rates of these 17 cities again in Verviers, especially among those with Other European, EU Candidate and Other African origins (38.7; 33.5 and 31.9%). It is clear that Verviers faces major labour market challenges, but why the situation is so heterogeneous remains difficult to explain.

**Graph 63: Employment rate in Verviers and Eupen, by origin (20-64 years old, 2008/2016)**<sup>131</sup>



Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

There are a few other cities where some of the origins show striking figures. First, people of **Near/Middle-Eastern origin** do not unexpectedly have the lowest employment rate in almost every city by far, except in the municipalities of Brussels with high and very high incomes. It is true that in

the high-income municipalities they only surpass the origin of Oceania/Far East behind, but in the high-income municipalities they outperform the Other European, Maghreb, Other African and Oceania/Far East origins. This is due to the fact that their shares of highly educated people

<sup>128</sup> It concerns 194 people in Eupen, and 314 in Verviers.

<sup>129</sup> Of those for whom the level of qualification is known, 72.6% of those of Near/Middle-Eastern origin in Verviers.

<sup>130</sup> One third of the persons who completed at most lower secondary with Near/Middle Eastern origin have a foreign diploma (of which we do not know the level), so some of these may be unrecognized higher education diplomas.

<sup>131</sup> Without frontier work.

are much higher than in other cities (and much higher than their neighbours of Maghreb, Other African and Other Asian origin)<sup>132</sup>.

The situation of persons of **Oceania/Far East** origin is very heterogeneous. In several cities this is a group with a relatively high employment rate. In Charleroi, Mons and La Louvière even the highest. In Verviers, Eupen and Namur, after the Belgian origin, they are also the group with the highest employment rate. In the municipalities of Brussels with high and very high income levels, on the other hand, it is the origin with the lowest employment rate and the highest inactivity rate. And in Leuven, too, their employment rate is among the lowest (only for the Near/Middle-Eastern origin is it lower). However, their share

of higher education graduates in both Brussels and Leuven is higher than in the other cities, and they even have a higher share of higher education graduates in Leuven than the persons of Belgian origin. They are therefore probably to a large extent international students.

In La Louvière, as mentioned above, the employment rate is highest for the persons of Oceania/Far East origin, followed by the persons of Belgian origin. It is lowest for persons of **Other European origin**, who have fairly average outcomes in most cities (except in Verviers, where they also have the lowest employment rate after the Near/Middle Eastern origin).

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<sup>132</sup> On the other hand, the fields of study chosen by persons of Near/Middle Eastern origin are in the Brussels-Capital Region not more often than elsewhere those with the highest employment rates (see chapter 2), but we cannot rule out the possibility that this is the case in these municipalities.

Table 24: Employment rate by city and origin (20-64 years old, 2016)

|                         | Belgian | EU-14  | EU-13  | EU Candidate | Other European | Maghreb | Other African | Near/Middle East | Oceania/Far East | Other Asian | South/Central American |
|-------------------------|---------|--------|--------|--------------|----------------|---------|---------------|------------------|------------------|-------------|------------------------|
| Brussels - very low     | 69.3 %  | 52.3 % | 61.0 % | 44.0 %       | 43.2 %         | 41.3 %  | 39.6 %        | <b>22.8 %</b>    | 48.2 %           | 45.7 %      | 56.6 %                 |
| Brussels - low          | 69.0 %  | 48.2 % | 59.4 % | 47.1 %       | 41.2 %         | 41.5 %  | 39.8 %        | <b>31.3 %</b>    | 32.6 %           | 49.8 %      | 54.9 %                 |
| Brussels -medium        | 70.7 %  | 53.1 % | 62.7 % | 51.8 %       | 45.6 %         | 46.0 %  | 44.8 %        | <b>39.1 %</b>    | 45.1 %           | 50.6 %      | 56.7 %                 |
| Brussels - high         | 70.1 %  | 44.5 % | 50.0 % | 46.7 %       | 37.9 %         | 43.3 %  | 37.5 %        | 36.9 %           | <b>33.9 %</b>    | 50.3 %      | 48.7 %                 |
| Brussels - very high    | 70.0 %  | 48.3 % | 49.9 % | 50.0 %       | 42.1 %         | 46.3 %  | 42.5 %        | 46.5 %           | <b>31.2 %</b>    | 55.0 %      | 52.9 %                 |
| Antwerp                 | 75.6 %  | 58.0 % | 66.8 % | 50.7 %       | 51.9 %         | 47.3 %  | 50.2 %        | <b>35.0 %</b>    | 53.8 %           | 51.7 %      | 56.5 %                 |
| Ghent                   | 77.1 %  | 63.6 % | 53.8 % | 55.1 %       | 53.8 %         | 52.5 %  | 51.4 %        | <b>35.4 %</b>    | 49.7 %           | 48.3 %      | 49.2 %                 |
| Malines                 | 78.4 %  | 72.5 % | 73.0 % | 57.5 %       | 56.2 %         | 52.4 %  | 62.7 %        | <b>42.4 %</b>    | 51.7 %           | 57.1 %      | 67.4 %                 |
| Bruges                  | 76.0 %  | 65.8 % | 72.5 % | 59.6 %       | 64.9 %         | 63.2 %  | 62.1 %        | <b>43.8 %</b>    | 57.6 %           | 69.7 %      | 62.6 %                 |
| Leuven and Oud-Heverlee | 78.3 %  | 57.6 % | 60.6 % | 50.1 %       | 52.2 %         | 51.5 %  | 45.0 %        | <b>36.9 %</b>    | 42.1 %           | 58.9 %      | 48.1 %                 |
| Hasselt                 | 76.5 %  | 67.6 % | 67.1 % | 54.4 %       | 50.1 %         | 48.4 %  | 52.3 %        | <b>34.3 %</b>    | 56.3 %           | 48.9 %      | 56.0 %                 |
| Genk                    | 69.6 %  | 58.5 % | 60.5 % | 48.7 %       | 53.2 %         | 47.9 %  | 43.2 %        | <b>25.6 %</b>    | 59.6 %           | 39.9 %      | 53.1 %                 |
| Vilvoorde               | 78.3 %  | 70.3 % | 72.0 % | 63.2 %       | 64.6 %         | 60.0 %  | 61.7 %        | <b>49.4 %</b>    | 69.7 %           | 60.2 %      | 65.4 %                 |
| Liège and Seraing       | 60.4 %  | 52.7 % | 44.5 % | 37.8 %       | 34.3 %         | 38.9 %  | 37.0 %        | <b>20.5 %</b>    | 47.4 %           | 41.4 %      | 38.0 %                 |
| Charleroi               | 54.2 %  | 54.6 % | 48.5 % | 37.7 %       | 37.4 %         | 39.4 %  | 42.2 %        | <b>24.7 %</b>    | <b>60.7 %</b>    | 42.8 %      | 50.3 %                 |
| Namur                   | 66.6 %  | 59.9 % | 59.9 % | 44.7 %       | 42.3 %         | 44.7 %  | 39.3 %        | <b>27.1 %</b>    | 60.8 %           | 41.9 %      | 45.7 %                 |
| Mons                    | 62.4 %  | 53.1 % | 44.3 % | 31.5 %       | 32.5 %         | 41.4 %  | 39.9 %        | <b>28.5 %</b>    | <b>64.1 %</b>    | 44.3 %      | 37.6 %                 |
| La Louvière             | 58.6 %  | 57.2 % | 49.4 % | 42.1 %       | <b>32.1 %</b>  | 45.6 %  | 43.8 %        | 34.8 %           | <b>64.7 %</b>    | 45.8 %      | 47.6 %                 |
| Verviers                | 64.0 %  | 53.7 % | 41.5 % | 31.8 %       | 24.8 %         | 40.2 %  | 32.4 %        | <b>7.8 %</b>     | <b>63.9 %</b>    | 38.7 %      | :                      |
| Wavre                   | 70.9 %  | 66.6 % | 68.2 % | 65.0 %       | 56.5 %         | 56.3 %  | 51.0 %        | <b>48.8 %</b>    | 59.9 %           | 55.6 %      | 57.3 %                 |
| Eupen                   | 67.5 %  | 47.1 % | 54.4 % | 34.5 %       | 36.3 %         | 51.5 %  | 39.5 %        | <b>20.7 %</b>    | 56.9 %           | 34.1 %      | :                      |

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

By looking at **Brussels** as a whole, which has already been described in detail in the Labour Market chapter, in terms of different income levels, it becomes clear that even within one urbanised area there are major differences. Strangely enough, this barely applies to Brussels residents of Belgian origin. Their income levels obviously differ, but in the five groups of municipalities the employment, unemployment and inactivity rates of the persons of Belgian origin are virtually the same. What does differ, however, is the situation of people of foreign origin. For some origins, there are differences of around 20 percentage points in the employment rate depending on the municipality in which they live, especially for persons of Near/Middle-Eastern and Oceania/Far East origin. In the first case, the employment rate in municipalities with very high incomes is twice as high as in those with very low incomes. In the latter case, the figures are much higher

in municipalities with low incomes (48.2 versus 31.2%). So, the second group may consist partly of students, staff of embassies or other groups that are actually active. Also, for the other origins, the differences are larger than for the persons of Belgian origin. Nonetheless, the persons of Other African and Maghreb origin have the highest unemployment rate in all municipalities, and the EU-13 origin the lowest.

Of the four **largest cities** in Belgium (after Brussels)- Antwerp, Ghent, Charleroi and Liège-Charleroi in particular already featured, due to its low levels of activity (also for the Belgian origin) and the low level of qualification of all origins. The situation in Liège is similar, but the differences compared to the Belgian origin are more pronounced. In Antwerp and Ghent, on the other hand, the gap between the Belgian and non-EU origin for the three major indicators is fairly aver-

age (it is slightly larger in Antwerp than in Ghent). In both cities, people of Near/Middle-Eastern origin are the least likely to be employed, and in Ghent they are also the most likely to be looking for work. In Antwerp, people of Other African origin have a slightly higher unemployment rate. The proportion of inhabitants of foreign origin is, as we saw above, much higher in Antwerp than in Ghent, and what is also striking is that after Genk, Ghent has the largest proportion of inhabitants of EU Candidate origin. It is the origin with the highest employment rate after Belgian and EU-14 origin, but their unemployment rate is somewhat higher than average. The fact that the inhabitants of EU Candidate origin have often lived there for several generations (45.0% was born Belgian) may partly explain their position. It also explains why the difference compared to Antwerp for this origin is quite large, because it concerns more recent migrants. The same applies to people of Maghreb origin, although the share of the second generation differs less.

Finally, when we look at the **evolution of the employment rate between 2008-2016**<sup>133</sup>, a few other origin groups stand out. The employment rate of city-dwellers of Belgian origin deteriorated very slightly almost everywhere compared to 2008, with the exception of Leuven, Ghent and Malines. In Vilvoorde, Hasselt and Namur the decline was the strongest (-2.1 percentage points each). In the case of the Near/Middle East origin, the decrease was very pronounced almost everywhere, but there was an increase in Bruges, Vilvoorde and Wavre. There were also striking decreases for the Other Asian

origin in Namur and Genk (-10.1 and -5.8 percentage points) and for the EU Candidate origin in Mons (-7.8 percentage points).

The strongest increases in the employment rate between 2008 and 2016 can be seen among persons of EU-13 and Other European origin, particularly in Antwerp, Bruges and Leuven. In Charleroi, Namur, Mons and Eupen, the employment rate of persons of Oceania/Far Eastern origin also increased very strongly.

The unemployment rate decreased in all cities for the Belgian, the Maghreb (except in Genk, where it remained stable) and especially for the EU Candidate origin (except in Bruges). The latter two are the origin groups with the longest migration background (relatively many second-generation Belgians and persons who have acquired Belgian nationality), which probably explains the positive evolution. For the Other European origin, the evolution is the most heterogeneous, with the strongest increase in Verviers (+11.7 percentage points) and the strongest decrease in the municipalities of Brussels with the lowest incomes (-7.0 percentage points).

The fact that little has changed since 2008 in the ranking of cities according to their employment and unemployment rates is probably due to the fact that Belgians are not very mobile in an international perspective. This may have to do, among other things, with the differences in house prices, which means that people do not simply choose to move to regions where there are more job opportunities.

<sup>133</sup> See statistical annexes.

### Box 3: Focus inactivity

The category 'inactivity' consists of a very diverse group of statutes, some of which have much more favourable characteristics (e.g. entitlement to an allocation) than others. Therefore, we would also like to look in greater detail at the group of inactive people in the cities. Unfortunately, this is only possible for the aggregated origins (Belgian, EU, non-EU) and only for a limited number of cities. For the others, even the aggregated numbers are too small, which causes great volatility in the figures and a risk of identification of those involved.

In the graphs below, we look at the proportion of persons in a particular statute within the total proportion of persons who are not working nor job-seeker between the ages of 25 and 64<sup>134</sup>. Only in the case of the proportion of pensioners and early retirees (SWT) we look at the proportion within inactive persons aged 55-64, since the foreign origins (EU and non-EU) are younger than the Belgians, and that difference in composition has a strong influence on the size of the shares.

In general, the differences between cities appear to be greater than the differences between the origins per city, except for pensions: over-55s of Belgian origin are much more likely to be retired in all cities than the other origins. In Genk, the difference is smallest and the inhabitants of foreign origin are also the oldest. The early retirement with company top-up system is also more common among persons of Belgian origin, except in Charleroi, Liège and Genk, where over-55s with EU origin are the most frequent beneficiaries. It is no coincidence that these are cities with a rich industrial past, where during the last century migrants from southern and eastern Europe were actively attracted to work in local industries (mainly coal and steel), sectors which have since shrunk sharply and where there have therefore been various restructurings or collective dismissals.

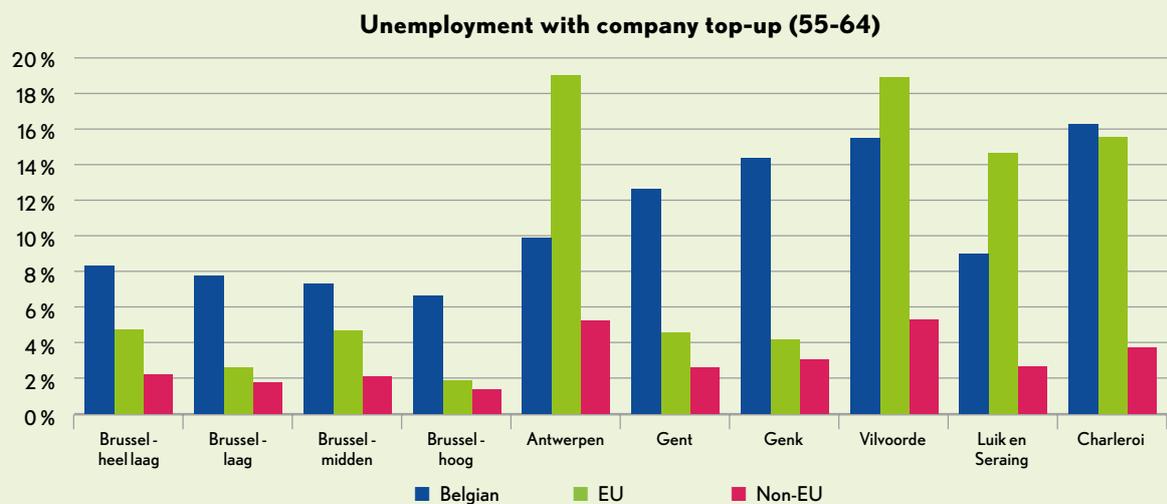
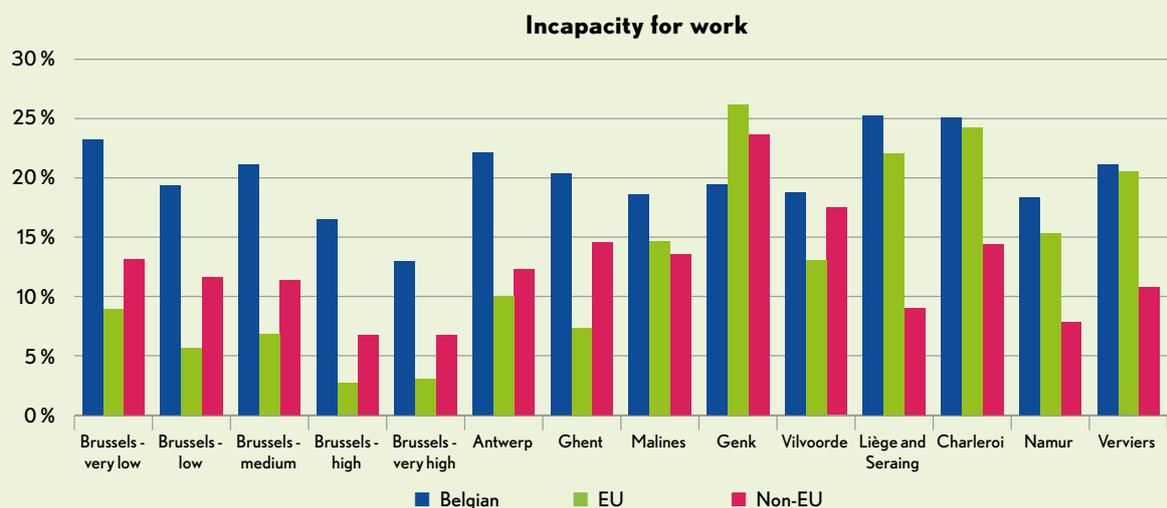
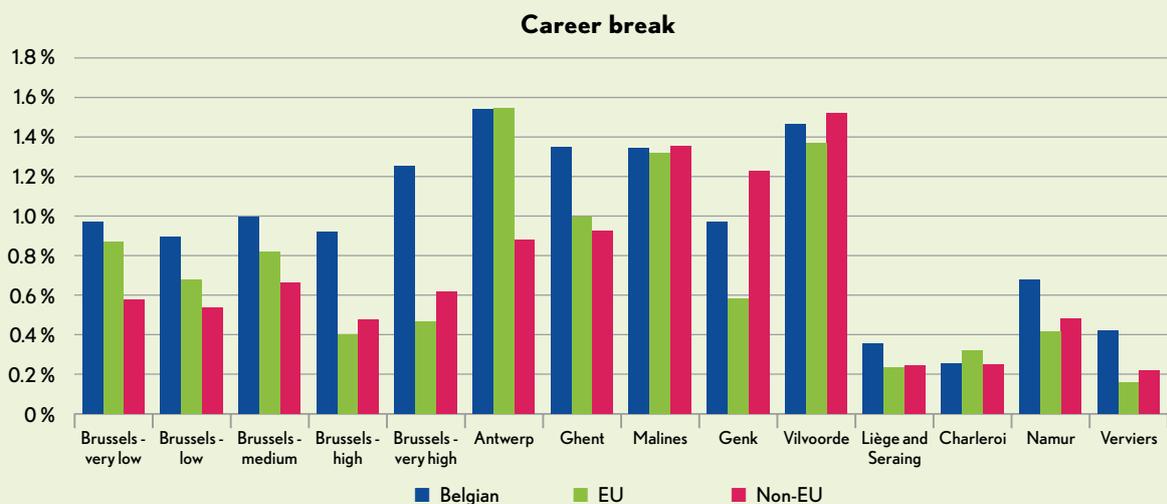
Career breaks are arguably the most favourable statutes of those under investigation here. Usually people of Belgian origin make most use of them, followed by those from the EU member states. However, the differences between the origins are relatively small, and in Vilvoorde, Malines and Genk even non-existent. However, we do see that it is much more popular in Flemish cities than in Walloon cities, and in the municipalities of Brussels with very high incomes much more popular with Belgian than foreign origins. Presumably, the first has to do with the incentive bonus which exists in Flanders.

With the social welfare benefit, which acts as a final safety net, the differences between the origins are very large everywhere. Persons of non-EU origin are much more likely to benefit from it than those of Belgian origin. People of EU origin are the least represented everywhere (except in Ghent, Malines and Namur). In Liège, Verviers, Namur and Brussels, in particular, we see very large shares of social welfare beneficiaries of non-EU origin.

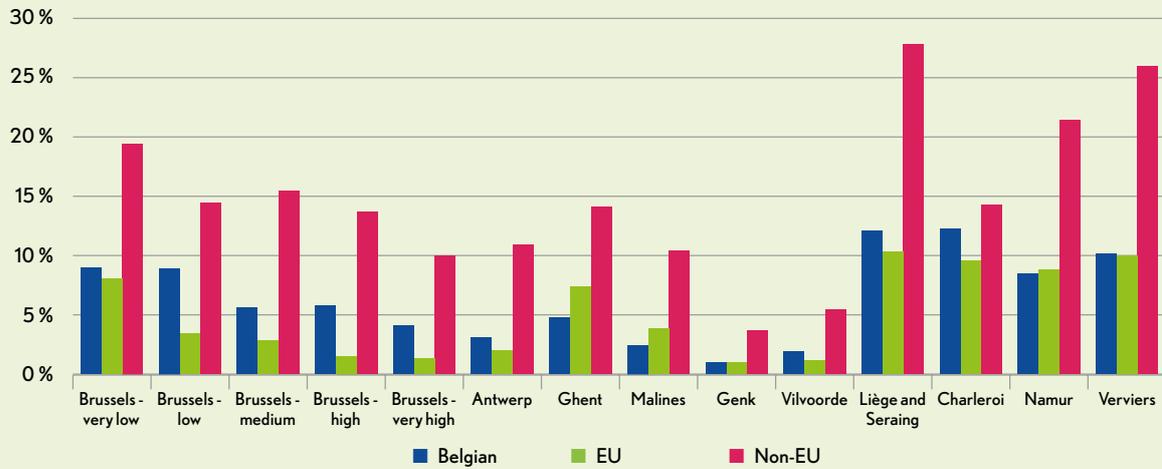
Finally, in the case of incapacity for work and invalidity, we also see large differences between the beneficiaries per city, especially in the shares of persons of EU origin. In most cities, the proportion is greatest among people of Belgian origin. In Antwerp, Vilvoorde and the municipalities of Brussels, they are followed by persons of non-EU origin and the share is therefore lowest among EU origin, in the case of incapacity for work this is also the case in Ghent, and for invalidity it is also the case in Malines. In Genk, however, the EU-origin has the highest proportion of incapacitated persons, and in Verviers they have the highest proportion of invalidity. In Charleroi, Liège and Verviers, the shares of disabled persons in the Belgian and EU Origin are very close to each other. The situation of the origins varies greatly according to their place of residence.

<sup>134</sup> We cannot assign the category 'other inactivity' to a particular status, but we know that they are not formally working nor looking for work. For persons of foreign origin, this category is very extensive, especially for newcomers.

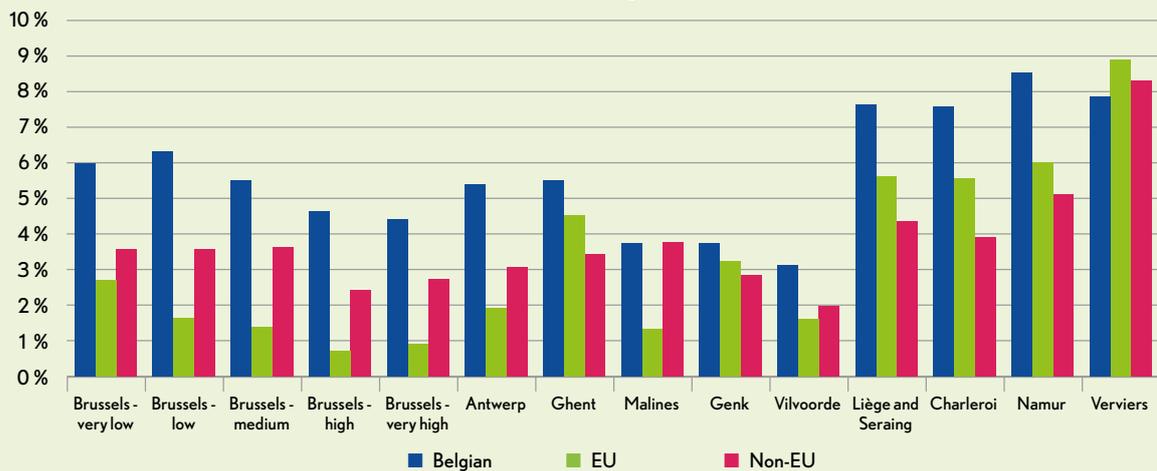
**Graph 64: Share of 6 types of inactivity among inactives by origin and city (25-64 years old, 2016)**



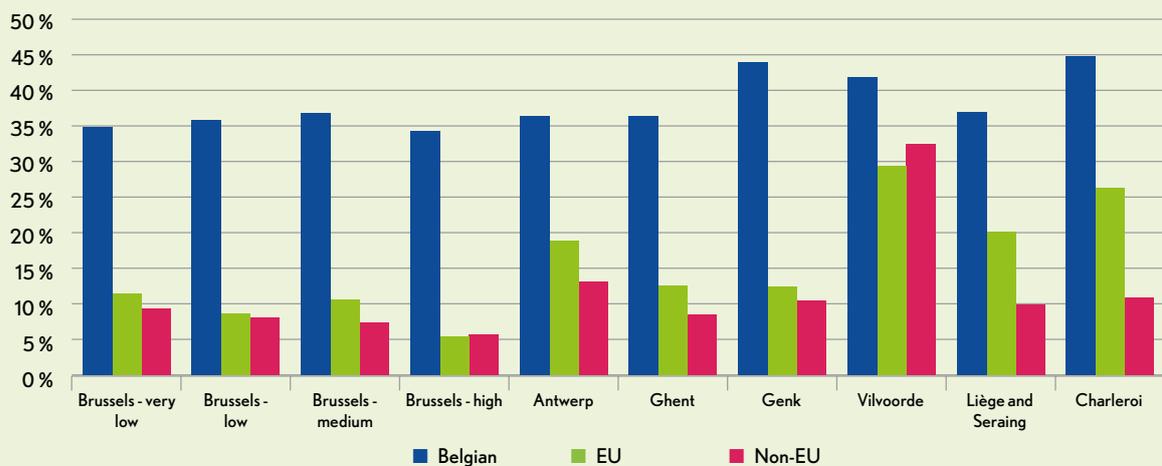
### Social welfare benefit



### Disability benefit



### Pension (55-64)



Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

### 3. CONCLUSION

This chapter has mainly shown how different the situation is in different cities. On the one hand, this has to do with the different characteristics of the cities (the level of qualification, the proportion of recent newcomers, or the economic history of the city), but apart from this, there are also

large differences in the gap between the persons of Belgian and non-Belgian origins, and in the position of the different origins among themselves. These differences are seldom straightforward to explain.







# 4

## PERSONS OF EU ORIGIN

## KEY ELEMENTS

- › People of **Polish** origin, with a stronger presence in Brussels and Flanders, have, thanks to the noticeable growth in the female employment rate since 2008, the highest employment rate of all EU origins (67.0% and 71.7% respectively), mainly for people whose diploma is not known (74.2%) and for those who have been registered in the National Register for 5 years or less (70.4%) or have acquired Belgian nationality for 5 years or less (75.2%).
- › Persons of **Dutch** origin have a very high employment rate (especially when they have a higher education diploma (77.0%) and when their parents have acquired Belgian nationality (75.3%)) and a very low unemployment rate compared to almost all other origins.
- › People of **Romanian** origin have the third best employment rate, and even the second for Brussels and Flanders. This is due to the employment rate of men (73.7%), as that of women has not yet reached the same level (54.0%), despite a noticeable increase since 2008. Their employment rate is very high, especially for persons who have been registered in the National Register for 5 years or less and whose diploma is not known. However, their second generation employment rates are the lowest of all origins (about 44%).
- › The employment rate of persons of **Portuguese** origin is among the highest. It is even the highest employment rate of all EU origins in Wallonia (64.6%), as well as among those with at most a lower secondary education certificate (68.0%). However, their unemployment rate for 55-64-year olds is among the three highest, along with that of persons of **Greek** and **Spanish** origin.
- › People of **Italian** origin have the fifth best employment rate of all the EU origins. They also have a high unemployment rate, which has, however, fallen markedly since 2008. Those aged between 30 and 54 have particularly good employment rates, while those of older people are rather low. Finally, they have mainly upper-secondary diplomas and fewer higher-education diplomas. Among persons with these two levels of qualification, the employment rate of persons of Italian origin is the highest compared to the other EU origins (68.4% and 74.4% respectively).
- › Persons of **Romanian** and **Bulgarian** origin are distinguished by very large gaps between men and women, but also by a very high proportion of inactive persons entitled to a social welfare benefit. Their level of qualification, if known, usually does not exceed lower secondary level.
- › People of **Bulgarian** origin have a lower employment rate, especially for women (43.9%) and 55-64 year-olds (33.8%). This is the lowest employment rate of all origins in Wallonia and among those with a higher education degree. Their unemployment rate is high, except in Brussels. And although it has fallen significantly since 2008, it remains high for 55-64-year olds.
- › Persons of **Czechoslovak** origin, a majority of whom have completed at most lower secondary education, have the lowest employment rate (42.0%) and the highest unemployment rate (13.9%). For the latter, this is only the case in Flanders, where their unemployment rate is twice as high as that of the other origins (15.8%), and for 20-54-year olds.

In this chapter we will examine the situation of people of EU origin in detail, i.e. by country of origin. All the countries of the EU-27 are presented, i.e. the European Union with 28 member states in 2016, excluding Belgium. To these 27 countries is added the former Czechoslovakia, a former nation comprising, before its split on 31 December 1992, the Czech Republic and Slovakia, both currently members of the EU. For reasons of readability, we will refer to it as “Czechoslovakia” in the graphs and tables, and we will refer to “Czechoslovak origin” or “persons of Czechoslovak origin” in the text. As our methodology takes into account the nationality at birth of the parents or the individual, we are still mostly dealing with persons of Czechoslovak origin and few persons of Czech or Slovak origin. We do not have similar data for the former Yugoslavia, for which, after its division, only

Slovenia and Croatia are part of the EU, nor for the former USSR, for which only Estonia, Latvia and Lithuania became part of the EU after its break up.

The definition of ‘origin’ is identical to that used throughout the report, it is simply detailed by country of origin rather than by country groupings. In doing so, it is common for some origins to include only small numbers of persons. For reasons of confidentiality, we are not always able to publish all the desired details.

Following a demographic description, we will look at the main labour market indicators, namely the employment rate, the unemployment rate and the inactivity rate, as well as a brief review of the types of inactivity.

## 1. DEMOGRAPHY

Figure 2: Distribution of persons of EU origin by country of origin (18-64 years old, 2016)

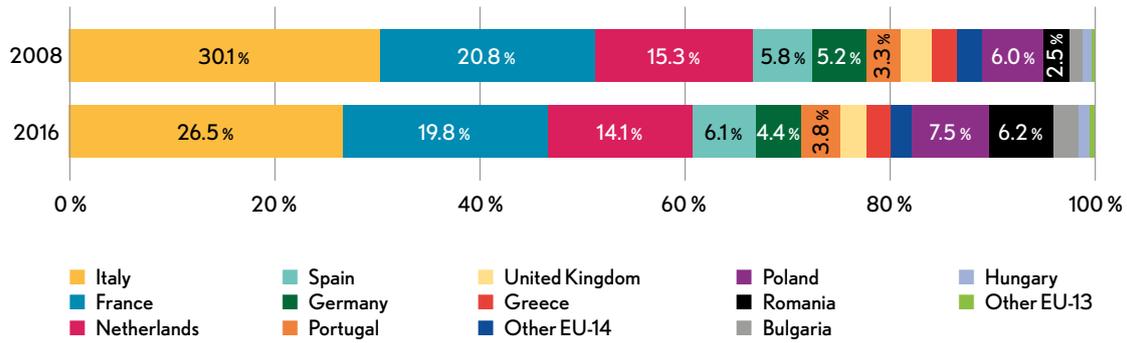
| Persons of EU origin<br>1,124,639 |                    |                |                    |
|-----------------------------------|--------------------|----------------|--------------------|
| EU-14 origin                      |                    | EU-13 origin   |                    |
|                                   | 917,482<br>81.58 % |                | 207,157<br>18.42 % |
| Italy                             | 298,152<br>26.51 % | Poland         | 84,030<br>7.47 %   |
| France                            | 223,095<br>19.84 % | Romania        | 69,619<br>6.19 %   |
| Netherlands                       | 158,058<br>14.05 % | Bulgaria       | 28,400<br>2.53 %   |
| Spain                             | 68,379<br>6.08 %   | Hungary        | 10,656<br>0.95 %   |
| Germany                           | 49,660<br>4.42 %   | Czechoslovakia | 8,415<br>0.75 %    |
| Portugal                          | 42,809<br>3.81 %   | Lithuania      | 1,607<br>0.14 %    |
| United Kingdom                    | 27,970<br>2.49 %   | Latvia         | 1,244<br>0.11 %    |
| Greece                            | 26,667<br>2.37 %   | Estonia        | 646<br>0.06 %      |
| Luxembourg                        | 7,659<br>0.68 %    | Czech Republic | 574<br>0.05 %      |
| Ireland                           | 3,661<br>0.33 %    | Slovakia       | 537<br>0.05 %      |
| Austria                           | 3,421<br>0.30 %    | Cyprus         | 532<br>0.05 %      |
| Sweden                            | 3,130<br>0.28 %    | Malta          | 417<br>0.04 %      |
| Denmark                           | 2,438<br>0.22 %    | Croatia        | 363<br>0.03 %      |
| Finland                           | 2,383<br>0.21 %    | Slovenia       | 117<br>0.01 %      |

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

The total population of EU origin in Belgium in 2016 consists of 1,124,639 people, of which 81.58% are of EU-14 origin and 18.42% of EU-13 origin. The most represented origins fall under the EU-14 origin: people of Italian (26.51%), French (19.84%) and Dutch (14.05%) origin. Next come two EU-13 origins: people of Polish

(7.47%) and Romanian (6.19%) origin. This is followed again by people of EU-14 origin: people of Spanish (6.08%), German (4.42%) and Portuguese (3.81%) origin. All the other origins each represent less than 3% of people of EU origin.

**Graph 65: Distribution of persons of EU origin by country of origin (18-64 years old, 2008-2016)**

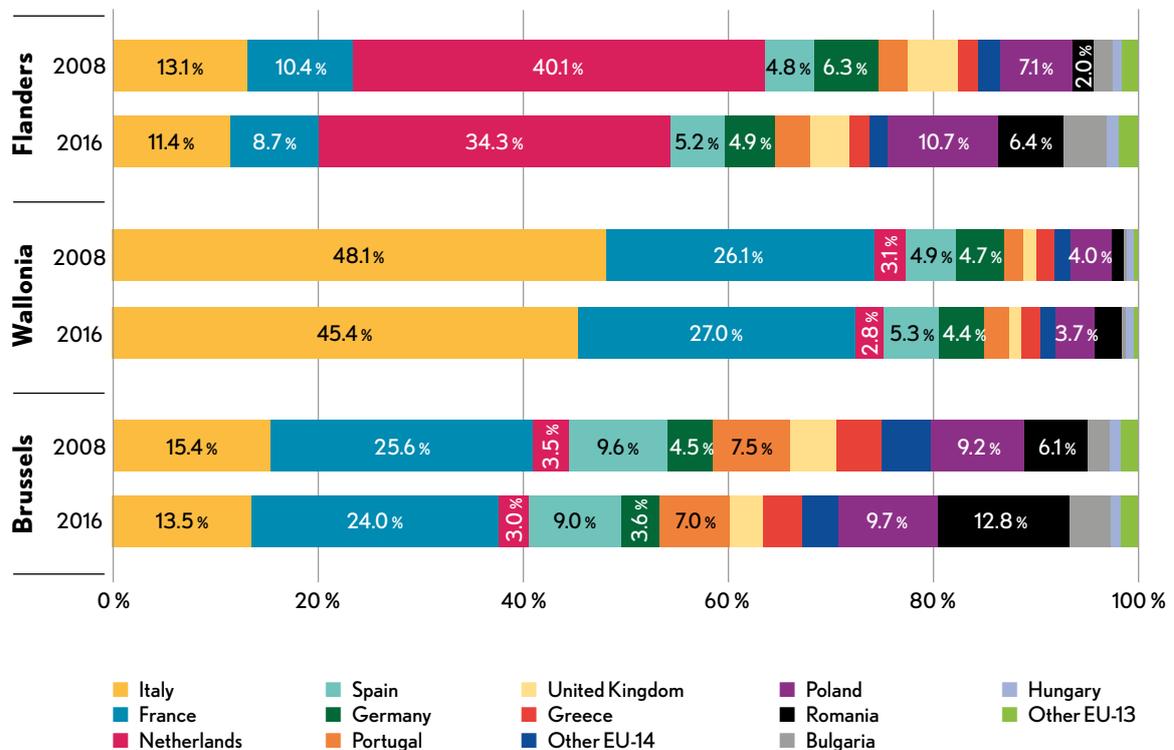


Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

However, the distribution of the different origins has changed since 2008. The share of persons of EU-14 origin has decreased in favour of persons of EU-13 origin. Among people of EU-14 origin, the share of the three most represented origins has fallen the most, i.e. people of Italian, French and Dutch origin (-3.5, -1.0 and -1.3 percentage points respectively). In contrast, people

of Portuguese and Spanish origin increased their share by 0.5 and 0.3 percentage points respectively. Among people of EU-13 origin, those of Romanian (+3.7 percentage points), Polish (+1.4 percentage points) and Bulgarian (+1.4 percentage points) origin contributed most to the increase.

**Graph 66: Distribution of persons of EU origin by country of origin and region (18-64 years old, 2008-2016)**

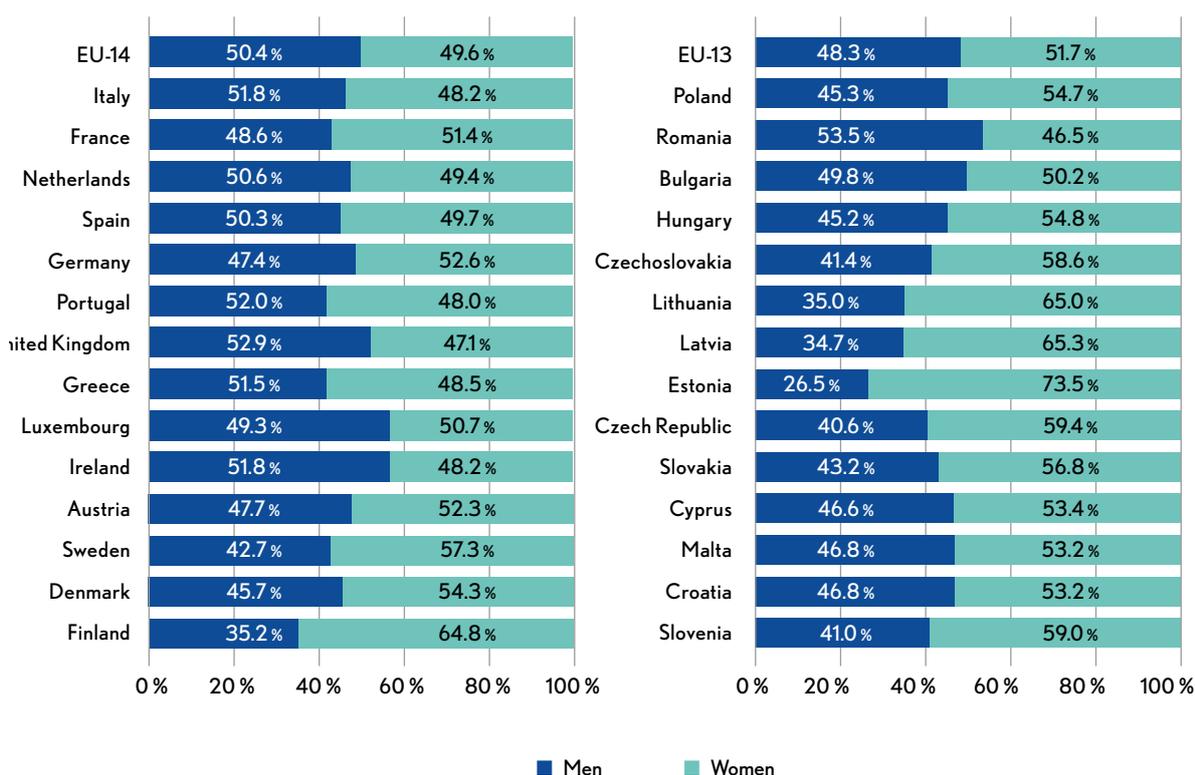


Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

There are large differences in distribution **between regions**. We can clearly see in the graph above that people of Italian origin are over-represented in Wallonia, where they account for 45.4% of the population of EU origin, although this has fallen by 2.7 percentage points since 2008. People of French origin are also proportionally more numerous there than in the other regions (27.0%). Their share has increased in Wallonia, contrary to the downward trend for the country as a whole, Brussels and Flanders. The latter origin is most represented in Brussels (24.0%), followed by people of Italian origin (13.5%). The origin most strongly represented in Flanders is that of people of Dutch origin (34.3%), but its share has been decreasing sharply since 2008 (-5.8 percentage points).

The increase in the share of people of Romanian origin observed in Belgium is particularly marked in Brussels, where it rises from 6.1% in 2008 to 12.8% in 2016, becoming the third most represented EU origin in this region. Their share also increases by 4.5 percentage points in Flanders compared with only 1.5 percentage points in Wallonia. The growth in the share of people of Polish origin is more visible in Flanders (+3.6 percentage points), becoming the third most represented origin in this region. This share is down slightly in Wallonia. People of Bulgarian origin also increased their share in Flanders (+2.3 percentage points) and Brussels (+1.9 percentage points), but very little in Wallonia (+0.2 percentage points).

**Graph 67: Distribution of people of EU origin by country of origin and gender (18-64 years old, 2016)**



Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

The proportions of **men and women** of EU-14 origin are fairly similar, except for those from a Nordic country (Sweden, Denmark, Finland), where the share of women is significantly higher (57.3%, 54.3% and 64.8% respectively). For

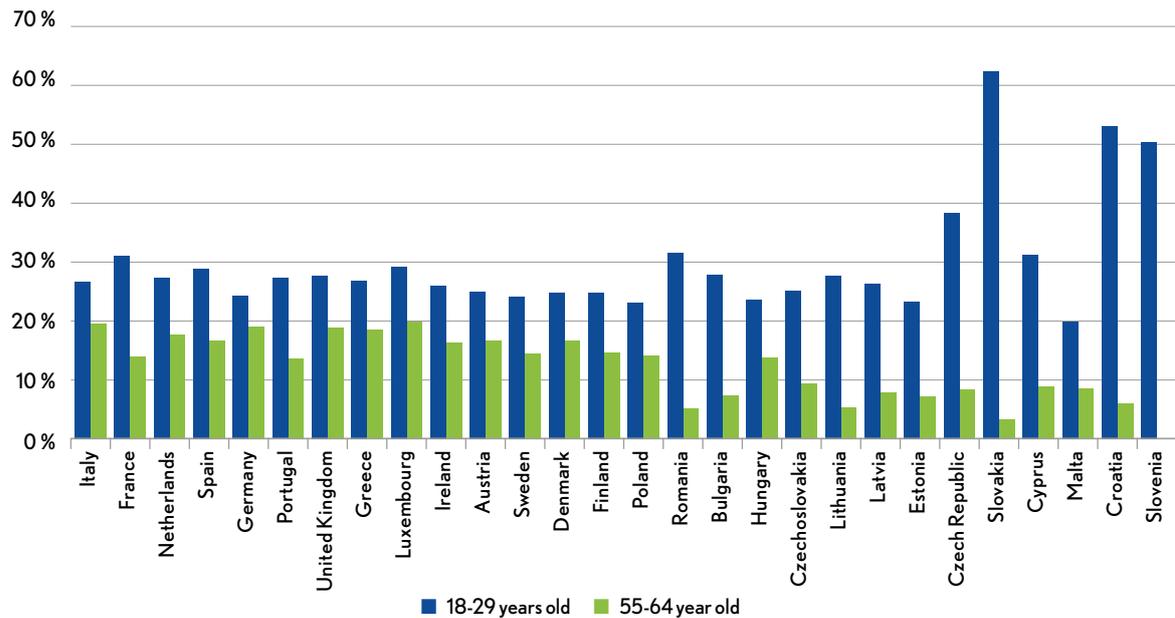
persons of EU-13 origin, we observe on average a slightly higher proportion of women, but much higher for persons from a Baltic country (Lithuania: 65.0%, Latvia: 65.3% and Estonia: 73.5%). This situation is similar to that of

2008<sup>135</sup>, except for persons of Romanian origin, for whom the share of men has increased (from 49.4% to 53.5%).

The distribution **by age group** shows that people aged 30 to 54 are the most numerous, which

is logical by construction (this class being the largest). It is more relevant to focus on the other age groups. We can see differences in the distribution of origins within the youngest age group (18-29 years) as well as within the oldest age group (55-64 years).

**Graph 68: Distribution of persons of EU origin aged 18-29 and 55-64 by country of origin (2016)**



Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

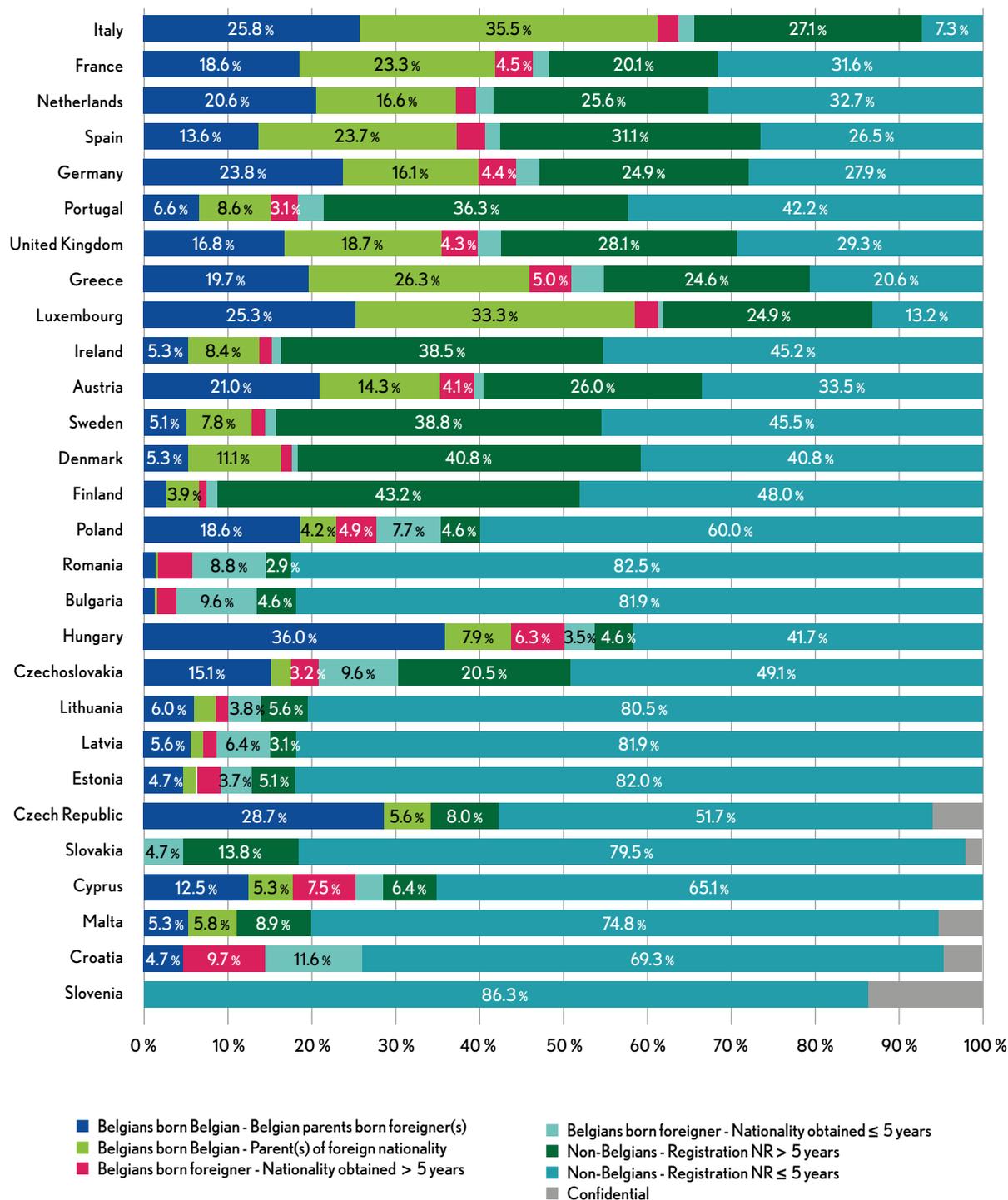
The first noteworthy information in the graph above is the over-representation of young people of Slovak (62.4%), Croatian (53.2%), Slovenian (50.4%) and Czech (38.3%) origin, coupled for the most part with a low representation among those aged 55-64. These shares have risen sharply since 2008, as can also be seen in absolute values<sup>136</sup>. For example, people of Slovak origin, who are experiencing the largest increase (+24.2 percentage points), rise from 50 young people in 2008 to 335 in 2016. Recall

that these four migrations are historically more recent, which partly explains this effect. Overall, persons of EU-14 origin have a higher share of 55-64-year olds than those of EU-13 origin, especially those of Luxembourgish, Italian and German origin. Among people of EU-13 origin, those of Polish or Hungarian origin have a higher share of people aged 55-64. The history of immigration in Belgium can explain a large part of these latter findings, as we shall see below.

<sup>135</sup> See data in the appendix.

<sup>136</sup> See data in the appendix.

**Graph 69: Distribution of persons of EU origin by country of origin and migration background (18-64 years old, 2016)**



Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

There are three different types of distribution among people from EU-14 countries **according to migration background**. Firstly, persons of Italian, Luxembourgish and Greek origin have a high proportion of second generation Belgians, and for a large part parents who have retained

their original nationality (35.5%, 33.3% and 26.3% respectively). Their proportion of persons with foreign nationality who have been registered in the National Register for 5 years or less is also lower. Next come persons from France, the Netherlands, Spain, Germany, the United

Kingdom and Austria, who have proportionally more persons of foreign nationality but still have large shares of second generation persons. Finally, persons from the Nordic countries, Ireland and Portugal have a much higher share of persons of foreign nationality and a low share of second generation persons. The same data broken down by region<sup>137</sup> show that people of Italian origin, who are more strongly represented in Wallonia, also have a much higher share of second-generation Belgians (66.5%), which largely explains the higher share of second-generation people at EU-14 level for Wallonia<sup>138</sup>. People of Greek (64.6%), Dutch (62.9%), Luxembourgish (59.3%), Austrian (55.3%) and Spanish (54.1%) origin also have a higher share of second generation people in Wallonia. In Flanders, this is the case only for people of Luxembourgish (68.7%), Italian (59.3%), French (53.3%) and German (50.8%) origin. In Brussels, all people of EU-14 origin have a higher share of first generation people.

As far as people of EU-13 origin are concerned, as already shown in the chapter on demography in this report, their population is made up for a large majority (around 80%) of persons of foreign nationality recently registered in the National Register. On the other hand, people of Hungarian, Czech and Polish origin stand out with a lower proportion of people with a recent entry in the National Register and a higher proportion of people of the second generation whose parents acquired Belgian nationality (36.0%, 28.7% and 18.6% respectively, which is, for the first two, higher than the shares of all EU-14 origins). The higher share of second generation people in Wallonia compared to other regions at EU-13 level<sup>139</sup> is explained by the over-representation in this region of second generation people of Hungarian (73.1%), Polish (63.7%) and Czech (62.1%) origin.

These different distributions have their origins in the history of immigration to our country<sup>140</sup>. Indeed, from the beginning of the 20<sup>th</sup> century,

heavy industry (especially the mining sector) called upon large contingents of migrant workers (mainly Polish and Italian, but also Czech, Hungarian and Yugoslavian). Between 1946 and 1948, Italy was also called upon to send 75,000 men to work in the various Belgian coalfields (mainly located in Wallonia). Refugees from Eastern European countries (mainly Hungary) also arrived during this period. In the 1950s, other regions were targeted for recruitment, including Spain and Greece. The latter two countries, as well as Portugal, also experienced waves of emigration to Belgium at that time for political and/or socio-economic reasons. These different arrivals in our country therefore explain the higher proportion, especially in Wallonia, of second-generation Belgians of Italian, Polish, Czech and Hungarian origin, and the higher proportion of people aged 55 to 64 years also for people of Polish and Hungarian origin compared to other EU-13 origins. Finally, since the 2000s, Belgium has seen a further increase in immigration, especially from the EU, mainly as a result of the enlargement of the EU from 15 to 28 Member States between 2004 and 2014. This last statement explains the high share of persons with foreign nationality registered in the National Register for 5 years or less for many origins and its evolution since 2008. This share has increased by 39.3 percentage points (+211 persons) for persons of Croatian origin, 23.1 points (+189 persons) for persons of Czech origin, 23 points (+82 persons) for persons of Slovenian origin, and between 15 and 20 points for persons of Polish (+27,205 persons), Romanian (+42,832 persons), Bulgarian (+16,230 persons), Hungarian (+2,322 persons), Latvian (+622 persons), Irish (+734 persons), Spanish (+12,451 persons) and Portuguese (+11,089 persons) origin.

Finally, we would like to mention that, although obtaining Belgian citizenship is generally marginal among people of EU origin, some origins have a slightly higher share than others in the

<sup>137</sup> See data in the appendix.

<sup>138</sup> See chapter Demography.

<sup>139</sup> See chapter Demography.

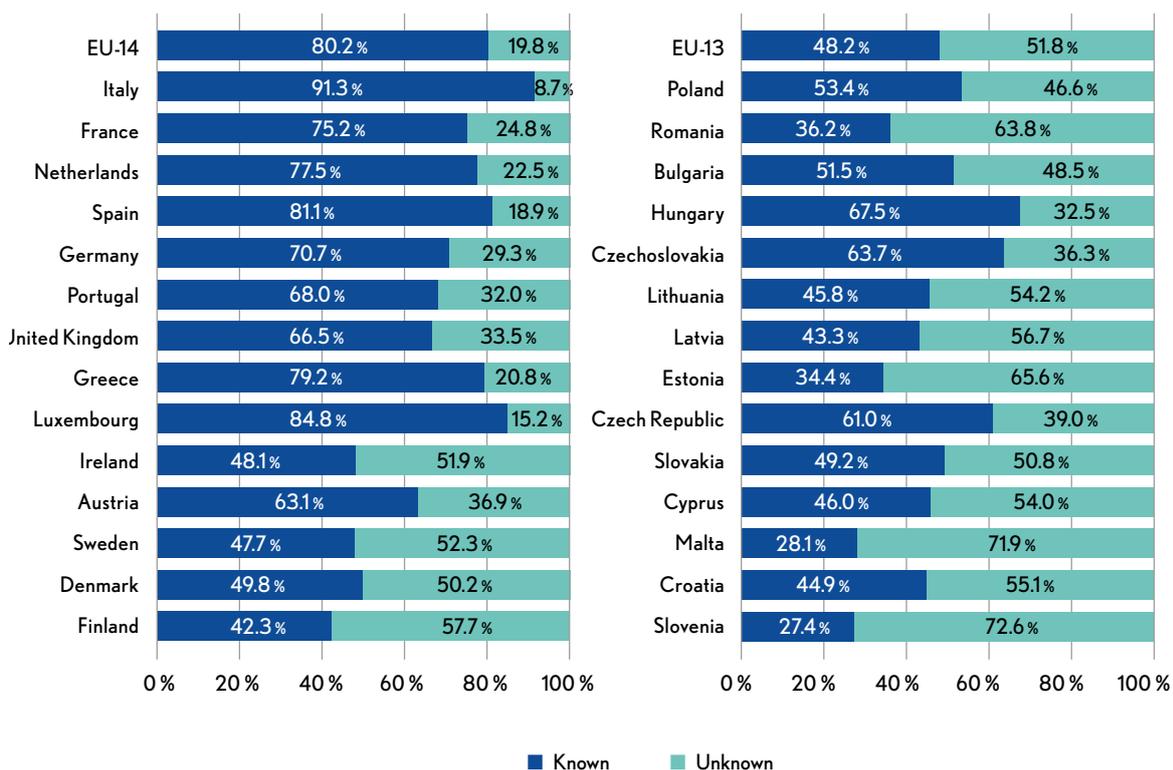
<sup>140</sup> <https://www.vivre-enbelgique.be/11-vivre-ensemble/histoire-de-l-immigration-en-belgique-au-regard-des-politiques-menees>.

category 'obtained Belgian citizenship for 5 years or less' (people of Croatian, Czechoslovak, Bulgarian, Romanian and Polish origin). Some EU-13 origins also have higher shares than EU-14 origins of persons who have obtained citizen-

ship for more than 5 years (persons of Croatian, Cypriot and Hungarian origin).

Let us now examine the distribution **by level of qualification** for these different origins.

**Graph 70: Distribution of persons of EU origin by country of origin and level of qualification (20-64 years old, 2016)**



Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

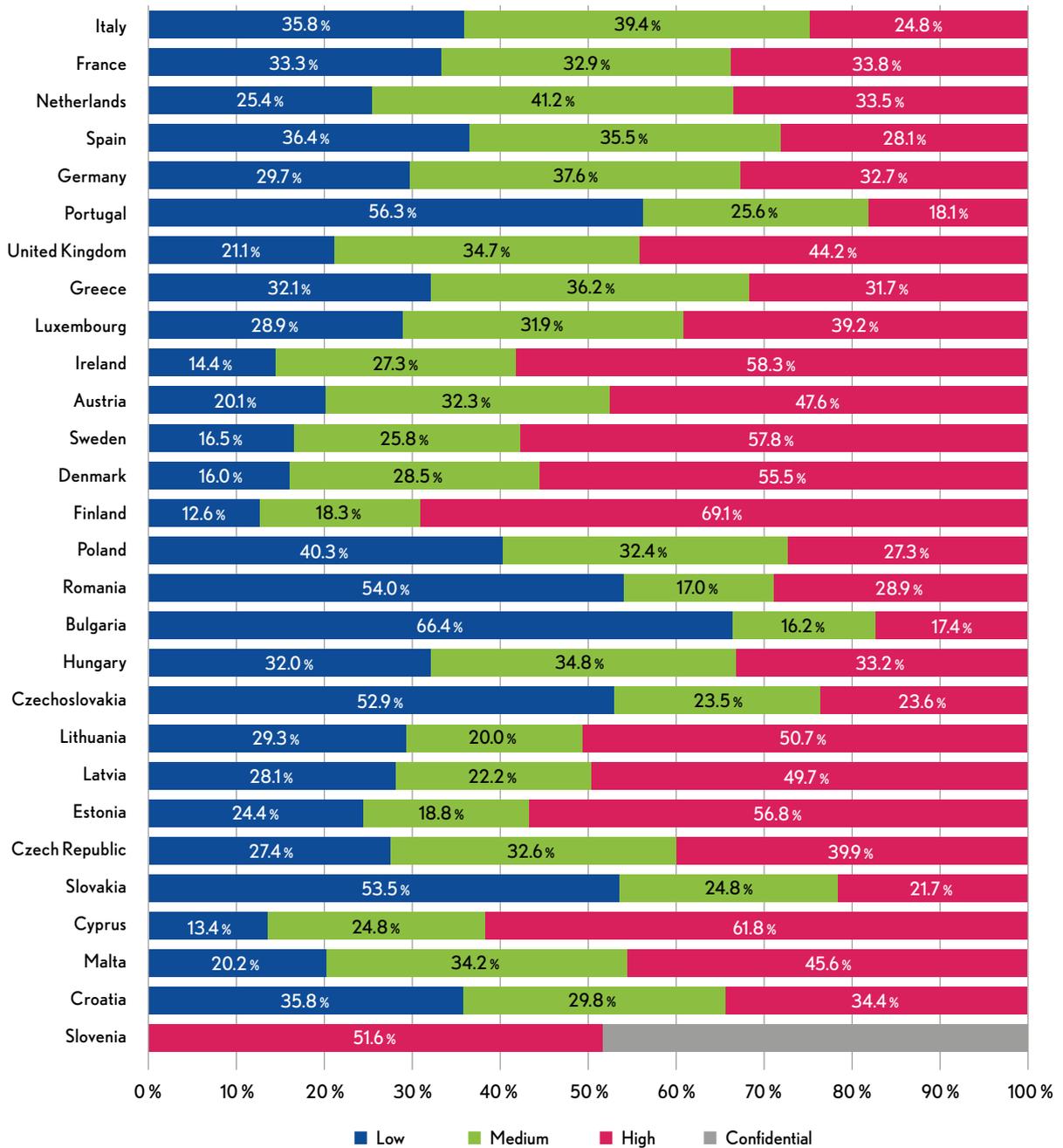
First, we assess whether the level of qualification is known or not. We find that the share of people for whom the level of qualification is unknown is higher than 50% for some EU-14 origins (people of Irish, Swedish, Danish and Finnish origin) and for many EU-13 origins. There are two possible explanations for this phenomenon. Firstly, among all people of EU origin, a proportion of them work as European civil servants and do not need to obtain recognition of a diploma in Belgium to carry out their duties. Moreover, it is in Brussels<sup>141</sup> that the share of unknown diplomas, for almost all origins and the aforementioned origins in particular, is the highest (more than 60%). Secondly, migration background plays a role. Indeed, the share of unknown qualifications

is much higher for persons who have been registered in the National Register for 5 years or less compared to other migration backgrounds, which therefore has a greater impact on persons from a Nordic country and Ireland among persons of EU-14 origin, as well as almost all those of EU-13 origin<sup>142</sup>. And, conversely, origins with a high share of second generation people (and therefore probably educated in Belgium) and those with a low share of people who have been on the National Register for 5 years or less therefore have a low share of unknown qualifications (people of Hungarian, Czech and Polish origin). Only persons of Portuguese origin seem to deviate from this rule.

<sup>141</sup> See data in the appendix.

<sup>142</sup> See chapter Demography.

**Graph 71: Distribution of persons of EU origin by country of origin and level of qualification (20-64 years old, 2016, excluding unknown)**



Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

An analysis of the persons for whom the level of qualification is known shows that more than half of people of Bulgarian (66.4%), Portuguese (56.3%), Romanian (54.0%), Slovak (53.5%) and Czechoslovak (52.9%) origin have at most a lower secondary education qualification. Conversely, fewer than one in five people of Finnish (12.6%), Cypriot (13.4%), Irish (14.4%),

Danish (16.0%) and Swedish (16.5%) origin have not obtained a higher diploma than this. These last five origins, together with people of Estonian origin, have the highest share of higher education graduates. In particular, people of Finnish origin, with a share of almost 70%. Very few people of Bulgarian, Portuguese and Slovak origin have a higher education degree.

## 2. EMPLOYMENT, UNEMPLOYMENT AND INACTIVITY RATE, AND TYPES OF INACTIVITY

Let us now look at the employment rate, the unemployment rate and the inactivity rate of people of EU origin. These, calculated on the basis of the socio-economic position nomenclature, depend, as a reminder, on the data in the possession of the Crossroads Bank Social Security. However, we already know that European civil servants are grouped together in the category

“other” of the inactive, which creates an under-estimation of the employment rate and an over-estimation of the unemployment rate and the inactivity rate for persons of EU origin<sup>143</sup>. The following table (which excludes frontier workers, see second bias explained below) gives an idea of the size of this category.

**Table 25: Number of inactive persons of EU origin in the category “other”, share in the total population and share in the inactive population, by country of origin (20-64 years old, 2016, excluding cross-border commuters)**

|                | Number | % total      | % inactivity |                | Number | % total      | % inactivity |
|----------------|--------|--------------|--------------|----------------|--------|--------------|--------------|
| Italy          | 34,635 | 12.2%        | 38.5%        | Poland         | 14,565 | 17.9%        | 64.3%        |
| France         | 48,135 | 23.4%        | 62.8%        | Romania        | 18,094 | 26.8%        | 82.1%        |
| Netherlands    | 26,248 | 19.6%        | 60.7%        | Bulgaria       | 9,389  | 34.0%        | 79.2%        |
| Spain          | 13,876 | 21.3%        | 59.6%        | Hungary        | 2,967  | 28.9%        | 70.7%        |
| Germany        | 14,732 | 32.7%        | 72.5%        | Czechoslovakia | 3,066  | 37.7%        | 73.2%        |
| Portugal       | 8,269  | 20.8%        | 66.9%        | Lithuania      | 749    | <b>48.3%</b> | <b>90.1%</b> |
| United Kingdom | 8,390  | 31.7%        | 75.8%        | Latvia         | 609    | <b>50.3%</b> | <b>89.6%</b> |
| Greece         | 6,344  | 24.8%        | 62.0%        | Estonia        | 390    | <b>64.0%</b> | <b>93.3%</b> |
| Luxembourg     | 1,471  | 22.9%        | 57.2%        | Czech Republic | 198    | 37.0%        | 78.3%        |
| Ireland        | 1,722  | <b>49.1%</b> | <b>90.8%</b> | Slovakia       | 241    | <b>52.9%</b> | <b>85.2%</b> |
| Austria        | 1,339  | 40.9%        | 82.1%        | Cyprus         | 284    | <b>55.1%</b> | <b>91.6%</b> |
| Sweden         | 1,586  | <b>53.2%</b> | <b>90.8%</b> | Malta          | 295    | <b>73.2%</b> | <b>96.7%</b> |
| Denmark        | 1,303  | <b>56.5%</b> | <b>91.1%</b> | Croatia        | 162    | 48.9%        | <b>89.5%</b> |
| Finland        | 1,523  | <b>66.4%</b> | <b>95.4%</b> | Slovenia       | 67     | <b>59.3%</b> | <b>95.7%</b> |

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

If we compare this table with the graph concerning the shares of unknown levels of qualification (graph 6), we can observe a close link between the origins with a high share of “other” inactive persons and at the same time a high share of unknown degrees (Irish, Swedish, Danish, Finnish, Estonian, Maltese and Slovenian origin). This therefore seems to be an additional indication as to the presence of European civil servants with no diploma recognition in Belgium, whose share seems to be significant for these origins.

The figures concerning the breakdown by nationality of the staff of the European Commission<sup>144</sup> and the data by nationality collected by the Brussels Institute for Statistics and Analysis (IBSA) on employment in the European and international institutions in the Brussels-Capital Region<sup>145</sup> also give an idea of the significant impact that incorrect classification as inactivity can have for certain origins on the various indicators measured.

<sup>143</sup> Desiere, Struyven, Cuyvers & Gangji, 'BISA FOCUS nr. 24: International employment: finally present in the labour market statistics', May 2018.

<sup>144</sup> [https://ec.europa.eu/info/about-european-commission/organisational-structure/commission-staff\\_fr](https://ec.europa.eu/info/about-european-commission/organisational-structure/commission-staff_fr)

<sup>145</sup> <http://ibsa.brussels/themes/marche-du-travail/marche-du-travail#.XT7uA-szaUk>

A second important bias concerning persons from the EU is revealed in the detailed analysis by country of origin: for some of them, the employment rate is largely underestimated because outward cross-border work is not recorded as employment in the socio-economic status classification. These workers are then also erroneously considered as inactive in the “other” category. A correction can be applied in this case. In fact, the Datawarehouse contains an almost complete file from the National Institute for Sickness and Disability Insurance (INAMI/

RIZIV) containing the data relating to outgoing frontier workers who are affiliated to the various Belgian mutual health insurance funds. By subtracting the latter from inactivity and adding them to employment, we will therefore have a picture that is closer to reality.

The two examples presented in the table below<sup>146</sup> perfectly illustrate the impact of this correction on the data for workers of Dutch and Luxembourgish origin, which are made up of a non-negligible proportion of outgoing frontier workers.

**Table 26: Employment and employment rates of persons of Dutch and Luxembourg origin with or without adjustment for cross-border commuters (20-64 years old, 2016)**

|  | The Netherlands |                 | Luxembourg |                 |
|--|-----------------|-----------------|------------|-----------------|
|  | Employment      | Employment rate | Employment | Employment rate |
| According to the nomenclature of the socio-economic position | 84,321          | 55.9 %          | 3,459      | 47.2 %          |
| Including outgoing frontier workers                          | 101,023         | 66.9 %          | 4,357      | 59.4 %          |

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

Indeed, we see that, without adjustment, the employment rates of people from the Netherlands and Luxembourg are underestimated by 11.0 and 12.2 percentage points respectively. The other origins are also impacted but to a lesser extent (including, quite logically enough, persons of German and French origin, but not exclusively).

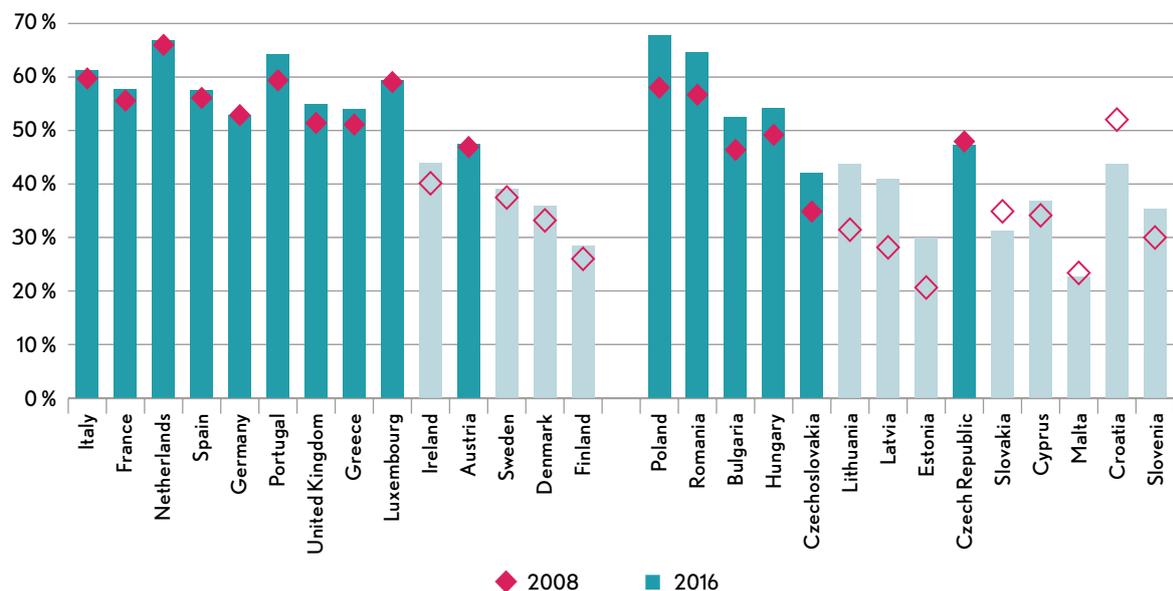
This correction will therefore be applied systematically for all origins in the rest of this chapter, whether for the employment rate, the unemployment rate or the inactivity rate.

The fact that the employment rate of people from certain origins is particularly low is immediately apparent in the first of the next three graphs. Their inactivity rate (third graph) is particularly high. This is less visible for the unemployment rate presented in the second graph. It applies especially to origins which combine one or more factors which give reason to suspect a large proportion of European civil servants in their ranks, suggesting that their employment rate is significantly under-

estimated, their inactivity rate overestimated and their unemployment rate somewhat overestimated as well. In particular, people of Finnish origin have an employment rate of only 28.5% and a high inactivity rate of 69.3% (of which 66.4% are “other” inactive). Moreover, many of these origins are composed of a small total workforce, which often does not allow us to break them down by demographic characteristics and can lead to large fluctuations in annual rates. In view of these different factors, we have chosen to continue the analysis for persons of Italian, French, Dutch, Spanish, German, Portuguese, British, Greek, Luxembourgish, Austrian, Polish, Romanian, Bulgarian, Hungarian, Czechoslovak and Czech origin, bearing in mind that these origins are probably also impacted by a non-negligible proportion of European civil servants classified as inactive. It is possible that, for several of the different breakdowns of the indicators presented, data for some origins may not be publishable, which is why they will not appear systematically in all tables and graphs.

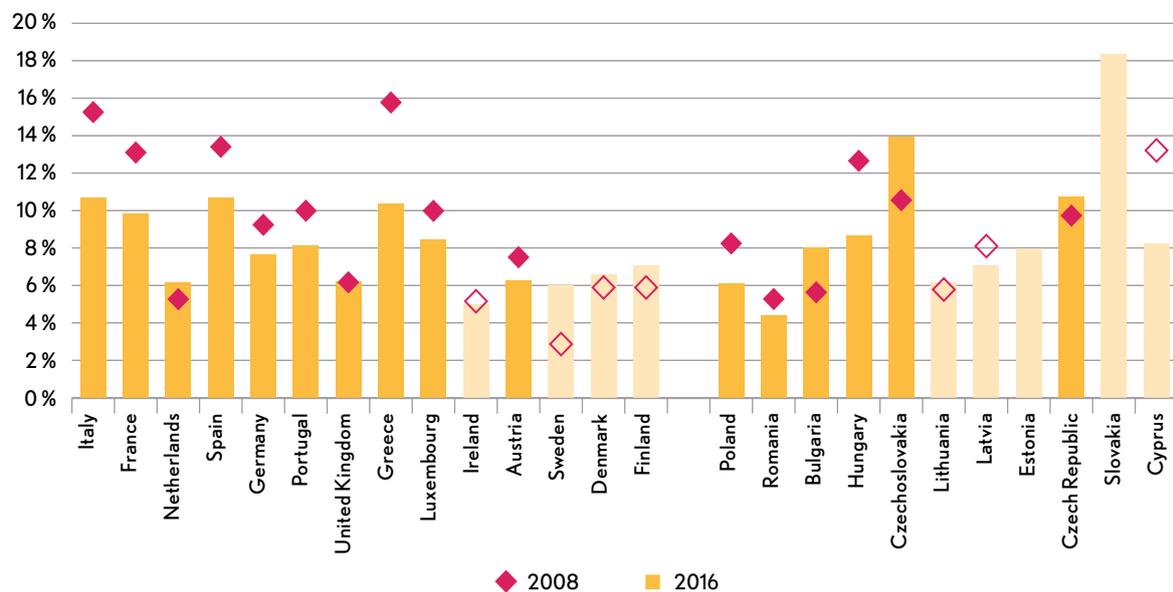
<sup>146</sup> See data for all origins in the appendix.

**Graph 72: Employment rate of persons of EU origin by country of origin (20-64 years old, 2008-2016)**



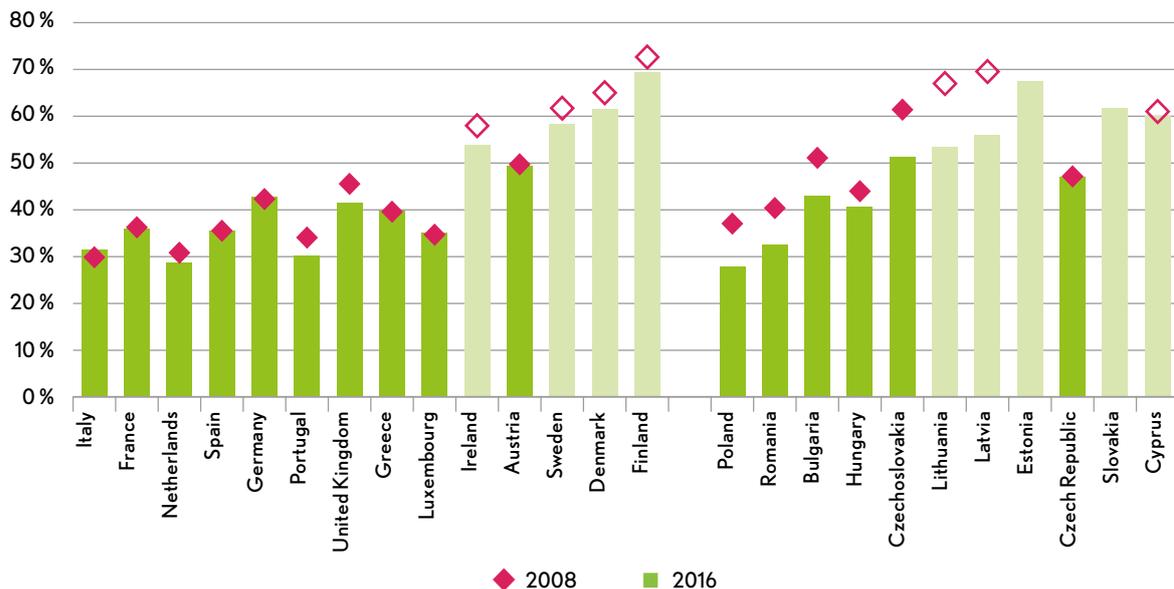
Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

**Graph 73: Unemployment rate of persons of EU origin by country of origin (18-64 years, 2008-2016)**



Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

**Graph 74: Inactivity rate of persons of EU origin by country of origin (20-64 years, 2008-2016)**



Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

None of these origins reaches the employment rate of 73.7% of people of Belgian origin. People of Polish origin have the highest employment rate (67.9%), followed by people of Dutch (66.9%), Romanian (64.5%), Portuguese (64.2%) and Italian (61.2%) origin. All other origins have an employment rate of less than 60%, and even below 50% for people of Austrian (47.5%), Czech (47.2%) and Czechoslovak (42.0%) origin.

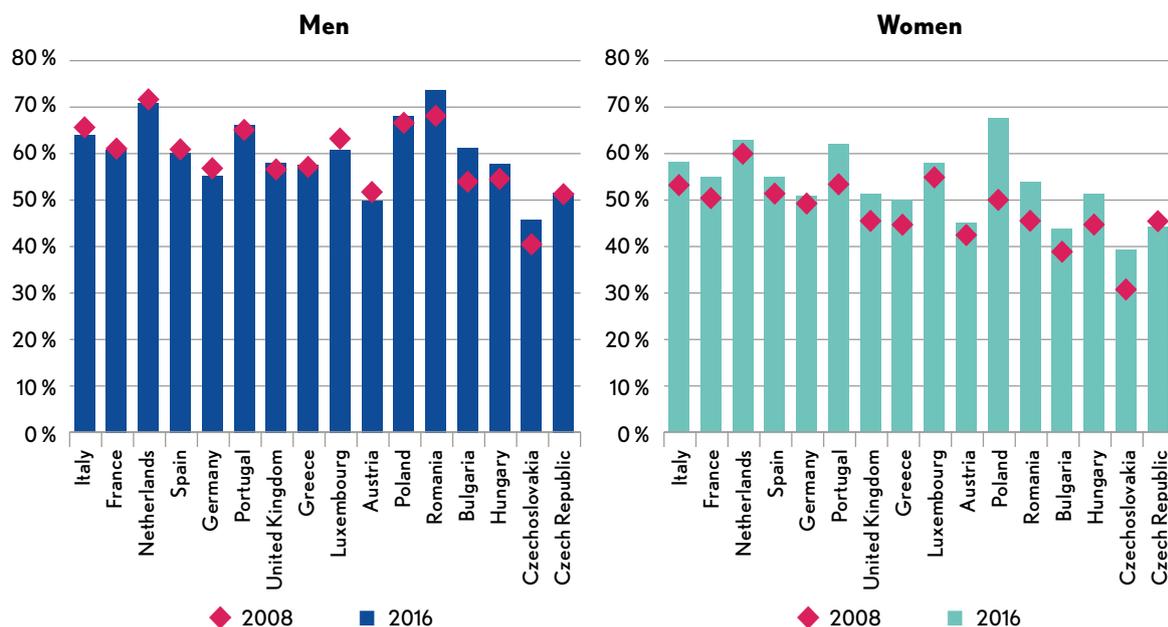
People of Polish origin have seen the biggest increase since 2008 in terms of employment rates: almost 10 percentage points. People of other EU-13 origins, with the exception of those of Czech origin, have not lagged far behind, with increases ranging from +5.1 to +7.8 percentage points, which explains the overall increase in the employment rate of people of EU-13 origin<sup>147</sup>. Among EU-14 origins, people of Portuguese origin experienced the largest increase in the employment rate (+4.8 percentage points), followed by people of British origin (+3.5 percentage points).

People from Czechoslovakia, with a low employment rate, also have the highest unemployment rate (13.9%). However, this rate was not one of the highest in 2008. It is one of the only unemployment rates to have risen since then (+3.4 percentage points), along with those of Bulgarian (+2.8 points), Czech (+1.0 points), Dutch (+0.9 points) and British origin (+0.1 points). The unemployment rates for people of Greek and Italian origin, which were highest in 2008, fell considerably (-5.4 and -4.5 percentage points respectively) but remain higher than those for most other origins. The lowest unemployment rate is that of people of Romanian origin (4.4%), which is even lower (and the only one) than the 4.8% of people of Belgian origin.

People of Czechoslovak, Austrian and Czech origin have the highest inactivity rates. Since 2008, the inactivity rate among people of Italian, Spanish, German, Greek and Luxembourgish origin has risen slightly. In contrast, the rate among people of Czechoslovak (-9.9 percentage points), Polish (-9.1 points), Bulgarian (-8.0 points) and Romanian origin (-7.8 points) has fallen considerably.

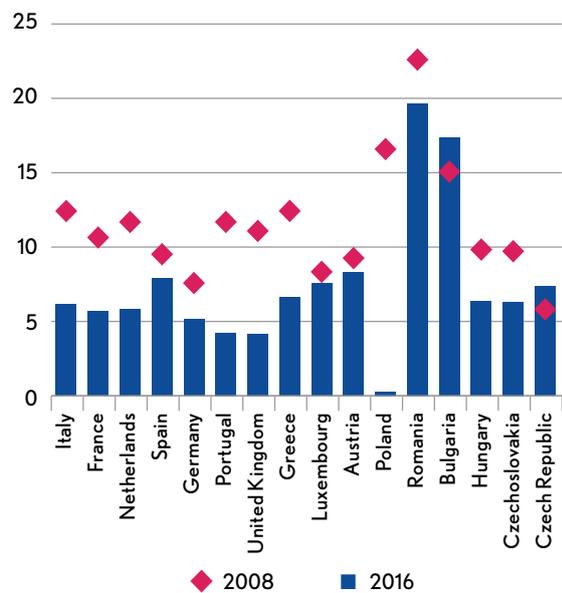
<sup>147</sup> See Chapter Labour Market.

**Graph 75: Employment rate of persons of EU origin by country of origin and gender (20-64 years old, 2008-2016)**



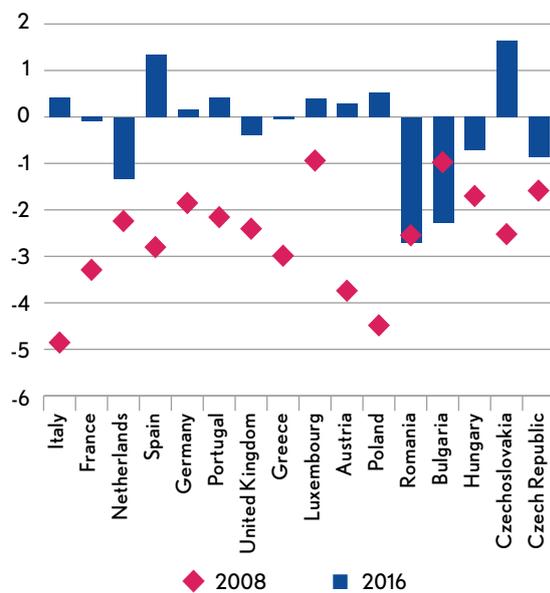
Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

**Graph 76: Employment rate gap between men and women of EU origin by country of origin (20-64 years old, 2008-2016, in percentage points)**



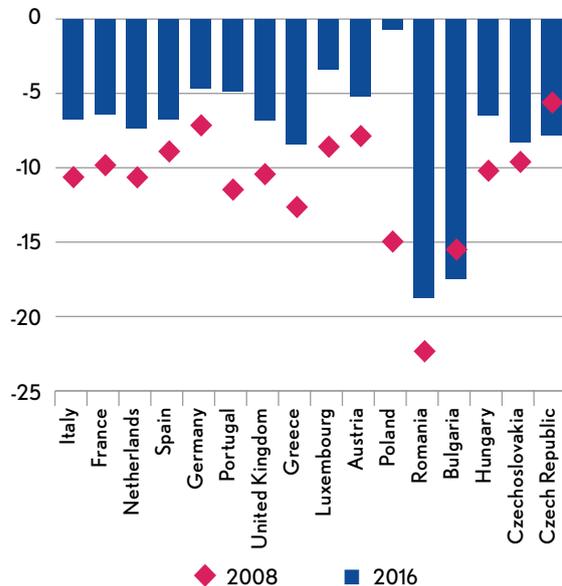
Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

**Graph 77: Unemployment rate gap between men and women of EU origin by country of origin (18-64 years old, 2008-2016, in percentage points)**



Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

**Graph 78: Inactivity rate gap between men and women of EU origin by country of origin (20-64 years old, 2008-2016, in percentage points)**



Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

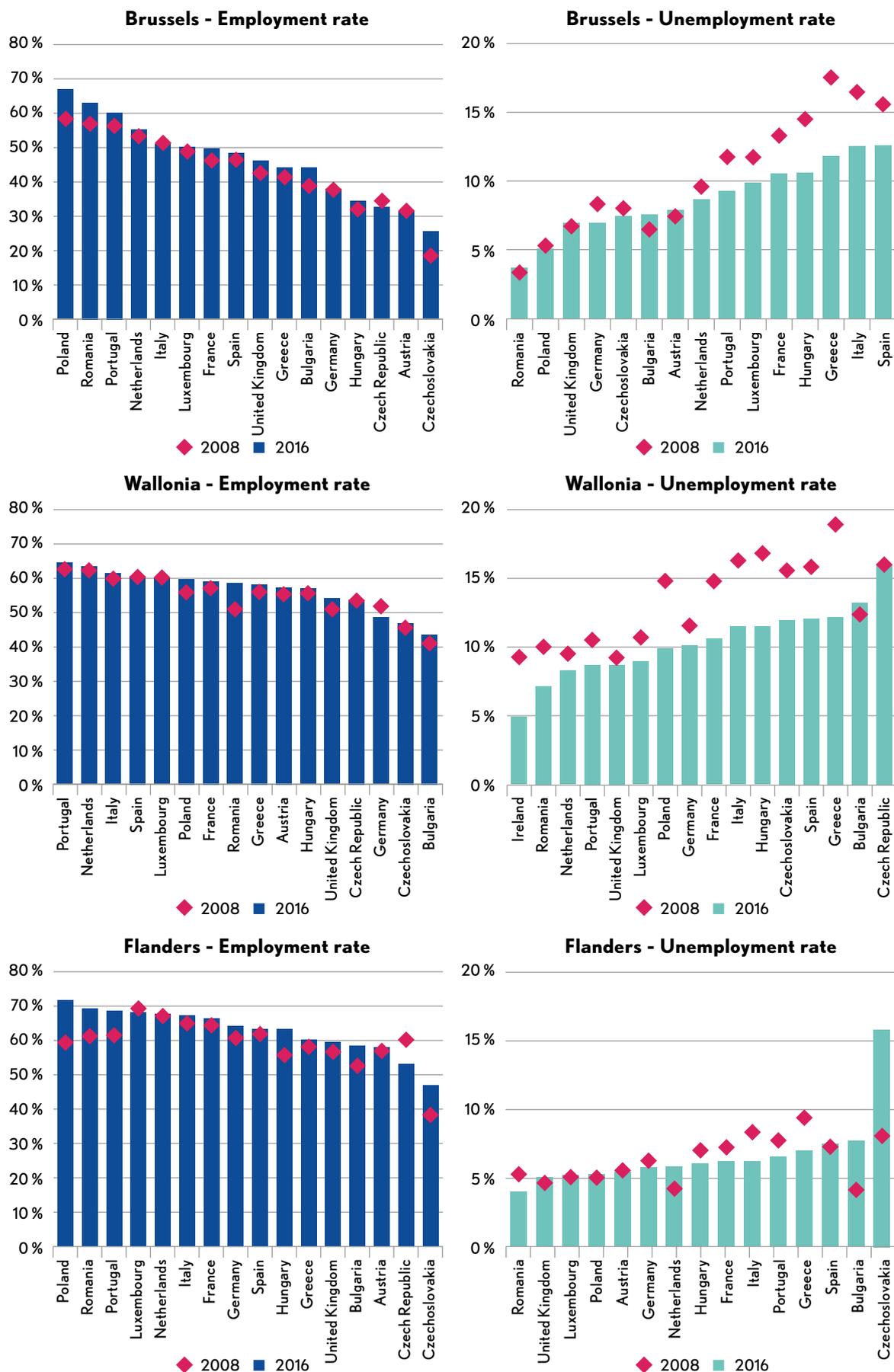
In general, when we disaggregate these data **by gender**, we note that men's employment rates are higher than women's and their inactivity rates are lower, while differences in unemployment rates are less systematic. Two origins stand out with particularly large gender gaps: men of Romanian and Bulgarian origin have an employment rate that is 19.7 and 17.4 percentage points higher than that of women, respectively, combined with a lower inactivity rate at a gap of 18.7 and 17.5 percentage points, and an unemployment rate that is 2.7 and 2.3 percentage points lower. The high employment rate of people of Romanian origin is thus due to the record result for men on this indicator (73.7%, +5.5 percentage points since 2008), which is much higher than the second highest rate for men of Dutch origin (70.8%). The employment rate of men of Bulgarian origin rose the most (+7.3 percentage points). The employment rate among women of Bulgarian origin is particularly low, despite an increase of 5.0 percentage points (43.9% in 2016, only women of Czechoslovak origin have a lower employment rate at 39.4%).

Overall, the gender gap has narrowed since 2008 (and quite significantly), except for people of Bulgarian and Czech origin. In particular, the gaps between men and women of Polish origin have narrowed so much that they amount to next to zero. This decrease is due to the dramatic increase in the employment rate of Polish women, which rose from 50.0% in 2008 to 67.7% in 2016, becoming the highest female employment rate. This record increase is coupled with a decrease in the unemployment rate from 10.7% to 5.9%<sup>148</sup> and in the inactivity rate from 44.0% to 28.0%. With a few exceptions, notably for people of Bulgarian origin, the employment rates of women of other origins have also increased more than those of men - which often even decreased slightly - and the unemployment and inactivity rates of women have decreased more than those of men. In particular, but to a much lesser extent than women of Polish origin, the employment rate of women of Portuguese (+8.6 percentage points), Czechoslovak (+8.6 points) and Romanian (+8.5 points) origin increased markedly.

Apart from people of Polish origin mentioned in the previous paragraph, the gaps between the unemployment rates of men and women that have narrowed most are those of people of Italian origin (due to the stronger fall in the female unemployment rate), Austrian origin (due to the combined effect of an increase in the male unemployment rate and a fall in the female rate) and Czechoslovak origin (due to a stronger increase in the male unemployment rate, +5.5 percentage points compared with +1.4 percentage points for women). The women for whom the unemployment rate fell most were those of Italian (-7.5 percentage points) and Greek origin (-7.1 points), while the largest decreases in the unemployment rate for men were for those of Greek (-4.1 percentage points) and Hungarian origin (-3.6 points).

148 See data in the appendix.

**Graph 79: Employment and unemployment rates of persons of EU origin by country of origin and region (20-64 years old, 2008-2016)**



Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

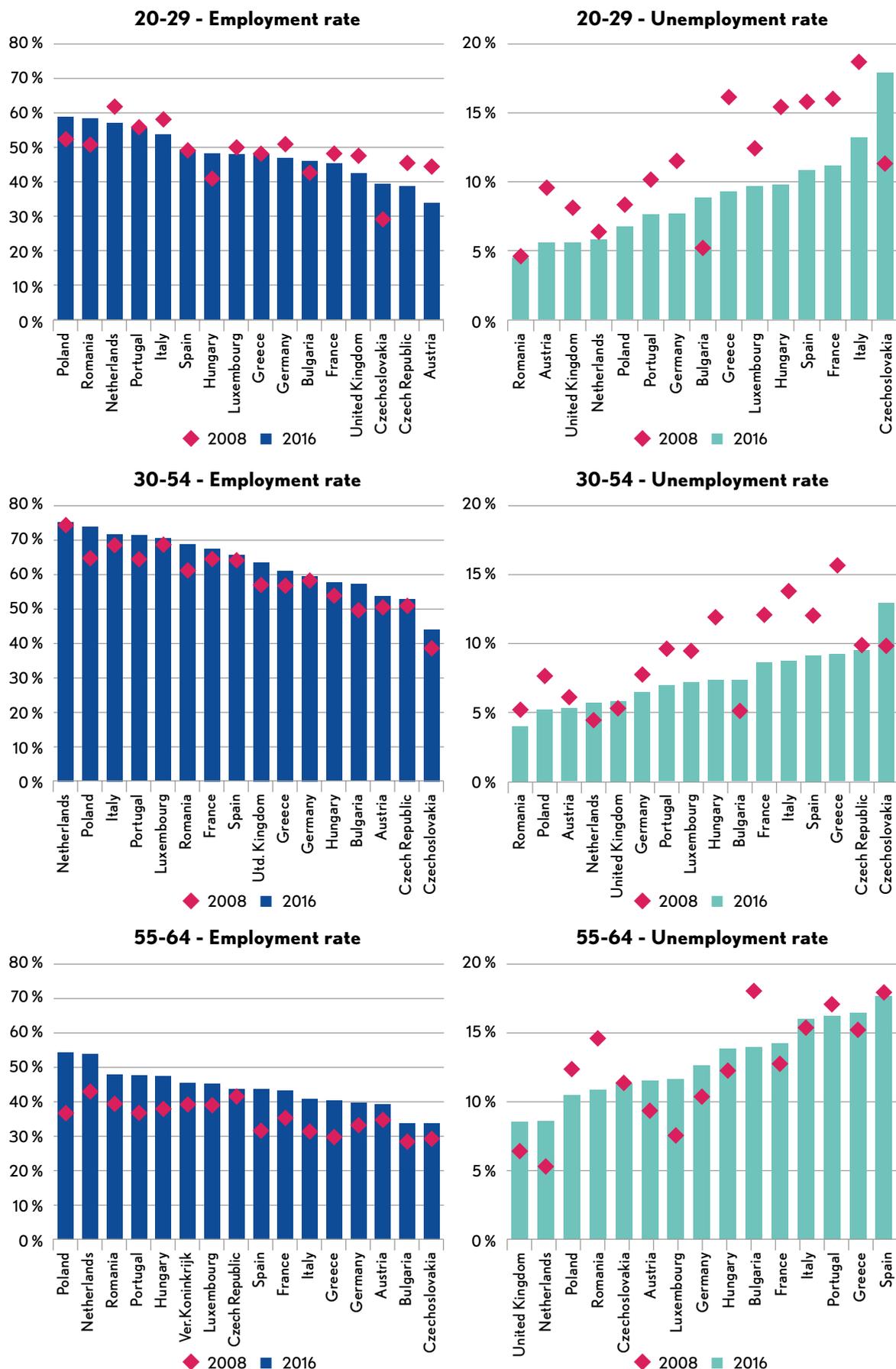
The picture of the employment rate **by region** is rather diverse. The low employment rate for many origins in Brussels can, as mentioned above, be partly explained by the presence of EU officials. The origins with the best employment rates on country level also have the best employment rates in the different regions, but with a slightly different hierarchy in Wallonia, where people of Portuguese (64.6%) and then Dutch (63.5%) origin have the highest employment rates, while it is people of Polish and Romanian origin who have the best rates in Flanders (71.7% and 69.3% respectively) and Brussels (67.0% and 63.1% respectively). People of Czechoslovak origin have the lowest employment rate everywhere except, once again, in Wallonia, where people of Bulgarian origin do less well (43.7%).

People of German origin have seen their employment rate fall significantly in Wallonia since 2008 (-3.2 percentage points), while it remained stable in Brussels and rose by 3.5 percentage points in Flanders. In Brussels and Flanders, people of Czech origin also saw their employment rate fall (-1.8 and -7.0 percentage points respectively). In general, employment rates rose fairly little in Wallonia, except for people of Romanian origin (+7.6 percentage points) and slightly for those of Polish origin (+3.8

points). In Flanders, people of Polish origin experienced the largest increase (+12.3 percentage points), followed by people of Czechoslovak (+8.6 points) and Romanian (+8.1 points) origin. These same three origins also saw their employment rate increase the most in Brussels.

Although unemployment rates are much lower in Flanders than in the other two regions, we nevertheless note that the unemployment rate of people of Czechoslovak origin is surprisingly high (15.8%). It has almost doubled in eight years, whereas this evolution is not at all noticeable in the other regions or for other origins, except for the unemployment rate of people of Bulgarian origin. In Brussels, the people who have seen their unemployment rate fall the most are those who had a higher rate to start with. The differences between the different origins are therefore smaller than before. In Wallonia, the unemployment rate fell considerably for most origins. This is particularly the case for persons of Greek origin (-6.7 percentage points, but also -5.7 points in Brussels and -2.4 points in Flanders), but the reverse is true for persons of Bulgarian origin (+0.8 points). People of Czech origin have the highest unemployment rate in the Czech Republic in 2016 (16.0%), which has been stable since 2008.

**Graph 80: Employment and unemployment rate of persons of EU origin by country of origin and age group (20-64 years old, 2008-2016)**



Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

The employment rate of 30-54-year olds is systematically higher than that of the other two **age groups**, with the employment rate of 20-29-year olds being on average higher than that of 55-64-year olds. In particular, people of Italian origin, who have the 5<sup>th</sup> best employment rate among young people (53.8%) and the 3<sup>rd</sup> best among 30-54-year olds (71.7%), have a low employment rate for 55-64-year olds (40.9%). Since 2008, the employment rates of people of EU origin aged 55-64 have increased, but this is especially true for people of Polish (+17.5 percentage points), Spanish (+12.0 points), Portuguese (+11.0 points), Dutch (+10.9 points) and Greek (+10.5 points) origin. Most young people also experienced an increase in their employment rate, especially those of Czechoslovak (+10.3 percentage points), Romanian (+7.6 points), Hungarian (+7.4 points) and Polish (+6.5 points) origin, but this was not the case for all of them, notably for people of Austrian (-7.6 percentage points), Czech (-6.9 points), British (-5.1 points), Dutch (-4.8 points), Italian (-4.3 points) and German (-4.1 points) origin.

As for the unemployment rate, we note that it is very high for young people from Czechoslovakia (17.9%) compared to other young people,

and also relatively high for those aged 30-54 (13.0%), but it is the 5<sup>th</sup> lowest rate for those aged 55-64. The opposite is true for people of Portuguese origin, who have a rate below average for those aged 20-29 and 30-54, but have one of the highest rates for those aged 55-64 (16.3%). For the latter age group, people of Spanish (17.7%) and Greek origin (16.5%) have the highest rates.

Overall, we find that unemployment rates for 20-29-year olds have fallen very sharply, especially for those who had a high rate in 2008, i.e. those of Greek, Hungarian, Italian, Spanish and French origin (decreases of between 4.8 and 6.8 percentage points). The only exceptions are people of Bulgarian (+3.7 percentage points) and Czechoslovak origin (+6.6 percentage points). These developments are similar for the 30-54 age group, but the picture is different for the oldest age group. Indeed, their unemployment rate increased on average, especially for people of Luxembourgish (+4.1 percentage points) and Dutch origin (+3.3 points), but the rate for people of Bulgarian (-4.1 percentage points), Romanian (-3.7 points), Polish (-1.9 points), Portuguese (-0.8 points) and Spanish (-0.3 points) origin decreased.

**Table 27: Employment and unemployment rate of persons of EU origin by country of origin and level of qualification (20-64 years old, 2016)**

|                 | Employment rate |              |              |              | Unemployment rate |              |              |
|-----------------|-----------------|--------------|--------------|--------------|-------------------|--------------|--------------|
|                 | Low             | Medium       | High         | Unknown      | Low               | Medium       | High         |
| Italy           | 46.5%           | <b>68.4%</b> | <b>78.4%</b> | 42.2%        | 17.9%             | 11.2%        | 5.1%         |
| France          | 46.5%           | <b>66.7%</b> | 69.3%        | 48.5%        | 19.0%             | 11.4%        | 7.6%         |
| The Netherlands | 56.0%           | <b>67.4%</b> | <b>77.0%</b> | 64.2%        | 13.1%             | 7.3%         | 5.0%         |
| Spain           | 49.2%           | <b>67.6%</b> | 69.2%        | 41.4%        | 18.8%             | 11.0%        | 6.7%         |
| Germany         | 47.8%           | 63.8%        | 66.8%        | 35.8%        | 15.2%             | 9.1%         | 5.5%         |
| Portugal        | <b>61.7%</b>    | <b>68.0%</b> | 67.5%        | 63.8%        | 13.2%             | 10.7%        | 7.6%         |
| United Kingdom  | 50.5%           | 62.3%        | 66.4%        | 41.5%        | 12.3%             | 8.4%         | 6.4%         |
| Greece          | 47.5%           | 63.2%        | 63.6%        | 37.4%        | 17.5%             | 11.8%        | 7.2%         |
| Luxembourg      | 45.5%           | 65.9%        | <b>71.1%</b> | 44.9%        | 17.4%             | 9.1%         | 5.4%         |
| Austria         | 48.3%           | 59.3%        | 58.8%        | 31.4%        | 12.6%             | 7.6%         | 6.9%         |
| Poland          | 55.2%           | 63.9%        | <b>70.9%</b> | <b>74.2%</b> | 15.6%             | 11.1%        | 7.5%         |
| Romania         | 52.0%           | 61.5%        | 62.0%        | <b>69.1%</b> | 14.6%             | 13.1%        | 9.2%         |
| Bulgaria        | 48.6%           | 57.2%        | 55.7%        | 54.0%        | 15.9%             | 14.3%        | <b>11.4%</b> |
| Hungary         | 50.0%           | 65.2%        | 68.3%        | 39.5%        | 16.8%             | 10.9%        | 6.6%         |
| Czechoslovakia  | <b>39.3%</b>    | 58.7%        | 61.5%        | 29.5%        | <b>25.3%</b>      | 13.9%        | 9.0%         |
| Czech Republic  | 44.4%           | 57.9%        | <b>74.0%</b> | 26.2%        | <b>20.0%</b>      | <b>16.2%</b> | 7.6%         |

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

When analysing the employment rate **by educational attainment**, it is important to take into account unknown educational attainment levels, as this concerns more than half of people of EU-13 origin. Taking this factor into account, we see that people of Polish (46.6% of unknown diplomas, with an employment rate of 74.2%) and Romanian (63.8% of unknown diplomas, with an employment rate of 69.1%) origin have a higher employment rate when their degree is unknown than when it is known, even when it is a higher education degree. These are the only origins for which this effect is observed. People from other origins with an unknown level of qualification tend to have either a lower employment rate than people from these same origins with at most a lower secondary education qualification or at best a higher rate than people with at most a lower secondary education qualification but lower than that of upper secondary graduates (for people from France, the Netherlands, Portugal and Bulgaria).

The employment rate is generally directly correlated with the level of qualification. The only exceptions are people of Portuguese, Austrian and Bulgarian origin, who have a higher employment rate when they have an upper secondary level diploma than when they have a higher education qualification. People with at most a lower secondary education qualification have, for the most part, employment rates below 50%. In particular, persons of Czechoslovak origin have a very low rate (39.3%). Nevertheless, those of Portuguese

origin with such a level of qualification are still for 61.7% in employment. When they have an upper secondary education qualification, people of Italian origin have the highest employment rate (68.4%) among all people of EU origin with such a qualification, followed by people of Portuguese (68.0%), Spanish (67.6%), Dutch (67.4%) and French (66.7%) origin. However, these values are lower than the employment rate of people of Belgian origin (74.4%). Finally, it is again people of Italian origin (78.4%) who are at the top of the ranking when looking at the employment rates of people who have graduated from higher education, followed this time by people of Dutch (77.0%), Czech (74.0%), Luxembourgish (71.1%) and Polish (70.9%) origin, all lower than the employment rate of people of Belgian origin (84.3%).

In contrast to the employment rate, the unemployment rate decreases when the level of qualification increases, and this time there are no exceptions to the rule. People of Czechoslovak origin with at most lower secondary education have an alarming unemployment rate of 25.3%, followed by people of Czech origin (20%), who also have the highest unemployment rate among people with upper secondary education (16.2%). Finally, even when they have a higher education diploma (which is the case for only 17.4% of the diplomas known for this origin), people of Bulgarian origin still have a high unemployment rate of 11.4%.

**Table 28: Employment rate of persons of EU origin by country of origin and migration background (20-64 years old, 2016)**

|                 | Belgian parents born foreigner(s) | Parent(s) of foreign nationality | Obtained nationality > 5 years | Obtained nationality ≤ 5 years | Registration NR > 5 years | Registration NR ≤ 5 years |
|-----------------|-----------------------------------|----------------------------------|--------------------------------|--------------------------------|---------------------------|---------------------------|
| Italy           | 68.7 %                            | 65.7 %                           | 50.8 %                         | 54.2 %                         | 54.1 %                    | 48.4 %                    |
| France          | 65.6 %                            | 63.4 %                           | 57.0 %                         | 62.0 %                         | 55.2 %                    | 51.0 %                    |
| The Netherlands | <b>75.3 %</b>                     | 68.4 %                           | 62.5 %                         | 70.7 %                         | 66.9 %                    | 61.4 %                    |
| Spain           | 67.4 %                            | 65.8 %                           | 55.0 %                         | 54.1 %                         | 56.5 %                    | 47.3 %                    |
| Germany         | 68.4 %                            | 62.8 %                           | 58.0 %                         | 62.9 %                         | 43.8 %                    | 40.7 %                    |
| Portugal        | 67.8 %                            | 66.0 %                           | 62.1 %                         | <b>69.4 %</b>                  | 62.9 %                    | <b>64.3 %</b>             |
| United Kingdom  | <b>71.4 %</b>                     | 61.8 %                           | 65.5 %                         | 66.6 %                         | 48.9 %                    | 44.7 %                    |
| Greece          | 65.4 %                            | 63.0 %                           | 52.2 %                         | 57.7 %                         | 43.9 %                    | 44.0 %                    |
| Luxembourg      | 65.6 %                            | 62.3 %                           | 52.9 %                         | 52.2 %                         | 58.3 %                    | 44.9 %                    |
| Austria         | 66.4 %                            | 62.1 %                           | 57.1 %                         | 63.9 %                         | 35.4 %                    | 37.3 %                    |
| Poland          | 65.7 %                            | 50.0 %                           | 58.7 %                         | <b>75.2 %</b>                  | 60.3 %                    | <b>70.4 %</b>             |
| Romania         | <b>44.7 %</b>                     | <b>43.8 %</b>                    | 61.4 %                         | <b>72.5 %</b>                  | 41.9 %                    | <b>65.0 %</b>             |
| Bulgaria        | 57.2 %                            | 52.6 %                           | 59.7 %                         | <b>65.7 %</b>                  | 46.8 %                    | 51.0 %                    |
| Hungary         | 66.4 %                            | 55.4 %                           | 56.1 %                         | 66.1 %                         | 36.1 %                    | 44.5 %                    |
| Czechoslovakia  | 63.8 %                            | 50.8 %                           | 65.8 %                         | 52.1 %                         | 36.0 %                    | 34.2 %                    |
| Czech Republic  | 66.5 %                            | :                                | 60.0 %                         | :                              | 48.8 %                    | 33.6 %                    |

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

Overall, when we break down the employment rate **by migration background**, we see that the second generation has a higher employment rate than the first generation. This is especially the case when the parents have acquired Belgian nationality. Persons of Dutch (75.3%) and British (71.4%) origin have the highest rates in the latter category. However, people of Portuguese, Polish, Bulgarian and Romanian origin fall outside the general picture. Persons of Polish and Romanian origin have a higher employment rate when they are 1<sup>st</sup> generation who acquired Belgian nationality 5 years ago or less (75.2% and 72.5% respectively), as well as when they are 1<sup>st</sup> generation of foreign nationality registered in the National Register 5 years ago or less (70.4% and 65.0% respectively). Persons of Romanian origin have, in particular, a very low employment rate when they are of the second generation. As regards persons of Portuguese and Bulgarian origin, the employment rate of those who have obtained Belgian nationality for 5 years or less

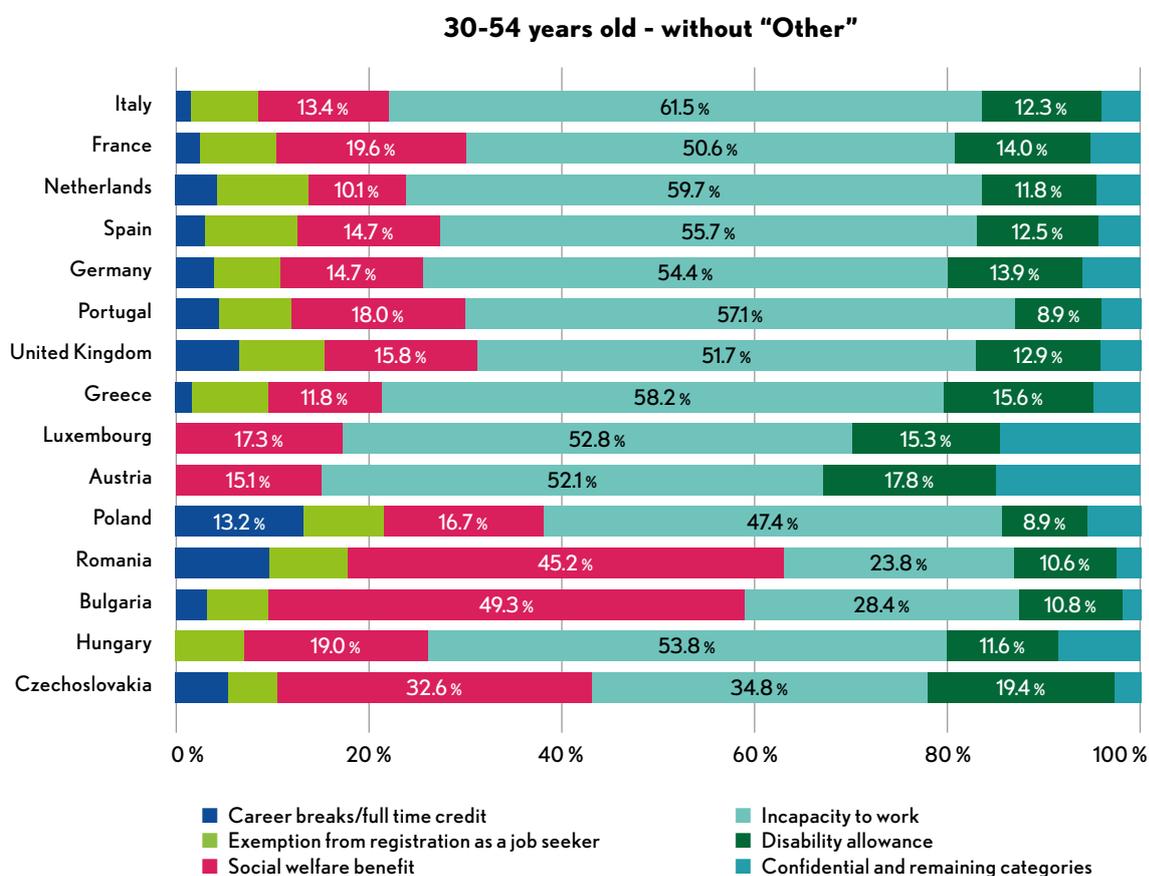
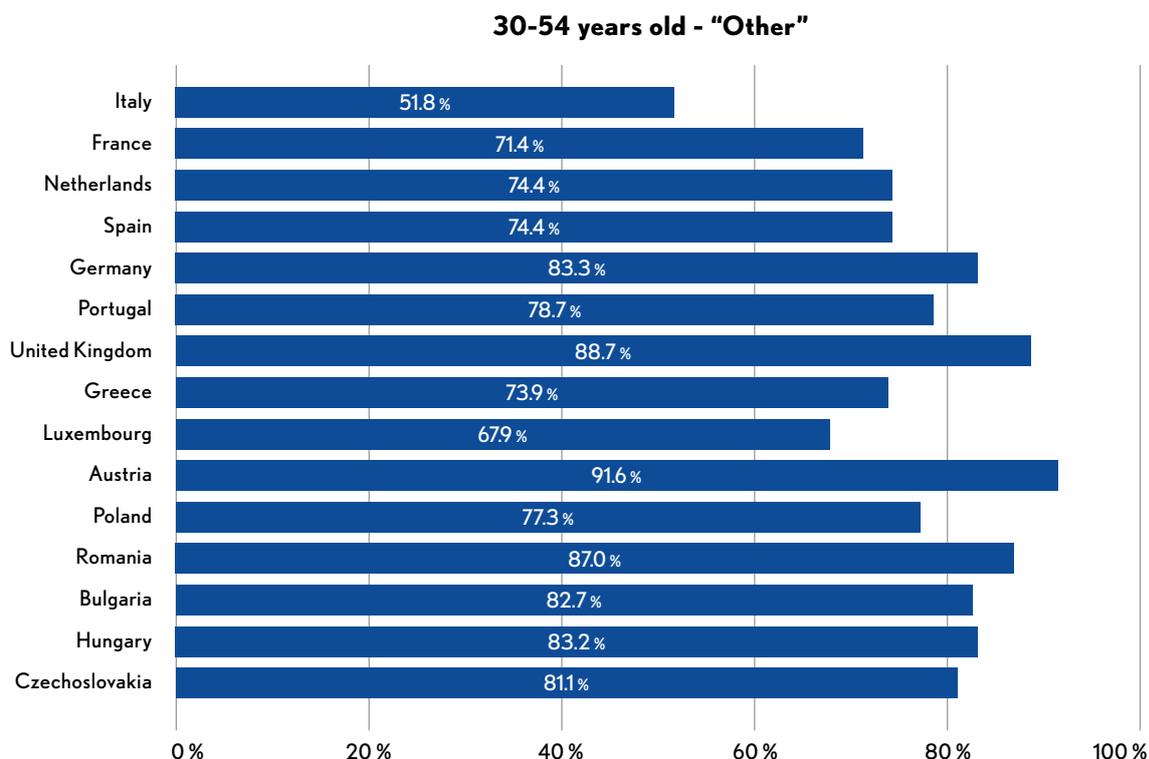
is also higher than that of the second generation for the same origin, but not for first generation persons of foreign nationality registered in the National Register for 5 years or less.

When the employment rate is low, one would expect the unemployment rate to be high, but the opposite is true for most of the origins presented<sup>149</sup>: their unemployment rate when they are first-generation foreign nationals registered in the National Register for 5 years or less is also low (except for persons of Spanish origin, 11.2%). This suggests that this is an atypical group, who have come to Belgium to work in a specific job, such as European civil servants, for example. It is indeed in this category of migration background that the highest inactivity rates are found.

Finally, let us conclude our analysis by examining the inactive and their **distribution across the different types of inactivity**, focusing on those aged 30 to 54.

149 See data in the appendix.

**Graph 81: Distribution of inactive persons of EU origin by country of origin (30-54 years old, 2016)**



Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

The “other” category of the inactive, often mentioned in this chapter, is the most important category, ranging from 67.9% of the inactive for people of Luxembourgish origin to 88.7% for people of British origin. Only people of Italian origin (as a reminder, this is the population most represented among people of EU origin, with a large share of second generation Belgians) deviate, with only 51.8% “other” inactive persons.

In the remaining categories (excluding inactive persons in the “other” category), we find a majority share of persons in ‘incapacity for work’ for persons of EU-14 origin (from 50.6% to 61.5%), as well as Hungarian (53.8%), Polish (47.4%) and Czechoslovak (34.8%) among persons of EU-13

origin. The latter three origins are also those with a high share of second generation Belgians among people of EU-13 origin. Next come people receiving a social welfare benefit. People of Bulgarian (49.3%), Romanian (45.2%) and Czechoslovak (32.6%) origin are particularly over-represented in this category, with people of other origins having shares ranging from 10.1% to 19.6%. The use of career breaks represents on average 5% of the known categories of inactivity. However, people of Polish (13.2%) and Romanian origin (9.7%) are over-represented in this category. Finally, almost 20% of inactive people of Czechoslovak origin receive disability benefits, while only 8.9% of people of Portuguese and Luxembourgish origin receive them.

### 3. CONCLUSION

Given the significant bias caused by the non-identification of European (and to a lesser extent international) civil servants, it is difficult to draw firm conclusions from this analysis. We have therefore eliminated certain data from the analysis on the basis of a combination of various indications suggesting a non-negligible proportion of European civil servants: a large proportion of unknown diplomas and of higher education graduates when the level of qualification is known, a large proportion of inactive persons in the “other” category, data on the number of European civil servants by nationality collected by IBSA and, to a lesser extent, a very large proportion of persons of foreign nationality who have been registered in the National Register for 5 years or less. Despite these precautions, this bias still exists for the origins detailed in this chapter, in particular probably for persons of Austrian origin for whom these indications were present but less evidently than for the origins excluded from the analysis. Overcoming this problem of identifying EU officials in administrative databases is therefore a major challenge in order to establish more reliable statistics for these groups in the future.

Among the origins for which an analysis makes sense, we can distinguish several groups according to their migration background.

#### Among persons originating from an EU-14 country:

- › Origins with a higher proportion of second generation people: people of **Italian**, **Luxembourgish** and **Greek** origin. These people are evenly distributed over age groups and have a very low share of unknown levels of qualification.

People of **Italian** origin, present in very high proportion in Wallonia and with a lower number of “other” inactive people, have the 5<sup>th</sup> best employment rate of all EU origins. They also have a high unemployment rate, although it has been falling sharply since 2008. Persons aged between 30 and 54 have a particularly good employment rate, the rate for older people being rather low. Finally, they tend to have upper secondary qualifications and fewer higher education qualifications. When they have one of these two levels of qualifications, their employment rate is the highest compared to other origins.

People of **Luxembourgish** origin, on the other hand, have a higher proportion of higher education qualifications. Their employment rate is only slightly lower than that of people of Italian origin and their unemployment rate is in the average range.

As for people of **Greek** origin, they have an average employment rate combined with a high unemployment rate, but this has been falling sharply since 2008. In particular, 20-29 year olds rank slightly better in terms of unemployment rate than 30-54 year olds and 55-64 year olds. However, the latter have significantly increased their employment rate since 2008.

- › Origins with slightly more balanced distributions over the different categories of migration background: people of **French, Dutch, Spanish, German, British** and **Austrian** origin. They have an average of 27.7% of unknown levels of qualification. People of French, Dutch and Spanish origin have about 60% of “other” inactives while people of German, British and Austrian origin have shares between 72.5% and 82.1%, combined with lower employment rates than the first three origins.

People of **Dutch** origin, with the highest share of cross-border workers, have a very high employment rate (especially when they have a higher education qualification and when their parents have acquired Belgian nationality) and a very low unemployment rate compared to almost all other origins.

People of **Spanish** origin, for their part, have a high unemployment rate (especially in Brussels), although it has been falling since 2008.

- › People of **Portuguese** origin stand out from other people of EU-14 origin with a very low share of second generation Belgians and a large share of persons with foreign nationality registered in the National Register, all durations combined, a very large share of people with at most a lower secondary school diploma and a slight under-representation of older people. Their employment rate is among the best, indeed the highest rate of all origins in Wallonia, as well as among those with at most a lower secondary school diploma. The only downside in this picture is that their unemployment rate for the 55-64 age group is among the three highest, along with that of people of Greek and Spanish origin.

### Among persons originating from an EU-13 country:

- › People with a significant share of second generation Belgians due to the history of their migration to Belgium: people of **Polish, Hungarian, Czech** and **Czechoslovak** origin. Their parents have more often obtained Belgian nationality. Their proportion of unknown diplomas is also often lower than for other EU-13 origins, as is their share of “other” inactive people. However, their position on the labour market is very diverse. People of **Polish origin**, who are more present in Brussels and Flanders, have the highest employment rate of all EU origins, thanks to the significant growth in the employment rate of women since 2008. They also have a low unemployment rate. They are also characterised by a gender gap that has become nearly insignificant since 2008. Their employment rate is the best of all origins when their diploma is not known and when they have not been residing in Belgium for more than 5 years (entry in the National Register) or when they have obtained Belgian nationality for 5 years or less.

In contrast, people of **Czechoslovak** origin, who have a majority share of qualifications not exceeding lower secondary level, have the lowest employment rate and the highest unemployment rate. For the latter, this is only the case in Flanders, where their unemployment rate is twice as high as that of other origins, and for 20-54 year olds.

People of **Czech** origin, who are younger than people of Czechoslovak origin (partly due to the way the origin variable is constructed), have a higher share of tertiary graduates. However, their employment rate is low and their unemployment rate high. However, their low numbers lead us to be very cautious in interpreting these results.

People of **Hungarian** origin have the highest share of second generation people whose parents obtained Belgian citizenship, as well as the lowest share of unknown qualifications among people of EU-13 origin. Their employment and unemployment rates are rather average.

- › Persons with more than 80% share of first generation migrants with foreign nationality registered in the National Register for 5 years or less: persons of **Romanian** and **Bulgarian** origin. These origins are more present in Brussels and in Flanders and are composed of a larger share of young people than of older people. These two origins are characterised by very large gender gaps, but also by a very high proportion of inactive persons receiving a social welfare benefit. Most of them have a level of qualification that, when it is known, does not go beyond lower secondary education. People of **Romanian** origin have the 3<sup>rd</sup> best employment rate, and even the 2<sup>nd</sup> best for Brussels and Flanders. But this result is due to the employment rate of men, as the employment rate of women does not reach such a level, despite a notable increase since 2008.

Like people of Polish origin, their employment rate is very high, especially for people who arrived in Belgium 5 years ago or less, and whose diploma is not known. On the other hand, employment rates for those of second generation origin are the lowest of all origins. Their unemployment rate is also the lowest of all EU origins in Brussels and Flanders, and the second lowest in Wallonia. It is even lower than that of people of Belgian origin. Finally, people of **Bulgarian** origin have a lower employment rate, especially for women and for those aged 55-64. This is the lowest employment rate of all origins in Wallonia and for people with a higher education qualification. Their unemployment rate is also high, except in Brussels. Although it remains high for the 55-64 age group, it has fallen significantly since 2008.



PERSONS



5

ORIGINATING FROM THE DEMOCRATIC REPUBLIC  
CONGO, RWANDA AND BURUNDI

# KEY ELEMENTS

## DEMOGRAPHY

- › In 2016, 71,353 persons of working age had their origin in DR Congo, Rwanda and Burundi, which is 1.1% of all persons of working age in Belgium. Between 2008 and 2016, the share of persons with origin in DR Congo, Rwanda and Burundi decreased compared to the whole group of persons with origin in Sub-Saharan Africa.
- › There are more women than men among the working age population with origin in DR Congo, Rwanda and Burundi. They also include younger population groups than the general population.
- › The majority of people of Congolese origin live in Brussels (37.3%) and the majority of people of Rwandan and Burundian origin live in Wallonia (35.5% and 37.9%).
- › The population with origin in DR Congo, Rwanda and Burundi has a greater proportion of highly qualified people than the rest of the population of Sub-Saharan Africa: between 29.7% and 36.6% are highly qualified. Compared to other groups of foreign origin, people with origin in DR Congo, Rwanda and Burundi more often have obtained a diploma abroad that is not recognised in Belgium.
- › With regard to household type, among persons with origin in DR Congo, Rwanda and Burundi, the largest proportion lives in a couple with children (approximately 1 in 3). Compared to the general population, men from these countries of origin more often live as single (about 1 in 4) and women more often are head of a single-parent family (more than 1 in 5).

## LABOUR MARKET SITUATION

- › The employment rate is highest for persons of Rwandan origin (51.4%). They also have the lowest unemployment rate (14.2%). People of Congolese and Burundian origin have lower employment rates (around 45%) and higher unemployment rates (between 18 and 20%). Compared to 2008, the employment rate increased for the three countries of origin. The unemployment rate only decreased for the Rwandan origin.
- › The differences in employment rates between men and women are significantly smaller for persons of origin in DR Congo, Rwanda and Burundi compared to those of other Sub-Saharan African countries, but also compared to the entire population of working age.
- › The employment rate increases with the level of qualification: this is true for all groups studied in this report, and thus also for people originating in the three countries of origin under study. Highly qualified people with origin in DR Congo, Rwanda and Burundi have an employment rate between 58.9 and 65.0%. Persons with a diploma obtained abroad that is not recognised in Belgium have a higher employment rate and a lower unemployment rate than persons that are short qualified.
- › The employment rate of persons with origin in DR Congo, Rwanda and Burundi is highest for persons in a couple with children (between 62.1% and 70.7%), followed by persons living as a couple without children (between 54.8% and 62.2%). The unemployment rate is highest for persons who are the head of a single-parent family (between 22.3% and 31.4%), and for persons living alone (between 23.8% and 31.7%).

In this chapter we look at the situation of persons originating from the Democratic Republic (DR) of Congo<sup>150</sup>, Rwanda and Burundi. This is an important group among the people originating from the Sub-Saharan African countries, and Belgium shares a colonial past with these three countries.

Of the three countries studied here, the DR Congo has the longest migration history with Belgium. More than 10% of people of Congolese origin came to Belgium before 1990, while for the two other countries of origin, the figure fluctuates around 5%. The Congolese migration was most concentrated in the 1990s and 2000s. People of Congolese origin also make up the largest group of the countries of origin studied here. The Rwandan migration to Belgium mainly took place in the 1990s, when Rwandans fled the genocide, and in the 2000s. The Burundian migration to Belgium is the most recent of the three and is mainly situated in the years after 2000<sup>151</sup>.

Research shows that in Belgium, people with origin in the DR Congo, Rwanda and Burundi generally have a high level of qualification: a large proportion of them have a higher education diploma, and on average they have more higher education graduates than the total Belgian population. Moreover, a significant proportion of highly qualified people have obtained a diploma abroad that is not recognised in Belgium<sup>152</sup>. Research also shows that transnational families are common among people with origin in Sub-Saharan Africa. This means that they are persons with a spouse and/or children who do not live in Belgium for a longer or shorter period of time and therefore live separately<sup>153</sup>. These specific characteristics - the high proportion of persons with higher education qualifications, that are

often unrecognised, and the more frequent occurrence of transnational family situations - will therefore receive special attention in the analysis of the demographic and labour market situation of persons from these countries of origin.

At the end of this chapter, we will also briefly look at the labour market situation of people from Cameroon. Cameroon is the second largest country of origin, after the DR Congo. A specific feature of migration from Cameroon is that a large proportion of Cameroonians migrate to Belgium to study there, a much larger proportion than among the Congolese, for example<sup>154</sup>. Of all non-EU nationals who migrate to Belgium for study purposes, the Cameroonians constitute the second largest group, after the Chinese. With this in mind, it is interesting to look at their labour market situation in Belgium.

In this chapter we use the term 'Sub-Saharan African countries' for the group referred to elsewhere in this report with the term 'Other African origin': on the one hand because it is a clearer term to make the division between countries of origin among Sub-Saharan African countries, and on the other hand because experts indicate that this term is more accurate. The definition of the different countries of origin (DR Congo, Rwanda, Burundi and also Cameroon) is fully in line with the definition of the 'origin' variable that we use throughout the report, but instead of a grouping of different countries, these are detailed figures per country.

First, we will discuss a number of demographic characteristics of the working-age population originating in the DR Congo, Rwanda and Burundi in 2016. Next, we will discuss the main labour market indicators for 2016, such as the

<sup>150</sup> In this chapter we will refer to this group as the DR Congo or people of Congolese origin.

<sup>151</sup> See: Demart, S., Schoumaker, B., Adam, I., Goddess, M., Hezukuri, C., Poucineau, J., & Godeau, L. (2017), *Burgers met Afrikaanse roots: een portret van Congolese, Rwandese en Burundese Belgen*, Brussels: Koning Boudewijnstichting.

<sup>152</sup> See: Demart, S., et al. (2017); Schoumaker, B., & Schoonvaere, Q. (2012), "L'immigration subsaharienne en Belgique. Etat des lieux et tendances récentes." *Démographie et sociétés*; Schoonvaere, Q. (2010), *Studie over de Congolese migratie en de impact ervan op de Congolese aanwezigheid in België: Analyse van de voornaamste demografische gegevens*, Instituut IACCHOS (UCL) and Centrum voor gelijkheid van kansen en voor racismebestrijding.

<sup>153</sup> See: Demart, S., et al. (2017); Mazzucato, V., Schans, D., Caarls, K., & Beauchemin, C. (2015), "Transnational families between Africa and Europe", *International migration review*, Vol. 49, No. 1, pp. 142-172.

<sup>154</sup> In 2016, 799 Cameroonians and 177 Congolese came to Belgium for studies. See: Myria (2018), *Migratie in cijfers en in rechten*, Brussels: Myria; and Schoumaker, B., & Schoonvaere, Q. (2012).

employment rate, the unemployment rate and the inactivity rate, with a brief discussion of the types of inactivity. For the most important indi-

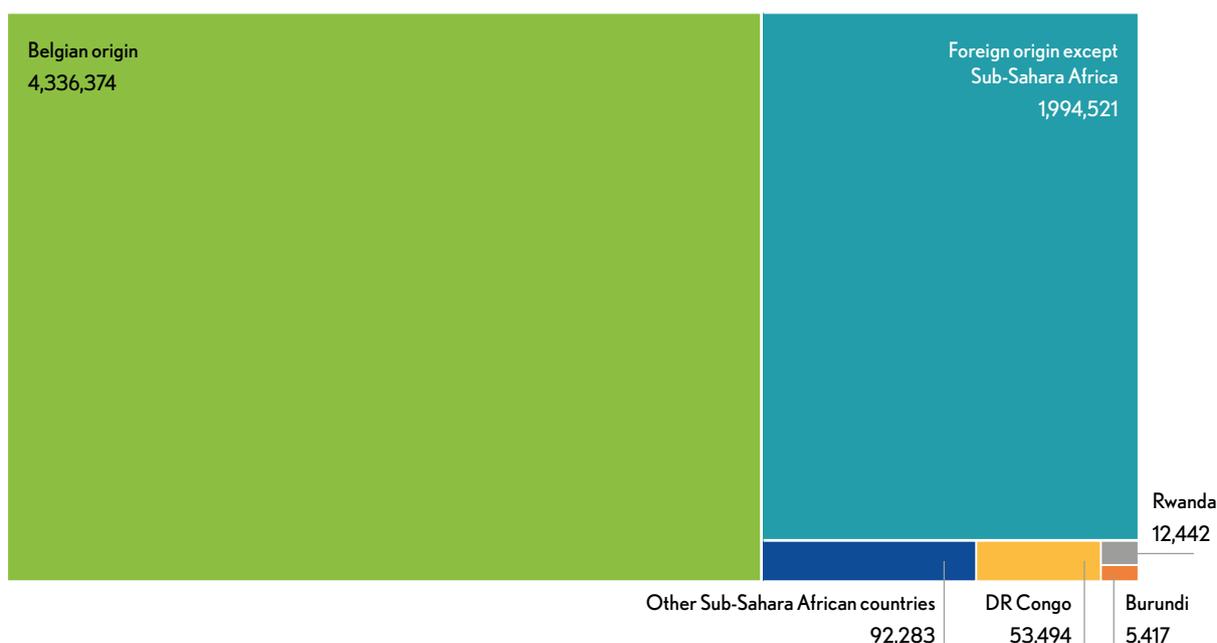
cators, we also look at the evolutions compared to 2008. We conclude with a brief discussion of the situation of persons of Cameroonian origin.

## 1. DEMOGRAPHIC CHARACTERISTICS OF PERSONS WITH ORIGIN IN DR CONGO, RWANDA AND BURUNDI

In 2016, 71,353 persons of working age (18-64 years old) were of DR Congo, Rwanda and Burundi origin, or 1.1% of all persons of working age in Belgium. Compared to the total population of foreign origin, this group represents 3.4%. The following figure shows the share of

this group in relation to the group of Belgian origin, the other foreign origin groups and the rest of the group of Sub-Saharan African origin (the surface area of each section is proportional to the size of the group).

**Figure 3: Size of the population with origin in DR Congo, Rwanda and Burundi compared to the other origins (18-64 years old, 2016)**

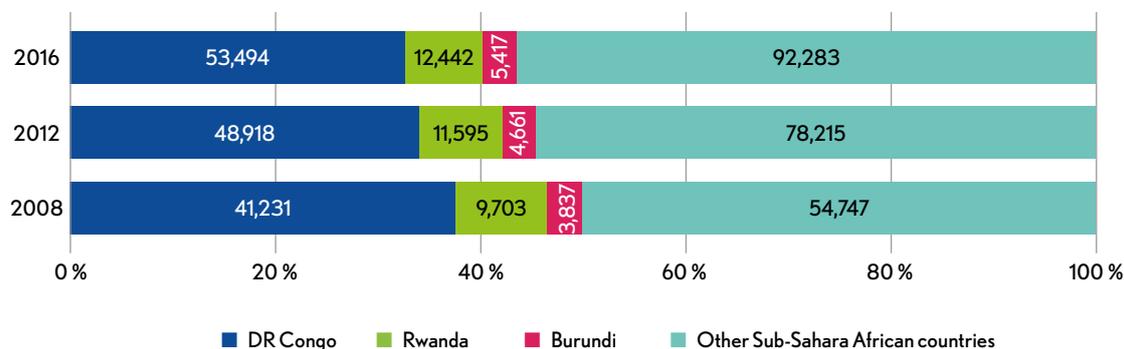


Source: Datawarehouse labour market and social protection, CBSS. Calculation and processing: Unia/SPF ELSD.

The following graph shows the evolution of the proportion of people of sub-Saharan African origin from the DR Congo, Rwanda and Burundi between 2008 and 2016. If we look at the whole group of people of Sub-Saharan origin between 2008 and 2016, we see that the share of people with origin in DR Congo, Rwanda and

Burundi has decreased: 50% of the population of Sub-Saharan African origin had an origin in these three countries in 2008, but in 2016 their share decreased to 43.6%. Note that in absolute numbers, the group of persons from these three countries grew from 54,711 persons in 2008 to 71,353 persons in 2016.

**Graph 82: Evolution of the distribution of persons of Sub-Saharan African origin by country of origin (18-64 years old, 2008-2012-2016)**



Source: Datawarehouse labour market and social protection, CBSS. Calculation and processing: Unia/SPF ELSD.

With regard to their migration background, the majority of people with origin in DR Congo, Rwanda and Burundi have obtained Belgian nationality (since more or less than 5 years): almost half for those of Congolese origin, up to 7 out of 10 for the Rwandan origin. The Congolese origin group proportionally has the largest second generation: 20.3% of them belong to the second generation (at least one parent born Congolese or one parent with Congolese nationality), which is not surprising given that they are the group with the longest migration history among the three countries. People with origin in the other Sub-Saharan African countries have the highest proportion of newcomers: 46.9% of them are registered in the National Register for 5 years or less, which is not surprising given their more recent migration.

The working-age population with origin in DR Congo, Rwanda and Burundi consists of more women than men. For these three countries of origin, the ratio is about 55% women and 45% men, while for the remaining group from the other Sub-Saharan African countries it is about even (50.2% women and 49.8% men). The higher proportion of women from these countries is due to a (more recent) feminisation of migration<sup>155</sup>.

It also concerns younger groups than the general population: the proportion of 18-19-year olds and 20-29-year olds is higher, while the proportion of 55-64-year olds is considerably lower. This applies both to people originating in the DR Congo, Rwanda and Burundi and to those from the rest of the Sub-Saharan African countries. In relative terms, the Congolese origin has the highest proportion of people in the oldest age category (55-64 years old), which is not illogical since it is the group with the longest migration history to Belgium among these countries<sup>156</sup>.

If we look at their place of residence, we see that the majority of people of Congolese origin live in Brussels (37.3%), the majority of people of Rwandan and Burundian origin live in Wallonia (35.5% and 37.9% respectively) and the majority of the other group from Sub-Saharan Africa live in Flanders (41.6%). The proportion of people of DR Congo, Rwanda and Burundi origin as well as those from the other Sub-Saharan African countries living in Brussels has decreased remarkably compared to 2008. Brussels appears to play less the role of an 'arrival city'<sup>157</sup> than in 2008, as comparatively fewer 'newcomers' from the DR Congo, Rwanda and Burundi are living in the Brussels-Capital Region in 2016. Even larger shares of people who obtained Belgian nationality or people of the second generation live in Flanders and Wallonia.

<sup>155</sup> Demart, S., et al. (2017); Schoonvaere, Q. (2010).

<sup>156</sup> Schoonvaere, Q. (2010).

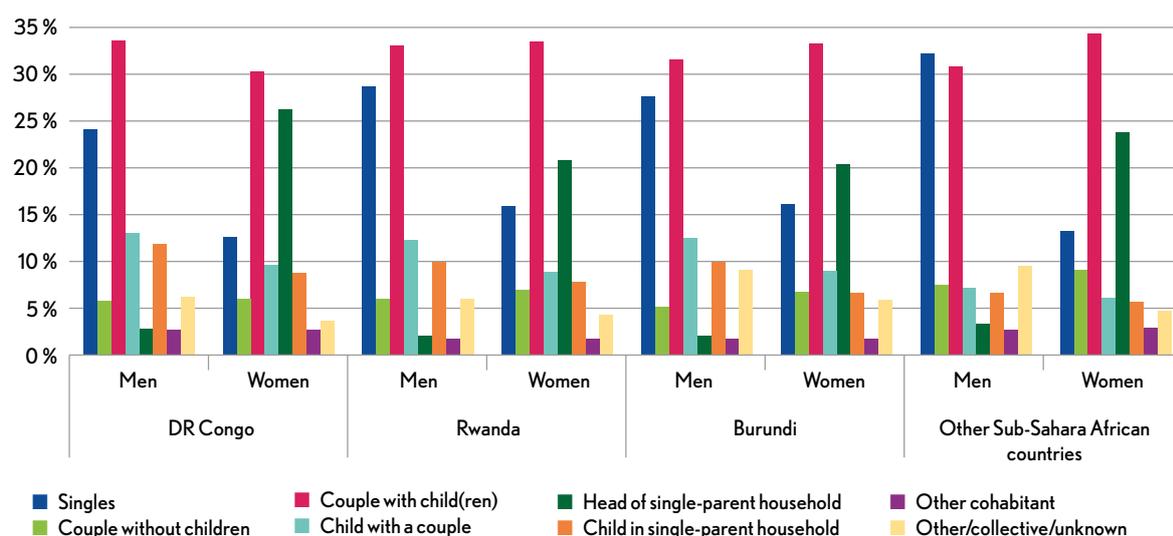
<sup>157</sup> Schoonvaere, Q. (2010).

As indicated in the introduction, we will pay particular attention to the data on household type and level of qualification for the persons with origin in DR Congo, Rwanda and Burundi. In terms of household type, we see that in each case the highest proportion of persons is in a couple with children (about 1 in 3). It is particularly remarkable that the population of these three countries has a larger share of single persons and heads of a single-parent household compared to the general population, but also compared to other groups of foreign origin.

and Burundi, as well as those from the other Sub-Saharan African countries, by household type and gender. Broken down by gender, for the three countries of origin, we see that men are much more likely to live as single persons (about 1 in 4 is living alone)<sup>158</sup> and women are much more likely to be heads of single-parent families: more than 1 in 5 of the women and even more than 1 in 4 of the women of Congolese origin. The high proportion of people living alone or who are head of single-parent families is probably partly a reflection of the transnational family situations discussed in previous research<sup>159</sup>.

The following graph shows the distribution of persons originating from DR Congo, Rwanda

**Graph 83: Distribution of persons of Sub-Saharan African origin by household type, gender and country of origin (18-64 years old, 2016)**



Source: Datawarehouse labour market and social protection, CBSS. Calculation and processing: Unia/SPF ELSD.

With regard to the level of qualification of the 20-64-year olds, we discuss the distribution between those who have completed at most lower secondary education, those who have completed upper secondary education and those who

have graduated from higher education, but also at those with a diploma obtained abroad that is not recognised in Belgium<sup>160</sup>. Persons with an unrecognised foreign diploma are added elsewhere in this report to the group with at most a

<sup>158</sup> Research indicates that not only men are more likely to live as singles, but also graduates in higher education and that this is partly a reflection of the large proportion of students within these groups (see: Demart, S., et al. (2017)).

<sup>159</sup> Demart, S., et al. (2017).

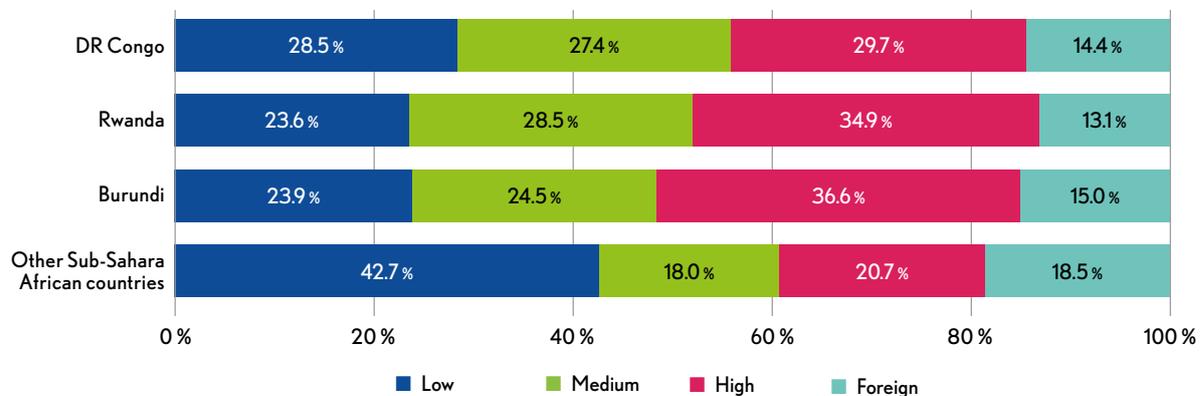
<sup>160</sup> The data on whether or not a diploma has been obtained abroad that is not recognised in Belgium comes from the databases of the employment services (VDAB, FOREM, Actiris, ADG) and is based on self-reporting. These data are therefore only available to persons who are or have been registered with one of these services. This means that they are/have been unemployed or at least registered as jobseekers. Other persons with an unrecognised foreign diploma are therefore not included in these data, which probably means that we are dealing with an underestimation of the number of persons with an unrecognised foreign diploma. For more details on the variable 'level of qualification' we refer to the chapter Demography.

lower secondary education certificate, and are therefore not analysed as a separate group<sup>161</sup>. As previous research on the population of Sub-Saharan African origin shows that this group more often has an unrecognised foreign diploma and are more often highly qualified, we choose to study the group with an unrecognised foreign diploma separately in this chapter<sup>162</sup>. The following graph shows the shares for each level of qualification for the persons with origin in DR Congo, Rwanda and Burundi, including the foreign unrecognised diplomas<sup>163</sup>. Of the population originating in DR Congo, Rwanda and Burundi, a larger proportion is highly qualified than that of the other persons from Sub-Saharan Africa. It concerns 29.7% of the people with origin in DR Congo, 34.9% with origin in Rwanda and 36.6% with origin in Burundi. Of the other people originating from Sub-Saharan African countries, 20.7% are highly qualified, and a much higher

proportion has at most a lower secondary education certificate (42.7%).

Compared to other origin groups, the population of Sub-Saharan African origin is the group of origin with the largest share of diplomas obtained abroad and not recognised in Belgium. Of the persons of origin in DR Congo, Rwanda and Burundi, about 13.1 to 15% have an unrecognised foreign diploma. Compared to the general population of working age, this is 11 to 13 percentage points more. If we compare only with other persons of foreign origin, of whom we also know that they more often have a foreign diploma that is not recognised (compared to persons of Belgian origin), it is still 3 to 5 percentage points higher, which means that this group falls remarkably more often into this category. Of the other Sub-Saharan African countries, even a larger proportion of people have a foreign diploma that has not been recognised: more than 18%.

**Graph 84: Distribution of persons of Sub-Saharan African origin by level of qualification (except unknown) and country of origin (20-64 years old, 2016)**



Source: Datawarehouse labour market and social protection, CBSS. Calculation and processing: Unia/SPF ELSD.

Broken down by migration background, we see that newcomers with origin in DR Congo, Rwanda and Burundi (5 years or less registered

in the National Register) most often have obtained a diploma abroad that is not recognised in Belgium: this is the case for about 1 in 3 new-

<sup>161</sup> See chapter on Demography.

<sup>162</sup> By way of comparison, a survey of a sample of people in Belgium with origin in the DR Congo, Rwanda and Burundi shows that more than 60% indicate that they are highly educated, and half of those highly educated indicate that they have a university degree or higher. Although the authors do not exclude that this may be an overestimation due to a higher response rate among highly educated people, this gives an indication of the overall educational level of this population and the importance of unrecognised foreign diplomas (See Demart, S., et al. (2017)).

<sup>163</sup> The persons whose level of qualification is not known are not included in this graph. For the entire origin group of persons from Sub-Saharan African countries between 20 and 64 years of age, the figure is 14.7%.

comers. In part, they probably have not been in Belgium long enough to have gone through the procedure to have their foreign diploma recognised. It is noteworthy that both the second generation and those who have obtained Belgian nationality (for more or less than 5 years) of Rwandan and Burundian origin for a very large part have a higher education diploma (between 33% and 47%). For the Congolese origin, the picture is somewhat less clear: more than 1 in 4 of the second generation and those who have obtained Belgian nationality (for more or less than 5 years) are highly qualified, but the majority (more than 1 in 3) are medium-skilled. Among the other persons of Sub-Saharan African origin, we see much larger shares that have completed at most lower secondary education: persons of foreign nationality and those who have obtained Belgian nationality (for more or less than 5 years) have the highest shares of low-qualified people; among the second generation, we find mainly medium-qualified people. Generally speaking, the level of qualification of people with origin in the DR Congo, Rwanda and Burundi appears to be higher than that of people with origin in the other Sub-Saharan African countries.

If we look at the level of qualification by gender, we see that the distribution of the level of qualification is broadly similar between men and women. Only for people originating from the DR Congo it appears that proportionally more women are lower qualified and more men are higher qualified, which we also see for people originating from the other Sub-Saharan African countries. For the three countries of origin, we see that women are slightly more likely to have an unrecognised foreign diploma than men.

Among the holders of higher education diplomas of origin in DR Congo, Rwanda and Burundi, the distribution between bachelor, master and doctoral levels is more or less equal between these three countries, with slightly more master and doctoral degrees among the persons of Burundian origin. The distribution also corresponds to that of the general population: about 60% of the highly qualified have a bachelor's degree, about 35% have a master's degree and just over 1.5% have a doctoral degree<sup>164</sup>.

## 2. EMPLOYMENT AND UNEMPLOYMENT RATES

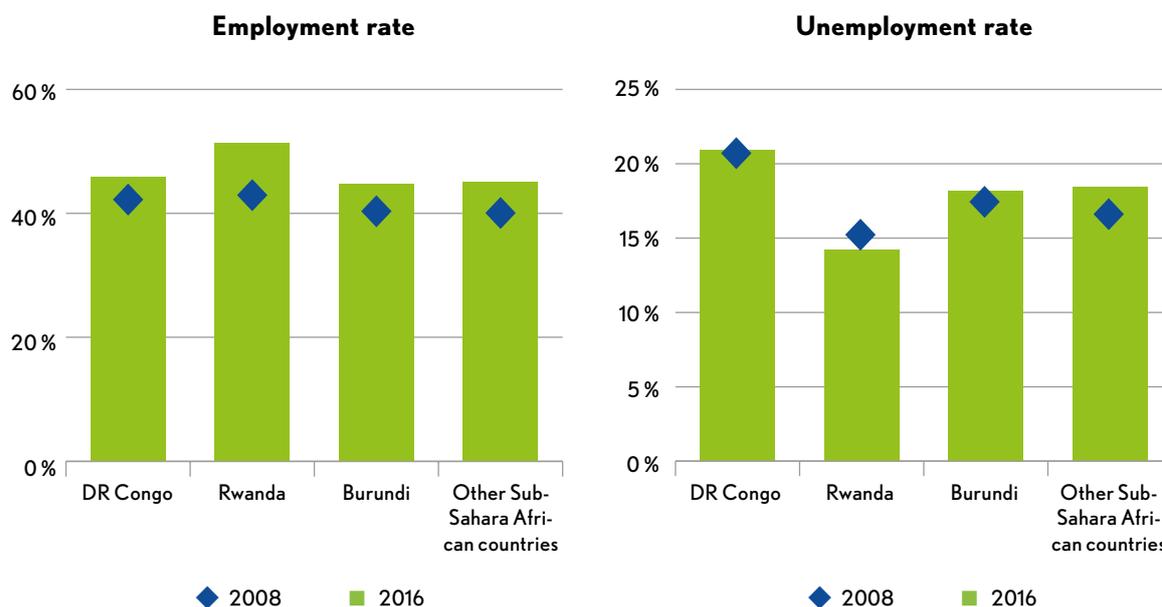
In this section, we discuss the employment and unemployment rates of people with origin in DR Congo, Rwanda and Burundi aged 20 to 64, and compare them with the employment and unemployment rates of the general population and other groups of foreign origin.

The employment rate is highest for persons of Rwandan origin (51.4%). They also have the lowest unemployment rate (14.2%). People of Congolese and Burundese origin have lower employment rates (around 45%) and higher unemployment rates (between 18 and 20%). When we compare this with 2008 and 2012, we see that the Rwandan origin has the highest employment rate of the three countries of ori-

gin and that it also increased the most between 2008 and 2016 (by 8.4 percentage points). The unemployment rate of the population of Rwandan origin also decreased compared to 2008, while that of Congolese and Burundian origin increased slightly. The three countries of origin, DR Congo, Rwanda and Burundi, experienced an increase in their unemployment rate between 2008 and 2012 (which also applies to the general population due to the financial crisis), but this was also accompanied by an increase in their activity rate. Between 2012 and 2016, the employment rate for the three countries of origin increased and the unemployment rate decreased.

<sup>164</sup> Note that in the chapter Labour market, the distribution between Bachelor's, master's and PhD's for the general population is shown for the 25-64-year olds. For this chapter we used the population aged 20-64, since it was not possible to further refine the age groups to 25-64-year olds (DR Congo, Rwanda and Burundi).

**Graph 85: Employment and unemployment rates of persons of Sub-Saharan African origin by country of origin (20-64 years old, 2008-2016)**



Source: Datawarehouse labour market and social protection, CBSS. Calculation and processing: Unia/SPF ELSD.

When we analyse the countries of origin along migration background, the highest employment rate is found among persons who have obtained Belgian nationality (since more or less than 5 years): it is higher than 55% for all groups. Their employment rate is always higher than that of the 2<sup>nd</sup> generation from the same country of origin (more than 10 percentage points higher), but this is very likely due to a larger proportion of the 2<sup>nd</sup> generation who are still inactive (more than a third to almost half of the inactive people from the 2<sup>nd</sup> generation are entitled to child benefits) and are therefore probably still in higher education. This is confirmed when we look at the unemployment rate (which does not take into account the inactive): it is lower for the 2<sup>nd</sup> generation than for those who have obtained Belgian nationality.

The employment rate is the lowest for 'newcomers' (persons with a foreign nationality who have been registered for 5 years or less in the National Register): about 1 in 3 of them are employed, for newcomers from Burundi it is about 1 in 4. The employment rate of persons with a foreign nationality who have been registered for more than 5 years is higher, but this group also has the highest unemployment rate, which can be explained

by the fact that they are remarkably more often active than newcomers.

When we compare the employment rate between men and women, it is higher for men than for women, both for the different countries of origin and for the whole group with origin in Sub-Saharan Africa. However, the differences in employment rates between men and women are significantly smaller for persons with origin in DR Congo, Rwanda and Burundi compared to those of other Sub-Saharan African countries, but also compared to the whole population at working age (between 0.5 percentage points for the Burundese origin and 3.6 for the Rwandan origin). Incidentally, women also have a lower unemployment rate than men (except for Rwandan origin) but are proportionally less active than men.

If we compare the employment rates of the different age categories, they seem to differ little between the three countries of origin. They are particularly low for the youngest age group (20-29 years) where only 30% are employed. This is partly due to young people who are inactive because of higher studies, but is still 10 to 20 percentage points lower than the employment rates

of 20-29-year olds from other foreign origins. For the middle age category (30-54 years old), the employment rate is highest for people from Rwanda: 61.7%, which is 7.5 to 10 percentage points higher than for the other countries of origin. The employment rate for the oldest age category (55-64 years) is between 42.3 and 47.9% and is highest among those of Rwandan origin. It appears to have risen markedly compared to 2008 for the three countries of origin, by 13 to 15 percentage points. However, their unemployment rate also appears to have risen, which means that 55-64-year olds are more active than in 2008 (their inactivity rate fell by almost 20 percentage points). This observation was also made earlier for other origin groups that we study in this report<sup>165</sup>.

As for all origin groups in this report, we see that people with origin in DR Congo, Rwanda and Burundi are more often employed when living in Flanders, followed by those living in Wallonia and in the Brussels-Capital Region. People originating from Rwanda have the highest employment rate and the lowest unemployment rate in the three regions. Moreover, the unemployment rate of the population of Rwandan origin has slightly decreased in the three regions since 2008, while that of people of the other countries of origin has increased (apart from the Congolese origin in Wallonia). The unemployment rate is highest in Brussels, and is higher for Congolese origin, of which more than 1 in 4 is unemployed in Brussels<sup>166</sup>.

As already mentioned in the introduction, the level of qualification of people with origin in DR Congo, Rwanda and Burundi deserves special attention. On the one hand, there are large numbers of people with a higher education diploma, and on the other hand, there are also large numbers of people with a diploma obtained abroad that is not recognised in Belgium. The following

graphs show the employment and unemployment rates for the three countries of origin and the other Sub-Saharan African countries by level of qualification. As for all origin groups studied elsewhere in this report, the employment rate increases with the level of qualification for the three countries of origin and the other Sub-Saharan African countries. Again, persons of Rwandan origin have a higher employment rate and a lower unemployment rate at almost all levels of qualification, and the differences are greatest for the highly qualified and for persons with a foreign, unrecognised diploma. Only the short-qualified with origin in the other Sub-Saharan African countries are more often employed than those from DR Congo, Rwanda and Burundi. The situation of persons with a foreign, unrecognised diploma is particularly remarkable: although they are considered to be low-skilled elsewhere in this report (because their diploma is not recognised in Belgium), they have a higher employment rate and a lower unemployment rate than persons with at most a lower secondary certificate. This is probably an indication that some of them manage to draw upon their unrecognised diploma on the labour market. On the other hand, it appears that other groups of non-EU origin with a foreign diploma still have better access to employment, with higher employment rates, than those with origin in DR Congo, Rwanda and Burundi<sup>167</sup>. Finally, it is also remarkable that unemployment rates for all levels of qualification are highest for people of Congolese origin.

Although people with higher education qualifications from DR Congo, Rwanda and Burundi are more likely to find their way on the labour market compared to those with other qualification levels, it appears that their employment rate is about 20 percentage points lower than that of highly qualified people for the general population. In addition to the Rwandan origin,

<sup>165</sup> See chapter Labour market.

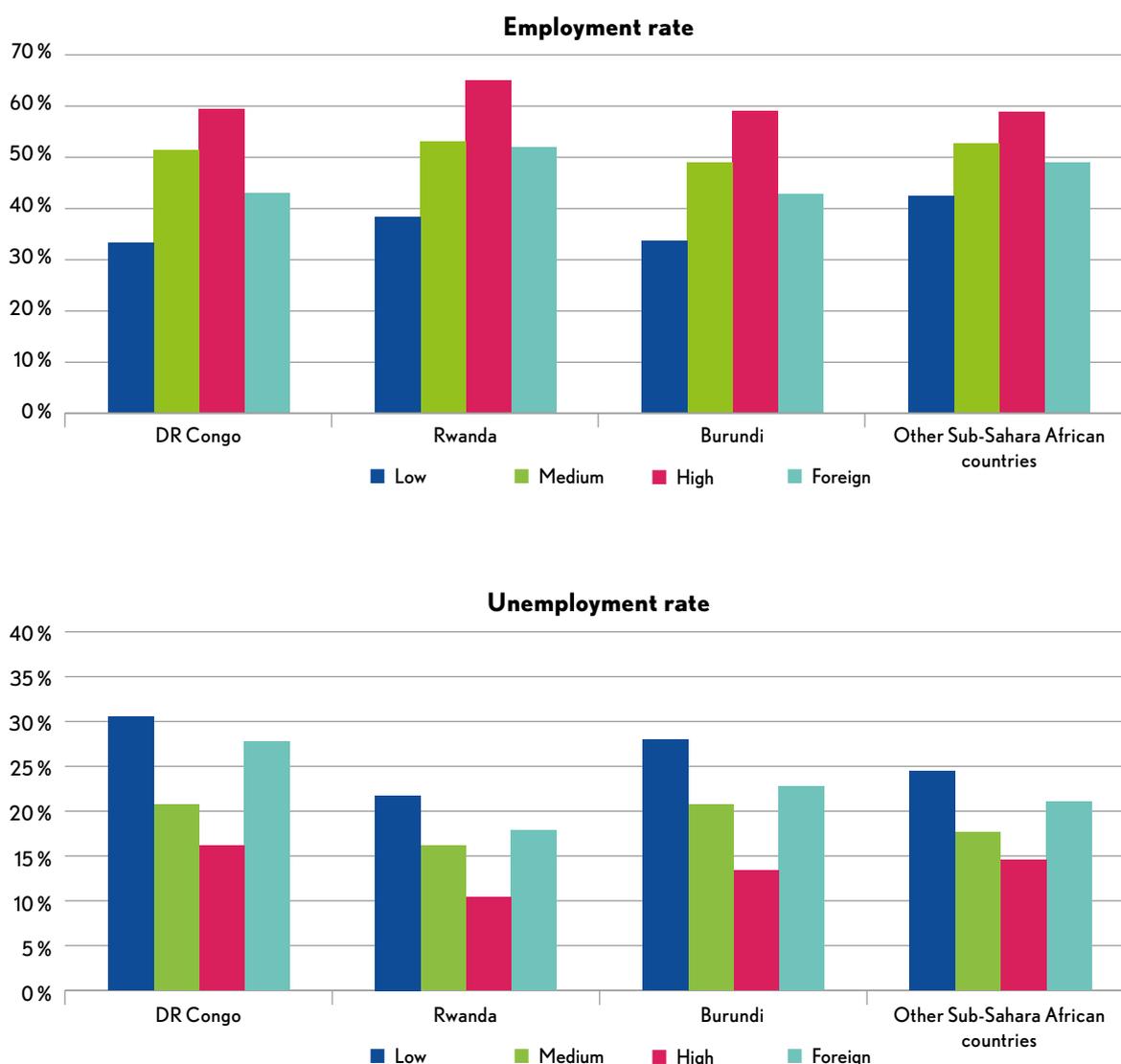
<sup>166</sup> The increase in the unemployment rate for Sub-Saharan African origin in the Brussels-Capital Region between 2008 and 2016 (referred to in the chapter Labour market) is also mainly due to an increase in the unemployment rate among people of sub-Saharan African origin (+5.4 ppt) and from the DR Congo (+2.2 ppt), and to a lesser extent to people of Burundian origin (+0.7 ppt).

<sup>167</sup> As already mentioned, persons with an unrecognised foreign diploma are added elsewhere in this report to the group with at most a lower secondary education certificate, and are therefore not analysed as a separate group.

the difference in employment rates between high and medium-skilled people is also smaller than that of the general population, which is also an indication that they are less able to use their higher education diploma in the labour market. Moreover, among the highly qualified, longer studies are not necessarily associated with a higher employment rate, which is the case, for example, for people of Belgian origin<sup>168</sup>. It is remarkable, for example, that holders of a doctorate with origin in the DR Congo and Rwanda

are more often unemployed than highly qualified people with master's and bachelor's degrees. Of the PhD holders from the DR Congo, less than half are employed (47.9%) and more than 1 in 6 are unemployed (18.4%). And the difference in employment levels between masters and bachelors is also smaller for people with origin in DR Congo, Rwanda and Burundi, which also shows that among highly qualified people, it pays less to study longer for this origin group.

**Graph 86: Employment and unemployment rates of persons of Sub-Saharan African origin by level of qualification (except unknown) and country of origin (20-64 years old, 2016)**



Source: Datawarehouse labour market and social protection, CBSS. Calculation and processing: Unia/SPF ELSD.

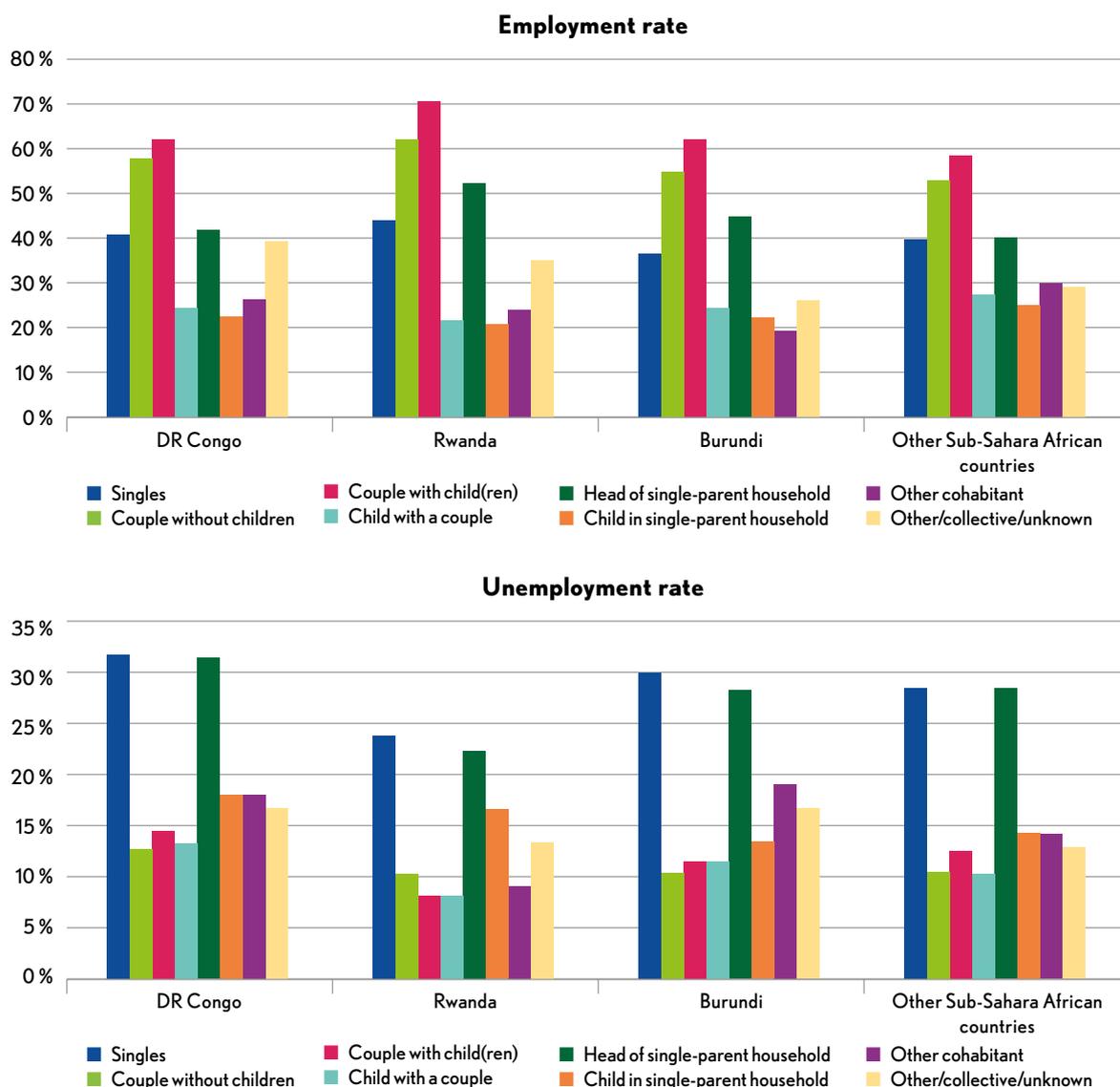
168 See chapter Labour market.

As indicated in the chapter on Labour market, the employment rate of highly qualified women of origin in Sub-Saharan African countries is higher than that of their male counterparts. This appears to be due to the highly qualified women of Congolese and Burundian origin. Among highly qualified women of Rwandan origin (and also those from the other Sub-Saharan African countries), it is highly qualified men who have a higher employment rate, but the difference is only 2 percentage points. Except for the Belgian origin, the gender employment gap among highly qualified is thus the smallest here.

It is also interesting to take a closer look at labour market participation based on household type. As we indicated in the introduction, transnational family situations are more prevalent among people from the countries of origin studied here,

and the variable 'household type' can give an indication of the proportion of persons in a transnational family situation. The following graphs show the employment and unemployment rates of persons with origin in DR Congo, Rwanda and Burundi and in the other Sub-Saharan African countries by household type. As for the whole working-age population, the employment rate is highest for persons in a couple with child(ren), followed by persons living as a couple without children. The unemployment rate is highest for persons who are the head of a single-parent household, and for persons living alone. Since proportionally more people from DR Congo, Rwanda and Burundi live as single persons or heads of single-parent families, it is not unimportant to know that compared to other types of households, they are more often unemployed.

**Graph 87: Employment and unemployment rates of persons of Sub-Saharan African origin by household type and country of origin (20-64 years old, 2016)**



Source: Datawarehouse labour market and social protection, CBSS. Calculation and processing: Unia/SPF ELSD.

As already mentioned, men originating in the DR Congo, Rwanda and Burundi are more often at work than their female counterparts, but these differences appear to be smaller than for the general population. Also broken down by household type, we see that the differences in employment rates between men and women only fluctuate between 5 and 10 percentage points, thus smaller than for the general population. It is noteworthy that there also seems to be little difference between people in a couple without children and people in a couple with child(ren); for Rwandan and Congolese origin,

we even see that the differences in employment rates between men and women are smaller for people in a couple with child(ren) (in contrast to several other groups of foreign origin)<sup>169</sup>. And single living women of Burundian origin are even more often employed than their male counterparts. For persons of foreign origin in the other Sub-Saharan African countries, however, the difference in employment rates between men and women is bigger for persons who are part of a family: for persons in a couple without children, in a couple with children and in single-parent families.

<sup>169</sup> See chapter Labour market.

### 3. INACTIVITY

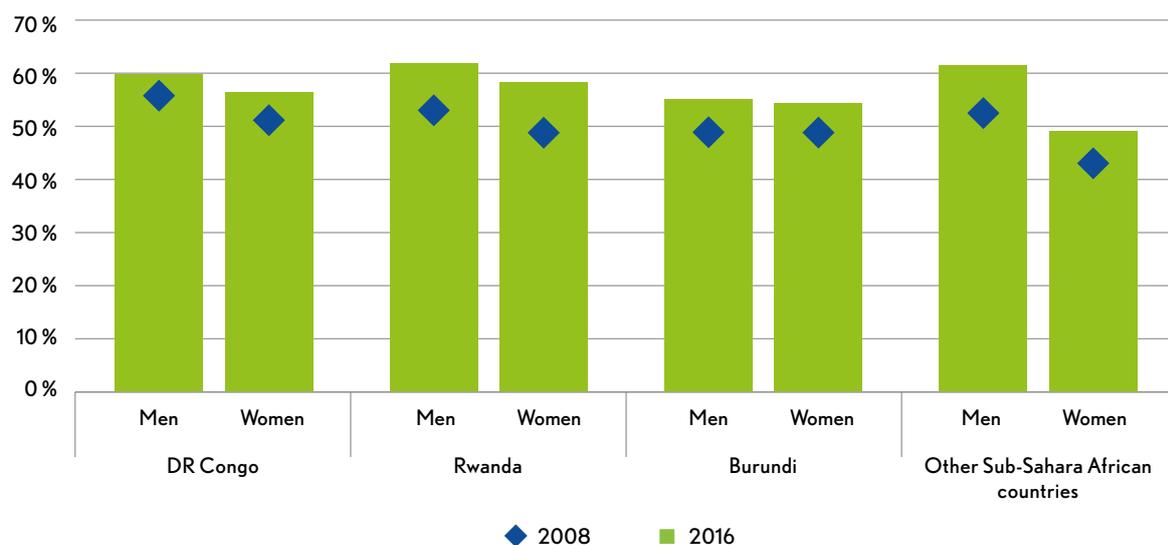
In this section we look at activity and inactivity rates and types of inactivity. The figures shown here are calculated for the group 20-64-year olds<sup>170</sup>.

More than half to almost 60% of people of working age from the DR Congo, Rwanda and Burundi are active. People from Rwanda (59.9%) and the DR Congo (58.0%) are proportionally the most active, but their activity rate is still about 10 percentage points lower than that of the general population. For the three countries of origin studied here, we see that the activity rate has increased since 2008. The increase is strongest for the Rwandan origin (9.3 percentage points). However, the activity rate has also risen for peo-

ple from the other Sub-Saharan African countries, especially between 2012 and 2016. For all groups, the shift is mainly to be found in the group 'other inactivity', which decreased, while the group 'active' increased (only for the Rwandan origin, the share of inactive people receiving a social welfare benefit also decreased).

For Congolese and Rwandan origin, the increase in activity rates between 2008 and 2016 is mainly due to an increase in the activity of women, while for Burundian origin, it was the activity rate of men that increased more. The following graph shows the activity rates of men and women for 2016 and 2008.

**Graph 88: Activity rate of persons of Sub-Saharan African origin by gender and country of origin (20-64 years old, 2008-2016)**



Source: Datawarehouse labour market and social protection, CBSS. Calculation and processing: Unia/SPF ELSD.

Of the inactive, the largest proportion falls into the category 'other' (43.6% for DR Congo to

48.2% for Burundi), which means that they are inactive but do not receive an allocation<sup>171</sup>.

<sup>170</sup> Elsewhere in this report, activity and inactivity rates are presented for 25-64-year olds, as the inactive between 18 and 24 years of age fall mainly into the category of "qualifying children for child benefits" (see chapter on Labour market). For this focus on DR Congo, Rwanda and Burundi, it was not possible to calculate activity and inactivity rates for the 25-64-year olds, so we use the group of 20-64-year olds.

<sup>171</sup> This concerns all inactive persons who are not covered by one of the following schemes: career break, exemption from registration as a jobseeker, social welfare beneficiary, pension, early retirement with company top-up, qualifying children for child benefit, incapacity for work and allocation for persons with disabilities. Some of them are entitled but do not take up the benefit.

Slightly more than a quarter of all inactive people receive a social welfare benefit. For the three countries of origin DR Congo, Rwanda and Burundi, but also for the other Sub-Saharan African countries, it appears that persons with a social welfare benefit are mainly found among the inactive of the 1<sup>st</sup> generation, both those with a foreign nationality and those who have recent-

ly obtained Belgian nationality (5 years or less). Among the inactive of the second generation, we find the largest shares under 'child benefit', which suggests that they are still studying. Almost half of inactive people of the second-generation with Belgian parents are covered by the child benefit system<sup>172</sup>.

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<sup>172</sup> This also indicates that the proportion of inactive people is overestimated by looking at 20-64-year olds, as some of them have not yet entered the labour market because they are in higher education.

#### Box 4: Focus on persons of Cameroonian origin

In 2016 there were 15,715 persons of Cameroonian origin aged between 18 and 64 in Belgium. Approximately 10% of the persons of origin in Sub-Saharan African countries are of Cameroonian origin. By comparison, in 2008 there were 8,273 persons of Cameroonian origin at working age in Belgium, and at that time they represented only 7.5% of the whole group of persons of Other African origin. The vast majority of them are 'newcomers' (persons of foreign nationality registered in the National Register for 5 years or less): 60%. Furthermore, almost 30% of them have recently obtained Belgian nationality (5 years or less). The second generation is particularly small; only 3% of all persons of Cameroonian origin.

As we saw for the people with origin in DR Congo, Rwanda and Burundi, there are also more women than men of Cameroonian origin (52.6% women and 47.4% men). It is also a young population group: 31% of them are in the 20-29 age group (by comparison, for the general population this is 7.6%). More often than the other persons of Sub-Saharan African origin, they live in Wallonia (44.7%) and in Brussels (30.9%), and much less in Flanders (24.4%).

Looking at the household type, we see a similar distribution as for the other Sub-Saharan African countries, with a larger proportion of single men and single mothers than the general population.

In terms of level of qualification, it appears that the majority hold a higher education diploma (38.6%), which is probably due to the fact that a large proportion of Cameroonians come to Belgium to study<sup>173</sup>. 21.3% appear to have a diploma obtained abroad that is not recognised in Belgium. There are proportionally significantly fewer short and medium-qualified people of Cameroonian origin.

Looking at their situation on the labour market, it appears that their employment rate is compa-

parable to that of the entire group of Sub-Saharan African origin: in 2016 it is 46.2%. Half of the men are employed, just under 43% of the women. Their unemployment rate (14%) is lower than that of the total Sub-Saharan African origin, but they are also somewhat less active on the labour market, probably because they are proportionally more likely to be found in higher education. Compared to 2008, their employment rate increased by about 7.5 percentage points, their unemployment rate by almost 4.5 percentage points and their inactivity rate dropped by 11 percentage points. This probably shows that some of those who come here to study settle permanently and become active on the labour market.

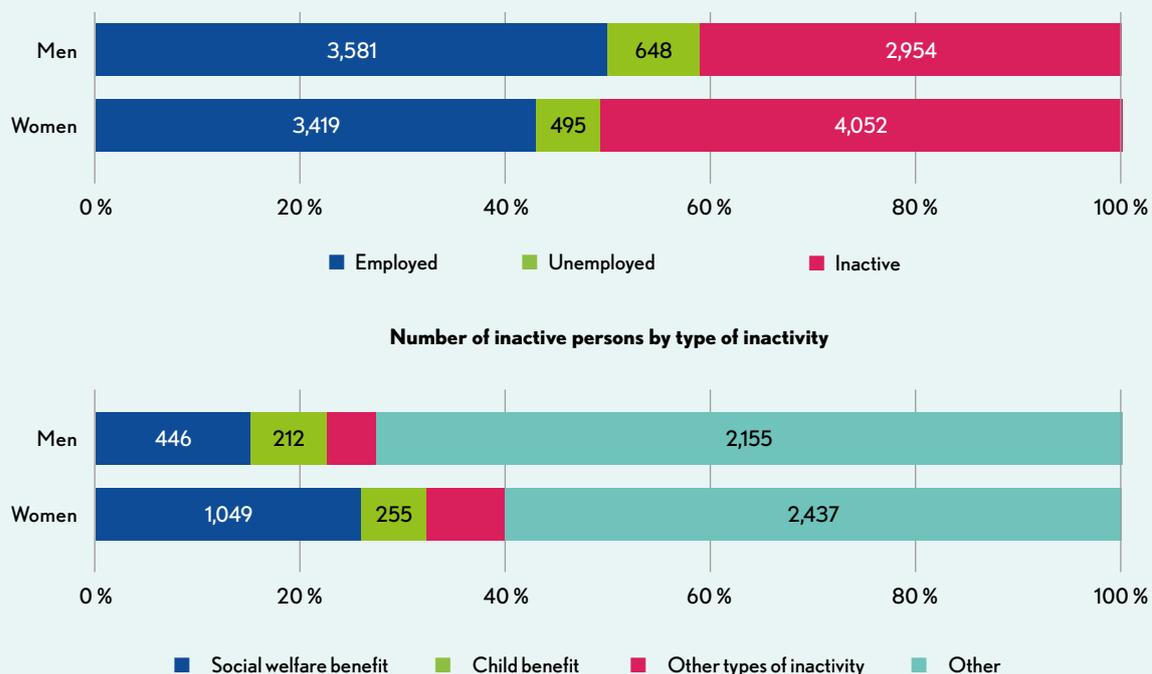
As is the case for all origin groups in this report, we see that highly qualified people of Cameroonian origin are more often at work than short- and medium-qualified people. Here, too, we see that the employment rate of persons with an unrecognised foreign diploma is slightly better than that of those with a short or medium level of qualification, which probably indicates that some of them are able to use that foreign diploma despite the lack of official recognition.

Among the inactive of Cameroonian origin, we see a much larger share in the category 'other' (65.5%), compared to the rest of Sub-Saharan African origin (46.3%). Of the inactive men 73.0% are in this category, among the inactive women 60.1%. This is probably partly due to the Cameroonians who came to Belgium to study, among whom more men than women can be found.

The following graph shows the numbers of employed, jobseekers and inactive persons by gender among the persons of Cameroonian origin, the latter further broken down by types of inactivity. Because the absolute numbers are too small, some types of inactivity have been aggregated in the graph.

<sup>173</sup> Myria (2019); Schoumaker, B., & Schoonvaere, Q. (2012).

**Graph 89: Numbers of employed, unemployed and inactive persons of Cameroonian origin by gender, detailed by type of inactivity (2016)**



Source: Datawarehouse labour market and social protection, CBSS. Calculation and processing: Unia/SPF ELSD.

## 4. CONCLUSION

In this chapter, we focused on the demographic and labour market situation of people originating from the DR Congo, Rwanda and Burundi, and compared it with that of other people of Sub-Saharan African origin and that of the total population.

Although labour market participation of people originating from DR Congo, Rwanda and Burundi is globally better than that of other people of Sub-Saharan African origin, their employment and activity rates remain low. This is remarkable because it is a group that has a relatively high share of highly qualified people, and people with higher education diplomas generally have higher employment and activity rates. They therefore do not seem to be able to capitalise on this higher level of qualification on the labour market. In addition, it is also the group with the highest proportion of diplomas obtained

abroad but not recognised in Belgium. Although persons with a foreign diploma are more likely to be employed than persons with a low level of qualification, persons from other non-EU countries with a foreign, non-recognised diploma still appear to have better access to employment than those with origin in DR Congo, Rwanda and Burundi. Further study would be interesting to analyse which diplomas are concerned (level of qualification, field of study, country obtained, etc.), what are the specific causes of non-recognition and what barriers this entails on the labour market.

Men from these three countries of origin are on average more educated than women, but it is the highly qualified women who are more often employed than their male counterparts. Moreover, we know from previous research<sup>174</sup> that this group more often works below their level of

<sup>174</sup> Demart, S., et al. (2017).

qualification, compared to other non-EU origins, and that this is even more often the case for highly educated men. In addition to other barriers in the labour market, research points to the more frequent occurrence and experience of discrimination among men of Sub-Saharan origin than women.

All in all, we can confirm what previous research has already shown: there is a clear 'brain waste' among people from the DR Congo, Rwanda and Burundi<sup>175</sup>. Highly qualified people from these countries have a better chance than the low qualified to leave their country, but if we look at their labour market situation in Belgium, it appears that they have difficulty finding access to the labour market or end up in jobs that do not match their level of qualification. Both in their country of origin and in Belgium, there is an underutilisation of human capital. Further study would be interesting to analyse whether this situation persists for the second generation (our current data cannot sufficiently differentiate between those who are still studying and those who are already on the labour market).

In addition to the level of qualification, we also drew attention to the household types in which people with origin in DR Congo, Rwanda and Burundi live. The figures seem to confirm what previous research indicated: they seem to be more often in transnational family situations, which is reflected in a higher proportion of singles (especially among men) and a higher proportion of heads of single-parent families (especially among women). As is the case for the general population, single persons and single parents have lower employment rates and higher unemployment rates in these three countries of origin. Previous research shows that these household types are more likely to indicate that they have just enough or insufficient financial resources<sup>176</sup>. In view of the more frequent occurrence of transnational family situations, it would be interesting to look at the specific situation of these families: whether, for example, there is still a partner abroad providing a supplementary income, or a partner who is still studying, etc.

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<sup>175</sup> Schoumaker, B., & Schoonvaere, Q. (2012).

<sup>176</sup> Demart, S., et al. (2017).







# 6

## PERSONS OF THE SECOND GENERATION

# KEY ELEMENTS

## DEMOGRAPHY

- › The vast majority of people of EU origin belong to the group of people with one parent born Belgian and the other born EU (68.7% for EU-14 and 72.7% for EU-13). The majority of these people have an upper secondary education diploma.
- › The vast majority of people of EU candidate and Maghreb origin belong to the group of people with two parents born non-EU (91.9% for EU candidate and 80.1% for Maghreb origin). The majority of these people have an upper secondary education qualification. The share of persons with a higher education diploma is higher for those with one parent born in Belgium and the other born non-EU.
- › Persons originating from other non-EU countries are mainly in the group of persons with one parent born Belgian and the other born non-EU. Persons of Other European, Other African, Other Asian, South/Central American origin and those with two non-EU parents from the Near/Middle East and North America are more likely to have an upper secondary education qualification. Those from Oceania/Far East and those with one Belgian-born and one non-EU-born parent from the Near/Middle East and North America have a majority of higher education graduates.
- › The share of persons with a higher education diploma is higher for those with a Belgian-born parent and the other born EU or non-EU except for those of Oceania/Far East and Other Asian origin.

## EMPLOYMENT RATE

- › The employment rate of persons of EU-14 origin with two parents born EU is better than that of those with one parent born Belgian and the other born EU (this is also the case in Wallonia but not in Flanders nor in Brussels). For those of EU-13 origin it is the opposite. The employment rate of persons originating from the EU-14 is higher than that of persons originating from the EU-13. The rate of persons of EU candidate origin with two parents born non-EU is higher than that of those with one parent born Belgian and the other born non-EU (this is also the case in Wallonia but not in Brussels and Flanders). For those of Maghreb origin it is the opposite. For persons of other non-EU origins, the employment rate of persons with one parent born Belgian and the other born non-EU is higher than that of those with two parents born non-EU, except for those from Oceania/Far East (but not in Flanders for this group) and South/Central America in Brussels.
- › The analysis of the employment rate gap with persons of Belgian origin shows that the employment rate of the latter is higher than that of all second generation groups of EU and non-EU origin. The gap is increasing, especially for those with two parents born in the EU. However, for persons of EU candidate and Maghreb origin, the gap vis-à-vis Belgians of origin is decreasing, especially for those with two parents born non-EU. Similarly, for persons originating from other non-EU countries, the gap with respect to Belgians of origin also decreases, except for persons of Other European and Oceania/Far Eastern origin and for those with two parents born non-EU from Other African and South/Central American countries.
- › Analysis of the employment rate gap with the first generation: The employment rate of the second generation is higher than that of the first generation except for those with two parents born EU-13, those of South/Central American origin and those with two parents born non-EU from Other African country. The advantage of the second generation decreases except for people of Near/Middle Eastern origin and those with two parents born non-EU of Other Asian origin.

As a reminder, the second generation as understood in this report consists of persons of Belgian nationality, born Belgian abroad, or born in Belgium with foreign nationality, and breaks down into five categories according to the nationality at birth or current nationality of the parents: non-EU of Belgian parents, EU of Belgian parents, non-EU of foreign parent(s), EU of foreign parent(s) and undetermined. A person belonging to the second generation can therefore have either two parents born foreign (either of the same or different origins) or have one parent born with Belgian nationality and the other born with a foreign nationality. This can potentially have an impact, either positive or negative, on his or her integration into the labour market. To analyse this impact, six second-generation categories have been created:

1. two parents born with the nationality of an EU country (EU-13 or EU-14)- hereafter referred to as “two parents born EU”,
2. two parents born with the nationality of a non-EU country - referred to in the text as “two parents born non-EU”,
3. one parent born with the nationality of an EU country and the other born with the nationality of a non-EU country - hereafter referred to as “one parent born EU and the other born non-EU”,
4. one parent born with Belgian nationality and the other born with the nationality of an EU country - hereafter referred to as “one parent born Belgian and the other born EU”,
5. one parent born with Belgian nationality and the other born with the nationality of a non-EU country - referred to as “one parent born Belgian and the other born non-EU” and,
6. an “other” category which is essentially composed of persons with only one parent for whom nationality at birth is known.

## 1. DEMOGRAPHY

The table below should be read as follows: for persons originating from an EU country (in black in the table), 26.3% have two parents born EU (in black), 69.0% have one parent born Belgian and the other born EU (in black), 1.2% have one parent born EU and the other born non-EU (in blue) and 3.5% fall into the category “other” (i.e. having only one parent for whom the nationality

at birth is known - in black). For persons from outside the EU (in orange in the table), 72.4% have two parents born outside the EU (in orange), 21.6% have one parent born Belgian and the other born non-EU (in orange), 2.6% have one parent born EU and the other born non-EU (in blue) and 3.4% fall into the category ‘other’ (in orange).

**Table 29: Population by type of 2<sup>nd</sup> generation (EU - non-EU) (20-64 years old, 2016)**

|        | 2 parents born EU/non-EU |        | 1 parent born BE & the other born EU/non-EU |        | 1 parent born EU & the other born non-EU |       | Other  |       |
|--------|--------------------------|--------|---|--------|--|-------|--------|-------|
|        | Number                   | %      | Number                                      | %      | Number                                   | %     | Number | %     |
| EU     | 107,907                  | 26.3 % | 283,079                                     | 69.0 % | 5,123                                    | 1.2 % | 14,247 | 3.5 % |
| Non-EU | 168,978                  | 72.4 % | 50,418                                      | 21.6 % | 6,161                                    | 2.6 % | 7,978  | 3.4 % |

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

The above table clearly indicates a distinction between persons of EU and non-EU origin. While people of EU origin mainly have one par-

ent born in Belgium and the other born in the EU (69.0%), those of non-EU origin mainly have two parents born outside the EU (72.4%).

**Table 30: Population by origin and type of 2<sup>nd</sup> generation (20-64 years old, 2016)**

|                        | 2 parents born EU/non-EU |        | 1 parent born BE & the other born EU/non-EU |        | 1 parent born EU & the other born non-EU |       | Other  |       |
|------------------------|--------------------------|--------|---|--------|--|-------|--------|-------|
|                        | Number                   | %      | Number                                      | %      | Number                                   | %     | Number | %     |
| EU-14                  | 102,829                  | 26.7 % | 264,279                                     | 68.7 % | 4,523                                    | 1.2 % | 12,861 | 3.3 % |
| EU-13                  | 5,078                    | 19.6 % | 18,800                                      | 72.7 % | 600                                      | 2.3 % | 1,386  | 5.4 % |
| EU Candidate           | 54,203                   | 91.9 % | 2,662                                       | 4.5 %  | 577                                      | 1.0 % | 1,518  | 2.6 % |
| Other European         | 4,005                    | 32.3 % | 6,811                                       | 55.0 % | 876                                      | 7.1 % | 696    | 5.6 % |
| Maghreb                | 97,260                   | 80.1 % | 17,494                                      | 14.4 % | 3,030                                    | 2.5 % | 3,673  | 3.0 % |
| Other African          | 5,927                    | 37.0 % | 8,339                                       | 52.1 % | 427                                      | 2.7 % | 1,317  | 8.2 % |
| Near/Middle East       | 2,073                    | 37.0 % | 2,978                                       | 53.2 % | 406                                      | 7.2 % | 146    | 2.6 % |
| Oceania/Far East       | 1,298                    | 37.6 % | 1,819                                       | 52.6 % | 207                                      | 6.0 % | 131    | 3.8 % |
| Other Asian            | 3,253                    | 40.7 % | 4,263                                       | 53.3 % | 267                                      | 3.3 % | 218    | 2.7 % |
| North American         | 261                      | 8.8 %  | 2,439                                       | 82.4 % | 190                                      | 6.4 % | 69     | 2.3 % |
| South/Central American | 698                      | 14.8 % | 3,613                                       | 76.8 % | 181                                      | 3.8 % | 210    | 4.5 % |

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

Broken down by origin (see table above), for people of EU origin, this is confirmed for both EU-14 and EU-13 people, with, however, a higher proportion of people with two EU-born parents for those of EU-14 origin (26.7% compared to 19.6%). On the other hand, for people from a non-EU country, this finding is only confirmed for people from an EU candidate country and the Maghreb. In fact, 91.9% of people from an EU candidate country and 80.1% of those from the Maghreb have two parents born outside the EU. For the other non-EU origins, they are mostly from couples in which one parent was born Belgian and the other non-EU (from 52.1% for people of non-African origin to 82.4% for those of North American origin). For persons of Other Asian, Other African, Near/Middle East, Oceania/Far East and other European origin, there is a significant proportion of persons from couples where both parents were born outside the EU (from 32.3% to 40.7%). Persons from Oceania/Far East, North America, other

European countries and the Near/Middle East have the highest shares of persons with one parent born in the EU and the other born outside the EU (6.0%, 6.4%, 7.1% and 7.2% respectively). And people from Other African countries have the highest share of people in the “other” category (8.2%).

The particular situation of people from EU candidate countries and the Maghreb can be explained by several phenomena. Focusing on people from Morocco and Turkey, which constitute a significant share of Maghrebi and EU candidate origin respectively, various studies indicate that they mainly marry people of the same origin<sup>177</sup>. The fact that the second generation of Moroccan and Turkish origin has two parents born outside the EU can also be explained by the migration background of these two origins in Belgium. The 1963-1974 migration wave from Turkey and Morocco was a family immigration encouraged by the public authorities in order

<sup>177</sup> Chapter 5 - Droit de vivre en famille, “Contribution externe : choix conjugaux chez les résidents belges d’origine marocaine et turque entre 2005 et 2013, déterminants sociologiques et politiques” in Myria (2018), La migration en chiffres et en droits 2018. Institut pour l’Egalité des Femmes et des Hommes (2009), Choix de la conjointe et mariage des hommes allochtones, Une analyse quantitative et qualitative du processus de choix de la conjointe et du mariage des hommes marocains, turcs et sikhs.

to stabilise labour immigration<sup>178</sup>. The different waves of migration that followed until 2011 were mainly marked by family reunification and migration of spouses<sup>179</sup>.

Furthermore, one study<sup>180</sup> shows that certain factors, such as the strength of transnational networks, cultural boundaries and the size of ethnic communities, influence these marital choices. By focusing on two origin groups studied in this study, namely people of Turkish and Moroccan origin, some interesting points can be made. According to this study, people of Turkish origin are characterized by strong ties with their country of origin, have fairly large communities in Belgium, were generally not familiar with French or Dutch during their migration and the cultural distance between Belgium and Turkey is big because Turkey is a Muslim country and the two countries do not share a colonial past. As a result, this group has a higher rate of marriages between partners of the same origin and very low levels of mixed marriages. The group of people of Moroccan origin is similar to the group of people of Turkish origin, but in a less straightforward way. It is again a very large group with large communities with close links to their country of origin, but migration occurs less in families and is more strongly motivated by socio-cultural reasons; the use of French in Morocco creates a closer link with European culture.

Data on the **gender** of the population aged 20-64 indicate a relatively equal distribution of men and women in the different types of second generation<sup>181</sup>.

The table below shows that the two main second-generation categories, i.e. those with two

parents born EU/non-EU and those with one parent born Belgian and the other born EU/non-EU, experienced the most significant changes between 2008 and 2016, acting as communicating vessels. Persons with two non-EU parents from Other European countries, Other African countries, the Near/Middle East and North America saw their share increase between 2008 and 2016 at the expense of those with one parent born Belgian and the other born non-EU. For the other origins, the opposite is true. The data by age indicate that the increase in the shares of persons with two non-EU parents originating from Other European countries, Other African countries, the Near/Middle East and North America is mainly due to the younger generations (this is a compositional effect, i.e. persons aged 18-19 and 20-29 enter the data analysed while those aged 55-64 exit) for whom the shares of persons with two non-EU-born parents increased sharply between 2008 and 2016<sup>182</sup>. The share of people from Oceania/Far East with one EU-born and one non-EU-born parent has decreased, while the shares have remained relatively stable for other second-generation origins of the same type. As regards the evolution of the 'other' category, the shares of persons originating from EU-14, EU-13, other European countries and North America have decreased mainly due to a cohort phenomenon (the 20-29 entering the analysis have shares that remain relatively stable in this category while the shares of the 55-64 have decreased due to the exit of some of them from the analysed data). The share of persons originating from Other African countries in the same category has increased mainly due to the increase in the share of 20-29-year olds and the decrease in the share of 55-64-year old.

178 Quentin Schoonvaere (2013), *Etude démographique de la population d'origine turque en Belgique*, Centre de recherche en démographie et sociétés (Demo, UCL) & Centre pour l'égalité des chances et la lutte contre le racisme. Quentin Schoonvaere (2014), *Belgique-Maroc : 50 années de migration. Etude démographique de la population d'origine marocaine en Belgique*, Centre de recherche en démographie et sociétés (UCL) & Centre fédéral pour l'analyse des flux migratoires, la protection des droits fondamentaux des étrangers et la lutte contre la traite des êtres humains.

179 In 2011, the Belgian authorities have introduced additional conditions and restricted the right to family reunification (Law of 8 July 2011) leading to a decrease in migration on this ground.

180 Emilien Dupont, Amelie Van Pottelberge, Bart Van de Putte, John Lievens, Frank Caestecker (2017), "Partner Choices in Long Established Migrant Communities in Belgium", *Historical Life Course Studies Volume 4*, pp. 20-40.

181 See data in the appendix.

182 Due to the small size of the second generation for 55-64-year olds compared to other age groups, data by age are not publishable.

**Table 31: Change in the population by origin and type of 2<sup>nd</sup> generation in percentage points (20-64 years old, 2008-2016)**

|                        | 2 parents born EU/non-EU | 1 parent born BE & the other born EU/non-EU | 1 parent born EU & the other born non-EU | Other |
|------------------------|--------------------------|---|--|-------|
| EU-14                  | -0.4                     | 1.4   | 0.4                                      | -1.5  |
| EU-13                  | -1.7                     | 4.1   | 0.1                                      | -2.5  |
| EU Candidate           | -1.9                     | 0.9   | 0.3                                      | 0.7   |
| Other European         | 6.7                      | -3.8  | -0.8                                     | -2.1  |
| Maghreb                | -1.1                     | 0.6   | 0.4                                      | 0.2   |
| Other African          | 5.7                      | -7.3  | 0.1                                      | 1.6   |
| Near/Middle East       | 7.9                      | -7.5  | 0.0                                      | -0.3  |
| Oceania/Far East       | -7.3                     | 9.4   | -2.4                                     | 0.4   |
| Other Asian            | -5.3                     | 5.0   | 0.0                                      | 0.4   |
| North American         | 2.1                      | -1.4  | 1.0                                      | -1.7  |
| South/Central American | -1.2                     | 1.2   | -0.2                                     | 0.1   |

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

Analysis of the data by **region** (see table below) shows the same general findings. It should be noted, however, that in Brussels other origin groups than those originating from an EU candidate country and the Maghreb are mostly from couples where both parents were born out-

side the EU: people of Other European, Other African and Other Asian origin. Generally speaking, people from a non-EU country in Wallonia and Flanders have a higher share of people with one parent born in Belgium and the other born outside the EU than in Brussels.

Table 32: Population by origin, region<sup>183</sup> and type of 2<sup>nd</sup> generation (20-64 years old, 2016)

|                        | 2 parents born EU/non-EU |        | 1 parent born BE & the other born EU/non-EU |        | 1 parent born EU & the other born non-EU |       | Other  |        |
|------------------------|--------------------------|--------|---|--------|--|-------|--------|--------|
|                        | Number                   | %      | Number                                      | %      | Number                                   | %     | Number | %      |
| <b>Brussels</b>        |                          |        |   |        |  |       |        |        |
| EU-14                  | 6,653                    | 22.0 % | 21,079                                      | 69.8 % | 1,239                                    | 4.1 % | 1,210  | 4.0 %  |
| EU-13                  | 609                      | 23.9 % | 1,650                                       | 64.7 % | 120                                      | 4.7 % | 171    | 6.7 %  |
| EU Candidate           | 11,204                   | 92.6 % | 417   | 3.4 %  | 142                                      | 1.2 % | 339    | 2.8 %  |
| Other European         | 1,400                    | 53.1 % | 936   | 35.5 % | 151                                      | 5.7 % | 148    | 5.6 %  |
| Maghreb                | 42,906                   | 86.6 % | 3,818                                       | 7.7 %  | 1,091                                    | 2.2 % | 1,702  | 3.4 %  |
| Other African          | 2,320                    | 46.4 % | 1,931                                       | 38.6 % | 142                                      | 2.8 % | 612    | 12.2 % |
| Near/Middle East       | 827                      | 44.0 % | 844   | 44.9 % | 150                                      | 8.0 % | 57     | 3.0 %  |
| Oceania/Far East       | 290                      | 42.9 % | 310   | 45.9 % | 40                                       | 5.9 % | 36     | 5.3 %  |
| Other Asian            | 1,354                    | 63.0 % | 597   | 27.8 % | 102                                      | 4.7 % | 96     | 4.5 %  |
| North American         | 41                       | 9.5 %  | 354   | 81.9 % | 26                                       | 6.0 % | 11     | 2.5 %  |
| South/Central American | 272                      | 19.7 % | 934   | 67.7 % | 89                                       | 6.5 % | 84     | 6.1 %  |
| <b>Wallonia</b>        |                          |        |   |        |  |       |        |        |
| EU-14                  | 74,832                   | 31.4 % | 153,866                                     | 64.5 % | 2,047                                    | 0.9 % | 7,884  | 3.3 %  |
| EU-13                  | 2,760                    | 18.5 % | 11,101                                      | 74.5 % | 223                                      | 1.5 % | 814    | 5.5 %  |
| EU Candidate           | 11,882                   | 87.6 % | 977   | 7.2 %  | 259                                      | 1.9 % | 442    | 3.3 %  |
| Other European         | 1,213                    | 24.0 % | 3,116                                       | 61.7 % | 434                                      | 8.6 % | 284    | 5.6 %  |
| Maghreb                | 17,853                   | 65.0 % | 7,295                                       | 26.6 % | 1,332                                    | 4.9 % | 968    | 3.5 %  |
| Other African          | 1,796                    | 30.2 % | 3,621                                       | 61.0 % | 189                                      | 3.2 % | 334    | 5.6 %  |
| Near/Middle East       | 375                      | 27.9 % | 831   | 61.9 % | 115                                      | 8.6 % | 22     | 1.6 %  |
| Oceania/Far East       | 355                      | 33.1 % | 637   | 59.5 % | 26                                       | 2.4 % | 53     | 4.9 %  |
| Other Asian            | 856                      | 41.0 % | 1,096                                       | 52.5 % | 96                                       | 4.6 % | 40     | 1.9 %  |
| North American         | 37                       | 4.0 %  | 805   | 86.7 % | 55                                       | 5.9 % | 31     | 3.3 %  |
| South/Central American | 168                      | 13.2 % | 1,029                                       | 80.9 % | 34                                       | 2.7 % | 41     | 3.2 %  |
| <b>Flanders</b>        |                          |        |   |        |  |       |        |        |
| EU-14                  | 21,344                   | 18.5 % | 89,334                                      | 77.2 % | 1,237                                    | 1.1 % | 3,767  | 3.3 %  |
| EU-13                  | 1,709                    | 20.3 % | 6,049                                       | 71.9 % | 257                                      | 3.1 % | 401    | 4.8 %  |
| EU Candidate           | 31,117                   | 93.5 % | 1,268                                       | 3.8 %  | 176                                      | 0.5 % | 737    | 2.2 %  |
| Other European         | 1,392                    | 29.6 % | 2,759                                       | 58.6 % | 291                                      | 6.2 % | 264    | 5.6 %  |
| Maghreb                | 36,501                   | 82.0 % | 6,381                                       | 14.3 % | 607                                      | 1.4 % | 1,003  | 2.3 %  |
| Other African          | 1,811                    | 35.8 % | 2,787                                       | 55.0 % | 96                                       | 1.9 % | 371    | 7.3 %  |
| Near/Middle East       | 871                      | 36.6 % | 1,303                                       | 54.7 % | 141                                      | 5.9 % | 67     | 2.8 %  |
| Oceania/Far East       | 653                      | 38.2 % | 872   | 51.1 % | 141                                      | 8.3 % | 42     | 2.5 %  |
| Other Asian            | 1,043                    | 27.7 % | 2,570                                       | 68.3 % | 69                                       | 1.8 % | 82     | 2.2 %  |
| North American         | 183                      | 11.4 % | 1,280                                       | 80.1 % | 109                                      | 6.8 % | 27     | 1.7 %  |
| South/Central American | 258                      | 12.6 % | 1,650                                       | 80.4 % | 58                                       | 2.8 % | 85     | 4.1 %  |

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

Regardless of origin, the parent of persons in the “other” category, for whom the nationality at birth is known, is always a foreign national. The majority of persons originating from an EU-14 country have parents of whom at least one remained of foreign nationality (see table below), except for those with one parent born Belgian and the other born EU. The same observation

can be made for persons originating from North America. Those of EU-13, other European, Oceania/Far East and Other Asian origin, on the other hand, mainly have parents with Belgian nationality (by acquisition or born with). People of other origins (EU candidate, Maghreb, Other African, Near/Middle East, South/Central American) mainly have parents with Belgian na-

<sup>183</sup> Due to the small size of the second generation for the German-speaking Community, the breakdown by type of second generation cannot be published for a large part of the origins. These data are therefore aggregated with the population of the Walloon Region.

tionality (by acquisition or born with) when they have two parents born outside the EU and when

they have one parent born in Belgium and one born outside the EU.

**Table 33: Population by origin, migration background and type of 2<sup>nd</sup> generation (20-64 years old, 2016)**

|                        |                                   | 2 parents born EU/<br>non-EU | 1 parent born BE &<br>the other born EU/<br>non-EU | 1 parent born EU<br>& the other born<br>non-EU | Other   |
|------------------------|-----------------------------------|------------------------------|--|--|---------|
| EU-14                  | Belgian parents born foreigner(s) | 21.8 %                       | 56.1 %   | 38.0 %   | 0.0 %   |
|                        | Parent(s) of foreign nationality  | 78.2 %                       | 43.9 %   | 62.0 %   | 100.0 % |
| EU-13                  | Belgian parents born foreigner(s) | 69.5 %                       | 91.1 %   | 77.3 %   | 0.0 %   |
|                        | Parent(s) of foreign nationality  | 30.5 %                       | 8.9 %  | 22.7 %   | 100.0 % |
| EU Candidate           | Belgian parents born foreigner(s) | 69.2 %                       | 81.6 %   | 38.3 %   | 0.0 %   |
|                        | Parent(s) of foreign nationality  | 30.8 %                       | 18.4 %   | 61.7 %   | 100.0 % |
| Other Europeanen       | Belgian parents born foreigner(s) | 76.9 %                       | 80.9 %   | 53.8 %   | 0.0 %   |
|                        | Parent(s) of foreign nationality  | 23.1 %                       | 19.1 %   | 46.2 %   | 100.0 % |
| Maghreb                | Belgian parents born foreigner(s) | 68.8 %                       | 82.4 %   | 37.5 %   | 0.0 %   |
|                        | Parent(s) of foreign nationality  | 31.2 %                       | 17.6 %   | 62.5 %   | 100.0 % |
| Other African          | Belgian parents born foreigner(s) | 67.3 %                       | 87.4 %   | 48.7 %   | 0.0 %   |
|                        | Parent(s) of foreign nationality  | 32.7 %                       | 12.6 %   | 51.3 %   | 100.0 % |
| Near/Middle East       | Belgian parents born foreigner(s) | 85.4 %                       | 93.1 %   | 47.5 %   | 0.0 %   |
|                        | Parent(s) of foreign nationality  | 14.6 %                       | 6.9 %  | 52.5 %   | 100.0 % |
| Oceania/Far East       | Belgian parents born foreigner(s) | 81.6 %                       | 83.6 %   | 67.6 %   | 0.0 %   |
|                        | Parent(s) of foreign nationality  | 18.4 %                       | 16.4 %   | 32.4 %   | 100.0 % |
| Other Asian            | Belgian parents born foreigner(s) | 90.3 %                       | 90.9 %   | 51.3 %   | 0.0 %   |
|                        | Parent(s) of foreign nationality  | 9.7 %                        | 9.1 %  | 48.7 %   | 100.0 % |
| North American         | Belgian parents born foreigner(s) | 35.2 %                       | 56.7 %   | 28.4 %   | 0.0 %   |
|                        | Parent(s) of foreign nationality  | 64.8 %                       | 43.3 %   | 71.6 %   | 100.0 % |
| South/Central-American | Belgian parents born foreigner(s) | 71.6 %                       | 84.8 %   | 36.5 %   | 0.0 %   |
|                        | Parent(s) of foreign nationality  | 28.4 %                       | 15.2 %   | 63.5 %   | 100.0 % |

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

Analysis of the data by **age group** also leads to the same general findings<sup>184</sup>. Nevertheless, some exceptions or particularities can be pointed out. For people of non-EU origin, the shares of people with two non-EU parents are lower for those aged 55-64 than for those aged 20-29 and 30-54. This is true for all origins except for people originating from North America. For people from EU countries, the reverse is true, i.e. the shares of 55-64-year-olds with two EU-born parents are higher than those observed for the other two age groups. For the 30-54 age group, it is also interesting to note that people of Oceania/Far East and Other Asian origin are predominantly from couples with two parents born outside the EU.

The table below shows the **level of qualification** (excluding unknown) of the second generation between the ages of 20 and 64. Before analysing this table, it is important to note that the level is not known for an average of less than 5% of the second generation aged 20-64<sup>185</sup>. People originating from an EU country, an EU candidate country, Other European countries and the Maghreb have, on the whole, shares of unknown diplomas close to these 5% for all types of 2<sup>nd</sup> generation. The other origins stand out with higher shares of unknown qualifications; in particular people from North America with shares exceeding 30% for those with two parents born outside the EU and those with one parent born in the EU and the other born outside the EU<sup>186</sup>.

<sup>184</sup> Due to the small size of the second generation for 55-64-year olds compared to the other two age groups (20-29 and 30-54), the data are not publishable.

<sup>185</sup> See chapter Demography for more details on the methodology.

<sup>186</sup> See data in the appendix.

**Table 34: Population by origin, level of qualification and type of 2<sup>nd</sup> generation (20-64 years old, 2016)**

|                            |        | 2 parents born EU/<br>non-EU | 1 parent born BE &<br>the other born EU/non-EU | 1 parent born EU<br>& the other born non-EU | Other  |
|----------------------------|--------|------------------------------|--|---|--------|
| EU-14                      | Low    | 28.0 %                       | 24.7 %   | 30.8 %                                      | 40.3 % |
|                            | Medium | 44.5 %                       | 43.1 %   | 44.0 %                                      | 39.4 % |
|                            | High   | 27.5 %                       | 32.2 %   | 25.2 %                                      | 20.3 % |
| EU-13                      | Low    | 28.5 %                       | 25.6 %   | 24.5 %                                      | 43.7 % |
|                            | Medium | 40.6 %                       | 41.6 %   | 45.3 %                                      | 36.0 % |
|                            | High   | 30.8 %                       | 32.8 %   | 30.2 %                                      | 20.4 % |
| EU Candidate               | Low    | 29.3 %                       | 27.7 %   | 28.8 %                                      | 32.7 % |
|                            | Medium | 57.4 %                       | 49.8 %   | 50.1 %                                      | 55.6 % |
|                            | High   | 13.3 %                       | 22.5 %   | 21.1 %                                      | 11.7 % |
| Other European             | Low    | 30.5 %                       | 22.9 %   | 26.8 %                                      | 39.0 % |
|                            | Medium | 49.9 %                       | 40.3 %   | 42.9 %                                      | 39.7 % |
|                            | High   | 19.5 %                       | 36.9 %   | 30.3 %                                      | 21.3 % |
| Maghreb                    | Low    | 29.1 %                       | 28.4 %   | 32.1 %                                      | 36.3 % |
|                            | Medium | 52.6 %                       | 44.0 %   | 42.9 %                                      | 46.1 % |
|                            | High   | 18.3 %                       | 27.6 %   | 25.0 %                                      | 17.5 % |
| Other African              | Low    | 33.4 %                       | 24.0 %   | 32.9 %                                      | 40.8 % |
|                            | Medium | 40.6 %                       | 44.0 %   | 39.6 %                                      | 37.7 % |
|                            | High   | 26.1 %                       | 32.0 %   | 27.5 %                                      | 21.6 % |
| Near/Middle East           | Low    | 27.0 %                       | 14.9 %   | 21.9 %                                      | 23.4 % |
|                            | Medium | 43.1 %                       | 35.9 %   | 33.0 %                                      | 35.9 % |
|                            | High   | 30.0 %                       | 49.2 %   | 45.2 %                                      | 40.6 % |
| Oceania/Far East           | Low    | 17.6 %                       | 18.9 %   | 10.9 %                                      | 31.4 % |
|                            | Medium | 38.2 %                       | 40.3 %   | 42.7 %                                      | 41.5 % |
|                            | High   | 44.2 %                       | 40.8 %   | 46.4 %                                      | 27.1 % |
| Other Asian                | Low    | 21.5 %                       | 14.5 %   | 24.6 %                                      | 27.6 % |
|                            | Medium | 40.7 %                       | 49.1 %   | 33.7 %                                      | 50.0 % |
|                            | High   | 37.9 %                       | 36.4 %   | 41.7 %                                      | 22.4 % |
| North American             | Low    | 23.6 %                       | 18.7 %   | 16.7 %                                      | 38.1 % |
|                            | Medium | 44.3 %                       | 40.0 %   | 51.5 %                                      | 38.1 % |
|                            | High   | 32.2 %                       | 41.3 %   | 31.8 %                                      | 23.8 % |
| South/Central-<br>American | Low    | 20.5 %                       | 17.2 %   | 17.8 %                                      | 28.0 % |
|                            | Medium | 47.7 %                       | 41.4 %   | 42.3 %                                      | 45.6 % |
|                            | High   | 31.9 %                       | 41.4 %   | 39.9 %                                      | 26.4 % |

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

The majority of people from an **EU country** are upper secondary school graduates. However, people from these origins in the “other” category mainly have at most a lower secondary education qualification. The share of higher education graduates is highest for persons with one parent born in Belgium and the other born in the EU. In general, persons from outside the EU, apart from those from the Near/Middle East and Oceania/Far East, also tend to have a majority of upper secondary education qualifications. However, a few origins stand out. The majority of people from Other African countries in the “other” category have at most a lower secondary education qualification. Persons of Other Asian origin with one parent born in the EU and the other born

outside the EU mainly have a higher education qualification. Those of North American origin with one parent born in Belgium and the other born outside the EU also mainly have a higher education qualification. This is also the case for persons from South/Central America in the same second-generation category (one parent born Belgian and the other born non-EU) who have equal shares of upper secondary and tertiary education graduates (41.4%). The majority of people from the Near/Middle East and Oceania/Far East are higher education graduates. However, those from the Near/Middle East with two parents born outside the EU and those from Oceania/Far East in the “other” category are predominantly upper secondary school

graduates. It is also interesting to note, in analogy with what is observed for persons originating from an EU country, that the share of tertiary education graduates is highest for persons with one parent born in Belgium and the other born outside the EU, with the exception of persons of Oceania/Far East and Other Asian origin.

The regional data<sup>187</sup> diverge somewhat from this general pattern for Belgium. In fact, persons originating from an EU country, in Wallonia and Flanders, are mainly graduates of upper secondary education. However, the majority of persons of those origins in the “other” category in Wallonia, and also in Brussels, have at most a lower secondary education qualification. In Brussels, they are mainly higher education graduates, with the exception of persons in the “other” category and persons of EU-14 origin with one parent born in the EU and the other

born **outside the EU**, who have a higher proportion of lower secondary graduates at most (with, however, a relatively balanced distribution between the three levels of qualification for these two groups). Persons of non-EU origin are, in Flanders, for all categories of origin and second generation, mainly graduates of upper secondary education. In Wallonia and Brussels, people of Near/Middle East, Oceania/Far East, Other Asian and North American origin have a majority of higher education qualifications. This is also the case in Brussels for persons of South/Central American origin, with the exception of persons in the “other” category, who mainly have an upper secondary education qualification. In Brussels and Wallonia, people from EU candidate countries and the Maghreb are mainly upper secondary school graduates. For the other European and Other African origins, the picture is highly heterogeneous.

## 2. EMPLOYMENT RATE, UNEMPLOYMENT RATE, INACTIVITY RATE AND TYPES OF INACTIVITY

The second generation type has an impact on labour market participation. Indeed, the table below shows that, for persons from an EU country, the employment rate is highest for persons with two parents born in the EU, whereas for persons from a non-EU country, the employment rate is highest for those with one parent born in Belgium and one parent born outside the EU. The more

detailed analysis below will focus mainly on the two main second-generation groups, i.e. persons with two parents born in the EU/non-EU and those with one parent born in Belgium and the other born in the EU/non-EU<sup>188</sup>. The other two groups are smaller in size, leading us to be more cautious in terms of the conclusions to be drawn.

<sup>187</sup> See data in the appendix.

<sup>188</sup> Data for all groups are published, except where numbers do not permit, but analyses will focus on the two main second-generation groups.

**Table 35: Employment rate, unemployment rate and inactivity rate in 2016 by origin and type of 2<sup>nd</sup> generation (20-64 years old, 2016)**

| Employment rate |                          |   |  |        |
|-----------------|--------------------------|---|--|--------|
|                 | 2 parents born EU/non-EU | 1 parent born BE & the other born EU/non-EU | 1 parent born EU & the other born non-EU | Other  |
| EU              | 66.8 %                   | 65.7 %                                      | 51.3 %                                   | 57.8 % |
| Non-EU          | 53.4 %                   | 56.2 %                                      | 53.1 %                                   | 46.0 % |

| Unemployment rate |                          |   |  |        |
|-------------------|--------------------------|---|--|--------|
|                   | 2 parents born EU/non-EU | 1 parent born BE & the other born EU/non-EU | 1 parent born EU & the other born non-EU | Other  |
| EU                | 9.1 %                    | 8.9 %                                       | 12.9 %                                   | 12.1 % |
| Non-EU            | 15.7 %                   | 10.5 %                                      | 13.5 %                                   | 16.1 % |

| Inactivity rate |                          |   |  |        |
|-----------------|--------------------------|---|--|--------|
|                 | 2 parents born EU/non-EU | 1 parent born BE & the other born EU/non-EU | 1 parent born EU & the other born non-EU | Other  |
| EU              | 26.6 %                   | 27.9 %                                      | 41.1 %                                   | 34.2 % |
| Non-EU          | 36.7 %                   | 37.2 %                                      | 38.6 %                                   | 45.1 % |

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

The data by origin (see table below) give a more contrasted picture within the two groups of people originating from an EU and a non-EU country. Indeed, while for people from an EU-14 country the picture is the same as that observed above for the EU (with an employment rate of 67.2%), for people from an EU-13 country it is not the case. The **employment rate** for the latter is highest for those with one parent born in Belgium and one parent born in the EU (63.4%). For people from the EU-14, the employment rate gap between those with two EU-born parents and those with one parent born Belgian and one EU-born parent is 1.3 percentage points in favour of those with two EU-born parents. For the EU-13, this gap is 5.4 percentage points in favour of those with two EU-born parents.

For the different non-EU origins, the picture is the same as above, with the exception of people from an EU candidate country for whom the employment rate is highest for those with two parents born outside the EU (57.7%) and people from Oceania/Far East for whom the employment rate is highest for those with one parent born in the EU and the other born outside the EU (64.3%). For people from Other European countries, the employment rate is highest for two categories: those with one parent born in the EU and the other born non-EU and those with one parent born in Belgium and the other non-EU.

**Table 36: Employment rate, unemployment rate and inactivity rate in 2016 by origin and type of 2<sup>nd</sup> generation and evolution in percentage points (20-64 years old, 2008-2016)**

| Employment rate        |                              |   |  |        | Evolution 2008-2016          |   |   |       |
|------------------------|------------------------------|---|--|--------|------------------------------|---|---|-------|
|                        | 2 parents born EU/<br>non-EU | 1 parent born BE & the other born EU/<br>non-EU | 1 parent born EU & the other born non-EU | Other  | 2 parents born EU/<br>non-EU | 1 parent born BE & the other born EU/<br>non-EU | 1 parents born EU & the other born non-EU | Other |
| EU-14                  | 67.2 %                       | 65.9 %  | 50.7 %                                   | 58.5 % | -0.9                         | -0.4  | -2.5                                      | -2.7  |
| EU-13                  | 58.0 %                       | 63.4 %  | 56.3 %                                   | 51.4 % | -3.3                         | -1.5  | -1.9                                      | -2.4  |
| EU Candidate           | 57.7 %                       | 57.1 %  | 52.3 %                                   | 50.1 % | 2.6                          | -1.2  | 1.9                                       | -3.0  |
| Other Europeanen       | 52.7 %                       | 63.1 %  | 63.1 %                                   | 53.7 % | -6.6                         | -2.1  | -3.2                                      | -2.0  |
| Maghreb                | 52.3 %                       | 57.6 %  | 52.5 %                                   | 46.8 % | 1.1                          | -0.3  | -1.3                                      | -4.9  |
| Other African          | 34.9 %                       | 50.3 %  | 43.3 %                                   | 34.2 % | -9.0                         | -0.4  | -3.3                                      | -5.5  |
| Near/Middle East       | 41.9 %                       | 52.2 %  | 45.8 %                                   | 43.8 % | 2.0                          | -0.2  | 2.7                                       | -6.8  |
| Oceania/Far East       | 54.3 %                       | 51.3 %  | 64.3 %                                   | 51.1 % | -1.8                         | -2.8  | 4.3                                       | 5.0   |
| Other Asian            | 55.7 %                       | 58.3 %  | 54.3 %                                   | 46.3 % | 6.6                          | 1.2   | 12.2                                      | -1.4  |
| North American         | 31.8 %                       | 56.0 %  | 45.3 %                                   | 50.7 % | 0.1                          | -0.5  | 0.3                                       | 4.1   |
| South/Central American | 49.7 %                       | 52.6 %  | 50.8 %                                   | 48.6 % | -3.3                         | 2.0   | -1.8                                      | -3.4  |

| Unemployment rate      |                              |   |  |        | Evolution 2008-2016          |   |   |       |
|------------------------|------------------------------|---|--|--------|------------------------------|---|---|-------|
|                        | 2 parents born EU/<br>non-EU | 1 parent born BE & the other born EU/<br>non-EU | 1 parent born EU & the other born non-EU | Other  | 2 parents born EU/<br>non-EU | 1 parent born BE & the other born EU/<br>non-EU | 1 parents born EU & the other born non-EU | Other |
| EU-14                  | 9.1 %                        | 8.9 %   | 12.9 %                                   | 11.9 % | -3.7                         | -3.4  | -7.4                                      | -2.4  |
| EU-13                  | 9.1 %                        | 8.9 %   | 12.7 %                                   | 13.4 % | -3.2                         | -3.8  | -2.3                                      | -1.9  |
| EU Candidate           | 13.8 %                       | 12.1 %  | 15.4 %                                   | 14.5 % | -10.0                        | -5.2  | -13.0                                     | -9.4  |
| Other Europeanen       | 14.5 %                       | 9.3 %   | 11.0 %                                   | 11.2 % | -6.0                         | -2.2  | -2.5                                      | -3.7  |
| Maghreb                | 17.4 %                       | 11.9 %  | 15.7 %                                   | 19.3 % | -11.1                        | -6.2  | -9.0                                      | -8.6  |
| Other African          | 14.4 %                       | 12.4 %  | 14.7 %                                   | 15.2 % | -5.6                         | -6.3  | -8.6                                      | -9.2  |
| Near/Middle East       | 11.6 %                       | 7.2 %   | 9.7 %                                    | :      | -9.0                         | -3.5  | -5.8                                      | :     |
| Oceania/Far East       | 6.9 %                        | 8.0 %   | :  | :      | -0.1                         | -2.9  | :   | :     |
| Other Asian            | 9.3 %                        | 7.4 %   | 10.5 %                                   | 10.6 % | -7.0                         | -3.0  | -10.4                                     | :     |
| North American         | :                            | 7.5 %   | :  | :      | :                            | -3.8  | :   | :     |
| South/Central American | 12.2 %                       | 10.2 %  | 11.5 %                                   | 13.6 % | -3.8                         | -4.0  | :   | -3.6  |

| Inactivity rate        |                              |   |  |        | Evolution 2008-2016          |   |   |       |
|------------------------|------------------------------|---|--|--------|------------------------------|---|---|-------|
|                        | 2 parents born EU/<br>non-EU | 1 parent born BE & the other born EU/<br>non-EU | 1 parent born EU & the other born non-EU | Other  | 2 parents born EU/<br>non-EU | 1 parent born BE & the other born EU/<br>non-EU | 1 parents born EU & the other born non-EU | Other |
| EU-14                  | 26.1 %                       | 27.7 %  | 41.8 %                                   | 33.5 % | 4.2                          | 3.3   | 8.6                                       | 5.0   |
| EU-13                  | 36.2 %                       | 30.3 %  | 35.5 %                                   | 40.7 % | 6.1                          | 4.7   | 3.9                                       | 4.2   |
| EU Candidate           | 33.0 %                       | 35.0 %  | 38.1 %                                   | 41.4 % | 5.3                          | 5.5   | 8.5                                       | 11.2  |
| Other Europeanen       | 38.3 %                       | 30.5 %  | 29.1 %                                   | 39.5 % | 13.0                         | 4.1   | 5.7                                       | 5.0   |
| Maghreb                | 36.7 %                       | 34.6 %  | 37.8 %                                   | 42.0 % | 8.2                          | 5.3   | 9.1                                       | 13.7  |
| Other African          | 59.3 %                       | 42.6 %  | 49.2 %                                   | 59.6 % | 14.1                         | 4.9   | 10.0                                      | 12.3  |
| Near/Middle East       | 52.6 %                       | 43.7 %  | 49.3 %                                   | :      | 2.9                          | 2.5   | 0.3                                       | :     |
| Oceania/Far East       | 41.7 %                       | 44.3 %  | :  | :      | 1.9                          | 5.0   | :   | :     |
| Other Asian            | 38.6 %                       | 37.0 %  | 39.3 %                                   | 48.2 % | -2.7                         | 0.8   | -7.5                                      | :     |
| North American         | :                            | 39.4 %  | :  | :      | :                            | 3.1   | :   | :     |
| South/Central American | 43.4 %                       | 41.4 %  | 42.5 %                                   | 43.8 % | 6.5                          | 0.4   | :   | 6.6   |

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

The lowest employment rates are observed for people of North American<sup>189</sup> and Other African origin with two parents born with a non-EU nationality (31.8% and 34.9% respectively). For people of EU candidate and Oceania/Far East origin, the employment rate gap between those with two parents born non-EU and those with one parent born Belgian and the other born non-EU is in favour of those with two parents born non-EU (by 0.6 percentage points and 3.0 points respectively). For the other non-EU origins, this difference is against those with two parents born non-EU. While the gap is relatively small for those of Other Asian (2.6 points), South/Central American (2.9 points) and Maghreb origin (5.3 points), it is significantly higher for other origins (ranging from 10.3 points for the Near/Middle East to 24.2 points for North America).

Between 2008 and 2016, as observed in the table above, the employment rate decreased for the majority of the different second-generation groups of different origins, with the largest decrease observed for people of Other African origin with two parents born non-EU (-9.0 percentage points). In general, people of Other Asian origin experienced the best evolution: +6.6 points for those with two parents born with a non-EU nationality and +1.2 points for those with one parent born Belgian and the other born non-EU. People of EU candidate, Near/Middle East and Maghreb origin with two parents born outside the EU and South/Central American with one parent born Belgian and the other born non-EU also experienced an increase in the employment rate between 2008 and 2016 (by +2.6, +2.0, +1.1 and 2.0 points respectively).

In general, the groups with lower unemployment and inactivity rates are, by analogy, those with the highest employment rates. However, what is of interest is the development observed between 2008 and 2016. As the employment rate fell between 2008 and 2016, one might have expected the unemployment rate to have risen. However, it is decreasing for all origin groups of all types of second generation, with the largest decrease observed for people of Maghreb and EU candidate origin with two parents born non-EU (-11.1 and -10.0 percentage points respectively). The decrease in employment was therefore reflected by an increase in inactivity. Only persons of Other Asian origin with two parents born non-EU experienced a decrease in the inactivity rate, which is consistent with their increase in the employment rate and decrease in the unemployment rate. In general, the increase in inactivity is greater for persons with two parents born EU/non-EU than for those with one parent born Belgian and one born EU/non-EU. Persons of Other African and Other European origin with two parents born non-EU experienced the largest increase (+14.1 and +13.0 points respectively).

The distribution of inactive persons by type of inactivity<sup>190</sup> (see table below) shows that, for all groups of origin of all types of second generation, the share of inactivity with allocations is higher than that without ("other" category), since the share of the latter varies between 29.6% for persons originating from Other African countries with two parents born non-EU and 44.9% for persons originating from the Near/Middle East with one parent born Belgian and the other born non-EU.

<sup>189</sup> It should be noted that people of North American origin with two parents born non-EU constitute a small group (261 people), 60.5% of whom are aged 20-29. 35.4% of these 20-29-year olds give access to child benefits (and are thus still studying) and 45.6% are in the "other" category of inactive persons.

<sup>190</sup> Due to the small size of the second generation by type of inactivity, only the two main second-generation groups will be analysed. For the same reasons, the origins Oceania/Far East, North America and South/Central America cannot be analysed and the following types of inactivity: career break, exemption from registration as a jobseeker, early retirement and pension had to be grouped together.

**Table 37: Distribution of inactive by origin and type of 2<sup>nd</sup> generation in 2016 and evolution in percentage points (20-64 years old, 2008-2016)**

|                  |                                       | 2016                         |  | 2008-2016                    |  |
|------------------|---------------------------------------|------------------------------|--|------------------------------|--|
|                  |                                       | 2 parents born EU/<br>non-EU | 1 parent born BE & the<br>other born EU/non-EU | 2 parents born EU/<br>non-EU | 1 parent born BE & the<br>other born EU/non-EU |
| EU-14            | Social welfare benefit                | 4.6%                         | 6.9%   | 1.7                          | 2.4  |
|                  | Qualifying children for child benefit | 19.3%                        | 28.8%  | -2.6                         | -0.6   |
|                  | Incapacity to work                    | 20.1%                        | 12.5%  | 3.7                          | 1.9  |
|                  | Disability allowance                  | 4.1%                         | 4.5%   | 0.7                          | 0.9  |
|                  | Confidential and remaining categories | 19.2%                        | 11.5%  | 0.6                          | -3.7   |
|                  | Other                                 | 32.6%                        | 35.8%  | -4.2                         | -0.9   |
| EU-13            | Social welfare benefit                | 4.8%                         | 7.0%   | 1.9                          | 1.7  |
|                  | Qualifying children for child benefit | 18.6%                        | 22.9%  | 6.8                          | 2.0  |
|                  | Incapacity to work                    | 17.3%                        | 16.3%  | 0.7                          | 2.1  |
|                  | Disability allowance                  | 2.8%                         | 4.7%   | 0.5                          | 1.1  |
|                  | Confidential and remaining categories | 25.3%                        | 17.3%  | -5.4                         | -5.2   |
|                  | Other                                 | 31.4%                        | 31.9%  | -4.6                         | -1.7   |
| EU Candidate     | Social welfare benefit                | 6.1%                         | 11.6%  | 1.7                          | 4.7  |
|                  | Qualifying children for child benefit | 25.9%                        | 38.4%  | 0.7                          | -1.0   |
|                  | Incapacity to work                    | 18.7%                        | 7.6%   | 1.3                          | -0.9   |
|                  | Disability allowance                  | 5.1%                         | 4.6%   | 1.1                          | -0.2   |
|                  | Confidential and remaining categories | 4.2%                         | 4.4%   | -11.6                        | -3.9   |
|                  | Other                                 | 40.0%                        | 33.4%  | 6.8                          | 1.3  |
| Other Europeanen | Social welfare benefit                | 10.8%                        | 5.9%   | 4.5                          | 1.3  |
|                  | Qualifying children for child benefit | 36.9%                        | 30.6%  | 19.9                         | 6.5  |
|                  | Incapacity to work                    | 8.8%                         | 11.4%  | -4.4                         | 1.2  |
|                  | Disability allowance                  | 3.6%                         | 4.2%   | -0.3                         | 0.6  |
|                  | Confidential and remaining categories | 9.1%                         | 14.1%  | -11.3                        | -9.9   |
|                  | Other                                 | 30.8%                        | 33.8%  | -8.5                         | 0.3  |
| Maghreb          | Social welfare benefit                | 13.7%                        | 12.9%  | 4.5                          | 3.1  |
|                  | Qualifying children for child benefit | 24.9%                        | 32.9%  | -3.0                         | -1.5   |
|                  | Incapacity to work                    | 13.3%                        | 10.6%  | 1.8                          | 1.7  |
|                  | Disability allowance                  | 5.2%                         | 5.0%   | 0.6                          | 0.5  |
|                  | Confidential and remaining categories | 4.3%                         | 5.0%   | -7.9                         | -3.6   |
|                  | Other                                 | 38.6%                        | 33.5%  | 3.9                          | -0.2   |
| Other African    | Social welfare benefit                | 19.4%                        | 10.9%  | 4.7                          | -0.6   |
|                  | Qualifying children for child benefit | 45.5%                        | 41.7%  | 3.1                          | -0.2   |
|                  | Incapacity to work                    | 1.1%                         | 3.9%   | -0.4                         | 0.8  |
|                  | Disability allowance                  | 2.6%                         | 3.5%   | 0.1                          | 0.9  |
|                  | Confidential and remaining categories | 1.9%                         | 3.7%   | -0.7                         | -2.8   |
|                  | Other                                 | 29.6%                        | 36.3%  | -6.7                         | 2.0  |
| Near/Middle East | Social welfare benefit                | 13.2%                        | 4.0%   | 3.7                          | 1.2  |
|                  | Qualifying children for child benefit | 39.9%                        | 43.9%  | -2.3                         | -6.2   |
|                  | Incapacity to work                    | 2.8%                         | 2.2%   | 2.8                          | -0.4   |
|                  | Disability allowance                  | 2.8%                         | 2.7%   | 2.8                          | 0.2  |
|                  | Confidential and remaining categories | 1.5%                         | 2.2%   | -2.0                         | -2.5   |
|                  | Other                                 | 39.8%                        | 44.9%  | -0.3                         | 7.6  |
| Other Asian      | Social welfare benefit                | 8.5%                         | 5.5%   | 2.7                          | 1.1  |
|                  | Qualifying children for child benefit | 45.7%                        | 49.5%  | -10.5                        | -5.7   |
|                  | Incapacity to work                    | 2.4%                         | 2.0%   | 2.4                          | 0.4  |
|                  | Disability allowance                  | 2.8%                         | 3.5%   | 2.8                          | 1.9  |
|                  | Confidential and remaining categories | 2.3%                         | 4.1%   | -0.7                         | 0.3  |
|                  | Other                                 | 38.3%                        | 35.3%  | 7.0                          | 2.1  |

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

For the majority of origins, the largest share of inactive persons receiving benefits<sup>191</sup> is in the category “children giving access to child benefits”; persons of EU-14 origin with two EU-born parents are the exception. For the latter, the “incapacity for work” category accounts for the largest share of inactivity with allocations (20.1% of total inactivity), although it is very close to that of the “entitlement to child benefits” category (19.3% of total inactivity). People of Other Asian, Other African and Near/Middle Eastern origin have the highest shares of inactives “entitlement to child benefits”. This observation is in line with the particularly high share of 20-29-year-olds for these three origins<sup>192</sup>. People of EU-14, EU-13, Maghreb, EU candidate and other European origin have higher shares of “incapacity to work” than other origins. This is particularly marked for persons of EU-14, EU-13 and EU candidate origin with two parents born EU/non-EU (with shares of 20.1%, 17.3% and 18.7% of total inactivity respectively). Finally, it is worth noting the relatively high share in the “social welfare benefit” category for people of Near/Middle East and Other European origin with two parents born non-EU, those from an EU candidate country with one parent born in Belgium and one born non-EU, and those from Other African countries and the Maghreb.

The table below shows the employment rate gap in 2016, as well as the evolution of this gap between 2008 and 2016, in relation to the Belgians of origin as well as in relation to the first generation of each origin<sup>193</sup>. Generally speaking, whatever the origin and type of second generation, the employment rate gap **compared to Belgian origin** is to the disadvantage of persons of foreign origin (i.e. the employment rate of the latter is always lower than that of

those of Belgian origin). Similarly, the differences observed are greater for persons with two parents born in the EU/non-EU with the exception of those originating from an EU-14 country, an EU candidate country (although very close to the gap observed for those with two parents born non-EU) and Oceania/Far East. The employment rate gap for people originating from an EU country is smaller than for people from a non-EU country. The smallest gaps are observed for persons originating from an EU-14 country both for those with two parents born in the EU and for those with one parent born in Belgium and one parent born in the EU (-6.5 and -7.8 percentage points respectively). For those with two parents born non-EU, the highest differences are observed for those of North American (-41.9 points) and Other African origin (-38.8 points); and for those with one parent born in Belgium and one parent born non-EU, the biggest gaps are observed for those of Other African (-23.4 points) and Oceania/Far East (-22.4 points) origin. Between 2008 and 2016, the changes (both positive and negative) were greater for persons with two parents born in the EU/non-EU. For the latter, the employment rate gap in relation to Belgian origin narrowed for persons originating from Other Asian countries (the largest decrease), an EU candidate country, the Near/Middle East and the Maghreb, as a result of both the increase in their employment rate and the decrease in the employment rate of persons of Belgian origin. It should be noted that the gap has increased particularly for people originating from Other African and Other European countries. For persons with one parent born Belgian and one parent born EU/non-EU, the changes are more moderate, and it is mainly persons of South/Central American and Other Asian origin who have seen the gap narrow.

<sup>191</sup> As a reminder, all the categories listed in the table with the exception of the “other” category.

<sup>192</sup> Due to the small size of the second generation for 55-64-year olds compared to other age groups, data by age are not publishable.

<sup>193</sup> First generation as a whole, i.e. both those who have become Belgian and those with foreign nationality.

**Table 38: Employment rate gap in 2016 with Belgians by origin and with the 1<sup>st</sup> generation by origin and type of 2<sup>nd</sup> generation and evolution in percentage points (20-64 years old, 2008-2016)\***

| Compared to Belgians by origin |                          |   |  |       |                          |   |  |       |
|--------------------------------|--------------------------|---|--|-------|--------------------------|---|--|-------|
|                                | Gap in 2016              |   |  |       | Evolution 2008-2016      |   |  |       |
|                                | 2 parents born EU/non-EU | 1 parent born BE & the other born EU/non-EU | 1 parent born EU & the other born non-EU | Other | 2 parents born EU/non-EU | 1 parent born BE & the other born EU/non-EU | 1 parent born EU & the other born non-EU | Other |
| EU-14                          | -6.5                     | -7.8  | -23.0                                    | -15.2 | -0.4                     | 0.1   | -2.0                                     | -2.2  |
| EU-13                          | -15.7                    | -10.3                                       | -17.4                                    | -22.3 | -2.8                     | -1.0  | -1.4                                     | -1.9  |
| EU Candidate                   | -16.0                    | -16.6                                       | -21.4                                    | -23.6 | 3.1                      | -0.7  | 2.4                                      | -2.5  |
| Other European                 | -21.0                    | -10.6                                       | -10.6                                    | -20.0 | -6.1                     | -1.6  | -2.7                                     | -1.5  |
| Maghreb                        | -21.4                    | -16.1                                       | -21.2                                    | -26.9 | 1.6                      | 0.2   | -0.8                                     | -4.4  |
| Other African                  | -38.8                    | -23.4                                       | -30.4                                    | -39.5 | -8.5                     | 0.1   | -2.8                                     | -5.0  |
| Near/Middle East               | -31.8                    | -21.5                                       | -27.9                                    | -29.9 | 2.5                      | 0.3   | 3.2                                      | -6.3  |
| Oceania/Far East               | -19.4                    | -22.4                                       | -9.4                                     | -22.6 | -1.3                     | -2.3  | 4.7                                      | 5.5   |
| Other Asian                    | -18.0                    | -15.4                                       | -19.4                                    | -27.4 | 7.1                      | 1.7   | 12.7                                     | -0.9  |
| North American                 | -41.9                    | -17.6                                       | -28.4                                    | -23.0 | 0.6                      | 0.0   | 0.8                                      | 4.6   |
| South/Central American         | -24.0                    | -21.1                                       | -22.9                                    | -25.1 | -2.8                     | 2.5   | -1.3                                     | -2.9  |

| Compared to the 1 <sup>st</sup> generation |                          |   |  |       |                          |   |  |       |
|--|--------------------------|---|--|-------|--------------------------|---|--|-------|
|  | Gap in 2016              |   |  |       | Evolution 2008-2016      |   |  |       |
|  | 2 parents born EU/non-EU | 1 parent born BE & the other born EU/non-EU | 1 parent born EU & the other born non-EU | Other | 2 parents born EU/non-EU | 1 parent born BE & the other born EU/non-EU | 1 parent born EU & the other born non-EU | Other |
| EU-14                                      | 18.3                     | 16.9  | 1.7                                      | 9.6   | -4.2                     | -3.8  | -5.8                                     | -6.0  |
| EU-13                                      | -3.6                     | 1.8   | -5.3                                     | -10.3 | -14.7                    | -12.9                                       | -13.3                                    | -13.8 |
| EU Candidate                               | 14.1                     | 13.5  | 8.7                                      | 6.5   | -1.4                     | -5.2  | -2.1                                     | -7.1  |
| Other European                             | 5.6                      | 16.0  | 16.0                                     | 6.6   | -18.9                    | -14.4                                       | -15.4                                    | -14.3 |
| Maghreb                                    | 9.7                      | 14.9  | 9.8                                      | 4.1   | -1.9                     | -3.3  | -4.3                                     | -7.9  |
| Other African                              | -11.2                    | 4.2   | -2.8                                     | -11.8 | -14.5                    | -5.9  | -8.8                                     | -11.1 |
| Near/Middle East                           | 9.9                      | 20.2  | 13.8                                     | 11.9  | 8.8                      | 6.6   | 9.5                                      | 0.1   |
| Oceania/Far East                           | 3.2                      | 0.2   | 13.2                                     | 0.1   | -5.9                     | -7.0  | 0.1                                      | 0.8   |
| Other Asian                                | 6.3                      | 9.0   | 5.0                                      | -3.0  | 3.9                      | -1.5  | 9.6                                      | -4.1  |
| North American                             | 1.1                      | 25.3  | 14.5                                     | 20.0  | -2.0                     | -2.6  | -1.8                                     | 2.0   |
| South/Central American                     | -5.4                     | -2.5  | -4.3                                     | -6.6  | -10.6                    | -5.3  | -9.1                                     | -10.7 |

\*Compared to Belgian origin: A negative gap (in red) means that the employment rate of the second generation is lower than that of the Belgian origin. A positive gap (in green) means that the employment rate of the second generation is higher than that of the Belgian origin. A negative evolution of the gap (in red) means that the situation of the second generation in relation to the Belgian origin is deteriorating. A positive evolution of the gap (in green) means that the situation of the second generation compared to the Belgian origin is improving. Compared to the first generation: A negative gap (in red) means that the employment rate of the second generation is lower than that of the first generation. A positive gap (in green) means that the employment rate of the second generation is higher than that of the first generation. A negative development of the gap (red) means that the situation of the second generation compared to the first generation is deteriorating. A positive development of the gap (green) means that the situation of the second generation compared to the first generation is improving.

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

The employment rate gap between the different types of second generation and the **first generation of each origin**, shown in the table above, indicates that, in general, the employment rate of the second generation is higher than that of the first generation. However, this is not the case for

people of Other African origin with two parents born non-EU, from an EU-13 country with two parents born in the EU and from South/Central America<sup>194</sup>. It is important to note that the employment rate of people from Other African countries with two parents born non-EU is, in

<sup>194</sup> For these three origin groups, the same is true for those with one parent born EU and the other born non-EU and the category Other.

particular, 11.2 percentage points lower than that of the first generation. The table also shows that this advantage of the second generation over the first generation in terms of employment rate is greater for persons with one parent born in Belgium and one parent born in the EU/non-EU with the exception of persons originating from an EU-14 country, an EU candidate country and Oceania/Far East. What is striking, however, is that this advantage decreased between 2008 and 2016, with the exception of persons originating from the Near/Middle East (for all types of second generation) and from Other Asian countries (those with two non-EU parents and those with one parent born EU and the other born non-EU). The disadvantage is greater for those with two parents born EU/non-EU, except for those of Oceania/Far East, EU candidate, Maghreb and North American origin for whom the backlog is greater for those with one parent born Belgian and the other born non-EU. In general, the reduction of the gap is greatest for those of Other European origin and smallest for those from the Maghreb.

The employment rate per migration background<sup>195</sup> is higher for persons with parents of Belgian nationality (by acquisition or born with) for persons originating from an EU country, an EU candidate country, Other European countries, and also for those with two parents born non-EU originating from the Near/Middle East and for those with one parent born Belgian and one born non-EU originating from the Maghreb, Oceania/Far East, Other Asian countries and the Americas.

The table below shows the employment, unemployment and inactivity rates by gender. As in the general analysis, the **employment rate** of men and women from an EU-14 country with two parents born in the EU is higher than that of those with one parent born in Belgium and one parent born in the EU, and the reverse is true for men and women from an EU-13 country. For the different non-EU origins, the finding for men and women is the same as that made earlier in the general analysis, namely that the employment rate is higher for those with one parent born in Belgium and the other born non-EU, with the exception of people from Oceania/Far East<sup>196</sup>. However, women of EU candidate origin with one parent born in Belgium and one parent born non-EU have a higher employment rate than those with two parents born non-EU (while for men it is highest for those with two parents born non-EU). The lowest employment rates are observed for men of North American and Other African origin with two parents born non-EU (with 24.6% and 34.1% respectively), but for women they are observed for those of Other African and Near/Middle Eastern origin (with 35.6% and 36.3% respectively). In general, the employment rate gap between persons with two parents born in the EU/non-EU and those with one parent born in Belgium and the other born in the EU/non-EU is greater for women than for men, except for persons of EU-14, EU candidate and North American origin, for whom the gap is greater for men. These gaps are highest for men and women of North American and Other African origin.

<sup>195</sup> See data in the appendix.

<sup>196</sup> For people originating from Oceania/Far East, the employment rate was highest for those with one parent born in the EU and the other born outside the EU. The gender breakdown does not allow us to publish the data, but this is confirmed for both men and women.

**Table 39: Employment rate, unemployment rate and inactivity rate in 2016 by origin, gender and type of 2<sup>nd</sup> generation and evolution in percentage points (20-64 years old, 2008-2016)**

| 2016  |                        | Employment rate          |   | Unemployment rate        |   | Inactivity rate          |   |
|-------|------------------------|--------------------------|---|--------------------------|---|--------------------------|---|
|       |                        | 2 parents born EU/non-EU | 1 parent born BE & the other born EU/non-EU | 2 parents born EU/non-EU | 1 parent born BE & the other born EU/non-EU | 2 parents born EU/non-EU | 1 parent born BE & the other born EU/non-EU |
| Men   | EU-14                  | 69.5%                    | 66.9%                                       | 9.2%                     | 9.2%  | 23.4%                    | 26.3%                                       |
|       | EU-13                  | 60.0%                    | 65.1%                                       | 9.2%                     | 9.0%  | 34.0%                    | 28.4%                                       |
|       | EU Candidate           | 64.9%                    | 57.7%                                       | 12.0%                    | 13.5%                                       | 26.2%                    | 33.3%                                       |
|       | Other European         | 54.3%                    | 64.5%                                       | 14.9%                    | 9.3%  | 36.2%                    | 28.8%                                       |
|       | Maghreb                | 57.1%                    | 57.7%                                       | 16.4%                    | 12.6%                                       | 31.7%                    | 34.0%                                       |
|       | Other African          | 34.1%                    | 49.4%                                       | 15.0%                    | 13.6%                                       | 59.9%                    | 42.9%                                       |
|       | Near/Middle East       | 47.1%                    | 53.5%                                       | 9.8%                     | 6.6%  | 47.8%                    | 42.8%                                       |
|       | Oceania/Far East       | 52.9%                    | 50.8%                                       | 7.6%                     | 9.1%  | 42.7%                    | 44.1%                                       |
|       | Other Asian            | 57.2%                    | 58.2%                                       | 7.5%                     | 7.5%  | 38.2%                    | 37.1%                                       |
|       | North American         | 24.6%                    | 57.2%                                       | :                        | 6.3%  | :                        | 38.9%                                       |
|       | South/Central American | 48.9%                    | 51.4%                                       | 12.4%                    | 11.2%                                       | 44.2%                    | 42.1%                                       |
| Women | EU-14                  | 65.0%                    | 64.8%                                       | 8.9%                     | 8.5%  | 28.6%                    | 29.2%                                       |
|       | EU-13                  | 56.2%                    | 61.7%                                       | 9.0%                     | 8.9%  | 38.3%                    | 32.3%                                       |
|       | EU Candidate           | 50.2%                    | 56.4%                                       | 16.2%                    | 10.7%                                       | 40.1%                    | 36.8%                                       |
|       | Other European         | 51.1%                    | 61.7%                                       | 14.1%                    | 9.2%  | 40.6%                    | 32.0%                                       |
|       | Maghreb                | 47.7%                    | 57.5%                                       | 18.5%                    | 11.1%                                       | 41.5%                    | 35.3%                                       |
|       | Other African          | 35.6%                    | 51.2%                                       | 13.9%                    | 11.2%                                       | 58.7%                    | 42.4%                                       |
|       | Near/Middle East       | 36.3%                    | 50.9%                                       | 13.9%                    | 7.9%  | 57.8%                    | 44.7%                                       |
|       | Oceania/Far East       | 55.7%                    | 51.8%                                       | 6.1%                     | 6.9%  | 40.6%                    | 44.4%                                       |
|       | Other Asian            | 54.0%                    | 58.4%                                       | 11.3%                    | 7.3%  | 39.1%                    | 37.0%                                       |
|       | North American         | 39.4%                    | 54.9%                                       | :                        | 8.7%  | :                        | 39.9%                                       |
|       | South/Central American | 50.6%                    | 53.9%                                       | 11.9%                    | 9.1%  | 42.6%                    | 40.6%                                       |

| Evolution 2008-2016 |                        | Employment rate          |   | Unemployment rate        |   | Inactivity rate          |   |
|---------------------|------------------------|--------------------------|---|--------------------------|---|--------------------------|---|
|                     |                        | 2 parents born EU/non-EU | 1 parent born BE & the other born EU/non-EU | 2 parents born EU/non-EU | 1 parent born BE & the other born EU/non-EU | 2 parents born EU/non-EU | 1 parent born BE & the other born EU/non-EU |
| Men                 | EU-14                  | -3.7                     | -2.6  | -2.0                     | -2.0  | 5.9                      | 4.6   |
|                     | EU-13                  | -6.0                     | -3.5  | -1.2                     | -1.9  | 7.6                      | 5.5   |
|                     | EU Candidate           | 0.3                      | -3.4  | -6.6                     | -2.2  | 5.5                      | 5.8   |
|                     | Other European         | -8.2                     | -4.5  | -4.8                     | -0.4  | 14.1                     | 5.3   |
|                     | Maghreb                | 0.8                      | -0.7  | -8.8                     | -5.4  | 6.9                      | 5.2   |
|                     | Other African          | -8.7                     | -2.4  | -7.1                     | -4.8  | 14.9                     | 6.3   |
|                     | Near/Middle East       | 3.2                      | -0.6  | -8.5                     | -3.3  | 1.5                      | 2.7   |
|                     | Oceania/Far East       | -2.9                     | -5.0  | 1.3                      | -1.5  | 2.3                      | 6.6   |
|                     | Other Asian            | 7.1                      | 1.1   | -8.4                     | -3.4  | -2.2                     | 1.1   |
|                     | North American         | 0.1                      | -2.1  | :                        | -5.2  | :                        | 5.9   |
|                     | South/Central American | -4.5                     | 1.2   | -2.9                     | -3.5  | 7.3                      | 0.9   |
| Women               | EU-14                  | 1.6                      | 1.7   | -5.6                     | -4.9  | 2.8                      | 2.0   |
|                     | EU-13                  | -0.8                     | 0.7   | -5.3                     | -5.9  | 4.7                      | 3.9   |
|                     | EU Candidate           | 4.9                      | 1.1   | -14.1                    | -8.5  | 5.2                      | 5.3   |
|                     | Other European         | -5.0                     | 0.3   | -7.4                     | -4.1  | 12.0                     | 2.9   |
|                     | Maghreb                | 1.3                      | 0.1   | -13.4                    | -6.9  | 9.6                      | 5.3   |
|                     | Other African          | -9.2                     | 1.6   | -4.2                     | -7.8  | 13.4                     | 3.5   |
|                     | Near/Middle East       | 0.8                      | 0.2   | -9.6                     | -3.8  | 4.3                      | 2.2   |
|                     | Oceania/Far East       | -0.6                     | -0.6  | -1.4                     | -4.3  | 1.5                      | 3.4   |
|                     | Other Asian            | 6.0                      | 1.3   | -5.5                     | -2.7  | -3.2                     | 0.4   |
|                     | North American         | 1.5                      | 1.1   | :                        | -2.4  | :                        | 0.4   |
|                     | South/Central American | -2.0                     | 2.8   | -4.8                     | -4.5  | 5.8                      | -0.2  |

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

As noted earlier, men and women with lower **unemployment** and **inactivity rates** are, by analogy, those with the highest employment rates. However, for men of Near/Middle Eastern, Oceania/Far East and Other Asian origin, although the employment rate is lower, the unemployment rate is also lower. This is explained by a higher inactivity rate for these groups. Men of Other African origin with two parents born non-EU and women of Other African and Near/Middle Eastern origin with two parents born non-EU have particularly high inactivity rates. The unemployment rate decreased between 2008 and 2016 for all men and women, except for men originating from Oceania/Far East with two parents born non-EU. In general, the decrease is

larger for those with two parents born in the EU/non-EU, with the largest decrease observed for men and women of Maghreb and Near/Middle Eastern origin with two parents born non-EU and women from an EU candidate country with two parents born non-EU. As observed earlier, the decrease in employment rate was reflected in inactivity, which increased, with the exception of men and women of Other Asian origin with two parents born non-EU. In general, the increase in inactivity is greater for men and women with two parents born in the EU/non-EU than for those with one parent born Belgian and one born EU/non-EU. Men and women of Other African and Other European origin with two parents born non-EU experience the largest increase.

**Table 40: Employment rate gap in percentage points in 2016 between men and women by origin and type of 2<sup>nd</sup> generation and evolution in percentage points (20-64 years old, 2008-2016)\***

|                        | Gap in 2016              |   | Evolution 2008-2016      |   |
|------------------------|--------------------------|---|--------------------------|---|
|                        | 2 parents born EU/non-EU | 1 parent born BE & the other born EU/non-EU | 2 parents born EU/non-EU | 1 parent born BE & the other born EU/non-EU |
| EU-14                  | 4.6                      | 2.2   | -5.3                     | -4.3  |
| EU-13                  | 3.8                      | 3.4   | -5.2                     | -4.2  |
| EU Candidate           | 4.7                      | 1.3   | -4.5                     | -4.5  |
| Other European         | 3.3                      | 2.8   | -3.2                     | -4.8  |
| Maghreb                | 9.5                      | 0.3   | -0.5                     | -0.8  |
| Other African          | -1.5                     | -1.8  | 0.5                      | -4.1  |
| Near/Middle East       | 10.8                     | 2.5   | 2.4                      | -0.8  |
| Oceania/Far East       | -2.8                     | -0.9  | -2.3                     | -4.4  |
| Other Asian            | 3.2                      | -0.3  | 1.1                      | -0.2  |
| North American         | -14.7                    | 2.4   | -1.4                     | -3.2  |
| South/Central American | -1.7                     | -2.5  | -2.5                     | -1.6  |

\* A negative gap (in red) means that the employment rate of women is lower than that of men. A positive gap (green) means that the employment rate of women is higher than that of men. A negative development of the gap (green) means that the situation of women compared to men is improving. A positive change in the gap (red) means that the situation of women compared to men is worsening.

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

The employment rate of men is higher than that of women except for those of North American origin with two parents born non-EU, those of Other Asian origin with one parent born in Belgium and one born non-EU, as well as those originating from Oceania/Far East, South/Central America and Other African countries (see table above). The gap between the employment rate of men and women is, in general, greater for those with two parents born EU/non-

EU. This gap is particularly high between men and women of EU candidate and Maghreb origin with two parents born non-EU. The employment rate gap between men and women with one parent born Belgian and the other born EU/non-EU is much smaller. Between 2008 and 2016, the employment rate gap decreased for all groups, with the exception of persons of Near/Middle Eastern, Other Asian and Other African origin with two parents born non-EU.

As observed above, the employment rate gap **with persons of Belgian origin** (see table below) is to the disadvantage of men and women of foreign origin (i.e. the employment rate of the latter is always lower than that of the Belgian origin). The differences observed are greater for persons with two parents born in the EU/non-EU, with the exception of men and women of EU-14 and Oceania/Far East origin and men of EU candidate origin. The employment rate gap between people of EU and Belgian origin is smaller than that between those of non-EU and Belgian origin, with the exception of men with two parents born in the EU of EU-13 origin, who experience a larger gap than men of EU candidate origin with two parents born non-EU. The employment rate gaps observed for women are smaller than those observed for men, with the exception of persons with two parents born non-EU from an EU candidate country, the Maghreb and the Near/Middle East. For men, the differences with Belgian-born men are particularly large for those of Other African and North American origin. For women, the differences are big for

those of Other African, Near/Middle Eastern and North American origin. Between 2008 and 2016, the employment rate gaps with the Belgian origin are decreasing for women, with the exception of women of Other African origin with two non-EU-born parents and women of EU-14 origin. The decreases are larger for women with two EU/non-EU parents, with the exception of women of EU-13 and Other European origin, and in particular for women of Other Asian and EU candidate origin. For men, the employment rate gap compared to the Belgian origin has decreased for people of Other Asian (the largest decrease), Near/Middle Eastern, Maghreb and North American origin, both for those with two parents born non-EU and for those with one parent born Belgian and the other born non-EU, as well as for men of EU candidate origin with two parents born non-EU. The gap increased particularly for men of Other African and Other European origin with two parents born non-EU. For men with one parent born Belgian and one parent born EU/non-EU, the changes are more moderate.

**Table 41: Employment gap in percentage points for men and women in 2016 compared to persons of Belgian origin and compared to the 1<sup>st</sup> generation, by origin and type of 2<sup>nd</sup> generation and evolution in percentage points (20-64 years old, 2008-2016)\***

| Compared to Belgians by origin |                          |   |                          |   |                          |   |                          |   |
|--------------------------------|--------------------------|---|--------------------------|---|--------------------------|---|--------------------------|---|
|                                | Gap in 2016              |   |                          |   | Evolution 2008-2016      |   |                          |   |
|                                | Men                      |   | Women                    |   | Men                      |   | Women                    |   |
|                                | 2 parents born EU/non-EU | 1 parent born BE & the other born EU/non-EU | 2 parents born EU/non-EU | 1 parent born BE & the other born EU/non-EU | 2 parents born EU/non-EU | 1 parent born BE & the other born EU/non-EU | 2 parents born EU/non-EU | 1 parent born BE & the other born EU/non-EU |
| EU-14                          | -6.4                     | -9.0  | -6.4                     | -6.7  | -1.0                     | 0.1   | -0.2                     | -0.1  |
| EU-13                          | -15.9                    | -10.8                                       | -15.3                    | -9.7  | -3.3                     | -0.8  | 6.4                      | 7.8   |
| EU Candidate                   | -11.0                    | -18.2                                       | -21.2                    | -15.0                                       | 3.0                      | -0.7  | 12.0                     | 8.2   |
| Other European                 | -21.6                    | -11.4                                       | -20.3                    | -9.7  | -5.6                     | -1.8  | 2.1                      | 7.4   |
| Maghreb                        | -18.8                    | -18.2                                       | -23.8                    | -14.0                                       | 3.5                      | 2.0   | 8.5                      | 7.3   |
| Other African                  | -41.8                    | -26.5                                       | -35.8                    | -20.2                                       | -6.1                     | 0.2   | -2.0                     | 8.8   |
| Near/Middle East               | -28.8                    | -22.4                                       | -35.1                    | -20.5                                       | 5.8                      | 2.1   | 7.9                      | 7.3   |
| Oceania/Far East               | -23.0                    | -25.1                                       | -15.7                    | -19.7                                       | -0.2                     | -2.4  | 6.6                      | 6.5   |
| Other Asian                    | -18.7                    | -17.7                                       | -17.4                    | -13.0                                       | 9.7                      | 3.8   | 13.1                     | 8.4   |
| North American                 | -51.3                    | -18.7                                       | -32.1                    | -16.5                                       | 2.7                      | 0.6   | 8.6                      | 8.2   |
| South/Central American         | -27.0                    | -24.5                                       | -20.8                    | -17.5                                       | -1.8                     | 3.9   | 5.1                      | 10.0  |

| Compared to the 1 <sup>st</sup> generation |                          |   |                          |   |                          |   |                          |   |
|--|--------------------------|---|--------------------------|---|--------------------------|---|--------------------------|---|
|  | Gap in 2016              |   |                          |   | Evolution 2008-2016      |   |                          |   |
|  | Men                      |   | Women                    |   | Men                      |   | Women                    |   |
|  | 2 parents born EU/non-EU | 1 parent born BE & the other born EU/non-EU | 2 parents born EU/non-EU | 1 parent born BE & the other born EU/non-EU | 2 parents born EU/non-EU | 1 parent born BE & the other born EU/non-EU | 2 parents born EU/non-EU | 1 parent born BE & the other born EU/non-EU |
| EU-14                                      | 10.5                     | 8.0   | 11.3                     | 11.1  | -4.0                     | -2.9  | -3.8                     | -3.7  |
| EU-13                                      | -6.8                     | -1.7  | -0.6                     | 5.0   | -10.7                    | -8.2  | -9.2                     | -7.8  |
| EU Candidate                               | 5.0                      | -2.2  | 13.0                     | 19.2  | -2.3                     | -6.1  | 12.7                     | 8.9   |
| Other European                             | 0.1                      | 10.3  | 7.1                      | 17.8  | -19.0                    | -15.2                                       | -19.1                    | -13.7                                       |
| Maghreb                                    | 0.3                      | 1.0   | 12.0                     | 21.8  | -1.9                     | -3.4  | -0.9                     | -2.1  |
| Other African                              | -14.7                    | 0.5   | -7.5                     | 8.1   | -13.7                    | -7.4  | -20.3                    | -9.5  |
| Near/Middle East                           | 8.2                      | 14.5  | 11.5                     | 26.1  | 10.3                     | 6.6   | 14.4                     | 13.9  |
| Oceania/Far East                           | -3.6                     | -5.7  | 9.0                      | 5.0   | -8.0                     | -10.1                                       | -18.4                    | -18.5                                       |
| Other Asian                                | 3.0                      | 3.9   | 7.5                      | 11.9  | 5.4                      | -0.5  | 3.3                      | -1.4  |
| North American                             | -13.7                    | 18.9  | 6.1                      | 21.6  | -0.6                     | -2.8  | 11.1                     | 10.7  |
| South/Central American                     | -7.8                     | -5.3  | -3.0                     | 0.4   | -8.3                     | -2.6  | -27.4                    | -22.5                                       |

\*Compared to the Belgian origin: A negative gap (in red) means that the employment rate of the second generation is lower than that of the Belgian origin. A positive gap (in green) means that the employment rate of the second generation is higher than that of the Belgian origin. A negative evolution of the gap (in red) means that the situation of the second generation in relation to the Belgian origin is deteriorating. A positive evolution of the gap (in green) means that the situation of the second generation in relation to the Belgian origin is improving. Compared to the first generation: A negative gap (in red) means that the employment rate of the second generation is lower than that of the first generation. A positive gap (in green) means that the employment rate of the second generation is higher than that of the first generation. A negative development of the gap (red) means that the situation of the second generation compared to the first generation is deteriorating. A positive development of the gap (green) means that the situation of the second generation compared to the first generation is improving.

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

The employment rate gap between the different types of second generation with **the first generation of each origin** shown in the table above indicates that, in general, the employment rate of second generation women is higher than that of first generation women. However, for women of Other African, South/Central American and

EU-13 origin with two parents born EU/non-EU, it is the first generation that has higher employment rates than the second generation. The employment rate advantage that second generation women had decreased between 2008 and 2016 except for those from of Other Asian origin with two non-EU parents, of Near/Middle

Eastern, EU candidate and North American origin. The employment rate gaps observed between first and second generation men are smaller than those observed for women. While for most groups the employment rate of the second generation is higher than that of the first generation, this is not the case for men of Other African and North American origin with two parents born non-EU, for those of EU candidate origin with one parent born Belgian and the other born non-EU and for those of EU-13, Oceania/Far East and South/Central American origin. The advantage that second generation men had, decreased between 2008 and 2016 except for men of Other Asian origin with two non-EU born parents and those originating from the Near/Middle East. The table also shows that this advantage is greater for both men and women with one parent born Belgian and one parent born EU/non-EU with the exception of those of EU-14, Oceania/Far East and men of EU candidate origin. The reduction in this advantage affects on average more severely persons with two parents born non-EU.

The table below shows employment and unemployment rates by **region**. Irrespective of the region, the employment rate of persons with two EU/non-EU parents is lower than that of persons with one parent born Belgian and the other born EU/non-EU, except for persons with origin in Oceania/Far East in Brussels and Wallonia, in South/Central America in Brussels, in EU-14 and EU candidate countries in Wallonia and in Other Asian countries in Flanders. The lowest employment rates are observed, in Brussels, for persons of Other African origin, those with two parents born non-EU from the Near/Middle East and those with one parent born Belgian and the other born non-EU from South/Central America.

In Wallonia, people of Other African origin, those with two parents born non-EU from the Near/Middle East and North America and those with one Belgian-born and one non-EU-born parent from Oceania/Far East are also among those with the lowest employment rates. In Flanders, persons with two parents born non-EU from North America and Other African countries and those of Near/Middle Eastern origin have the lowest employment rates.

With regard to the evolution of the employment and unemployment rate, and the decline of the latter, the same broad conclusions can be drawn as in the general analysis. However, the decline in the employment rate of people of Other African origin is less marked in Brussels than in the other two regions. On the other hand, persons with two EU-born parents from an EU-13 country and those with one parent born Belgian and the other born non-EU from Other European countries experience a greater drop than in the other two regions. Also noteworthy is the greater fall in the employment rate of persons with two parents born non-EU from Other European countries in Wallonia and Flanders, as well as those with one Belgian-born and one non-EU-born parent from Oceania/Far East in Wallonia and those with two non-EU-born parents from South/Central America in Flanders. The changes between 2008 and 2016 in Flanders for persons with one parent born Belgian and the other born EU/non-EU are smaller than in the other two regions. Similarly, it should be noted that persons of Other Asian origin with one parent born Belgian and the other born non-EU in Brussels and those with two parents born EU/non-EU from an EU-13 or Other European country in Flanders experienced an increase in the unemployment rate.

**Table 42: Employment rate and unemployment rate in 2016 by origin, level of qualification and type of 2<sup>nd</sup> generation, and evolution in percentage points (20-64 years old, 2008-2016)**

|                        | Employment rate          |   |                          |   | Unemployment rate        |   |                          |   |
|------------------------|--------------------------|---|--------------------------|---|--------------------------|---|--------------------------|---|
|                        | 2016                     |   | Evolution 2008-2016      |   | 2016                     |   | Evolution 2008-2016      |   |
|                        | 2 parents born EU/non-EU | 1 parent born BE & the other born EU/non-EU | 2 parents born EU/non-EU | 1 parent born BE & the other born EU/non-EU | 2 parents born EU/non-EU | 1 parent born BE & the other born EU/non-EU | 2 parents born EU/non-EU | 1 parent born BE & the other born EU/non-EU |
| <b>Brussels</b>        |                          |   |                          |   |                          |   |                          |   |
| EU-14                  | 61.4%                    | 63.3%                                       | -3.2                     | -0.7  | 12.2%                    | 10.4%                                       | -3.5                     | -3.7  |
| EU-13                  | 50.6%                    | 62.0%                                       | -7.6                     | -3.1  | 12.0%                    | 12.2%                                       | -4.0                     | -1.4  |
| EU Candidate           | 53.4%                    | 57.8%                                       | 1.2                      | 2.5   | 18.3%                    | 13.3%                                       | -12.4                    | -7.6  |
| Other European         | 51.2%                    | 56.4%                                       | -1.2                     | -6.6  | 18.9%                    | 14.8%                                       | -12.4                    | 0.1   |
| Maghreb                | 47.8%                    | 52.5%                                       | 0.3                      | -1.2  | 21.0%                    | 15.3%                                       | -13.0                    | -7.3  |
| Other African          | 35.6%                    | 46.7%                                       | -7.8                     | -1.9  | 16.6%                    | 13.3%                                       | -6.0                     | -10.2                                       |
| Near/Middle East       | 39.9%                    | 55.5%                                       | -1.0                     | 0.7   | 13.2%                    | 7.7%  | -11.7                    | -4.1  |
| Oceania/Far East       | 55.5%                    | 51.6%                                       | -4.5                     | -0.9  | 8.5%                     | 8.6%  | :                        | -3.8  |
| Other Asian            | 52.8%                    | 57.0%                                       | 8.4                      | -3.4  | 10.6%                    | 10.1%                                       | -11.1                    | 0.7   |
| North American         | :                        | 56.8%                                       | :                        | 3.2   | :                        | 9.0%  | :                        | -8.1  |
| South/Central American | 50.7%                    | 49.9%                                       | -0.1                     | 6.8   | 14.8%                    | 13.1%                                       | -5.9                     | -5.8  |
| <b>Wallonia</b>        |                          |   |                          |   |                          |   |                          |   |
| EU-14                  | 66.9%                    | 62.4%                                       | -0.8                     | -0.1  | 9.7%                     | 11.2%                                       | -4.3                     | -5.0  |
| EU-13                  | 59.9%                    | 60.9%                                       | -1.3                     | -0.8  | 9.4%                     | 10.5%                                       | -4.8                     | -5.8  |
| EU Candidate           | 50.3%                    | 49.4%                                       | 4.2                      | -1.0  | 18.7%                    | 16.6%                                       | -16.1                    | -7.9  |
| Other European         | 52.9%                    | 62.4%                                       | -9.8                     | -0.9  | 14.2%                    | 10.7%                                       | -2.1                     | -3.1  |
| Maghreb                | 50.1%                    | 51.8%                                       | -0.3                     | 1.9   | 18.2%                    | 14.6%                                       | -12.1                    | -10.0                                       |
| Other African          | 29.0%                    | 48.9%                                       | -11.0                    | 2.4   | 16.2%                    | 14.6%                                       | -5.7                     | -6.9  |
| Near/Middle East       | 42.7%                    | 52.9%                                       | 3.6                      | 0.6   | 14.0%                    | 8.9%  | -8.9                     | -2.7  |
| Oceania/Far East       | 50.1%                    | 43.2%                                       | 2.2                      | -8.7  | 6.3%                     | 11.3%                                       | -9.3                     | -4.1  |
| Other Asian            | 54.3%                    | 54.6%                                       | 4.9                      | 0.0   | 11.4%                    | 9.4%  | -5.8                     | -2.5  |
| North American         | 40.5%                    | 55.7%                                       | :                        | -1.8  | :                        | 8.9%  | :                        | -5.9  |
| South/Central American | 43.5%                    | 49.4%                                       | 2.2                      | 0.5   | 14.1%                    | 13.9%                                       | :                        | -4.4  |
| <b>Flanders</b>        |                          |   |                          |   |                          |   |                          |   |
| EU-14                  | 70.1%                    | 72.5%                                       | -0.4                     | -1.0  | 6.1%                     | 4.8%  | -1.6                     | -0.4  |
| EU-13                  | 57.7%                    | 68.5%                                       | -5.1                     | -2.3  | 7.5%                     | 5.3%  | 0.2                      | -0.5  |
| EU Candidate           | 62.1%                    | 62.7%                                       | 2.0                      | -3.0  | 10.6%                    | 8.8%  | -5.3                     | -1.9  |
| Other European         | 54.1%                    | 66.1%                                       | -12.2                    | -2.2  | 10.3%                    | 5.8%  | 2.2                      | -1.3  |
| Maghreb                | 58.7%                    | 67.3%                                       | 1.4                      | -2.0  | 13.2%                    | 7.6%  | -5.4                     | -1.5  |
| Other African          | 39.8%                    | 54.6%                                       | -10.0                    | -4.6  | 10.3%                    | 9.1%  | -0.7                     | -1.3  |
| Near/Middle East       | 43.4%                    | 49.7%                                       | 4.4                      | -0.8  | 9.1%                     | 5.7%  | -2.6                     | -3.3  |
| Oceania/Far East       | 56.0%                    | 57.1%                                       | -1.9                     | 0.7   | 6.4%                     | 5.9%  | :                        | -1.5  |
| Other Asian            | 60.5%                    | 60.2%                                       | 4.4                      | 2.8   | 6.1%                     | 6.0%  | -1.2                     | -4.0  |
| North American         | 25.7%                    | 56.1%                                       | -1.5                     | -0.8  | :                        | 6.1%  | :                        | -0.2  |
| South/Central American | 52.7%                    | 56.2%                                       | -11.0                    | -2.0  | 8.1%                     | 6.5%  | :                        | -1.6  |

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

Analysis by level of qualification (see table below) indicates, not surprisingly, that the higher the level of qualification, the higher the employment rate. In general, whatever the level of qualification, the employment rate is higher when the person has one parent born Belgian and the other born EU/non-EU. However, this is not the case for persons of EU-14 and Oceania/Far Eastern origin for all three levels of qualifica-

tion, of EU candidate origin with at most a lower secondary education qualification, and of South/Central America origin with an upper secondary education qualification. The employment rate gap between persons with two parents born EU/non-EU and those with one parent born Belgian and the other born EU/non-EU is particularly large, and in favour of the latter group, for persons of Other African origin with at most a lower

or upper secondary education qualification, and for persons of North American origin with an upper secondary or a tertiary education qualification. The employment rate gap between those with at most a lower secondary and a tertiary education qualification ranges from 24.3 percentage points for those of EU candidate origin

with two parents born non-EU to 43.4 percentage points for those of Other African origin with two parents born non-EU. The differences are largest for those originating from Other African countries both for those with two parents born non-EU and those with one parent born Belgian and the other born non-EU.

**Table 43: Employment rate in 2016 by origin, level of qualification and type of 2<sup>nd</sup> generation, and evolution in percentage points (20-64 years old, 2008-2016)**

| 2016                   | Low                      |   | Medium                   |   | High                     |   |
|------------------------|--------------------------|---|--------------------------|---|--------------------------|---|
|                        | 2 parents born EU/non-EU | 1 parent born BE & the other born EU/non-EU | 2 parents born EU/non-EU | 1 parent born BE & the other born EU/non-EU | 2 parents born EU/non-EU | 1 parent born BE & the other born EU/non-EU |
| EU-14                  | 51.3%                    | 48.0%                                       | 70.8%                    | 69.3%                                       | 81.8%                    | 79.5%                                       |
| EU-13                  | 39.7%                    | 44.4%                                       | 62.0%                    | 65.9%                                       | 74.2%                    | 79.0%                                       |
| EU Candidate           | 49.1%                    | 40.3%                                       | 60.0%                    | 62.7%                                       | 73.5%                    | 72.5%                                       |
| Other European         | 43.9%                    | 43.9%                                       | 56.1%                    | 64.2%                                       | 69.6%                    | 77.8%                                       |
| Maghreb                | 37.7%                    | 39.3%                                       | 55.5%                    | 63.2%                                       | 72.5%                    | 73.7%                                       |
| Other African          | 16.9%                    | 31.5%                                       | 40.4%                    | 52.7%                                       | 60.3%                    | 68.1%                                       |
| Near/Middle East       | 25.9%                    | 34.5%                                       | 47.6%                    | 48.1%                                       | 60.5%                    | 68.8%                                       |
| Oceania/Far East       | 34.3%                    | 30.5%                                       | 56.1%                    | 55.1%                                       | 70.2%                    | 64.7%                                       |
| Other Asian            | 34.8%                    | 37.7%                                       | 56.0%                    | 56.1%                                       | 73.6%                    | 73.8%                                       |
| North American         | :                        | 41.3%                                       | 44.2%                    | 58.4%                                       | 60.7%                    | 72.5%                                       |
| South/Central American | 32.1%                    | 34.8%                                       | 52.8%                    | 50.7%                                       | 67.2%                    | 67.2%                                       |

| Evolution 2008-2016    | Low                      |   | Medium                   |   | High                     |   |
|------------------------|--------------------------|---|--------------------------|---|--------------------------|---|
|                        | 2 parents born EU/non-EU | 1 parent born BE & the other born EU/non-EU | 2 parents born EU/non-EU | 1 parent born BE & the other born EU/non-EU | 2 parents born EU/non-EU | 1 parent born BE & the other born EU/non-EU |
| EU-14                  | -6.5                     | -7.7  | 0.7                      | 1.2   | 5.0                      | 6.0   |
| EU-13                  | -7.9                     | -7.7  | -3.8                     | -0.8  | -0.4                     | 3.8   |
| EU Candidate           | -1.1                     | -5.2  | 4.6                      | 0.9   | 8.7                      | 10.8  |
| Other European         | -1.6                     | -8.2  | -6.3                     | -2.5  | -3.1                     | 4.7   |
| Maghreb                | -2.7                     | -8.5  | 3.9                      | 3.5   | 7.9                      | 9.0   |
| Other African          | -14.2                    | -10.9                                       | -2.0                     | 2.2   | 9.5                      | 12.0  |
| Near/Middle East       | -0.3                     | -5.5  | 2.8                      | 1.2   | 15.6                     | 7.5   |
| Oceania/Far East       | -25.2                    | -22.6                                       | 1.4                      | 4.2   | 10.0                     | 6.2   |
| Other Asian            | -10.7                    | -13.7                                       | 7.5                      | 3.6   | 21.7                     | 9.3   |
| North American         | :                        | -7.7  | 5.3                      | 0.5   | 16.3                     | 7.2   |
| South/Central American | -7.9                     | -11.7                                       | -2.0                     | -0.5  | 9.9                      | 14.4  |

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

The employment rate of persons with at most lower secondary education decreased between 2008 and 2016 for all categories. The largest decreases are observed for persons with origin in Oceania/Far East. For persons with an upper secondary education qualification, the employment rate increased except for persons, both those with two parents born EU/non-EU as those with one parent born Belgian and the other born EU/non-EU, of EU-13, Other European (largest decrease), South/Central American origin, and

those with two parents born in Other African countries. Finally, for tertiary education graduates, the employment rate increased (highest increase for those with two parents born non-EU of Other Asian origin) except for those with two parents born EU/non-EU from EU-13 and Other European countries.

The employment rate gap between the Belgian origin and the second generation is negative, i.e. the employment rate of the Belgian origin is

higher than that of the second generation (see table below). In general, the gap is larger for persons with two parents born EU/non-EU, with the exception of persons originating from an EU-14 country and Oceania/Far East for all three levels of qualification, from an EU candidate country for graduates of at most lower and upper secondary level and from South/Central America for upper secondary graduates. Between 2008 and 2016, the gap between the Belgian origin and the second generation decreased (i.e. the employment rate advantage of Belgian origin shrunk) for upper secondary and tertiary education graduates, except for persons of EU-13 and Other European origin with two parents born EU/non-EU and for upper secondary education graduates with one parent born Belgian and the other born non-EU of Other European origin. The reduction of the gap is particularly large for people of Other Asian origin with two parents born non-EU. For persons with at most a lower secondary education qualification, the gap increased (i.e. the disadvantage of the second generation grew) for all persons with one parent born Belgian and the other born EU/non-EU; the same is true for those with two parents born EU/non-EU with the exception of those of EU candidate, Other European, Maghreb and Near/Middle Eastern origin. The picture concerning the employment rate gap **between the second and first generation** by level of qualification is very mixed. While the second generation with a tertiary education qualification has an advantage over the first generation (i.e. the employment rate of the second generation is higher than that of the first), the same is not true for the second

generation with at most a lower secondary education qualification (except for those of EU-14 and EU candidate origin and those with one parent born Belgian and the other born non-EU from the Near/Middle East). The gap for higher education graduates increased between 2008 and 2016 in favour of the second generation, except for persons of EU-13 and Other European origin, while it decreased for those with at most a lower secondary education qualification, except for those with two non-EU born parents from the Near/Middle East. For those with upper secondary education, two groups can be identified. The first for which the second generation has higher employment rates than the first generation (the gap is therefore to the advantage of the first group) and which is made up of people of EU-14, EU-13, EU candidate, Other European and Maghreb origin. For them the advantage is larger for those with one parent born Belgian and the other born EU/non-EU. Their gap decreased (i.e. the second generation advantage decreased) or remained stable between 2008 and 2016, with the exception of persons with two parents born non-EU from an EU candidate country. For the other origins, with the exception of persons with one parent born Belgian and the other born non-EU originating from North America, the employment rate of the first generation is higher than that of the second generation. The disadvantage for this group is, in general, bigger for those with two parents born non-EU. Their gap increased (i.e. the first generation advantage increased) between 2008 and 2016, with the exception of those of Near/Middle Eastern and Other Asian origin.

**Table 44: Employment gap in percentage points in 2016 compared to persons of Belgian origin and the 1<sup>st</sup> generation by origin, level of qualification and type of 2<sup>nd</sup> generation, and evolution in percentage points (20-64 years old, 2008-2016)\***

|                        | Gap compared to Belgians by origin |   |                          |   | Gap compared to the 1 <sup>st</sup> generation |   |                          |   |
|------------------------|------------------------------------|---|--------------------------|---|--|---|--------------------------|---|
|                        | 2016                               |   | Evolution 2008-2016      |   | 2016   |   | Evolution 2008-2016      |   |
|                        | 2 parents born EU/non-EU           | 1 parent born BE & the other born EU/non-EU | 2 parents born EU/non-EU | 1 parent born BE & the other born EU/non-EU | 2 parents born EU/non-EU                       | 1 parent born BE & the other born EU/non-EU | 2 parents born EU/non-EU | 1 parent born BE & the other born EU/non-EU |
| <b>Low</b>             |                                    |   |                          |   |  |   |                          |   |
| EU-14                  | -3.7                               | -7.0  | -1.3                     | -2.5  | 4.9  | 1.6   | -8.1                     | -9.3  |
| EU-13                  | -15.3                              | -10.6                                       | -2.7                     | -2.5  | -13.2  | -8.5  | -9.8                     | -9.6  |
| EU Candidate           | -5.8                               | -14.7                                       | 4.1                      | 0.0   | 8.9  | 0.0   | -4.5                     | -8.6  |
| Other European         | -11.1                              | -11.1                                       | 3.6                      | -3.0  | -0.7   | -0.6  | -11.7                    | -18.3                                       |
| Maghreb                | -17.2                              | -15.7                                       | 2.5                      | -3.3  | -1.5   | 0.1   | -7.5                     | -13.3                                       |
| Other African          | -38.1                              | -23.5                                       | -9.0                     | -5.7  | -26.2  | -11.7                                       | -20.6                    | -17.3                                       |
| Near/Middle East       | -29.1                              | -20.5                                       | 4.9                      | -0.3  | -5.9   | 2.8   | 2.6                      | -2.6  |
| Oceania/Far East       | -20.7                              | -24.5                                       | -20.0                    | -17.4                                       | -26.0  | -29.8                                       | -31.8                    | -29.2                                       |
| Other Asian            | -20.2                              | -17.3                                       | -5.5                     | -8.5  | -15.7  | -12.8                                       | -15.0                    | -18.0                                       |
| North American         | :                                  | -13.7                                       | :                        | -2.5  | :  | -3.3  | :                        | -10.2                                       |
| South/Central American | -22.9                              | -20.2                                       | -2.7                     | -6.5  | -22.1  | -19.4                                       | -15.1                    | -18.8                                       |
| <b>Medium</b>          |                                    |   |                          |   |  |   |                          |   |
| EU-14                  | -3.6                               | -5.1  | 2.4                      | 2.8   | 13.2   | 11.7  | -0.1                     | 0.4   |
| EU-13                  | -12.4                              | -8.4  | -2.2                     | 0.8   | 1.6  | 5.5   | -7.7                     | -4.8  |
| EU Candidate           | -14.4                              | -11.7                                       | 6.2                      | 2.5   | 3.9  | 6.6   | 2.7                      | -1.0  |
| Other European         | -18.3                              | -10.2                                       | -4.7                     | -0.9  | 0.8  | 8.9   | -13.6                    | -9.8  |
| Maghreb                | -18.9                              | -11.1                                       | 5.5                      | 5.1   | 0.9  | 8.6   | 0.9                      | 0.5   |
| Other African          | -33.9                              | -21.7                                       | -0.4                     | 3.8   | -13.0  | -0.7  | -10.6                    | -6.3  |
| Near/Middle East       | -26.8                              | -26.3                                       | 4.4                      | 2.8   | -1.1   | -0.6  | 3.4                      | 1.8   |
| Oceania/Far East       | -18.3                              | -19.2                                       | 3.0                      | 5.8   | -10.1  | -11.0                                       | -2.3                     | 0.4   |
| Other Asian            | -18.3                              | -18.3                                       | 9.1                      | 5.2   | -3.5   | -3.5  | 7.6                      | 3.6   |
| North American         | -30.2                              | -16.0                                       | 6.9                      | 2.1   | -7.9   | 6.4   | 0.5                      | -4.3  |
| South/Central American | -21.6                              | -23.7                                       | -0.4                     | 1.2   | -8.2   | -10.3                                       | -9.0                     | -7.4  |
| <b>High</b>            |                                    |   |                          |   |  |   |                          |   |
| EU-14                  | -2.4                               | -4.8  | 3.9                      | 4.9   | 23.1   | 20.7  | 0.7                      | 1.7   |
| EU-13                  | -10.1                              | -5.3  | -1.4                     | 2.8   | 14.8   | 19.7  | -6.2                     | -2.0  |
| EU Candidate           | -10.8                              | -11.7                                       | 7.7                      | 9.7   | 13.1   | 12.1  | 4.1                      | 6.2   |
| Other European         | -14.6                              | -6.4  | -4.1                     | 3.6   | 14.1   | 22.3  | -15.5                    | -7.7  |
| Maghreb                | -11.7                              | -10.5                                       | 6.8                      | 7.9   | 11.2   | 12.4  | 5.4                      | 6.5   |
| Other African          | -24.0                              | -16.1                                       | 8.4                      | 11.0  | 1.4  | 9.2   | 0.6                      | 3.2   |
| Near/Middle East       | -23.8                              | -15.4                                       | 14.5                     | 6.4   | 10.7   | 19.0  | 17.5                     | 9.4   |
| Oceania/Far East       | -14.0                              | -19.5                                       | 8.9                      | 5.2   | 4.7  | -0.8  | 2.8                      | -0.9  |
| Other Asian            | -10.7                              | -10.5                                       | 20.7                     | 8.2   | 12.0   | 12.3  | 17.0                     | 4.5   |
| North American         | -23.5                              | -11.7                                       | 15.2                     | 6.2   | 3.6  | 15.4  | 14.5                     | 5.5   |
| South/Central American | -17.1                              | -17.1                                       | 8.9                      | 13.4  | 7.3  | 7.4   | 2.3                      | 6.8   |

\* Compared to the Belgian origin: A negative gap (in red) means that the employment rate of the second generation is lower than that of the Belgian origin. A positive gap (in green) means that the employment rate of the second generation is higher than that of the Belgian origin. A negative evolution of the gap (in red) means that the situation of the second generation in relation to the Belgian origin is deteriorating. A positive evolution of the gap (in green) means that the situation of the second generation in relation to the Belgian origin is improving. Compared to the first generation: A negative gap (in red) means that the employment rate of the second generation is lower than that of the first generation. A positive gap (in green) means that the employment rate of the second generation is higher than that of the first generation. A negative development of the gap (red) means that the situation of the second generation compared to the first generation is deteriorating. A positive development of the gap (green) means that the situation of the second generation compared to the first generation is improving.

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

### 3. CONCLUSIONS

If we focus on the two most important second-generation categories - as a reminder, those with two parents born EU/non-EU and those with one parent born Belgian and the other born EU/non-EU - here are the main conclusions we can draw from the analysis. Three groups of origin can be distinguished: persons originating from an EU country (EU-14 and EU-13), those originating from an EU candidate country and the Maghreb, and those originating from other non-EU countries.

#### Persons originating from an EU country:

- › **Demographics:** They are overwhelmingly in the group of people with one parent born Belgian and the other born EU (68.7% for EU-14 and 72.7% for EU-13). This share increases between 2008 and 2016. The share of persons with two EU-born parents among the EU-14 origin is higher than that of the EU-13. The majority has an upper secondary education qualification. The share of higher education graduates is higher for those with one parent born Belgian and the other born EU.
- › **Employment rate:** The employment rate of people of EU-14 origin with two EU-born parents is better than that of those with one parent born Belgian and the other born EU (this is also the case in Wallonia but not in Flanders or Brussels). For those of EU-13 origin it is the other way around. These findings are valid regardless of the level of qualification. The employment rate of persons of EU-14 origin is higher than that of EU-13 origin. It decreases between 2008 and 2016 for both origins, but more sharply for people with two EU-born parents from an EU-13 country.
- › **Unemployment rate:** The unemployment rates for the two origins and for the two types of generation analysed are very close and the decrease in this rate is of the same magnitude for all groups.
- › **Gender:** The employment rate of men is higher than that of women and the gap is slightly larger when people have two EU-born par-

ents. The gap decreases between 2008 and 2016 and more strongly for those with two EU-born parents.

- › **Gap with Belgian origin:** The employment rate of the Belgian origin is higher than that of all second-generation groups of EU origin. The gap is largest for people of EU-13 origin. For the EU-14 origin, the gap is largest for those with one parent born Belgian and the other born EU and, for EU-13 origin, the gap is largest for those with two parents born EU. The gap in relation to Belgians of origin increases, especially for those with two EU-born parents. However, for upper secondary and tertiary education graduates of EU-14 origin and those with the same two levels of education with one parent born Belgian and the other born EU-13, the gap has decreased.
- › **Gap with the first generation:** For EU-14 originals, the employment rate of the second generation is higher than that of the first generation. For the EU-13 origin with one parent born Belgian and the other born EU, this is also the case; but for those with two parents born EU, the reverse is observed. However, for those with at most lower secondary education qualifications from the EU-13, the employment rate of the first generation is higher than that of the second generation. The gap is largest for those with two EU-born parents. The advantage of the second generation decreases, more strongly for those with two parents born EU and for those of EU-13 origin.

#### Persons originating from an EU candidate country and the Maghreb:

- › **Demographics:** They are overwhelmingly in the category with two parents born non-EU (91.9% for those from an EU candidate country and 80.1% for the Maghreb). This share decreases slightly between 2008 and 2016. The majority has an upper secondary education diploma. The share of higher education graduates is higher for those with one parent born Belgian and the other born non-EU.

- › **Employment rate:** The employment rate of people of EU candidate origin with two parents born non-EU is better than that of those with one parent born Belgian and the other born non-EU (this is also the case in Wallonia but not in Brussels and Flanders). For the Maghreb origin it is the opposite. These two observations are also valid whatever the level of qualification, with the exception of people of EU candidate origin with an upper secondary education. For persons with two parents born non-EU, the employment rate of persons of EU candidate origin is higher than that of Maghreb origin. For those with one parent born Belgian and the other born non-EU, the opposite is true. The employment rate increases between 2008 and 2016 for these two origins with two parents born non-EU and decreases for those with one parent born Belgian and the other born non-EU.
- › **Unemployment rate:** the unemployment rates of these two origins with two parents born non-EU are higher than those of those with one parent born Belgian and the other born non-EU. For persons with two parents born non-EU, the unemployment rate of persons of EU candidate origin is lower than that of those from the Maghreb. For those with one parent born Belgian and the other born non-EU, the opposite is true. The unemployment rate decreases for all groups but more sharply for those with two parents born non-EU.
- › **Gender:** The employment rate of men is higher than that of women and the gap is very large when people have two parents born non-EU. The gap decreases between 2008 and 2016 mainly for people of EU candidate origin.
- › **Gap with Belgian origin:** The employment rate of the Belgian origin is higher than that of all second-generation groups of EU candidate and Maghreb origin. For those of EU candidate origin, the gap is larger for those with one parent born Belgian and the other born non-EU and, for those of Maghreb origin, the gap is largest for those with two parents born non-EU. The gap with Belgians of origin is decreasing, especially for those with two parents born non-EU. However, for those with at most lower secondary education of Maghreb origin with one parent born Belgian and the other born non-EU, the gap increases.
- › **Gap with the first generation:** The employment rate of the second generation is higher than that of the first generation except for those with at most lower secondary education with two parents born non-EU from the Maghreb. For those of EU candidate origin, the gap is greater for those with two parents born non-EU and, for those originating from the Maghreb, the gap is greatest for those with one parent born Belgian and the other born non-EU. The advantage of the second generation decreases, more strongly for those with one parent born Belgian and the other born non-EU.

### People originating from other non-EU countries:

- › **Demographics:** A majority belongs to the group of people with one parent born Belgian and the other born non-EU. This share increases between 2008 and 2016 except for those of Other European, Other African, Near/Middle Eastern and North American origin. The majority of people of Other European, Other African, Other Asian, South/Central American origin and those with two non-EU parents from the Near/Middle East and North America have an upper secondary education qualification. Those of Oceania/Far Eastern origin and those with one parent born Belgian and the other non-EU from the Near/Middle East and North America mainly have a higher education qualification. The share of higher education graduates is larger for those with one Belgian-born and one non-EU parent, except for those of Oceania/Far East and Other Asian origin.
- › **Employment rate:** The employment rates of persons with one parent born Belgian and the other born non-EU are higher than of those with two non-EU parents, except for the Oceania/Far East (except in Flanders) and South/Central American origin in Brussels. These findings are the same irrespective of the level of qualification, with the exception of those with an upper secondary education qualification of South/Central American origin, for whom the reverse is true. The em-

ployment rate decreases between 2008 and 2016 (particularly for people with two parents born non-EU from Other European and Other African countries) except for people of Near/Middle Eastern and Other Asian origin (note the increase in the rate of those with two parents born non-EU for these two groups). The inactivity rate is particularly high for people of Other African and Near/Middle Eastern origin. This rate increases for all groups, except the Other Asian origin. The increase is particularly high for people with two parents born non-EU from Other African and Other European countries.

- › Unemployment rate: The unemployment rates of persons with two parents born non-EU are higher than of those with one parent born Belgian and the other born non-EU except for those from Oceania/Far East. The unemployment rate decreases between 2008 and 2016 and most for people with two non-EU parents from Near/Middle Eastern and Other Asian origin.
- › Gender: The employment rate for men is higher than for women except for those of Other African, Oceania/Far East, South/Central American origin and those with two non-EU born parents from North America. The gap is larger when people have two parents born non-EU. It decreases between 2008 and 2016 and decreases more strongly for those with one parent born Belgian and the other born non-EU.
- › Gap with Belgian origin: The employment rate of the Belgian origin is higher than that of all non-EU second generation groups. The gap is highest for people of Other African and Near/Middle Eastern origin and those

with two non-EU-born parents from North America. The gap is larger for people with two parents born non-EU, except for those from Oceania/Far East. The gap with the Belgian origin is decreasing except for people of Other European and Oceania/Far Eastern origin and for those with two parents born non-EU of Other African and South/Central American origin. In general, this decrease in the gap is not observed for persons with at most a lower secondary education. The decrease in the gap is greater for those with two non-EU-born parents.

- › Gap with the first generation: The employment rate of the second generation is higher than that of the first generation except for those of South/Central American origin and those with two non-EU parents from Other African countries for whom the reverse is observed. In general, the advantage of the second generation is not observed for those with at most lower or upper secondary education. The gap is largest for persons with one parent born Belgian and the other born non-EU (this gap is particularly high for those from North America and the Near/Middle East). The advantage of the second generation decreases except for people of Near/Middle Eastern origin and those with two parents born non-EU of Other Asian origin. The decrease in the advantage is particularly high for people of Other European origin and those with two parents born non-EU from Other African countries.



Belgique

7

REASONS FOR RESIDENCE

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## KEY ELEMENTS

### FOR PERSONS NEWLY REGISTERED IN THE NATIONAL REGISTER BETWEEN 2010 AND 2016, WE NOTE THAT:

- › Persons from the EU (EU-14 and EU-13) have the largest share with work as reason for residence.
- › The largest shares with the reason of family reunification, are found for persons of Other European (51.3%), Other Asian (52.4%), South/Central American (54.6%), EU candidate (68.2%) or Maghreb (74.5%) origin.
- › For the reason studies, we find the largest shares among those of Oceania/Far East (20.7%), and North American origin (26.5%).
- › The three largest shares of persons benefiting from a protection scheme belong to those of Near/Middle Eastern (67.4%), Other Asian (26.9%) and Other African origin (23.4%).
- › For the reason regularisation, the shares do not exceed 9.2% (Maghreb origin) except for the persons of South/Central American origin with a share of 14.6%.

### WHEN ANALYSING THE SOCIO-ECONOMIC POSITION FIVE YEARS AFTER REGISTRATION, FOR PERSONS NEWLY REGISTERED IN THE NATIONAL REGISTER BETWEEN 2010 AND 2012, WE SEE THAT:

- › Persons with work as reason for residence are working in between 60% (persons of Oceania/Far Eastern origin) and up to 80% (persons of Other Asian and Near/Middle Eastern origin) of the cases.
- › Persons with family reunification as reason have a share of employed persons that varies from 57.4% for persons of South/Central American origin to 30.8% for persons of Near/Middle Eastern origin. The shares of inactive persons (without allocations) vary from 31.2% to 55.5%.
- › For the reason of residence international protection (only three origins were examined here), persons of Other Asian origin have a share of 49.0%, compared to approximately 37.1% for persons of Other African or Near/Middle Eastern origin.
- › For people whose first reason for residence is regularisation,  $\frac{3}{4}$ <sup>th</sup> of persons of South/Central American origin, slightly more than one person in two from the Maghreb and only four out of ten for people of Other African or Other European origin are working.

### WHEN ANALYSING THE SOCIO-ECONOMIC POSITION SEVEN YEARS AFTER REGISTRATION, FOR PERSONS NEWLY REGISTERED IN THE NATIONAL REGISTER IN 2010, WE SEE THAT:

- › For all origins and reasons for residence taken together, with the exception of the reason for residence work, the share of active persons (employed and jobseekers) increases, while remaining below the national average, while the share of inactive persons (with or without allocation) decreases.
- › The share of jobseekers remains high but stabilises or decreases (in case of the reason protection) over time for all reasons except studies.

The purpose of this chapter is to analyse the “reason for residence” variable, crossed with the socio-demographic variables (origin, sex, region, etc.) of the Socio-economic Monitoring. As a reminder, this variable comes directly from the National Register (NR) through the “TI\_202”<sup>197</sup> which indicates the reason for residence of persons when they obtain their residence permit<sup>198</sup>.

Every foreigner legally residing in Belgium for more than three months is registered with a “reason for residence” (or TI\_202) in the National Register. This “reason for residence” corresponds to the residence permit issued by the Belgian authorities to authorise the foreigner to reside in Belgium<sup>199</sup>. For example, a person who has been granted international protection after having made an application will have “Protection”<sup>200</sup> as the reason for residence. The “reason for residence” is therefore an administrative category encoded by municipal employees according to the reason for which the residence permit was issued by the Belgian

authorities. It does not necessarily correspond to the personal reasons that lead an individual to reside in Belgium. The conditions for granting a residence permit vary depending on whether the foreigner is an EU national or not. Belgian citizens and a fortiori those of this origin do not have a reason for residence in the National Register.

The information on the “TI\_202” of the National Register is detailed in the online documentation of the National Register<sup>201</sup> and is broken down into nine main categories: family reunification/cohabitation/adoption, asylum/miscellaneous protection, regularisation, work, studies, long-term resident, foreigner with special status, other reasons and a so-called provisional category. Each of these categories has many sub-categories, almost 50 in total. For the purposes of this analysis, and for your convenience, these nine categories have been grouped into six categories that are again briefly described below.

## 1. THE REGROUPED TI\_202 CATEGORIES: SOME DETAILS

### 1.1. Family reunification - cohabitation - adoption

This category includes all persons for whom family reunification proceedings have been successful. They may have joined a Belgian citizen or a foreign national (EU or non-EU) residing in

Belgium. Family reunification is currently only possible for spouses/partners, descendants and, in a few cases, for relatives in the ascending line<sup>202</sup>. There is also the possibility of identifying persons who obtain a provisional authorisation on the basis of cohabitation or with a view to adoption.

<sup>197</sup> TI for “type of information”.

<sup>198</sup> More details can be found in Chapter 5 of the previous report: SPF Emploi, Travail et Concertation sociale et Unia (2017), “Monitoring socio-économique 2017. Marché du travail et origine”.

<sup>199</sup> It should also be mentioned that there may be a time lag of several months or years between registration in the National Register and the issue of the residence permit and the reason for it. For example: this is more often the case for a person who arrives on the territory (i.e. who registers in the NR) in the fourth quarter of a year than in the first; or for a particular reason such as applicants for international protection who, for reasons of longer procedures, are only issued a residence permit the following year or later.

<sup>200</sup> However, it should be borne in mind that applicants for international protection do not have a “reason for residence” because they are still in the process of being granted one of the forms of international protection. Applicants for international protection are therefore not included in this analysis.

<sup>201</sup> The latest version of this documentation can be consulted by following the link <http://www.ibz.rn.fgov.be/fr/registre-national/reglementation/instructions/liste-des-types-dinformation/>. The version used for this data analysis and analysis is the version of 15.05.2016.

<sup>202</sup> See Act of 15 December 1980 on access to the territory, residence, establishment and removal of aliens.

## 1.2. Asylum and various protections

This is the category attributed to persons who have been granted international or subsidiary protection (98% of cases for this reason in the period 2010-16), or so-called temporary<sup>203</sup> protection, persons with the status of victims of trafficking in human beings are grouped in this category. UAMs (unaccompanied foreign minors)<sup>204</sup> and persons who are not considered nationals of any state in the world (stateless persons) are also included in this category.

## 1.3. Regularisation

This concerns all persons who benefit from regularisation of their right of residence on the basis of Articles 9 and former paragraph 3 (humanitarian), 9 bis (exceptional circumstances) and 9 ter (medical reasons) of the Law of 15 December 1980. A fourth category can be distinguished, but it will be of little use for this analysis: persons who have applied for regularisation of their residence and who were already effectively residing in Belgium on 1 October 1999<sup>205</sup>.

## 1.4. Work

In this category are all persons who obtain a residence permit to exercise a professional activity as an employee or self-employed person. This category also includes:

- › Unemployed EU nationals who are jobseekers;
- › Persons of non-EU nationality who have a long-term residence in another Member State and who come to Belgium to exercise an

economic activity as an employee or self-employed person;

- › Finally, persons employed in international institutions based on Belgian territory, such as the Shape<sup>206</sup> or NATO, as<sup>207</sup> well as their dependants.

In the original nomenclature, the latter three sub-categories were listed separately under other headings. For the purposes of the analysis, we have therefore grouped them under the reason “work”.

## 1.5. Studies

In addition to students of EU, non-EU or Swiss nationality, this category includes people who have a long-term stay in another Member State and who come to Belgium to study or follow a training course. These students must pursue their studies in a private or public institution, accredited or financed by the public authorities.

## 1.6. Others

This category includes all of the following persons:

- › Non-EU nationals who are holders of a D visa for a limited stay;
- › Non-EU nationals with a right of residence recognised by an international treaty. These include certain bilateral conventions;
- › EU or non-EU nationals who meet the legal conditions for acquiring Belgian nationality;
- › EU or non-EU nationals who have lost Belgian nationality by marriage;
- › EU nationals who are pensioners (early retirement or old-age pension);

<sup>203</sup> Foreigners belonging to the groups described in the decision taken by the Council of the European Union following a mass influx of displaced persons to EU Member States pursuant to Council Directive 2001/55/EC. See Article 61/2 et seq. of the Law of 15 December 1980.

<sup>204</sup> Who are excluded from this analysis since our target population starts at the legal age of adulthood in Belgium, i.e. 18 years old.

<sup>205</sup> That is 11 years before our first sub-population selection. In addition, a new large campaign was launched in 2009.

<sup>206</sup> The following are considered as dependants: spouses and children (see Circular No. 200 C/42 / SHAPE of 10 March 1967 concerning the installation of SHAPE in Belgium). Formalities for registration in the communal registers and the issue of residence permits, applicable to civilian personnel of foreign nationality who are part of SHAPE, as well as to the dependants of military and civilian personnel.

<sup>207</sup> The following are considered as dependants: spouses and children (see Circular No. 200 C/42/Nato/1 of 21 May 1968 concerning the installation of the International Military Staff (IMS) of the NATO Military Committee in Belgium). Formalities for registration in the communal registers and for the issue of residence permits, applicable to civilian personnel of foreign nationality who are members of the I.M.S., as well as to the dependants of military and civilian personnel.

- › EU nationals who are recipients of services: i.e. those who come to Belgium in order to be able to benefit from one or more services which is (are) an operation(s) not consisting of the delivery of a tangible asset<sup>208</sup>;
- › EU nationals who are pensioners: those who have sufficient means to support themselves without needing to work and who come to live in Belgium;
- › EU nationals who have the right of continued residence<sup>209</sup>;
- › Non-EU nationals who have acquired long-term resident status in a European country and who come to Belgium for purposes other than to exercise an economic activity in an employed or self-employed capacity or to pursue studies or vocational training;
- › Some foreign nationals are assigned to this sub-category when it is not possible to assign a specific sub-category to them and it is nevertheless decided by the authorities to launch a procedure for the creation of a basic document for an electronic card for foreigners;
- › Those with sufficient means of subsistence<sup>210</sup>. Note: this last sub-category is the most important among this category. For example, for persons newly registered in the National Register in 2010, 83.6% of the “Other” reason for residence fall into this sub-category, 95.6% of these persons are of EU origin (EU-14/13). This proportion changes little over time as this category still comprises 85.2% of the reasons for persons registered in the NR in 2016.

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**208** The Court of Justice of the European Communities has ruled that tourists, recipients of medical care and Business travellers are recipients of services.

**209** For the first three months, every EU citizen has the right to reside in the territory of another Member State without any condition or formality other than the possession of a valid identity card or passport.

**210** For EU citizens who are neither employees nor self-employed and who wish to stay in Belgium for more than 3 months, the condition is that they have sufficient resources, so as not to become a burden on the social assistance and health insurance system. Every Union citizen acquires the right of permanent residence in the host Member State after having resided there legally for an uninterrupted period of five years. For a stay of less than 3 months, the EU citizen has no obligation to report to the authorities if he/she is not staying in private accommodation (he/she only needs to be able to prove his/her identity).

## 2. POPULATION SELECTION AND ANGLE OF ANALYSIS:

The methodology for the selection of the population has remained strictly identical as in the previous edition, but the number of available years has increased (new entrants<sup>211</sup> in the NR from 2010 to 2014 in the previous edition and from 2010 to 2016 for this one). For a given year, only the sub-population that meets the following three conditions is selected:

- › persons who have applied for residence in the years 2010-2016;
- › persons who have obtained their residence permit in the year of application or later (no later than 2017);
- › people who remained registered in the NR over the entire study period.

Thanks to the greater number of years available, we use this selection of data (even more than in the previous edition) for a descriptive analysis of the composition of the population, and of the medium-term (one to seven years) socio-economic integration of persons of foreign origin who have recently arrived on Belgian territory<sup>212</sup>. In this section, we will therefore disregard the variables “migration background” (it is always recent migration) and “level of qualification” (most of the diplomas obtained by our sub-population were obtained abroad and have not been recognised).

If a person or group of persons has more than one reason for residence, including a reason registered before the year 2010 (this is the case for 0.2% of the selected population), the oldest reason has been selected. Indeed, in a number of cases, persons obtain a first residence permit with a particular reason for residence and then renew their residence permit under another reason for residence. Over the years, their reason for residence is therefore not the same, but it is always the first reason that is used here for the construction of the analysis categories.

The angle of analysis has changed somewhat since the previous edition. We will begin by looking at some general socio-demographic data related to the year of registration in the NR, the reason for residence and the origin of these persons for the entire cumulative period covered by this analysis (from 2010 to 2016) and will compare separately the years 2010 and 2016 (Point A). We will continue with a brief socio-demographic description (by region, age group and gender) of a few origins according to each reason for residence for persons registered in the NR in 2016 (Point B). Then, starting from a brief description of the persons newly registered in the NR in 2010, 2011 or 2012, according to their origin and reason for residence, we will observe their integration into the labour market (through four socio-economic positions) over a period of 5 years (Point C). Finally, without breakdown by origin but for all reasons for residence, we will observe certain trends over time regarding the socio-economic integration. To this end, the analysis will focus both on the above-mentioned population (persons newly registered in the NR in 2010, 2011 or 2012) but also on the only population registered in the NR in 2010, for which we have their socio-economic position over seven years (Point D).

It should also be pointed out here that a particular category of foreign nationals legally residing in Belgium will not be included in this analysis: that of applicants for international protection. These are registered in the waiting register as long as their application for protection has not been successful or if they have not obtained a residence permit on another basis (regularisation, family reunification, etc.)<sup>213</sup>. Foreigners not legally residing in Belgium are also excluded from the analysis.

<sup>211</sup> It will not always be specified in the text that they are “newly” listed in the NR but this is always the case. There is therefore no distinction to be made between “registered” and “newly registered”.

<sup>212</sup> This is not the case by definition, in particular for persons whose reason for residence is regularisation.

<sup>213</sup> It should be noted that some of them are no longer necessarily awaiting a response, may have left the territory but have not always been removed from the NR.

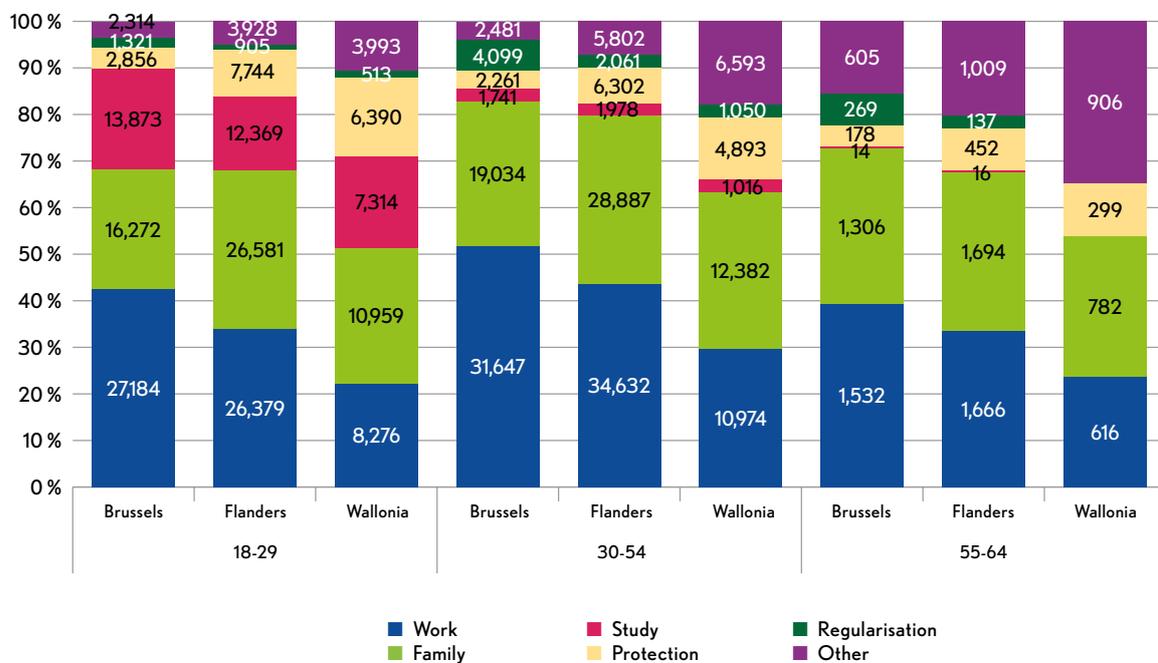
### 3. ANALYSIS OF PERSONS NEWLY ENTERED IN THE NATIONAL REGISTER (NR) BETWEEN 2010 AND 2016 ACCORDING TO THEIR REASON FOR RESIDENCE

For this first part, we will observe the numbers of persons newly registered in the National Register (NR) over the entire cumulative period (2010-16) according to their region of residence, age group and reason for residence. We

will also describe their distribution by first reason for residence. As a reminder, the persons selected for the year 2010 remained registered in the NR in all subsequent years.

#### 3.1. Cumulative data analysis (all new registrations in the NR between 2010 and 2016)

**Graph 90: Cumulative numbers and shares of persons newly registered in the NR between 2010 and 2016 according to reason for residence, age group and region (18-64 years old, all origins combined, including undetermined)**



Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

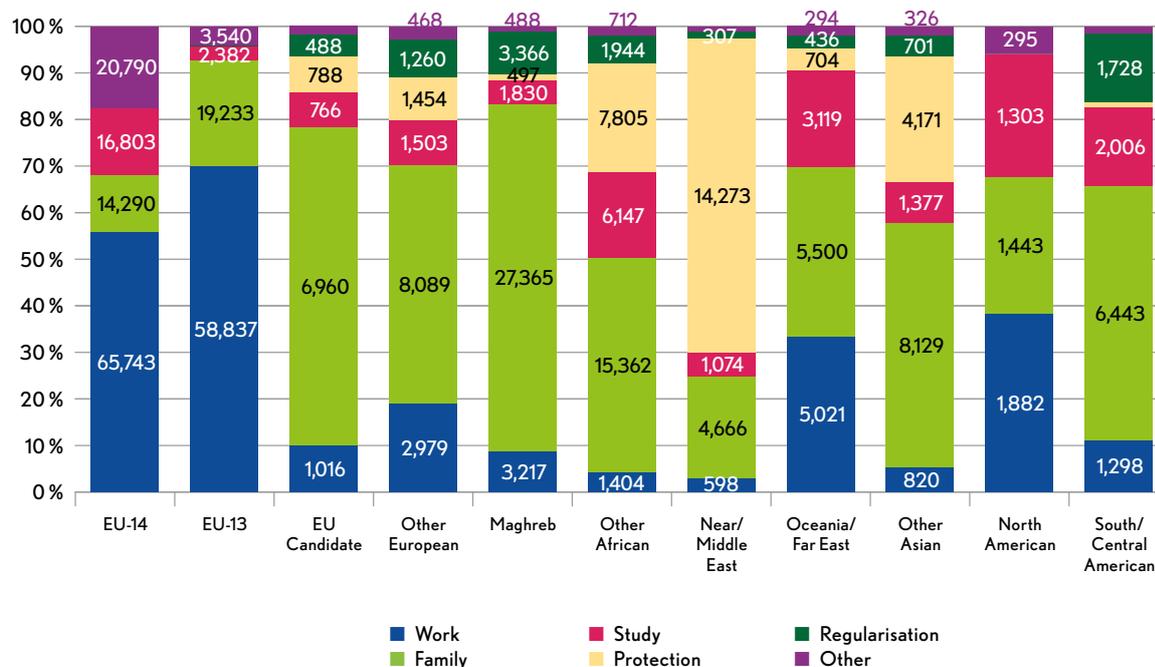
The graph above (containing seven cumulative years of persons newly registered in the NR) allows us to identify some interesting characteristics over a longer period and to smooth out some methodological drawbacks (see below). In all regions, and for all age groups, the shares of first residence permits linked to work and family reunification always account for, put together, at least 50% (in the Brussels region, more than one person in two among persons aged 30 to 54 has a reason for residence linked to work). Whatever the age group, the shares of the “work” and “family reunification” reasons combined always ex-

ceed 60% in the Brussels and Flemish regions, and are even above 80% for persons aged 30 to 54 living in the Brussels-Capital Region. In Wallonia, where these reasons are of lesser importance, the shares vary between 51.4% and 63.3% depending on the age group. Wallonia has higher proportions of persons whose primary reason for residence is related to international protection, for all age groups. People whose studies are the main reason for residence are concentrated in the youngest age group, with shares of 21.7% in Brussels (the leading region for students aged 18 to 29 with 13,873 individ-

uals), 15.9% in Flanders (12,369 individuals) and 19.5% (but only 7,314 in absolute numbers) in Wallonia. In the latter region we also observe a higher proportion of 55-64-year olds (one

person in three) with “other” as reason for residence<sup>214</sup>, despite low absolute numbers (906 individuals).

**Graph 91: Cumulative numbers and shares of persons newly registered in the NR between 2010 and 2016 according to reason for residence and origin (18-64 years old)**



Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

In the graph above, we can see the numbers and shares of persons newly registered in the NR between 2010 and 2016<sup>215</sup> for each reason for residence and according to their origin. People of EU origin (EU-14 and EU-13) have the highest shares of people with **work** as reason for residence, i.e. the only ones with at least one person in two. For the EU-13 origin this share even reaches 69.9%. On the other hand, we find the lowest shares among persons of EU candidate (10.0%), Other European (18.9%), Maghreb (8.8%), Other African (4.2%), Near/Middle Eastern (2.8%), Other Asian (5.3%) and South/Central American origin (11.0%). In between, we find people of Oceania/Far East and North American origin with shares of 33.3% and 38.2% respectively. Less than one in four

persons of EU (EU-14 with 12.1% and EU-13 with 22.9%) and Near/Middle Eastern (22.0%) origin have a **family**-related reason for residence (mainly family reunification). It accounts for a slightly higher share of persons of North American (29.3%), Oceania/Far East (36.5%) and Other African origin (46.0%). The shares are even higher, ranging from one in two to three in four, for persons Other European (51.3%), Other Asian (52.4%), South/Central American (54.6%), EU candidate (68.2%) or Maghreb (74.5%) origin. The highest shares with reason related to **studies** are found among people originating from North America (26.5%) and Oceania/Far East (20.7%). Other origins have lower shares, ranging from 2.8% (EU-13 origin) to 18.4% (Other African origin). They are most

<sup>214</sup> See "F" in the description of "reworked TI\_202 categories" above.

<sup>215</sup> And who remain registered in the NR between their year of entry and 2017 included.

often less than or equal to 9.5% (other European origin), as is the case for the EU candidate (7.5%), Maghreb (5.0%), Near/Middle Eastern (5.1%) and Other Asian origin (8.9%). It is worth highlighting the difference between people from the EU-14 and EU-13, the latter having the lowest share of people with this reason for residence (study). The three highest shares of persons registered under a **protection** regime are those from the Near/Middle East (67.4%), Other Asian (26.9%) and Other African countries (23.4%). Smaller but significant shares are to be

found among people of EU candidate (7.7%) and Other European origin (9.2%). For the reason **regularisation** at the time of first registration in the NR, the shares do not exceed 9.2% (people from the Maghreb) except for one group, that of South/Central American origin with a share of 14.6%. Finally, for the shares linked to the reason "Other", it can be observed that they are generally equal to or less than 6.0% except for persons of EU-14 origin: their share for this reason is 17.7%.

### 3.2. Comparative data analysis (between those newly registered in 2010 and those registered in 2016)

When comparing data from one year to the next, the description of the data should be done with caution: the data presented here show more methodological biases than socio-demographic or migratory phenomena. Indeed, one should not use these data as a basis (see graph below) to state that migration for work purposes has almost doubled or that for studies has almost tripled in seven years. It should clearly be borne in mind that a significant part of the persons registered in the NR in 2010 for these last two reasons did not remain in Belgium: migration for study or work reasons is generally less sedentary or more circular than migration for other reasons<sup>216</sup>. However, if a person registered in 2010 in the National Register is no longer registered a few years later (up to and including 2017), he or she is no longer part of the population selected for this analysis<sup>217</sup>. This inevitably leads to a phenomenon of selection or statistical exclusion which affects the population in 2010 more than the persons newly registered in 2016. In addition to this first phenomenon, there is another methodological bias, that of the processing time of the applications, which can sometimes take several quarters. As a result, there may be an

over- or under-evaluation of new registrations if the two years (2010 and 2016) are compared, for persons concerned by family reunification and protection in particular. Indeed, the issue of the residence permit linked to these two reasons for residence takes a certain amount of time. This is particularly the case for asylum seekers who, once their application has been submitted to the 'Office des Etrangers', sometimes have to wait several months or quarters before they are interviewed and receive a response from the Commissariat Général aux Réfugiés et aux Apatrides (General Commissariat for Refugees and Stateless Persons), without taking into account possible appeals.

Among these phenomena, there is also the impact of current events, for example: the number of people registered in the NR with the reason regularisation can fluctuate widely from one year to another depending on the government's decisions (cf. the last regularisation campaign in 2009) on this issue, not to mention here also the time lag between the submission of the regularisation request and the granting of the residence permit; the principles of free movement within

<sup>216</sup> OECD *International Migration Outlook 2019*. See Chapter 3 Measuring the Ephemeral: The Contribution of Temporary Migration to the Labour Force in OECD Countries. This chapter discusses the various and main categories of temporary labour migrants, such as seasonal workers, intra-corporate transferees, participants in temporary foreign worker programmes, cross-border workers, but also temporary migrants whose main purpose is not to work, such as holders of working holiday permits, students on international mobility and families accompanying temporary migrants.

<sup>217</sup> For example, the number of persons posted, i.e. resident abroad and employed by an employer established abroad but who perform work in Belgium for at least 3 months, is strongly affected by this methodology because the duration of the posting may not exceed 18 months.

the EU (and therefore in Belgium) of people, including their limited, transitory or unlimited access to the labour market, are not the same over the period studied<sup>218</sup>. Having said this, the entire description should not be rejected, nor should we deny ourselves a few observations on the shares of the different origins within the reasons for residence between the years 2010 and 2016.

Based on the graph below, we see that overall the shares of each origin among the reasons for residence change relatively little between the two years selected (the first and last available), in contrast to the absolute number of persons within certain reasons. For example, the number of persons newly registered in the NR for the reason work is 15,772 individuals in 2010, rising to 26,800 individuals in 2016. However, the low

growth (between 2010 and 2016) in the number of persons from the EU-13 is surprising in the light of the liberalisation (in January 2014) of access to the Belgian labour market for Romanian or Bulgarian nationals. Moreover, this increase is relatively small compared to the growth in the number of persons from the EU-14, Oceania/Far East and North America.

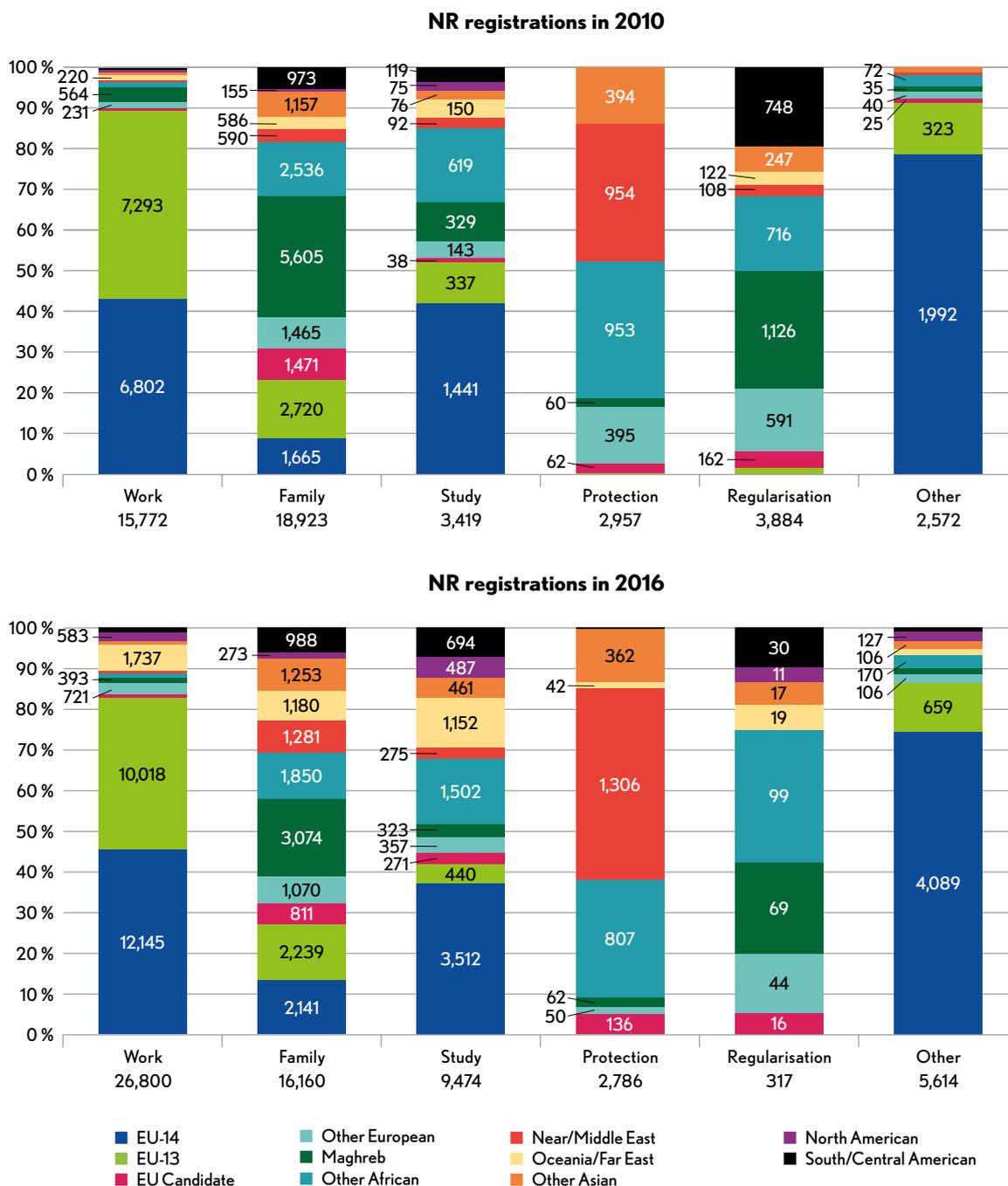
Another example of a significant fluctuation between these two years is that the total number of persons (newly) registered in the NR with the reason studies rose from 3,419 to 9,474 over the period. Over the same years, the numbers of persons with family reunification and protection reasons vary little compared to the first two, since they decrease respectively from 18,923 to 16,160<sup>219</sup> and from 2,957 to 2,786 cases between 2010 and 2016.

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<sup>218</sup> After seven years of transitional measures, Romanian and Bulgarian nationals have, since January 2014, unlimited access to the Belgian labour market. Among other things, they are no longer required to have a work permit.

<sup>219</sup> See assumption below regarding new restrictions on family reunification in 2011.

**Graph 92: Numbers and shares of persons newly registered in the NR in 2010 and 2016 according to origin and reason for residence (18-64 years old)**



Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

It can be seen that people from the EU account for a very large majority of the flows concerning work-related or other reasons for NR registrations in 2010 and 2016. For this second reason, people of EU-14 origin alone represent more than 70% for both years studied. As a reminder, these are essentially people who have the right to reside in Belgium on the basis of having suffi-

cient means of subsistence so as not to be a burden on the State. In order of magnitude, respectively in 2010 and 2016, for these two origins, the “other” reason (all sub-categories included) includes 2,315 and 4,748 persons, i.e. 10% and 13% of all their reasons. For the reason family reunification, there is a decrease in the proportion of persons of Maghrebi origin. The first hy-

pothesis to explain this could be the restrictions introduced during the legislative reform on family reunification in September 2011. This reform aimed, among other things, to limit the family reunification of ascendants (parent(s) and grandparent(s)) of persons of Belgian or non-European nationality. Finally, among persons whose reason for residence is international protection, the proportion of persons from the Near/Middle

East increased significantly between 2010 and 2016, which is fully in line not only with the sharp increase in applications for international protection from Syrian, Afghan and Iraqi nationals, but also with their high rate of acceptance (or recognition of the need for protection) and the speed with which a certain number of cases are accepted<sup>220</sup>.

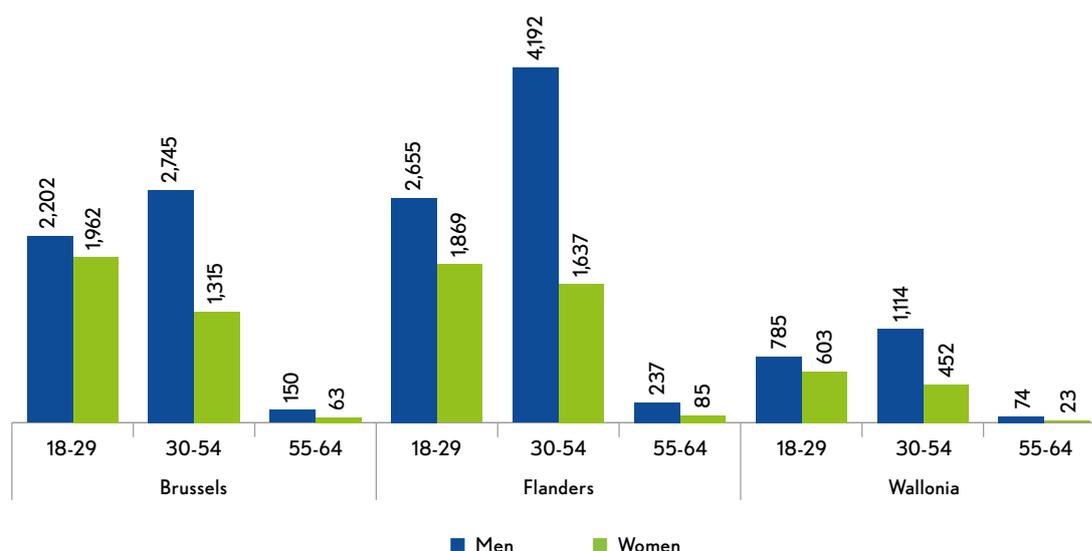
#### 4. SOCIO-DEMOGRAPHIC ANALYSIS OF PERSONS NEWLY ENTERED IN THE NATIONAL REGISTER (NR) IN 2016 FOR SPECIFIC REASONS FOR RESIDENCE AND ORIGINS

In the following paragraphs, we have tried to give some details on the composition of some target groups of people of different origins with regard to their gender, region of residence and age group. These groups were chosen on the basis of their higher share in a particular reason for residence compared to other origins in 2016, but also on a regular basis in previous years. For example, the first group selected below for the

work-related reason for residence are persons of EU-13 and EU-14 origin, as their shares for this reason are generally the highest of all origins<sup>221</sup>.

It should be noted here that the first reason for residence relating to “regularisation” is not analysed because the number of registrations in the NR in 2016 is very low (only 317 persons for the total of all origins, including undetermined).

**Graph 93: Number of persons of EU-13 and EU-14 origin registered in the National Register in 2016 for the reason for residence “work” by age, region and gender (18-64 years old)**



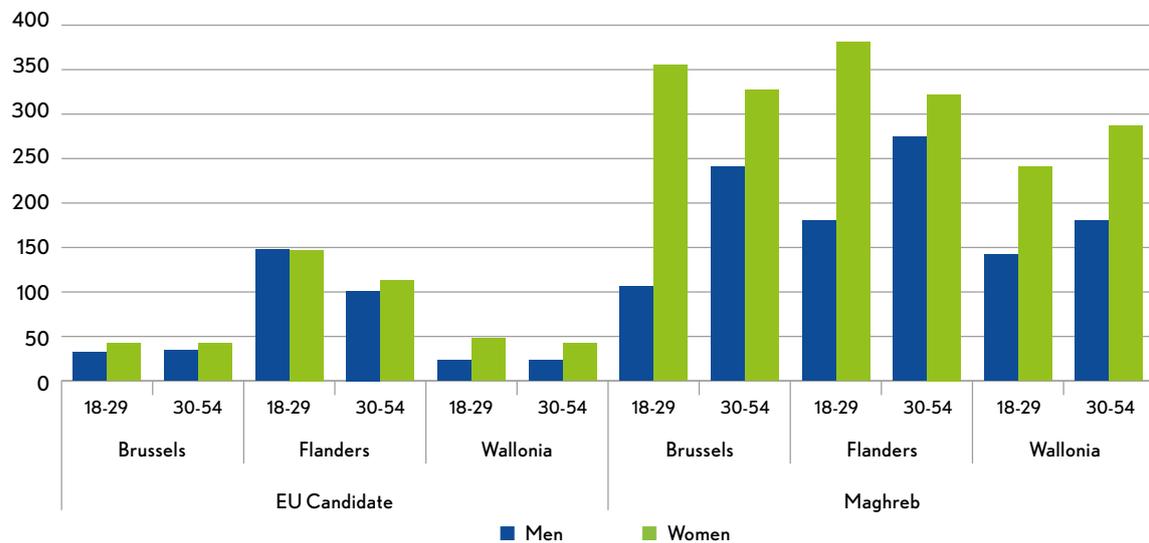
Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

<sup>220</sup> According to information from the website of the CGRS (office of the commissioner general for refugees and stateless person).  
<sup>221</sup> See graph 91.

The persons of EU-13/14 origin (22,163 individuals) newly entered in the National Register (NR) in 2016 whose residence permit is linked to work are most often between 30 and 54 years old, are more often male than female and more often located in the Flemish or Brussels Region than in the Walloon Region. However, the 30-54 age group contains 25 years instead of 12 for the 18-29-year olds. Proportionally, these residence permits are thus more often granted to young people (10,076 persons) than to those in the intermediate age group (30-54 years), al-

though the latter are more numerous with 11,455 individuals. In Flanders, among the 30-54-year olds, the gender difference is more marked than in Brussels, since there are almost three times as many men as women (who, whatever the age group or region, are always fewer in number than men). However, this difference tends to diminish among the youngest age group (18-29 years), which is particularly the case in Brussels, where gender parity is close (2,202 men for 1,962 women).

**Graph 94: Number of persons of EU candidate or Maghreb origin registered in the National Register in 2016 for the reason for residence “family reunification” by age, region and gender (18-54 years old)**



Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

Once again we underline the approach: these two origins were selected not for the number of people with a family reunification reason, but for the share of this reason within their origin in recent years (see data above relating to new registrations in the NR between 2010 and 2016)<sup>222</sup>.

For the year 2016, it can be observed that the NR registrations linked to this reason for persons aged 18 to 54 years<sup>223</sup> originating from an EU candidate country are more numerous in

the Flemish region than in the other two regions combined (respectively, 509 against 286 persons), a phenomenon partly linked to the demographic weights of the different regions. This is all the more true if we look at the younger age group. For the latter category, in the Flemish region, gender parity is highest (148 men for 147 women), whatever the age group. The gender distribution among the youngest (18-29 years) for this reason for residence and for persons of Maghreb origin, is less balanced. It could even

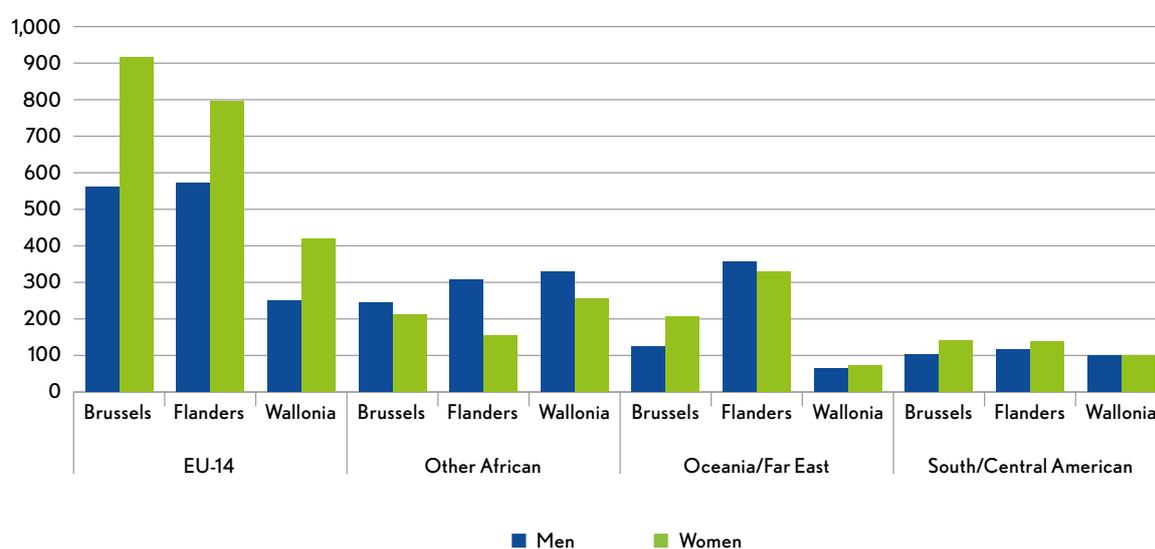
<sup>222</sup> See graph 91.

<sup>223</sup> The oldest group is not included in the analysis because of their small size: for this reason for residence, only 54 persons from these two origins belong to the 55-64 age group.

be stated, from a gender point of view, that it is skewed in the Brussels region, since for this reason there are 77.0% of women, and 23.0% of men registered in the NR in 2016. For this same age group (18-29 years), the other regions also show disparities between men and women, but they are less marked (in the Flemish region, the share of women is 67.9% and of men 32.1%, while in the Walloon region the proportions are

62.9% and 37.1% respectively). For the 30-54 age group, there is an over-representation of women in all regions, but to a lesser extent than in the former age group. Although the last age group is not described because it comprises only 54 people in total, it nevertheless reflects the low access of older people to this reason for residence in 2016.

**Graph 95: Number of persons of EU-14, Other African, Oceania/Far East and South/Central American origin registered in the NR in 2016 for the reason for residence “study” by region and gender (18-64 years old)**

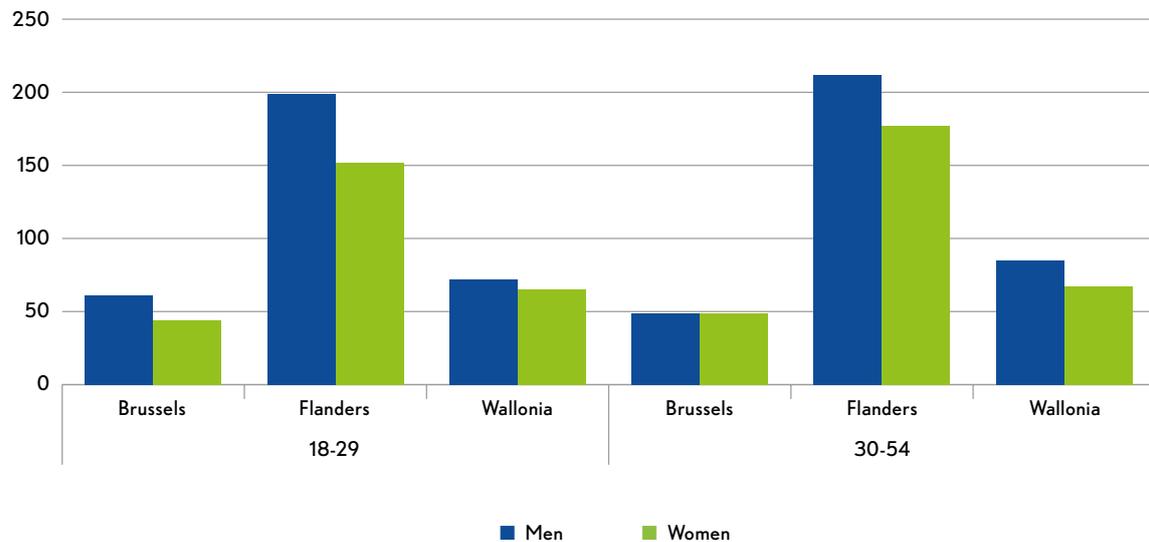


Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

Irrespective of the region, women of EU-14 origin are most numerous among the reason for residence “study”, compared to the other origins listed here. This is especially the case for the Brussels (with 917 women) and Flemish (with 795 women) regions, and the gender gap is most pronounced in Brussels (there are 562 and 571 men in Brussels and Flanders respectively). In the Walloon region, the number of men of the latter origin is 249; next to 329 men of Other African origin. These latter figures are almost identical to those of men (of the same origin) residing in Flanders (307 persons). All reasons taken together, for this year of registration in the

NR (2016), and for this last origin group, there is a majority of women; but for this particular reason (studies), men outnumber women in all three regions. This pattern is unique among the origins included here, if we exclude the case of men from Oceania/Far East, who also outnumber women in Flanders. In the case of the latter origin, their low number of residents in the Walloon region is also noteworthy. Finally, for this reason for residence, the number of persons of South/Central American origin, is small compared to other origins, but they have a more homogeneous distribution both from the point of view of gender and region of residence.

**Graph 96: Number of persons of Near/Middle Eastern origin registered in the NR in 2016 for the reason for residence "Protection" by region, age and gender (18-54 years)**



Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

Although the youngest age class comprises fewer years than the 30-54 age group, the numbers in the two age groups are very similar. And since the oldest age group (55-64 years) is not even included here because the numbers are too small to be reported, we can state that the persons who obtain a residence permit for international protection are particularly young. Moreover, it is interesting to note that the shares of persons aged 18 to 54 of Near/Middle Eastern origin in the various regions (60.1% in Flanders, 23.5% in Wallonia and 16.5% in Brussels) follow the regional demographic weight of the population aged 18 to 54 in Belgium, notwithstanding their slight over-representation in Brussels and under-representation in Wallonia<sup>224</sup>.

For new registrations in 2016 in the NR, the beneficiaries of protection are more often men than women (57.8% men for all origins, including undetermined). Persons aged 18 to 54 of Near/Middle Eastern origin (1,232 persons for the year 2016, 55.0% of whom are men) are no exception to this rule. It is clear that in Flanders, as in Brussels, the proportion of men is higher, especially among younger people. A particular feature for Brussels is the parity between men and women for people in the 30-54 age group. In Wallonia, the opposite is true, but to a lesser extent: there are larger differences between the numbers of men and women in the oldest age group.

## 5. ANALYSIS OF PERSONS NEWLY REGISTERED IN THE NATIONAL REGISTER (NR) IN 2010, 2011 OR 2012 BY REASON FOR RESIDENCE, ORIGIN AND SOCIO-ECONOMIC STATUS 5 YEARS LATER

In this section, we wanted to select a sub-population over several years<sup>225</sup>, as large as possible, in order to smooth out the annual fluctuations while giving ourselves the possibility to analyse their

socio-economic status after a significant period of presence in Belgium. This leads us to consider the populations newly registered in the National Register (NR) in 2010, 2011 and 2012, and to

<sup>224</sup> On 1 January 2017, the regional distribution of the population aged 18 to 54 was 56.5% in Flanders, 31.7% in Wallonia and 11.8% in Brussels (source: Statbel, Directorate General Statistics, Statistics Belgium).

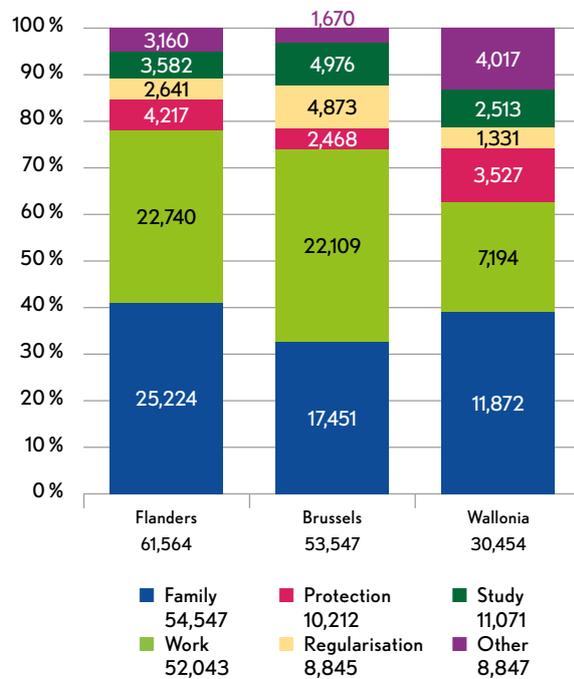
<sup>225</sup> By cumulating all persons newly registered in the NR in 2010, 2011 or 2012.

analyse their socio-economic status 5 years later, i.e. in 2015, 2016 and 2017 respectively. The first part will be limited to a brief description of the populations by reason for residence according to their region and origin. The second part will enable us to analyse the socio-economic

status of these people five years after their registration in the NR. This part is also of interest to introduce point D of this chapter since part of the population selected is the same: new entrants to the NR in 2010, 2011 or 2012.

### 5.1. Description of the selected sub-population (persons of foreign origin newly registered in the NR in 2010, 2011 or 2012)

**Graph 97: Numbers and shares of persons (18-64 years old) newly registered in the NR in 2010, 2011 or 2012 by reason for residence and region (all origins, including undetermined)**

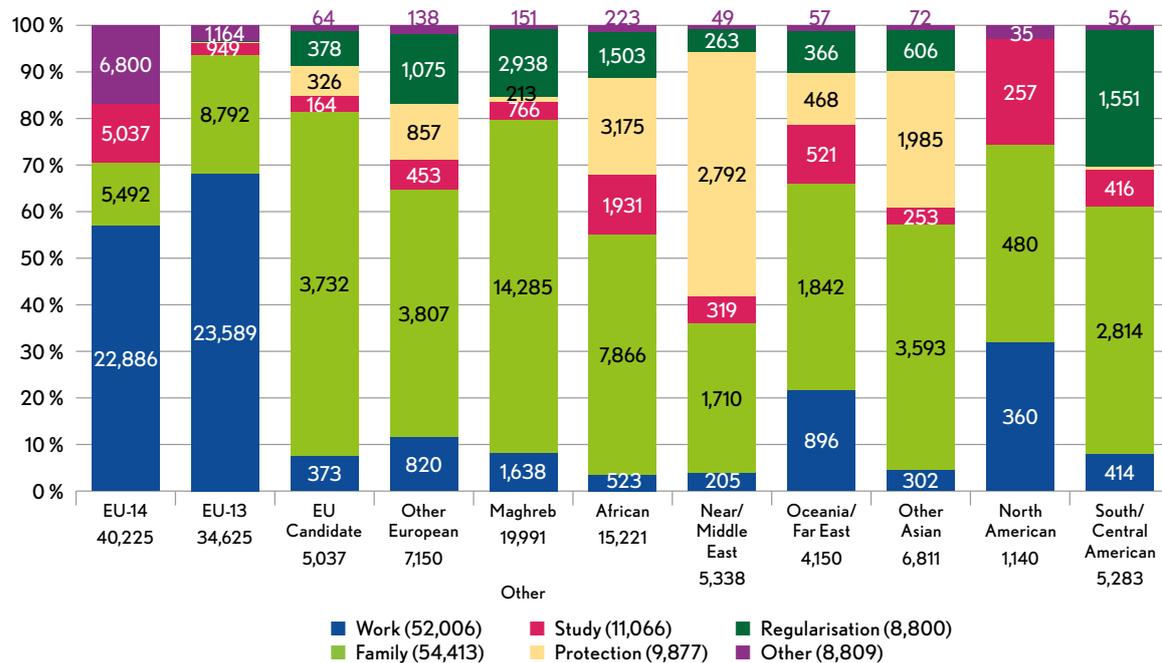


Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

The graph above highlights the special case of Brussels, which, despite its demographic weight of around 10% of the population in Belgium over the years studied, is home to 36.8% of the peo-

ple newly registered in the NR in 2010, 2011 or 2012 (and, as a reminder, will continue to be so until 2016). Another particular phenomenon from the point of view of the reason for residence in Brussels (already noted in the previous edition) is that the majority of these new entrants to the NR have work as reason (41.3%), followed by family reunification (32.6%), in the other two regions it is the reverse. Moreover, in Wallonia, the reason for residence linked to work only accounts for slightly more than half of the persons with family reunification reasons. Brussels has another unique characteristic: the reason regularisation ranks third in terms of importance. This reason for residence does not concern nearly as many people in Wallonia or Flanders, respectively 1,331 and 2,641 cases, while Brussels counts 4,873 people for this reason. Note that Flanders shows a lower propensity to receive beneficiaries of aid or protection. In absolute numbers, Flanders is certainly the country's leading host region with 4,217 individuals compared with 3,527 in Wallonia and 2,468 in Brussels, but it should be able to receive more than the Brussels region or the Walloon region in view of its demographic weight. The distribution is also interesting in the light of the observations made above concerning the 18 to 54-year olds of Near/Middle Eastern origin registered in the National Register in 2016. For the latter, the situation is indeed more balanced from the point of view of geographical distribution.

**Graph 98: Numbers and shares of reasons for residence for persons newly registered in the NR in 2010, 2011 or 2012, by origin (18-64 years old)**



Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

Firstly, in the graph above, the distribution of the reasons for residence by origin of the persons newly registered in the NR in 2010, 2011 or 2012 confirms (as seen in the previous edition of this report but also in the previous graph) that persons of EU-14 and EU-13 origin are strongly (around 60%) represented among the work-related reason for residence. This is also the case for people of North American and Oceanian/Far Eastern origin, but to a much lesser extent (close to 30% and 20% respectively). On the other hand, the shares for this reason for residence among the seven other origins do not exceed 10%.

Secondly, it is clear that the primary reason for residence, all origins taken together, is family reunification in absolute numbers of persons (54,413 against 52,006 persons for work). It is indeed present among all origins, but to varying degrees. Three out of four persons of EU candidate or Maghreb origin and (almost) one person in two of Other African, Other European, Oceania/Far East, Other Asian and South/Central American origin have this reason for residence. Lastly, around 40% of individuals of North American origin, 30% of those of Near/

Middle Eastern origin and 25% of EU-13 origin received their first residence permit on this same ground. On the other hand, we note that people from the EU-14 only have a share of 14% for this reason, the lowest share of all origins.

Thirdly, it can again be seen that persons from the Near/Middle East make up a significant proportion of the protection-related grounds for residence. In 2010, 2011 and 2012, they are the second largest group in absolute numbers among all origins (2,792 persons against 3,175 persons of Other African origin) and occupy the first place when ranking according to the share (52.3%) within each origin, far ahead of the second (persons of Other Asian origin for whom the share is 29.1%).

Fourthly, we see that persons whose reason for residence is regularisation represent a significant quantity (8,800 individuals over these three years) for many origins and are only at a slightly lower level compared to studies or protection (11,066 and 9,877 persons respectively). In order to better understand this, it is necessary to recall, as already mentioned, the situation at the end of the last decade which culminated in

the regulatory setting of regularisation criteria in the summer of 2009<sup>226</sup>. It is interesting to note here that the first beneficiaries are people of South/Central American and Maghreb origin. Even if they are only 1,551 and 2,938 respectively, this is their second reason for residence after family reunification (2,814 and 14,285 persons). People from South/Central America are even the main beneficiaries if we compare distribution over reasons for residence in each origin.

To conclude this angle of observation, we note that the study-related reason for residence also constitutes a non-negligible part of all reasons for

residence. Among the 18-29 age group (9,845 persons), it is even the second reason for several origins. This is the case for the 4,808 18-29-year olds from the EU-14 (representing 25.7% of all reasons) as well as from Oceania/Far East (23.2% of the reasons, for 451 young people) or the Maghreb (8.4% of reasons for 719 people), although far behind family reunification (80.4% of reasons for 6,907 young people). Finally, it is remarkable to note that among young people of North American origin (507 individuals, all reasons for residence taken together), the first reason is study (46.0% of reasons).

## 5.2. Analysis of the socio-economic status 5 years later for persons newly registered in the NR in 2010, 2011 and 2012

In the next few pages, we will describe how, five years after their entry in the National Register, people of different origins are situated socio-economically according to four positions, which are: Employed, Unemployed, Inactive with allocation (mainly social welfare benefit or financial assistance)<sup>227</sup> or Inactive without allocation (80.9% of the total inactive population). When the number of inactives with allocation is too small (equal to or less than 10 persons), they are grouped with the inactives without allocation. Another methodological consideration, often

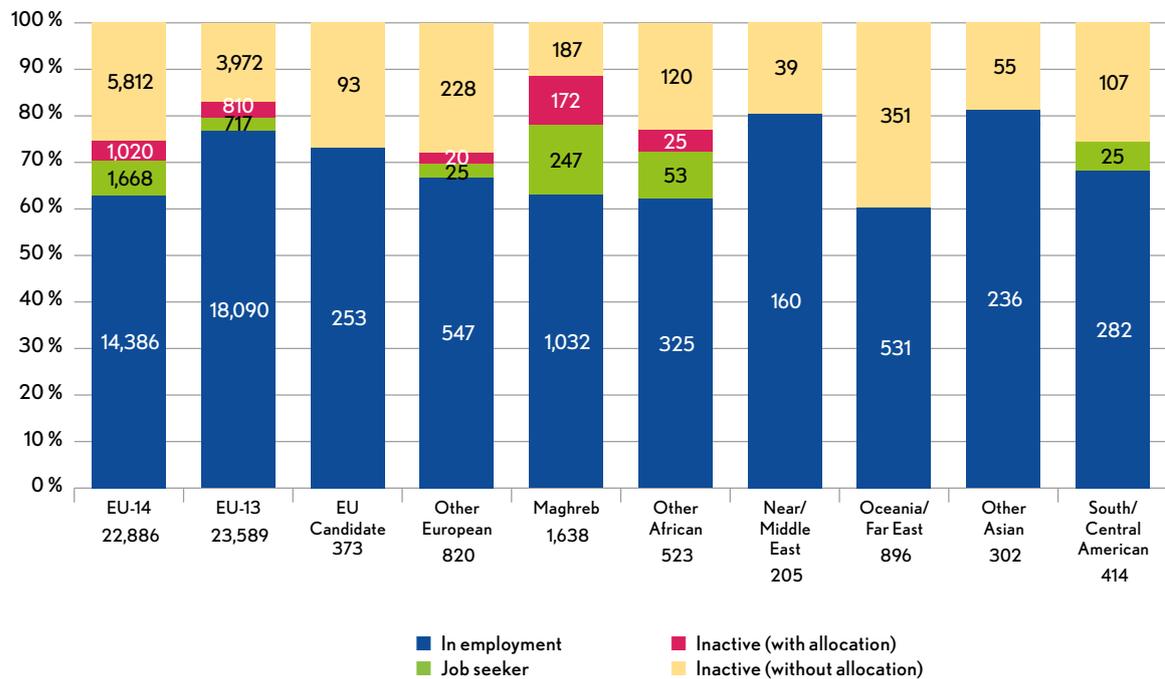
mentioned in this report, is that a certain number of inactive persons without allocation are not really inactive (they work for international institutions and do not contribute to the Belgian social security system): this is particularly the case for a certain number of persons whose origin is an EU country (EU-14 and EU-13) and an even higher share among persons originating from North America<sup>228</sup>. As a reminder, the selection always concerns persons registered in the National Register, provided that they remain registered each year until 2017.

<sup>226</sup> An enlarged Select Ministerial Committee ultimately drew up an instruction on the application of the residence permit on humanitarian grounds as provided for in the Foreigners' Act of 15 December 1980. The cornerstone of this instruction was "sustainable local anchoring" and "abnormally long residence application procedures".

<sup>227</sup> For the three cumulative years (2010, 2011 and 2012); the first two (in %) sub-categories of inactive persons with allocation, are social welfare beneficiaries (58.6%) and incapacity for work (14.3%). The other sub-categories are full career break/full time credit, exemption from registration as a jobseeker, early retirement with company top-up, children qualifying for child benefits, and disability allocation.

<sup>228</sup> For this reason, persons of North American origin will not be listed separately in this and the following section (points C and D).

**Graph 99: Persons registered in the NR in 2010, 2011 or 2012 with work as primary reason for residence - number and share in 4 socio-economic positions five years later (18-64 years old)**



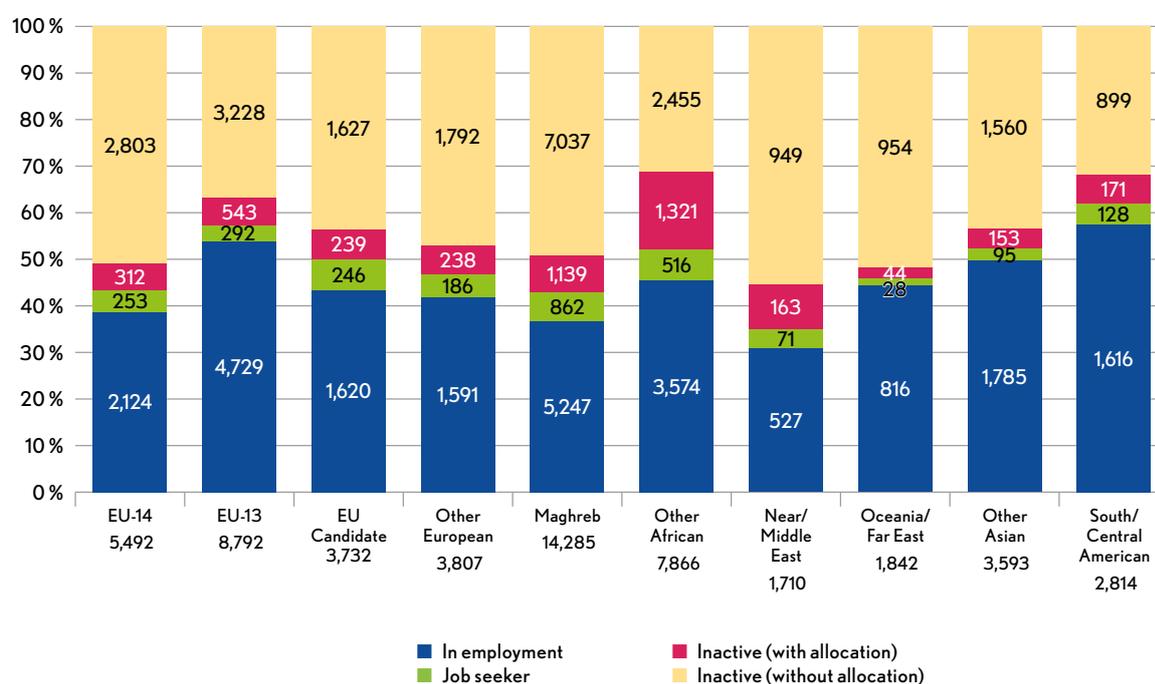
Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

This point has already been made, but it is probably worth emphasising here: the number of people from EU-14 or EU-13 countries compared to other origins is much higher for this reason for residence. From the point of view of their integration into the labour market in the medium term (five years), excluding people of North American origin (see methodological remark above), we can see that migration for employment reasons “results” mainly in the socio-economic status of employment, at least in 60% of cases, and up to a maximum of 20 additional percentage points for certain origins. This maximum rate (i.e. 80%) is found for people of Other Asian and Near/Middle Eastern origin. In contrast, people from Oceania/Far East have the minimum share of employed for persons with this reason, i.e. 60%. Finally, it is interesting to note that the share of persons from an EU-14 country in employment five years after entry is close to that of the few (in comparison) persons from the Maghreb or Other African countries (with employment shares of just over 60%). However, the share of persons in employment for persons originating from an EU country is

probably higher than what can be observed here, due to the methodological specificities already mentioned<sup>229</sup>. The latter applies to persons from the EU-13, but these nonetheless have shares of persons in employment of more than 75%. Finally, it should be noted that people of EU candidate, other European or South/Central American origin fall between these groups, with percentages of people in employment (five years after entry in the NR) approaching 67.5%. The highest shares of jobseekers are found among the 300 persons of Maghreb or Other African origin, with an average of 14% (for both origins). Among the people of EU-14 origin, the share (third in decreasing order) is 7.4% (1,668 jobseekers). The number of inactives with allocation is very limited among this reason for several origins, but it still concerns 10.5% of people from the Maghreb. On the other hand, the share of inactives without allocation is 25.4% among people from the EU-14 and 16.8% for those of EU-13 origin (9,784 people for both origins combined). The highest share (39.8%) is observed for persons from Oceania/Far East, but this comprises only 351 persons.

<sup>229</sup> See in particular the Labour market chapter.

**Graph 100: Persons registered in the NR in 2010, 2011 or 2012 with family reunification as primary reason for residence - number and share in 4 socio-economic positions five years later (18-64 years old)**

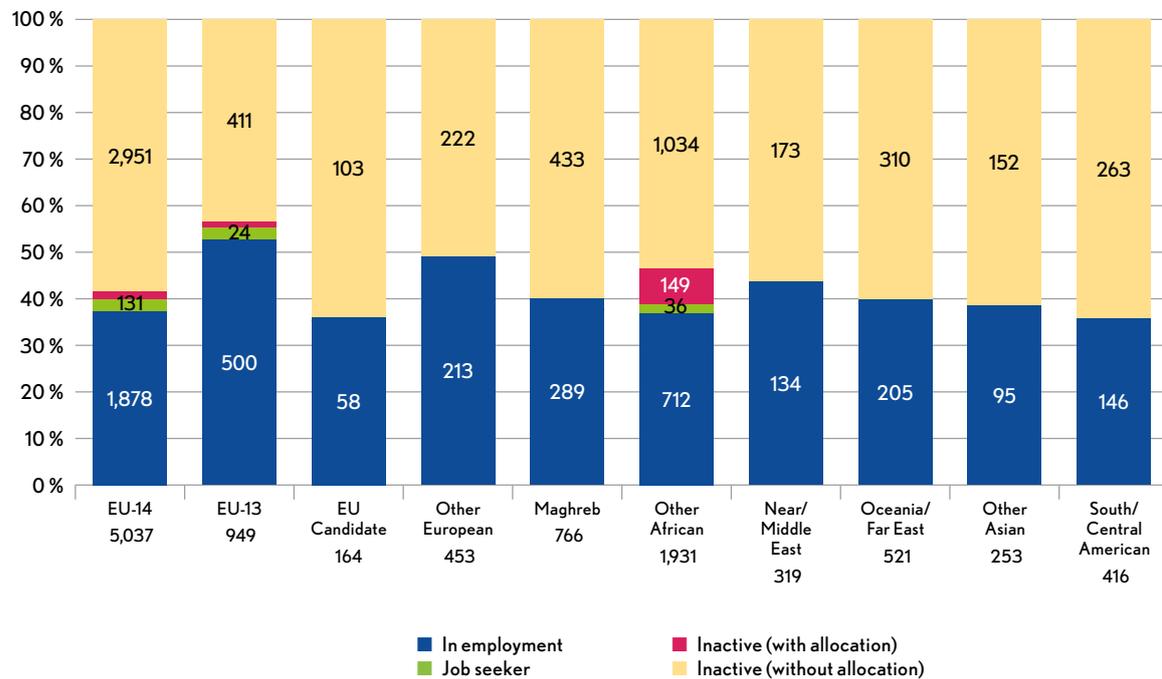


Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

For persons registered in the NR in 2010, 2011 or 2012 for the reason of family reunification, the absolute numbers by origin are diverse, as already observed. People of Maghrebi origin are in first place, while those of Other African origin are third in quantity (with respectively 14,285 and 7,866 persons newly registered in three years). Between the two, we find people from the EU-13 with 8,792 individuals. Second observation, for all origins, integration into the labour market is, quite logically, less easy if compared to the reason related to work. While all origins exceeded 60% of employment above, in this case no origin reaches this percentage. This share of persons in employment is highest (57.4%) for persons from South/Central America (1,616 individuals) and lowest (30.8%) for persons of Near/Middle Eastern origin (527 individuals). The third and last observation concerning the shares of persons in employment five years later, for the three largest groups (cited above), integration is quite heterogeneous, since the first (Maghreb origin) have a 36.7% employment share, the

third (Other African origin) a 45.4% share, while the second (EU-13) have a 53.8% share in employment, i.e. the second best integration into the labour market. We also notice that a small share must have been employed for a certain amount of time, at least to the point of building up rights to unemployment insurance, but shares of job seekers are limited for all origins. The highest share, with 6.6% of jobseekers, is observed for persons of EU candidate and Other African origin. Persons of Oceania/Far East origin have the lowest share of jobseekers (1.5%) of all origins. The overall finding is fairly similar for inactive people receiving an allocation (55.5% of whom are social welfare beneficiaries) but the share reaches 16.8% for people of Other African origin, with 1,321 individuals in this status five years after their first registration in the NR. It is finally in the last status (that of the inactive without allocation) that the shares are highest. They are relatively high for all origins, ranging from 31.2% for people of Other African origin to 55.5% for those of Near/Middle Eastern origin.

**Graph 101: Persons registered in the NR in 2010, 2011 or 2012 with studies as primary reason for residence - number and share in 4 socio-economic positions five years later (18-64 years old)**



Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

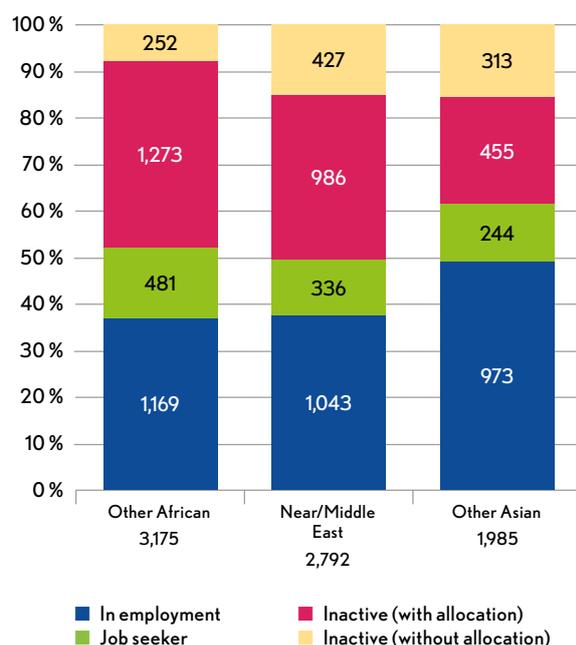
For these persons, whose numbers are smaller than for the first two reasons (the largest number is that of persons from the EU-14 with 5,037 individuals), it can be seen that the shares of persons in employment are hardly higher than for persons newly registered in the National Register and whose primary reason for residence is family reunification. The two highest shares of persons in employment five years after their registration in the National Register are those of persons of EU-13 or Other European origin with 52.7% and 47.0% respectively. Even less positive is the fact that the recent strong integration of persons of EU-13 origin into the labour market<sup>230</sup> appears to have little to do with the educational structures in Belgium, given the relatively small numbers of people arriving in Belgium for this reason. Without targeting a particular origin here, one might have expected higher shares overall, since these cohorts are often young and have obtained, at least in part, qualifications certified

by Belgian educational institutions. Indeed, the difficult recognition of many diplomas obtained abroad is regularly pointed out as an obstacle for those trying to access the Belgian labour market, all the more so if it is a non-EU diploma. Bearing that in mind, it is surprising to note the low share of employed persons from the EU-14 (37.3%; behind those the EU-13 (52.7%), other European (47.0%), Maghreb (37.7%), Near/Middle East (42.0%), Oceania/Far East (39.3%) and Other Asian origin (37.5%). Unless a significant part of them has found a job in international institutions such as the European Commission after their education, it is surprising that 2,951 or 58.6% of people from the EU-14 are inactive without an allocation five years after their registration in the NR. That said, this phenomenon is also observed for several other origins where the share of inactive people is above 55%: in addition to people from the EU-14, this is the case for people of EU candidate (62.8%), Maghreb (56.5%), Other

<sup>230</sup>See chapter Labour market.

African (53.5%)<sup>231</sup>, Near/Middle East (54.2%), Oceania/Far East (59.5%), Other Asian (60.1%) and South/Central America (63.7%). Are more inclined to do embark on further studies? Do they extend their studies, fictitiously or not, in order to extend the validity of their residence permit? Do they continue to face significant professional obstacles due to the fact that they hold a (first) qualification obtained abroad? At the end of 2018, by Royal Decree<sup>232</sup>, the last federal government has limited at least one of these possibilities by authorising the withdrawal or non-renewal of a residence permit for study reasons for a student who does not obtain sufficient results<sup>233</sup>.

**Graph 102: Persons registered in the NR in 2010, 2011 or 2012 with (international) protection as primary reason for residence - numbers and shares in 4 socio-economic positions five years later for selected origins (18-64 years old)**



Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

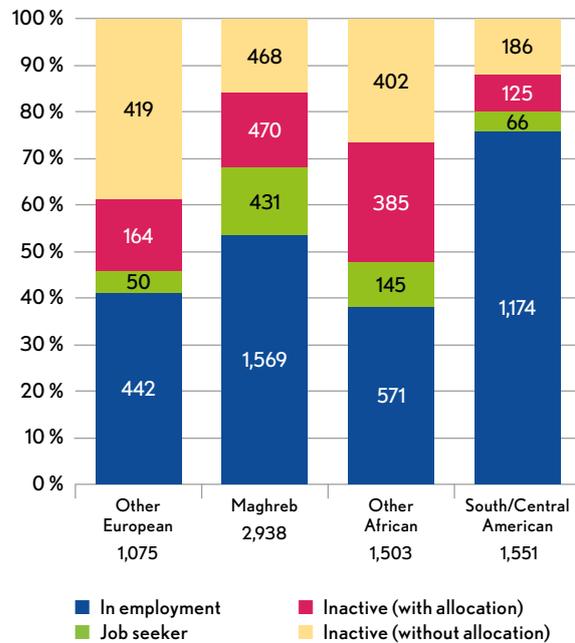
Only three categories of origin are included in the graph above (Other African, Near/Middle East and Other Asian) because they count at least one thousand people per origin over the three years cumulated. It is easy to see that the distribution over socio-economic positions is relatively similar for these three origin groups. However, people of Other Asian origin have a higher share of people in employment than the other two groups, i.e. 49.0% for the first compared to 37.1% (on average) for the other two. This difference of 12 percentage points for persons of Other Asian origin seems to be mirrored in their lower share of inactive persons receiving an allocation. It is in fact 22.9% for the latter, 35.3% for people of Near/Middle Eastern and 40.1% for those of Other African origin, while the last category (inactive without allocation) shows more equal shares for the three origins listed here. In general, the higher shares of inactive persons receiving an allocation should remind us, on the one hand, of the particular humanitarian circumstances for which these persons arrived in Belgium and, on the other hand, that persons benefiting from protection are automatically entitled to receive these (types of) allocations from their municipality of residence.

<sup>231</sup> According to all the data by origin available on this aspect, people from Other African countries have the highest rate of inactive persons with an allocation (7.7%). It is 5 times higher than that of people from the EU-13 and EU-14 (both with a share of inactive persons with an allocation of 1.5%).

<sup>232</sup> Royal Decree amending articles 101 and 103/2 and replacing annex 29 of the Royal Decree of 8 October 1981 on the access to the territory, stay, establishment and removal of foreigners.

<sup>233</sup> When applying for an extension of their residence permit, students are now required to produce a standard form indicating the number of credits obtained in the previous academic year and the total number of credits obtained in their current study programme. In addition, any student who completes his studies has the possibility, under certain conditions, of extending his stay by 12 months in order to look for a job or set up a Business in connection with the studies he has completed.

**Graph 103: Persons registered in the NR in 2010, 2011 or 2012 with regularization as primary reason for residence - numbers and shares in 4 socio-economic positions five years later for selected origins (18-64 years old)**



Source: Datawarehouse labour market and social protection, CBSS.  
Calculations and processing: FPS ELSD/Unia.

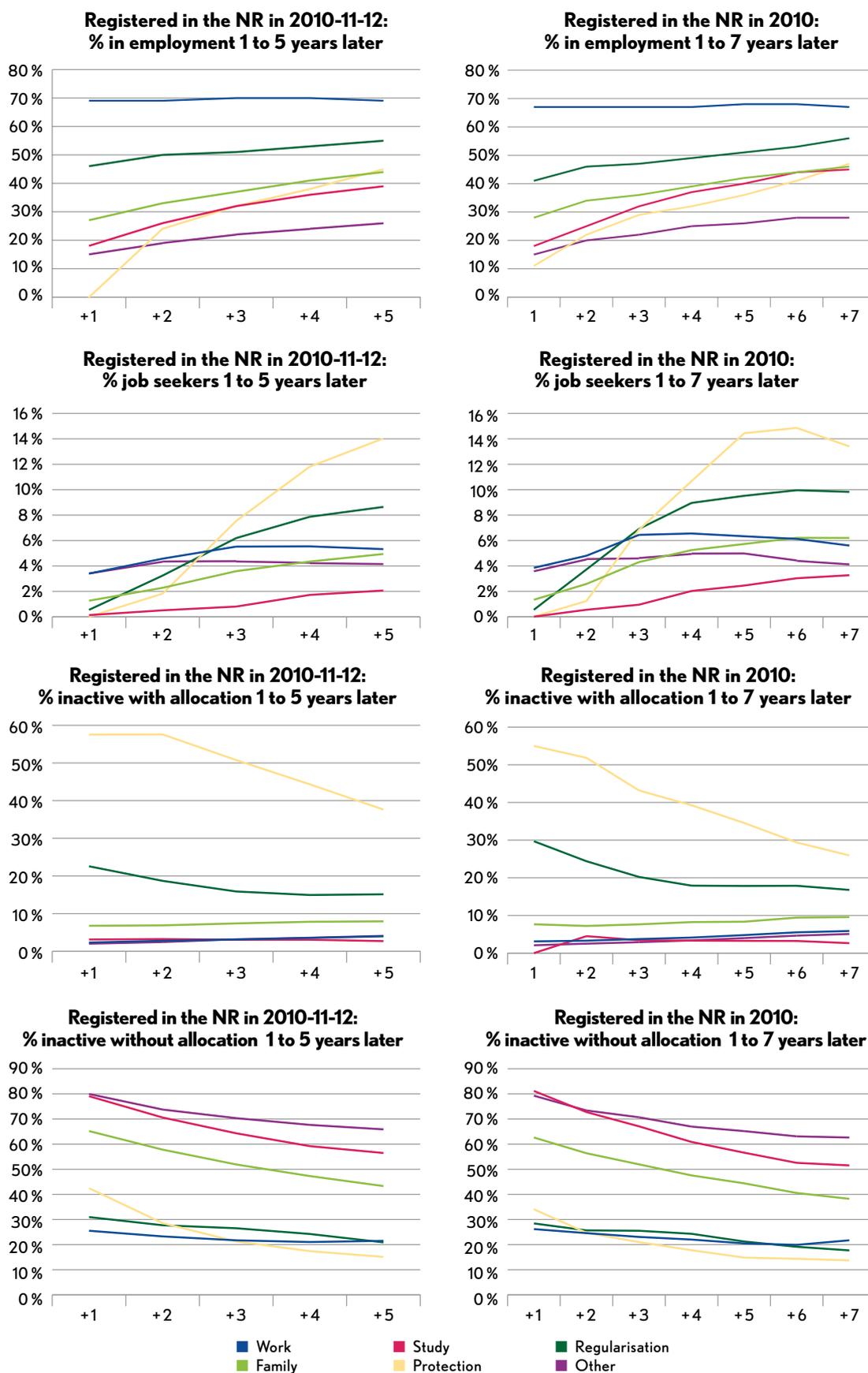
Contrary to the year 2016 in which few individuals were granted a residence permit for this reason (see remark above), the years following 2009 (year of the last regularisation “campaign” in Belgium) saw an important number of people obtain a first residence permit of more than 3 months for this reason. As for the previous reason for residence, we have only included the origins with a cumulative total over the three years (2010, 2011 and 2012) of more than 1,000 persons. Five years after their first registration in the NR for this reason,  $\frac{3}{4}$  of people originating from a South/Central American country, slightly more than one person in two originating from a Maghreb country and only 4 people in 10 for those of Other African or other European origin are in employment 5 years later. The 2,938 people from the Maghreb, compared to the three other origins, have the largest share of job seekers (14.7%) with 431 people with this status. If we look at the shares of inactive persons with an allocation, the largest share is again observed for persons from Other African countries with 25.6% in this category (i.e. 385 persons). Once again, we see that the shares of inactivity without allocation are very large here. In fact, 12.0% of the people originating from South/Central America, 15.9% from the Maghreb, 26.7% from Other African countries and 39.0% from Other European countries can be found there.

## 6. LONGITUDINAL ANALYSIS OF PERSONS NEWLY REGISTERED IN THE NATIONAL REGISTER (NR) EITHER IN 2010, 2011 OR 2012 OVER 5 YEARS OR REGISTERED IN 2010 OVER 7 YEARS ACCORDING TO THEIR REASON FOR RESIDENCE AND SOCIO-ECONOMIC POSITION

For this new part of the analysis, our attention was focused on socio-economic integration through the same four positions already used above for two different populations (all origins combined, including the undetermined) as a function of the time spent in Belgium and through the prism of their primary reason for residence. We have used two sub-populations to strengthen the lon-

gitudinal analysis by having, on the one hand, a large population (registered in the NR in 2010, 2011 and 2012) over five years and, on the other hand, a smaller population (only persons registered in the NR in 2010) but over a longer period (7 years). The first population (2010-11-12) is a cohort of 145,565 individuals, while the second (2010) consists of 47,733 individuals.

**Graph 104: Distribution over 4 socio-economic positions for persons newly registered in the NR in 2010-2012 (cumulated) or in 2010, after a period of one to seven years by reason for residence (18-64 years old, all origins, including undetermined)**



Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

Regarding the shares of persons in employment (see graphs above), we see that persons whose primary reason for residence is work have high – and stable – employment rates (between 67 and 70%), but without progressing over time either over five or seven years for the two sub-populations (52,043 and 15,782 persons respectively). On the other hand, all the other reasons show an increase, to varying degrees and starting from relatively low rates. This upward trend seems to be confirmed over a longer period. In particular, the progression over 7 years is more pronounced for persons whose primary reason for residence is study (3,423 persons in total), since they go from a share in employment of 18.0% (617 persons) one year after their registration in the NR to 44.9% (1,538 persons) six years later (or seven years after their registration in the NR). Also, and the progression is even more straightforward, we note that persons whose reason for residence is protection (3,080 persons) have an employment share of 46.9% after seven years while their share after one year was only 10.9%, the lowest among all reasons for residence.

For the other reasons for residence, the relative increase in the share of persons in employment is smaller over seven years, since it amounts to only 18 percentage points for family reunification (from 5,378 to 8,720 persons on a total of 18,965 persons), 14 percentage points for regularisation (from 1,613 to 2,173 persons on 3,903 persons in total) and 13 percentage points for the reason for residence “other” (from 388 to 727 persons on 2,580 persons in total).

With regard to the shares of jobseekers, we observe that there has been a significant increase among persons whose reason for residence is protection (3,080 persons registered in the National Register in 2010). In fact, over seven years, the increase in this share is constant in the first years (they start with a share of 0.0% one year after their registration in the NR since they are not entitled to unemployment benefits upon arrival) to reach a peak of 14.9% (458 persons)

after six years, followed by a small decline (to a share of 13.4%). In the future, with new data, we will be able to see whether this downward trend is confirmed for people with this reason for residence. For persons whose primary reason for residence is regularisation, in 2010 (3,903 persons), the share of jobseekers also increased rapidly in the first years, but then stagnated at 9.9% (382 persons on average) in the last three years studied. Finally, we see that persons whose reason for residence is study have the lowest shares of jobseekers but these are slightly increasing over time in the period studied.

The shares of inactive persons receiving an allocation follow an inverse parallelism with the shares of jobseekers for persons whose reasons for residence are protection or regularisation. In fact, the share of the former has dropped from 55.0% to 25.9% (i.e. from 1,694 to 799 persons) and the latter from 26% to 11% in six years (i.e. from 1,159 to 655 persons). It should be noted that these decreases, also in absolute numbers, are higher than the increases described above in the shares of jobseekers, as they also translate into an increase in employment as observed above.

For the last shares analysed here, those of inactive persons without allocation, it can be seen that the shares are and remain high seven years after their registration in the NR for all reasons for residence and in particular for the 2,580 persons linked to the “other” reason for residence (62.6% or 1,616 persons). While remaining high, it can be seen that persons whose reason for residence is family reunification or studies have the strongest decreasing shares. They fall from 62.7% to 38.2% (from 11,882 to 7,251 persons) and from 77.8% to 49.4% (from 2,662 to 1,690 persons). It can also be seen that persons whose primary reason for residence in 2010 is protection move from 34.1% to the lowest share of the different reasons for residence six years later with 13.7%.





# 8

## YOUNG PEOPLE IN PROFESSIONAL INTEGRATION PERIOD

## KEY ELEMENTS

- › In 2016, 87,732 young people registered as job-seekers for the first time, mainly in the third quarter. The majority (70.8%) are between 20 and 24 years old. Less than half of them have found a job at the end of the first trimester of their integration period, except for young people of Belgian origin.
- › In general, women are underrepresented in the category “long-term without work”, with the exception of women of Belgian, EU Candidate, EU-13, Other European and Other African origin.
- › For young people aged 18 to 19, only those of Belgian, EU Candidate and EU-14 origin managed to find at least one job during the year of their integration period. For those with EU Candidate origin, the decrease in the share of long-term non-working is greatest (-10.0 percentage points).
- › The shorter people have been in school, the more likely they are to end up in the category of long-term non-working. With a similar level of education, people with Belgian and EU-14 origin find a job proportionally more often from the first quarter onwards.
- › Those with origins in the Near/Middle East are distinguished by a high proportion of people who have completed at most lower secondary education (47.5%; of whom 22.9% with a foreign diploma not recognised in Belgium, a proportion that increased with 26.4 percentage points since 2012). At the end of the first trimester after their registration, only 14.3% started to work; this category has been declining since 2012. One year later, they are over-represented in the category of social welfare beneficiaries. They are relatively more often without work 12 months after their registration (65.2%), especially in Wallonia and Brussels (78.1% and 68.3% respectively), for men (67.4%), for 18-19-year olds (69.7%), for persons with at most lower secondary education (86.5%), or for persons who have been registered in the National Register for 5 years or less (85.9%).
- › People of Other African origin also have a high proportion of people with a lower secondary education certificate at most, but this proportion has decreased since 2012. Their outflow to work after one quarter, although still weak (25.2%), has increased significantly, especially for 18-24-year olds but also for those with upper secondary and higher education qualifications. However, their share without work remains higher than 50% in general and according to most of the variables analysed, especially for those with at most lower secondary education qualifications (78.5%) and those who were registered in the National Register 5 years ago or less (66.2%).
- › Persons of Maghreb origin have experienced positive developments since 2012: their share of persons with at most a lower secondary education diploma has decreased and 18-29-year olds and those with a higher education diploma more often found a job in the first quarter after their registration. One year later, however, persons of this origin are still over-represented compared to the other origins in the category of jobseekers entitled to unemployment benefits (together with those with of EU candidate origin), and their percentage without work for those who were registered in the National Register 5 years ago or less is 61.3%.

This topic has already been discussed in the previous report. Unfortunately, as a result of a selection error, the data presented did not fully correspond to reality. Moreover, improvements have been made in the analysis. We therefore present this chapter again with corrected and updated data, as well as developments over time.

Since 1 January 2012, before receiving so-called integration allocations, young people who have completed their studies must, regardless of their age, complete a 310-day professional integration period (not including Sundays, i.e. approximately one year)<sup>234</sup>. At the end of this course, if they are unemployed and if certain conditions are met<sup>235</sup>, they can receive integration benefits.

The first step in this chapter is to examine the characteristics of young people who register as jobseekers. To do this, we selected the population of young people aged 18 to 29 who, during the quarter under review, are registered as jobseekers, while checking that they were not registered during the previous four quarters. Thus, we are certain that this is a new registration. However, we cannot be sure that they have registered immediately after finishing or dropping

out of school. They may indeed have had a period of inactivity prior to registration (for example, volunteering abroad), or may have even started an integration period more than a year earlier which was interrupted for various reasons. We were nevertheless able to isolate the fact that they had been active in a professional activity during one of the 4 previous quarters and the distinction will be made where relevant.

The second stage consists of analysing the career path of these young people after their registration for the professional integration period. For each of them, we have the socio-economic position on the last day of each quarter following their entry, over a total period of one year. Note that since this is the situation on the last day of the quarters, it is possible that some short-term jobs may escape us (for example, a period of employment from January 16 to March 15).

Given the small amount of data sometimes observed, it is possible that for some tables or graphs the numbers may be too small to be interpreted or even published for reasons of confidentiality. This is why you will not always find all the origins in every table or graph.

<sup>234</sup> <https://www.onem.be/fr/citoyens/ch%c3%b4mage/stage-dinsertion-professionnelle>.

<sup>235</sup> For more information about access conditions: <http://www.onem.be/fr/documentation/feuille-info/t35>.

## 1. DESCRIPTION OF THE POPULATION OF YOUNG PEOPLE REGISTERED AS JOBSEEKERS IN AN INTEGRATION PERIOD

**Table 45: Distribution of young people registered in an integration period by origin and trimester (18-29 years old, 2016)**

|                        | 2016/01       | 2016/02      | 2016/03       | 2016/04       |
|------------------------|---------------|--------------|---------------|---------------|
| <b>TOTAL*</b>          | 100.0 %       | 100.0 %      | 100.0 %       | 100.0 %       |
| <b>Number</b>          | <b>12,465</b> | <b>9,179</b> | <b>49,809</b> | <b>16,279</b> |
| Belgian                | 56.7 %        | 57.7 %       | 67.5 %        | 52.3 %        |
| EU-14                  | 15.5 %        | 14.4 %       | 14.1 %        | 17.2 %        |
| EU-13                  | 2.8 %         | 2.7 %        | 1.6 %         | 2.4 %         |
| EU Candidate           | 3.5 %         | 3.4 %        | 2.8 %         | 4.3 %         |
| Other European         | 2.1 %         | 1.9 %        | 1.3 %         | 2.3 %         |
| Maghreb                | 7.9 %         | 6.4 %        | 5.3 %         | 9.3 %         |
| Other African          | 4.5 %         | 4.7 %        | 2.4 %         | 4.7 %         |
| Near/Middle East       | 1.5 %         | 2.0 %        | 0.8 %         | 1.5 %         |
| Oceania/Far East       | 0.4 %         | 0.4 %        | 0.3 %         | 0.4 %         |
| Other Asian            | 1.4 %         | 1.7 %        | 1.1 %         | 1.6 %         |
| South/Central American | 1.0 %         | 1.1 %        | 0.6 %         | 0.9 %         |

\* including unknown

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

The number of young people who register as jobseekers and complete an integration period has a seasonal effect that is close to the rhythm of the school year. Thus, if 87,732 young people registered as jobseekers for the first time in 2016, it is mainly in the 3<sup>rd</sup> quarter that this occurred. A large number of these young people register as soon as they finish their studies (regardless of whether these studies led to a diploma or whether they have dropped out). On average for the year 2016, 58.6% of these new jobseekers are of Belgian origin, 15.3% are of EU-14 origin, 7.2% are of Maghreb origin, 4.1% are of Other African origin and 3.5% are from EU candidate origin. The other origins each account for less than 3% of all these young people. We note that these rates are higher in the third quarter for people of Belgian origin and lower for people of other origins.

Since 2012, these shares have changed slightly, as the share of people of Belgian and Other African origin has decreased in favour of an increase in the share of people of EU-14, EU-13, EU candidate, Near/Middle Eastern and Other

Asian origin<sup>236</sup>. These trends seem to follow those of the total population of young people aged 18 to 29, except for persons of Other African origin, whose share has increased, and those of EU candidate origin, which has remained stable.

In order to maximise the amount of relevant information given the size of the samples, and also in order to obtain the largest possible proportion of young people registered as soon as they finish their studies compared to those who have another background prior to registration, we will focus for the rest of this report on data for the 3<sup>rd</sup> quarter of 2016. Let us begin by examining the demographic characteristics of this sub-population.

The following table presents for each origin the **regional** distribution of 18-29-year olds who register as jobseekers in integration period in the 3<sup>rd</sup> quarter of 2016 and compares it to the regional distribution in 2016 of the total population of the same age group, in order to determine whether there are differences between the two.

<sup>236</sup> See data in the appendix.

**Table 46: Distribution of young people registered in an integration period by origin and region (18-29 years old, 3<sup>rd</sup> quarter 2016)**

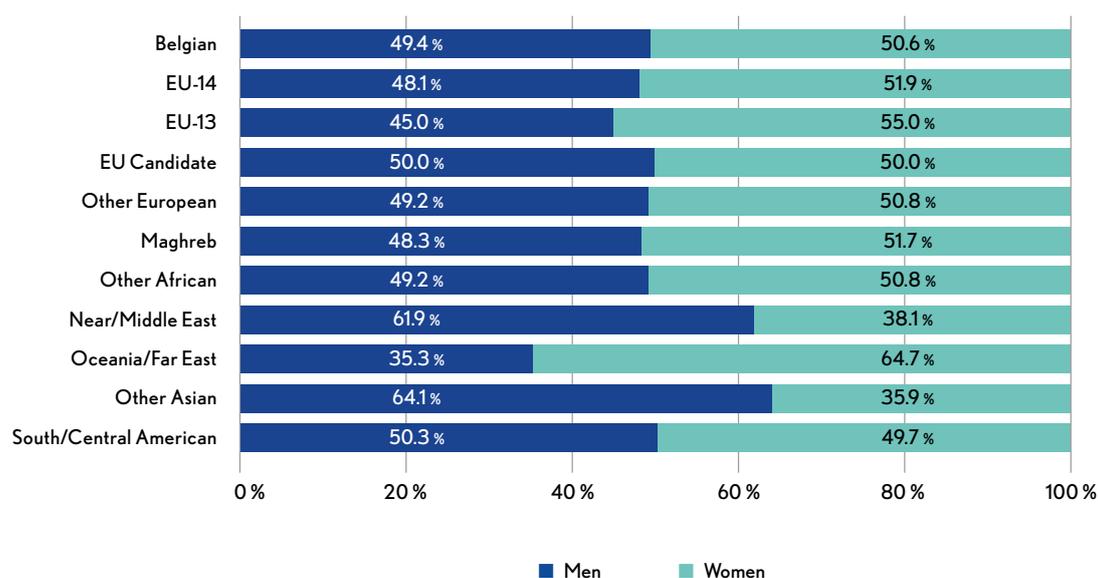
|                        | Brussels           |                  | Wallonia           |                  | Flanders           |                  |
|------------------------|--------------------|------------------|--------------------|------------------|--------------------|------------------|
|                        | Integration period | Total population | Integration period | Total population | Integration period | Total population |
| TOTAL*                 | 9.7 %              | 12.2 %           | 40.8 %             | 32.6 %           | 49.5 %             | 55.2 %           |
| Belgian                | 3.9 %              | 4.0 %            | 38.8 %             | 31.5 %           | 57.4 %             | 64.4 %           |
| EU-14                  | 11.9 %             | 18.8 %           | 61.6 %             | 48.4 %           | 26.5 %             | 32.8 %           |
| EU-13                  | 29.5 %             | 32.6 %           | 32.7 %             | 17.5 %           | 37.8 %             | 49.9 %           |
| EU Candidate           | 21.3 %             | 21.5 %           | 22.3 %             | 22.4 %           | 56.4 %             | 56.1 %           |
| Other European         | 19.4 %             | 20.1 %           | 33.9 %             | 24.8 %           | 46.7 %             | 55.2 %           |
| Maghreb                | 43.4 %             | 41.7 %           | 24.6 %             | 22.3 %           | 32.0 %             | 36.0 %           |
| Other African          | 34.2 %             | 29.6 %           | 40.1 %             | 33.9 %           | 25.7 %             | 36.5 %           |
| Near/Middle East       | 37.3 %             | 25.2 %           | 35.6 %             | 20.1 %           | 27.1 %             | 54.7 %           |
| Oceania/Far East       | 16.8 %             | 24.1 %           | 38.2 %             | 20.5 %           | 45.1 %             | 55.5 %           |
| Other Asian            | 18.9 %             | 17.5 %           | 34.4 %             | 20.8 %           | 46.6 %             | 61.6 %           |
| South/Central American | 31.9 %             | 32.5 %           | 25.7 %             | 22.4 %           | 42.4 %             | 45.0 %           |

\* including unknown

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

On average, newly registered jobseekers are over-represented in the Walloon region in relation to the total population and under-represented in the Flemish region. This is true for all origins except for people of EU candidate

origin. In Brussels, the situation is less clear-cut and varies more according to origin. People of EU-14, EU-13, other European and Oceania/Far East origin, for example, are significantly under-represented in relation to the total population.

**Graph 105: Distribution of young people registered in an integration period by origin and gender (18-29 years old, 3<sup>rd</sup> quarter 2016)**

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

The distribution **by gender** presented in the above graph is similar to that observed in the total population, which is generally fairly balanced, except for a few origins. Two exceptions are, however, those of Oceania/Far East origin and, to a lesser extent, those of EU-13 origin where women are over-represented among the registrations as jobseekers (64.7% and 55.0% respectively, compared with 45.8% and 51.4% in the total population) and, conversely, those of Other Asian countries whose men are more over-represented than in the total population (64.1% compared with 60.2%).

However, these breakdowns differ greatly by region<sup>237</sup>. Indeed, the strong over-representation of women of Oceania/Far Eastern origin is not confirmed in Brussels, whereas the strong over-representation of people of EU-13 origin is mainly confirmed in Brussels. Men of Other Asian origin are over-represented everywhere but mainly in Wallonia. Finally, men from the Near/Middle East are more over-represented in Wallonia as well.

**Table 47: Distribution of young people registered in an integration period in the 3<sup>rd</sup> quarter of 2016 and change in percentage points since the 3<sup>rd</sup> quarter of 2012 by origin and age group (18-29 years old)**

|                        | 18-19         | Evolution | 20-24  | Evolution | 25-29         | Evolution |
|------------------------|---------------|-----------|--------|-----------|---------------|-----------|
| <b>TOTAL*</b>          | 22.4 %        | -2.6      | 70.8 % | 4.0       | 6.8 %         | -1.5      |
| Belgian                | 21.8 %        | -2.1      | 73.1 % | 3.9       | 5.2 %         | -1.8      |
| EU-14                  | 23.3 %        | -3.9      | 67.6 % | 4.0       | 9.1 %         | -0.1      |
| EU-13                  | 29.3 %        | 1.1       | 60.1 % | 3.6       | 10.6 %        | -4.7      |
| EU Candidate           | <b>30.7 %</b> | -4.4      | 65.0 % | 6.7       | 4.3 %         | -2.3      |
| Other European         | 28.8 %        | 0.6       | 61.1 % | 0.3       | 10.1 %        | -0.9      |
| Maghreb                | 20.8 %        | -6.1      | 69.4 % | 8.2       | 9.8 %         | -2.1      |
| Other African          | 17.0 %        | -2.3      | 63.2 % | 6.5       | <b>19.8 %</b> | -4.2      |
| Near/Middle East       | 17.7 %        | 0.7       | 59.2 % | -5.7      | <b>23.1 %</b> | 5.1       |
| Oceania/Far East       | 16.2 %        | -7.5      | 72.8 % | 12.1      | <b>11.0 %</b> | -4.6      |
| Other Asian            | 20.6 %        | -5.2      | 69.4 % | 13.6      | 10.0 %        | -8.4      |
| South/Central American | 22.4 %        | 1.8       | 61.8 % | 0.7       | 15.8 %        | -2.5      |

\* including unknown

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

The above table shows that the majority (70.8%) of the young people registered are between 20 and 24 years old, 22.4% are 18 or 19 years old, and only 6.8% are older. Since the entry into force on 1 January 2015 of the new **age limit**<sup>238</sup> for applying for an integration allocation, all registrations for the 25-29 age group have decreased, except for persons of Near/Middle

Eastern origin (+5.1 percentage points). Their share, as well as that of persons of Other African origin, is much higher compared to other origins.

Since 2012, the share of 18-19-year olds has also declined (-2.6 percentage points) while the share of 20-24-year olds has increased by 4 percentage points, suggesting a lengthening of

<sup>237</sup> See data in the appendix.

<sup>238</sup> Since 1 January 2015 the first application for integration allocations after the professional integration period must now be submitted before the 25<sup>th</sup> birthday. This age limit may be waived if the person was unable to apply before that age either because he or she was mainly employed or self-employed or because he or she had to interrupt his or her studies for reasons beyond his or her control so that the end of his or her integration period takes place after his or her 25<sup>th</sup> birthday.

the duration of studies. This is particularly true for people of Maghreb and EU candidate origin, although the latter remain proportionally more numerous than the average among 18-19-year olds. This is also true for people of Oceania/Far East and Other Asian origin, but the small numbers of people from these origins mean that they

should be interpreted with the utmost caution. Only people of EU-13, Other European (the latter two are also over-represented among 18-19-year olds in Q3 2016), Near/Middle East or Central/South American origin have not followed this trend.

**Table 48: Distribution of young people registered in an integration course in the third quarter of 2016 and change in percentage points since the third quarter of 2012 by origin and level of qualification (18-29 years old)**

|                        | Low    | Evolution | Medium | Evolution | High   | Evolution |
|------------------------|--------|-----------|--------|-----------|--------|-----------|
| TOTAL*                 | 9.6 %  | 0.1       | 48.3 % | 0.6       | 42.1 % | -0.6      |
| Belgian                | 5.6 %  | 0.1       | 46.3 % | 0.2       | 48.1 % | -0.3      |
| EU-14                  | 13.1 % | -0.5      | 49.2 % | -0.7      | 37.7 % | 1.2       |
| EU-13                  | 25.7 % | 3.9       | 48.2 % | 2.6       | 26.1 % | -6.6      |
| EU Candidate           | 15.1 % | -2.7      | 69.0 % | 3.9       | 15.9 % | -1.1      |
| Other European         | 20.0 % | -1.9      | 57.1 % | 0.5       | 22.9 % | 1.4       |
| Maghreb                | 19.5 % | -4.4      | 58.2 % | 1.9       | 22.3 % | 2.5       |
| Other African          | 26.4 % | -8.4      | 49.3 % | 6.9       | 24.3 % | 1.6       |
| Near/Middle East       | 47.5 % | 26.4      | 29.9 % | -17.1     | 22.6 % | -9.3      |
| Oceania/Far East       | 13.3 % | -1.2      | 42.2 % | -5.7      | 44.5 % | 6.9       |
| Other Asian            | 28.2 % | -4.3      | 50.1 % | 10.1      | 21.7 % | -5.8      |
| South/Central American | 19.7 % | 0.7       | 53.9 % | 4.6       | 26.3 % | -5.3      |

\* including unknown

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

As we can see above, in Belgium, a higher proportion of young people registered have an upper secondary education **qualification**, all origins combined. However, several origins stand out in terms of a higher proportion of people with at most a lower secondary education qualification (Near/Middle East, Other Asian, Other African, EU-13, ...). This can be explained by the possession of a diploma of this level, but also by a diploma classified as such because it was obtained abroad and not recognised in Belgium. This is particularly the case for people of Near/Middle Eastern origin (22.9% of them have a foreign diploma that is not recognised in Belgium<sup>239</sup>). While the share of lower secondary school graduates has remained stable overall since the third quarter of 2012, this is not the case for persons from the Near/Middle East,

for whom it has increased by 26.4 percentage points (at the expense of other levels of qualification) and, more moderately, for persons from the EU-13 (+3.9 percentage points compared to -6.6 percentage points for higher education qualifications). On the other hand, the share of those with at most lower secondary education decreased for people of Other African (-8.4 percentage points, shift especially towards upper secondary education graduates), Maghreb (-4.4 percentage points, with +2.5 percentage points for higher education diplomas) and Other Asian origin (-4.3 percentage points, especially towards upper secondary diplomas).

Conversely, people of Belgian or Oceania/Far Eastern origin are on average more likely to

<sup>239</sup> See data in the appendix.

have a higher education diploma at the time of their registration in an integration period.

Again, this picture differs by region<sup>240</sup>. In Brussels, people of Belgian and EU-14 origin register much more frequently with a tertiary degree (24.7 and 14.5 percentage points more than the total), while people of Near/Middle Eastern and EU-13 origin register more frequently with at most lower (or unrecognised) secondary education (+32.1 and +26.7 percentage points respectively). In Wallonia, people of Near/Middle Eastern origin are also more

likely to have a lower secondary education or less (+50.2 percentage points), followed by people of Other Asian origin (+32.5 percentage points). Finally, in Flanders, persons of non-Belgian origin are more frequently holders of upper secondary education qualifications than the average for all regions combined, and persons of Near/Middle Eastern origin are more often holders of at most a lower secondary education qualification, but with smaller differences than in the other two regions, while persons of Belgian origin are more regularly holders of a higher education qualification.

**Table 49: Distribution of young people registered in an integration period by origin and migration background (18-29 years old, 3<sup>rd</sup> quarter 2016)**

|                        | Belgian parents born foreigner(s) | Parent(s) of foreign nationality | Obtained nationality > 5 years | Obtained nationality ≤ 5 years | Registration NR > 5 years | Registration NR ≤ 5 years |
|------------------------|-----------------------------------|----------------------------------|--------------------------------|--------------------------------|---------------------------|---------------------------|
| EU-14                  | 41.5 %                            | 40.3 %                           | 0.3 %                          | 0.9 %                          | 7.9 %                     | 9.2 %                     |
| EU-13                  | 34.9 %                            | 5.6 %                            | :                              | 9.1 %                          | :                         | <b>45.0 %</b>             |
| EU Candidate           | <b>69.1 %</b>                     | 16.1 %                           | :                              | 5.9 %                          | :                         | 5.7 %                     |
| Other European         | 23.5 %                            | 7.1 %                            | 3.3 %                          | 38.3 %                         | 11.2 %                    | 16.6 %                    |
| Maghreb                | <b>64.0 %</b>                     | 18.3 %                           | 1.6 %                          | 5.7 %                          | 1.4 %                     | 9.0 %                     |
| Other African          | 27.9 %                            | 8.7 %                            | 7.1 %                          | 22.3 %                         | 3.1 %                     | 30.8 %                    |
| Near/Middle East       | 31.7 %                            | 3.5 %                            | :                              | 10.5 %                         | :                         | 51.9 %                    |
| Oceania/Far East       | 42.8 %                            | 9.2 %                            | 26.6 %                         | :                              | :                         | 13.3 %                    |
| Other Asian            | 33.9 %                            | 5.8 %                            | 9.5 %                          | 16.9 %                         | 2.9 %                     | 31.0 %                    |
| South/Central American | 32.7 %                            | 5.9 %                            | 16.2 %                         | 16.2 %                         | 4.0 %                     | 25.1 %                    |

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

Finally, when we break down the data **by migration background**, we note the marked over-representation of second generation people of Maghreb (64.0%) and EU candidate origin (69.1%) whose parents have acquired Belgian nationality in relation to their proportion in the total population (which is around 55%)<sup>241</sup>. Persons of EU-13 origin are also over-represented (45.0%, or +17 percentage points since 2012) in the category of persons regis-

tered in the National Register for 5 years or less, but much less than their over-representation in the total population (75%). Persons of Near/Middle Eastern origin are over-represented in this category as well as in the total population. This category has seen an increase of 29.6 percentage points since 2012. All these results should be interpreted with caution, however, as they are based on small numbers and are therefore subject to large variations.

<sup>240</sup> See data in the appendix.

<sup>241</sup> See data in the appendix.

## 2. LABOUR MARKET TRAJECTORIES OF YOUNG PEOPLE IN A PROFESSIONAL INTEGRATION PERIOD

In this section, we will follow the trajectory of young people from the moment they register as jobseekers in order to observe the extent to which they access employment.

Before starting the analysis, it is necessary to understand some aspects of the nomenclature of the socio-economic position<sup>242</sup>. The categories of unemployment refer to all forms of unemployment with benefits, including integration benefits. In this last subdivision, we find young people registered in an integration period who derogate from the rule of 310 days of completion of the training course, such as those who have completed a vocational training course<sup>243</sup>. Given the small number of people concerned, this category will be grouped together with the inactive in the category “not employed”. All young people on an integration period who are not yet entitled to receive (unemployment or integration) benefits will then be divided into the different categories of inactivity. The most important one is made up of recipients of child benefits. Indeed, child benefits can be maintained under certain conditions for children under 25 years of age who are no longer subject to compulsory education during the professional integration period. Another group of young people is found among the beneficiaries of a social welfare benefit. Finally, a large contingent will be found in the

“other” category, that of inactive persons without allocation.

We must also bear in mind that the data examined here are only a snapshot of the situation on the last day of the quarter and that, in this way, short periods of work between two points of comparison go completely unnoticed.

In this edition, we can distinguish the young people registered for the integration period according to whether or not they have already worked<sup>244</sup> during one of the 4 quarters preceding registration. In the 3<sup>rd</sup> quarter of 2016, 43,717 young people registered did not work during the previous year (87.8%), and 6,092 worked in at least one of the 4 quarters prior to registration (12.2%).

Finally, the changes presented in this section should be understood as follows: the results and trajectories of the cohort of young people registered in the 3<sup>rd</sup> quarter of 2016 are compared with those of the cohort of young people registered in the 3<sup>rd</sup> quarter of 2012 in order to see whether the measures put in place in the meantime improved these results and trajectories.

If we look at the situation of new registrants in an insertion period as of the quarter following registration, here is the breakdown we get:

<sup>242</sup> <https://www.ksz-bcss.fgov.be/fr/dwh/variabledetail/banque-carrefour-de-la-securite-sociale/Variables/nomenclature-de-la-position-socio-economique-2.html?filter=themes&institution=&sources=&themes=Protection%20de%20la%20maternit%C3%A9>.

<sup>243</sup> For more information about these exceptions: <http://www.onem.be/fr/documentation/feuille-info/t35>.

<sup>244</sup> Codes 111 to 143 of the nomenclature of socio-economic position.

**Table 50: Trajectories of young people registered in an integration period in the 3<sup>rd</sup> quarter of 2016 by status in the 4<sup>th</sup> quarter of 2016 and change in percentage points compared to the cohort in the 3<sup>rd</sup> quarter of 2012, by origin (18-29 years old)**

| Have not worked during one of the 4 previous quarters | Employment |           | No employment |           | of which child benefits |           | of which social welfare benefit |           | of which other |           |
|---|------------|-----------|---------------|-----------|-------------------------|-----------|---------------------------------|-----------|----------------|-----------|
|   | Share      | Evolution | Share         | Evolution | Share                   | Evolution | Share                           | Evolution | Share          | Evolution |
| Belgian   | 50.8 %     | 2.0       | 49.2 %        | -2.0      | 32.8 %                  | -3.9      | 2.2 %                           | 0.7       | 13.7 %         | 1.2       |
| EU-14   | 39.8 %     | 3.3       | 60.2 %        | -3.3      | 39.0 %                  | -4.2      | 4.6 %                           | 0.8       | 16.2 %         | 0.4       |
| EU-13   | 31.7 %     | 4.9       | 68.3 %        | -4.9      | 38.9 %                  | -6.6      | 8.1 %                           | -0.5      | 20.6 %         | 1.7       |
| EU Candidate  | 33.3 %     | 2.7       | 66.7 %        | -2.7      | 44.7 %                  | -5.0      | 8.8 %                           | 1.0       | 12.7 %         | 1.3       |
| Other European  | 30.9 %     | 2.1       | 69.1 %        | -2.1      | 34.3 %                  | 0.0       | 20.2 %                          | 1.1       | 14.3 %         | -2.9      |
| Maghreb   | 29.9 %     | 4.2       | 70.1 %        | -4.2      | 41.2 %                  | -5.8      | 14.4 %                          | 2.0       | 14.0 %         | -0.2      |
| Other African   | 25.2 %     | 5.9       | 74.8 %        | -5.9      | 27.6 %                  | 0.8       | 29.7 %                          | 0.4       | 17.4 %         | -6.9      |
| Near/Middle East                                      | 14.3 %     | -4.4      | 85.7 %        | 4.4       | 17.8 %                  | -19.1     | 50.1 %                          | 22.6      | 17.5 %         | 0.6       |
| Oceania/Far East                                      | 45.0 %     | 11.9      | 55.0 %        | -11.9     | 31.1 %                  | -10.1     | :                               | :         | 18.5 %         | 3.7       |
| Other Asian   | 29.0 %     | 2.5       | 71.0 %        | -2.5      | 29.4 %                  | -3.1      | 13.5 %                          | -1.0      | 28.1 %         | 1.9       |
| South/Central American                                | 33.0 %     | 6.5       | 67.0 %        | -6.5      | 36.4 %                  | -4.6      | 6.5 %                           | -2.8      | 19.6 %         | -3.2      |

| Have worked in one of the 4 previous quarters | Employment | No employment | of which child benefits | of which social welfare benefit | of which other |
|---|------------|---------------|-------------------------|---------------------------------|----------------|
| Belgian                                       | 65.5 %     | 34.5 %        | 14.7 %                  | 2.0 %                           | 11.9 %         |
| EU-14   | 56.4 %     | 43.6 %        | 16.1 %                  | 3.3 %                           | 15.5 %         |
| EU-13   | 50.4 %     | 49.6 %        | 21.2 %                  | :                               | 16.8 %         |
| EU Candidate                                  | 53.6 %     | 46.4 %        | 19.6 %                  | :                               | 17.0 %         |
| Other European                                | 53.6 %     | 46.4 %        | 14.3 %                  | :                               | :              |
| Maghreb                                       | 52.3 %     | 47.7 %        | 23.9 %                  | 7.0 %                           | 11.6 %         |
| Other African                                 | 54.5 %     | 45.5 %        | 13.6 %                  | :                               | 17.3 %         |
| Near/Middle East                              | 61.3 %     | 38.7 %        | :                       | :                               | :              |
| Other Asian                                   | 46.7 %     | 53.3 %        | 14.4 %                  | 14.4 %                          | 18.9 %         |
| South/Central American                        | 55.8 %     | 44.2 %        | :                       | :                               | :              |

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

Less than half of the young people have found a job at the end of the first quarter in an integration period, except for people of Belgian origin of whom 50.8% has done so. However, these rates have been improving since the third quarter of 2012 (+2.0 percentage points for all origins combined). People of Near/Middle Eastern origin have only 14.3% of trajectories towards employment, the only ones for whom this has decreased since 2012. They are also the least likely to receive child benefits (17.8%, compared with 44.7% of people of EU candidate origin). A very high proportion of them are in the category of recipients of a social welfare benefit (50.1%). People of Other African origin have a similar distribution but in a more moderate way. However, their transitions to employment have increased

the most since 2012 (+5.9 percentage points) together with those of people of South/Central American origin (+6.5 percentage points) and Oceania/Far East origin (+11.9 percentage points).

These different situations are not unrelated to, among other things, the age of the persons concerned. As a reminder (see Part I), persons of Other African and Near/Middle Eastern origin who are newly registered as unemployed are over-represented among the over-25s and are therefore no longer entitled to child benefits as soon as they reach the age of 25, which explains their lower presence in this category compared to other origins. Conversely, the proportion of jobseekers of EU Candidate origin under 25 is

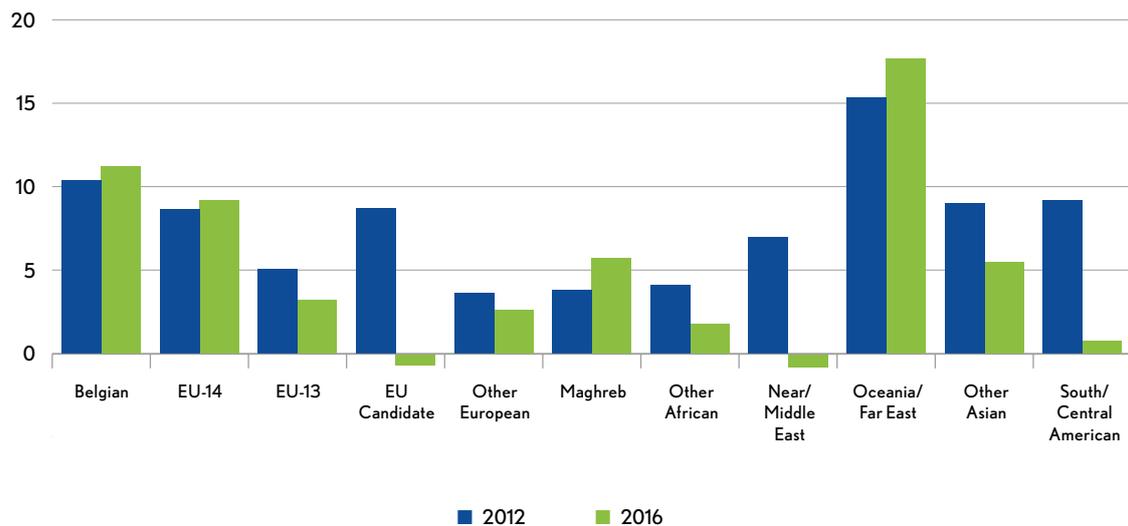
higher than among those from other origins. It is therefore logical to find a higher proportion of recipients of child benefits among them.

In the second part of the table, we see that the fact of having worked before allows a better integration of young people into the labour market in the quarter following registration. Persons of non-EU origin benefit most (+23.8 percentage points on average compared to +16.7 percentage points on average for persons of Belgian and EU origin) from this advantage compared to those who have not previously worked, particularly persons of Near/Middle Eastern origin, but

this finding should be interpreted with caution as it concerns a small number of persons. People of Other African origin also benefit more from this advantage, but again to a lesser extent.

Given the small number of people concerned by the fact of having had a job in one of the 4 quarters preceding the registration for the integration period, and in order to analyse the trajectories of people with the same chances at the start (i.e. no professional experience), we will continue the analysis based only on people who have not had a job in the year preceding registration. voor de inschrijving niet gewerkt hebben.

**Graph 106: Differences between women and men registered in an integration period in the 3<sup>rd</sup> quarter and in employment in the 4<sup>th</sup> quarter by origin (18-29 years old, 2012-2016, in percentage points)**

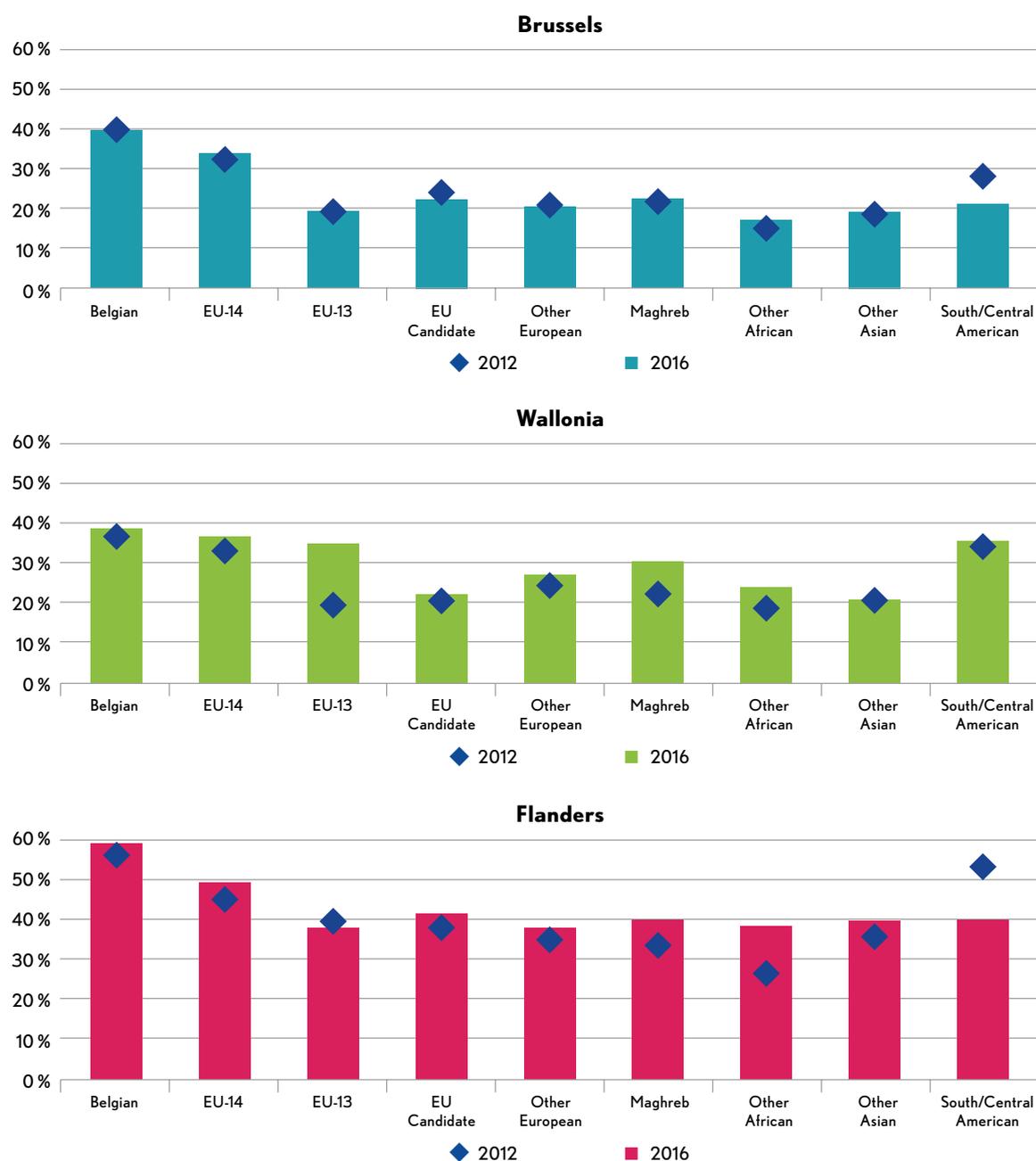


Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

We can see from the graph above that people who find a job quickly are more often women, the gap being particularly large for people of Belgian origin (56.4% for **women**, 45.2% for **men**), and for those of Oceania/Far Eastern origin (51.6% against 33.9%). These gaps have

widened since 2012 for people of Belgian, EU-14, Maghreb and Oceania/Far Eastern origin, but have narrowed considerably for other origins, to the point where they are very slightly in favour of men for people of EU candidate and Near/Middle Eastern origin.

**Graph 107: Young people registered in an integration period in the 3<sup>rd</sup> quarter and in employment in the 4<sup>th</sup> quarter by origin and region (18-29 years old, 2012-2016)**

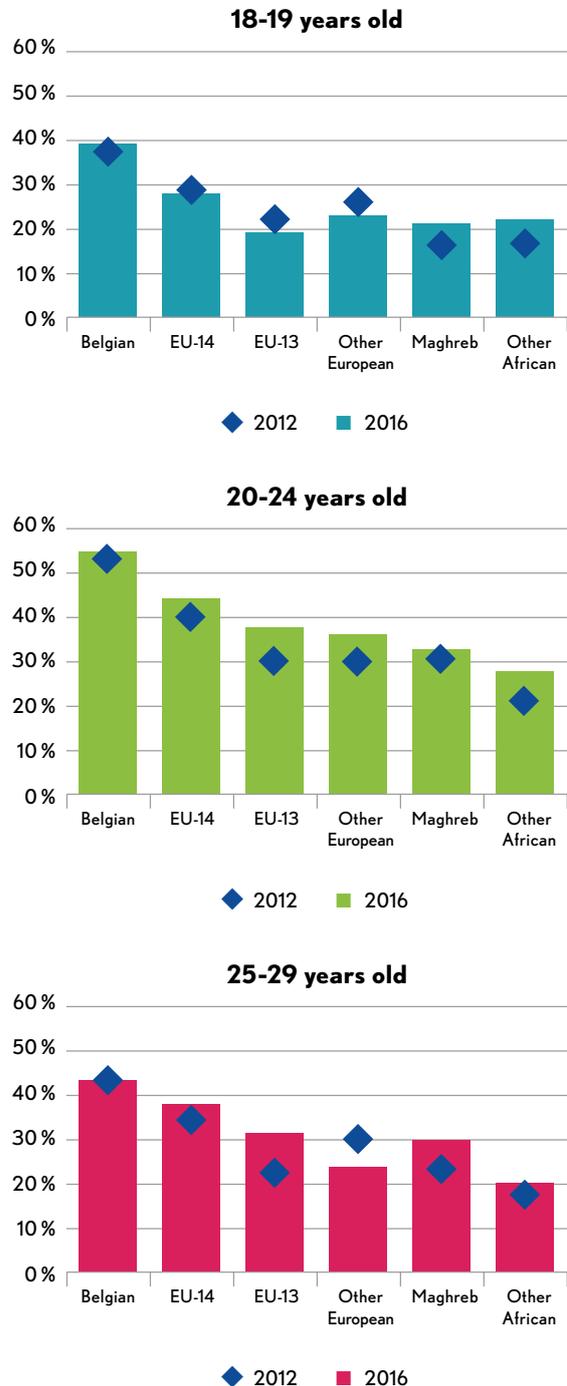


Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

In Flanders, young people in an integration period most often find a job soon after their registration, with the gap with the other two regions again being the most marked for people of Belgian origin. People of EU-13 and South/Central American origin have similar pathways in Wallonia and Flanders, their situation is more difficult in the Brussels region. The situation has changed little in Brussels since 2012, except for

people of South/Central American origin (-7.1 percentage points). The greatest changes in the Walloon region concern persons of EU-13 and Maghrebi origin (+15.4 and +8.0 percentage points respectively) and, in the Flemish region, persons of Other African and South/Central American origin (+11.7 and -13.5 percentage points respectively).

**Graph 108: Young people registered in an integration period in the 3<sup>rd</sup> quarter and in employment in the 4<sup>th</sup> quarter by origin and age group (18-29 years old, 2012-2016)**



Young people aged 18 to 19 in an integration period have the most difficulties to find a job, probably as a result of a level of qualification that rarely goes beyond lower secondary school. Only young people of Maghrebi and Other African origin have seen this rate increase since 2012 (+4.9 and +5.3 percentage points respectively). **The gap between 18-19-year-olds and 20-24-year-olds** is smallest for people of Other African origin, mainly because their employment rate for 20-24-year-olds is low. The 25-29-year-olds also have lower employment shares than the 20-24-year-olds, especially for people of Belgian and other European origin. The latter have seen this rate fall by 6.3 percentage points since 2012, while it has increased for other origins (especially for persons of EU-13 origin, +8.9 percentage points).

Source: Datawarehouse labour market and social protection, CBSS.  
Calculations and processing: FPS ELSD/Unia.

**Graph 109: Young people registered in an integration period in the 3<sup>rd</sup> quarter and in employment in the 4<sup>th</sup> quarter by origin and level of qualification (18-29 years old, 2012-2016)**



Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

The graph above shows very clearly that the fact of quickly landing a first job is correlated to **the level of qualification**: the higher the level of qualification, the more people are employed after a quarter in an integration period. With a similar level of qualification, people of Belgian origin and EU-14 find proportionally more jobs in the first quarter following registration in an

integration period. We note, however, that people of Maghrebi origin with a higher education diploma obtain better results than in 2012 (+8.8 percentage points), which puts them in 3<sup>rd</sup> position after people of Belgian and EU-14 origin. However, this is not the case if they have another level of qualification. People of Other African origin also reduce the gaps for upper second-

ary (+6.3 percentage points) and tertiary (+6.6 percentage points) diplomas since 2012, but not enough to leave their last position among the origins presented above.

Unfortunately, the figures broken down **by migration background** are not sufficient to pres-

ent a relevant analysis of this aspect, so we shall refrain from doing so.

Now, let's look at the longer-term trajectory of these young people registered as young job-seekers in the 3<sup>rd</sup> quarter of 2016, i.e. their situation one year later.

**Table 51: Trajectories of young people registered in an integration period in the 3<sup>rd</sup> quarter of 2016 by status in the 3<sup>rd</sup> quarter of 2017 and change in percentage points compared to the cohort in the 3<sup>rd</sup> quarter of 2012, by origin (18-29 years old)**

| Have not worked during one of the 4 previous quarters | Employment |           | Unemployment |           | Inactivity |           | of which child benefits |           | of which social welfare benefit |           | of which other |           |
|---|------------|-----------|--------------|-----------|------------|-----------|-------------------------|-----------|---------------------------------|-----------|----------------|-----------|
|   | Share      | Evolution | Share        | Evolution | Share      | Evolution | Share                   | Evolution | Share                           | Evolution | Share          | Evolution |
| Belgian   | 69.3 %     | 3.3       | 5.6 %        | -9.0      | 25.0 %     | 5.7       | 5.5 %                   | 0.8       | 1.7 %                           | 1.0       | 16.4 %         | 4.8       |
| EU-14   | 56.3 %     | 3.5       | 7.8 %        | -13.6     | 35.9 %     | 10.1      | 6.7 %                   | 1.6       | 2.9 %                           | 1.3       | 24.6 %         | 8.4       |
| EU-13   | 46.9 %     | 0.5       | 7.2 %        | -7.0      | 45.9 %     | 6.6       | 6.2 %                   | -1.5      | 6.4 %                           | 2.3       | 32.2 %         | 6.8       |
| EU Candidate  | 51.0 %     | 6.0       | 10.1 %       | -14.3     | 38.9 %     | 8.3       | 6.1 %                   | -0.8      | 4.9 %                           | 1.8       | 26.2 %         | 7.8       |
| Other European  | 46.9 %     | 7.0       | 5.7 %        | -14.9     | 47.4 %     | 7.9       | 7.6 %                   | 2.7       | 11.9 %                          | 1.8       | 26.7 %         | 4.6       |
| Maghreb   | 46.1 %     | 8.5       | 9.7 %        | -12.1     | 44.1 %     | 3.7       | 7.3 %                   | 0.4       | 7.8 %                           | 1.4       | 27.5 %         | 2.4       |
| Other African   | 35.9 %     | 3.9       | 3.8 %        | -6.7      | 60.3 %     | 2.7       | 6.6 %                   | 0.5       | 23.4 %                          | 2.7       | 29.2 %         | 0.2       |
| Near/Middle East                                      | 26.7 %     | -9.6      | :            | :         | :          | :         | 4.0 %                   | -4.1      | 42.3 %                          | 25.4      | 24.3 %         | 2.0       |
| Other Asian   | 44.9 %     | 1.6       | 4.4 %        | -8.4      | 50.8 %     | 6.9       | 7.4 %                   | 2.5       | 10.5 %                          | 1.2       | 31.6 %         | 3.1       |
| South/Central American                                | 42.9 %     | 1.5       | 4.6 %        | -8.1      | 52.5 %     | 6.6       | 10.3 %                  | 2.1       | 7.7 %                           | 1.7       | 33.7 %         | 3.1       |

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

Comparing these results with those in table 6, it can be seen that few people are still receiving child benefits and that the share of social welfare beneficiaries has also decreased. This decline is partly reflected in an increase in the number of persons in employment, slightly more marked for persons of Belgian origin (+18.5 percentage points), and less so for persons of Other African (+10.7 percentage points) and South/Central American origin (+10.0 percentage points), in an increase in the "other" category and finally in an increase in jobseekers entitled to unemployment benefits. This last transition from child or social welfare benefits to unemployment with benefits (mainly integration allocations) is the consequence of the fact that a large majority of young people have completed their professional integration period and then receive, if they

have not found a job, an integration allocation. People of EU candidate and Maghreb origin are over-represented compared to other origins in this category. Young people who are not in employment or who do not receive unemployment benefits are, logically, young people who have either gone back to school, or have had their integration period extended for various reasons (e.g. long-term training), or have not respected the conditions of their integration period. Among these, people of Other African and especially Near/Middle Eastern origin remain over-represented in the category of social welfare beneficiaries.

The situation has changed considerably since the third quarter of 2012. The share of people in employment has increased for all origins ex-

cept for people of Near/Middle Eastern origin (-9.6 percentage points, with +25.4 percentage points towards the social welfare benefit). Those who saw their share increase the most were people of Maghreb (+8.5 percentage points), other European (+7.0 percentage points) and EU candidate origin (+6.0 percentage points).

There is also a very large generalised decrease in the trajectories towards paid unemployment for these three origins, as well as for persons of EU-14 origin, which is not entirely compensated by the trajectories towards employment, but also towards “other” type inactivity.

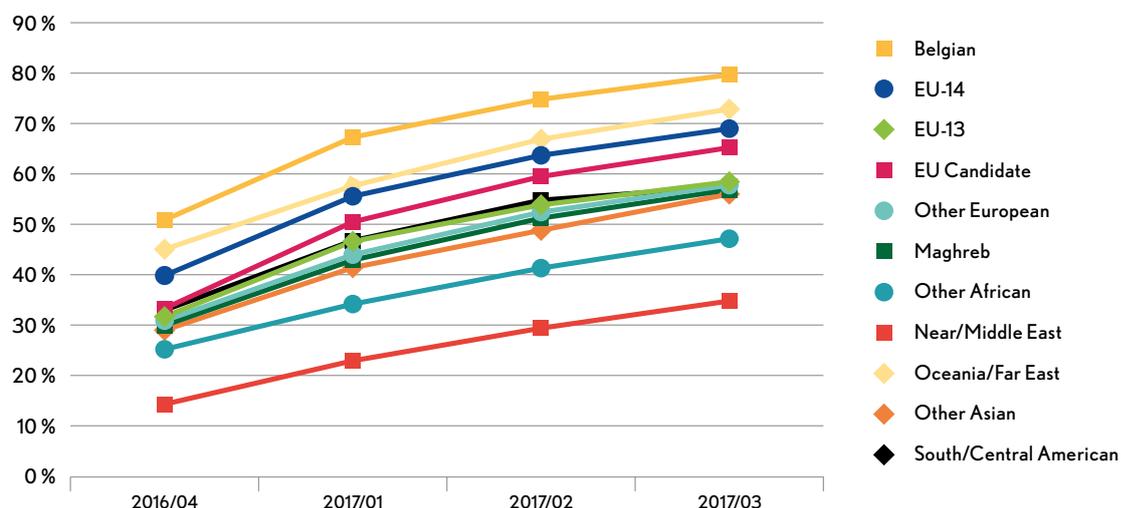
### 3. DURATION OF SEARCH FOR A FIRST JOB AND LONG-TERM UNEMPLOYMENT

In this last part, we will focus on the duration: the number of quarters needed for young people to find a job (salaried or self-employed) after their registration and the proportion of young people who have still not found a job at the end of their one-year integration period.

As a reminder, it is possible that some of these young people have already been employed prior to registration in an integration period, or even during, and that this information is not visible in the present data.

The graph below shows the percentage of young people who entered the integration period in the 3<sup>rd</sup> quarter of 2016 and who found at least one job in one of the following quarters<sup>245</sup>. Thus, we can observe how many young people have had a first work experience during the year following registration (with the nuances expressed in the paragraph above), a first experience often necessary to access other opportunities.

**Graph 110: Young people registered in an integration period in the 3<sup>rd</sup> quarter of 2016 and having found a first job between the 3<sup>rd</sup> quarter of 2016 and the 3<sup>rd</sup> quarter of 2017 by origin (18-29 years old)**



Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

<sup>245</sup> The result for Q3 2017 differs from the first column of the previous table since in the latter only young people who are employed at that date were counted, whereas in the graph below, young people who have already been employed in one of the previous quarters are also counted, regardless of whether they are still employed in Q3 2017 or not.

On average, the proportion of youth finding employment after registering as a job seeker increases more or less similarly for all origins over the quarters.

We immediately see that people of Belgian origin, who present the highest percentage (50.8%) of young people who find a job in the first quarter after they register as a jobseeker, continue to increase quarter on quarter (+28.8 percentage points in total). By the end of the third quarter of 2017, almost 80% of people of Belgian origin were able to find work. People of EU candidate origin experienced a slightly stronger increase than people of Belgian origin (+31.9 percentage points), but they started from a lower point. The other origins, which have a lower share of young people in employment one quarter after their registration, show similar growth over the quarters (between 24 and 30 percentage points of improvement), with the exception of persons originating from Other African countries (+21.9 percentage points) and especially from the Near/Middle East (+20.5 percentage points). The situation of these last two origins is particularly alarming since they are already very few to find a job in the first quarter and thus the gap with all other origins is widening.

On the basis of the available data, two indicators can be developed. The first one is an indicator of the median duration between registration in an integration period and finding a job. It is calculated as follows: during each quarter, the percentage of people who have acquired work experience as explained above is recorded. Then, we identify the quarter in which we reach 50% of people, for each origin. In this way, this indicator, which we will call “first job” (with all the reservations already expressed), can be interpreted as follows: a duration of 6 months means that 50% of people have found at least one job in the first and/or second quarter following registration (i.e. 6 months maximum). The other indicator is the percentage of young people who, after 12 months, which is the normal duration of the professional integration period, have still not been in employment (except for possible short periods of employment not visible during the quarter).

We will call this indicator “long-term non-working” because it may include young people who are no longer registered as jobseekers (i.e. the unemployed in strict terms) but who have returned to school or left the labour market.

**Table 52: Median duration of search for first job since registration, long-term non-working young people registered in integration period in the 3<sup>rd</sup> quarter 2016 and change in percentage points since 2012 by origin (18-29 years old)**

|                        | First job  | Long-term non-working | Evolution  |
|------------------------|------------|-----------------------|------------|
| Belgian                | 3 months   | 20.3 %                | -2.8       |
| EU-14                  | 6 months   | 31.0 %                | -3.8       |
| EU-13                  | 9 months   | 41.6 %                | -4.7       |
| EU Candidate           | 6 months   | 34.8 %                | -7.7       |
| Other European         | 9 months   | 42.2 %                | -4.5       |
| Maghreb                | 9 months   | 43.1 %                | -6.7       |
| Other African          | >12 months | <b>52.9 %</b>         | -5.3       |
| Near/Middle East       | >12 months | <b>65.2 %</b>         | <b>9.1</b> |
| Oceania/Far East       | 6 months   | 27.2 %                | -12.7      |
| Other Asian            | 12 months  | 44.0 %                | -2.5       |
| South/Central American | 9 months   | 42.5 %                | -7.1       |

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

It took a maximum of 3 months for half of the people of Belgian origin to find their first job after registering for an integration period. People of EU-14, Oceania/Far East and EU candidate origin needed an additional 3 months. People of Other African or Near/Middle Eastern origin could not achieve this threshold before the end of their integration period. More than 50% of them are still not working after 12 months, with the highest share (65.2%) among people of Near/Middle Eastern origin.

This is a positive development as it took 3 more months for all origins to reach the same level in 2012 (except for people of Other Asian origin). The share of non-working young people after 1 year decreased for all origins except for young people of Near/Middle Eastern origin.

**Table 53: Median duration of search for first job since registration, long-term non-working young people registered in integration period in the 3<sup>rd</sup> quarter of 2016 and change in percentage points since 2012 by origin and region (18-29 years old)**

|                        | First job  |            |          | Long-term non-working |              |               |              |          |              |
|------------------------|------------|------------|----------|-----------------------|--------------|---------------|--------------|----------|--------------|
|                        | Brussels   | Wallonia   | Flanders | Brussels              |              | Wallonia      |              | Flanders |              |
|                        |            |            |          | Share                 | Evolution    | Share         | Evolution    | Share    | Evolution    |
| Belgian                | 6 months   | 6 months   | 3 months | 29.8 %                | -1.2         | 30.9 %        | -4.1         | 12.7 %   | -2.7         |
| EU-14                  | 9 months   | 6 months   | 6 months | 38.6 %                | -3.0         | 33.6 %        | -4.7         | 21.2 %   | -2.3         |
| EU-13                  | >12 months | 6 months   | 6 months | 52.5 %                | 0.3          | 37.8 %        | <b>-16.4</b> | 36.3 %   | 3.3          |
| EU Candidate           | 9 months   | 12 months  | 6 months | 44.9 %                | <b>-9.4</b>  | 46.0 %        | -6.2         | 26.3 %   | -5.9         |
| Other European         | 12 months  | 12 months  | 6 months | 47.9 %                | <b>-10.9</b> | 48.0 %        | -8.3         | 35.2 %   | 1.3          |
| Maghreb                | 12 months  | 9 months   | 6 months | 48.0 %                | -6.3         | 45.5 %        | <b>-11.3</b> | 34.1 %   | -3.6         |
| Other African          | >12 months | >12 months | 6 months | 59.4 %                | -7.1         | 56.8 %        | -0.7         | 36.8 %   | <b>-8.9</b>  |
| Near/Middle East       | >12 months | >12 months | 9 months | <b>68.3 %</b>         | 0.1          | <b>78.1 %</b> | <b>21.0</b>  | 41.3 %   | -1.1         |
| Other Asian            | >12 months | >12 months | 6 months | 52.3 %                | -7.1         | 57.9 %        | 4.3          | 28.5 %   | -3.4         |
| South/Central American | >12 months | 9 months   | 6 months | 58.8 %                | -1.0         | 41.8 %        | -2.8         | 30.3 %   | <b>-13.8</b> |

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

In each **region**, a similar distribution is observed, with a few nuances. The table above shows that regardless of origin, young people find a job faster in Flanders than elsewhere. Flanders also has fewer long-term non-working persons of all origins compared to the other regions. People of Near/Middle Eastern origin have the most difficult situation in the Walloon region, with 78.1% without work after 12 months, but also a very high rate in the Brussels region (68.3%). This rate has risen sharply in the Walloon region compared to 2012 (+21.0 percentage points). This is the only origin, along with people of Other Asian origin, for which the rate has risen. As for persons of

Belgian origin, only 12.7% in the Flemish region did not find a job in the 12 months following registration for an integration traineeship.

Since 2012, the young people who have seen their long-term non-working rate fall the most are those of other European and EU candidate origin in the Brussels region (-10.9 and -9.4 percentage points respectively), those of EU-13 and Maghreb origin in the Walloon region (-16.4 and -11.3 percentage points respectively) and those of South/Central American and Other African origin in the Flemish region (-13.8 and -8.9 percentage points respectively).

**Table 54: Median duration of search for first job since registration, long-term non-working young people registered in integration period in the 3<sup>rd</sup> quarter of 2016 and change in percentage points since 2012 by origin and gender (18-29 years old)**

|                        | First job  |            | Long-term non-working |             |        |             |
|------------------------|------------|------------|-----------------------|-------------|--------|-------------|
|                        | Men        | Women      | Men                   |             | Women  |             |
|                        |            |            | Share                 | Evolution   | Share  | Evolution   |
| Belgian                | 6 months   | 3 months   | 23.3 %                | -2.5        | 17.4 % | -3.2        |
| EU-14                  | 6 months   | 6 months   | 34.5 %                | -2.7        | 27.9 % | -4.8        |
| EU-13                  | 9 months   | 9 months   | 40.3 %                | <b>-8.7</b> | 42.6 % | -1.3        |
| EU Candidate           | 6 months   | 9 months   | 33.4 %                | -8.0        | 36.1 % | -7.3        |
| Other European         | 9 months   | 9 months   | 41.7 %                | -4.8        | 42.7 % | -4.2        |
| Maghreb                | 12 months  | 9 months   | 44.1 %                | -5.2        | 42.3 % | <b>-8.1</b> |
| Other African          | >12 months | >12 months | 51.8 %                | <b>-8.0</b> | 53.8 % | -2.9        |
| Near/Middle East       | >12 months | >12 months | <b>67.4 %</b>         | 9.9         | 61.6 % | 6.6         |
| Other Asian            | 12 months  | 9 months   | 47.3 %                | 1.1         | 38.0 % | <b>-8.9</b> |
| South/Central American | 9 months   | 9 months   | 43.4 %                | -5.2        | 41.7 % | -9.1        |

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

**Women** of Belgian, Maghrebi and Other Asian origin take 3 months less than **men** of the same origin to find their first job experience. On the other hand, women of EU candidate origin take 3 months longer than men of the same origin.

Overall, women are less present in the “long-term non-working” category. Only women of EU candidate, EU-13, other European and Other African origin are more likely than men of the same origin to remain unemployed after one year. Men of Near/Middle Eastern origin have the highest percentage of long-term non-work-

ing, 67.4%. The gap between men and women is largest for people of Other Asian origin, with 9.3 percentage points in favour of women.

Since 2012, men and women have not made the same progress in this area. In 2012, men of EU-13 and Other African origin were more likely to remain without work after 12 months than women of these origins, but have reversed the trend by reducing their share of long-term non-working more sharply. In contrast, the opposite phenomenon occurred for women of Maghrebi and Other Asian origin<sup>246</sup>.

<sup>246</sup> See data in the appendix.

**Table 55: Median duration of search for first job since registration and long-term non-working young people registered in an integration period by origin and age group (18-29 years old, 3<sup>rd</sup> quarter 2016)**

|                        | First job  |            |            | Long-term non-working |        |        |
|------------------------|------------|------------|------------|-----------------------|--------|--------|
|                        | 18-19      | 20-24      | 25-29      | 18-19                 | 20-24  | 25-29  |
| Belgian                | 6 months   | 3 months   | 6 months   | 32.2 %                | 16.7 % | 24.5 % |
| EU-14                  | 12 months  | 6 months   | 6 months   | 44.7 %                | 26.6 % | 32.6 % |
| EU-13                  | >12 months | 6 months   | 6 months   | 57.2 %                | 35.2 % | 44.1 % |
| EU Candidate           | 6 months   | 6 months   | >12 months | 40.5 %                | 30.9 % | 46.2 % |
| Other European         | >12 months | 6 months   | >12 months | 55.7 %                | 33.7 % | 53.6 % |
| Maghreb                | >12 months | 9 months   | 12 months  | 56.7 %                | 38.6 % | 52.9 % |
| Other African          | >12 months | 12 months  | >12 months | 58.8 %                | 50.0 % | 63.0 % |
| Near/Middle East       | >12 months | >12 months | >12 months | <b>69.7 %</b>         | 57.0 % | 62.2 % |
| Other Asian            | >12 months | 9 months   | >12 months | 52.5 %                | 38.3 % | 49.4 % |
| South/Central American | >12 months | 6 months   | 6 months   | 54.7 %                | 37.0 % | 38.7 % |

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

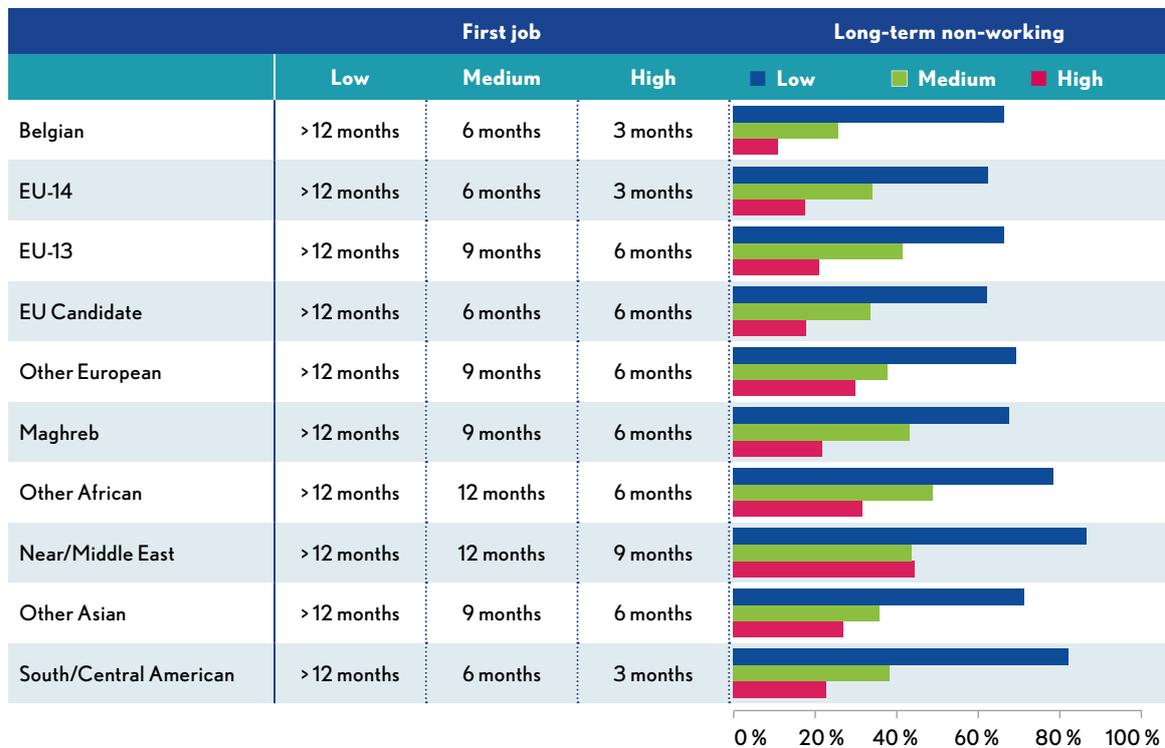
It often takes longer for 18-19-year olds to find a first job than for people in other **age groups**. Only people of Belgian, EU candidate or EU-14 origin were mostly able to find at least one job during their one-year integration period, or even within 6 months for the first two. Once again, people of Near/Middle Eastern origin stand out with a very high rate of 69.7% of non-working 18-19-year olds at the end of their integration period. Young people aged 25-29 also experience

more difficulties than those aged 20-24, especially people of Other European origin (almost 20 percentage points difference between 25-29 and 20-24-year olds).

Young people aged 18-19 of EU candidate origin show the largest decrease in the long-term non-working rate (-10.0 percentage points), followed by those aged 20-24 of Other European origin<sup>247</sup>.

<sup>247</sup> See data in the appendix.

**Table 56: Median duration of search for first job since registration, long-term non-working young people registered in integration period by origin and level of qualification (18-29 years old, 3<sup>rd</sup> quarter 2016)**



Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

The link between the **level of qualification** and the possibility to find a job quickly is undeniable. The shorter someone has studied, the more likely they are to be among the long-term non-working. However, among those with a higher education qualification, more people with a long type of education remain without work than those with a short type of education, particularly those of EU candidate origin<sup>248</sup>. Despite a general improvement since 2012, young people with at most a lower secondary education qualification have such difficulty in finding work experience during their integration period that more than 50% still have not worked at the end of their traineeship, irrespective of their origin. On the other hand, with an upper secondary education diploma and especially with a higher education diploma, all origins see half of their potential

labour force in employment during the period. Persons of Near/Middle Eastern origin once again present the highest percentages (44.4%, or +8.1 percentage points since 2012) among long-term non-working young people with a higher education qualification, while only one in 10 of Belgian origin is in this case.

Data on the duration of first job search disaggregated by **migration background are not available** in sufficient numbers to be used in a reliable and anonymous way, but data on long-term non-working persons can be used with the exception of a few categories. However, these data should be interpreted with the utmost caution.

<sup>248</sup> See data in the appendix.

**Table 57: Long-term non-working young people registered in an integration period by origin and migration background (18-29 years old, 3<sup>rd</sup> quarter 2016)**

|                        | Belgian parents born foreigner(s) | Parent(s) of foreign nationality | Obtained nationality > 5 years | Obtained nationality ≤ 5 years | Registration NR > 5 years | Registration NR ≤ 5 years |
|------------------------|-----------------------------------|----------------------------------|--------------------------------|--------------------------------|---------------------------|---------------------------|
| EU-14                  | 27.3 %                            | 31.3 %                           | :                              | 38.9 %                         | 36.8 %                    | 39.6 %                    |
| EU-13                  | 31.1 %                            | 41.5 %                           | :                              | 39.7 %                         | <b>61.5 %</b>             | <b>48.4 %</b>             |
| EU Candidate           | 31.3 %                            | 41.0 %                           | :                              | 42.6 %                         | 40.0 %                    | 52.3 %                    |
| Other European         | 35.0 %                            | 43.9 %                           | :                              | 44.1 %                         | 40.3 %                    | 50.5 %                    |
| Maghreb                | 39.6 %                            | 46.4 %                           | 37.8 %                         | 42.4 %                         | 50.0 %                    | <b>61.3 %</b>             |
| Other African          | 44.9 %                            | 55.4 %                           | 38.0 %                         | 47.3 %                         | 58.8 %                    | <b>66.2 %</b>             |
| Near/Middle East       | 37.8 %                            | :                                | :                              | 45.5 %                         | :                         | <b>85.9 %</b>             |
| Oceania/Far East       | 22.7 %                            | :                                | :                              | :                              | :                         | :                         |
| Other Asian            | 37.8 %                            | :                                | 33.3 %                         | 39.7 %                         | :                         | 57.9 %                    |
| South/Central American | 31.8 %                            | :                                | 26.2 %                         | 53.7 %                         | :                         | 55.6 %                    |

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia.

Persons of Near/Middle Eastern origin who have been registered in the National Register for 5 years or less are the ones who most often remain without employment at the end of their integration period (85.9%), the situation of the other migration backgrounds within this origin being closer to the results for the other origins.

This is also the case for people of Other African (66.2%) and Maghrebi (61.3%) origin; but it is also worth noting the difficulties of people of EU-13 origin who have been registered for more than 5 years (61.5%), with figures higher than those of people who arrived more recently.







# 9

## TRAJECTORIES AFTER WORK UNDER A CONTRACT ARTICLE 60



# KEY ELEMENTS

## DEMOGRAPHY

- › During the 4<sup>th</sup> quarter of 2016, 2,765 people ended an Article 60 employment contract.
- › Only the largest origin groups in terms of size and proportion in 2016 are analysed in this chapter: people of Belgian (31.5%), Other African (15.8%), Maghreb (12.5%) and EU-14 origin (11.3%). The group of people of Near/Middle Eastern origin (5.9%) is also analysed because of its specific profile.
- › The most prevalent groups in terms of migration background are 3<sup>rd</sup> generation persons (31.1%) and persons of non-EU origin who have registered in the National Register for 5 years or less (25.5%).
- › The distribution by gender shows that the population of workers under an Article 60 contract is slightly less female (45.7%, 1,263 women) than male (54.3%, 1,502 men). In terms of region of residence, we find similar shares in Wallonia and Flanders (41.5% and 38.0%). The remaining 20.5% are living in Brussels.
- › More than half of the population of Article 60 contract workers has at most a lower secondary education, this is true for each origin group. People of Near/Middle Eastern origin are characterised by a higher proportion of people with a tertiary education qualification (22.6%) than other origins.

## TRAJECTORIES (2013 - 2014 - 2016)

- › Unemployed persons are, overall as well as for all origins, the most important socio-economic category directly (i.e. maximum one quarter) after employment under an Article 60 contract. The shares of unemployed persons range from 45.2% for persons of Belgian origin to 62.9% for persons of Other African origin.
- › Between 2013 and 2016 we see a continuing decline in unemployment shares for all origins.
- › The largest decrease is among persons of Near/Middle Eastern origin (-25.6 percentage points), the smallest is among persons of Belgian origin (-11.7 points).
- › Between 2013 and 2016, the shares of persons in employment increase for all origins except for persons of Belgian origin, for whom they remain stable. The two largest increases are for groups of persons of Near/Middle Eastern and Other African origin. These two groups are also those with higher than average percentages of highly qualified persons.
- › Between 2013 and 2016, the outflow to inactivity increases for all origins. The largest increases are for the EU-14 (+19.3 percentage points) and Belgian (+11.7 percentage points) origin groups. The smallest increase is for people of Near/Middle Eastern origin.
- › This upward trend differs according to the type of inactivity. The share of people receiving a social welfare benefit or social assistance is decreasing for both EU and non-EU origins. Incapacity for work and exemption from registration as a job-seeker increased between 2013 and 2014 and remained stable after for both people of EU and non-EU origin. At the same time, the residual category of inactive persons shows a decrease between 2013 and 2014 (i.e. 1 year after the end of the Article 60 contract) and then an increase between 2014 and 2016 (3 years after), and this is more remarkable for persons of non-EU origin.
- › Gender: The trends described above are generally confirmed for both men and women of the origins studied. Changes in socio-economic positions are more rapid for women than for men, both in terms of declining shares in unemployment and increasing shares in employment.
- › Regions: The trends described above are reflected in the analysis by region. In all three regions, there is a decrease in unemployment shares and an increase in inactivity shares.

This chapter begins with the definition of an Article 60§7 contract and then focuses on two questions. The first seeks to know who are the persons working under an Article 60§7 contract. We describe this group according to the demographic characteristics used in this report (origin, migration background, gender, level of qualification, etc.) for the most recent data available: 2016.

The second question deals with the trajectory of persons who have worked under an Article 60§7 contract: what is their situation immediately after the end of the contract, and one year and three years later: are they employed, unemployed or inactive? The analyses are broken down according to origin, gender and region<sup>249</sup>.

“Article 60§7” is a social assistance measure stemming from the law on the Public Centres for Social Welfare (PCSW)<sup>250</sup>. It consists of an employment measure using an Article 60§7 employment contract for a beneficiary of social welfare benefit or equivalent financial social assistance. This measure is aimed at people who are not employed and aims to reintegrate them into the social security system and reintegrate them into a work environment. More specific, the aim is to provide people a temporary work experience which will enable them to:

- › (re)access the social security system by (re)entitling them to unemployment benefits;
- › get out of the social welfare system by getting a salary and gain valuable work experience;
- › and thus, in the long term, to get rid of dependency from PCSW and gain access to the labour market.

The legal employer is the PCSW. The place of work can be the PCSW itself, or elsewhere via a transfer to a third-party employer<sup>251</sup>. The contract is a classical employment contract, signed by the person benefiting from the measure article 60§7, and the PCSW. It can be either part-time or full-time work. The duration of the contract varies, most often corresponding to the number of working days that the beneficiary must work in order to be entitled to unemployment benefits. But the duration can vary according to the purpose of the measure put forward by the PCSW in each individual case.

This measure is available to anyone who benefits from social welfare benefit (or equivalent). The application of this measure is a reasoned choice of the PCSWs, is part of an Individual Plan for Social Integration<sup>252</sup> and assumes that the beneficiary is not hindered by serious social difficulties.

## 1. DEMOGRAPHIC CHARACTERISTICS OF THE SELECTED POPULATION

This chapter describes the main demographic characteristics of people who have worked under an Article 60§7 contract. For readability purposes, in the rest of this chapter we will refer to workers or employment “under an Article 60 contract”. The population described below is based on the selection of persons who were

working under an Article 60 contract on the last day of the third quarter and who are no longer under such a contract on the last day of the fourth quarter of the same year<sup>253</sup>. We have chosen to present the most recent figures available, i.e. the people who worked under an Article 60 contract and whose contract ended between the

<sup>249</sup> Due to low numbers, cross-tabulations with the other demographic variables used in the rest of this report are not possible for this chapter.

<sup>250</sup> Article 60, §7 is part of the chapter of the organic law of 8 July 1976 devoted to the missions of the Public Centres for Social Welfare.

<sup>251</sup> For more information, see the website of the PPS Social Integration: <https://www.mi-is.be/fr/article-60-ss-7>.

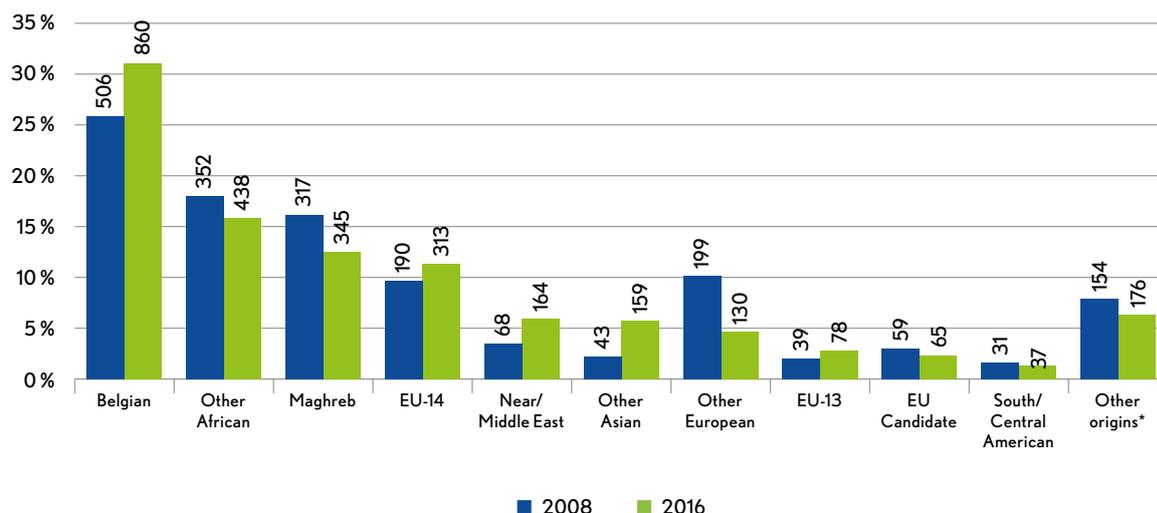
<sup>252</sup> For more information on the IPSI, see for example the website “ocmw-info-cpas.be”, of the Brussels Region: [http://www.ocmw-info-cpas.be/fiche\\_FT\\_fr/le\\_projet\\_individualise\\_dintegration\\_sociale\\_piis\\_ft](http://www.ocmw-info-cpas.be/fiche_FT_fr/le_projet_individualise_dintegration_sociale_piis_ft).

<sup>253</sup> It does not refer to all workers under Article 60 contracts in 2016, only to those whose contracts ended between these two specific dates in 2016.

third quarter and the fourth quarter of 2016<sup>254</sup>. Where possible (i.e. when sufficiently numerous), we compare this data with the oldest data we have: people who worked under Article 60 contracts and whose contracts ended between the third and the fourth quarter of 2008.

During the fourth quarter of 2016, 2,765 people ended an employment under an Article 60 contract. 31.1% of this group are of Belgian origin. The proportions of foreign origins vary from around 1% to 16%, as shown in the graph below.

**Graph 111: Distribution of workers under Article 60 contract whose contract ended between the 3<sup>rd</sup> and 4<sup>th</sup> quarter of 2008 and 2016, by origin (18-64 years old)**



\*including origins not discussed (due to small numbers) or unknown origins

Source: Datawarehouse labour market and social protection, CBSS. Calculations and processing: Unia/SPF ELSD.

The most important changes in absolute numbers or shares between 2008 and 2016 are:

- › The continued increase for the Near/Middle East, Other Asian and EU-14 origin groups; and the increase, mainly marked between 2013 and 2016, for the Belgian origin.
- › A sharp decrease in the group of people of Other European origin (and, in share only, a decrease in the group of people of Maghreb origin).

Due to small numbers, only the largest origin groups in terms of size and share in 2016 are retained for this demographic analysis: people of Belgian, Other African, Maghreb and EU-14 origin. The group of persons originating from the Near/Middle East is also analysed despite the fact that it constitutes a smaller group (5.9%), because of its specific profile in terms of migra-

tion background and level of qualification: this group consists mainly of persons who have been registered in the National Register for 5 years or less and has a higher share of highly qualified people (see below).

The analysis by **migration background** requires a preliminary methodological remark. Due to small numbers, the detailed categories of migration background have been grouped together for this chapter. Thus, Belgian persons born Belgian from parents born foreigner(s) are grouped together in the “second generation” category, irrespective of the current nationality of their parents and their origin (EU and non-EU). Similarly, persons who have obtained Belgian nationality have been grouped together, whether they come from the EU or not and regardless of the length of time since obtaining

<sup>254</sup> The annexes available on the website of the FPS Employment, Labour and Social Dialogue cover data from 2008 to 2016.

it (more or less than 5 years). As regards persons registered in the National Register, the duration since registration has been kept but not the origin (EU and non-EU are considered together).

The most important groups in terms of migration background categories are third generation persons (31.1%) and persons of non-EU origin who have been in the National Register for 5 years or less (25.5%). Where possible (i.e. when sufficiently numerous), we will pay particular attention to the latter group, in order to determine to what extent working under Article 60 contracts offers them an opportunity to enter the labour market.

In terms of trends, between 2008 and 2016, we highlight the increase in the shares of the third generation (from 25.8% to 31.1%) and those of persons registered in the National Register for 5 years or less (from 16.5% to 29.1%). The shares of the second generation have also increased

(from 7.0% to 13.6%), while those of persons registered in the National Register for more than 5 years and of persons who have obtained Belgian nationality have fallen sharply (from 22.0% to 8.1% and from 21.2% to 13.6% respectively).

Some origins present particular patterns in terms of migration background. The majority of persons of Near/Middle Eastern origin are persons who have been in the National Register for 5 years or less (79.9%). People of Other African origin have also mostly registered in the National Register for 5 years or less (53.6%), and quite a few have obtained Belgian nationality (32.0%). Finally, persons of EU-14 origin are predominantly second-generation (61.2%), while persons of Maghreb origin also have a significant share of second-generation persons, but to a lesser extent (35.0%). For this origin, the share of persons registered in the National Register for 5 years or less is also significant (29.7%).

**Table 58: Distribution of workers under Article 60 contracts whose contract ended between the 3<sup>rd</sup> and 4<sup>th</sup> quarter of 2008 and 2016, by origin and migration background (18-64 years old)**

|                  | Belgian           |        |                      |        | Non-Belgian               |        |                           |        |
|------------------|-------------------|--------|----------------------|--------|---------------------------|--------|---------------------------|--------|
|                  | Second generation |        | Nationality obtained |        | Registration NR > 5 years |        | Registration NR ≤ 5 years |        |
|                  | 2008              | 2016   | 2008                 | 2016   | 2008                      | 2016   | 2008                      | 2016   |
| EU-14            | 42.8 %            | 61.2 % | :                    | 4.8 %  | 35.3 %                    | 19.2 % | :                         | 14.7 % |
| Other African    | :                 | 3.4 %  | 40.6 %               | 32.0 % | :                         | 11.0 % | 29.0 %                    | 53.6 % |
| Maghreb          | 11.1 %            | 35.0 % | 30.8 %               | 23.6 % | 21.1 %                    | 11.7 % | 36.6 %                    | 29.7 % |
| Near/Middle East | :                 | :      | 32.4 %               | 15.9 % | 55.9 %                    | :      | :                         | 79.9 % |

Source: Datawarehouse labour market and social protection, CBSS. Calculation and processing: Unia/SPF ELSD.

Between 2008 and 2016, the group of persons of Near/Middle Eastern origin changed significantly: the number of persons who have been registered in the National Register for 5 years or less increased markedly, moving from the second smallest to the largest share. The group of persons of Other African origin has also changed in this fashion, with an increase in the share of persons who have been in the National Register for 5 years or less (+24.6 percentage points). Finally, persons of Maghreb and EU-14 origin experienced an increase in their share of

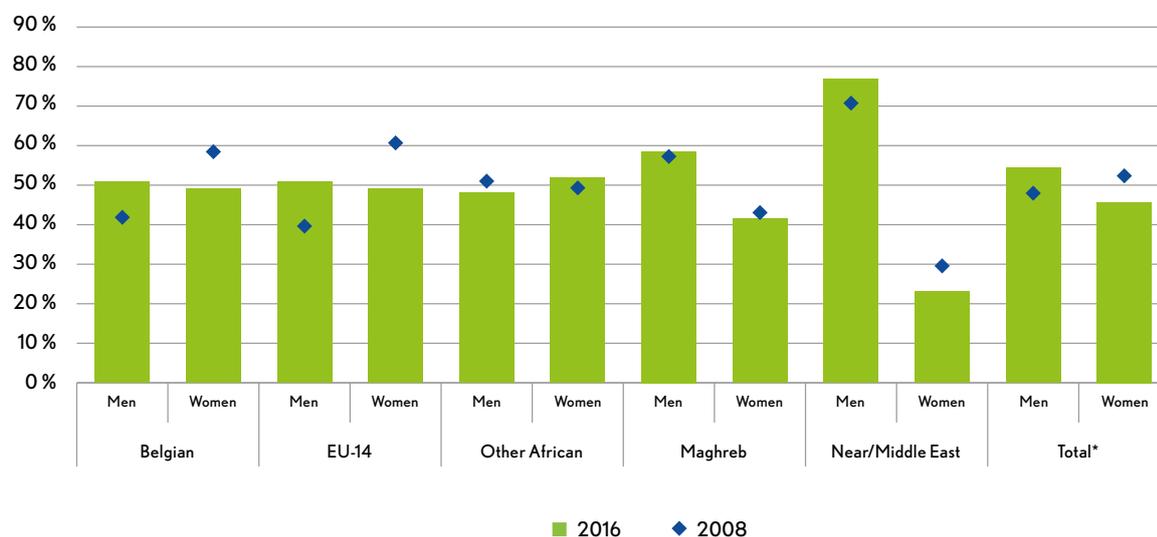
second-generation persons (+23.9 and +18.4 percentage points respectively).

The distribution by **gender** shows that the population of workers under Article 60 contract has slightly less women (45.7%, 1,263 women) than men (54.3%, 1,502 men). Among the different origin groups studied, there is a fairly equal distribution between men and women among people of Belgian and EU-14 origin. The population of Other African origin is slightly more female (51.8%). Among people of Maghreb and Near/Middle Eastern origin, there are more men than

women (58.6% men and 41.4% women for the former, 76.8% men and 23.2% women for the latter). In terms of trends, between 2008 and

2016, the population of EU-14 (+11.3 percentage points), Belgian (+9.2 points) and Near/Middle Eastern origin (+6.2 points) became more male.

**Graph 112: Distribution of workers under Article 60 contract whose contract ended between the 3<sup>rd</sup> and 4<sup>th</sup> quarter of 2008 and 2016, by origin and sex (18-64 years old)**



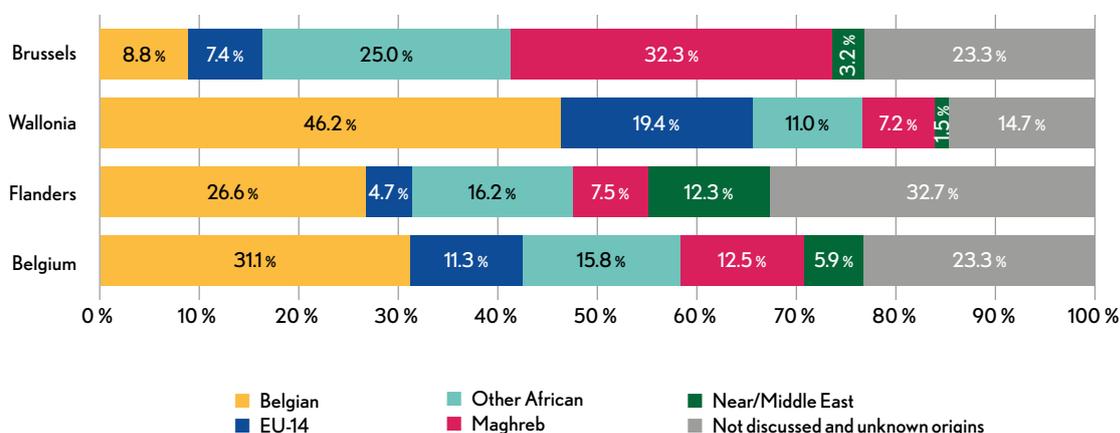
\*including origins not discussed (due to small numbers) or unknown origins

Source: Datawarehouse labour market and social protection, CBSS. Calculation and processing: Unia/SPF ELSD.

The distribution **by region** shows that the population of workers under Article 60 contracts studied in this chapter has a similar distribution in Wallonia and Flanders (41.5% and 38.0%). The remaining 20.5% are in Brussels. In Brussels, this population consists mainly of persons of Maghreb (32.3%) and Other African origin

(25.0%). In Flanders, the majority are of Belgian (26.6%), Other African (16.2%) and Near/Middle Eastern origin (12.3%). In Wallonia, a large majority are of Belgian origin (46.2%), with the next largest group – proportionally – being people from the EU-14 (19.4%).

**Graph 113: Distribution of workers under Article 60 contracts whose contract ended between the 3<sup>rd</sup> and 4<sup>th</sup> quarter of 2016, by origin and region (18-64 years old)**



Source: Datawarehouse labour market and social protection, CBSS. Calculation and processing: Unia/SPF ELSD.

The analysis by **level of qualification** indicates that, overall, more than half of the population of workers under Article 60 contracts consists of people with at most a lower secondary education certificate. Just over a quarter have an upper secondary education qualification and just under one person in ten has a higher education qualification.

All origins under study have a majority of people with at most a lower secondary education, and this is more marked for people of Maghreb and Other African origin. However, beyond this common observation, there are differences between the origin groups: people of Near/Middle Eastern origin are characterised by a higher proportion of higher education graduates (22.6%) than the other origins. People of Belgian and EU-14 origin have a higher share of people with an upper secondary education qualification (39.3% and 34.1%).

In terms of trends between 2008 and 2016, for all origins the shares of at most lower secondary school graduates are declining. The part of upper secondary graduates increases for all groups and that of higher education graduates increases for persons of Near/Middle Eastern origin and to a lesser extent for persons of Belgian origin.

**Table 59: Distribution of workers under Article 60 contracts whose contract ended between the 3<sup>rd</sup> and 4<sup>th</sup> quarter of 2016, by origin and level of qualification (18-64 years old, excluding unknown)**

|                  | Low    | Medium | High   |
|------------------|--------|--------|--------|
| Belgian          | 53.0 % | 39.3 % | 7.7 %  |
| EU-14            | 59.5 % | 34.1 % | 6.4 %  |
| Other African    | 69.7 % | 18.2 % | 12.2 % |
| Maghreb          | 70.9 % | 20.1 % | 9.0 %  |
| Near/Middle East | 67.9 % | 9.4 %  | 22.6 % |
| Total*           | 63.7 % | 26.4 % | 9.9 %  |

\*including origins not discussed (due to small numbers) or unknown origins

Source: Datawarehouse labour market and social protection, CBSS. Calculation and processing: Unia/SPF ELSD.

In these figures, foreign diplomas which have not been recognised in Belgium but which have been registered because their holders were assisted by a public employment service, are categorised as the lowest level of qualification<sup>255</sup>. However, it should be noted that, for certain origins, this concerns a large proportion of people: 23.7% of people of Other African origin, 19.2% of Maghreb origin and 17.6% of those of Near/Middle Eastern origin have a foreign diploma that is not recognised in Belgium. This raises concern on the recognition of diplomas, which is an asset for integration into the labour market.

Analysis by migration background also shows a greater prevalence of at most lower secondary education certificates. Furthermore, the figures show that second generation persons stand out with the highest shares of upper secondary graduates. Persons who have been registered in the National Register for 5 years or less, EU and non-EU combined, stand out with the highest proportions of tertiary graduates.

<sup>255</sup> See the Demography chapter.

## 2. CHANGE IN SOCIO-ECONOMIC POSITION, IMMEDIATELY, 1 YEAR AND 3 YEARS AFTER AN ARTICLE 60 CONTRACT

In this section we look at the following question: what is the labour market situation of persons leaving employment under an Article 60 contract, by origin. In other words: are these people employed, unemployed or inactive after terminating their Article 60 contract? To answer this question, we select all the persons who were in an Article 60 contract in the third quarter of 2013 and who were no longer under an Article 60 contract in the fourth quarter of 2013 and we analyse their socio-economic position by origin on the last day of the fourth quarter of 2013 (i.e. just after the termination of the article 60 contract), on the last day of the fourth quarter of 2014 (i.e. 1 year later) and on the last day of the fourth quarter of 2016 (i.e. 3 years after termination)<sup>256</sup>.

It should be pointed out analysing the socio-economic position on the last day of the quarter means that, as in the chapter on the situation of young people after a professional integration period, it is possible that short-term jobs or unemployment spells are not taken into account.

### 2.1. Change in unemployment after an Article 60 contract

Unemployment constitutes, overall as well as for all origins, the most important socio-economic category directly (i.e. maximum one quarter) after a job under an Article 60 contract. In fact, the shares of unemployed persons vary between 59.2% and 62.9% for persons of Near/Middle Eastern, Maghreb and Other African origin; and between 45.2% and 46.6% for persons of Belgian and EU-14 origin. These results are consistent with one of the aims of the Article 60, namely to give access to the status of jobseeker entitled to unemployment benefits.

Between 2013 and 2014 the share of jobseekers decreases for all origins, particularly for people of Near/Middle Eastern and Other African origin. This decrease continues until 2016. Between 2013 and 2016, the largest decline is observed for the Near/Middle Eastern origin (-25.6 percentage points), followed by persons originating from Other African countries (-21.4 points) and the EU-14 (-20.2 points); the smallest decline is that of persons of Belgian origin (-11.7 points).

This continuous decrease implies that 3 years after their Article 60 contract, only people of Maghreb and Other African origin are still mostly unemployed (43.1% for those of Maghreb origin and 41.6% for those of Other African origin). For people of Near/Middle Eastern origin, the evolution is remarkable: they are mainly found in employment (48.8%). While people of EU-14 and Belgian origin are mainly found in inactivity (43.0% and 38.4% respectively).

### 2.2. Change in employment after an Article 60 contract

The analysis of the evolution of the flows towards employment after termination of an Article 60 contract leads to the following conclusions: between 2013 and 2016, the shares of persons in employment increase for all origins except for persons of Belgian origin, for whom they remain stable. The increase is particularly small for persons of EU-14 origin (+0.9 percentage point). For these latter two origins in particular, the period 2013-2014 is mostly marked by a decline in the shares of persons in employment.

People of Near/Middle Eastern origin show the largest increase: from 26.4% to 48.8% employed (the relatively small number of people in this category, however, calls for cautious in-

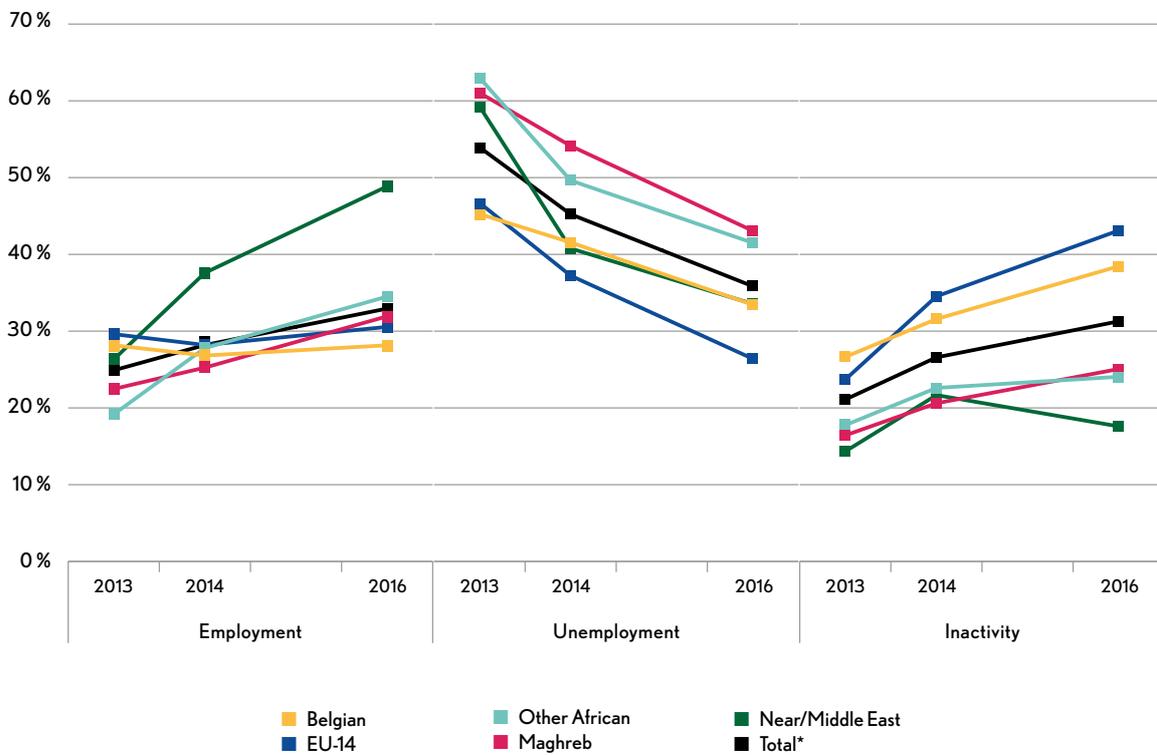
<sup>256</sup> For reasons of readability, in the following text we will only mention the years "2013", "2014" and "2016", without systematically specifying that this is the last day of the fourth quarter of these years. As a reminder, these may be non-continuous periods of employment, unemployment or inactivity, since the analysis only takes into account the situation of the individual on the last day of the quarter: short-term spells may escape the analysis.

terpretation of these results). This is probably related to the fact that they proportionally have more higher education diplomas. Moreover, the share of people of Other African origin in employment rose from 19.2% to 34.4%, which is the larger progression after people of Near/Middle Eastern origin. It is also the second group after the latter to have above average percentages of higher education graduates. These results seem to indicate that the level of qualification plays a

significant role in the labour market integration for people who have worked under an Article 60 contract.

As a result of these various trends, the shares of employed persons of Other African, Maghreb and Near/Middle Eastern origin have become larger than those of persons of Belgian and EU-14 origin (especially for those of Near/Middle Eastern origin).

**Graph 114: Change in the socio-economic position after an Article 60 contract in the 3<sup>rd</sup> quarter of 2013, by origin: shares of persons in employment, unemployment and inactivity in the 4<sup>th</sup> quarter of 2013, 2014 and 2016 (18-64 years old)**



\*including origins not discussed (due to small numbers) or unknown origins

Source: Datawarehouse labour market and social protection, CBSS. Calculation and processing: Unia/SPF ELSD.

### 2.3. Change in inactivity after an Article 60 contract and focus on types of inactivity

Between 2013 and 2016, the share of inactivity increases for all origins. The largest increases are for the EU-14 (+19.3 percentage points) and Belgian (+11.7 percentage points) origin groups. The smallest increase is for people of Near/Middle Eastern origin (who even experience a decrease in inactivity between 2014 and 2016).

At this stage of the analysis, it is interesting to detail the different types of inactivity and to observe their evolution between 2013 and 2016. Due to the small size of the population, we grouped all the origins presented in this report into two categories: the “EU” category includes people of Belgian, EU-14 and EU-13 origin; the non-EU category includes all non-EU origins as defined in this report. Moreover, only the most important types of inactivity in terms of size are analysed: social welfare benefit, incapacity for work and exemption from registration as a jobseeker. The other types of inactivity present in our data (career break, pension, early retirement with company top-up, disability allowance and child benefit) are too small to be presented separately and are grouped together with the much larger “other” category, which includes people who are neither in employment, nor jobseekers, nor in a category of inactivity giving entitlement to an allocation<sup>257</sup>.

The graph below shows that the increase in total inactivity does not translate into an increase in the category of social welfare beneficiaries: this category decreases proportionally over the period studied for both EU and non-EU origins.

The types of inactivity that are increasing are those of incapacity for work and exemption from registration as a jobseeker, both for people of EU and non-EU origin. This increase occurs mainly between 2013 and 2014, i.e. one year after the end of an Article 60 contract. The proportions of these categories of inactivity remain relatively stable between 2014 and 2016, with a slight decrease, however, among people of non-EU origin. At the same time, the residual category of inactives decreases between 2013 and 2014 (i.e. one year after the termination of the Article 60 measure) and then increases between 2014 and 2016 (3 years after), and this is more marked for persons of non-EU origin.

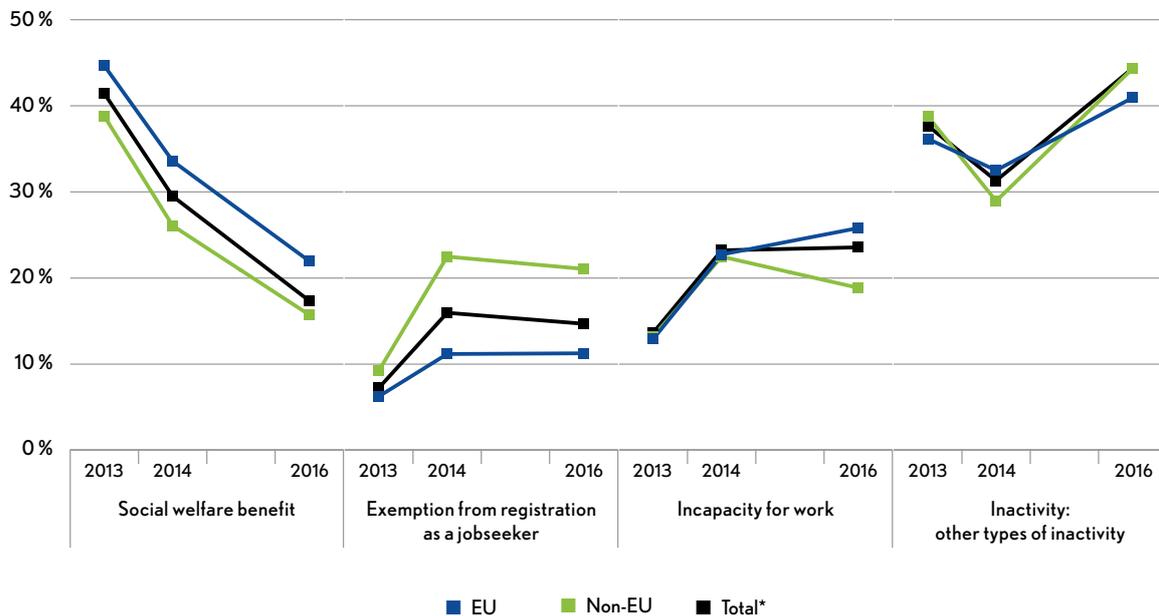
These latest findings seem to indicate that one year after employment under an Article 60 contract, some of the persons who were receiving a social welfare benefit or financial assistance are redirected to more specific categories of inactivity corresponding to their socio-economic situation, indicating either an incapacity for work or a situation leading to an exemption from registration as a jobseeker<sup>258</sup>. For them, an Article 60 contract seems to have led to a more specific administrative category than the social welfare benefit.

Moreover, the increase in the residual category of inactivity, mainly made up of persons who are not in an inactivity category entitling them to an allocation, also seems to indicate that some people, after employment under Article 60 contracts, move away from specific social assistance measures and do no longer find themselves in an administrative category likely to provide them with social assistance or help in finding a job.

<sup>257</sup> For more information on the types of inactivity, see the section on inactivity in the Labour Market chapter.

<sup>258</sup> More specifically, these persons meet the conditions of older unemployed, of informal caregivers, or they have engaged in full-time studies. More information on the NEO website: <https://www.onem.be/fr/citoyens/ch%C3%B4mage/ch%C3%B4mage%20complet/pouvez-vous-etre-dispensee-de-certaines-obligations>.

**Graph 115: Change in the types of inactivity after an Article 60 contract in the 3<sup>rd</sup> quarter of 2013, by origin: shares of persons in each type of inactivity in the 4<sup>th</sup> quarter of 2013, 2014 and 2016 (18-64 years old)**



\*including origins not discussed (due to small numbers) or unknown origins

Source: Datawarehouse labour market and social protection, CBSS. Calculation and processing: Unia/SPF ELSD.

#### 2.4. Comparison of changes in socio-economic positions within the 2008 cohort

In order to determine whether these results are confirmed when another cohort is selected, the same analysis was carried out with the persons who ended their employment under an Article 60 contract between the third and fourth quarters of 2008. We therefore track their socio-economic position in the fourth quarters of 2008, 2009 and 2011. The analysis shows that the trend for unemployment is the same: for all origin groups, the shares in unemployment tend to decrease during the 3 years after termination of the Article 60 contract, except for persons of Maghreb and Near/Middle Eastern origin for whom, between 2008 and 2009, we observe an increase in the shares in unemployment. This increase is undoubtedly due to the financial crisis that had a general impact on unemployment indicators, as seen in previous editions of the Socio-economic Monitoring.

The employment shares mirror the evolution of unemployment: there is a slight drop for people

of Maghreb and Near/Middle Eastern origin between 2008 and 2009. Moreover, the increase observed in the employment shares for all origins except Belgian and EU-14 origins for the 2013 cohort is confirmed for the 2008 cohort, except for those of Near/Middle Eastern origin, which fall sharply over the three-year period, whereas they showed the greatest increase in the 2013 cohort.

With regard to inactivity, the situation of people of Near/Middle Eastern origin is very different in the two cohorts: in the 2008 cohort, the shares of inactive persons are increasing over the years, whereas in the 2013 cohort they are decreasing. This is also a mirror image of the employment situation for this group. For the other origins, the upward trend is present in both cohorts. Finally, the trends observed for the types of inactivity in the 2013 cohort are broadly identical to those observed in the 2008 cohort.

Finally, except for the group of people of Near/Middle Eastern origin and for the socio-economic positions impacted by the 2008 financial crisis, the trends observed in the 2013 cohort are

broadly identical to those observed in 2008. As far as people of Near/Middle Eastern origin are concerned, the difference may reflect a change in the composition of this population between

2008 and 2013, as the descriptive analysis of the population at the beginning of this chapter already suggested.

### 3. CHANGE IN SOCIO-ECONOMIC POSITION, IMMEDIATELY, 1 YEAR AND 3 YEARS AFTER AN ARTICLE 60 CONTRACT, BY GENDER AND REGION

This section analyses the extent to which the findings concerning changes in socio-economic position remain valid when taking into account the **gender and region** of residence of persons who have worked under Article 60 contracts.

The trends described above by origin group are confirmed for both men and women, as can be seen in the graph below. Thus, for each of the origins studied<sup>259</sup>, for both women and men, a majority of people are entitled to unemployment benefits one year after their Article 60 contract ended. On the other hand, three years later, the situation is more mixed. The majority of men and women of Other African and Maghreb origin remain to be jobseekers, as do women of Belgian origin, while men of Belgian origin and men and women of EU-14 origin are mainly inactive.

With regard to unemployment, the decline in the shares of the different origin groups between 2013 and 2016 affects both men and women. On the other hand, the general decline observed between 2013 and 2014 (i.e. one year after the Article 60 contract) is much greater for women than for men (this share even increases by 1.3 percentage points for men of Belgian origin). Women are therefore moving out of their

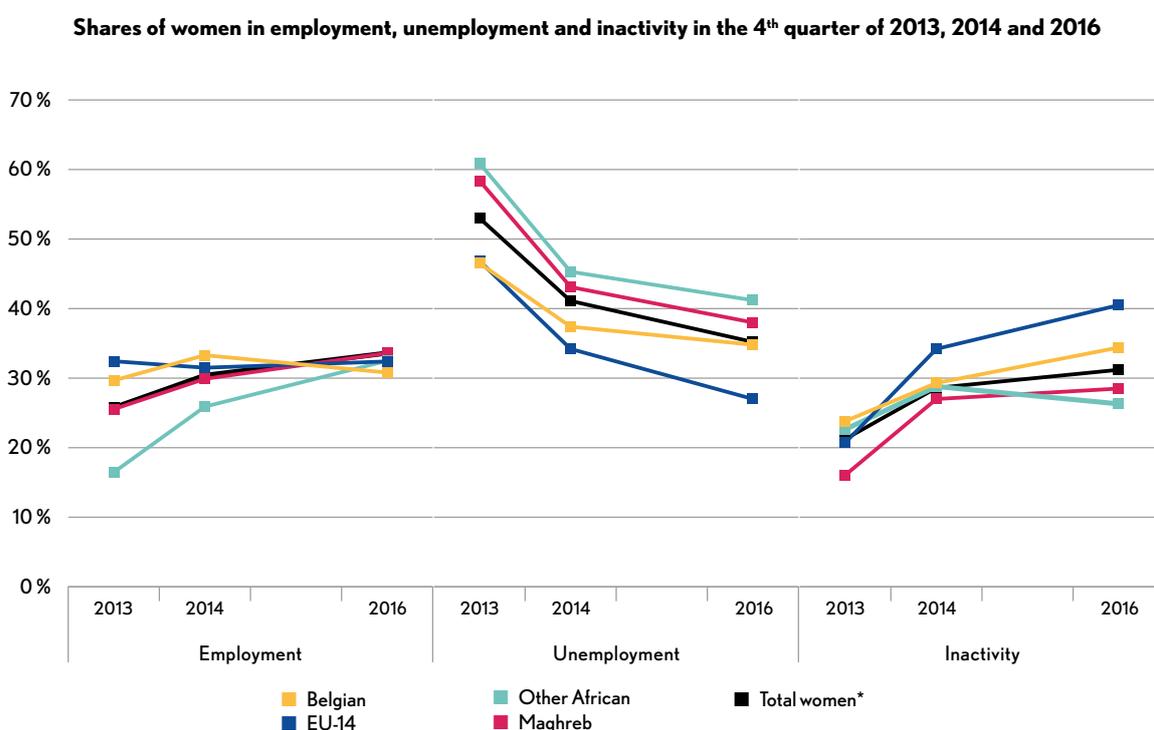
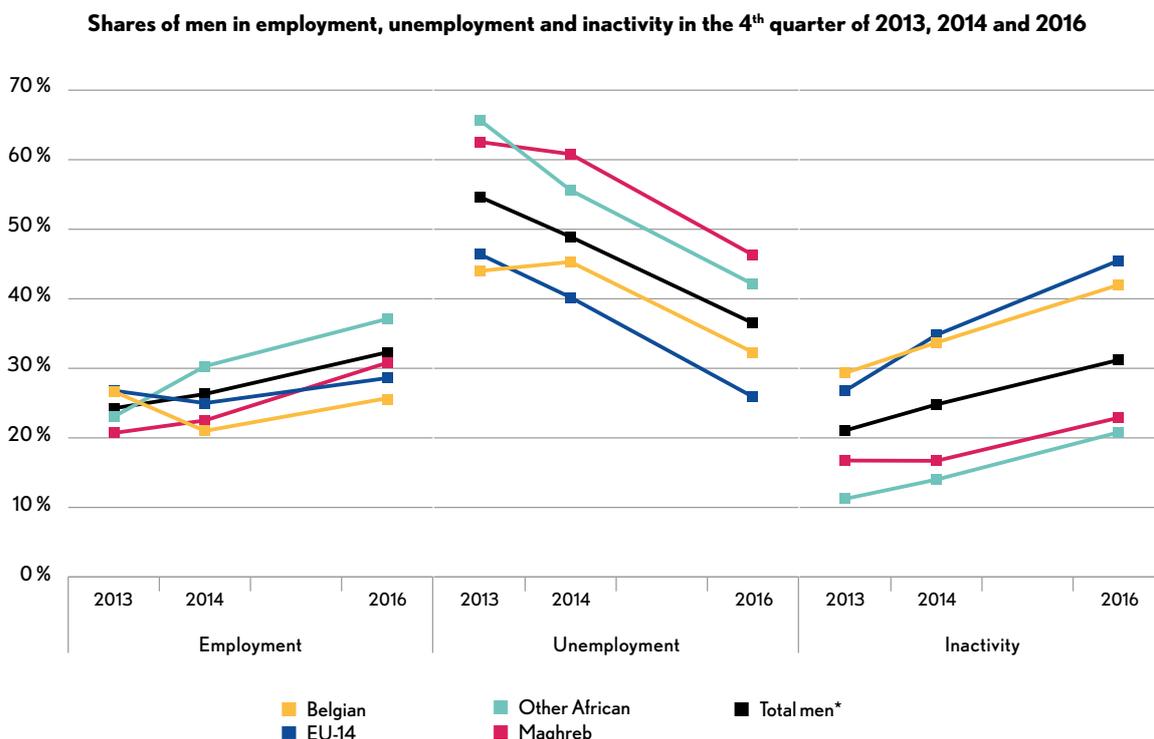
jobseeker status faster than men, whatever their origin. For the latter, the unemployment shares tend to fall between 2014 and 2016, to reach the level of those of women (with the exception of men of Maghreb origin, who are more often unemployed than women of that origin ;with a difference of 8.3 percentage points).

The increase in employment shares between 2013 and 2016 is observed for men and women of all origins, except for men of Belgian origin, for whom these shares fall slightly (-1.0 percentage point), and women of EU-14 origin, for whom these shares remain stable. However, the increase occurs mainly between 2013 and 2014 for women and between 2014 and 2016 for men: changes in socio-economic position are therefore faster for women (occurring mainly 1 year after their Article 60 contract).

Finally, the increase in the shares of inactivity between 2013 and 2016 concerns men and women of all origins. The largest increases are for women and men of EU-14 origin (+19.8 and +18.7 percentage points respectively), followed by men of Belgian origin (+12.7 points) and women of Maghreb origin (+12.4 points).

<sup>259</sup> Due to too small numbers by gender, the origin group "Near/Middle East" is not analysed.

**Graph 116: Change in socio-economic position after an Article 60 contract in the 3<sup>rd</sup> quarter of 2013, by origin and gender (18-64 years old)**



\*including origins not discussed (due to small numbers) or unknown origins

Source: Datawarehouse labour market and social protection, CBSS. Calculation and processing: Unia/SPF ELSD.

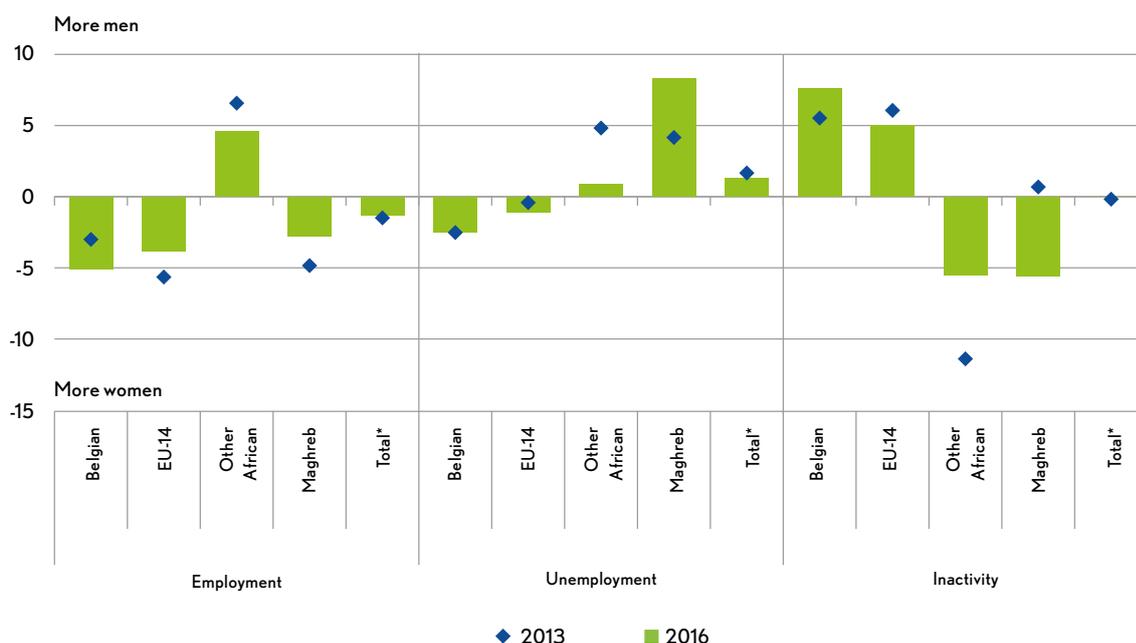
An analysis of gender gaps for the year 2016, i.e. 3 years after the end of an Article 60 contract, shows that men are less often employed than

women, with the exception of people of Other African origin, who are the only group to have more men than women in employment. People

of Belgian and EU-14 origin have a similar profile: there are more men than women in inactivity and women are more present than men in employment and unemployment. People of Other African and Maghreb origin share the same observation: they have more women than men in inactivity. But they have no other similarities:

men of Other African origin more often than women change to employment and the opposite is true for people of Maghreb origin. As far as unemployment is concerned, there are more men than women of these two origins in this socio-economic position, and this is particularly true for people of Maghreb origin.

**Graph 117: Gaps between the socio-economic position of men and women immediately (4<sup>th</sup> quarter 2013) and 3 years (4<sup>th</sup> quarter 2016) after an Article 60 contract in the 3<sup>rd</sup> quarter of 2013, by origin**



\*including origins not discussed (due to small numbers) or unknown origins

Source: Datawarehouse labour market and social protection, CBSS. Calculation and processing: Unia/SPF ELSD.

An analysis of the evolution of the gender gaps between 2013 and 2016 leads to very diverse observations. Gender gaps are generally decreasing. For persons of Belgian origin, however, the gender gap increases for the employment shares: there are more women than men in employment in 2013, and even more so in 2016. This has a correlation with inactivity, where the gap is also increasing: in 2013, there are more inactives among men than women, and this is even more the case in 2016. Finally, the unemployment gap between men and women of Maghreb origin is also increasing: in 2013, men were more likely to be unemployed than women, and this is even more true in 2016. This has a correlation with inactivity, where the gap is reversed:

in 2013, men were slightly more inactive than women and in 2016 the situation was reversed.

In order to analyse the trends **by region**, due to reduced numbers for some origins, we group all origins presented in this report into larger categories: the 'EU' category includes people of Belgian, EU-14 and EU-13 origin; the non-EU category includes all the non-EU origins as defined in this report. The shares in this table should be read as follows: among people of EU origin who were working under an Article 60 contract in in the third quarter of 2013, 27.9% are in employment in the fourth quarter of 2013, 45.9% are unemployed and 26.2% are in inactivity (the total equals 100%).

**Table 60: Change in the socio-economic position after an Article 60 contract in the 3<sup>rd</sup> quarter of 2013, by origin and region: shares of persons in employment, unemployment and inactivity in the 4<sup>th</sup> quarter of 2013, 2014 and 2016 (18-64 years old)**

|                 | Employment    |               |               | Unemployment  |               |               | Inactivity    |               |               |
|-----------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
|                 | 2013          | 2014          | 2016          | 2013          | 2014          | 2016          | 2013          | 2014          | 2016          |
| <b>EU</b>       | <b>27.9 %</b> | <b>26.6 %</b> | <b>28.3 %</b> | <b>45.9 %</b> | <b>41.0 %</b> | <b>32.2 %</b> | <b>26.2 %</b> | <b>32.4 %</b> | <b>39.5 %</b> |
| Brussels        | 25.3 %        | 22.7 %        | 20.0 %        | 49.3 %        | 46.7 %        | 40.0 %        | 25.3 %        | 30.7 %        | 40.0 %        |
| Wallonia        | 25.2 %        | 23.5 %        | 27.0 %        | 50.7 %        | 46.4 %        | 35.1 %        | 24.1 %        | 30.1 %        | 37.8 %        |
| Flanders        | 32.9 %        | 32.6 %        | 32.6 %        | 37.2 %        | 30.9 %        | 25.5 %        | 29.9 %        | 36.6 %        | 41.9 %        |
| <b>Non-EU</b>   | <b>22.8 %</b> | <b>29.8 %</b> | <b>36.7 %</b> | <b>59.8 %</b> | <b>48.8 %</b> | <b>39.0 %</b> | <b>17.4 %</b> | <b>21.5 %</b> | <b>24.4 %</b> |
| Brussels        | 21.9 %        | 26.9 %        | 32.6 %        | 63.9 %        | 56.2 %        | 45.5 %        | 14.2 %        | 16.9 %        | 21.9 %        |
| Wallonia        | 19.5 %        | 23.6 %        | 29.6 %        | 59.1 %        | 51.6 %        | 41.5 %        | 21.4 %        | 24.8 %        | 28.9 %        |
| Flanders        | 25.2 %        | 35.1 %        | 43.3 %        | 57.4 %        | 42.1 %        | 33.0 %        | 17.5 %        | 22.8 %        | 23.6 %        |
| <b>Total*</b>   | <b>25.0 %</b> | <b>28.2 %</b> | <b>32.9 %</b> | <b>53.9 %</b> | <b>45.2 %</b> | <b>35.9 %</b> | <b>21.1 %</b> | <b>26.6 %</b> | <b>31.2 %</b> |
| Total Brussels* | 22.9 %        | 26.3 %        | 30.2 %        | 60.7 %        | 54.0 %        | 44.3 %        | 16.4 %        | 19.6 %        | 25.5 %        |
| Total Wallonia* | 22.9 %        | 23.4 %        | 27.6 %        | 54.2 %        | 48.0 %        | 37.3 %        | 22.9 %        | 28.7 %        | 35.0 %        |
| Total Flanders* | 28.0 %        | 33.7 %        | 39.2 %        | 49.9 %        | 37.9 %        | 30.1 %        | 22.1 %        | 28.3 %        | 30.7 %        |

\*including unknown origins

Source: Datawarehouse labour market and social protection, CBSS. Calculation and processing: Unia/SPF ELSD.

The trends between 2013 and 2016, already highlighted earlier, are reflected in the analysis by region: in all three regions, there is a decrease in unemployment shares and an increase in inactivity shares. Employment shares are increasing overall in all three regions, but there is a difference along origins. For EU origins, the employment shares increase in Wallonia (+1.8 percentage points), decrease in Brussels (-5.3 points) and are more or less stable in Flanders (-0.3 points). On the other hand, these shares

increase for non-EU origins, particularly in Flanders (+18.1 points). As regards the decline in the shares in unemployment, this is stronger for non-EU origins in Flanders and for EU origins in Wallonia (-24.4 and -15.6 percentage points respectively). The increase in the shares in inactivity is a shared observation for all three regions and is stronger for EU origins.





# 10



## CONCLUSIONS AND RECOMMENDATIONS



# CONCLUSIONS

This fourth edition of the Socio-economic Monitoring builds on the three previous editions, with a focus on three groups: persons of EU origin, those with an origin in the DR Congo, Rwanda or Burundi and those from the so-called “second generation”. In addition, we look more closely at the labour market integration of young people, the effects of the “article 60” measure - the employment programme for social welfare beneficiaries, the impact of the reason for residence, and the situation in cities. In doing so, we use the same methodology as before, but we invested further in the improvement of two concepts. In the first place, this concerns educational data. Not only does the integration of data from the databases of the education sector allow us to identify the level of qualification even better than before. We also worked on the harmonisation of the variable “field of study” - which sometimes meant that we had to assign a field to each educational programme separately, as a result this variable is now available to all researchers working with the Datawarehouse.

This report does not reproduce in detail all the analyses we made in the previous editions, but it

does confirm their broad outlines. The previous report ran until 2014, with this report we cover up until 2016. During this short period, the structural characteristics of our labour market did not change, but short-term trends continued: 2015 and 2016 were generally very favourable years for our labour market.

The same goes for these conclusions: we build on what we have established before and incorporate the elements we derive from the new phenomena we have highlighted. Our findings - and this is not new either - are in line with the analyses of our labour market we know from the publications of the European Commission and the OECD<sup>260</sup>. The report published by the High Council of Employment in 2018 on the labour market situation of people who are not born in our country<sup>261</sup> (roughly the “first generation” in our report) also largely comes to the same conclusions. However, as in previous editions, we wish to emphasise that our analysis can be contradicted - and everyone is free to draw other conclusions from the richness of the data available in this report and even more so in the online appendices.

## 1. HIGH PRODUCTIVITY AND A LOW EMPLOYMENT RATE - AND BOTH ARE STAGNATING

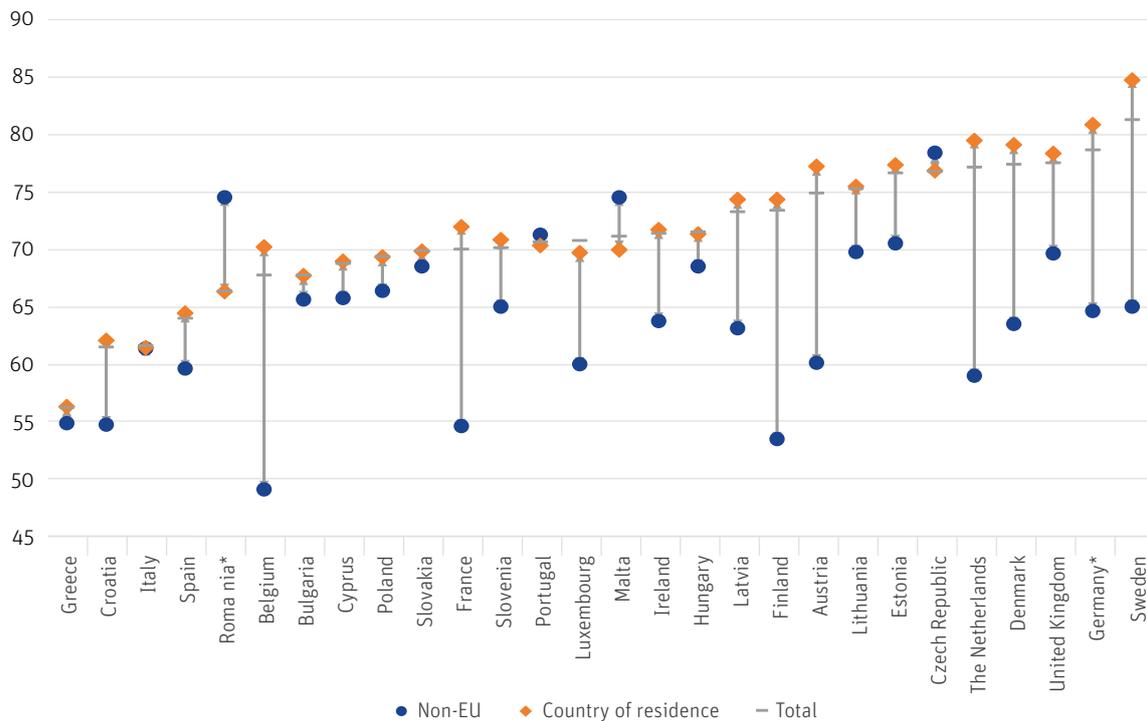
The reason to launch this Socio-economic Monitoring, more than a decade ago now, was the double observation that the employment rate of persons of foreign origin in our country is very low, and that the gap to the employment rate of persons of Belgian origin is very large. In

2016, our country still had the lowest employment rate (20-64 years olds) for persons born outside the EU of all EU Member States and the largest employment rate gap between them and persons born in Belgium.

<sup>260</sup> See among others: European Commission, Country Report Belgium 2019 - OECD, Economic Survey Belgium 2019/2020 (forthcoming).

<sup>261</sup> High Council for Employment (2018), Les immigrés nés en dehors de l'UE sur le marché du travail en Belgique, Rapport du CSE 2018.

**Graph 118: Employment rate by country of birth (non-EU, in country of residence and total employment rate) (20-64 years old, 2016)**



\*Data for persons born non-EU for Germany and Romania were not available for 2016 and have been estimated on the basis of data for other years.

Source: Eurostat - Processing: FPS ELSD/Unia.

Moreover, the observation, which has been undeniable at least since the first Socio-economic Monitoring report, that the second generation (the children of those who were not born in our country) are also doing less well on our labour market, remains as valid as ever.

In addition - and it is mainly that which distinguishes us from countries with a similar problem, such as the Netherlands and Sweden - the general employment rate in our country is not particularly high. Still in 2016, our employment rate ranked 22 out of 28 EU countries - just ahead of that of some Southern European countries and the Eastern European member states that joined most recently.

It is thus clear that the prosperity of our country is not due to our employment, but to the high level of our productivity. However, as a recent OECD report<sup>262</sup>, initiated by the Federal Public Service Employment, Labour and Social Dialogue, makes clear, this high level is accompanied by low growth from an international perspective. And although the increase in the employment rate in recent years may be considered historically high by Belgian standards, we still lagged behind the European average in this respect too. Together, these two phenomena threaten our prosperity in the long term, and more particularly the social welfare state that is so characteristic of Belgian society.

262 OECD (2019), In-Depth Productivity Review of Belgium.

## 2. STAGNATION HIDES UNDERLYING SHIFTS

The slowly evolving employment rate, stagnating productivity and the fact that people of foreign origin are lagging behind are structural phenomena of the Belgian labour market. Our labour market is undergoing a number of major shifts. The clearest picture of these structural shifts can be found in the Labour Market chapter<sup>263</sup>. First, there were job losses in industry and new jobs created in the service sectors. Secondly, there were job losses for people with at most a certificate of lower secondary education and more jobs for upper secondary and especially higher education graduates. Third, there were job losses in sectors where a relatively higher proportion of people of Belgian origin were employed and there were job gains in sectors where people of foreign origin had easier access. Even in the public sector, where the composition by origin has not changed in recent years (despite a presumed exemplary role<sup>264</sup>), a significant shift from the low to the high-educated took place.

Moreover, these shifts cannot be seen in isolation from each other, nor from the qualitative shifts that accompany them: if you look at the dynamics between jobs and sectors, you will see that more flexible jobs (with more short-term and irregular contracts) in the service sectors replace better protected jobs in the industrial sectors<sup>265</sup>. In industry, not only persons of Belgian origin but also the 'older' generations of mainly EU origin lost jobs, while those who usually pull the short straws on the labour market, especially persons of foreign origin and the low-skilled, have to resort to these flexible jobs.

Again, it is worth looking at this from an international perspective. Deindustrialisation went faster than elsewhere: between 2008 and 2016,

29% of industrial jobs were lost in our country, compared with 10% in the euro zone as a whole. The employment rate for people with at most a lower secondary education is lower in our country, and the gap between low and high-educated people is bigger than in any Western European country (2016, 20-64)<sup>266</sup>.

In the chapter 'Cities', we observe the consequences of deindustrialisation and the shift in jobs. The major disruption of the labour market in Charleroi, La Louvière or Verviers in the past has clearly led to a downward spiral, which is reflected, among other things, in the level of qualification<sup>267</sup> and also in the employment rate<sup>268</sup> (with an employment rate of less than 8% for people of Near/Middle-Eastern origin in Verviers as the low point<sup>269</sup>). However, the current situation is more multifaceted than might appear at first sight. It is remarkable that people with Oceania/Far Eastern origin have the highest employment rate in these cities. The fact that some groups (the Maghreb or Other African origin in Malines, the EU Candidate origin in Wavre) or even almost all foreign origins (in Vilvoorde and Bruges, although their share is much smaller in the latter city) are doing exceptionally well indicates the potential for a positive dynamic, which we also find elsewhere in the report. It probably points out that policymakers and their partners at the local level can contribute to a dynamic which makes a difference, but that the economic development of a region nevertheless plays a role.

The particularly difficult position of persons with at most lower secondary education on the labour market is related to the viewpoint of this report, the origin. The high percentage of people of foreign origin with a low level of qualification<sup>270</sup> is

<sup>263</sup> See graphs 27 and 48 in that chapter.

<sup>264</sup> See graph 29, chapter Labour market.

<sup>265</sup> About the dynamics of the labour market, see a.o.: Goesaert, T., & Struyven, L. (2017). *Voltijds, deeltijds of als flexwerker bij een nieuwe werkgever. Trends in de aanwervingsdynamiek op de Belgische arbeidsmarkt*. Leuven: HIVA - KU Leuven.

<sup>266</sup> The figures in this section come from Eurostat and are based on the Labour Force Survey.

<sup>267</sup> See graph 59, chapter Cities.

<sup>268</sup> See graph 57, chapter Cities.

<sup>269</sup> See table 24, chapter Cities

<sup>270</sup> See graph 6, chapter Demography. For the sake of completeness, we should add here that persons with an unrecognised foreign diploma are also included in the low-skilled, although they may also be medium or high skilled.

probably an important explanation for their very unfavourable position on the labour market. The chapter on persons of the second generation<sup>271</sup> is clear in this respect: for all groups of the second generation, employment has declined for persons who completed at most lower secondary education and increased for higher education graduates. Although the level of qualification is one of the levers to improve this position, this report again shows that people of foreign origin with a higher education diploma have greater difficulty to access the labour market than

those of Belgian origin. And the observation we already made in a previous report remains valid: for those with a short education, especially men, being of Belgian origin no longer guarantees a favourable position on the labour market<sup>272</sup>.

The question of what future we see for the low-skilled on our labour market is inescapable. At the request of the Federal Public Service Employment, Labour and Social Dialogue, the OECD will devote a special report to this issue in 2020.

### 3. MIGRATION IS A DIVERSE STORY

The figures in this report reflect the migration history of our country. Thanks to the crossing of the variable origin with migration background, we can look in a much more detailed way at who occupies which position in the labour market. The focus we have put in this report on persons with an EU background, persons with origins in DR Congo, Rwanda and Burundi and the second generation has given us an even more fine-grained picture of this. As this report and previous reports show, there is great diversity within “people of foreign origin”.

For example, the employment of second-generation lower secondary education graduates is declining and that of second-generation higher education graduates is increasing. This cannot be seen in isolation from the structural inequality based on origin in the Belgian education systems, although even with an equal level of qualification, the second generation has more difficulty to gain access to the labour market. As far as the first generation is concerned, the level of qualification also plays a role, of course, and we see that people with foreign, unrecognised diplomas find their way onto the labour market a little better (although this may often be below their actual level of qualification). This should not

make us forget that for many, non-recognition of a foreign diploma is still a major obstacle on the labour market. The fact that the first generation more easily enters lower-paid jobs is also linked to the ‘reservation wage’, the wage someone is willing to work for. For them, this may also be influenced by the reference point in their country of origin (and may have a strong gender component there, for example).

As far as newcomers in Belgium are concerned, the chapter “reasons for residence” once again shows that those who come here to carry out a professional activity also have a much better chance of effectively being employed, but also that this work experience does not sufficiently serve as a springboard towards a sustainably higher employment rate<sup>273</sup>. Moreover, we are missing opportunities to attract highly skilled people, precisely because our labour market is insufficiently dynamic- and a migrant with a higher education diploma should rightly fear for the employment opportunities of her or his family members<sup>274</sup>, while on the other hand, we attract migrants for the jobs for which the “reservation wage” of those already living here has become too high, up to and including those in the highly subsidised service voucher system. The chapter

<sup>271</sup> See table 43 in that chapter.

<sup>272</sup> See among others graph 26, chapter Demography.

<sup>273</sup> See graph 98, chapter Reasons for residence.

<sup>274</sup> Tuccio, M. (2019), “Measuring and assessing talent attractiveness in OECD countries”, OECD Social, Employment and Migration Working Papers, No. 229, OECD Publishing, Paris.

on reasons for residence also shows that integration into the labour market of those groups who do not in the first place come here for work-related reasons do enter the labour market, but often far too slowly. In particular, persons who

come to Belgium via family reunification often start in inactivity<sup>275</sup>, which is of course partly due to the fact that they are more often women, who are more often inactive in general.

#### 4. SEGMENTATION, ETHNOSTRATIFICATION AND THE SKILLS MISMATCH

As this and previous reports show, both less favourable jobs (construction, cleaning...) and jobs for which it is very difficult to find suitable candidates are more easily accessible, making them a stepping stone for people of foreign origin to find a place in the labour market. But the segment of less favourable jobs in our country is smaller than elsewhere<sup>276</sup>, and the transition to better jobs appears to be very difficult. These jobs cannot sufficiently fill the role of stepping stone to better work. The springboard does exist, however, as shown in this and previous reports in the figures on wage transitions<sup>277</sup> and on temporary agency work<sup>278</sup>, but for people of foreign origin it often jumps less far and less well.

All too often, people are confronted with our segmented labour market, consisting on the one hand of less favourable (temporary, lower paid jobs with little career prospects) and on the other of better jobs, with higher wages and promotion opportunities often linked to seniority. Moreover, it should be noted that the deindustrialisation mentioned above also affected the latter segment, the relatively well-paid “permanent” jobs in industry. The fact that persons of foreign origin are over-represented in the occupations or labour market segments with the poorer jobs and persons of Belgian origin - at the other extreme - in those with the better jobs, is a finding that is not new in this report either: the ethnostratification of the labour market is

still there and appears to be persistent. The fact that there is little movement between the two segments may be mainly due to the fact that the Belgian labour market is not very mobile in general. The average seniority is higher than elsewhere<sup>279</sup>. For those in a “good” job, there are also often few incentives to change: wage formation is largely automatic, and a new job is often unattractive, as seniority related advantages (such as potential severance pay) have to be given up. If the job change requires a geographical change, other preconditions (which we will discuss later) also play a role, in addition to the high transaction costs for those wanting to move<sup>280</sup>.

Low mobility means that the right person finds it difficult to get to the right place, which contributes to the stagnation of our productivity. It also means that people are not encouraged to (re)train and leads to an important “skills mismatch”: many workers in our country do not have the right training for the job they are in, which is of course particularly problematic in the case of over-qualification. This phenomenon is even more pronounced for people of foreign origin: as we observe in this report (as in the previous one), a diploma helps them to enter the labour market, but is less profitable for them<sup>281</sup>. In some sectors, the right diploma is sufficient to find work (such as health care - although an origin gap remains there as well), while in other sectors, even with the right diploma (of a lawyer or a teach-

<sup>275</sup> See graph 99, chapter Reasons for residence.

<sup>276</sup> Høj, J. (2013), “Enhancing the Inclusiveness of the Labour Market in Belgium”, OECD Economics Department Working Papers, No. 1009, Paris.

<sup>277</sup> See table 11, chapter Labour market.

<sup>278</sup> See graph 28, chapter Labour market.

<sup>279</sup> OECD, In-Depth Productivity Review of Belgium, 2019.

<sup>280</sup> OECD, In-Depth Productivity Review of Belgium, 2019.

<sup>281</sup> See among others CSE, Report 2018 and Valentine Jacobs, Benoît Mahy, François Rycx and Mélanie Volral, The Heterogeneous Effects of Workers' Countries of Birth on Over-education (forthcoming).

er, for example), origin remains a barrier (see, among others, table 22<sup>282</sup>). Moreover, people of foreign origin with the right diploma often find themselves in the related sector, but if they move outside this sector it is usually to a less favourable job. This contrasts with persons of Belgian origin with a higher education diploma who can cash in on this within their field as well as outside the related sector. Highly educated people of foreign origin therefore seem to have fewer ‘degrees of freedom’ on the labour market: they are less likely to find a job and have fewer chances to find something at their level outside their ‘own’ sector.

Between the different foreign origins too, the chances are unevenly distributed depending on the level of qualification. For example, higher education seems to give persons of Maghreb and EU Candidate origin a greater advantage than other groups of foreign origin, particularly

in Brussels<sup>283</sup>. Having a bachelor’s or a master’s degree has different effects on the labour market for different origins<sup>284</sup>. For some origins, (young) women make more progress on the labour market than men (see, for example, table 54). And the ‘nationality of the diploma’ may also play a role, as foreign diplomas from Sub-Saharan Africa appear to offer less easy access to employment than foreign diplomas from other regions.

All of this refines the picture of ethnostratification that we are painting with this and previous reports. We already knew that not every worker or diploma is equally valued in the segmented labour market: the specific origin linked to it forms a threshold or stepping stone depending on the context. However, the field of study also interacts with who gets what opportunities and forms much less of a threshold for people of Belgian origin than for people of foreign origin.

## 5. DISCRIMINATION AND A LABOUR MARKET THAT IS DIFFICULT TO ACCESS

After four editions of the Socio-economic Monitoring, in which - as we stated above - our knowledge of the ethnostratification of the labour market becomes more detailed, it is also becoming increasingly clear that the unexplained differences point to discrimination.

The ethnostratification of the labour market shows how structural discrimination works: it is interwoven in rules and procedures, but also in unwritten rules of conduct and standards. The fact that people of Belgian origin remain over-represented in the public sector is an example of this<sup>285</sup>. Although the restrictions for persons of foreign nationality or origin no longer apply de facto in most government jobs, they may still have an impact on who is or is not employed by the government. In this sense, the finance and insurance sector is exemplary: persons of Belgian origin with different fields of study are

employed here, while there are enough persons of foreign origin who have the right diploma for that sector, but do not enter it and thus remain under-represented (see, among others, table 22). The fact that wage levels for persons of foreign origin do not “align” in the better paid sectors also shows that this structural discrimination occurs not only at the entry gates, but also when persons of foreign origin are employed in a certain sector. It is likely that sticky floors, the phenomenon where promotion opportunities are missed in the early stages of a career, do not only affect women.

The structural discrimination that is frequently demonstrated in this report is hidden or openly reflected in direct discrimination (e.g. when an applicant is not recruited because they have a dark complexion) and indirect discrimination (when an apparently neutral measure nev-

<sup>282</sup> See chapter Labour Market.

<sup>283</sup> See graph 40, chapter Labour market.

<sup>284</sup> See graph 45, chapter Labour market.

<sup>285</sup> See graph 29, chapter Labour market.

ertheless has discriminatory consequences, such as demanding Dutch as a mother tongue). Although this report does not depict this direct and indirect discrimination, they are an extension of the structural discrimination mentioned above. Scientific behavioural tests on the labour market have already demonstrated the chance of being discriminated against in black and white: when fully equivalent CVs that only differ according to the origin of the applicant are used for the same job offer, persons of foreign origin are less often invited to an interview<sup>286</sup>. The explanation for such discrimination is sometimes divided into statistical discrimination (based on stereotypes and prejudices, certain characteristics - often summarised in the labour market as a 'presumption of lower productivity' - are attributed to an average person from that group) or taste-based discrimination (based on an aversion to a particular group)<sup>287</sup>, but the difference in reality is sometimes subtle and the outcome remains the same: someone is judged on his or her origin rather than on a real assessment of competencies.

Direct and indirect discrimination must of course be tackled, but if the instruments are not in place to demonstrate discrimination, anti-discrimination legislation cannot be enforced and loses its deterrent effect. Since the publication of the previous Monitoring in 2017, important progress

has been made in terms of enforcement: both the federal labour inspectorate and the Brussels employment inspectorate have been given the power to carry out practical tests and mystery calls to check employers for discriminatory acts, which is clearly a step in the right direction. The general policy statement of the Walloon government also provides for the establishment of a legal framework for practical tests on the labour market.

But certainly, prevention is better than cure. When it comes to prevention, a range of tools are now available to enable sectors and companies to better prevent discrimination. The social partners are best placed to develop these tools in a way that is tailored to their sector, thus breaking the structural aspect of discrimination in the long term. The social partners' commitments then complement the legal prohibition of discrimination with measures and rules of conduct to prevent discrimination. In the Flemish sector covenants, for instance, sectoral codes of conduct are already a compulsory part, and we therefore see that more and more sectors are working on them. It is important that these measures do not represent a disproportionate administrative burden for companies, nor an additional wage cost, since both are not minor in our country<sup>288</sup>, and do not lead to additional barriers to recruitment.

## 6. THRESHOLDS ON THE SUPPLY SIDE

The high inactivity rates observed in various places in this report (which, again, are among the highest in the EU) indicate that not everyone who does not have a job is looking for one. Once again, of course, there is not a single reason for

this<sup>289</sup>, and some of the inactive people are of course covered by statutes which in any case include an inflow into the labour market, a return to it or a definitive outflow (in particular child benefit, career break and pension). But supply and de-

<sup>286</sup> See Diversiteitsbarometer Werk (Unia, 2012), or studies by Stijn Baert, among others: Baert, S., Cockx, B., Gheyle, N., & Vandamme, C. (2015). "Is there less discrimination in occupations where recruitment is difficult?", *ILR Review*, Vol. 68 No. 3, pp. 467-500; Baert, Stijn. (2014), "Etnische aanwervingsdiscriminatie in Vlaanderen: evidentie, mechanismen en aanpak", in B. Benyaich (Ed.), *Klokslag twaalf: tijd voor een ander migratie- en integratiebeleid*, Brussels: Itinera Institute.

<sup>287</sup> Research shows that taste discrimination to the detriment of persons of foreign origin is more decisive for the decision not to invite someone for an interview than statistical discrimination (see Baert, Stijn, & De Pauw, A.-S. (2014). Is ethnic discrimination due to distaste or statistics? *ECONOMICS LETTERS*, 125(2), 270-273.).

<sup>288</sup> We are the only country where almost every employer outsources its social Administration to a social secretariat, in particular 90% of employers in the private sector. See: Unie Sociale Secretariaten (2018), *Activity report 2018*, Brussels.

<sup>289</sup> See also Higher Employment Council, *Plus d'actifs pour une économie prospère et inclusive*, Report 2019.

mand cannot be separated: those who know that a job is not easy to find will be less inclined - or more easily discouraged - to look for one.

Of course, there are measures to help people cross the threshold of the labour market. The public employment services try to help the unemployed among them to find a job, often first through counselling, then possibly also through training or a work experience measure - a so-called "active labour market policy". The effectiveness of these measures in general (our country spends a lot on this type of measures, but achieves less than elsewhere) and for people of foreign origin in particular has been questioned by the European Commission, among others<sup>290</sup>. A number of recent studies<sup>291</sup> have examined the effectiveness of these measures and provide a more accurate picture of which policies are successful and what works for whom, including persons of foreign origin. They can encourage policymakers to deal with employment measures in a more evidence-based way and to tailor them to the target group.

For those who are entitled to the social welfare benefit, there is the so-called Article 60, which allows them to work sufficiently to be entitled to unemployment benefits. As previously noted<sup>292</sup>, this report confirms that it often does indeed lead to an unemployment benefit, and insufficiently to work. This is a missed opportunity for newcomers who are more likely to end up in this measure because they are not yet eligible for unemployment benefit because they did not spend enough time (and worked) in our country. The fact that relative newcomers often have a higher potential than other persons employed

under the Article 60 agreement is also shown in the chapter Trajectories after an Article 60 contract<sup>293</sup>. The fact that it takes so long after the work experience with an Article 60 contract for the beneficiaries to integrate more sustainably into the labour market still offers room for improvement.

Several other framework conditions also play an undeniable role in labour market integration and may or may not prevent people from seeking and keeping employment. Although these are not unimportant in the context of this report, it is also impossible to discuss them all here. For example, the combination of family and work is not always easy, and generally has the most impact on the employment of women who still take up most caring responsibilities. This concerns - in a nutshell - the organisation of crèches, extracurricular childcare, informal care and household help, and access to measures such as career breaks and parental leave, which are not always easily accessible to people of foreign origin<sup>294</sup>.

In addition, housing, transport and even, in a broader sense, spatial planning are important preconditions for integration into the labour market. This includes not only the monetary cost of commuting or a possible relocation, but also the opportunity cost. For example, the heavy traffic congestion in our country and imperfect public transport mean that commuting between home and work can be time-consuming<sup>295</sup>. That time is of course set off against the return on working hours.

<sup>290</sup> European Commission, Country Report Belgium 2019.

<sup>291</sup> See a.o. Vandermeerschen, H., De Cuyper, P., De Blander, R., & Groenez, S. (2017). Kritische succesfactoren in het activeringsbeleid voor mensen met een buitenlandse herkomst. Leuven: HIVA-KULeuven; Dewatripont, A., & López Novella, M. (2019). Versnellen de maatregelen die een eerste werkervaring mogelijk maken de uitstroom van werkloosheid naar werk? Een analyse van drie maatregelen in het Brussels Gewest. Brussels: Federal Planning Bureau.

<sup>292</sup> See for example Kristel Bogaerts, Ive Marx, Dieter Vandelanootte and Natascha Van Mechelen, Activering bij werkloosheid en recht op maatschappelijke integratie, CSB 2010.

<sup>293</sup> See graph 118 in this chapter.

<sup>294</sup> Zie bijvoorbeeld Tine Kil, Jonas Wood and Karel Neels, Parental Leave uptake amongst migrants and native mothers. Can precarious employment trajectories account for the difference?, 2017.

<sup>295</sup> OECD, Economic Survey 2019/2020 (forthcoming).

# POLICIES AND POLICY RECOMMENDATIONS

As in the previous three editions, we believe it is important to make a number of policy recommendations in this report. These are closely in line with our analysis and with the recommendations we have made earlier, as well as with what national and international institutions such as the High Council for Employment, the European Commission and the OECD have recommended to our country. We also make grateful use of the conclusions of the study visit<sup>296</sup> that took place in The Hague in September 2019 as part of the Mutual Learning Programme. In this way, Unia and the FPS Employment, Labour and Social Dialogue aim to fulfil their policy advisory role.

The fact that we are once again making recommendations does not mean that no steps have been taken in recent years, at the various policy levels. For example, the federal government has used a Royal Decree to give substance to the possibility for companies to promote diversity by means of positive actions. In addition, when there are indications of discrimination, the labour inspectorate was given the opportunity to present itself as a potential employee or customer by means of “mystery calls” in order to be able to act effectively. For both measures, a number of framework conditions still need to be improved, but they are clear steps in the right direction. Efforts have also been made at regional and, of course, local level to make our labour market broader and less stratified, which also deserves to be underlined.

## POLICY FRAMEWORK

If this Socio-economic Monitoring tries to convey one message, it is that the labour market disadvantage of persons of foreign origin is a multi-faceted story. Individual policy measures have their value, but in order to really make a difference a comprehensive approach is necessary.

- › The various authorities must develop an integrated policy with a long-term perspective. The onset of new governments can initiate this through an inter-ministerial conference (work, education, migration, integration) which sets the agenda.
- › This should include encouraging local initiatives and ensuring that cities and towns can learn from each other.
- › Policy development, especially but not exclusively at local level, must also involve the actors themselves (social partners, individual companies, organisations representing ethnic and cultural minorities, etc.).
- › A policy towards newcomers is important and can make a difference, but it is by no means sufficient to tackle the structural disadvantage of persons of foreign origin.
- › There should be room for pilot measures or even experiments, but monitoring, evaluation and also scalability should be considered in advance.
- › All policies, benefits and procedures should be designed to be as simple as possible. This applies to everyone, but of course a fortiori to those who (still) have to find their way in our society. The tendency to supplement complex regulations with new provisions that make the whole even less transparent should certainly be suppressed in this context.

<sup>296</sup> Mutual Learning Programme, Study Visit on “Labour market integration of migrants” – The Hague (Netherlands), 26 september 2019, <https://ec.europa.eu/social/main.jsp?langId=en&catId=1070&furtherNews=yes&newsId=9428>

## LABOUR MARKET

A better functioning labour market will benefit everyone, first and foremost the most under-represented groups. In other words, all the benchmarks in graph 118 above need to be raised.

- › Mobility on the labour market should be increased. To this end, a series of measures are needed. Among other things, wage formation must be adapted so that it allows for greater variation and retains a signalling function. At the same time, excessive individualisation of wages (e.g. through the technique of extra-legal benefits) should be countered, inter alia because it increases the risk of discrimination. The impact of seniority on wages should be limited, not least because it reduces the employment opportunities of older people and also reinforces the “insider-outsider” phenomenon.
- › Our labour market needs more jobs in which people can grow. The less favourable working conditions can be compensated by in-work benefits. In particular, it should always be possible to enter the labour market at the level of the interprofessional minimum wage.
- › The tax burden on low wage earners needs to be further reduced. Wage costs should also be further reduced in the context of a new shift in the burden from labour to other sources of finance. Particular attention should be paid to low wages, while avoiding creating a low wage trap (through an excessive marginal tax burden).
- › Nor should the accumulation of rights lead to unnecessary restrictions on mobility between sectors or companies. This also applies to the ‘right’ to severance pay or early retirement.
- › The effectiveness of active labour market measures needs to be continuously monitored, and weighed against a strengthening of guidance to work. Policy makers could use a more evidence-based approach to deploy labour market measures where they work.
- › The combination of work and training still needs to be further developed. Learning the language is also often possible on the work floor. Innovative measures to better integrate people into the labour market (such as mentoring and coaching) need to be better supported and disseminated.
- › Our labour market needs a culture of lifelong learning. To this end, existing systems should be simplified and preferably integrated into a form of training accounts/career accounts. The obligation to offer a number of days of lifelong learning (with a target of an average of 5 days per worker) should be transformed into an individual right, so that every worker has the same right to a minimum number of days of training.
- › Vacancies should focus on competencies rather than diplomas or levels of study, which can at most be used as proof or indication of competency. The employment services should monitor this when publishing vacancies. The government should set a good example by moving away from a personnel structure strongly oriented towards levels of qualification.
- › Rapid integration into the labour market should not be hindered for new entrants to the labour market. It is also crucial for young people to be able to integrate quickly into the labour market and the commitments of the European Youth Guarantee must be strictly adhered to.
- › Small enterprises often need to be treated differently in legislation and regulation from large enterprises, but as some groups are more strongly represented in small enterprises it is a structural discrimination that their employees have different rights.
- › Unnecessary restrictions on access to some professions should be further reduced.
- › A revision of Article 10 of the Constitution could ensure that statutory relations in the public sector are accessible irrespective of nationality, subject to exceptions for specific functions of public authority.
- › Business creation and entrepreneurship should be encouraged.
- › Pro-active activation policies should be implemented in all benefit systems receiving people who are employable in the labour market.
- › Article 60 of the social welfare benefit legislation should be reformed in such a way that work experience is always followed by a pathway leading to sustainable integration into the

labour market. In doing so, the transition from the local welfare offices (OCMW/CPAS) to the public employment service must not in any way interrupt the pathway to work.

- › The welcoming policy for all those who come to live here could also include an offer of employment mediation, regardless of the reason for residence. In doing so, a screening of everyone's competencies should be put in place. There must be sufficient capacity at employment services and reception agencies.
- › Intra-EU migration also plays an important role in our labour market. This needs to be better mapped out and information and enforcement of rules on, inter alia, posting needs to be improved.
- › Policies on labour market migration from third countries need to be restructured in order also to attract human capital that can strengthen our economy. At the same time, provision must be made for the (labour market) integration of family members.
- › Unnecessary restrictions on the labour market deployment of migrants should be lifted. Asylum seekers should be able to start work as soon as possible, and those obtaining a work permit for a specific job should not be hindered in accepting another job in our country. Those who come here to study should also be given the right to look for work in our country for a limited period of time.

## ANTI-DISCRIMINATION AND DIVERSITY

The more different factors responding to labour market inequalities are portrayed, the clearer the reference to discrimination becomes. As already mentioned, discrimination can take many different forms. The indicators that we present in this report mainly visualise their structural nature. It is precisely for this reason that a bold anti-discrimination policy must also be complemented by a diversity policy.

- › Discrimination must be fought, and techniques such as mystery calls can help<sup>297</sup>. Furthermore, data mining on government databases offers many more opportunities to uncover and objectify forms of discrimination, which often remain invisible to the victim. This method makes it possible to know where checks by the inspectorate are appropriate, but should mainly be used to work proactively and to remedy the situation.
- › Anti-discrimination policy and diversity should be on the agenda of collective bargaining at inter-professional, sectoral and company level. Sectors can then support companies in working with career and diversity plans. Such plans can, for example, help organisations to professionalise their competency policies and thus reduce the bias in the screening of prospective employees or the assessment of employees. The sectoral codes of conduct within the Flemish sector covenants, which we mentioned earlier, are also a step in the right direction.
- › At all levels of the labour market, regular checks should be made to ensure that the diversity of society is reflected in the workplace. This report contains sufficient figures to serve as a benchmark. It is important that sectors and companies can request the data for this purpose, with transparent and accessible procedures and clarity about the privacy regulations to be observed.
- › On the basis of collective negotiations at the various levels, concrete targets should be set.
- › The public sector should take on an exemplary role. It can do this by drawing up thorough diversity plans with binding targets. The lack of mobility within the government and between the public and the private sector also prevents this, and this can also be addressed.
- › Now that the legal uncertainty for companies wishing to take positive action measures<sup>298</sup> has finally been removed, positive action can also form an integral part of a prevention policy at company level. Governments should support social partners to develop positive ac-

<sup>297</sup> Unia has formulated a number of recommendations on the use and evaluation of field tests (including mystery calling), see point 13: [https://www.unia.be/files/Documenten/Publicaties\\_docs/Memorandum\\_voor\\_de\\_verkiezingen\\_2019.pdf](https://www.unia.be/files/Documenten/Publicaties_docs/Memorandum_voor_de_verkiezingen_2019.pdf).

<sup>298</sup> Royal Decree of 11 February 2019 laying down the conditions for positive actions.

A positive action measure allows, under certain conditions, temporary priority to be given to target groups (including persons of foreign origin), which makes it easier to achieve the targets than (broader) diversity measures. For more information, see:

tions, provide resources and guidance for enterprises and thus ensure that the good practices that are developed are further shared and disseminated. The measure will also have to be evaluated in terms of its effectiveness and administrative burden on enterprises.

## TRANSVERSAL POLICY

As we mentioned earlier, it is impossible in the context of this report to make a full analysis of a whole number of preconditions that can contribute to optimal participation in the labour market. We therefore formulate a limited number of recommendations, some of which require a transversal approach in order to benefit the labour market.

- › The education systems in Belgium must offer the same chances of success to all pupils, regardless of social and ethnic background<sup>299</sup>.
- › Employment opportunities must be taken into account when informing students about their choice of study and when organising study programmes - especially in technical and vocational education - on the basis of objective information. This is inextricably linked to the valorisation and financing of these fields of study. There is also a need for a stronger focus on mathematics, science, technical and technological skills, at all levels of education.
- › The recognition of foreign diplomas must be free and quick. In order to avoid having to assess the same diplomas in each individual country, our country should take the lead in establishing European cooperation in this field.
- › Measures to achieve a fully equal representation of women and men in the labour market should also explicitly take into account the thresholds in the labour market for women of foreign origin.
- › An affordable place in good quality childcare should become a right for everyone, which can be easily accessed, for example through the municipalities.
- › The offer in the domains of care for the elderly, informal care, household help, ... and related policies must be tested against feasibility in combination with labour market participation. This test should pay attention to different disadvantaged groups and should certainly not ignore the impact on women (including women of foreign origin), as they still take up the majority of care tasks.
- › Measures such as parental leave and career breaks to make the reconciliation of family and working life feasible should also be accessible to all, including those working in less good jobs.
- › Different provisions in tax and benefit systems inhibit the labour market participation of the second earner in a family. These can be reduced in order to promote labour market participation, although they should not hamper gaining a full income and the freedom to make essential choices in life.

## STATISTICAL APPARATUS

From the outset, Socio-economic Monitoring had a dual purpose. In addition to providing a picture of the situation of the labour market by origin, the FPS Employment, Labour and Social Dialogue and Unia also explicitly intended to invest in the Datawarehouse Labour Market and Social Protection. Enriching the Datawarehouse with origin data was a first (and far from self-evident) step, but after that we continued to work on making concepts for socio-economic research usable, beyond the limits of our own reports. This led, in particular, to the elaboration of educational variables (level and field of study) that could potentially provide great added value for the users of the Datawarehouse.

We want to continue down that road. For example, we want to make a concept of “socio-economic background” ready for use in the next edition. In recent years, however, we have increasingly ran into a few thresholds. That is a pity. We probably do not realise enough how strongly the Datawarehouse is regarded internationally

<sup>299</sup> In the Diversiteitsbarometer Onderwijs (2018) Unia, presents more recommendations on education.

as an example, and to what extent other countries envy us this. On the other hand, we may not realise how incomprehensible some of its limitations are in the eyes of the same foreign (and, of course, many domestic) actors.

In this light, we therefore include in this list of recommendations, for the first time, a series of recommendations to the administrator of the Datawarehouse, the Crossroads Bank for Social Security, but also to the institutions that supply data.

- › In view of the increased data requests, the capacity of the Data Warehouse needs to be increased significantly.
- › The rules for protecting the confidentiality of data should be clarified and codified in order to make them predictable in advance for an applicant.
- › The processing time of the data sources must be reduced so that the Datawarehouse has more up-to-date data at its disposal.
- › In the NSSO (RSZ/ONSS) declaration the information on the category in the job classification to which the employee was assigned should be added, as well as their seniority. In addition, a professional code (ISCO) must be added. Both are not only essential to identify the “skills mismatch”, but they are also indispensable for the analysis of wage formation in Belgium. In addition, this information would be very valuable for the inspectorates.
- › Student work, night and shift work, Saturday and Sunday work must be made identifiable in the administrative data.
- › All missing data on education and training should be linked to the Datawarehouse.
- › The integration of persons working for international institutions in the Datawarehouse should be completed.
- › The data on posting and posted workers must be made suitable for statistical analysis, and linked to data on a (possible) later long-term stay in our country.

## STATISTICAL ANNEX

The full statistical annexes with all available breakdowns can be consulted on the FPS ELSD website:

<https://emploi.belgique.be/fr/statistiques>

## LIST OF JOINT COMMITTEES

|     |  |
|-----|--|
| 100 | Auxiliary joint committee for blue-collar workers  |
| 101 | National Joint Mining Commission   |
| 102 | Joint Committee for the Quarry industry  |
| 104 | Joint Committee for the Iron industry  |
| 105 | Joint Committee for the Non-ferrous metals   |
| 106 | Joint Committee for the Cement industry  |
| 107 | Joint Committee for the Master tailors, tailors and seamstresses   |
| 109 | Joint Committee for the Clothing and garment-manufacturing industry  |
| 110 | Joint Committee for Textiles care  |
| 111 | Joint Committee for metal, machinery and electrical construction   |
| 112 | Joint Committee for the Garage industry  |
| 113 | Joint Committee for Ceramics   |
| 114 | Joint Committee for Brickworks   |
| 115 | Joint Committee for the Glass industry   |
| 116 | Joint Committee for the Chemical industry  |
| 117 | Joint Committee for Petroleum industry and trade   |
| 118 | Joint Committee for the Food sector  |
| 119 | Joint Committee for the Trade in foodstuffs  |
| 120 | Joint Committee for the Textile industry and knitwear  |
| 121 | Joint Committee for Cleaning   |
| 124 | Joint Committee for Construction   |
| 125 | Joint Committee for the Wood industry  |
| 126 | Joint Committee for Upholstery and woodwork  |
| 127 | Joint Committee for the Trade in fuels   |
| 128 | Joint Committee for the Hides and leather business and substitutes   |
| 129 | Joint Committee for the Production of paper pulp, paper and cardboard  |
| 130 | Joint Committee for Printing, graphic arts and daily newspapers  |
| 132 | Joint Committee for Technical agricultural and horticultural works   |
| 133 | Joint Committee for the Tobacco industry   |
| 136 | Joint Committee for Paper and cardboard processing   |
| 139 | Joint Committee for Inland shipping  |
| 140 | Joint Committee for Transport and logistics  |
| 142 | Joint Committee for Companies where recovered raw materials are revalorised  |
| 143 | Joint Committee for the Sea fisheries  |
| 144 | Joint Committee for Agriculture  |
| 145 | Joint Committee for Horticulture   |
| 146 | Joint Committee for Forestry   |
| 147 | Joint Committee for Manual weapons forging   |
| 148 | Joint Committee for Fur and small hides  |
| 149 | Joint Committee for the Sectors related to metal, machinery and electrical construction  |
| 150 | Joint Committee for Standard pottery   |
| 152 | Joint Committee for the Subsidised providers of independent education  |
| 200 | Auxiliary joint committee for white-collar workers   |
| 201 | Joint Committee for Self-employed retailers  |
| 202 | Joint Committee for White-collar workers from food retailing   |
| 203 | Joint Committee for White-collar workers from the hard stone quarries  |
| 204 | Joint Committee for White-collar workers from the porphyry quarries of the canton of Lessen, of Bierk-bij-Halle and of Quenast |
| 205 | Joint Committee for White-collar workers from the coal mine industry   |
| 207 | Joint Committee for White-collar workers from the chemicals industry   |
| 209 | Joint Committee for White-collar workers from the fabricated metal products industry   |
| 210 | Joint Committee for White-collar workers from the steel industry   |
| 211 | Joint Committee for White-collar workers from the petroleum industry and trade   |

|     |  |
|-----|--|
| 214 | Joint Committee for White-collar workers from the textile industry and knitwear                          |
| 215 | Joint Committee for White-collar workers from clothing and ready-to-wear                                 |
| 216 | Joint Committee for Notary clerks  |
| 217 | Joint Committee for Casino employees   |
| 218 | National auxiliary joint committee for white-collar workers  |
| 219 | Joint Committee for services and bodies responsible for technical control and verification of conformity |
| 220 | Joint Committee for White-collar workers from the food industry  |
| 221 | Joint Committee for White-collar workers from the paper industry   |
| 222 | Joint Committee for White-collar workers from the paper and cardboard processing industry                |
| 223 | National Joint Committee for Sport   |
| 224 | Joint Committee for White-collar workers of the non-ferrous metals                                       |
| 225 | Joint Committee for White-collar workers from subsidised providers of independent education              |
| 226 | Joint Committee for White-collar workers from international trade, transport and logistics               |
| 227 | Joint Committee for the Audiovisual sector   |
| 300 | National Labour Council  |
| 301 | Joint Committee for the Port industry  |
| 302 | Joint Committee for the Hotel industry   |
| 303 | Joint Committee for the Film industry  |
| 304 | Joint Committee for the Entertainment industry   |
| 305 | Joint Committee for Health services  |
| 306 | Joint Committee for the Insurance sector   |
| 307 | Joint Committee for Brokerage and insurance agencies   |
| 308 | Joint Committee for Mortgage and capitalisation companies  |
| 309 | Joint Committee for Stock-exchange companies   |
| 310 | Joint Committee for the Banks  |
| 311 | Joint Committee for the large retailers  |
| 312 | Joint Committee for the Department stores  |
| 313 | Joint Committee for pharmacies and dispensaries  |
| 314 | Joint Committee for Hairdressing and beauty care   |
| 315 | Joint Committee for Trade aviation   |
| 316 | Joint Committee for Merchant shipping  |
| 317 | Joint Committee for Surveillance and/or oversight services   |
| 318 | Joint Committee for Family and elder care services   |
| 319 | Joint Committee for Educational and housing facilities and services                                      |
| 320 | Joint Committee for Funeral homes  |
| 321 | Joint Committee for Wholesale and distribution of pharmaceuticals  |
| 322 | Joint Committee for Temporary work agencies and accredited providers of neighbourhood work or services   |
| 323 | Joint Committee for the management of buildings, real estate agents and service-providers                |
| 324 | Joint Committee for the diamond industry and trade   |
| 325 | Joint Committee for Public lending institutions  |
| 326 | Joint Committee for Gas and electricity companies  |
| 327 | Joint Committee for Social and sheltered workshops   |
| 328 | Joint Committee for urban and regional transport   |
| 329 | Joint Committee for the Socio-cultural sector  |
| 330 | Joint Committee for Health facilities and services   |
| 331 | Joint Committee for the Flemish welfare and health sector  |
| 332 | Joint Committee for the French-speaking and German-speaking welfare and health sector                    |
| 333 | Joint Committee for tourist attractions  |
| 334 | Joint Committee for the Public lotteries   |
| 335 | Joint Committee for the Provision of services and support to businesses and the self-employed            |
| 336 | Joint Committee for the liberal professions  |
| 337 | Auxiliary joint committee for the non-profit sector  |
| 338 | Joint Committee for Maritime and water-related activities  |
| 339 | Joint Committee for recognised social housing companies  |
| 340 | Joint Committee for Orthopaedic technologies   |
| 341 | Joint Committee for Intermediation in banking and investment services                                    |

## LIST OF NACE CODES - NACE-BEL 2008\*

### A. AGRICULTURE, FORESTRY AND FISHING

- |    |  |
|----|--|
| 01 | Crop and animal production, hunting and related service activities |
| 02 | Forestry and logging   |
| 03 | Fishing and aquaculture  |

### B. MINING AND QUARRYING

- |    |   |
|----|---|
| 05 | Mining of coal and lignite                    |
| 06 | Extraction of crude petroleum and natural gas |
| 07 | Mining of metal ores                          |
| 08 | Other mining and quarrying                    |
| 09 | Mining support service activities             |

### C. MANUFACTURING

- |    |   |
|----|---|
| 10 | Manufacture of food products  |
| 11 | Manufacture of beverages  |
| 12 | Manufacture of tobacco products   |
| 13 | Manufacture of textiles   |
| 14 | Manufacture of wearing apparel  |
| 15 | Manufacture of leather and related products   |
| 16 | Manufacture of wood and of products of wood and cork, except furniture; manufacture of articles of straw and plaiting materials |
| 17 | Manufacture of paper and paper products   |
| 18 | Printing and reproduction of recorded media   |
| 19 | Manufacture of coke and refined petroleum products  |
| 20 | Manufacture of chemicals and chemical products  |
| 21 | Manufacture of basic pharmaceutical products and pharmaceutical preparations  |
| 22 | Manufacture of rubber and plastic products  |
| 23 | Manufacture of other non-metallic mineral products  |
| 24 | Manufacture of basic metals   |
| 25 | Manufacture of fabricated metal products, except machinery and equipment  |
| 26 | Manufacture of computer, electronic and optical products  |
| 27 | Manufacture of electrical equipment   |
| 28 | Manufacture of machinery and equipment n.e.c.   |
| 29 | Manufacture and assembling of motor vehicles, trailers and semi-trailers  |
| 30 | Manufacture of other transport equipment  |
| 31 | Manufacture of furniture  |
| 32 | Other manufacturing   |
| 33 | Repair and installation of machinery and equipment  |

### D. ELECTRICITY, GAS, STEAM AND AIR CONDITIONING SUPPLY

- |    |   |
|----|---|
| 35 | Electricity, gas, steam and air conditioning supply |
|----|---|

### E. WATER SUPPLY; SEWERAGE, WASTE MANAGEMENT AND REMEDIATION ACTIVITIES

- |    |   |
|----|---|
| 36 | Water collection, treatment and supply                                  |
| 37 | Sewerage  |
| 38 | Waste collection, treatment and disposal activities; materials recovery |
| 39 | Remediation activities and other waste management services              |

### F. CONSTRUCTION

- |    |   |
|----|---|
| 41 | Construction of buildings; development of building projects |
| 42 | Civil engineering   |
| 43 | Specialised construction activities                         |

**G. WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES AND MOTORCYCLES**

- 45 Wholesale and retail trade and repair of motor vehicles and motorcycles
- 46 Wholesale trade excluding repair of motor vehicles and motorcycles
- 47 Retail trade excluding repair of motor vehicles and motorcycles

**H. TRANSPORTATION AND STORAGE**

- 49 Land transport and transport via pipelines
- 50 Water transport
- 51 Air transport
- 52 Warehousing and support activities for transportation
- 53 Postal and courier activities

**I. ACCOMMODATION AND FOOD SERVICE ACTIVITIES**

- 55 Accommodation
- 56 Food and beverage service activities

**J. INFORMATION AND COMMUNICATION**

- 58 Publishing activities
- 59 Motion picture, video and television programme production, sound recording and music publishing activities
- 60 Radio and television programming and broadcasting activities
- 61 Telecommunications
- 62 Computer programming, consultancy and related activities
- 63 Information service activities

**K. FINANCIAL AND INSURANCE ACTIVITIES**

- 64 Financial service activities, except insurance and pension funding
- 65 Insurance, reinsurance and pension funding, except compulsory social security
- 66 Activities auxiliary to financial services and insurance activities

**L. REAL ESTATE ACTIVITIES**

- 68 Real estate activities

**M. PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES**

- 69 Legal and accounting activities
- 70 Activities of head offices; management consultancy activities
- 71 Architectural and engineering activities; technical testing and analysis
- 72 Scientific research and development
- 73 Advertising and market research
- 74 Other professional, scientific and technical activities
- 75 Veterinary activities

**N. ADMINISTRATIVE AND SUPPORT SERVICE ACTIVITIES**

- 77 Rental and leasing activities
- 78 Employment activities
- 79 Travel agency, tour operator reservation service and related activities
- 80 Security and investigation activities
- 81 Services to buildings and landscape activities
- 82 Office administrative, office support and other business support activities

**O. PUBLIC ADMINISTRATION AND DEFENCE; COMPULSORY SOCIAL SECURITY**

- 84 Public administration and defence; compulsory social security

**P. EDUCATION**

- 85 Education

**Q. HUMAN HEALTH AND SOCIAL WORK ACTIVITIES**

- 86 Human health activities
- 87 Residential care activities
- 88 Social work activities without accommodation

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**R. ARTS, ENTERTAINMENT AND RECREATION**

---

90 Creative, arts and entertainment activities

91 Libraries, archives, museums and other cultural activities

92 Gambling and betting activities

93 Sports activities and amusement and recreation activities

---

**S. OTHER SERVICE ACTIVITIES**

---

94 Activities of membership organisations

95 Repair of computers and personal and household goods

96 Other personal service activities

---

**T. ACTIVITIES OF HOUSEHOLDS AS EMPLOYERS; UNDIFFERENTIATED GOODS- AND SERVICES-PRODUCING ACTIVITIES OF HOUSEHOLDS FOR OWN USE**

---

97 Activities of households as employers of domestic personnel

98 Undifferentiated goods- and services-producing activities of private households for own use

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**U. ACTIVITIES OF EXTRATERRITORIAL ORGANIZATIONS AND BODIES**

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99 Activities of extraterritorial organisations and bodies

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*\* Federal Public Service Economy, SMEs, Middle Classes and Energy, Directorate-General for Statistics - Statistics Belgium (January 2011): "NACE-BEL 2008 - Economische activiteitennomenclatuur met toelichtingen".*

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