

Declaration on Data Confidentiality

Organisation for Economic Cooperation and Development

(OECD)

2, rue André Pascal
75775 Paris Cedex 16
France

The OECD will receive microdata from The Directorate-General Statistics – Statistics Belgium of the FPS Economy, SMEs, Self-employed and Energy – Statbel, to be used for the project entitled “*The Future for Low-Educated Workers in Belgium*” and described in the project description attached to this declaration.

Microdata provided to the OECD by Member countries on a confidential basis, will be protected as confidential official information in accordance with the OECD Council Resolution on Classification and Declassification of Information [C(97)64/REV1/FINAL] (the “Resolution”).

OECD “official information” falling within the scope of protection under the Resolution, includes material received from Member countries. Such material received by the Organisation on a confidential basis should be treated in the same manner as official documents bearing the “*Confidential*” classification, i.e. as “*information the unauthorised disclosure of which would seriously prejudice the interest of the Organisation or any of its Member countries.*” More particularly, market-sensitive and commercially sensitive material fall within this classification category.

The Resolution further provides that “*The Member countries and the Secretary-General will take the necessary measures to ensure the security of official information.*”

Furthermore, the OECD Regulations, Rules and Instructions applicable to Officials of the Organisation (“Staff Regulations”), to which all OECD officials are subject in accordance with their employment contract, bind OECD officials to an obligation of confidentiality. Regulation 4 provides in the relevant part:

“*Officials shall: [...]*”

f) protect the confidentiality of sensitive, unpublished information that has come to their attention in the course of their official duties;

g) continue to be bound by the obligation referred to in f) above after leaving the Organisation.”

Any violation by OECD officials of their obligations under Regulation 4 are expressly designated as being misconduct subject to disciplinary action.

Protection of personal data

“OECD Data Protection Rules” means the OECD internal rules on data protection, which are the only rules governing Personal Data protection that are applicable to the OECD. They are currently set out in the Decision of the Secretary-General on the protection of individuals with regard to the processing of their personal data, Annex XII of the Staff Regulations, Rules and Instructions applicable to Officials of the Organisation. A copy of the current OECD Data Protection Rules has been provided to Stabel;

“Personal Data” means any information relating to an identified or identifiable individual Processed under the Contract;

“Processing” means any operation which is performed on Personal Data whether or not by automated means. “Process/Processed” shall be construed accordingly.

As an independent intergovernmental organisation, the OECD is not subject to any national or regional legislation, but only subject to the OECD Data Protection Rules. The OECD is the controller of the Personal Data in accordance with the OECD Data Protection Rules and shall comply with the OECD Data Protection Rules.

After the processing of the provided data ends, the data will be retained to replicate the analysis to ensure OECD quality standards. The data will be retained and stored only for the length of the project. At the end of the project, only the results will be retained and the microdata will be deleted.

Signature: 

Print Name: Paul Schreyer

Title: Acting Chief Statistician and Acting Director

Date:

Signature:

Print Name: Nicolas Waeyaert

Title: Director General Statistics Belgium

Date: 27/05/2020

Nicolas
Waeyaert
(Signature)



Digitally signed by
Nicolas Waeyaert
(Signature)
Date: 2020.05.27
09:07:05 +02'00'

Attachment: Project description



The Future for Low-Skilled Workers in Belgium

The OECD and the Future of Work

Globalisation, technological progress and demographic change are having a profound impact on OECD labour markets, affecting both the quantity and quality of jobs that are available, as well as how and by whom they are carried out. The future of work offers unparalleled opportunities, but there are also significant challenges associated with these mega-trends. In this context, it is important that policy makers strengthen the resilience and adaptability of labour markets so that workers and countries can manage the transition with the least possible disruption, and ensure that no one is left behind.

Over the past couple of years, the OECD Future of Work initiative has been looking at how these mega-trends are affecting job quantity and quality, as well as labour market inclusiveness - and what this means for labour market, skills and social policy. This work, drawing on expertise from across the OECD, has been carried out using a mixture of methodologies – ranging from policy questionnaires to the analysis of microdata – and has produced a range of outputs – including workshops and conferences, policy briefs and research reports.

For more information on the OECD's work on the Future of Work, please visit: <http://www.oecd.org/employment/future-of-work/>

Low-Skilled Workers are at Risk of Losing Out

The risks and benefits brought by the future of work are not equally distributed across the workforce. Low-skilled workers in particular are at a high risk of being left behind. For example, the risk of automation is much higher for low-skilled workers than it is for high-skilled ones, and their jobs are also more likely to be offshored. Similarly, the growth in new forms of work, which can often be of poor quality, has been concentrated amongst low-skilled workers. Finally, the bargaining power and ability to collectively organise is likely to be much lower amongst low-skilled workers.

Given that low-skilled workers already have worse labour market outcomes, these risks presented by the future of work could potentially further increase labour market disparities. In fact, recent OECD work suggests that this may already be happening. There have been small, but gradual increases in underemployment, concentrated among youth and the low-skilled in particular. These same groups are also experiencing increases in the probability of being neither in employment, education or training and, for those who are employed, there have been increases in the probability of being in low-paid jobs. Many of these changes appear structural and go beyond the effects of the recent crisis – building on already high levels of labour market inequality and fostering further social and economic tensions.



The Future for Low-Educated Workers in Belgium

In Belgium, despite relatively good labour market performance overall, low-educated¹ workers have considerably poorer outcomes than other groups. Employment rates of the low-educated are 20 percentage points below those of the medium-educated who, in turn, are 14 percentage points less likely to be in employment than the highly-educated. These gaps are larger than in most other EU countries. In addition, a large share of low-educated workers in Belgium work in manufacturing – a sector where many jobs are likely to disappear in the near future. While new jobs are likely to appear in the service sector, these might not be sufficient to absorb potential employment losses in manufacturing, and they might also be less well-paid and more precarious. More generally, labour markets in many OECD countries, including Belgium, have seen strong growth in high-skilled jobs, raising question marks around the future labour market prospects of low-educated workers.

What the OECD can offer

The OECD offers to provide an in-depth analysis of recent and possible future trends in labour market outcomes of low-educated workers in Belgium – which will help policy makers better understand the challenges that lie ahead and where policy efforts should be focused. The analysis would follow the OECD Jobs Strategy framework and analyse labour market performance along the three dimensions of: job quantity, job quality and inclusiveness. More specifically, the analysis would help answer the following questions:

- **Are jobs for low-educated workers disappearing?** This part of the analysis would look at the quantity of work available for low-educated workers. It would document trends in key labour market outcomes (overall labour force participation, employment and unemployment rates) of low-educated individuals in Belgium. Depending on data availability, the analysis would also cover changes in hours worked and the risk of underemployment. The outcomes would be compared to higher-educated individuals, as well as to outcomes of similar groups in other countries.
- **Are low-educated workers being pushed into low-quality jobs?** The second part of the work would analyse in more detail the nature of the jobs that low-educated workers used to have, and how those have changed over time. It would provide an overview of sectoral, occupational and geographical shifts in the jobs of the low-educated. There would also be a focus on the quality of these jobs: wages, job stability, union coverage, social protection, participation in training, etc. Again, the outcomes would be compared to higher-educated individuals, as well as to outcomes of similar groups in other countries.
- **What does the future hold for low-educated workers?** The third part of the report would aim to extrapolate from existing trends, discuss existing occupational forecasts as well as estimates of the risk of automation, etc. to shed light on future scenarios for low-educated workers in Belgium. By analysing trends in the supply of low-educated workers, on the one hand, and trends in labour market outcomes, on the other, the analysis will shed some light on skills mismatches in the Belgian labour market. This would provide information on where the greatest challenges/opportunities are likely to emerge in the future, and for which groups, and where the focus of policy should lie.

¹ The focus would be on low-educated rather than low-skilled workers since this is easier to capture using existing data sources. The definition of low-educated can be jointly decided upon. Based on OECD ongoing OECD work, the recommendation would be to focus on all workers without a tertiary qualification.



- **To what extent can differences in labour market outcomes for low-educated workers between countries be explained by differences in structural factors?** Comparisons with other countries would indicate which neighbouring countries achieve better labour market outcomes for low-educated workers, in terms of job quantity, quality and inclusiveness. A decomposition analysis would shed light on the extent to which such differences are structural (e.g. differences in industrial and occupational structure, differences in socio-demographic characteristics of the workforce, etc.), or to which extent they remain unexplained (and thus potentially attributable to differences in policies and institutions).

The research would draw on detailed data analysis of the EU-LFS and, if possible, administrative data from the Belgian Labour Market and Social Protection Datawarehouse. All the analysis would be broken down by socio-demographic groups (gender, immigration status, geography, etc.)

The report could eventually be used as the basis for a workshop to discuss the future of low-educated workers in Belgium, together with policy makers, social partners, experts and civil society. This workshop could also involve representatives from other countries where low-educated workers have better labour market outcomes than in Belgium to share lessons learned as well as discuss policy options for improving the labour market outcomes for low-educated workers in Belgium.