

SATISFYING LABOUR DEMAND THROUGH MIGRATION IN BELGIUM

STUDY OF THE BELGIAN CONTACT POINT OF THE EUROPEAN MIGRATION NETWORK

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The European Migration Network was set up with the purpose of providing up-to-date, objective, reliable and comparable information concerning asylum and migration for the European institutions, national authorities and other stakeholders.

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EXECUTIVE SUMMARY

In this study, we shall discuss labour migration policy in Belgium from the point of view of combating labour shortages and/or labour demands. The Belgian labour migration regime is not geared towards addressing labour shortages in the sense of a problematic and structural lack of labour for certain jobs or sectors. Rather, the regime addresses individual labour *demand* (understood as individual vacancies), and not structural labour *shortages*. The basic rule, which is rarely used in practice, allows for case-by-case recruitment based on the community preference rule: when a specific vacancy for a specific employer cannot be filled within a reasonable term by a fitting candidate in Belgium or the EEA (community preference), an employer can be granted an employment authorisation to employ a foreign worker. In addition, there must be a bilateral agreement with the country of origin, and the foreign candidate must still be abroad when the employer applies for the work permit.

In addition to this principle – and used far more in practice – more flexible procedures exist for certain categories of workers for whom the requirements of the labour market test (community preference) and the above conditions do not apply. For these categories, such as “highly skilled employees,” the procedures are relatively quick and inexpensive. This list of exceptional jobs has grown historically and is primarily concerned with easing international mobility for certain jobs as well as the economic policy, which aims to attract investment in Belgium. The list of jobs, in descending order, for which these work permits were granted in 2008, were: highly skilled employees¹ (6,926 permits), family members of migrant workers (3,176), managers (2,395), professional athletes (404), *au pairs* (389), apprentices (307), specialised technicians (295) and researchers (223). As for labour shortages, this flexible procedure enables Belgian employers to address highly skilled labour shortages relatively easily through labour migration.

Another exceptional channel through which labour shortages are addressed concerns the *temporary* scheme for employees from new EU member states, for whom free movement (still) does not apply (note: the EU freedom to provide services and the EU freedom of establishment are the source of other forms of economic migration). New EU citizens can obtain temporary work permits for specific bottleneck jobs as listed by the various Belgian regions. The procedure to obtain such a work permit is quick and easy. Quantitatively, most work permits are granted for this bottleneck procedure. In 2008, 29,004 work permits were assigned to EU-10 citizens and 10,047 permits to EU-2 citizens. This arrangement is currently applicable only to Romanian and Bulgarian citizens, and might end by 31 December 2011.

In short, the Belgian system is characterised by the following strengths and challenges:

¹ The definition of highly skilled employees, as used by the Belgian migration legislation, differs from the definition used by the EU for this report. The Belgian system defines the highly skilled as having acquired a university or equivalent degree and a minimum annual gross salary of EUR 36,355. The EU on the other hand works with ISCO codes.

Strengths:

1. Despite the complexity and dated nature of the labour migration legislation, labour migration for the highly skilled and several other categories is relatively flexible, inexpensive and swift, in comparison to neighbouring countries. In addition, an Economic Migration Service (within the Immigration Office) was established in 2008 to improve the administrative burden for highly skilled migrants as well as for investors.
2. Another flexible aspect of the labour migration regime is the large number of categories of foreigners that are exempt from applying for a work permit: EEA citizens, spouses of Belgians, certain researchers, foreigners with an indefinite residence permit, etc. In total, there are 33 exempted categories. As a consequence, the vast majority of foreigners working in Belgium are indeed exempt from obtaining a work permit.
3. Even though the job vacancy rate for Belgium, which includes the unmet demand for labour, is still slightly above the EU-27 average of 1.9 %, Belgium has developed an extensive set of active labour market programmes at all levels of government. Eurostat reckons that Belgium spends the most on active labour market policies in the EU.
4. In addition, the Belgian regions have developed a dynamic and intricate detection system for labour market shortages.
5. The execution of labour migration regulations has been decentralised to the regions in Belgium (Flanders, Wallonia, Brussels-Capital Region and the German-speaking Community). This decentralisation provides some space for the regions to adjust labour migration policy to local needs. For instance, the temporary bottleneck lists for the new EU member states are different for each region.

Challenges:

1. Despite the fact that quite a number of work permits are granted every year, the existing legislation, which is not specifically geared towards addressing labour shortages, is excessively complicated and outdated. This is partially compensated by a high degree of administrative efficiency and competence.
2. Belgium struggles with a comparatively low overall participation rate and comparatively persistent long-term unemployment. With an employment rate of 62 % in 2009, Belgium has a large non-active domestic labour reserve. In Belgium, there is also a vast geographical variation in labour market outcomes and a low level of intra-regional mobility among its workforce.
3. Given the fact that Belgium has a significant labour reserve of both Belgian and immigrant unemployed workers, there is little enthusiasm to go beyond modest demand-driven labour migration. Even though the most recent coalition agreement of 2008 stated that the government planned to work out some form of labour migration to address labour shortages, nothing has been implemented thus far. The economic and financial crisis and the ensuing rise in unemployment figures made the introduction of enhanced labour migration politically less opportune. Belgium's political impasse also accounts for delays in policy-making in this field.

4. Belgium's labour market is closed for low skilled or skilled third-country nationals who come from countries with whom no bilateral labour agreement has been concluded and who do not fit into one of the exceptional categories. As it stands today, *labour* migration from third countries predominantly concerns the *highly* skilled. Skilled and low skilled jobs are barely in the picture. However, many bottleneck jobs are situated within these categories. In particular, requiring a bilateral agreement with the prospective migrant's country of origin severely restricts the number of countries from which skilled and unskilled workers can be hired.
5. Belgium does have a limited and temporary system for addressing labour shortages, which is only accessible to citizens of new EU member states, as a transitional phase towards the free movement of workers. Quantitatively speaking, the system has proved successful for the horticultural sector in Flanders. Taken as a whole, however, the bottleneck procedure has only managed to satisfy a small proportion of bottleneck needs in Belgium. Only 2 % of the most acute bottleneck jobs in Flanders (top five) were filled through the bottleneck procedure in 2008. When we compare the number of bottleneck work permits with the total number of Flemish bottleneck vacancies, we see that only 8.9 % have been filled through the bottleneck procedure with the new EU member states. Only a very modest amount of the labour market needs are met through labour migration for labour shortages. In view of the speedy procedure for bottleneck permits for new EU citizens, and in view of the fact that for years now, citizens of the new EU member states have had other forms of economic migration at their disposal, we suspect that no massive influx of workers from the last two new member states will occur once all limits to the free movement of workers have been abolished. In addition, based on the limited take-up of bottleneck jobs by the new EU citizens and the persistence of bottleneck jobs, there may be legitimate grounds for exploring the possibilities of extending the Belgian migration policy to third countries in order to address labour shortages.
6. In 2008, 63,148 employees from EU-12 and third countries came to Belgium through posting. People who are posted do not contribute to the Belgian social security system, whereas others do.
7. Finally, a sharp contrast exists between the profile and share of third-country nationals who migrate on the basis of a work permit, and the permanently settled stock of third-country nationals who work in Belgium. The contrast between these two phenomena for third-country nationals – highly skilled temporary migrants and underemployed, low skilled settlers – calls for a more integrated vision on labour migration, global migration policy and integration measures in general.

INTRODUCTION: PURPOSE AND METHODOLOGY

In this study, we have provided information about the labour migration policy in Belgium *from the perspective of “combating labour shortages” and/or “labour demands”*. The main reason for describing Belgian labour migration regulations in the report is to find out whether the regulations address the policy’s aim to combat labour shortages. Furthermore, we have also focused more on the practical application of the labour migration regulations, rather than the theoretical legal textbook version of these regulations. Insofar as it is possible, we have described the Belgian system from a practical point of view.

To begin with, we have indicated the difference we found between satisfying labour *demand* through migration and combating labour *shortages* through migration. There is a fundamental distinction between the two. Labour demand refers to a request and need for labour. Labour shortage refers to a situation in which there is a structural lack of labour. When the demand for labour is so great that vacancies cannot be filled, bottleneck jobs develop and thus leading to labour shortages. In contrast, labour demand does not necessarily mean a structural shortage.

Belgium’s labour migration regime certainly focuses on labour demand: employers who are in need of a worker who cannot be found on the basis of the community preference rule, will be granted a labour migration permit to hire someone from abroad (under certain conditions and with a myriad of exceptions). However, this basic rule was not designed to manage problematic labour shortages or the systematic occurrence of bottleneck jobs. Even though policy-makers have pondered this question relatively recently, this has not been the policy’s main aim until now. In short, the Belgian labour migration policy can be qualified as “satisfying labour *demand*” rather than as “satisfying labour *shortages*”. We have made a distinction between both policy aims in the course of this study.

The information gathered for this study consists of a combination of desktop research, legal analysis of the current labour migration regulations as well as of a series of in-depth interviews with administrators from both the federal and regional levels (Flanders and Wallonia only).² Taken together, the interviews give a coherent picture of the issues and problems occurring in the current labour migration regime. All administrators impressively showed great willingness, competence, endurance and love for their profession. One item we did remark, however, is that their expertise is underused when it comes to improving the current regulatory system.

The problems encountered during the study were mostly of a statistical nature. Unfortunately, we have no data available other than the Labour Force Survey³ to describe the labour market situation

² See appendix for a list of the public departments interviewed.

³ Recent incentives of the Crossroads Bank for Social Security (which merges various administrative datasets related to labour market outcomes and social security contributions) also aimed to cover origin and citizenship, and certain types of information from the National Register will facilitate the availability and comparability of the socio-economic situation of different types of immigrants (FOD WASO & Steunpunt WSE, 2010).

of legally resident migrants. Moreover, due to the short period we had to conduct this study, we have only focused on the period 2005-2008. In addition to a static description of the labour market outcomes of the legally resident migrant population (stock of migrants), we gathered additional data sources on the inflow of migrants workers through work permits and posting. Because the collection and treatment of this data takes place both at a federal and a regional level, we sometimes had to restrict our analysis to one region only (also due to comparability and availability). Another limiting factor on the collection of migration-relevant data was the high cost of some privately-owned data sources. Concerning the labour shortage lists (bottleneck jobs), which are generated separately by the regions, comparability of the listed jobs was also not ideal.



2.1. National Vision and Policy

Belgium's modest labour migration regime consists mainly of demand-driven case-by-case granting of temporary work permits. The labour migration regime is not specifically designed to combat labour shortages. Given the fact that Belgium has a significant labour reserve of both unemployed Belgians and unemployed immigrants, there is little enthusiasm to go beyond modest demand-driven labour migration.

As shown in **Tables 2 through 5** (2008), there is a large gap in the employment rate between non-EU foreigners and Belgian nationals in Belgium. At 23.2 %, the gap in the employment rate is in fact among the highest in the European Union. The integration of female immigrants appears particularly problematic, with an employment rate of third-country women of only 26.0 %. In line with the employment rate differentials, unemployment among immigrants is high; unemployment rates for non-EU migrants (27.3 %) are more than four times higher than those for Belgian citizens (6.3 %).

The last coalition agreement of 18 March 2008 tentatively mentioned labour migration as a possible way to address certain labour market shortages:

"Despite all the various stimulus measures for jobseekers and the lifting of restrictions on the free movement of workers and self-employed individuals from the new Member States of the European Union, *it is clear that in some sectors there is still no available workforce*. Together with the Regions and in consultation with the social partners, *the government will lay down the conditions to be met in order for economic immigration along with temporary and, subsequently, permanent work permits to help fill vacant positions in professions where personnel are in short supply*. The social partners will also be asked to make greater efforts as regards training and monitoring the labour situation in the sectors affected."⁴

In her general policy papers, the Minister of Labour⁵ indicated that Belgium will open up to "a certain form of economic immigration", by introducing *the possibility of economic migration for bottleneck jobs* in the short term. Opening up the Belgian labour market would go hand in hand with strengthening the efforts to train the unemployed in Belgium for bottleneck jobs. The Minister of Labour further pointed to "*counting on a certain economic migration*" as one of the six priorities to achieve increased levels of employment in Belgium.

Even though these statements date from 2008, nothing has been implemented so far. The economic

⁴ http://premier.be/files/Coalition%20agreement_2.pdf

⁵ J. Milquet, "Note de politique générale de la vice-première ministre et ministre de l'Emploi et de l'Égalité des chances – partie emploi", *Doc. Parl. Chambre, 2007-2008, doc 52, 0995/017 & Doc. Parl. Chambre, 2008-2009, doc 1529/011*.

and financial crisis and the ensuing rise in unemployment figures have made the introduction of enhanced labour migration politically less opportune.

In the following paragraphs, we have begun by providing an outline of the Belgian labour market and policies regarding labour shortages. We have then clarified how labour migration fits into this picture.

The Belgian labour market in general

The Belgian labour market is characterised by a number of peculiarities which set it apart from other advanced EU economies.

One element is the comparatively low overall participation rate. With an employment rate of 62 % in 2009, Belgium has a large non-active domestic labour reserve, particularly within the EU-15 and eurozone context. This participation deficit is particularly significant among certain segments of the potential labour force: older workers, non-EU nationals and people with comparatively low levels of formal educational.

A second element is the comparatively persistent nature of unemployment. Belgium's standardised unemployment rate has dropped to slightly below the EU average over recent years, coming down from a previously above-average level. However, the proportion of long-term unemployed remains far above the average. This points to lasting structural frictions in the Belgian labour market.

A third and important element is the extent of regional variation. Despite its small geographical scale, Belgium is characterised by vast geographical variation in labour market outcomes that are not attributable to population composition. This is evident at NUTS 2 level, but it is even more striking at lower levels of geographical disaggregation. There are adjacent communes with unemployment rates of 4 and 20 % respectively. This discrepancy again points to structural mismatches that are not attributable to compositional or macro-policy level factors.

The job vacancy rate for Belgium, which captures the unmet demand for labour (and is hence also indicative of skills and other mismatches) is slightly above the EU-27 average of 1.9 %. (Note that neighbouring Germany and the Netherlands have significantly higher rates.)

Labour policies in Belgium are primarily aimed at (re-)integrating the long-term unemployed and other vulnerable groups into the labour market rather than at combating skill shortages per se (although this is arguably a secondary or latent motive in some instances). Belgium has an extensive set of active labour market programmes at all levels of government: federal (mostly in the form of subsidised employment schemes and labour cost reduction subsidies); regional (training - mainly vocational -, upskilling and reorientation schemes; skill certification) and local (subsidised/supported public sector and non-profit employment). Eurostat reckons that Belgium spends the most on active labour market policies in the EU.

Efforts have been undertaken to activate the comparatively large domestic labour reserve. These include efforts to increase the effective age of retirement (the 2005 Generation Pact) and make-work-pay efforts (Job Bonus). People on benefits, particularly unemployment and welfare benefits, who are able to work, face stricter job search requirements, with enhanced monitoring and sanctions.

Labour migration within this context

As mentioned above, the current Minister of Labour has pinpointed six priorities in order to achieve a higher level of employment in Belgium: 1) providing more training for jobseekers and employees; 2) providing better guidance and activation of jobseekers; 3) new activation measures to increase activity levels among youngsters, the elderly, migrants, women and the disabled; 4) improving employee mobility; 5) improving wage levels and avoiding unemployment traps; and 6) *a certain level of economic migration*.⁶

Currently, Belgium uses labour migration to address the individual labour demands of individual employers, but it does not “combat labour shortages” (even though there is a temporary arrangement for certain bottleneck jobs for Bulgarian and Romanian citizens – see below). *In principle*, temporary work permits are granted for vacancies that cannot be filled by candidates in Belgium or the EER (community preference), and this occurs only under certain conditions. *In practice*, however, the compulsory labour market test is only sometimes used.⁷

In practice, work permits are granted for two main groups of labour immigrants. Quantitatively, the largest group concerns workers from new EU member states who are hired for specific regional lists of bottleneck jobs (see below). Since May 2009 (when the transition period for EU-10 member states came to an end), there has been a transitory arrangement for the two newest member states (Bulgaria and Romania), but this may also be phased out by the end of 2011. The regional lists consist of low skilled jobs, but also include highly skilled and technically-skilled jobs. For more details on the list, see below. Since 2004, the number of work permits granted has increased fivefold (see **Figure 3**). This strong increase can be attributed to a large extent to this bottleneck procedure for citizens of new EU member states. In 2008, 29,004 work permits were assigned to EU-10 citizens and 10,047 permits to EU-2 citizens.

The second group of labour immigrants concerns specific jobs that are listed as “exceptions” to the labour market test. This list of “exceptional jobs” has grown historically and mainly concerns easing international mobility for certain jobs as well as the economic policy to attract investment in Belgium. Hence, this list of jobs has not been designed to address labour market shortages, but relates more to Belgian economic interest in general.

Here is the list of jobs, in decreasing order, for which these work permits are granted (Belgium, 2008):

6 J. Milquet, “Note de politique générale de la vice-première ministre et ministre de l’Emploi et de l’Egalité des chances – partie emploi”, *see supra*, p. 18-19.

7 For a more detailed explanation, see 2.2. Legislative Framework.

highly skilled employees⁸ (6,926 permits), family members of migrant workers (3,176), managers (2,395), professional sportsmen and -women (404), *au pairs* (389), apprentices (307), specialized technicians (295) and researchers (223).

Opening up the Belgian bottleneck vacancies to a wider group of prospective migrants has been on the agenda of the government, but has not yet been implemented.

Return policy for former migrant workers?

Belgian temporary work permits (B-type labour card) are valid for one year and are renewable. When the work permit expires, the (separately-obtained) residence permit will not be extended. Nor is there any data concerning the proportion of migrant workers who convert their temporary permit into a permanent residence permit.

Such information would be relevant, since in practice, immigrant workers who wish to stay in Belgium indefinitely, can do so after three years of residence. Work permits (regional matter) are granted separately from residence permits (federal matter), and an immigrant worker needs both permits to reside and work legally in Belgium. After three years of legal residence in Belgium (irrespective of employment), a permanent residence permit is granted, which allows the holder to work and reside without a work permit.

No long-term planning regarding future labour shortages

Belgian labour migration practice does not explicitly distinguish between long-term or temporary labour shortages. Until now, there has also been no labour migration policy that addresses future labour market shortages, relating to demographic change and population ageing.

That is not to say, however, that the Belgian authorities are not aware of the demographic changes that will occur in the coming decades. In any case, the number of migrants needed to keep the existing dependency ratio intact 60,000 on top of the current immigration flow is not seen as politically viable.⁹

Note: separate arrangement for self-employed workers

Self-employed foreigners can establish themselves in Belgium through a separate procedure via the Federal Public Service Economy, SMEs, Self-Employed and Energy. In order to obtain a national “professional card”, a self-employed foreigner must be able to prove that his/her activity offers an added value to Belgium. The “professional card” allows a self-employed foreigner to practice his/her activity in a specific location.

⁸ The definition of highly skilled employees, as used by the Belgian migration legislation, differs from the definition used by the EU for this report. The Belgian system defines highly skilled as having acquired a university or equivalent degree and a minimum annual gross salary of EUR 36,355. The EU on the other hand works with ISCO codes.

⁹ Dienst Migratie Vlaams Subsidieagentschap Werk en Sociale Economie, *Overzichtsrapport Arbeidsmigratie*, http://www.werk.be/beleid/documenten/Overzichtsrapport_Arbeidsmigratie.pdf, p. 43.

2.2. Legislative and institutional framework to regulate and facilitate economic migration to satisfy labour demands

The Belgian legislative framework regarding (labour) migration is set by the national legislator. Both the federal and the three regional authorities (Flanders, Wallonia and the Brussels-Capital Region) have competences regarding labour migration, making it a shared power. The federal authorities are in charge of drafting (labour) migration legislation, whereas the regions are in charge of its execution, such as granting work permits.

The basic principle of economic migration regulation in Belgium is uniquely geared towards satisfying employer-driven case-by-case labour *demand*: when a specific vacancy for a specific employer cannot be filled by a suitable Belgian or EEA candidate (community preference) within a reasonable term, an employer can be granted an employment authorisation to hire a foreign worker.

The Belgian regulatory framework is clearly geared towards labour *demand*, i.e. individual vacancies, and not towards labour *shortages*. Nevertheless, for highly skilled workers a flexible procedure exists, which enables labour shortages to be addressed more easily. In addition, the *temporary* scheme for new EU member states, whose citizens can be recruited for bottleneck jobs, addresses labour shortages.

The following paragraphs further elaborate on this regulatory framework.

The Belgian labour migration regime

As a previous EMN report already mentioned,¹⁰ federal labour migration regulations are not transparent, but contain a rather impenetrable maze of exceptions.

Exemptions from work permits

Firstly, it is important to note that various categories of foreigners do not need a work permit to migrate to Belgium.¹¹ There are quite a high number of exempted categories. The vast majority of foreigners working in Belgium are indeed exempt from obtaining a work permit.

The following list shows the main categories exempt from work permits:

1. EU-EEA citizens and their families;
2. People married to a Belgian, and their dependants;

¹⁰ European Migration Network, Belgian Contact Point, *Conditions of entry and residence of Third-country Highly Skilled Workers in Belgium*, December 2006. <http://emn.sarenet.es/Downloads/prepareShowFiles.dojsessionid=8C3C42A231F3FC17ED822BD90A8F3FD3?directoryID=103>

¹¹ This list given here is not exhaustive, but displays the more prevalent categories. For all categories, see: Article 2 of Koninklijk besluit houdende de uitvoering van de wet van 30 april 1999 betreffende de tewerkstelling van buitenlandse werknemers, B.S. 26 juni 1999. See also: http://www.werk.be/wg/werknemers_buitenlandse_nationaliteit/vrijstellingen/categorieen_buitenlandse_onderdanen.htm and <http://www.vmc.be/vreemdelingenrecht/wegwijs.aspx?id=754>

3. Foreigners with an indefinite residence permit;
4. Recognised refugees;
5. Researchers within the framework of a guest agreement;
6. Management and researchers of a recognised coordination centre;¹²
7. People who have been posted;
8. Students working during the holidays;
9. Post-doctoral researchers.

For the total list of all 33 exempted categories, see: http://www.ejustice.just.fgov.be/cgi_loi/change_lg.pl?language=fr&la=F&cn=1999060935&table_name=loi

The political motives behind these work permit exemptions vary. For instance, researchers are exempted owing to a policy to attract researchers for today's knowledge economy.¹³ Similarly, the work permit exemption for researchers and managers of coordination centres relates to a policy choice made in the 1980s to attract foreign investment by granting social and fiscal advantages, such as easing the immigration of employees who could contribute to the growth of the national economy.¹⁴

Considering the high number of exempted categories, it is important to note that the statistics on work permits do not provide an accurate image of the number of immigrants who come to Belgium to work. We shall now turn to the Belgian work permit regulations.

The Belgian work permit system

In view of the free movement of workers principle, the regulations below obviously do not apply to EU workers (except for Bulgarian and Romanian workers until 31.12.2012).

As previously mentioned, the basic principle of the economic migration regulations in Belgium is geared uniquely towards satisfying specific labour demands: when a specific vacancy for a specific employer cannot be filled by a suitable Belgian or EEA candidate (community preference) within a reasonable term, an employer can be granted an employment authorisation to hire a foreign worker.¹⁵

The employer initiates the authorisation procedure and delivers the required documents to the regional migration office. The employer will be granted an employment authorisation and the foreign worker will be granted a temporary work permit (permit B) if the following conditions are met (NB: this procedure is only used in a small minority of cases, in view of a long list of exceptions):

12. A coordination centre is a company that is part of a multinational group of companies and is uniquely responsible for certain common activities on behalf of the group, such as publicity, research, accountancy, etc. These coordination centres are subject to a more favourable tax regime.

13. Dienst Migratie Vlaams Subsidieagentschap Werk en Sociale Economie, *Overzichtsrapport Arbeidsmigratie*, http://www.werk.be/beleid/documenten/Overzichtsrapport_Arbeidsmigratie.pdf, p. 25.

14. H. Verschuere, *Internationale Arbeidsmigratie, De Toegang tot de arbeidsmarkt voor vreemdelingen naar Belgische, internationaal en Europees gemeenschapsrecht*, Brugge, Die Keure, 1990, p. 25.

15. Art. 8 and further of: "Koninklijk Besluit houdende de uitvoering van de wet van 30 april 1999 betreffende de tewerkstelling van buitenlandse werknemers, B.S. 26 juni 1999".

1. The applicant (found by the employer) is still abroad.
2. There must be an international agreement regarding the employment of foreign nationals between the country of the prospective employee and Belgium. Belgium has concluded such agreements, dating from the late 1960s and 1970s, with only a few countries: Algeria, Bosnia-Herzegovina, Kosovo, Croatia, Macedonia, Morocco, Montenegro, Serbia, Tunisia and Turkey.
3. A standard contract between the employer and employee must be concluded. The contract must include a number of clear compulsory provisions. For instance, the employer must grant the migrant worker the same working conditions as the firm's local employees.
4. A recent medical certificate must be added to the application, stating that the employee is fit for the job in question.

The regional minister has the power to grant exemptions from some of the conditions for social or economic reasons: for example, the minister can grant a dispensation regarding the required labour market test and the need for a bi-lateral treaty.¹⁶

However, there can be no ministerial dispensation concerning the condition stating that the prospective migrant worker must be living abroad when the application is made.¹⁷ (Other categories, such as the exceptional categories below, new EU citizens in a bottleneck procedure and long-term third-country residents, can be resident in Belgium before the work permit is granted).

This restrictive list of conditions results from the official "halt to migration" that was declared in the 1970s. However, it is a well-known fact that there is no such "halt to migration". Over the years a long list of exceptions has been introduced: for certain jobs, which comprise the bulk of the temporary work permits, no labour market test is needed, nor an international agreement, nor a standard contract, nor the obligation for the prospective employee to be abroad.

The following jobs are exempt from these strict conditions (this is not an exhaustive list):

1. **Highly skilled employees**

The criteria are:

- he/she must have a university or equivalent degree and
- a minimum annual gross salary of EUR 36,355 (for the year 2010) (as mentioned elsewhere, this limit is low compared to neighbouring countries)

The permit is renewed annually for two four-year periods. If the annual salary exceeds EUR 60,654, no time limitations are set.

In practice, this means that highly skilled jobs that suffer from labour shortages will be more easily filled by foreign workers, since "highly skilled" jobs are not subject to a labour market test. (However, as we shall see, there are also many technical jobs and low skilled jobs for which labour shortages

¹⁶ Art. 38 §2 of the above Koninklijk Besluit.

¹⁷ Art. 4 §2 Wet betreffende de tewerkstelling van buitenlandse werknemers, B.S. 21 mei 1999.

exist. For these jobs, it is more difficult to employ migrant workers.)

2. **Managers**

The criteria are:

- employment in a management position,
- a minimum annual gross salary of EUR 60,654.

No time limitations are set.

3. **Specialist technical workers**

These are employees employed abroad who come to Belgium to set up or repair an installation that was manufactured by their employer abroad. As such, this cannot really be considered as labour migration. The maximum period of work in Belgium is six months and the employee remains hired by his employer abroad.

4. **Researchers and guest professors**

5. **Apprentices**

6. **Au pairs**

7. **Professional athletes**

8. **Spouses and children of migrant workers with a temporary work permit**

For the families of workers who already have a work permit, no labour market test or any of the other conditions apply. The shorter procedure applies.

The permit duration is dependent upon that of the first spouse.¹⁸

9. **Employees of foreign customers of Belgian products who receive professional training.**

The permit duration is a maximum of six months

10. **Third-country nationals** who have obtained the status of long-term resident in another EU member state can obtain a temporary work permit in Belgium without a labour market test.

However, a permit is only obtainable for a bottleneck job for the first year.

After a year, a permit can be obtained for other jobs as well.

In practice, if no bilateral agreement exists with the prospective immigrant's country of origin, migration offices will reject any application for a work permit for a worker who does not come under

¹⁸ Originally, this arrangement was introduced following requests from highly skilled workers and managers who wished their spouses to be offered the possibility of employment when they migrated to Belgium. Other categories of migrants also make use of the arrangement. Today, the vast majority of family reunion-based permits are granted to Bulgarian and Romanian workers who come to fill bottleneck vacancies. See: Vlaams Subsidieagentschap voor Werk en Sociale Economie, Dienst Migratie en Arbeidsbemiddeling, *Jaarverslag 2008*, www.werk.be, p. 17.

any of these exceptions. Only when an appeal is filed, will a labour market search be carried out.¹⁹

The procedure for these jobs is in practice quite short. Research has shown that for highly skilled immigrants, the entry conditions are very easy and the time needed to complete the administrative procedures is one of the shortest in Europe. The minimum gross salary required for highly skilled immigrants is up to 50 % lower than in neighbouring countries. A work permit and visa are granted within one month, whereas other European countries often take two to three months.²⁰ For work permits that require a labour market test, or when an appeal is filed, procedures will take longer.

No specific mechanisms for identifying labour demands

The above regulatory framework makes it clear that at present, labour migration regulations do not foresee a specific procedure to identify labour demands. A labour demand is identified by an employer who wishes to hire a foreign worker for a specific vacancy.

One temporary exception in identifying labour demands exists: in 2006, each region identified a list of bottleneck jobs which was/is used to grant new EU citizens temporary work permits. Today, this list is only used for Bulgarian and Romanian citizens. However, these lists have not been updated. We will elaborate on this system later in point 3.2.

Family reunification

Labour migration regulations do not explicitly foresee other aspects of the migration process. The general legislation on migration and residence, which is separate from labour migration regulations, is responsible for organising family reunification. Regarding family reunification, the general rules apply: temporary immigrants can bring their families over for the duration of their own residence permit.

There is one family-related aspect of labour migration that falls under the labour migration regulations: spouses and children of migrant workers can obtain a temporary work permit without a labour market test, for the duration of the first spouse's work permit.

Some recent changes in the regulatory framework

Contrary to the declarations made in the most recent coalition agreement and the statements of the labour ministers, no major policy change has been introduced within the past couple of years.

One technical feature of change regarding labour migration concerns the introduction of an Economic Migration Service within the Immigration Office (from 15.09.2008 onwards). The aim of the service is to: 1) facilitate and accelerate procedures for foreigners whose intentions are of economic interest; and 2) prevent foreign workers from being hampered in the execution of their

19 S. Sarolea, "De tewerkstelling van buitenlandse werknemers", *Migratie – en Migrantenrecht, Recente Ontwikkelingen: sociale grondrechten*, 2000, Brugge, Die Keure, p. 28, see also: European Migration Network, Belgian Contact Point, *Conditions of entry and residence of Third-country Highly skilled Workers in Belgium*, December 2006. <http://emn.sarenet.es/Downloads/prepareShowFiles.do?sessionId=8C3C42A231F3FC17ED822BD90A8F3FD3?directoryID=103>

20 Vlaams Subsidieagentschap voor Werk en Sociale Economie, Dienst Migratie en Arbeidsbemiddeling, *Jaarverslag 2008*, www.werk.be, p. 21-22.

professional activities by an administrative slowdown for which they are not responsible.²¹ In the past, highly skilled migrants who came to work in Belgium were sometimes hampered in their business (in terms of travel) due to the slow administrative procedures to obtain their residence permit (which did not allow them to travel). The Economic Migration Service as well as instructions issued by the Minister of Migration to the municipalities helped to solve this problem.

Changes made to the labour migration rules relate to the adaptation of EU law to Belgian law. EU Directive 2003/109/EG concerning third-country nationals was adapted (on 21/11/2008): third-country nationals who have obtained the status of long-term resident in another EU member state can obtain a temporary work permit in Belgium without a labour market test. However, during the first year, a permit can only be obtained for a bottleneck job. After a year, a permit can be obtained for other jobs as well.²² This is a transitional arrangement that will last until the transitional rules for labour migration of new EU member states have expired.

Lastly, we shall briefly mention the measures taken within the framework of the last regularization instructions in 2009. One of the criteria, on the basis of which undocumented immigrants can become legally resident,²³ is the possession of an employment contract along with a type-B work permit. It consists of a form of economic regularization, and not labour migration per se.

2.3. Political debate and involvement of stakeholders

Labour migration policy and migration policy in general, are perennial themes in political and social debates as well as in the media. What follows is a short overview of the stances of the political parties, the social partners as well as debates in the media and in society at large.

Political parties²⁴

There is a clear difference between the political parties in the Flemish- and French-speaking parts of Belgium: whereas the Flemish political parties' programmes take a stance regarding labour migration, the French-speaking political parties' programmes focus mainly on the humanitarian aspects of immigration; labour migration is only mentioned by the Liberal Party. What follows are

21 See Belgian EMN Annual Policy Report 2009, p. 24

22 Dienst Migratie Vlaams Subsidieagentschap Werk en Sociale Economie, *Overzichtsrapport Arbeidsmigratie*, http://www.werk.be/beleid/documenten/Overzichtsrapport_Arbeidsmigratie.pdf, p. 33

23 Furthermore, an undocumented immigrant who wishes to be legalised on economic grounds must also 1) have applied for it between 15 September and 15 December 2009; 2) have been in Belgium uninterrupted since 31 March 2007; and 3) be integrated (e.g. have children who go to school, speak one of the official languages, etc.).

24 <http://www.ps.be/elections2010>

<http://www.s-p-a.be/ons-programma/>

<http://www.vld.be/>

<http://www.cdenv.be/inhoud/verkiezingsprogrammas>

http://www.groen.be/ideen/programma_16.aspx

<http://www.n-va.be/programma-2010>

<http://www.mr.be/index.phtml>

<http://web4.ecolo.be/?+-Asile-immigration+>

http://issuu.com/donaldleclau/docs/programme_2010_version_finale?viewMode=magazine&mode=embed

<http://www.lecdh.be/programme-2010>

the stances taken by the respective political parties in their last election programmes (elections of 13 June 2010).

The general attitude of the Parti Socialiste (PS, the French-speaking Socialist Party) is that the phenomenon of migration cannot be reduced to simply managing migration flows on the basis of essentially economic criteria, without taking into account the development of countries in the developing world. The party prefers to address immigration by working for a fairer global economic system. There is no mention of economic migration in its programme, except for a call to ratify the UN Convention on the Rights of Migrant Workers and their Families. Ecolo (the French-speaking Green Party) also considers current immigration politics as too utilitarian in favour of economic gain for the receiving countries. Ecolo's vision integrates immigration for social, economic, humanitarian and environmental reasons via a new immigration channel at EU level. Until such a new instrument is created, Ecolo favours the development of a Belgian legal framework that allows for immigration on the basis of economic, social and humanitarian reasons, linked to the individual's situation in the country of origin. In the meantime, Ecolo is pleading for all new member states to have immediate access to the Belgian labour market; for work permits to be given to anyone with a residence permit in Belgium; and to protect the interests of the countries of origin, in addition to those of the migrant as well as those of the receiving country. In a similar vein, the Christian Democratic Party (CDH, the French-speaking party) focuses its migration proposals on increasing the humanitarian aspects of immigration, focusing on the regularization of undocumented migrants and improving the asylum procedure.

The only exception in Wallonia is the Liberal Party (MR, the French-speaking party). They are the only French-speaking party that explicitly proposes opening up a new migration channel, namely, economic migration, to address the needs of the labour market and to combat illegal labour. MR opposes the policies to issue undocumented immigrants with papers; this basically stems from a lack of economic migration policies, which push people into the asylum system.

Contrary to the Walloon political parties, the Flemish parties opened up to the idea of limited forms of economic migration. The Flemish Christian Democratic Party (CD&V) accepts labour migration from outside the EU only when all other alternatives have been exhausted. Firstly, the available unemployed workforce must be activated to the maximum. After that, the EU labour reserve must be explored as a source of labour. Economic migration from outside the EU is complementary to these two measures, as a way to solve shortages within the Belgian labour market. The Flemish Nationalist Party (N-VA) has a similar stance: activation, community preference and filling up bottleneck jobs. One difference is a proposal to only grant a permanent residence permit after five years of residence and work. The Flemish Liberal Party (Open VLD) is in favour of a more pro-active policy regarding labour migration. Economic migration should gradually become the principal channel of migration. In the first case, labour migration should be available for all those who want to take up bottleneck jobs. In addition, residence documents for foreign business people and investors should be made easier. The Flemish Green Party (Groen!) is more critical of immigration that is solely geared towards Belgium's economic use. The party proposes to establish a quota for migration based on economic, social and humanitarian criteria: Belgium should develop a programme that

allows a maximum number of migrant workers, while sourcing from the potential that is already present in Belgium at the same time. Only the Flemish Socialists (SP.A.) did not include anything in their last election programme regarding labour migration, except for the proposal to renegotiate the bilateral agreements with Turkey, Algeria, Morocco and Tunisia within the framework of the fight against marriages of convenience.

Social partners

At a relatively recent conference in Brussels, both employer organisations and labour unions agreed that a labour migration policy should be on the political agenda.²⁵

Labour unions and employer organisations have different visions regarding the need for labour migration. While employer organisations often advocate increased labour migration, and especially a slashing of any labour migration restrictions regarding the new EU member states, labour unions are more cautious. Labour unions point to the existing unemployment and the overrepresentation of vulnerable groups on the Belgian labour market (such as immigrants and their Belgian descendants) and favour a step-by-step approach. Economic migration should go hand in hand with the introduction of measures to combat discrimination, to increase mobility across the regions, to address the issue of providing undocumented people with papers as well as withdrawing the transitory measures concerning the complete free movement of EU workers.²⁶

However, social partners agree that labour migration is only part of the policies needed to address the labour market problems. Structural unemployment needs to be addressed first through policies that: 1) increase the participation of the unemployed labour reserve in Belgium and 2) increase intra-regional mobility. In addition to these two goals, economic migration can contribute to solving structural shortages within the labour market. Labour migration from third countries should only be encouraged for needs that cannot be solved in any other way.²⁷

Other elements of the debate

The labour migration policy is considered to be mainly geared towards the highly skilled, and instead should be geared towards all skill levels. NGOs, employer organisations and labour unions all pointed out this issue.²⁸

Another element of the debate is the critique on the lack of integration between the general migration policy and labour migration. Labour migration is only a fraction of the entire migration picture (approximately 15 % according to the available data). Many immigrants arrive on the basis of family reunification, but also on the basis of asylum seeking, as students or undocumented

²⁵ Centrum voor Gelijkheid van kansen en voor Racismebestrijding & Koning Boudewijnstichting, *Welk Economisch Migratiebeleid voor België?*, Brussel, 2009, p. 17.

²⁶ *Ibid.*, p. 9.

²⁷ Centrum voor Gelijkheid van kansen en voor Racismebestrijding & Koning Boudewijnstichting, *Welk Economisch Migratiebeleid voor België?*, Brussel, 2009, p. 17 & SERV (Sociaal-Economische Raad van Vlaanderen), *Sociaal-Economisch Rapport Vlaanderen 2008*, quoted in Dienst Migratie Vlaams Subsidieagentschap Werk en Sociale Economie, *Overzichtsrapport Arbeidsmigratie*, http://www.werk.be/beleid/documenten/Overzichtsrapport_Arbeidsmigratie.pdf, p. 63.

²⁸ Centrum voor Gelijkheid van kansen en voor Racismebestrijding & Koning Boudewijnstichting, *Welk Economisch Migratiebeleid voor België?*, Brussel, 2009, p. 12.

individuals. The initial problem with these diverse migration statuses is the lack of a *statistical monitoring system of migration trajectories*. As opposed to for instance Canada, where immigrants are subject to regular follow-ups of their trajectory concerning work and integration, Belgium has no system to track new arrivals to the country.²⁹ The development of such a rich data base is believed to be the only guarantee that policy measures are based upon reality. A second problem concerns the often-heard need for better guidance and follow-up of individual immigrants.³⁰ For instance, the employment level of recently-arrived immigrants is dramatically low. Belgium scores worse than any other country.

The Belgian consultation structure on labour migration

The federal (national) level is competent for legislation on labour migration. At the same time, the regions (Flanders, Wallonia, the Brussels-Capital Region and the German-speaking Community) execute the federal regulations on labour migration (e.g. granting work permits). Regarding labour migration, a structural dialogue amongst the federal authorities (government departments for work, foreign affairs, social security, internal affairs), the regions (regional migration services) and the social partners (employee and employer representatives) is provided for through the “Advisory Council for Foreign Workers”. The council gives advice on every federal initiative to change labour migration regulations. The social partners are indirectly involved in labour migration policy through the various government bodies related to the labour market (e.g. the national labour council).

29 F. Michiels, “Het failliet van het Belgische migratiebeleid”, *Vacature*, 15.5.2010, p. 6.

30 Centrum voor Gelijkheid van kansen en voor Racismebestrijding & Koning Boudewijnstichting, *Welk Economisch Migratiebeleid voor België?*, Brussel, 2009, p. 14.

APPROACH TO IMPLEMENTING ECONOMIC MIGRATION POLICY

3.1. Implementation of economic migration policy and legislation

Labour shortages in general

In Belgium, the identification and management of labour shortages is a regional matter. A substantial part of economic policy falls under the responsibility of the regions, i.e. Flanders, Wallonia, the Brussels-Capital Region and the German-speaking Community. Part of the regions' competences regarding labour market policies involve the management of public employment agencies that ensure job-matching for the unemployed as well as the identification of bottleneck jobs *within their own region*.

Each region composes its own list of bottleneck jobs, which consists of lists of specific jobs regardless of which sectors they belong to. The social partners (employer and employee organisations) are involved in this process. Both Wallonia and Flanders use similar methods to detect bottleneck jobs. The regional employment agencies begin by drafting a list of jobs for which it is hard to find suitable candidates, according to certain technical criteria.³¹ This job list is then examined by a technical group of labour market specialists (experienced vacancy consultants and employment agency economists) who select the bottleneck jobs and add any other possible ones that did not come up in the initial list. Next, the list is sent to employment agency sector specialists, as well as to social partner sector organisations in Flanders to validate the list and add information. Finally, sub-regional agencies are consulted to adjust the list to the sub-regional situation.³² The lists are updated annually. In 2008, for example, Wallonia tallied 55 bottleneck jobs with a total of 36,145 vacancies,³³ Flanders tallied 204 bottleneck jobs with 123,086 vacancies, Brussels-Capital Region³⁴ tallied 85 bottleneck jobs with a total of 5,859 vacancies (see below for further elaboration) and finally the German-speaking Community had 29 bottleneck jobs.

The lists used by the regional employment agencies are different from the ones used for the purpose of labour migration. Both on the Flemish and Walloon side, a number of jobs have been omitted

31 For Flanders: 1) more than nine jobs for a certain occupation must be handled in a given year; 2) the degree of take-up of the vacancies for that occupation must be lower than the take-up of vacancies for jobs with employment contracts for a longer duration or permanent contracts; 3) the median time needed to fill the vacancy must be more than the median time needed to fill vacancies for jobs with a permanent contact. For Wallonia: 1) there must be a minimum of 20 job offers for a certain occupation in a given year; 2) the degree of take-up of the vacancies for that occupation must be lower than the take-up of all the occupations together (88 %); 3) the time needed to fill the vacancy must be more than the time needed to fill vacancies for jobs with a permanent contact (35 days).

32 http://vdab.be/trends/vacatureanalyse/ANALYSE2007.deel1_web.pdf and

Le Forem, Analyse, Marché de l'emploi, juin 2010, Détection des métiers et fonctions critiques en 2009, p. 1, www.leforem.be

33 Le Forem, Analyse, Marché de l'emploi, juin 2010, Détection des métiers et fonctions critiques en 2009, p. 1, http://www.leforem.be/wcs/ExtBlobServer/20100630_MiniRapport_Detection-metiers-fonctions-critiques-2009_blobcol=urllvalue&lobtable=DocPar_Mungo&blobkey=id&blobheadename1=Content-Type&blobwhere=1276094955245&blobheadervalue1=application-pdf.pdf

34 Brussels Observatorium voor de Werkgelegenheid, *Analyse van de Knelpuntberoepen in het Brussels Hoofdstedelijk gewest in 2009*, http://www.actiris.be/Observatoire/pdf/Knelpuntberoepen_in_2009.pdf

from the list used for labour migration by new EU citizens for bottleneck jobs, such as cleaning jobs. It is deemed that such unskilled labour should be sourced from the large labour reserve that is present locally.³⁵ Different lists are used in the various regions. In addition, the general lists of labour shortages are updated annually in the regions, but the list with labour shortages used for labour migration purposes is not regularly updated. For Flanders as well as for Wallonia, this list still dates from 2006 without any sign of an update in the near future.

Labour shortages within the framework of labour migration

As mentioned earlier, a distinction can be made between identifying labour *demand* and labour *shortages*. Both mechanisms exist in the Belgian labour migration system.

The traditional way of identifying labour *demand* is to apply the “community preference” rule: when an employer indicates that he wishes to hire a non-EU worker for a specific job, the regional employment agencies will carry out a labour market test at the demand of the migration office, in order to ensure that there is no valid candidate available on the Belgian or EU labour market. However, whether it concerns a bottleneck profession/structural labour shortage is not relevant in the traditional procedure. The labour market test is carried out to check any vacancy that does not involve a job from the above-mentioned list of exceptions. As already mentioned, this procedure is only carried out in a small minority of cases, as most labour migrants enter for jobs that are on the list of exceptions to the labour market test requirement (highly skilled, managers, professional sports people, specialized technicians).

In addition to labour *demand* mechanisms, there is a (temporary) labour *shortage* system: as a transition measure for gradually opening up the Belgian labour market to workers from new EU member states, an actual list of bottleneck jobs is used that is based upon, *but not identical* to the one drawn up for the regional labour markets in general. At present, the list is only used to grant Romanian and Bulgarian workers a temporary work permit to meet the labour shortages. There is free movement of workers for all other new EU member states. Unless another transition phase is imposed on the two new EU member states extending until December 2013, Romanians and Bulgarians will not need a work permit anymore, and the labour shortages list will become obsolete for this group from January 2012 onwards.

Another group of labour migrants for which labour shortage lists are used, concerns non-EU citizens who have acquired the status of third-country nationals on the basis of five years of residence in another EU member state. These long-term residents can obtain a work permit to work in Belgium without going through the labour market test procedure. The first year of work and residence, however, is limited to jobs on the labour shortage list, after that any job is allowed.

³⁵ Interview with a representative from the Walloon region

Job matching and skill assessment for labour migrants

As labour migration in Belgium is employer- and demand-driven, job matching is ensured by an employer who is in need of a migrant worker. Employers and possible labour immigrants will have already signed an employment contract (in certain cases a standard contract is required). The migration services are not responsible for ensuring that the migrant's profile is a correct match for the employer.

No special mechanisms have been set up concerning the skill assessment of prospective migrants. For highly skilled immigrants, regional migration offices will check their university diploma. They must also have a CV that shows their qualifications and their gross annual salary must be written on the contract. For researchers and guest professors, the regional migration offices will check to see if they have a degree or certificate stating the prospective immigrant's special abilities. In addition, the immigration services will assess the description of the scientific research programme.

Apart from these two requirements, no specific mechanisms have been set up for other jobs.

The authenticity of the labour migration application is also assessed by the government. Employment contracts that do not appear to be genuine are checked: the government works with regional and national economic and social inspection services that can check on the employer's books, accounts and activities. In addition, the correct execution of the employment contracts can be checked by the government at different intervals after the migrant worker has already started work. This happens for example when the employer requests a renewal of the work permit: payment slips and other information will be checked.³⁶

No mandatory integration measures for migrant workers

The different communities in Belgium (French-speaking Community, Flemish Community and German-speaking Community) are responsible for policies regarding the integration of immigrants. As such, migration policies (at federal level) and integration policies (at community level) are not integrated. Every region provides its own integration programmes for immigrants in general. They are only compulsory in Flanders. However, for migrant workers, none of the community authorities have a compulsory integration programme, since they consider that migrant workers become integrated through their jobs and remain in Belgium temporarily (at least in theory).

³⁶ Vlaams Subsidieagentschap voor Werk en Sociale Economie, Dienst Migratie en Arbeidsbemiddeling, *Jaarverslag 2008*, www.werk.be, p. 22.

3.2. Statistics and trends

Statistics on the labour market and migration

In the following paragraphs, we shall present statistics on the stock of workers on the Belgian labour market (including and in comparison with Belgian nationals), on the work permit system, and on the LIMOSA system for posted workers (the Belgian mandatory declaration system for seconded foreign employees and self-employed foreigners). In the analysis at the end of the study, we shall compare and integrate the findings. The tables to which we refer can be found from page 41 onwards.

For the sake of clarity, here are a few preliminary remarks.

To describe labour market outcomes of legally resident migrants (stock of workers), we have used the Belgian Labour Force Survey (LFS). We only have LFS data from 2005 to 2008. In order to distinguish between highly skilled, skilled and low skilled workers, ISCO levels have been used. Because only one-digit classification was available, we used NACE codes³⁷ to describe the specific jobs of legal residents. The basis of the Belgian Labour Force Survey is the National Register of Persons Survey, which is derived from communal population registers. Concerning the foreign population, we referred to the following registers: municipal register (Belgians living in a Belgian municipality and foreigners with a permanent residence permit); register of foreigners (foreigners with a temporary residence permit, recognised refugees and regularized asylum seekers); register of EU employees and a register of special foreign NATO personnel (ADSEI, 2008). In this study, we describe immigrant groups according to citizenship, in an attempt to make comparisons with incoming foreign citizens. The group of nationals (BE) covers a relatively sizeable group of people with an immigrant background. In 2008, 9,11 % of the total population in Belgium had foreign citizenship. Of the entire legally resident population, 12,9 % was born abroad (Sopemi, 2009). Belgium has some of the most liberal naturalization rules in Europe.

Work permits are distributed by the various regions in Belgium. The authorities for the Brussels-Capital, Flemish and Walloon regions and the German-speaking community each distribute and register work permits. This does not enhance the availability of comparable data. Nevertheless, the various authorities have been very helpful in delivering specific information.

As already mentioned, the number of work permits delivered provides no idea of the total number of foreign employees in Belgium.³⁸ The majority of immigrants are not obliged to have a work permit (EU citizens, foreign spouses and partners of Belgians, third-country nationals with a permanent residence permit, etc.). Furthermore, the annual quota of work permits covers both first requests and renewals. The same employee can combine work permits for several jobs with one or more

37 NACE is the European Statistical Classification of Economic Activities. It provides a reference framework for the production and the dissemination of statistics related to economic activities. Statistics produced on the basis of NACE are comparable at European level. (<http://epp.eurostat.ec.europa.eu/portal/page/portal/eurostat/home/>)

38 Vlaams Subsidieagentschap voor Werk en Sociale Economie, Dienst Migratie en Arbeidsbemiddeling, *Jaarverslag 2008*, www.werk.be, p. 3.

employer. This means that the total number of permits does not equal the annual inflow of foreign workers. Nevertheless, this data is a good indication of the number of non-EU-15 people who reside in Belgium for employment purposes.

It is not at all clear how many of these migrant workers actually settle in Belgium. A clear and comprehensive picture of the in- and outflow of migrants can only be obtained by integrating all the relevant data sources concerning migration and employment (DIMONA,³⁹ LIMOSA, visas issued by the FPS Foreign Affairs, etc.) and making it available to policy-makers and researchers.

Main indicators of employment for the legally resident population

Table 2 to Table 5 compare the size of the labour force of Belgian nationals, EU-15 nationals, EU-10 nationals,⁴⁰ EU-2 nationals⁴¹ and third-country nationals, for the period 2005-2008. To discuss the issue of attracting migrants to fill labour shortages it is essential to describe the main employment indicators for the actual stock of migrants. Firstly, the activity rate for all categories remained more or less stable over these four years. The activity rate only increased significantly for EU-8 nationals, from 65.75 % to 72.44 %. In comparison with all the other groups, the activity rate of third-country nationals was significantly lower. This gap can be explained by the extremely low activity rate of third-country women,⁴² which is amongst the lowest from an OECD perspective (Münz, 2008). Secondly, the employment rate of all the groups (except for EU-2) increased between 2005 and 2008. While there was only a limited increase in the employment rate for Belgian nationals (2 %), EU-15 nationals (3 %) and non-EU nationals (5 %), the growth rate for EU-10 nationals went up by nearly 10 %. This rise can be almost entirely explained by the improved labour market outcomes of EU-10 men. Thirdly, the unemployment rates are higher for all the migrant groups compared with Belgian nationals, with an astonishing rate of 30 % for non-EU women.

When we distinguish between men and women (**Figure 1** and **Figure 2**), we observe that the activity rate of women is lower than men in all categories. Furthermore, and more strikingly, the gap in the activity rate and the employment rate between men and women is much larger for all immigrant groups, with an absolute gender gap for third-country nationals (an employment rate gap between men and women of at least 28 % in 2008).

Stock of workers by main category of employment

Tables 5 to 12, which run from 2005 to 2008, display the stock of workers according to skill level for all categories of migrants (and Belgian nationals). For each category (nationals (BE), (other) EU-

39 DIMONA is a National Social Security Office database in which every employer in Belgium needs to register every worker who is employed or dismissed.

40 EU-10 = Cyprus, Czech Republic, Estonia, Hungary, Latvia, Lithuania, Malta, Poland, Slovak Republic, Slovenia

41 EU-2 = Romania and Bulgaria

42 In recent years, family reunification has been the main motive for the permanent residence of migrants in Belgium (CGKR, 2008). This group's employment incentive is very limited.

15 nationals, EU-10 nationals, EU-2 nationals and third-country nationals) a further distinction is made according to gender. All categories have seen a rise in their absolute numbers. In particular, the EU-10 and the EU-2 group grew spectacularly: the number of workers more than doubled.

In Belgium, 44.5 % of all employees work in highly skilled positions, with only 8.5 % working in a low skilled position. For Belgian nationals, this distribution is more or less the same (with a limited higher proportion of women, around 9.5 %, working in low skilled positions). In 2008, there was an apparent overrepresentation in low skilled jobs of EU-10 women (25.4 %), EU-2 men (25.6 %) and both sexes of non-EU citizens (20.5 % and 32.5 % respectively for men and women). We found other significant divergences from the national average among EU-10 men in skilled jobs (61.6 %) and EU-2 women in highly skilled jobs (57.44%). Non-EU country nationals are severely underrepresented in skilled jobs.

Taking into consideration the total skill distribution, Belgian men accounted for 91.1 % of all jobs in 2008. There is a slightly higher number in highly skilled jobs (91.5 %) and a slightly lower number in low skilled jobs (88.1 %); the opposite is true among foreign workers (most prominently among third-country nationals). As for women, the distribution is similar, but the disparity is even more obvious. The overall share of Belgian female workers is 93 %. They are overrepresented in highly skilled jobs (94.2 %) and clearly underrepresented in low skilled positions (87.7 %).

Inflow of workers: work permits

The number of work permits granted to third-country nationals (NEU) increased only slightly over the period 2004-2008. The number of work permits for EU-10 nationals,⁴³ however, rose sharply from 2005 onwards, and the number of work permits for EU-2 nationals rose sharply from 2006 onwards (**Figure 3**). The main reason for these increases lies in the introduction of the flexible procedure for bottleneck jobs, which is reserved for new EU member states only. In 2008, 32,522 work permits were delivered for bottleneck jobs to employees from new EU member states in the Flemish region only; 21,566 permits were distributed for the horticultural sector.

Asian migrants saw their share of work permits decrease over the same period (**Figure 4**). In 2004, more than 50 % of B-type work permits went to Asians, but their relative share diminished sharply from then onwards. Immigrants from the US also saw their share go down. In contrast, the share of Polish immigrants grew remarkably: since 2006, more than half the number of work permits have been granted to Polish nationals. After Poland, Romanian citizens experienced the strongest increase in the share of work permits for Belgium.

The biggest share of third-country nationals (NEU) is to be found in Brussels and Wallonia. Since 2006, their share has decreased in Flanders, whereas the share of EU-10 and EU-2 nationals rose

⁴³ For Malta and Cyprus, Belgium did not apply a transitory phase prior to the free movement of employees. However, for the sake of comparison, we have applied the same work permit categorizations.

significantly. In 2008, third-country nationals formed the smallest group of temporary migrant workers in Flanders. We also noted that the number of EU-2 migrants in the German-speaking part of Belgium and in Flanders has risen significantly since 2006 (**Figure 5**).

The large number of permits granted for bottleneck jobs for EU-2 and EU-10 citizens in the Flemish region resulted in a Flemish share of 79.02 % of all B-type work permits granted in 2008 (40,175 out of 50,844) (**Table 19**).

Due to limited comparability across the regions, we have focused on the situation in the Flemish region for further analysis. **Table 14** to **Table 19** (2004-2008) indicate the number of work permits granted for various jobs as listed in Belgian legislation on work permits. We have distinguished between EU-10 nationals, EU-2 nationals and third-country nationals, with a further distinction according to gender.

The tables indicate that the relative share of third-country nationals strongly decreased, from 0.67 in 2004 to only 0.15 in 2008. In absolute numbers, however, the group grew in size. The size of the EU-10 and EU-2 group grew so considerably that its share accounted for 65 % and 20 % respectively of all permits in 2008.

Another interesting finding is the fact that EU-10 nationals and EU-2 nationals have scored strongly in different job categories over the years. In 2004, for example, the main categories for EU-2 nationals were “highly skilled employee” and “education”. In 2008, this changed to “family reunification”⁴⁴ and the new “EU bottleneck jobs”. These modifications clearly reflect the changes in the legislative framework.

For third-country nationals, we saw a strong decrease in “family reunification” and a strong increase in the number of *au pairs*. But more importantly, third-country nationals provided for 94 % of highly skilled employees and 98 % of managers, reflecting the limited entry opportunities for this group related to work (**Table 19**).

When comparing men and women, the results show that far more men obtain work permits than women, and that mainly women obtain work permits on the basis of “family reunification”.

Inflow of workers: posting⁴⁵

Table 23 to **Table 25** display the number of postings for the period 2007-2009. Again, a distinction is made between Belgian nationals (BE),⁴⁶ EU-15, EU-2 and third-country nationals (other). The

44 “Family reunification” refers to those work permits granted to family members of migrant workers who have already obtained a temporary work permit and who can flexibly obtain work permits without a labour market test.

45 Posting implies an occasional mission in Belgium as well as the employee exercising part of his/her professional activities in Belgium on a regular basis. Basically, the Limosa database registers data on all workers active in Belgium who are not subject to the Belgian social security system.

46 These concern Belgian employees who work for multinational companies and are living temporarily in Belgium.

data source is LIMOSA, which is the compulsory Belgian declaration system for posted foreign employees and self-employed foreigners.⁴⁷ The system requires most foreigners who temporarily come to Belgium as posted employees to declare this online (www.limosabe.be). This registration system is meant to unmask fraud through undeclared employment in Belgium (it was one of the conditions for lifting the limitations to free movement of new EU citizens). In a later phase, the authorities intend to merge the databases for work permits, professional cards and residence permits with the LIMOSA database.

A significant proportion of notifications for postings have passed without any indication of the applicant's citizenship. We have inserted an "unknown" category to measure the entire inflow. The declaration database offers an overview of 27 posting sectors in an attempt to make a comparison with other sources indicating the inflow of foreign workers, we have clustered these sectors by skill level. The database currently gives an indication of labour migration movements of limited duration. Unfortunately, we are not able to indicate the mean period of posting, which can vary strongly from several days to various months.

The vast majority of postings are sourced from EU-15 countries. The number of registered postings sharply increased between 2007 and 2008, also due to postings from EU-10 and EU-2 countries. We observed a distinct relapse for EU-10 and third-country citizens in 2009; however, the amount of EU-2 postings continuously increased.

For all population groups, most postings concern skilled jobs, followed by highly skilled jobs. Only 3.5 % of all postings in 2008 concerned low skilled assignments. The vast majority of postings concerned jobs in the construction sector.

Table 26 to **Table 28** display the relative share of posted workers by skill level according to their country of origin. As already mentioned, the largest share of posted workers comes from EU-15 countries. Over the years, the share of EU-15 citizens and third-country citizens decreased owing to the strong growth of EU-2 and EU-10 citizens.

Remarkably, in contrast to the skill distribution of permanent residents, though similar to the distribution of work permits, third-country nationals account for a substantial share of highly skilled, posted workers. In 2008, 26.7 % of all highly skilled, posted workers in Belgium came from non-EU countries, although this group only accounts for 6.9 % of all posted workers that year.

Stock of workers in Belgium

Table 30 to **Table 33** indicate which nationalities were most represented on the Belgian labour market in the years 2005-2008. These tables only count the stock of workers, i.e. those who are permanent residents in Belgium.

⁴⁷ Unfortunately, we only obtained data for employees.

Italy, France and the Netherlands were in the top three from 2005 to 2008. There was a high increase in Polish citizens: in 2005 Poland did not even figure in the list of top 10 countries; in 2008, however, it became 6th in line. An additional finding concerns the small share of low skilled workers from the UK and EU-15 countries compared with the large share of workers from Morocco and Turkey.

The data in **Table 34** to **Table 41** for 2008, also presented in **Figure 6** and **Figure 7**, shows the number of immigrants employed in some sectors⁴⁸ of the Belgian economy. We can see the disparate employment of men and women in several sectors of the economy. Women work predominantly in private households whereas the majority of men work in construction. Focusing on these limited clusters, it is clear that the distribution over sectors is far more heterogeneous for women in comparison with men.

Statistics on labour shortages and the role of migration

Labour shortages in general

As mentioned earlier, each region is confronted with long lists of bottleneck jobs, which are tracked by the public employment agencies in each region. In 2008, for example, Wallonia tallied 55 bottleneck jobs with a total of 36,145 vacancies,⁴⁹ Flanders tallied 204 bottleneck jobs with 123,086 vacancies, Brussels-Capital Region⁵⁰ tallied 85 bottleneck jobs with a total of 5,859 vacancies. These jobs are situated at the low skilled, skilled and highly skilled level.

For each bottleneck job, every region reports on the causes of the difficulties of finding a good match between employer and potential employee. The reports indicate for each bottleneck job whether the causes of the persistent vacancies are *quantitative* (the job is not part of the education system, or there are not enough students to fill it, or part-time workers are not available for a full-time job), *qualitative* (there is a shortage of qualified people for several reasons), or due to *poor labour conditions* (low wage, unhealthy or heavy work, difficult work schedule, self-employed status). The qualitative and quantitative causes operate as communicating vessels. When the economy booms and unemployment is low, quantitative factors are predominant. When the labour market is less constricted, qualitative factors are more important. The recent economic and financial crisis, for example, caused a decline of quantitative factors.⁵¹

As the lists of bottleneck jobs are very long, and as the names given to the jobs are not always comparable, we have only presented the ten bottleneck jobs for which most vacancies are registered (year 2009).

48 In these tables, we only calculated the distribution of workers in jobs pre-distinguished by the EC for international comparison. In Table 42 and Table 43, we made a more thorough comparison of the total sectoral distribution by citizenship.

49 Le Forem, Analyse, Marché de l'emploi, juin 2010, Détection des métiers et fonctions critiques en 2009, p. 1, www.leforem.be http://www.leforem.be/wcs/ExtBlobServer/20100630_MiniRapport_Detection-metiers-fonctions-critiques-2009_blobcid=1&urlvalue&blobtable=DocPar_Mungo&blobkey=id&blobheadname=1=Content-Type&blobwhere=1276094955245&blobheadvalue=1=application-pdf.pdf

50 Brussels Observatorium voor de Werkgelegenheid, Analyse van de Knelpuntberoepen in het Brussels Hoofdstedelijk gewest in 2009, http://www.actiris.be/Observatoire/pdf/Knelpuntberoepen_in_2009.pdf

51 V.D.A.B., Analyse vacatures 2009, Knelpuntberoepen, p. 15_17 <http://vdab.be/trends/vacatureanalyse/ANALYSE2009.pdf>

Table 1: Bottleneck jobs in the three Belgian regions, according to the number of vacancies and causes (top 10) – 2009

Flanders	Vac.	cause	Brussels	Vac.	cause	Wallonia	Vac.	cause
Cleaner	19,46	LC	IT pers.	554	Ql + Qn	Sales rep.	5,264	All 3
Technician	6,476	Qn + Ql	Adm. empl.	548	Ql + Qn	Nurse	2,473	All 3
Sales rep.	5,678	LC	Sales person	524	Ql + LC	Call centre	2,01	Ql + LC
S.S.teacher	5,393	Qn	P.S. teacher	452	Qn + LC	Mason	1,584	Ql
IT pers.	5,156	Ql + Qn	Sales rep.	452	Ql + LC	Technician	1,555	Ql + Qn
Engineer	4,701	Qn + Ql	Secretaries	400	Ql	IT pers.	1,427	Ql
Nurse	4,054	Qn + LC	Technicians	378	Qn + Ql	Electrician	1,411	Ql
Accountant	2,8	Ql	Accountants	340	Qn + Ql	Restaurant	1,395	All 3
Truck driver	2,786	All 3	Nurses	249	Qn + LC	Mechanic	1,284	All 3
Waiter	2,716	LC	Waiters	211	Ql + LC	Fitter	1,057	Qn + Ql

LC = Labour Conditions

Ql = Qualitative causes

Qn = Quantitative causes

Vac = vacancies

S.S. teacher = secondary school teacher (NOTE: for Wallonia, the teaching profession is not included in the bottleneck list, even though it is a bottleneck job)

P.S. teacher = primary school teacher

Technician = jobs in the technician cluster are not the same across the regions

Restaurant = restaurant personnel

Separate lists for the purpose of migration

All three regions compiled a more limited list of bottleneck jobs in 2006, which is being used to grant work permits flexibly to citizens of new EU member states (only Romanians and Bulgarians since May 2009). Many jobs are similar (sub-categories are not always entirely identical).⁵²

All three regions put the following jobs on their list: various types of engineers; accountants; various types of IT personnel; various types of nurses; draughtsmen; various technicians; plumbers; electricians; masons and floorers; formworkers (shuttering); scaffolders.

Flanders and Wallonia also have these jobs in common: sales managers and product managers; welders; electro-mechanics; carpenters; roof workers; various types of butchers and bakers; various tool machine operators. Brussels and Wallonia have these two bottleneck jobs in common: pipefit-

⁵² http://emploi.wallonie.be/THEMES/PERMIS_TRAVAIL/Docs2006/Liste%20Metiers%20.pdf

http://www.werk.be/wg/werknemers_buitenlandse_nationaliteit/documenten/migratie_lijstknelpuntberoepen.pdf

http://www.bruxelles.irisnet.be/cmsmedia/nl/lijst_van_de_knelpuntberoepen.pdf?uri=43742a960ace8f92010ad03777ad0010

ter and shopkeeper. For the rest, the lists vary considerably.⁵³

As mentioned, quite a number of jobs have been omitted from the new EU bottleneck list. It mainly concerns low skilled jobs. Flanders, for example, omitted the job of cleaner, room personnel, mover, facade cleaner, bus driver and taxi driver. This has mainly to do with the policy of sourcing low skilled workers from the large Belgian labour reserve. One exception concerns the various (low skilled) horticultural workers for Flanders who compose 66 % of the work permits granted in 2008 (**Table 22**). In addition, some skilled and highly skilled jobs have also been omitted from the list. For Flanders, for example, omissions include: cook, guard, rigger-fitter, print finisher, childcare worker, educator and safety manager.

Statistics on labour shortages through migration

In 2008, 67 % of all work permits were granted for bottleneck positions based on the list for new EU member states (34,076 permits), followed by 6 % for highly skilled employees (6,926) and 6 % for family reunification (3,176).

1/ Bottleneck positions

In 2008 (**Table 19**), 34,076 work permits were granted for bottleneck positions to new EU-12 member states. Ninety-five percent of all work permits concerning bottleneck positions were issued within the Flemish region.

The regional importance of work permits for EU-12 bottleneck positions in 2008 varies. They constitute relatively high shares of the total number of work permits in the Flemish region (81 %) and German-speaking community (67 %), but are of limited importance in Brussels (11 %) and the Walloon region (29 %).

Moreover when we look at the list of jobs for which permits were issued (**Table 22**), we observe a rather divergent picture. In the Flemish region, 61 % of all permits for bottleneck positions were granted in the seasonal horticultural sector. Almost all other permits in this region were related to the construction sector (with the exception of butchers, accounting for 3.5 % of the total).

Owing to the fact that different regional authorities distribute and register work permits for bottleneck positions, and owing to the diverse list of bottleneck positions in all regions, the separate responsibilities concerning other labour market features (activation, integration, etc.) and the

⁵³ Flanders' list: various types of horticultural worker; pharmacy assistant; natural stone mason; sailor; various types of truck driver; weaver; pattern-maker and stitcher; sanitary installer; plasterer; insulation worker; glass worker; printer; staff to handle foodstuffs; crane operator; construction site machinist; general management (e.g. quality management); various types of machine fitter; metal bench fitter; various types of road worker.

Wallonia's list: painter; various types of woodworker; various types of teacher; chemist; pharmacist; biologist; insurance employee; specialist in distribution and marketing; specialist in management and financial operations; supermarket manager; sales representative; sheet metal worker; metalworker.

Brussels' list: various types of cook; restaurant manager; various types of administrative employee; architect; commercial manager; financial analyst; executive; personnel manager; project manager; English teacher; Dutch teacher; primary school and kindergarten teacher; car mechanic; Dutch-speaking social worker; translator; typographic compositor; various types of administrative employee.

Due to time constraints, it was not possible to include the list of the German-speaking community

global economic divergences between these regions, it is difficult to compare and evaluate the outcomes and success of work permits for bottleneck positions in Belgium. Nevertheless, we can make the following analysis.

Table 20 presents the top five most-requested jobs in the official databases of the three regional employment agencies and compares them with the top five jobs for which work permits were granted in 2008. As the table indicates, the top five jobs with the greatest shortages do not match with the jobs for which most work permits were granted to new EU citizens. For Flanders, the only job that is among both the top five shortages and the top five work permits granted is that of technician. The vast majority of the work permits were granted for the horticultural sector, which is not present at the top of the most serious shortages (also due to the fact that the majority of vacancies for the horticultural sector are not managed by Flanders' public employment service).

For Brussels, the situation is slightly better: the need for IT personnel is the greatest, and IT personnel is in the top five of permits granted. This is the same for secretaries. Thus, two jobs with the greatest need are also in the top five of jobs for which work permits were granted to EU-10 citizens. For Wallonia, only the job of mason features in both the top five needs and work permits.

Table 21 compares the top five vacancies for each region with the number of EU-10 and EU-2 permits granted for these jobs. For Flanders, 11 % of technicians were sourced from the new EU member states. IT personnel are clearly not from the EU-12 countries: 33 work permits in comparison to 7,377 vacancies. IT specialists are highly skilled, and can migrate based on this legal category: the data indeed indicates that IT personnel is mainly sourced from third countries. For Brussels, the situation is slightly better: 13.50 % of the required IT personnel is sourced from the EU-12 countries. In addition, 43.02 % of secretaries for Brussels are sourced from new member state countries. However, despite the high demand for sales staff and teachers, the EU-12 countries do not provide relief. For Wallonia, the number of work permits granted for the top five vacancies, is very low. For example, only 4.75 % of nurses were sourced from EU-12 countries. For the top five most requested bottleneck jobs, only 1.87 % were sourced from EU-12 countries in 2008.

Based on these figures, we can conclude that even though the bottleneck jobs list for the migration of EU-12 workers is relatively successful in quantitative terms (especially for the horticultural sector in Flanders), the match between labour market needs and the work permits granted is less successful. Work permits for EU-12 countries in 2008 only allowed 2 % of the most important bottleneck jobs in Flanders and 1.87 % in Wallonia to be filled. One of the major reasons lies in the policy choice made by the regions to protect the local labour market by limiting the jobs to which the bottleneck procedure could be applied. For instance, cleaning, for which there were 19,460 vacancies in Flanders in 2008, was barred as a bottleneck job for EU-12 countries, as it was deemed necessary to fill these vacancies by unemployed low skilled local people.

2/ Other labour shortages filled by immigrants.

As already mentioned, in the Walloon region and Brussels-Capital region, work permits for bottleneck positions are clearly not as prominent compared to the Flemish region. In Brussels, the work

permits were predominantly given to highly skilled employees: 37 % of all work permits (2,805 permits) in 2008. This means that 40 % of all Belgian work permits for the highly skilled were issued in the Brussels region. Moreover, in Brussels, 27 % of all permits (2,064 permits) concerned family reunification. Looking at Belgium as a whole, Brussels accounted for 65 % of all family reunification permits (**Table 19**).

In addition, in the Walloon region, permits for highly skilled employee are listed as the main reason for economic migration, accounting for 30 % of all work permits (850 permits). In comparison, the gap between work permits issued for bottleneck positions is not that big. In 2008, the Walloon authorities granted 815 permits for bottleneck jobs.

The dispersal of nationalities across jobs in the work permit system

Owing to the incorporation of bottleneck jobs in the work permit system (2006), the relative importance of new EU member states has strongly increased. In 2004, 12 new EU member states accounted for 26.9 % of all B-type work permits issued in Belgium. In 2008, the proportion of this group grew to 76.9 %. Although the absolute number of third-country citizens who have acquired legal residence in Belgium on the basis of employment has continuously grown over the last five years (from 6,657 in 2004 to 11,680 in 2008), their relative importance has significantly decreased (**Figure 3**).

A subdivision of work permits by occupational cluster and citizenship can only be calculated for the Flemish region. This gives us a limited insight into the origin-specific take-up of different jobs, even though the distribution of specific occupational clusters by nationality might be very similar across regions. As mentioned, only new EU member states (can) fill all bottleneck positions. In 2008 (**Table 18**), 77 % of work permits concerning this category were issued to new EU-10 member states. Bulgarian and Romanian citizens accounted for 23 % of bottleneck work permits in that year. The distribution of the origin is similar to that for family reunification. Almost 95 % of all work permits for family members were issued to citizens of new EU member states.

Third-country nationals are overrepresented in all other categories of work permits. In 2008, 98 % of all managers and 94 % of all highly skilled employees had non-EU-27 citizenship.

The high share of posting

In 2008, no less than 63,148 employees from EU-12 and third countries came to Belgium through posting. People who are posted do not contribute to the Belgian social security system, whereas migrant workers do. This obviously makes a serious budgetary difference.

We do not have information on the median period of residence of posted workers in Belgium, but the information we do have provides an additional indication of the extent of the foreign (temporary) labour inflow. The cross tabulation of origin and category of employment offers a similar distribution compared to work permits. In 2008, 73.2 % of the highly skilled non-EU-15 inflow originated from third countries only (**Table 24**). Computer technology is clearly the main component within this group.

Looking at skilled and low skilled positions, 82.3 % of non-EU-15 posted workers come from EU-12 countries. The main sectors of employment for EU-12 posted citizens are construction and metallurgy.

Undocumented migration⁵⁴

The literature on the employment situation of undocumented immigrants in Belgium is mainly focused on specific groups.⁵⁵ Several studies relate to fixed communities, like the Congolese and Columbian communities,⁵⁶ the Polish and Bulgarian communities,⁵⁷ the Rom,⁵⁸ the Chinese community⁵⁹ and the Senegalese community.⁶⁰ These studies show tough and difficult labour conditions: low wages compared to the regular labour market; erratic wages and exploitation. Moreover, these studies confirm a strong ethno-stratification of the labour market. People from different origins and citizenship mainly work in different jobs and segments of the labour market.

One recent study has analysed the labour market trajectories of beneficiaries of the 2000 regularization campaign aimed at undocumented migrants.⁶¹ This project was based on administrative social security data and on in-depth interviews with some 120 respondents. Almost 80 % of all respondents had been working in an irregular position before regularization. The sectors in which they worked were strongly ethno-stratified. East European and North African undocumented migrants were mainly working in construction. Positions in the hotel, catering and bar industry were filled by respondents from Southeast Asia and the Middle East, while South American and Philippine women were working in the cleaning sector. Irregular jobs in agriculture were regularly taken by citizens from Central Africa, the Balkans and South Asia. The dynamic feature of this study shows an almost complete outflow from construction and agriculture after regularization. Even though the statistical significance of this calculation was limited, it offers certain insights into employment survival mechanisms by undocumented residents.

54 Very little is known about the total number of undocumented workers in Belgium. Van Vanmeeteren et al. estimated that at least 100,000 undocumented immigrants reside in Belgium, although there is certainly no consensus about this figure.

55 Adam, I., Ben Mohammed, N., Kagné, B., Martiniello, M. & Rea, A. (2002). *Histoires sans-papiers*, Bruxelles: Editions Vista.

56 Soenen H., *Survival of the fittest? Economic Strategies of Undocumented Workers in Brussels*, 2003, Kolor, Journal on Moving Communities II (2), p. 43-54.

57 Paspalanova M., "Undocumented and Legal Eastern European Immigrants in Brussels", *Nieuwe reeks van doctoraten in de sociale wetenschappen*, 2006, K.U.Leuven, Faculteit Sociale Wetenschappen, VII.

58 Geurts K., *Over-leven van Roma in Brussel. Eindverhandeling Departement Sociale en Culturele Antropologie*, 2005, K.U.Leuven.

59 Pang C., "Chinese Migration in Belgium, in: Migration in a New Europe. People, borders and trajectories in the enlarged EU", *International Geographical Union. Series Home of Geography*, 2007, Rome.

60 Van Nieuwenhuyze I., *Getting by in Europe's Urban Labour Markets: The Case of Senegambian Migrants in Antwerp and Barcelona*, 2007, Amsterdam, Amsterdam University Press.

61 Corluy, V., Godin, M., Marx, I., Rea, A. & Verbist, G.(2008), *Before & After: De Sociale en Economische Positie van Personen die Gereguleerd werden in Uitvoering van de Wet van 22/12/1999*. Bruxelles: CGKR.

COOPERATION WITH THIRD COUNTRIES WITH REGARDS TO ECONOMIC MIGRATION

Belgium has concluded international employment agreements with several countries: Algeria (1960), Yugoslavia (Bosnia-Herzegovina, Croatia, Macedonia, Montenegro, Serbia, Kosovo) (1970), Morocco (1964), Tunisia (1969) and Turkey (1964).⁶² These agreements date back to the so-called “guest worker” era, when foreign labour was needed for vital sectors of the Belgian economy.⁶³ The international agreements were meant to ease immigration towards Belgium. They contain stipulations about the procedures for the communication of Belgium’s need for labour and for the selection and migration of workers. They also cover working and wage conditions, residence and housing, etc.⁶⁴

In addition to new social security treaties with India, Japan, Uruguay and South Korea, which makes posting to and from the respective countries easier, no recent agreements have been concluded with any countries regarding labour migration per se, nor has there been any other form of cooperation in that specific field.⁶⁵

Belgium has some best practices to combat brain drain and to avoid brain waste, for example the *MIDA Great Lakes Program*, which was developed by the IOM at the end of the 1990s and which is now in its fourth phase (since 2001 ongoing).⁶⁶ Funded by the Belgian Development Cooperation Department (a Foreign Affairs department), the MIDA Program supports the mobility of qualified and skilled members of the Great Lakes diasporas residing in Europe.

62 All these agreements came into force through the act of 13 December 1976 (B.S. 17 June 1977).

63 J. Haex, “De tewerkstelling van buitenlandse werknemers: een structureel probleem”, *Vreemde arbeiders / Katholieke Universiteit Leuven, Sociologisch Onderzoeksinstituut*; vol. 11, p. 1.

64 H. Verschuere, *Internationale Arbeidsmigratie, De Toegang tot de arbeidsmarkt voor vreemdelingen naar Belgische, internationaal en Europees gemeenschapsrecht*, Brugge, Die Keure, 1990, p. 34.

65 The countries with which Belgium concluded social security treaties are: Algeria, Australia, Canada, Chile, Congo (DRC), South Korea, Croatia, the U.S., India, Israel, Japan, Yugoslavia (this convention still applies to the former Yugoslav Republics of Bosnia-Herzegovina, Kosovo, Montenegro and Serbia), the former Yugoslav Republic of Macedonia, Morocco, the Philippines, San Marino, Tunisia, Turkey and Uruguay.

66 See Program Mida Grands Lacs via http://mida.belgium.iom.int/index.php?option=com_content&task=view&id=14&Itemid=42 and http://mida.belgium.iom.int/index.php?option=com_content&task=view&id=111&Itemid=115.

Labour migration to Belgium takes many shapes and forms, with labour migration on the basis of temporary work permits being the classical form but quantitatively not the most important one. The vast majority of foreigners working in Belgium are exempt from obtaining a work permit: EU-EEA citizens and their families; people married to a Belgian, and their dependants; foreigners with an indefinite residence permit; recognised refugees; etc. In addition, there is also a high number of posted workers in Belgium, and the numbers are rising. Finally, many foreigners who are active in Belgium are self-employed (in 2007, 74,784 of the 904,954 self-employed (8,26 %) held foreign citizenship).

Except for the temporary arrangement for new EU citizens for bottleneck jobs, the Belgian labour migration regime is not geared towards addressing labour shortages. Instead, it is a system where case-by-case recruitment occurs based on the community preference rule, with the addition of flexible procedures for certain categories of worker, such as highly skilled employees and managers. As highly skilled jobs are subject to a rather flexible and swift procedure, any employer who needs someone for a highly skilled bottleneck job is fortunate, as the current legal framework will allow him to find his worker outside of the EEA, without a labour market test. However, owing to a lack of data, we do not know how many highly skilled bottleneck vacancies have been filled through work permits.

As extensively elaborated upon, Belgium does have a limited and temporary system for addressing labour shortages (the bottleneck procedure), which is only accessible to citizens of new EU member states, as a transitional phase towards the free movement of workers. This system is currently still valid for Romanians and Bulgarians and may terminate at the end of 2011. The bottleneck procedure offers a few interesting insights into the question of whether a more generalised system of migration on the basis of labour shortages has potential.

Firstly, quantitatively speaking, the system has been successful for the horticultural sector, for which 66 % of the bottleneck work permits were granted in Flanders in 2008. On a more modest level, the system has been relatively successful in Brussels, where 43.02 % of secretaries were sourced from the new EU member states.

Secondly, in contrast with these successes, the bottleneck procedure only satisfied a strikingly small percentage of the bottleneck needs in Belgium: for Flanders (the vast majority of the bottleneck work permits), **Table 21** demonstrates that only 2 % of the most acute bottleneck jobs (top five) were filled through the bottleneck procedure. For Wallonia, this figure stands at 1.87 %. When we compare the number of bottleneck work permits (except for the horticultural sector)⁶⁷

⁶⁷ The horticultural sector is not included in the calculations as the relatively few vacancies (2,025 vacancies) for this sector in the VDBA databases (public employment service) stand in contrast with the many more actual vacancies: labour cards were only granted for 20,988 new EU citizens for the horticultural sector.

with the total number of Flemish bottleneck vacancies, we see that only 8.9 % were filled through the bottleneck procedure with the new EU member states. This shows that labour market needs were only very modestly satisfied through labour migration for labour shortages. The shortages on the labour market are disproportionate to the results of the bottleneck procedure. One of the reasons why the numerical results are so modest, is the fact that several high-demand bottleneck jobs were deleted from the bottleneck list to be used to grant work permits. As already mentioned, the reason for this deletion is the policy choice that was taken to protect the local labour market by reserving certain jobs, such as cleaning, for the low skilled unemployed in the local labour reserve.

Thirdly, the number of postings from EU-2 and EU-10 countries in 2008 was equal to or higher than the number of work permits granted for that year. **Table 29** compares the total number of work permits with the total number of postings for 2008. For EU-10 countries, a total of 26,177 work permits were granted, versus a total of 41,713 postings. For EU-2 countries, a total of 8,098 work permits were granted versus a total of 7,490 postings that were registered. The success of the postings arrangement may be partially explained by the limitations to the free movement of new EU workers: services sourced from abroad provide a more flexible entry into Belgium.

Exploring potential for labour shortage migration from third countries

Based on these observations, there may be legitimate grounds to explore the possibilities of extending Belgian migration policy towards third countries to address labour shortages.

As it currently stands, labour migration among third-country nationals predominantly concerns the highly skilled. As **Table 46** shows, 74.2 % of the total number of work permits granted in Flanders to third-country nationals went to highly skilled employees and managers. Skilled and low skilled jobs are hardly in the picture – yet within these categories, there are many bottleneck jobs. In addition, the table also indicates that posting is used to a much higher degree by third-country nationals than any other migrant group: 13,806 postings from non-EU citizens versus 5,914 work permits for third-country nationals in 2008. Contrary to the predominance of highly skilled jobs through work permits, the postings concern both highly skilled, skilled and low skilled jobs (see table 23). By way of example, in 2008, 2,351 of the 13,806 postings were for the computer technology sector; 771 were for jobs in architecture and engineering (both highly skilled); 3,250 postings were situated in the construction sector (mainly skilled) and 265 in the cleaning sector (unskilled). This means that highly skilled, skilled and low skilled third-country nationals do migrate to Belgium, albeit through posting rather than on the basis of work permits. Lifting restrictions for the migration of skilled and unskilled workers as well as finding ways of attracting highly skilled workers may help to temper the enthusiasm for posting, which is much less beneficial for the Belgian welfare state.

In view of the speedy procedure for bottleneck permits for new EU citizens, which does not consist of a major barrier to labour migration to Belgium, and in view of the observation that only 2 % of the top five bottlenecks in Flanders are filled by citizens of the new EU member states, and 1.87% in Wallonia, we assume that no massive influx of workers from the last two new member states (Romania and Bulgaria) will occur once all limits to the free movement of workers have been abolished. Indeed, for years now, citizens of the new EU member states have had many forms of economic

migration at their disposal, which are already used extensively. As well as the work permit system, Eastern European countries have enjoyed the freedom of establishment (as independent workers) since the early 1990s when Association Agreements established the freedom of establishment for Eastern European countries. In addition, the EU freedom to provide services has led to rising numbers of postings. These developments have given rise to what has been called the “frontdoor-backdoor problem”, especially since 1 May 2004 when the free movement of workers (frontdoor) was withdrawn for new EU member states. The freedom of establishment and the freedom to deliver services have been used as gates into the old EU labour market.⁶⁸

Improving the current regulatory framework

Despite the fact that quite a number of work permits are granted each year, the existing legislation, which is not specifically geared towards addressing labour shortages, is excessively complicated due to the fact that the rules are dated and have grown historically, without any proper re-drafting since 1967 (in 1999, the 1967 legislation was consolidated; however, the system was not redesigned and adapted to a modern vision of labour market policy through migration).

One of the consequences of the lack of transparent and up-to-date legislation, is the already-mentioned fact that temporary migration through posting to Belgium is growing and already quantitatively exceeds the work permit system: **Table 29** indicates that in 2008, 63,009 (EU-12 + non-EU) postings were registered, versus 50,745 work permits.

Another fact is that immigration of highly skilled immigrants is much easier than for skilled or low skilled immigrants. The reason behind this is that in general, the highly skilled are not subjected to the labour market test, or other restrictive conditions such as the existence of a bi-lateral agreement, hence their recruitment is significantly easier and quicker. For this reason, labour market shortages in the highly skilled range are already addressed through the current system. For low skilled or skilled jobs, which are not in the “Bulgaria-Romania bottleneck list”, the admission procedure takes longer, and imposes the above-mentioned restrictions. In particular, the condition that there needs to be a bilateral agreement with the prospective migrant’s country of origin severely restricts the number of countries from which lower skilled workers can be hired. Employer organisations as well as labour unions have pointed out the fact that forms of labour migration for skilled and low skilled jobs are needed.

In addition, however, the current “community preference” procedure which only allows migration from third countries if no suitable candidate can be found in the EEA, has its limits: it is a time-consuming and labour-intensive procedure. For bottleneck jobs at least, it could be replaced by a dynamic and carefully monitored list of jobs for which no labour market test is needed.

A migration policy that is more geared towards labour shortages could be attained by withdrawing the need for a bilateral agreement with the prospective migrant’s country of origin. In addition, the community preference rule could be applied only to jobs that are not on a dynamically and carefully monitored list of bottleneck jobs, for which a flexible procedure could be devised.

⁶⁸ F. Van Overmeiren, *Buitenlandse Arbeidskrachten op de Belgische Arbeidsmarkt – Sociaal Recht en Vrij Verkeer*, 2008, Gent, Larcier, p. 33.

A final word on the contrast between temporary labour migrants and migrant settlers and the need for an integrated approach

Finally, it is important to note that a stark contrast exists between the profile and share of third-country nationals who migrate on the basis of a work permit, and the permanently settled stock of third-country nationals who work in Belgium. The permanently settled stock of third-country nationals includes all third-country nationals who have migrated to Belgium irrespective of the legal basis for migration: family reunification, asylum seekers/refugees, regularized foreigners, labour migrants, etc.

The employment rate of these third-country residents stands in sharp contrast with the employment rate of other categories. Whereas 63.1 % of Belgian nationals were employed in 2008 (and 64.1% of EU-10 and 55.2% of EU-2 migrants), only 39.9% of third-country permanent settlers were employed in 2008 (**Table 5**). The activity rate of third-country citizens in Belgium is very low. The employment rate gap between Belgian nationals and non-EU citizens is among the highest in the European Union (OECD, 2008).

When we examine the distribution of the stock of workers over various sectors of the economy, we find that the distribution of the sectors for (permanently settled) EU-2 and EU-10 citizens is very homogeneous: 73 % of EU-10 and EU-2 settlers work in the top five sectors of employment for these groups (**Table 43**). This is less the case for Belgians and third-country nationals (**Table 42**). For third-country nationals, 62 % work in the top five employment sectors for this group. Also, the educational level of the EU-10 settlers in the top five sectors of employment for EU-10 settlers (construction, real estate, renting and business, private households, extra-territorial organizations and manufacturing) is predominantly low. These sectors are also the sectors in which EU-10 migrant workers with work permits and posted EU-10 citizens work (**Table 44**).

The parallel between EU-10 and EU-2 settlers, EU-10 and EU-2 work permit migrants and EU-10 and EU-2 posted migrants, does not exist at all for third-country nationals.

Whereas third-country work permit migrants and third-country posted workers are predominantly highly skilled and working in highly skilled jobs, third-country settlers work in sectors that are not typically the highly skilled sectors (manufacturing, wholesale and retail trade, real estate, renting and business, hotels and restaurants, construction) (**Table 46**). However 25 % of third-country settlers working in these sectors are highly educated (post-secondary education). Many third-country settlers work at lower levels than is reflected by their educational attainment. This indicates the ethno-stratification of the labour market. Only 4 % of third-country settlers work in highly skilled jobs (financial, extra-territorial organizations) (**Table 42**). Overall, permanently settled third-country nationals have a far less favourable labour market position than their temporarily migrating counterparts. In addition, third-country nationals who migrate to fill up bottleneck jobs represent only a minute number in comparison with the stock of third-country permanent settlers.

The contrast between these two phenomena for third-country nationals - highly skilled temporary migrants and underemployed, low skilled settlers - calls for a more integrated vision on labour migration, global migration policy and integration measures in general.





Table 2: Population, stock of migrants, main employment indicators, Belgium, 2005

	nationals (BE)		(other) EU-15 nationals		EU-10 nationals		EU-2 nationals		third-country nationals						
	male	female	total	male	female	total	male	female	total	male	female	total			
population 15-64 y.	3,152,836	3,130,960	6,283,796	202,566	179,705	382,271	6,070	9,175	15,245	2,545	4,233	6,778	94,952	92,990	187,942
labour force	2,332,026	1,891,918	4,223,944	150,726	102,968	253,694	4,607	5,416	10,023	2,163	2,399	4,562	67,296	30,128	97,424
employed pop.	2,172,226	1,722,992	3,895,218	137,397	90,253	227,650	4,084	4,322	8,406	1,876	1,984	3,860	45,087	18,810	63,897
unemployed pop.	159,800	168,926	328,726	13,329	12,715	26,044	523	1,094	1,617	287	415	702	22,209	11,318	33,527
activity rate	73.97	60.43	67.22	74.41	57.30	66.36	75.90	59.03	65.75	84.99	56.67	67.31	70.87	32.40	51.84
employment rate	68.90	55.03	61.99	67.83	50.22	59.55	67.28	47.11	55.14	73.71	46.87	56.95	47.48	20.23	34.00
unemployment rate	6.85	8.93	7.78	8.84	12.35	10.27	11.35	20.20	16.13	13.27	17.30	15.39	33.00	37.57	34.41

Source: Belgian Labour Force Survey

Table 3: Population, stock of migrants, main employment indicators, Belgium, 2006

	nationals (BE)			(other) EU-15 nationals			EU-10 nationals			EU-2 nationals			third-country nationals		
	male	female	total	male	female	total	male	female	total	male	female	total	male	female	total
population 15-64 y.	3,172,488	3,143,332	6,315,820	210,114	191,145	401,259	6,539	8,933	15,472	3,186	4,620	7,806	98,101	103,161	201,262
labour force	2,333,226	1,899,958	4,233,184	155,659	110,777	266,436	4,719	4,895	9,614	2,688	3,022	5,710	65,223	36,083	101,306
employed pop.	2,178,474	1,738,408	3,916,882	140,646	95,312	235,958	4,457	4,101	8,558	2,161	1,971	4,132	44,911	22,778	67,689
unemployed pop.	154,752	161,550	316,302	15,013	15,465	30,478	262	794	1,056	527	1,051	1,578	20,312	13,305	33,617
activity rate	73.55	60.44	67.03	74.08	57.95	66.4	72.17	54.8	62.14	84.37	65.41	73.15	66.49	34.98	50.34
employment rate	68.67	55.3	62.02	66.94	49.86	58.8	68.16	45.91	55.31	67.83	42.66	52.93	45.78	22.08	33.63
unemployment rate	6.63	8.5	7.47	9.64	13.96	11.44	5.55	16.22	10.98	19.61	34.78	27.64	31.14	36.87	33.18

Source: Belgian Labour Force Survey

Table 4: Population, stock of migrants, main employment indicators, Belgium, 2007

	nationals (BE)			(other) EU-15 nationals			EU-10 nationals			EU-2 nationals			third-country nationals		
	male	female	total	male	female	total	male	female	total	male	female	total	male	female	total
population 15-64 y.	3,196,446	3,171,405	6,367,851	209,249	182,557	391,806	9,601	13,554	23,155	6,107	6,460	12,567	102,844	110,134	212,978
labour force	2,348,134	1,947,733	4,295,867	159,790	105,374	265,164	8,199	8,053	16,252	4,794	3,885	8,679	74,362	41,022	115,384
employed pop.	2,211,099	1,794,721	4,005,820	144,374	95,204	239,578	7,445	6,956	14,401	4,386	3,273	7,659	53,972	27,308	81,280
unemployed pop.	137,035	153,012	290,047	15,416	10,170	25,586	754	1,097	1,851	408	612	1,020	20,390	13,714	34,104
activity rate	73.46	61.42	67.46	76.36	57.72	67.68	85.40	59.41	70.19	78.50	60.14	69.06	72.31	37.25	54.18
employment rate	69.17	56.59	62.91	69.00	52.15	61.15	77.54	51.32	62.19	71.82	50.67	60.95	52.48	24.80	38.16
unemployment rate	5.84	7.86	6.75	9.65	9.65	9.65	9.20	13.62	11.39	8.51	15.75	11.75	27.42	33.43	29.56

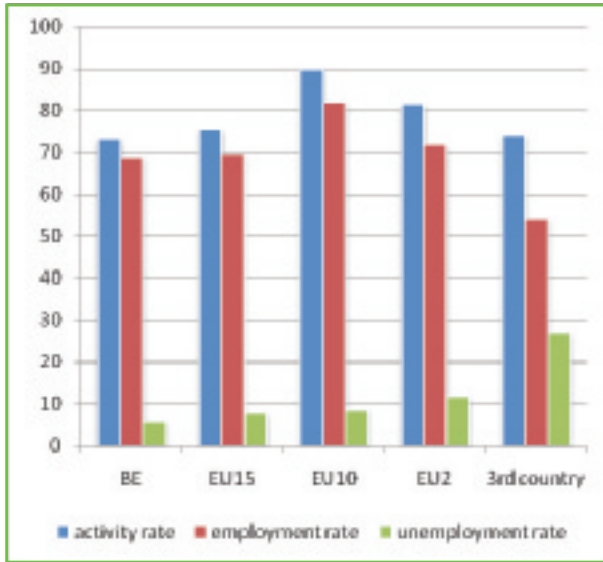
Source: Belgian Labour Force Survey

Table 5: Population, stock of migrants, main employment indicators, Belgium, 2008

	nationals (BE)			(other) EU-15 nationals			EU-10 nationals			EU-2 nationals			third-country nationals		
	male	female	total	male	female	total	male	female	total	male	female	total	male	female	total
population 15 - 64 y.	3,227,359	3,205,952	6,433,311	207,256	182,840	390,096	13,094	16,276	29,370	7,184	8,187	15,371	101,550	103,909	205,459
labour force	2,359,224	1,976,368	4,335,592	156,384	110,938	267,322	11,756	9,520	21,276	5,844	4,181	10,025	75,206	37,560	112,766
employed pop.	2,223,501	1,837,250	4,060,751	144,261	99,681	243,942	10,735	8,080	18,815	5,165	3,317	8,482	54,922	27,061	81,983
unemployed pop.	135,723	139,118	274,841	12,123	11,257	23,380	1,021	1,440	2,461	679	864	1,543	20,284	10,499	30,783
activity rate	73.1	61.65	67.39	75.45	60.67	68.53	89.78	58.49	72.44	81.35	51.07	65.22	74.06	36.15	54.88
employment rate	68.9	57.31	63.12	69.61	54.52	62.53	81.98	49.64	64.06	71.9	40.52	55.18	54.08	26.04	39.9
unemployment rate	5.75	7.04	6.34	7.75	10.15	8.75	8.68	15.13	11.57	11.62	20.66	15.39	26.97	27.95	27.3

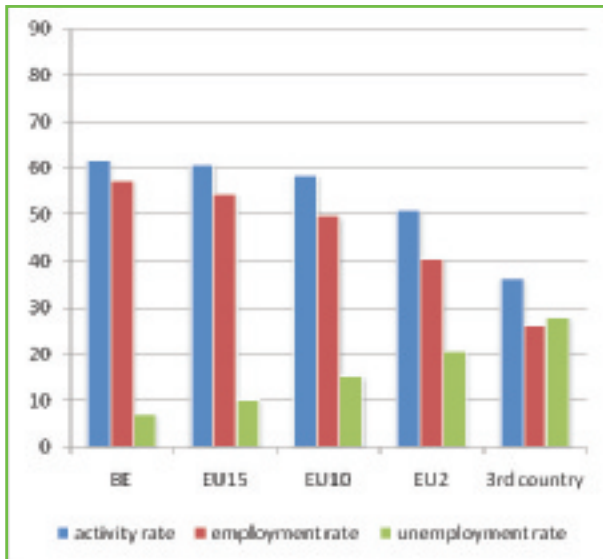
Source: Belgian Labour Force Survey

Figure 1: Activity, employment and unemployment rates, men, 2008, Belgium.



Source: Belgian Labour Force

Figure 2: Activity, employment and unemployment rates, women, 2008, Belgium.



Source: Belgian Labour Force

Table 6: Stock of workers per main category of employment, absolute numbers, Belgium, 2005

	nationals (BE)			(other) EU-15 nationals			EU-10 nationals			EU-2 nationals			third-country nationals		
	male	female	total	male	female	total	male	female	total	male	female	total	male	female	total
	highly skilled	951,159	774,660	1,725,819	63,709	37,524	101,233	1,322	1,775	3,097	892	1,138	2,030	11,784	4,467
skilled	1,034,561	777,855	1,812,416	64,552	41,497	106,049	2,517	1,450	3,967	503	648	1,151	23,920	8,224	32,144
low skilled	151,521	164,114	315,635	8,600	11,133	19,733	245	1,097	1,342	481	198	679	9,193	6,119	15,312
total	2,137,241	1,716,629	3,853,870	136,861	90,154	227,015	4,084	4,322	8,406	1,876	1,984	3,860	44,897	18,810	63,707

Source: Belgian Labour Force Survey

Remark: weighted, ISCO88 code 0 (army/forces) not included.

Table 7: Stock of workers per main category of employment, relative shares, Belgium, 2005.

	nationals (BE)			(other) EU-15 nationals			EU-10 nationals			EU-2 nationals			third-country nationals		
	male	female	total	male	female	total	male	female	total	male	female	total	male	female	total
	highly skilled	0.924	0.945	0.934	0.062	0.046	0.055	0.001	0.002	0.002	0.001	0.001	0.001	0.011	0.005
skilled	0.919	0.938	0.927	0.057	0.050	0.054	0.002	0.002	0.002	0.000	0.001	0.001	0.021	0.010	0.016
low skilled	0.891	0.898	0.895	0.051	0.061	0.056	0.001	0.006	0.004	0.003	0.001	0.002	0.054	0.033	0.043
total	0.919	0.937	0.927	0.059	0.049	0.055	0.002	0.002	0.002	0.001	0.001	0.001	0.019	0.010	0.015

Source: Belgian Labour Force Survey

Remark: weighted, ISCO88 code 0 (army/forces) not included.

Table 8: Stock of workers per main category of employment, absolute numbers, Belgium, 2006.

	nationals (BE)			(other) EU-15 nationals			EU-10 nationals			EU-2 nationals			third-country nationals		
	male	female	total	male	female	total	male	female	total	male	female	total	male	female	total
highly skilled	954,414	790,694	1,745,108	66,317	39,815	106,132	1,523	1,304	2,827	770	1,017	1,787	11,913	5,574	17,487
skilled	1,021,462	756,692	1,778,154	60,974	44,123	105,097	2,101	1,336	3,437	862	653	1,515	22,286	9,948	32,234
low skilled	164,703	183,611	348,314	12,934	11,303	24,237	833	1,461	2,294	529	301	830	10,585	7,256	17,841
total	2,140,579	1,730,997	3,871,576	140,225	95,241	235,466	4,457	4,101	8,558	2,161	1,971	4,132	44,784	22,778	67,562

Source: Belgian Labour Force Survey

Remark: weighted, ISCO88 code 0 (army forces) not included.

Table 9: Stock of workers per main category of employment, relative shares, Belgium, 2006.

	nationals (BE)			(other) EU-15 nationals			EU-10 nationals			EU-2 nationals			third-country nationals		
	male	female	total	male	female	total	male	female	total	male	female	total	male	female	total
highly skilled	0.922	0.943	0.932	0.064	0.047	0.057	0.001	0.002	0.002	0.001	0.001	0.001	0.012	0.007	0.009
skilled	0.922	0.931	0.926	0.055	0.054	0.055	0.002	0.002	0.002	0.001	0.001	0.001	0.020	0.012	0.017
low skilled	0.869	0.900	0.885	0.068	0.055	0.062	0.004	0.007	0.006	0.003	0.001	0.002	0.056	0.036	0.045
total	0.918	0.933	0.925	0.060	0.051	0.056	0.002	0.002	0.002	0.001	0.001	0.001	0.019	0.012	0.016

Source: Belgian Labour Force Survey

Remarks: weighted, ISCO88 code 0 (army forces) not included.

Table 10: Stock of workers per main category of employment, absolute numbers, Belgium, 2007.

	nationals (BE)			(other) EU-15 nationals			EU-10 nationals			EU-2 nationals			third-country nationals		
	male	female	total	male	female	total	male	female	total	male	female	total	male	female	total
	highly skilled	962,143	817,653	1,779,796	72,441	43,753	116,194	3,155	2,125	5,280	1,845	1,723	3,568	13,777	4,974
skilled	1,039,268	778,615	1,817,883	61,418	40,352	101,770	3,465	2,501	5,966	1,259	757	2,016	28,591	12,581	41,172
low skilled	180,175	195,801	375,976	10,087	11,099	21,186	825	2,330	3,155	1,282	793	2,075	11,604	9,753	21,357
total	2,181,586	1,792,069	3,973,655	143,946	95,204	239,150	7,445	6,956	14,401	4,386	3,273	7,659	53,972	27,308	81,280

Source: Belgian Labour Force Survey

Remark: weighted, ISCO88 code 0 (army/forces) not included.

Table 11: Stock of workers per main category of employment, relative shares, Belgium, 2007.

	nationals (BE)			(other) EU-15 nationals			EU-10 nationals			EU-2 nationals			third-country nationals		
	male	female	total	male	female	total	male	female	total	male	female	total	male	female	total
	highly skilled	0.913	0.940	0.925	0.069	0.050	0.060	0.003	0.002	0.003	0.002	0.002	0.002	0.013	0.006
skilled	0.916	0.933	0.923	0.054	0.048	0.052	0.003	0.003	0.003	0.001	0.001	0.001	0.025	0.015	0.021
low skilled	0.883	0.891	0.887	0.049	0.051	0.050	0.004	0.011	0.007	0.006	0.004	0.005	0.057	0.044	0.050
total	0.912	0.931	0.921	0.060	0.049	0.055	0.003	0.004	0.003	0.002	0.002	0.002	0.023	0.014	0.019

Source: Belgian Labour Force Survey

Remark: weighted, ISCO88 code 0 (army/forces) not included.

Table 12: Stock of workers per main category of employment, absolute numbers, Belgium, 2008.

	nationals (BE)			(other) EU-15 nationals			EU-10 nationals			EU-2 nationals			third-country nationals		
	male	female	total	male	female	total	male	female	total	male	female	total	male	female	total
highly skilled	962,096	811,950	1,774,046	69,923	41,443	111,366	3,571	2,094	5,665	2,073	1,366	3,439	13,434	5,200	18,634
skilled	1,071,433	824,690	1,896,123	64,050	44,944	108,994	6,085	2,537	8,622	2,650	766	3,416	30,751	11,855	42,606
low skilled	160,799	197,236	358,035	9,651	13,209	22,860	1,079	3,449	4,528	442	1,185	1,627	10,569	9,923	20,492
total	2,194,328	1,833,876	4,028,204	143,624	99,596	243,220	10,735	8,080	18,815	5,165	3,317	8,482	54,754	26,978	81,732

Source: Belgian Labour Force Survey

Remark: weighted, ISCO88 code 0 (army forces) not included.

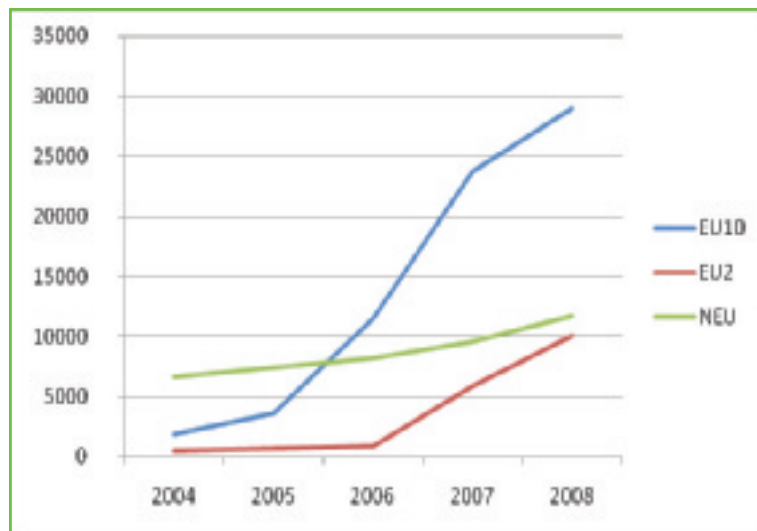
Table 13: Stock of workers per main category of employment, relative shares, Belgium, 2008.

	nationals (BE)			(other) EU-15 nationals			EU-10 nationals			EU-2 nationals			third-country nationals		
	male	female	total	male	female	total	male	female	total	male	female	total	male	female	total
highly skilled	0.915	0.942	0.927	0.067	0.048	0.058	0.003	0.002	0.003	0.002	0.002	0.002	0.013	0.006	0.010
skilled	0.912	0.932	0.921	0.055	0.051	0.053	0.005	0.003	0.004	0.002	0.001	0.002	0.026	0.013	0.021
low skilled	0.881	0.877	0.879	0.053	0.059	0.056	0.006	0.015	0.011	0.002	0.005	0.004	0.058	0.044	0.050
total	0.911	0.930	0.920	0.060	0.051	0.056	0.004	0.004	0.004	0.002	0.002	0.002	0.023	0.014	0.019

Source: Belgian Labour Force Survey

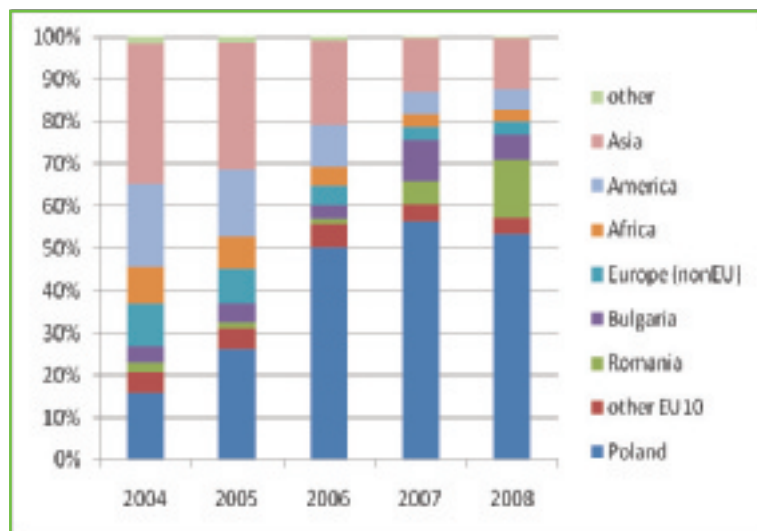
Remark: weighted, ISCO88 code 0 (army forces) not included.

Figure 3: Absolute evolution of B-type work permits (first permit and renewals), Belgium, 2004-2008



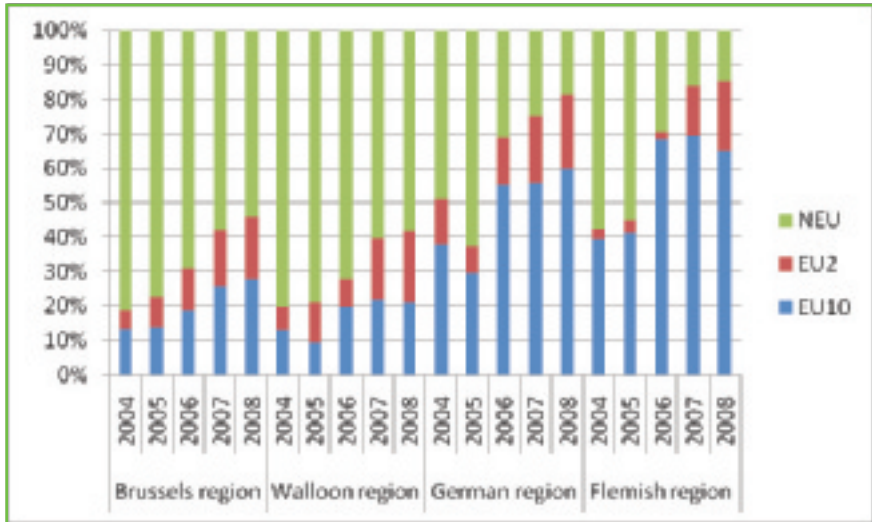
Source: FOD WASO

Figure 4: Relative importance of different countries of origin for B-type work permits (first permits and renewals), Belgium, 2004-2008



Source: FOD WASO

Figure 5: Regional dispersal of citizenship for B-type work permits , 2004-2008, Belgium



Source: FOD WASO

Table 14: Inflow of workers per main category of employment, B-type work permit, Flemish Region, 2004

	EU-10 nationals				EU-2 nationals				third-country nationals			
	male	female	total	% of total	male	female	total	% of total	male	female	total	% of total
au pairs	0	44	44	0.40	0	22	22	0.20	0	44	44	0.40
education (on the job)	7	0	7	0.18	22	7	29	0.73	4	0	4	0.10
professional sports people	10	0	10	0.06	4	1	5	0.03	161	1	162	0.92
out of category	44	4	48	0.31	4	3	7	0.05	76	23	99	0.64
guest professor	0	0	0	0.00	0	0	0	0.00	15	4	19	1.00
family reunification (art. 9,16° & 9,17°)	3	5	8	0.16	6	18	24	0.48	2	16	18	0.36
highly skilled employee	100	45	145	0.08	58	45	103	0.05	1,336	316	1,652	0.87
manager	29	4	33	0.03	8	2	10	0.01	1,012	117	1,129	0.96
specialist technical worker	70	7	77	0.27	26	0	26	0.09	181	1	182	0.64
researcher	6	1	7	0.07	9	2	11	0.12	55	21	76	0.81
non-EU seasonal labour	55	15	70	0.96	3	0	3	0.04	0	0	0	0.00
new EU member state	68	15	83	1.00	0	0	0	0.00	0	0	0	0.00
new EU ms seasonal labor	680	249	929	1.00	0	0	0	0.00	1	0	1	0.00
artist	6	2	8	0.15	2	0	2	0.04	28	14	42	0.81
apprentice	17	11	28	0.22	4	2	6	0.05	71	20	91	0.73
Total	1,095	402	1,497	0.28	146	102	248	0.05	2,942	577	3,519	0.67

Source: Vlaamse Subsidieagentschap Werk en Sociale Economie (VSAWSE) Dienst Migratie.

Table 15: Inflow of workers per main category of employment, B-type work permit, Flemish Region, 2005

	EU-10 nationals				EU-2 nationals				third-country nationals			
	male	female	total	% of total	male	female	total	% of total	male	female	total	% of total
au pairs	1	46	47	0.28	0	27	27	0.16	3	92	95	0.56
education (on the job)	0	0	0	0.00	9	2	11	0.42	15	0	15	0.58
professional sports people	16	1	17	0.09	3	0	3	0.02	168	2	170	0.89
out of category	7	0	7	0.04	3	2	5	0.03	153	28	181	0.94
guest professor	0	0	0	0.00	0	0	0	0.00	16	4	20	1.00
family reunification (art. 9,16° & 9,17°)	2	21	23	0.19	13	53	66	0.56	0	29	29	0.25
highly skilled employee	78	63	141	0.06	77	52	129	0.06	1,548	354	1,902	0.88
manager	28	5	33	0.03	11	3	14	0.01	1,106	161	1,267	0.96
specialist technical worker	0	0	0	0.00	4	0	4	0.02	181	11	192	0.98
researcher	7	2	9	0.12	5	5	10	0.13	32	26	58	0.75
new EU member state	128	42	170	1.00	0	0	0	0.00	0	0	0	0.00
new EU-8 seasonal labour	1,850	789	2,639	1.00	0	0	0	0.00	0	0	0	0.00
artist	0	0	0	0.00	1	3	4	0.07	36	20	56	0.93
apprentice	8	31	39	0.19	0	1	1	0.00	128	34	162	0.80
Total	2,125	1,000	3,125	0.41	126	148	274	0.04	3,386	761	4,147	0.55

Source: Vlaamse Subsidieagentschap Werk en Sociale Economie (VSAWSE) Dienst Migratie.

Table 16: Inflow of workers per main category of employment, B-type work permit, Flemish Region, 2006

	EU-10 nationals				EU-2 nationals				third-country nationals			
	male	female	total	% of total	male	female	total	% of total	male	female	total	% of total
au pairs	0	27	27	0.14	0	13	13	0.07	3	146	149	0.79
education (on the job)	15	1	16	0.31	5	0	5	0.10	31	0	31	0.60
professional sports people	12	0	12	0.07	1	0	1	0.01	162	3	165	0.93
out of category	0	0	0	0.00	6	3	9	0.05	133	24	157	0.95
guest professor	0	0	0	0.00	0	0	0	0.00	13	3	16	1.00
family reunification (art. 9,16° & 9,17°)	6	67	73	0.33	28	79	107	0.49	10	29	39	0.18
highly skilled employee	63	62	125	0.05	76	71	147	0.06	1,825	416	2,241	0.89
manager	19	10	29	0.02	8	7	15	0.01	1,132	151	1,283	0.97
specialist technical worker	0	0	0	0.00	0	0	0	0.00	173	3	176	1.00
researcher	10	8	18	0.19	3	1	4	0.04	52	23	75	0.77
new EU bottleneck profession	6,398	2,348	8,746	1.00	0	0	0	0.00	0	0	0	0.00
new EU member state	141	75	216	1.00	0	0	0	0.00	0	0	0	0.00
new EU seasonal labour	732	376	1,108	1.00	0	0	0	0.00	0	0	0	0.00
artist	3	0	3	0.08	1	0	1	0.03	11	23	34	0.89
apprentice	16	58	74	0.32	6	3	9	0.04	105	42	147	0.64
total	7,415	3,032	10,447	0.68	134	177	311	0.02	3,650	863	4,513	0.30

Source: Vlaamse Subsidieagentschap Werk en Sociale Economie (VSAWSE) Dienst Migratie.

Table 17: Inflow of workers per main category of employment, B-type work permit, Flemish Region, 2007

	EU-10 nationals				EU-2 nationals				third-country nationals			
	male	female	total	% of total	male	female	total	% of total	male	female	total	% of total
au pairs	1	8	9	0.04	0	3	3	0.01	4	189	193	0.94
education (on the job)	5	0	5	0.45	0	0	0	0.00	4	2	6	0.55
professional sports people	14	0	14	0.07	1	0	1	0.01	180	1	181	0.92
out of category	0	1	1	0.00	0	1	1	0.00	181	24	205	0.99
guest professor	0	0	0	0.00	2	0	2	0.10	16	2	18	0.90
family reunification (art. 9,16° & 9,17°)	10	257	267	0.49	24	195	219	0.40	11	53	64	0.12
highly skilled employee	71	57	128	0.05	26	32	58	0.02	2,079	546	2,625	0.93
manager	5	7	12	0.01	4	5	9	0.01	1,100	147	1,247	0.98
specialist technical worker	0	0	0	0.00	0	0	0	0.00	185	2	187	1.00
researcher	10	6	16	0.11	1	10	11	0.07	96	28	124	0.82
new EU bottleneck profession	15,495	5,561	21,056	0.83	3,049	1,140	4,189	0.17	3	0	3	0.00
new EU member state	123	114	237	0.72	40	54	94	0.28	0	0	0	0.00
artist	6	2	8	0.18	0	0	0	0.00	20	17	37	0.82
apprentice	10	13	23	0.13	4	4	8	0.05	102	43	145	0.82
total	15,750	6,026	21,776	0.69	3,151	1,444	4,595	0.15	3,981	1,054	5,035	0.16

Source: Vlaamse Subsidieagentschap Werk en Sociale Economie (VSAWSE) Dienst Migratie.

Table 18: Inflow of workers per main category of employment, B-type work permit, Flemish Region, 2008

	EU10 nationals				EU2 nationals				third-country nationals			
	male	female	total	% of total	male	female	total	% of total	male	female	total	% of total
au pairs	0	9	9	0.03	0	2	2	0.01	8	276	284	0.96
education (on the job)	16	0	16	0.13	0	0	0	0.00	105	0	105	0.87
professional sports people	12	2	14	0.05	1	0	1	0.00	247	19	266	0.95
out of category	1	2	3	0.02	2	0	2	0.01	154	17	171	0.97
guest professor	2	0	2	0.09	0	0	0	0.00	17	3	20	0.91
family reunification (art. 9.16° & 9.17°)	7	492	499	0.50	26	408	434	0.43	23	43	66	0.07
highly skilled employee	62	65	127	0.04	24	36	60	0.02	2,420	658	3,078	0.94
manager	8	5	13	0.01	4	4	8	0.01	1,155	158	1,313	0.98
specialist technical worker	0	0	0	0.00	0	0	0	0.00	283	10	293	1.00
researcher	5	11	16	0.27	0	8	8	0.13	28	8	36	0.60
new EU bottleneck profession	18,012	7,108	25,120	0.77	5,290	2,122	7,412	0.23	3	0	3	0.00
new EU member state	128	206	334	0.68	55	98	153	0.31	1	1	2	0.00
education (art. 9.19° & art.9.20°)	1	0	1	0.01	4	4	8	0.08	81	16	97	0.92
artist	3	1	4	0.10	1	0	1	0.03	25	10	35	0.88
apprentice	10	9	19	0.11	9	0	9	0.05	103	42	145	0.84
total	18,267	7,910	26,177	0.65	5,416	2,682	8,098	0.20	4,653	1,261	5,914	0.15

Source: Vlaamse Subsidieagentschap Werk en Sociale Economie (VSAWSE) Dienst Migratie.

Table 19: Inflow of workers per main category of employment, B-type work permit, regional distribution, Belgium, 2008

	Brussels	Flemish region	Walloon region	German community	total
au pairs	49	295	42	3	389
education (on the job)	0	121	0	0	121
professional sports people	27	281	96	0	404
out of category	373	176	428	2	1,194
guest professor	4	22	4	0	30
family reunification (art. 9,16° & 9,17°)	2,064	999	94	19	3,176
highly skilled employee	2,805	3,265	850	6	6,926
manager	795	1,334	262	4	2,395
specialist technical worker	2	293	0	0	295
researcher	32	60	131	0	223
new EU bottleneck profession	852	32,535	815	89	34,291
new EU member state	520	489	0	0	1,009
education (art. 9,19° & art.9,20°)	9	106	14	0	129
artist	26	40	5	0	71
apprentice	78	173	46	10	307
total	7,636	40,189	2,787	133	50,745

Source: FOD WASO

Table 20: Comparison of vacancies in bottleneck positions and supply of labourers through work permits, regional comparison, Belgium, 2008.

	Flemish region			Brussels			Walloon region		
	category	no.	% total	category	no.	% total	category	no.	% total
	top 5 requested jobs (VDAB, Actiris, FOREM)	cleaner	21,675	0.17	IT personnel	726	0.12	sales rep.	3,411
	technician	8,339	0.06	adm. employee	686	0.11	mechanic	3,328	0.09
	IT personnel	7,377	0.05	sales person	537	0.09	IT personnel	2,404	0.06
	S.S. teacher	6,563	0.05	sales rep.	489	0.08	mason	1,920	0.05
	Sales rep.	5,417	0.04	secretary	437	0.07	nursing	1,853	0.05
all bottleneck positions		123,086			5,859			36,145	
top 5 labour cards granted	horticulture	21,566	0.66	secretary	188	0.22	mason	91	0.11
	welder	1,241	0.04	mason	127	0.15	electrician	88	0.11
	mason	1,195	0.04	nursing	113	0.13	nursing	88	0.11
	butcher	1,152	0.04	board of dir.	108	0.13	painter	67	0.08
	technician	948	0.03	IT personnel	98	0.12	butcher	64	0.08
all LC bottleneck positions		32,555			852			815	

Source: VDAB, Actiris, FOREM, FOD WASO

Due to time constraints, it was not possible to include the data of the bottleneck vacancies of the German-speaking community.

Table 21: Main vacancies in regional authority bottleneck positions and work permits granted for these positions, regional distribution, 2008.

Flemish region			
top 5 requested jobs		work permits granted	
description	vacancy	number	% requested
cleaner	21,675	not in list	
technician	8,339	948	11.37 %
IT personnel	7,377	33	0.45 %
S.S. teacher	6,563	not in list	
Sales rep.	5,417	not in list	
total	49,371	1,017	2.06 %
Brussels region			
top 5 requested jobs		work permits granted	
description	vacancy	number	% requested
IT personnel	726	98	13.50 %
adm. employee	686	35	5.10 %
sales person	537	0	0.00 %
sales rep.	489	0	0.00 %
secretary	437	188	43.02 %
total	2,875	321	11.17 %
Walloon region			
top 5 requested jobs		work permits granted	
description	vacancy	number	% requested
sales rep.	3,411	20	0.59 %
mechanic	3,328	27	0.81 %
IT personnel	2,404	15	0.62 %
mason	1,920	91	4.74 %
nursing	1,853	88	4.75 %
total	12,916	241	1.87 %

Source: VDAB, Actiris, FOD WASO

Table 22: List of work permits granted for bottleneck positions in Flanders, Wallonia and Brussels, 2008.

	Flemish region	Brussels region	Walloon region	total
accountant	39	24	3	66
administrative employee (law, HR)	0	35	8	43
architect	0	1	0	1
baker	152	0	6	158
bank	80	0	0	80
management board	21	108	6	135
butcher	1,152	0	64	1,216
call centre	0	0	5	5
car mechanic	0	20	4	24
carpenter	822	0	50	872
construction builder	878	36	17	931
cook	0	0	23	23
crane driver	5	0	0	5
electrician	111	27	88	226
engine driver	26	0	25	51
engineer	81	9	24	114
fitter	737	9	15	761
glassblowing	21	0	0	21
horticulture	1,730	0	0	1,730
horticulture (seasonal)	19,836	0	0	19,836
insulation	70	0	0	70
IT personnel	0	98	15	113
lorry driver	632	0	0	632
manager	0	2	0	2
mason	1,195	127	91	1,413
mechanic	368	0	27	395

natural stone worker	102	0	0	102
nursing	71	113	88	272
painter	0	0	67	67
plasterer	435	0	0	435
practitioner	871	0	32	903
printer	73	0	0	73
production manager	43	0	1	44
roofer	234	0	5	239
sailor	224	0	0	224
sales representative	59	0	20	79
seamstress	204	0	0	204
secretariat	0	188	2	190
specialised technicians	33	0	13	46
teacher	0	1	1	2
technical draughtsmen	7	0	4	11
technician	948	29	54	1,031
translator	0	31	0	31
weaver	21	0	0	21
welder	1,241	0	57	1,298
total	32,522	858	815	34,195

Source: FOD WASO, VSWSE

Table 23: Inflow of workers per main category of employment, posting, Belgium, 2007

	nationals (BE)	(other) EU-15	EU-10	EU-2	third-country	unknown	Total
architects & engineers	17.8	46.4	70.8	39.5	26.4	37.5	41.3
computer technology	52.7	29.6	20.9	48.3	57.8	27.5	38.0
consultancy	10.9	11.5	4.0	8.8	10.2	10.0	10.6
education	1.8	1.7	2.2	1.8	1.1	5.0	1.6
electronics	0.0	0.1	0.0	0.0	0.0	0.0	0.0
financial	16.7	10.8	2.2	1.8	4.5	20.0	8.5
highly skilled	275	6,535	684	114	3,124	40	10,772
agriculture	0.8	1.5	3.4	1.2	1.3	2.2	1.9
social services	0.6	1.5	0.4	4.9	3.2	0.5	1.4
construction	49.7	33.5	63.9	46.0	24.6	32.2	39.7
food industry	2.4	1.3	4.6	2.9	2.1	1.1	2.1
gas water electricity	2.9	4.7	1.0	1.1	3.0	4.6	3.8
health social	0.4	0.7	0.1	0.1	1.9	0.1	0.6
metallurgy	22.2	27.2	17.0	33.7	21.5	45.7	25.1
off shore	1.7	1.8	0.1	0.2	3.3	0.5	1.5
petrochemicals	7.2	12.9	6.3	4.3	20.6	7.4	11.7

real estate companies	2.1	2.5	0.4	0.2	0.8	1.5	1.9
security	0.0	0.0	0.0	0.0	0.0	0.0	0.0
showbizz	0.5	1.4	0.4	1.7	5.3	0.5	1.5
textile	0.6	1.0	0.1	1.2	0.4	2.4	0.8
transport storage	6.6	7.2	1.6	1.8	4.7	0.7	5.7
travelling salesman	0.3	0.1	0.0	0.0	0.3	0.0	0.1
wholesale repair	1.7	1.8	0.3	0.7	6.3	0.4	1.7
wood furniture	0.4	0.8	0.5	0.2	0.7	0.1	0.7
skilled	2,229	81,563	24,696	1,776	7,752	2,406	120,422
cleaning	37.9	47.8	88.2	500	40.3	28.7	49.9
hotel & catering	7.1	25.9	5.0	500	31.9	27.8	23.8
households	0.0	1.2	3.6	0.0	2.8	0.0	1.4
mining	55.0	25.2	3.1	0.0	25.0	43.5	24.9
low skilled	169	3,184	357	14	248	115	4,087
Total	2,673	91,282	25,737	1,904	11,124	2,561	135,281

Source: LIMOSA, Rijksdienst voor Sociale Zekerheid, Smals.

Remark: own calculation of skill categorization, relative importance of subsectors added per skill group

Table 24: Inflow of workers per main category of employment, posting, Belgium, 2008

	nationals (BE)	(other) EU-15	EU-10	EU-2	third-country	unknown	Total
architects & engineers	33.4	49.2	69.1	23.1	21.4	53.5	42.1
computer technology	47.7	28.8	23.4	62.2	65.6	23.9	39.7
consultancy	6.6	10.3	6.6	13.2	8.6	5.6	9.5
education	2.6	1.6	0.2	0.6	1.4	4.2	1.5
electronics	0.0	0.7	0.0	0.0	0.1	0.0	0.4
financial	9.7	9.5	0.7	0.9	3.0	12.7	6.9
highly skilled	455	8,062	987	325	3,577	71	13,512
agriculture	0.6	1.4	3.4	2.1	1.0	3.0	1.8
social services	1.1	1.4	0.6	12.2	3.0	0.5	1.7
construction	57.8	35.9	64.8	50.8	32.7	27.5	43.0
food industry	2.3	1.5	4.4	1.5	2.6	1.4	2.2
gas water electricity	2.5	7.0	1.5	1.2	3.4	4.3	5.2
health social	0.2	0.7	0.0	0.0	1.2	0.0	0.5
metallurgy	19.7	27.4	17.9	17.0	21.1	51.7	24.8
off shore	0.5	1.0	0.2	0.5	1.8	0.3	0.8
petrochemicals	5.6	11.5	4.2	10.4	17.1	5.5	9.9

real estate companies	2.1	2.6	0.3	0.5	1.8	2.5	2.0
security	0.0	0.0	0.0	0.0	0.0	0.0	0.0
showbizz	0.2	1.6	0.7	0.6	5.2	0.4	1.5
textile	0.1	0.8	0.2	0.2	0.3	0.7	0.6
transport storage	5.4	4.8	1.2	2.6	3.9	1.1	3.8
travelling salesman	0.4	0.2	0.0	0.0	0.1	0.0	0.1
wholesale repair	1.1	1.2	0.3	0.2	4.4	0.3	1.2
wood furniture	0.6	1.1	0.5	0.3	0.6	0.8	0.9
skilled	3,998	117,077	40,192	7,104	9,836	3,054	181,364
cleaning	65.3	62.0	90.5	27.9	67.3	38.1	63.8
hotel & catering	3.0	11.8	7.1	8.2	15.2	17.3	11.3
households	7.3	2.0	1.3	0.0	1.3	0.7	2.1
mining	24.5	24.3	1.1	63.9	16.2	43.9	22.9
low skilled	331	5,658	534	61	393	139	7,117
Total	4,784	130,797	41,713	7,490	13,806	3,264	201,993

Source: LIMOSA, Rijksdienst voor Sociale Zekerheid, Smals.

Remark: own calculation of skill categorization, relative importance of subsectors added per skill group

Table 25: Inflow of workers per main category of employment, posting, Belgium, 2009

	nationals (BE)	(other) EU-15	EU-10	EU-2	third-country	unknown	Total
architects & engineers	12.9	20.6	39.3	12.3	11.8	4.3	19.4
computer technology	22.4	18.0	20.2	40.3	69.1	6.4	27.0
consultancy	3.8	3.3	2.8	0.7	4.1	0.9	3.3
education	0.7	0.8	0.0	0.2	0.7	0.9	0.8
electronics	51.0	54.2	37.0	46.4	11.2	86.7	46.4
financial	9.3	3.1	0.7	0.2	3.1	0.9	3.1
highly skilled	612	13,908	945	610	3,137	233	19,445
agriculture	0.6	1.6	4.0	1.4	2.1	4.6	2.2
social services	0.3	1.5	0.4	1.1	1.3	0.9	1.2
construction	60.1	388	66.3	74.5	36.9	27.4	48.3
food industry	2.1	1.6	4.3	2.8	2.1	2.4	2.3
gas water electricity	0.8	4.1	0.9	0.2	2.4	2.5	2.9
health social	0.0	0.3	0.0	0.0	0.8	0.1	0.2
metallurgy	16.6	34.2	18.0	16.9	34.6	51.6	28.9
off shore	0.3	1.0	0.1	0.1	1.8	0.8	0.7
petrochemicals	4.2	7.4	2.7	0.7	9.4	3.6	5.8

real estate companies	1.2	1.7	0.3	0.1	0.6	2.4	1.2
security	0.3	0.3	0.0	0.0	0.1	0.0	0.2
showbizz	0.2	0.4	0.2	0.5	1.0	0.3	0.4
textile	0.1	1.0	0.3	0.1	0.3	0.4	0.7
transport storage	10.5	4.0	1.5	0.7	2.5	0.8	3.2
travelling salesman	0.3	0.1	0.1	0.0	0.0	0.0	0.1
wholesale repair	0.7	1.0	0.2	0.1	3.7	1.5	0.9
wood furniture	1.8	1.2	0.6	0.8	0.6	0.8	1.0
skilled	4,590	101,025	38,529	13,306	8,058	2,011	167,519
cleaning	54.7	62.6	85.4	90.4	83.9	35.6	65.6
hotel & catering	20.1	24.4	5.7	9.2	8.5	32.6	21.7
households	0.0	0.4	6.2	0.0	0.0	0.0	0.8
mining	25.2	12.6	2.7	0.5	7.6	31.8	11.9
low skilled	159	4,997	439	218	354	132	6,299
Total	5,361	119,930	39,913	14,134	11,549	2,376	193,263

Source: LIMOSA, Rijksdienst voor Sociale Zekerheid, Smals.
 Remark: own calculation of skill categorization, relative importance of subsectors added per skill group

Table 26: Inflow of workers per main category of employment, posting, relative share of nationality in skill category, Belgium, 2007

	nationals (BE)	(other) EU-15	EU-10	EU-2	third-country	unknown	Total
highly skilled	2.6	60.7	6.4	1.1	29.0	0.4	100
skilled	1.9	67.7	20.5	1.5	6.4	2.0	100
low skilled	4.1	77.9	8.7	0.3	6.1	2.8	100
Total	2.0	67.5	19.0	1.4	8.2	1.9	100

Source: LIMOSA, Rijksdienst voor Sociale Zekerheid, Smals.
Remark: own calculation of skill categorization

Table 27: Inflow of workers per main category of employment, posting, relative share of nationality in skill category, Belgium, 2008

	nationals (BE)	(other) EU-15	EU-10	EU-2	third-country	unknown	Total
highly skilled	3.4	59.7	7.3	2.4	26.7	0.5	100
skilled	2.2	64.6	22.2	3.9	5.5	1.7	100
low skilled	4.7	79.5	7.5	0.9	5.5	2.0	100
Total	2.4	64.8	20.7	3.7	6.9	1.6	100

Source: LIMOSA, Rijksdienst voor Sociale Zekerheid, Smals.
Remark: own calculation of skill categorization

Table 28: Inflow of workers per main category of employment, posting, relative share of nationality in skill category, Belgium, 2009

	nationals (BE)	(other) EU-15	EU-10	EU-2	third-country	unknown	Total
highly skilled	3.2	71.5	4.9	3.1	16.1	1.2	100
skilled	2.7	60.3	23.0	7.9	4.8	1.2	100
low skilled	2.5	79.3	7.0	3.5	5.6	2.1	100
Total	2.8	62.1	20.7	7.3	6.0	1.2	100

Source: LIMOSA, Rijksdienst voor Sociale Zekerheid, Smals.
 Remark: own calculation of skill categorization

Table 29: Comparison of jobs by posting and work permits, Belgium, 2008.

Posting Belgium 2008				
	EU-8	EU-2	NEU	total
architects & engineers	682	75	771	1,528
computer technology	231	202	2,351	2,784
consultancy	65	43	306	414
education / electronics / financial	9	5	151	165
highly skilled employees & managers	987	325	3,579	4,891
agriculture	1,360	151	53	1,564
construction + metallurgy	33,224	4,811	5,342	43,377
transport storage	469	186	386	1,041
health social	10	1	115	126
petrochemicals	1,681	735	1,682	4,098
bottleneck positions	36,744	5,884	7,578	50,206
other	2,622	1,130	2,598	6,350
Total	41,713	7,490	13,806	63,009

Work permits 2008				
	Flemish region	Brussels	Walloon region	Belgium
guest professor	22	4	4	30
highly skilled employee	3,265	2,805	856	6,926
manager	1,334	795	266	2,395
researcher	60	32	131	223
highly skilled employees & managers	4,681	3,636	1,257	9,574
agriculture	21,566	0		
construction + metallurgy	8,361	219		
transport	632	0		

	health	71	113		
	other	1,905	520		
bottleneck positions		32,535	852	904	34,291
other		2,973	3,148	759	6,880
Total		40,189	7,636	2,920	50,745

Remark: Walloon region includes also the German-speaking community

Table 30: Stock of workers per nationality and main categorization, Belgium, 2005.

		highly skilled	skilled	low skilled	Total
Belgium		1,725,819	1,812,416	315,635	3,853,870
top 10	<i>Italy</i>	18,883	39,482	7,843	66,208
	<i>France</i>	24,133	19,928	3,470	47,531
	<i>Netherlands</i>	23,972	17,636	1,921	43,529
	<i>Spain</i>	7,442	8,880	1,851	18,173
	<i>Morocco</i>	1,740	7,515	5,242	14,497
	<i>Portugal</i>	3,017	7,207	3,457	13,681
	<i>Germany</i>	6,670	3,952	421	11,043
	<i>United Kingdom</i>	7,248	3,341	216	10,805
	<i>Turkey</i>	993	4,572	2,892	8,457
	<i>Greece</i>	3,188	2,717	487	6,392
(other) EU-15 nationals		6,680	2,906	67	9,653
EU-10 nationals		3,097	3,967	1,342	8,406
EU-2 nationals		2,030	1,151	679	3,860
(other) third-country nationals		13,518	20,057	7,178	40,753
Total		1,848,430	1,955,727	352,701	4,156,858

Source: Belgian Labour Force Survey

Remarks: ranked on total

Table 31: Stock of workers per nationality and by categorization, Belgium, 2006.

		highly skilled	skilled	low skilled	Total
Belgium		1,745,108	1,778,154	348,314	3,871,576
top 10	<i>Italy</i>	20,148	38,554	10,318	69,020
	<i>Netherlands</i>	26,856	16,643	3,156	46,655
	<i>France</i>	22,612	19,884	3,908	46,404
	<i>Spain</i>	8,513	10,872	2,145	21,530
	<i>Morocco</i>	2,815	8,976	7,185	18,976
	<i>Germany</i>	8,092	5,601	716	14,409
	<i>Portugal</i>	2,651	6,168	3,333	12,152
	<i>United Kingdom</i>	7,530	2,615	353	10,498
	<i>Turkey</i>	1,084	4,323	2,506	7,913
	<i>Poland</i>	2,189	2,886	2,195	7,270
(other) EU-15 nationals		9,730	4,760	308	14,798
(other) EU-10 nationals		638	551	99	1,288
EU-2 nationals		1,787	1,515	830	4,132
(other) third-country nationals		13,588	18,935	8,150	40,673
Total		1,873,341	1,920,437	393,516	4,187,294

Source: Belgian Labour Force Survey

Remarks: ranked on total

Table 32: Stock of workers per nationality and main categorization, Belgium, 2007.

		highly skilled	skilled	low skilled	Total
Belgium		1,779,796	1,817,883	375,976	3,973,655
top 10	<i>Italy</i>	25,298	34,863	6,941	67,102
	<i>Netherlands</i>	29,783	20,892	2,740	53,415
	<i>France</i>	26,184	21,262	4,399	51,845
	<i>Morocco</i>	2,786	9,579	7,560	19,925
	<i>Spain</i>	7,432	7,487	1,377	16,296
	<i>Germany</i>	8,555	4,445	621	13,621
	<i>Portugal</i>	3,607	5,375	4,142	13,124
	<i>Poland</i>	3,881	4,904	3,041	11,826
	<i>Turkey</i>	1,383	6,924	2,339	10,646
	<i>United Kingdom</i>	7,234	1,877	352	9,463
(other) EU-15 nationals		8,101	5,569	614	14,284
(other) EU-10 nationals		1,399	1,062	114	2,575
EU-2 nationals		3,568	2,016	2,075	7,659
(other) third-country nationals		14,582	24,669	11,458	50,709
Total		1,923,589	1,968,807	423,749	4,316,145

Source: Belgian Labour Force Survey

Remarks: ranked on total

Table 33: Stock of workers per nationality and main categorization, Belgium, 2008.

		highly skilled	skilled	low skilled	Total
Belgium		1,774,046	1,896,123	358,035	4,028,204
top 10	<i>Italy</i>	22,248	34,113	6,322	62,683
	<i>Netherlands</i>	26,344	23,148	5,087	54,579
	<i>France</i>	26,509	22,886	4,389	53,784
	<i>Spain</i>	7,743	8,562	1,975	18,280
	<i>Germany</i>	9,668	5,794	1,325	16,787
	<i>Poland</i>	3,695	7,546	4,194	15,435
	<i>Morocco</i>	2,443	7,683	5,294	15,420
	<i>Portugal</i>	3,136	8,361	3,350	14,847
	<i>United Kingdom</i>	7,297	2,115	234	9,646
	<i>Turkey</i>	1,376	5,061	3,011	9,448
(other) EU-15 nationals		8,421	4,015	178	12,614
(other) EU-10 nationals		1,970	1,076	334	3,380
EU-2 nationals		3,439	3,416	1,627	8,482
(other) third-country nationals		14,815	29,862	12,187	56,864
Total		1,913,150	2,059,761	407,542	4,380,453

Source: Belgian Labour Force Survey

Remarks: ranked on total

Table 34: Stock of workers, employed in specific jobs, Belgium, 2005.

	nationals (BE)		(other) EU-15 nationals		EU-10 nationals		EU-2 nationals		third-country nationals						
	male	female	total	male	female	total	male	female	total	male	female	total			
housekeeping and restaurant service workers															
hotels & restaurants	58,149	57,194	115,343	9,541	6,575	16,116	199	566	765	71	502	573	5,415	3,638	9,053
private households	2,612	15,245	17,857	262	1,738	2,000	0	82	82	0	0	0	0	770	770
personal care and related workers															
health & social work	109,913	380,229	490,142	5,774	13,416	19,190	106	257	363	78	109	187	1,883	2,544	4,427
social & personal services	70,647	83,053	153,700	4,191	5,914	10,105	0	95	95	71	0	71	1,760	578	2,338
other															
agriculture & fishery workers	54,201	25,331	79,532	952	356	1,308	0	0	0	0	0	0	864	533	1,397
education	121,803	251,135	372,938	3,975	7,878	11,853	56	172	228	127	242	369	1,834	1,445	3,279
construction & manufacturing	957,745	263,474	1,221,219	62,421	11,785	74,206	2,702	849	3,551	1,075	445	1,520	18,308	1,956	20,264
Total	1,375,070	1,075,661	2,450,731	87,116	47,662	134,778	3,063	2,021	5,084	1,422	1,298	2,720	30,064	11,464	41,528

Source: Belgian Labour Force Survey

Remarks: NACE codes for classification per specific jobs

Table 35: Stock of workers, employed in specific jobs, relative share of nationality in specific category, Belgium, 2005.

	nationals (BE)			(other) EU-15 nationals			EU-10 nationals			EU-2 nationals			third-country nationals		
	male	female	total	male	female	total	male	female	total	male	female	total	male	female	total
housekeeping and restaurant service workers															
hotels & restaurants	0.792	0.835	0.813	0.130	0.096	0.114	0.003	0.008	0.005	0.001	0.007	0.004	0.074	0.053	0.064
private households	0.909	0.855	0.862	0.091	0.097	0.097	0.000	0.005	0.004	0.000	0.000	0.000	0.000	0.043	0.037
personal care and related workers															
health & social work	0.933	0.959	0.953	0.049	0.034	0.037	0.001	0.001	0.001	0.001	0.000	0.000	0.016	0.006	0.009
social & personal services	0.921	0.927	0.924	0.055	0.066	0.061	0.000	0.001	0.001	0.001	0.000	0.000	0.023	0.006	0.014
other															
agriculture & fishery workers	0.968	0.966	0.967	0.017	0.014	0.016	0.000	0.000	0.000	0.000	0.000	0.000	0.015	0.020	0.017
education	0.953	0.963	0.960	0.031	0.030	0.030	0.000	0.001	0.001	0.001	0.001	0.001	0.014	0.006	0.008
construction & manufacturing	0.919	0.946	0.925	0.060	0.042	0.056	0.003	0.003	0.003	0.001	0.002	0.001	0.018	0.007	0.015
Total	0.919	0.945	0.930	0.058	0.042	0.051	0.002	0.002	0.002	0.001	0.001	0.001	0.020	0.010	0.016

Source: Belgian Labour Force Survey

Remarks: NACE codes for classification per specific jobs

Table 36: Stock of workers, employed in specific jobs, Belgium, 2006.

	nationals (BE)		(other) EU-15 nationals		EU-10 nationals		EU-2 nationals		third-country nationals						
	male	female	total	male	female	total	male	female	total	male	female	total			
housekeeping and restaurant service workers															
hotels & restaurants	56,649	56,590	113,239	8,404	6,510	14,914	0	275	275	279	252	531	5,729	4,077	9,806
private households	2,585	18,864	21,449	154	1,020	1,174	0	72	72	0	0	0	71	759	830
personal care and related workers															
health & social work	113,117	388,104	501,221	4,838	13,966	18,804	0	622	622	0	319	319	1,973	2,842	4,815
social & personal services	68,561	84,827	153,388	5,282	5,742	11,024	157	0	157	129	139	268	2,448	1,789	4,237
other															
agriculture & fishery workers	55,049	21,741	76,790	881	405	1,286	0	0	0	0	117	117	948	253	1,201
education	115,089	244,864	359,953	3,454	8,095	11,549	68	405	473	88	0	88	1,079	1,711	2,790
construction & manufacturing	974,560	253,070	1,227,630	65,413	13,511	78,924	3,362	703	4,065	1,243	415	1,658	17,095	3,512	20,607
Total	1,385,610	1,068,060	2,453,670	88,426	49,249	137,675	3,587	2,077	5,664	1,739	1,242	2,981	29,343	14,943	44,286

Source: Belgian Labour Force Survey

Remarks: NACE codes for classification per specific jobs

Table 37: Stock of workers, employed in specific jobs, relative share of nationality in specific category, Belgium, 2006.

	nationals (BE)		(other) EU-15 nationals		EU-10 nationals		EU-2 nationals		third-country nationals					
	male	female	total	male	female	total	male	female	total	male	female	total		
housekeeping and restaurant service workers														
hotels & restaurants	0.797	0.836	0.816	0.118	0.096	0.107	0.000	0.004	0.002	0.004	0.004	0.004	0.060	0.071
private households	0.920	0.911	0.912	0.055	0.049	0.050	0.000	0.003	0.003	0.000	0.000	0.000	0.037	0.035
personal care and related workers														
health & social work	0.943	0.956	0.953	0.040	0.034	0.036	0.000	0.002	0.001	0.000	0.001	0.001	0.007	0.009
social & personal services	0.895	0.917	0.907	0.069	0.062	0.065	0.002	0.000	0.001	0.002	0.002	0.002	0.019	0.025
other														
agriculture & fishery workers	0.968	0.966	0.967	0.015	0.018	0.016	0.000	0.000	0.000	0.000	0.000	0.001	0.017	0.015
education	0.961	0.960	0.960	0.029	0.032	0.031	0.001	0.002	0.001	0.001	0.001	0.000	0.009	0.007
construction & manufacturing	0.918	0.933	0.921	0.062	0.050	0.059	0.003	0.003	0.003	0.001	0.001	0.001	0.016	0.015
Total	0.918	0.941	0.928	0.059	0.043	0.052	0.002	0.002	0.002	0.001	0.001	0.001	0.019	0.017

Source: Belgian Labour Force Survey
Remarks: NACE codes for classification per specific jobs

Table 38: Stock of workers, employed in specific jobs, Belgium, 2007.

	nationals (BE)		(other) EU-15 nationals		EU-10 nationals		EU-2 nationals		third-country nationals						
	male	female	total	male	female	total	male	female	total	male	female	total			
housekeeping and restaurant service workers															
hotels & restaurants	62,395	61,169	123,564	9,122	6,471	15,593	81	575	656	0	275	275	4,630	4,585	9,215
private households	2,289	27,078	29,367	387	1,643	2,030	0	272	272	0	279	279	356	1,399	1,755
personal care and related workers															
health & social work	118,998	387,152	506,150	4,844	13,943	18,787	73	488	561	0	284	284	2,142	3,285	5,427
social & personal services	78,088	88,861	166,949	5,313	5,921	11,234	130	306	436	39	206	245	2,272	1,165	3,437
other															
agriculture & fishery workers	51,007	23,183	74,190	1,165	592	1,757	0	0	0	0	34	34	1,379	602	1,981
education	109,784	251,963	361,747	4,164	7,458	11,622	206	0	206	0	105	105	1,271	2,417	3,688
construction & manufacturing	975,781	261,487	1,237,268	63,488	12,795	76,283	5,015	1,011	6,026	3,528	205	3,733	22,632	2,155	24,787
Total	1,398,342	1,100,893	2,499,235	88,483	48,823	137,306	5,505	2,652	8,157	3,567	1,388	4,955	34,682	15,608	50,290

Source: Belgian Labour Force Survey

Remarks: NACE codes for classification by specific occupations

Table 39: Stock of workers, employed in specific jobs, relative share of nationality in specific category, Belgium, 2007.

	nationals (BE)		(other) EU-15 nationals		EU-10 nationals		EU-2 nationals		third-country nationals					
	male	female	male	female	male	female	male	female	male	female				
housekeeping and restaurant service workers														
hotels & restaurants	0.819	0.837	0.120	0.089	0.104	0.001	0.008	0.004	0.000	0.004	0.002	0.061	0.063	0.062
private households	0.755	0.883	0.128	0.054	0.060	0.000	0.009	0.008	0.000	0.009	0.008	0.117	0.046	0.052
personal care and related workers														
health & social work	0.944	0.956	0.038	0.034	0.035	0.001	0.001	0.001	0.000	0.001	0.001	0.017	0.008	0.010
social & personal services	0.910	0.921	0.062	0.061	0.062	0.002	0.003	0.002	0.000	0.002	0.001	0.026	0.012	0.019
other														
agriculture & fishery workers	0.952	0.950	0.022	0.024	0.023	0.000	0.000	0.000	0.000	0.001	0.000	0.026	0.025	0.025
education	0.951	0.962	0.036	0.028	0.031	0.002	0.000	0.001	0.000	0.000	0.000	0.011	0.009	0.010
construction & manufacturing	0.912	0.942	0.059	0.046	0.057	0.005	0.004	0.004	0.003	0.001	0.003	0.021	0.008	0.018
Total	0.914	0.941	0.058	0.042	0.051	0.004	0.002	0.003	0.002	0.001	0.002	0.023	0.013	0.019

Source: Belgian Labour Force Survey
Remarks: NACE codes for classification per specific jobs

Table 40: Stock of workers, employed in specific jobs, Belgium, 2008.

	nationals (BE)		(other) EU-15 nationals		EU-10 nationals		EU-2 nationals		third-country nationals						
	male	female	total	male	female	total	male	female	total	male	female	total			
housekeeping and restaurant service workers															
hotels & restaurants	57,888	57,800	115,688	8,060	6,030	14,090	314	354	668	92	324	416	5,728	3,426	9,154
private households	2,525	30,713	33,238	413	3,257	3,670	0	1,540	1,540	108	173	281	482	2,585	3,067
personal care and related workers															
health & social work	114,105	415,586	529,691	6,494	16,813	23,307	215	583	798	175	551	726	2,290	3,748	6,038
social & personal services	71,030	88,366	159,396	6,883	7,339	14,222	129	330	459	0	266	266	3,150	1,991	5,141
other															
agriculture & fishery workers	54,508	18,992	73,500	1,177	274	1,451	184	0	184	0	0	0	1,280	445	1,725
education	106,010	254,601	360,611	5,544	6,106	11,650	75	607	682	0	96	96	709	1,200	1,909
construction & manufacturing	1,005,576	257,716	1,263,292	63,869	14,600	78,469	8,538	971	9,509	3,761	257	4,018	23,348	2,857	26,205
Total	1,411,642	1,123,774	2,535,416	92,440	54,419	146,859	9,455	4,385	13,840	4,136	1,667	5,803	36,987	16,252	53,239

Source: Belgian Labour Force Survey

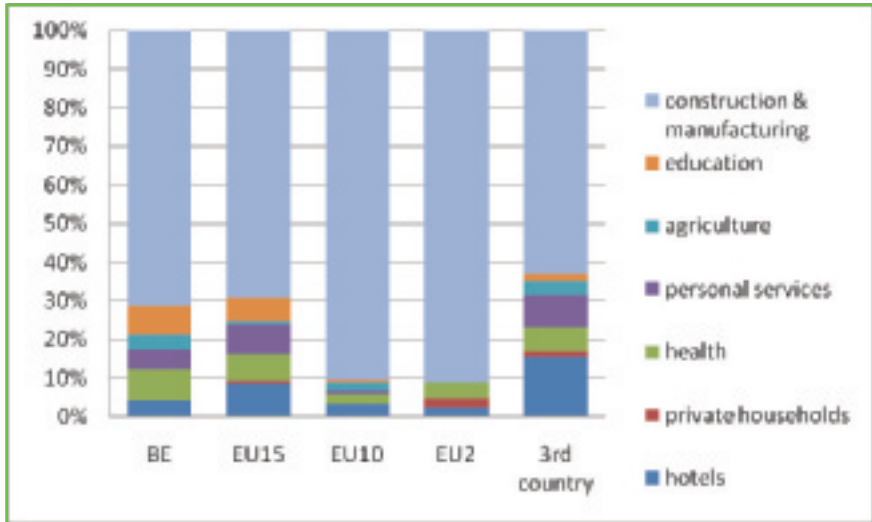
Remarks: NACE codes for classification per specific jobs

Table 41: Stock of workers, employed in specific jobs, relative share of nationality per specific category, Belgium, 2008.

	nationals (BE)		(other) EU-15 nationals		EU-10 nationals		EU-2 nationals		third-country nationals					
	male	female	male	female	male	female	male	female	male	female				
housekeeping and restaurant service workers														
hotels & restaurants	0.803	0.851	0.826	0.112	0.089	0.101	0.004	0.005	0.001	0.005	0.003	0.079	0.050	0.065
private households	0.716	0.803	0.795	0.117	0.085	0.088	0.000	0.040	0.031	0.005	0.007	0.137	0.068	0.073
personal care and related workers														
health & social work	0.926	0.950	0.945	0.053	0.038	0.042	0.002	0.001	0.001	0.001	0.001	0.019	0.009	0.011
social & personal services	0.875	0.899	0.888	0.085	0.075	0.079	0.002	0.003	0.000	0.003	0.001	0.039	0.020	0.029
other														
agriculture & fishery workers	0.954	0.964	0.956	0.021	0.014	0.019	0.003	0.000	0.000	0.002	0.000	0.022	0.023	0.022
education	0.944	0.970	0.962	0.049	0.023	0.031	0.001	0.002	0.000	0.002	0.000	0.006	0.005	0.005
construction & manufacturing	0.910	0.932	0.914	0.058	0.053	0.057	0.008	0.004	0.003	0.007	0.003	0.021	0.010	0.019
Total	0.908	0.936	0.920	0.059	0.045	0.053	0.006	0.004	0.003	0.005	0.002	0.024	0.014	0.019

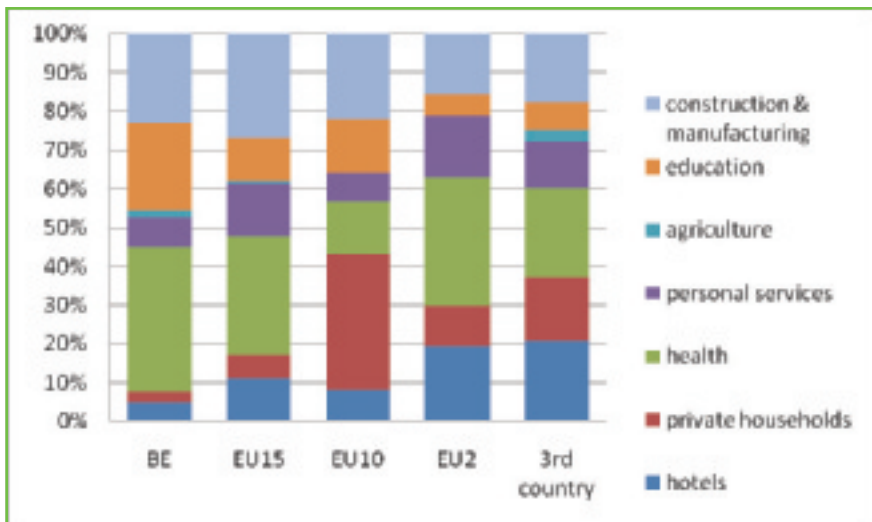
Source: Belgian Labour Force Survey
 Remarks: NACE codes for classification per specific jobs

Figure 6: Stock of workers, employed in specific jobs, relative share of specific categories per nationality group, men, Belgium, 2008.



Source: Belgian Labour Force Survey
 Remarks: NACE codes for classification per specific jobs

Figure 7: Stock of workers, employed in specific jobs, relative share of specific categories per nationality group, women, Belgium, 2008.



Source: Belgian Labour Force Survey
 Remarks: NACE codes for classification per specific jobs

Table 42: Stock of workers, comparison of sectoral employment and educational level, Belgian nationals and third-country nationals, Belgium,

BE		third-country nationals					
	no.	cum. %	% highly edu		no.	cum. %	% highly edu
manufacturing	665,236	0.16	27.3	manufacturing	13,635	0.17	24.6
health and social work	529,691	0.29	52.0	wholesale and retail trade	11,220	0.30	26.2
wholesale and retail trade	516,666	0.42	22.8	real estate and business activities	10,690	0.43	35.7
public administration	419,073	0.52	32.9	hotels and restaurants	9,154	0.55	22.9
real estate and business activities	372,871	0.62	59.0	construction	6,460	0.62	20.4
education	360,611	0.71	80.0	health and social work	6,038	0.70	45.5
transport and storage	310,188	0.78	21.8	transport and storage	6,029	0.77	35.7
construction	282,450	0.85	13.5	personal service activities	5,141	0.83	42.4
financial intermediation	167,851	0.89	67.4	public administration	3,963	0.88	32.0
personal service activities	159,396	0.93	31.9	private households	3,067	0.92	13.6
hotels and restaurants	115,688	0.96	12.8	education	1,909	0.94	57.8
agriculture, hunting and forestry	72,774	0.98	12.6	agriculture, hunting and forestry	1,630	0.96	22.4

electricity, gas and water supply	37,035	0.99	41.9	extra-territorial organizations	1,404	0.98	81.8
private households	33,238	1.00	5.6	financial intermediation	1,009	0.99	92.3
extra-territorial organizations	11,839	1.00	59.2	electricity, gas and water supply	458	1.00	53.5
mining and quarrying	5,418	1.00	25.6	fishing	95	1.00	0.0
fishing	726	1.00	0.0	mining and quarrying	81	1.00	100.0
Total	4,060,751	1.00	37.9	Total	81,983	1.00	31.9

Source: Belgian Labour Force Survey

Table 43: Stock of workers, comparison of sectoral employment and educational level, EU-10 and EU-2 nationals, Belgium, 2008

EU-10				EU-2			
	no.	cum. %	% highly edu		no.	cum. %	% highly edu
construction	7,674	0.41	1.8	construction	3,058	0.36	6.4
real estate and business activities	1,695	0.50	37.4	real estate and business activities	1,007	0.48	28.8
private households	1,540	0.58	0.0	extra-territorial organizations	818	0.58	91.4
extra-territorial organizations	1,528	0.66	100.0	health and social work	726	0.66	67.5
manufacturing	1,297	0.73	16.0	manufacturing	552	0.73	44.4
wholesale and retail trade	1,168	0.79	14.6	wholesale and retail trade	427	0.78	58.3
health and social work	798	0.83	54.8	public administration	427	0.83	25.5
education	682	0.87	75.2	hotels and restaurants	416	0.88	22.4
hotels and restaurants	668	0.91	0.0	transport and storage	408	0.92	0.0
transport and storage	538	0.93	21.2	private households	281	0.96	0.0
personal service activities	459	0.96	19.0	personal service activities	266	0.99	40.2
public administration	346	0.98	75.1	education	96	1.00	100.0
financial intermediation	238	0.99	100.0	agriculture, hunting and forestry	0	1.00	
agriculture, hunting and forestry	184	1.00	0.0	fishing	0	1.00	

fishing	0	1.00		mining and quarrying	0	1.00	
mining and quarrying	0	1.00		electricity, gas and water supply	0	1.00	
electricity, gas and water supply	0	1.00		financial intermediation	0	1.00	
Total	18,815	1.00	23.0	Total	8,482	1.00	30.9

Source: Belgian Labour Force Survey

Table 44: Comparison of top five employment sectors per work permits (Flanders), posting and stock of workers, EU-10 nationals, 2008.

EU10 nationals									
work permits			posting			stock of workers			
sector	no.	% of total	sector	no.	% of total	sector	no.	% of total	% of total
new EU bottleneck profession	25,120	0.960	construction	26,028	0.624	construction	7,674	0.408	
family reunification	499	0.019	metallurgy	7,196	0.173	real estate and business activities	1,695	0.090	
new EU member state	334	0.013	food industry	1,753	0.042	private households	1,540	0.082	
highly skilled employee	127	0.005	petrochemicals	1,681	0.040	extra-territorial organizations	1,528	0.081	
apprentice	19	0.001	agriculture	1,360	0.033	manufacturing	1,297	0.069	
top 5 work permits	26,099	0.997	top 5 posting	38,018	0.911	top 5 stock of workers	13,734	0.730	
total work permits	26,177		total posting	41,713		total stock of workers	18,815		

Source: VSIWSE, RSZ, LFS

Table 45: Comparison of top five employment sectors per work permits (Flanders), posting and stock of workers, EU-2 nationals, 2008.

EU2 nationals									
work permits			posting			stock of workers			
sector	no.	% of total	sector	no.	% of total	sector	no.	% of total	% of total
new EU bottleneck profession	7,412	0.915	construction	3,607	0.482	construction	3,058	0.361	
family reunification	434	0.054	metallurgy	1,204	0.161	real estate and business activities	1,007	0.119	
new EU member state	153	0.019	collective social services	866	0.116	extra-territorial organizations	818	0.096	
highly skilled employee	60	0.007	petrochemicals	735	0.098	health and social work	726	0.086	
apprentice	9	0.001	computer technology	202	0.027	manufacturing	552	0.065	
top 5 all permits	8,068	0.996	top 5 posting	6,614	0.883	top 5 stock of workers	6,161	0.726	
total permits	8,098		total posting	7,490		total stock of workers	8,482		

Source: VSWSE, RSZ, LFS

Table 46: Comparison of top five employment sectors per work permits (Flanders), posting and stock of workers, third-country nationals, 2008.

third-country nationals									
work permits			posting			stock of workers			
sector	no.	% of total	sector	no.	% of total	sector	no.	% of total	% of total
highly skilled employee	3,078	0.520	construction	3,250	0.235	manufacturing	13,635	0.166	
manager	1,313	0.222	computer technology	2,351	0.170	wholesale and retail trade	11,220	0.137	
specialist technical worker	293	0.050	metallurgy	2,092	0.152	real estate and business activities	10,690	0.130	
au pairs	284	0.048	petrochemicals	1,682	0.122	hotels and restaurants	9,154	0.112	
professional sports people	266	0.045	architects	771	0.056	construction	6,460	0.079	
top 5 all permits	5,234	0.885	top 5 posting	10,146	0.735	top 5 stock of workers	51,159	0.624	
total work permits	5,914		total posting	13,806		total stock of workers	81,983		

Source: VSIWSE, RSZ, LFS

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Interviews were held with representatives of the following authorities:

1. Rijksdienst Sociale Zekerheid – Directie Internationale betrekkingen (National Social Security Office – Department for International Relations)
2. Federale Overheidsdienst Werkgelegenheid, Arbeid en Sociaal Overleg - Algemene Directie Werkgelegenheid en Arbeidsmarkt (Federal Public Service Employment, Labour and Social Dialogue – General Direction Employment and Labour Market)
3. Dienst Migratie - Vlaams Subsidieagentschap voor Werk en Sociale Economie (Migration Service – Flemish Agency for Work and Social Economy) en Afdeling Beleid van het Vlaams Subsidieagentschap Werk en Sociale Economie (Policy Department - Flemish Agency for Work and Social Economy)
4. Cabinet du Ministre du Budget, des Finances, de l'Emploi, de la Formation et des Sports – région Wallonne (Cabinet of the Ministry of Budget, Finances, Work, Formation and Sports)
5. Direction de l'Emploi et des Permis de Travail du Service Public de Wallonie (Public Service of Wallonia – Department of Work and Work permits)
6. Note: due to time constraints, no interviews were held with representatives of the Brussels-Capital Region or the German-speaking Community



With the support of the European Union

Belgian Immigration Office

Commissioner General for Refugees and Stateless Persons

Centre for Equal Opportunities and Opposition to Racism

