

RESEARCH ERASMUS+

The situation of disadvantaged youth in Brussels capital region

**Preliminary analysis 2019
+ analysis 2021**



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OWNER

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Introduction

This research is part of the Erasmus+ project 'Your career is waiting-get ready'. This project is a collaboration between several partners; Neziskova organizacia EPIC (Slovakia), Cometa formazione societa cooperative sociale (Italy), Epic Assist ops (Czech Republic) and Tracé Brussel vzw (Belgium). In this project we focus on supporting young people in Brussels who have a bigger distance from the labour market. More specifically, disadvantaged youth. In this research, the disadvantage is seen as a physical and/or mental disability.



Unemployment as a general issue

1 General unemployment

1.1 Belgium

Belgium has different governments. The federal government, communities and regions all have their own legislative and executive bodies. The federal government is responsible for the foreign affairs, justice, finance, social security and national defense. In general, the three Communities (Flemish community, French community and German community) are responsible for the ‘linguistic grounds’. For example education, culture, youth support,...¹.



Federal government Flemish community French community German community²

In every community, they speak another language. In the Flemish community they speak Dutch, in the French community French and in the German community German.

In Brussels Capital Region both Flemish and French communities are responsible. Therefore, Brussels is bilingual Dutch-French.

The Regions (Brussels-Capital Region, Flemish Region, and Walloon Region) are responsible for the ‘territorial issues’. For example employment, town and country planning, environment, public works,

³



Brussels-Capital Region



Flemish Region



Walloon Region

¹ Belgian Federal Government, 2019, About Belgium https://www.belgium.be/en/about_belgium/government

² Prebes, 2016, Welke overheden?

https://www.prebes.be/sites/default/files/activiteiten/2683/1477556341/pres_20161027_lievencarron.pdf

³ Belgian Federal Government, 2019, Belgium at a glance,

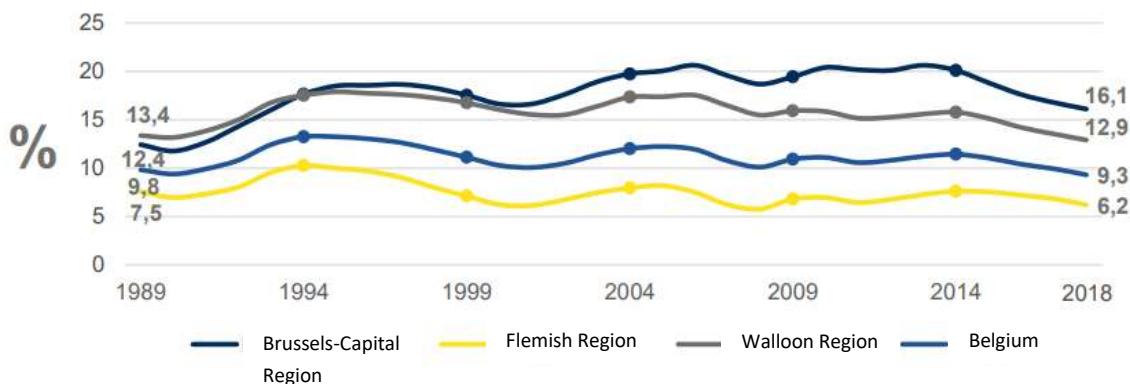
https://www.belgium.be/sites/default/files/downloads/Belgium_At_A_Glance_NL_LowRes.pdf



The International Labour Organisation defines an unemployed as “*someone who does not have a job, who actively search for work and who is quickly available to start working*”. However, an unemployed person is not automatically a person who is looking for work, as this also implies that this person is available for the labour market and is effectively looking for a job. (RVA, 2013)

The job market, the unemployment and the way of registration is different in the Regions and the communities. Therefore, many of the following graphics are not ‘Belgian’, but depend on the Region where the jobseeker live.

Figure 1: Evolution of unemployment rate (1989-2018, in %)⁴



As stated in figure 1, Belgium has an unemployment rate of 9,3% in 2018. Brussels-Capital Region has an unemployment rate of 16,1%, Flemish Region of 6,2% and Walloon Region of 12,9%.

Since 2018 the unemployment rate has been stabilized. The Covid-19 crisis does not yet have a visual impact on these numbers, because there still are firstly compensations from the government at this stage. Secondly these numbers are registered unemployment. There are people who – at this moment- don’t look for a job. These people are not registered as ‘unemployed’ and are a black spot in all the figures.

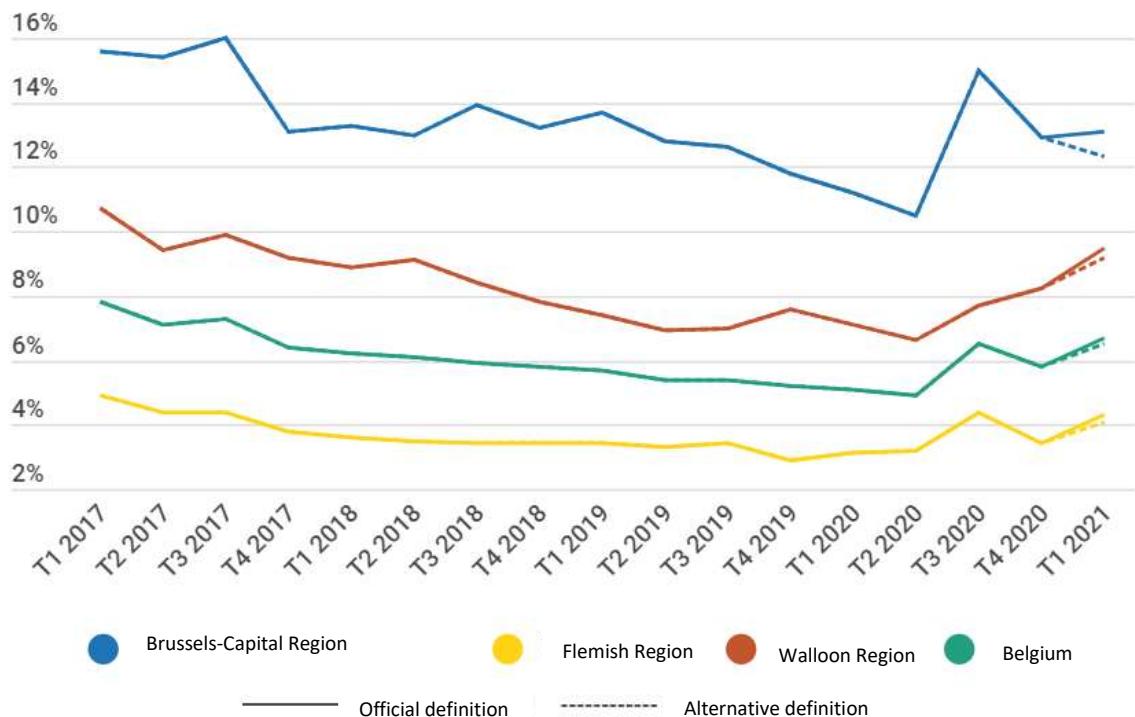
In figure 2, Belgium has an unemployment rate of 6,7% (T1-2021 official definition). Brussels-Capital Region has an unemployment rate of 13,1%, Flemish Region of 4,3% and Walloon Region of 9,5%.

⁴ View.brussels, Actiris, 2020. De arbeidsmarkt in het Brussels Hoofdstedelijk Gewest 2019.

<http://www.actiris.be/Portals/36/Documents/NL/2019-Stand%20van%20zaken.pdf>



Figure 2: Evolution of unemployment rate of 20-64 years old per region (2017-2021, in %)⁵



Breuk in de resultaten in T1 2021 omwille van de herziening van de vragenlijst en de wijziging van de definities met betrekking tot werkgelegenheid en werkloosheid*

*Translation: The difference in T1 2021 'official definition' and 'alternative definition' lies in the changes of the definition concerning employment and unemployment

Because of the complex structure and the difficulties, we will focus in this research on the statistics of **Brussels-Capital Region**.

1.2 Brussels-Capital Region

The Brussels-Capital Region (BCR) consists of 19 municipalities. The authority of BCR is clearly defined by their boundaries. The Brussels-Capital Region is Belgium's largest pole of employment, but at the same time, it has the highest unemployment rate. Therefore, Brussels creates prosperity (welfare) and poverty as well as integration and exclusion.

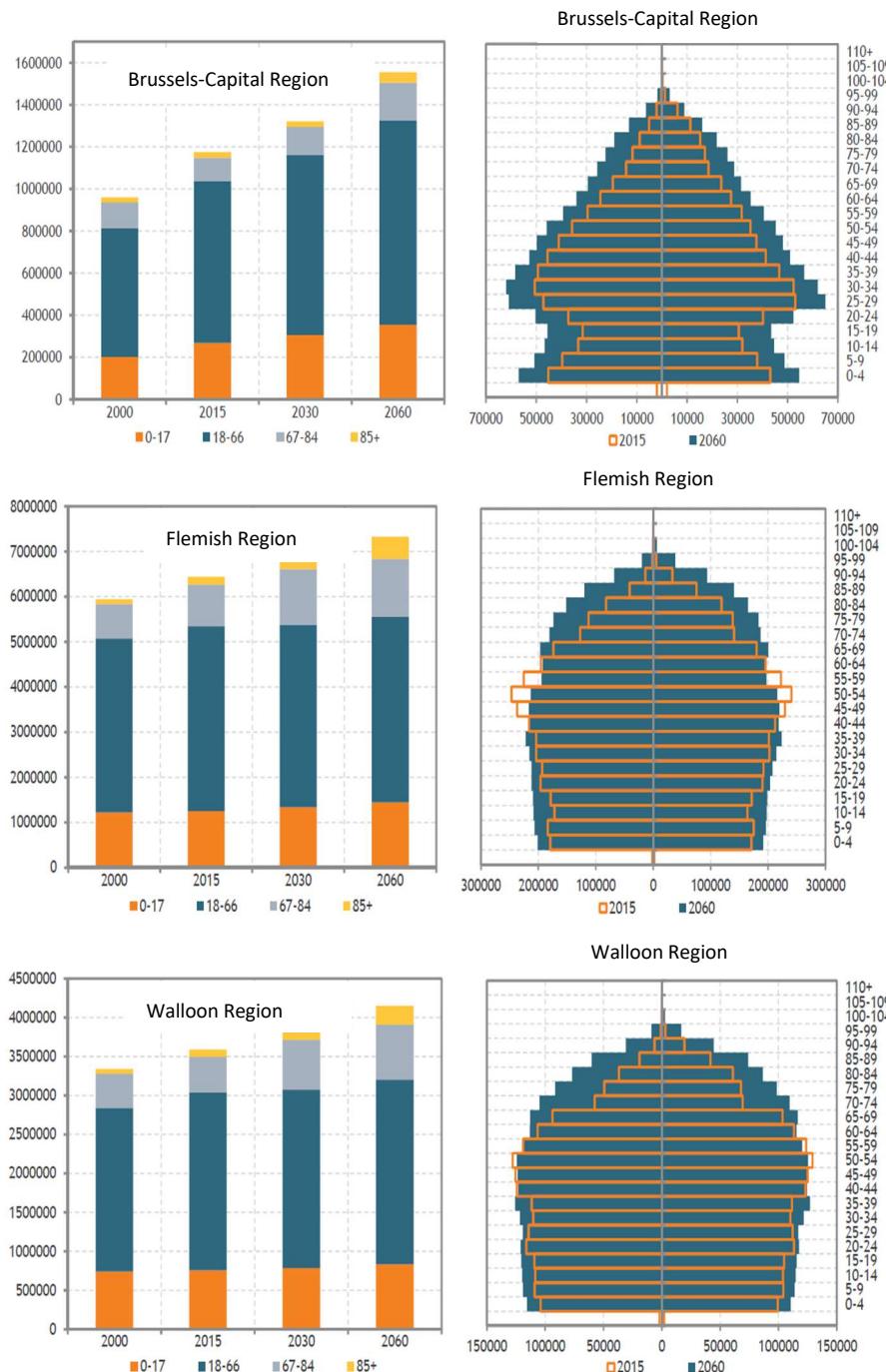
Brussels-Capital Region has a population of approximately **1,21 million**. The demographic growth in BCR is more stable than the other regions. In BCR you have many young people and only a small amount of older people (retired,...) (figure 3). Therefore, more people can enter the labour force, whereby the labour force is healthier than in the other regions.

⁵ StatBel België in cijfers, 2021. Arbeidsmarkt in eerste kwartaal van 2021: voorzichtige groei in een aantal sectoren.

[https://statbel.fgov.be/nl/themas/werk-opleiding/arbeidsmarkt/werkgelegenheid-en-werkloosheid#:~:text=Toch%20ligt%20ze%20ook%20hoger,2020%20\(12%2C9%25\)](https://statbel.fgov.be/nl/themas/werk-opleiding/arbeidsmarkt/werkgelegenheid-en-werkloosheid#:~:text=Toch%20ligt%20ze%20ook%20hoger,2020%20(12%2C9%25))



Figure 3: The demographic growth in Brussels- Capital Region, Flemish Region and Walloon Region ⁶



The Brussels Observatory for Employment, called [view.brussels](#), is a service within Actiris (the public regional employment services of Brussels-Capital Region) and studies the evolution of employment and unemployment in the Brussels- Capital Region.⁷

⁶ FOD Economie –ADSEI, 1991-2015: waarnemingen; Federaal Planbureau en FOD Economie – ADSEI, 2016-2060. Perspectieven.

Brussels Hoofdstedelijk Gewest: Brussels-Capital Region

Vlaams Gewest: Flemish Region

Waals Gewest: Walloon Region

⁷ [View.brussels](#), Actiris, 2018. De arbeidsmarkt in het Brussels Hoofdstedelijk Gewest 2018.

http://www.actiris.be/Portals/36/Documents/NL/View_Etat%20des%20lieux%202018_NL_VF.pdf



The general unemployment in Brussels-Capital Region (BCR) was in the end of 2018 16,1% (figure 1). It is decreasing over time since 2013, but hit its rock-bottom in 2019.



8

*Translation: "In 2020 ends 5 years of general decrease of Brussels unemployment and 7 years of decrease in youth unemployment (-25 years) in Brussels-Capital Region (BCR)"

In terms of qualification in 2016 (figure 4), 60% of the jobs in BCR are taken by workers with higher education qualification (435 000 jobs). Inhabitants of BCR do not all jobs in BCR. There is a big commute from Flanders and Walloon to BCR. The BCR population is at the same time the most qualified of Belgium (36, 2%) and the less qualified (36,5%).

In Brussels, there is mainly work in tertiary professions (= services), which represents more than 90% of the total employment in the Brussels-Capital Region. Within this tertiary sector, the public sector provides four out of ten jobs. In 2012 public administration (14,4%), human health and social work (10,3%), wholesale and retail (9,1%), education (8,1%) and financial and insurance activities (6,8%) account for a significant proportion of employment. In Brussels alone, these five sectors account for about half of the employment in the region.

These sectors compared in 2016, the financial and insurance activities, the administrative and support services and the IT sector have decreased (severely) over time.

After 2016 however the wholesale and retail decreased with 12,9% and the financial and insurance activities have increased with 18,6% since 2016 (figure 5).

^a View.brussels, Actiris Brussel, 2020. Jaarverslag 2020. (https://www.actiris.brussels/media/eqbns3bo/ra-2020-web_nl-h-E6C34071.pdf)



Figure 4: Employment in the top 11 industries in Brussels Capital Region (BCR), evolution 2012-2016⁹

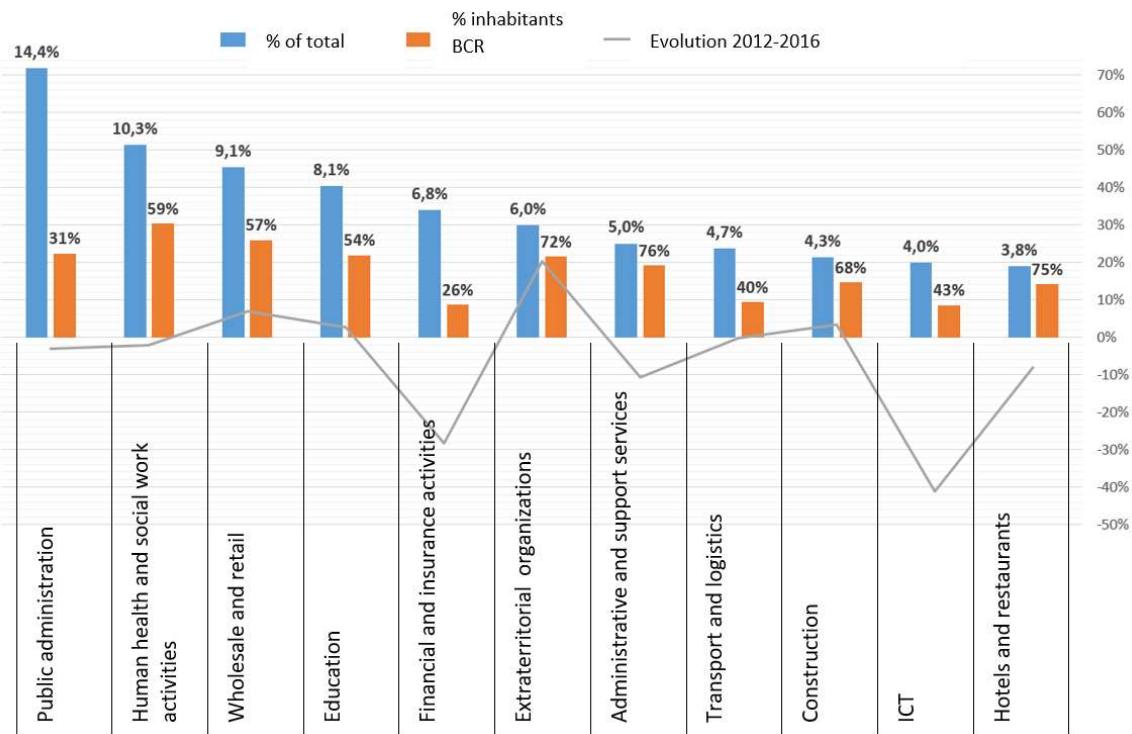
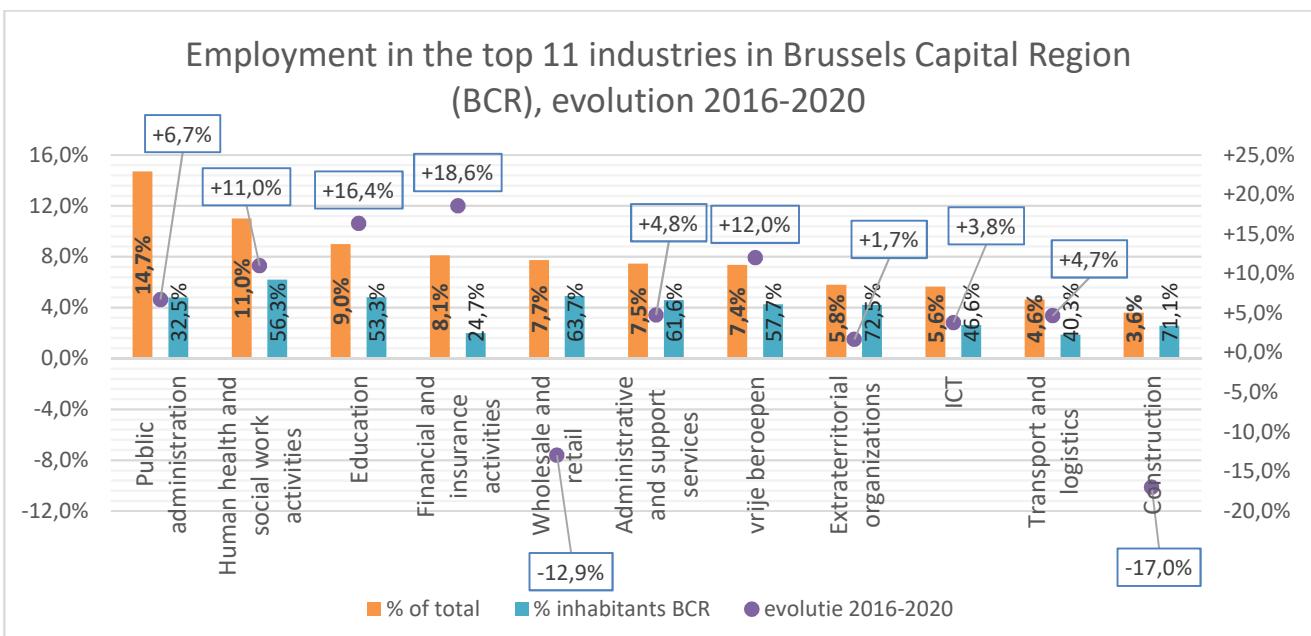


Figure 5: Employment in the top 11 industries in Brussels Capital Region (BCR), evolution 2016-2020¹⁰



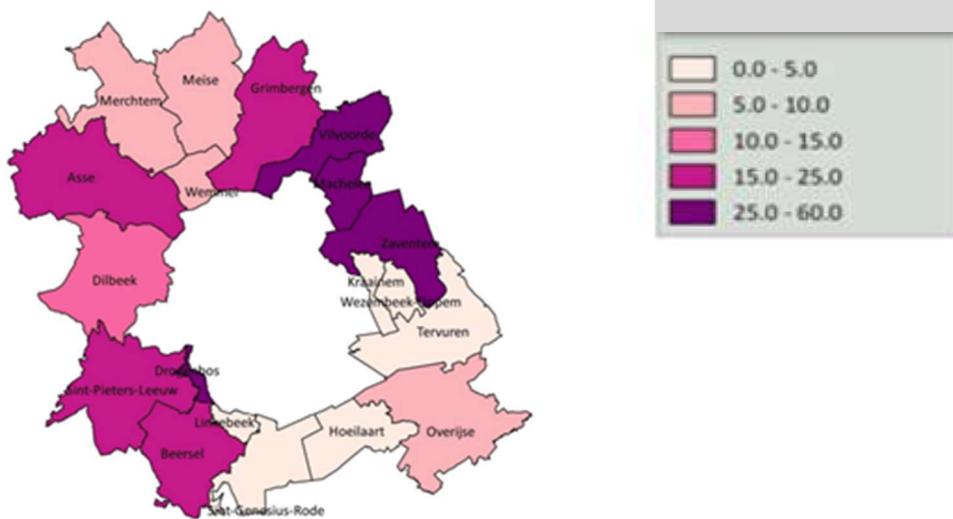
⁹ FOD Economie – ADSEI (EAK), 2012, 2016, De top 11 sectoren in Brussel. Berekeningen van view.brussels, Actiris.

¹⁰ FOD Economie – ADSEI (Statbel, EAK), 2016, 2020, De top 11 sectoren in Brussel. Berekeningen van view.brussels, Actiris in september 2021.



In the periphery, there are more job opportunities for (heavy) physical workers (labourers), low-skilled workers and men in general than in the Brussels region. Although the majority of the commute still goes to the capital, the number of Brussels residents who go to work outside BCR to the Brussels Metropolitan area, (figure 6) is growing strongly every year.

Figure 6: The Brussels Metropolitan area

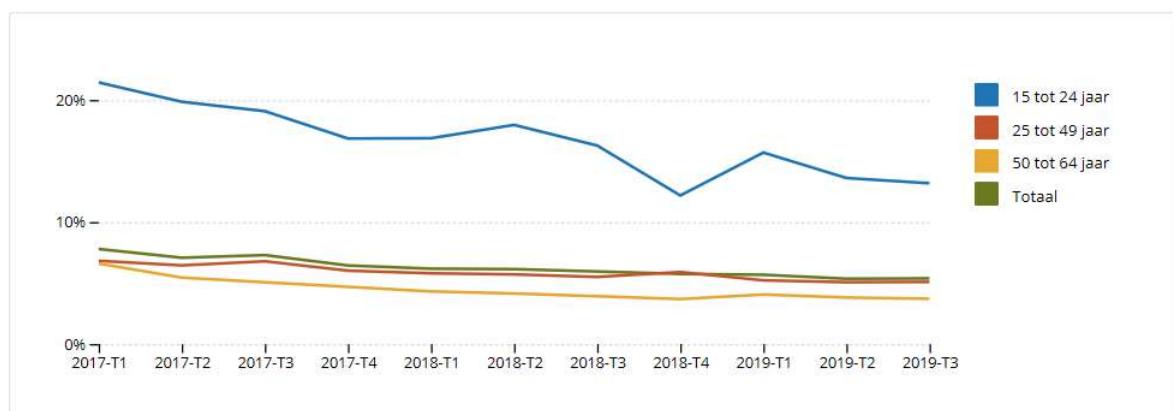


2 Youth unemployment

2.1 Youth unemployment in Belgium

In Belgium, youth between 15 and 24 years old is the biggest group of unemployment. The percentage of unemployed youth is double the percentage of unemployed people older than 25 years old. However, it has decreased severely over time (figure 7). The youth unemployment in **Belgium** was in the end of the third semester in 2019 at 13,2 %. At the end of 2018, it was the lowest (12,2%) (figure 7).

Figure 7: Unemployment rate in Belgium 15-64 years old (2017; 09/2019; in %)¹¹



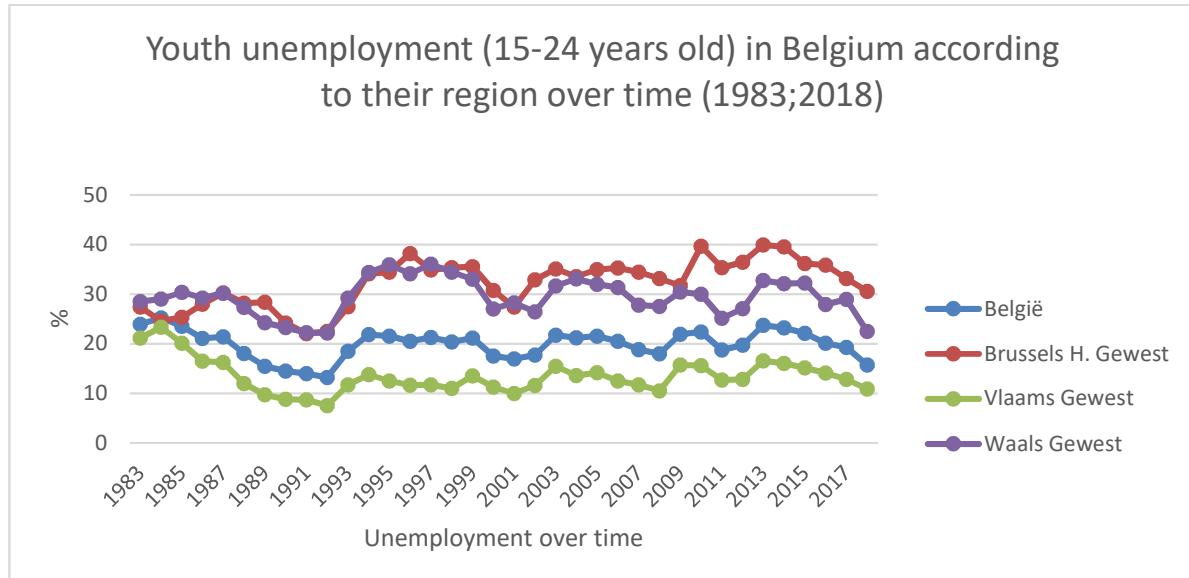
¹¹ StatBel, 2019, Werkgelegenheid en werkloosheid.

<https://statbel.fgov.be/nl/themas/werk-opleiding/arbeidsmarkt/werkgelegenheid-en-werkloosheid>



Youth unemployment in **Belgium** at the end of 2018 is at 15,8%, but in Brussels-Capital Region it is 30,6% (figure 8). In the Flemish Region it is at 10,9% and in the Walloon Region it is 22,5%.

Figure 8: Youth unemployment (15-24 years old) in Belgium according to their region over time (1983; 2018)¹²

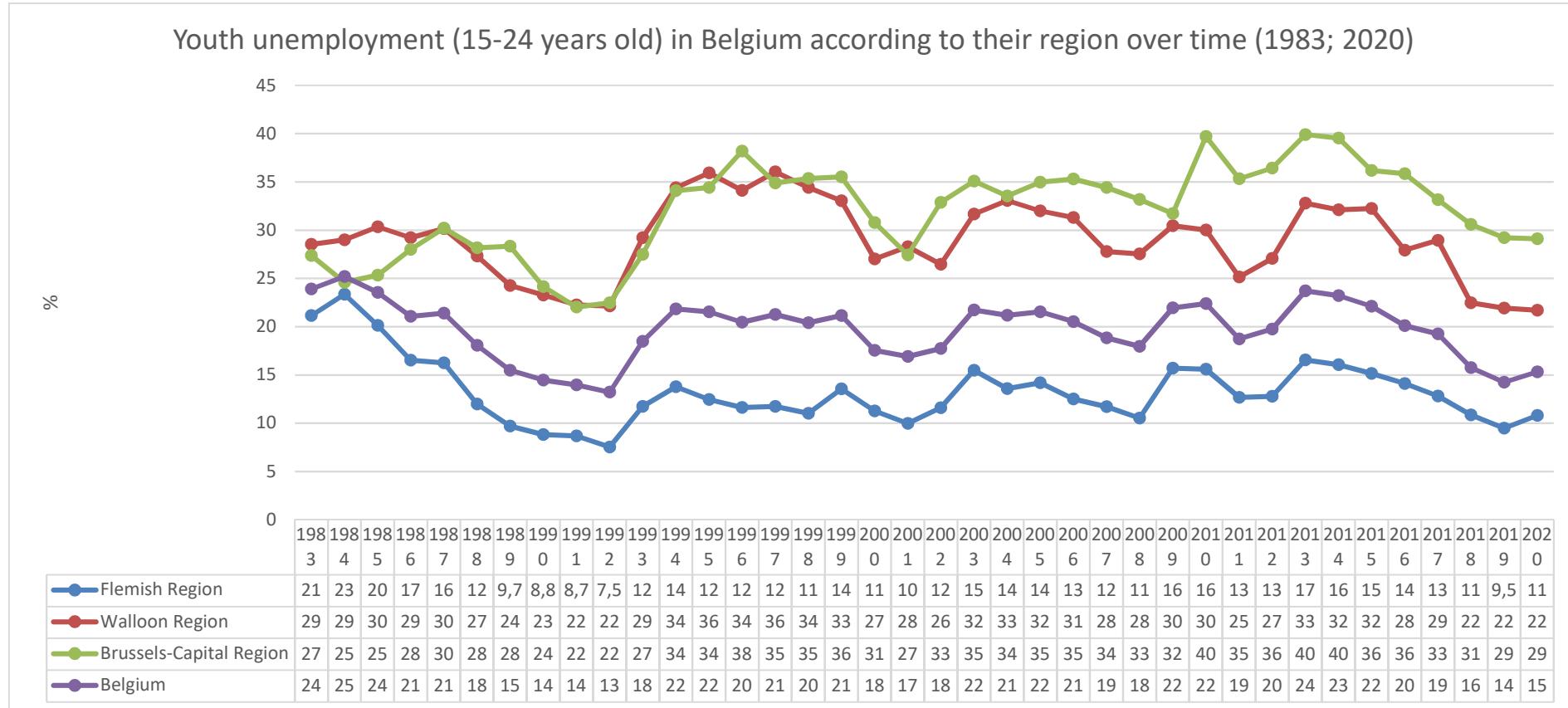


In the end of 2020 however Youth unemployment in Belgium is at 15,3 % (figure 9), Brussels-Capital Region is at 29,1%. In the Flemish Region it is at 10,8% and in the Walloon Region it is 21,7%. (figure 9).

¹² Statbel (Algemene Directie Statistiek – Statistics Belgium) EAK, Eurostat LFS (Bewerking Steunpunt Werk), 2019.
<https://steunpuntwerk.be/node/2907>



Figure 9: Youth unemployment (15-24 years old) in Belgium according to their region over time (1983; 2020)¹³



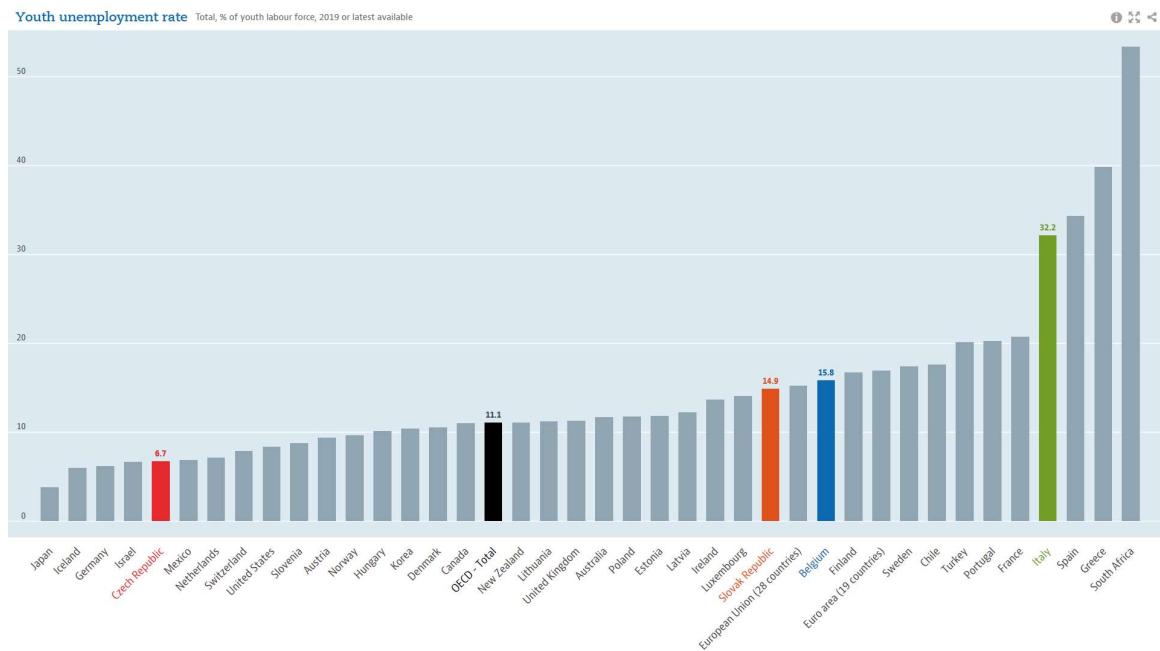
¹³ Statbel (Algemene Directie Statistiek – Statistics Belgium) EAK, Eurostat LFS (Bewerking Steunpunt Werk), 2020. <https://steunpuntwerk.be/node/2907>



2.2 Youth Unemployment in Europe

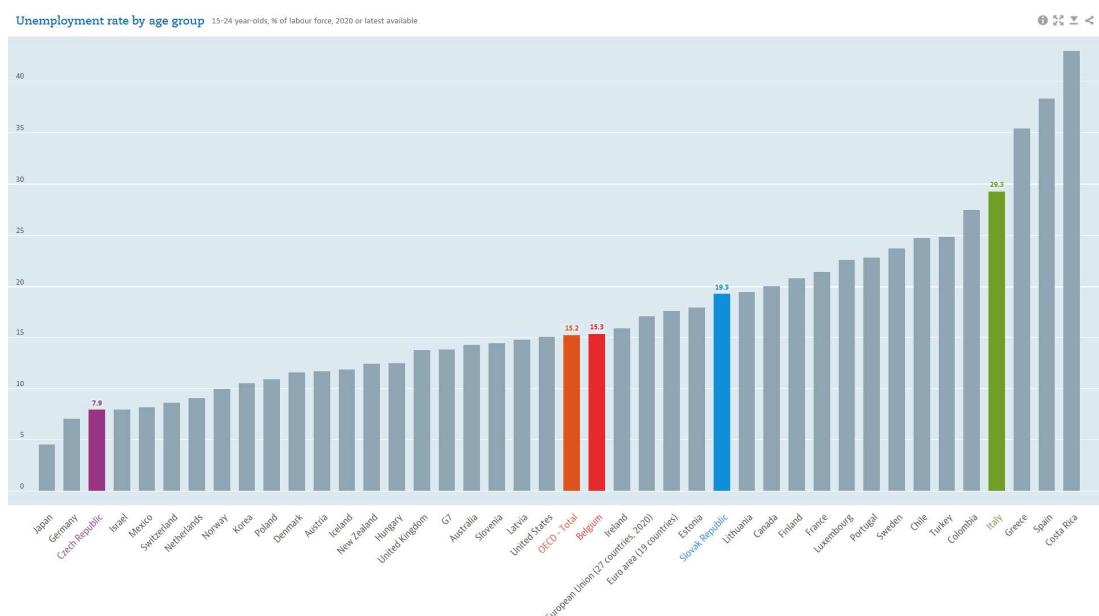
If you would look at Belgium in the bigger picture, you would see that – according to the OECD – Belgium has a youth unemployment rate of 15,8% at the end of 2019 (figure 10).

Figure 10: Unemployment rate (%) 2019 per country (age <25 year)¹⁴



In figure 11 you can find the youth unemployment rate in Belgium (15,3%) according to the OECD in the end of 2020.

Figure 11: Unemployment rate (%) 2020 per country (age <25 year)¹⁵



¹⁴ OECD (2020), Youth unemployment rate (indicator). doi: 10.1787/c3634df7-en (Accessed on 30 January 2020), <https://data.oecd.org/unemp/youth-unemployment-rate.htm>

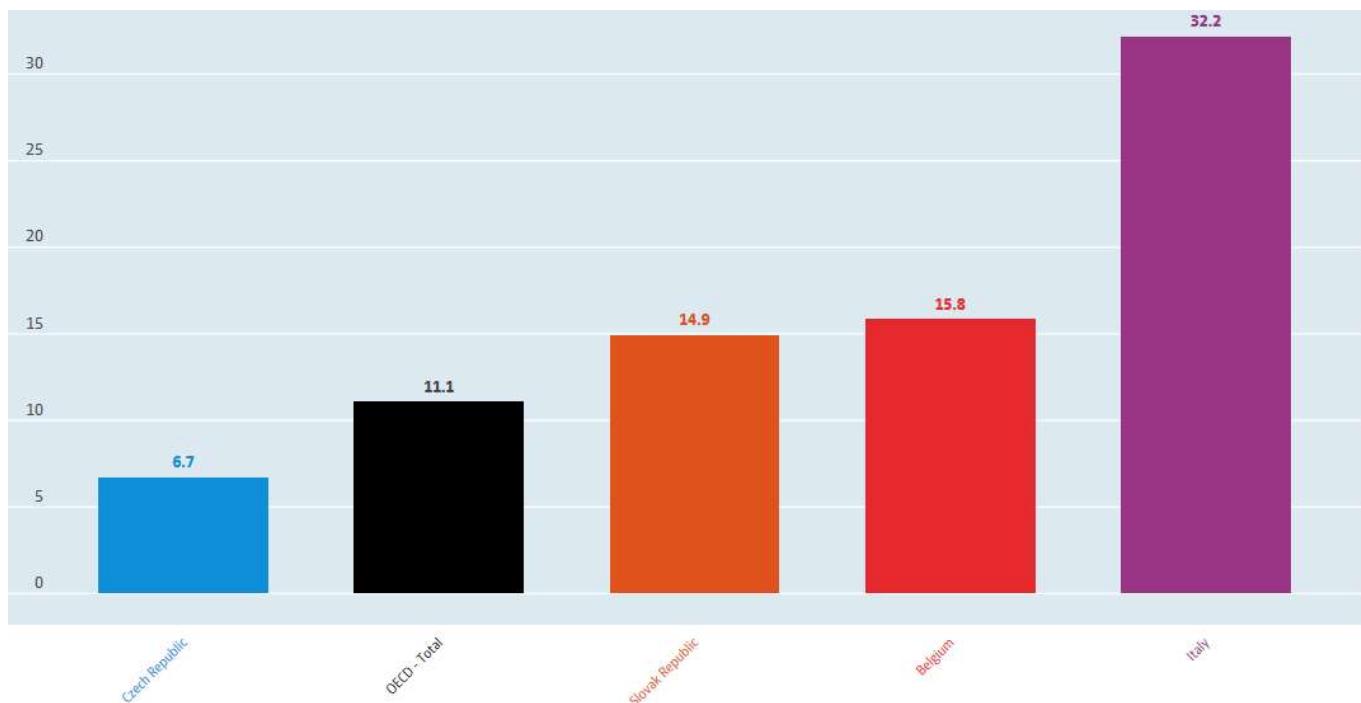
¹⁵ OECD (2021), Youth unemployment rate (indicator). doi: 10.1787/997c8750-en (Accessed on 3 September 2021), <https://data.oecd.org/unemp/unemployment-rate-by-age-group.htm#indicator-chart>



Figure 12 compares de youth unemployment rate to our project partners from Czech Republic (6,7%), Slovak Republic (14,9%) and Italy (32,2%) in 2019.

These have changed in 2020 (figure 11) to a youth unemployment rate in Czech Republic (7,9%), Slovak Republic (19,3%) and Italy (29,3%).

Figure 12: Unemployment rate (%) 2019 per country (age <25 year)¹⁶



¹⁶ OECD (2020), Youth unemployment rate (indicator). doi: 10.1787/c3634df7-en (Accessed on 30 January 2020), <https://data.oecd.org/unemp/youth-unemployment-rate.htm>



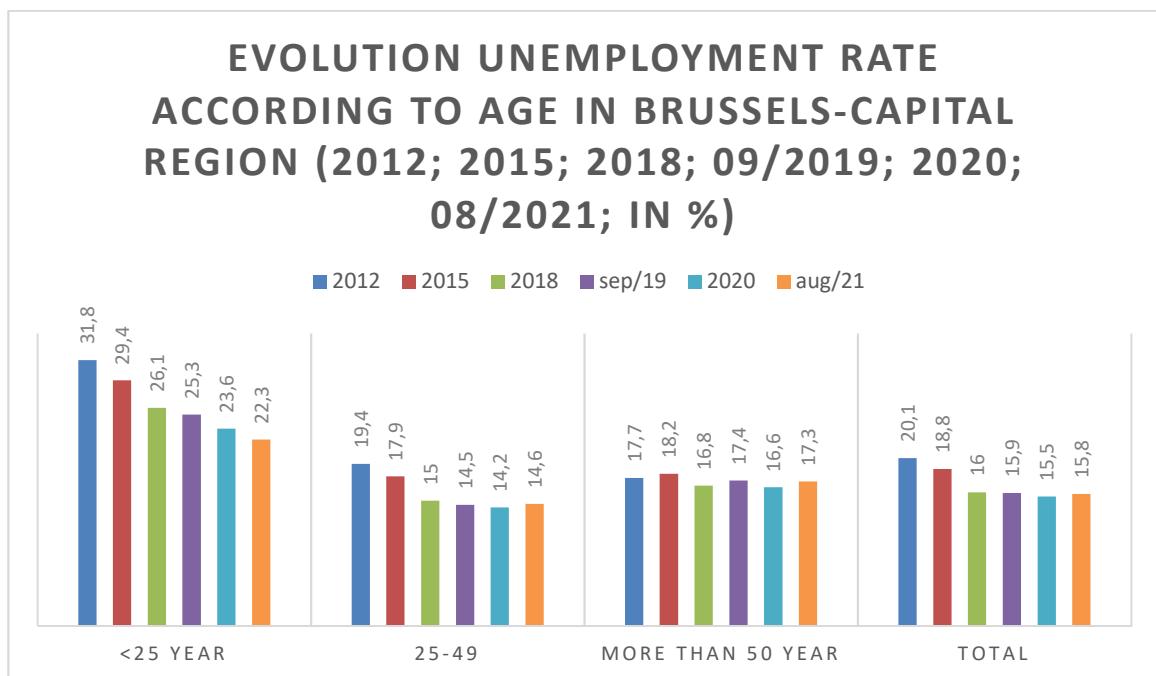
2.3 Youth unemployment in Brussels-Capital Region

The number of young people (<25 years old) who are unemployed in **Brussels-Capital Region** have decreased over time (although the general unemployment have increased). This can be seen in figure 13. In 2018, only 26.1% of young people were unemployed. In 2018, there were 8 977 young people who were looking for work, compared to a total of 90 203 jobseekers.

In September 2019, this represents 9 262 young people compared to 89 306 jobseekers (= 23,6%).

In August of 2021, these 22,3% of young people represent 8 618 on a total of 90 863 job seekers in Brussels-Capital Region.

Figure 13: Evolution unemployment rate according to age in Brussels- Capital Region (2012; 2015; 2018; 09/2019; 2020; 08/2021; in %)¹⁷



The unemployment rate per municipality of Brussels differs (figure 14). However, the graph below that shows the unemployment rate for young people (<25 years old) dates from 2012. As mentioned above, it decreases over time and has fallen approximately 5%. In September 2019, about one in four young people is unemployed (25,3%), in august 2021 almost one in five (22,3%) while 9 years ago (in 2012), about one in three (31,8%) was unemployed.

In figure 14, it clearly shows the ‘poor sickle’ or ‘half-moon’. At the time of the industrial revolution, these neighbourhoods at the canal attracted the working class population who were still living in real slums. These neighbourhoods have had a socially disadvantaged and impoverished population for a long time. With the continuous industrial decline of the canal district since the beginning of the twentieth century, unemployment rate increased.

Although some municipalities still have a high rate of youth unemployment (8 618 jobseekers under the age of 25 in August 2021), the 75th consecutive drop (on monthly basis) in youth unemployment

¹⁷ View.brussels, Actiris. 2021, Werkloosheid detailtabellen.

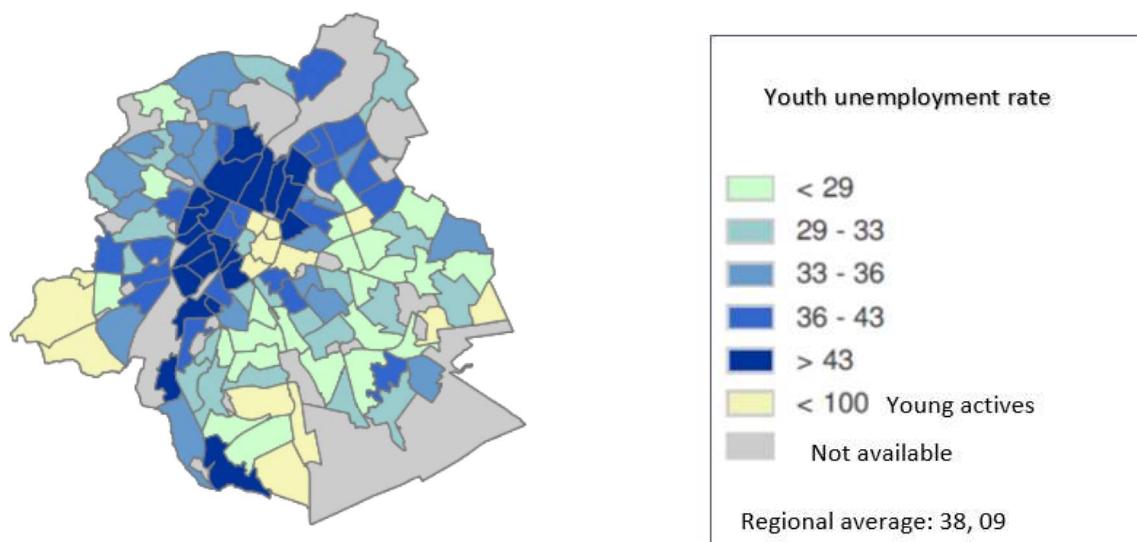
https://viewstat.actiris.brussels/viewstat_werkloosheid_detailtabellen.html?lang=NL



was generally recorded in July 2019. Some numbers say this stabilized in 2020, some say it kept decreasing (see figure 13).

The employment opportunities of young jobseekers are however more often linked to temporary activation measures and they are more likely to take on precarious jobs with uncertain status (temporary work, fixed-term contracts). Therefore, **young jobseekers are moving more into and out of unemployment**. They register and deregister at Actiris (the public regional employment services of Brussels-Capital Region) more often.

Figure 14: Unemployment rate (%) 2012 per municipality (age <25 year); 2012¹⁸



3 Disabled people unemployment

In Belgium, the definition of a ‘disability’ is the following: “*People with disabilities include those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others.*” “Impairment” in Belgium is interpreted as a broad word, whereas every problem of a “full, effective participation in society like others”.¹⁹

People with a ‘work disability’ are:²⁰

1. People with a disability specified by the agencies
2. People who studied in a special education school
3. People who receive an extra income because of their impairment
4. People who have a certification (made by the government)
5. People who receive a larger alimentation
6. People who receive an ‘financial benefit in the event of the illness’
7. People who have an attestation of the regional labour office

¹⁸ BISA.brussels, 2012, Monitoring des Quartiers. <http://bisa.brussels/cijfers/cijfers-per-wijk#.Xa8WDfZuKmQ>

¹⁹ Vlaamse Overheid, 2016, Handicap en arbeid. Deel 1 Definities en statistieken over de arbeidsdeelname van mensen met een handicap. https://www.werk.be/sites/default/files/rapporten/handicaparbeid_defenstat_update_okt2016.pdf

²⁰ Belgische Wetgeving. 18 juli 2008. Besluit van de Vlaamse Regering betreffende de professionele integratie van personen met een arbeidshandicap. http://www.ejustice.just.fgov.be/cgi_loi/change_lg.pl?language=nl&la=N&cn=2008071804&table_name=wet



Some people are still able to work in a regular work environment if extra care is added (special working hours, deaf translators over time, and the need of special equipment,...).

Some are not able to work in a regular work environment and are going to work in a ‘customized company’.²¹ Depending on the region (Flanders, Walloon and BCR) where they live, there are other systems which aid the employers and/or the jobseekers.

There are approximately 16% of Belgians with a disability, from whom 9% has a big hinder in their daily activities and 7% limited restrictions in their daily activities.²²

3.1 Unemployment per education level in Belgium

The unemployment rate in Belgium per education level is predictable. As most of the youth (15-24 years old) cannot have a higher education level within the ages of 15-24, most of them are searching for a job when having a lower education. In Belgium the earliest possible, to graduate from a higher education is at 21, although many students study in university even after they become 25.

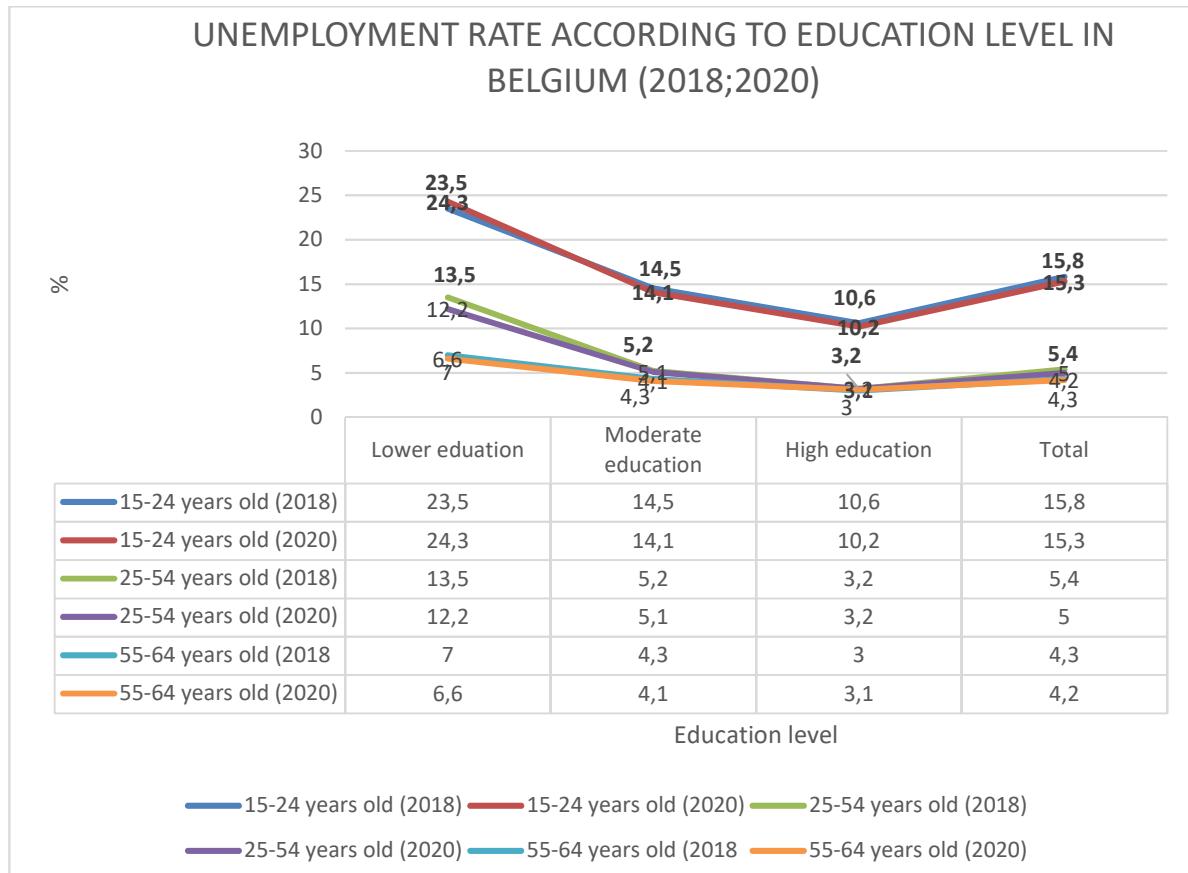
There is in 2018 an unemployment rate of 15,8% and in 2020 an unemployment rate of 15,3% in Belgium. Of all people (15-24 years old) who have a lower education 23,5% are unemployed in 2018 and 24,3% in 2020 (figure 15).

²¹ Vlaamse Overheid, 2020, Werken met een handicap. <https://www.vlaanderen.be/werken-met-een-handicap>

²² Brussels Parlement, 15 februari 2019, Vragen en Antwoorden. <http://weblexirisnetbe/data/crb/bqr/2018-19/00048/images.pdf>



Figure 15: Unemployment rate (%) according to education level in Belgium in 2018 and 2020²³



3.2 Unemployment per education level in Brussels-Capital Region

The number of young people with a higher education diploma at the age of 15-24 years (figure 16) is low (as mentioned above). As young people study longer, this one important critical point about figure 16 may distort the figure. Most of the population of 15-24 has a lower education.

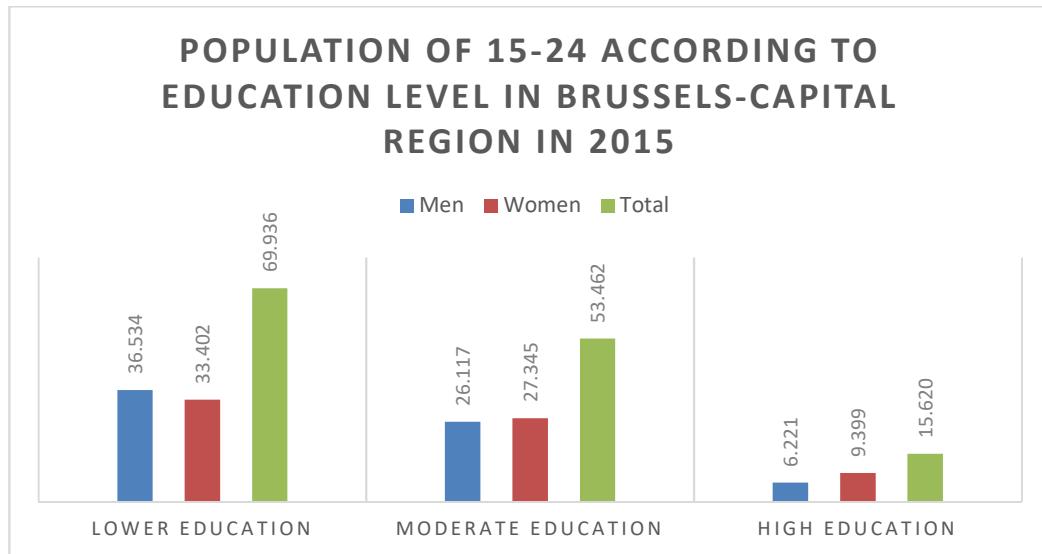
²³ StatBel. 2019. Actieve (werkende en werkloze) en inactieve bevolking sinds 2017 op basis van de enquête naar de arbeidskrachten, per jaar, per gewest, leeftijdsklasse en onderwijsniveau. <https://bestat.statbel.fgov.be/bestat/crosstable.xhtml?view=631b4535-7a63-4695-967f-fe42238ee9af>

and

StatBel, 2021. Actieve (werkende en werkloze) en inactieve bevolking sinds 2017 op basis van de enquête naar de arbeidskrachten, per jaar, gewest, leeftijdsklasse en onderwijsniveau. <https://bestat.statbel.fgov.be/bestat/crosstable.xhtml?view=631b4535-7a63-4695-967f-fe42238ee9af>



Figure 16: Population of 15 -24 according to education level in Brussels- Capital Region in 2015²⁴



Although there is a difference in the successful progression to work per level of education. The table below (table 1 and table 2) show the number of young people (<25 years) who have found work after one year (2015;2019). The higher the education, the better the results. Although practical studies where learning in school and workplace are combined also have a good result (65% of them have found a job within the year in school year 2015 and 72% of them found a job within the year in school year 2020-2021).

Remark: BuSo²⁵ youth belong – in this table – to ‘lower secondary education’.

Table 1: % of Brussels job seekers who has a job after 1 year (registration in 2015)²⁶

Level of education	- 25 year
Primary education	30%
Lower secondary education	36%
General education	33%
Technical/art education	39%
Vocational education	36%
Upper-secondary level education	50%
General education	39%
Technical/art education	54%
Vocational education	54%
Higher vocational education	75%
University	75%
Alternance (Combine learning in school and at workplace)	65%
Foreign diploma	34%
Total	45%

²⁴ FOD Economie- Statistics Belgium, 2015. Enquête Arbeidskrachten. <http://bisa.brussels/themas/onderwijs#.XaRJmOYzPY>

²⁵ See page 20 and further.

²⁶ View.brussels, Actiris, 2017. Brusselse jongeren aan het werk na 1 jaar (registratie in 2015).



Table 2: % of Brussels job seekers (<25 years old) who has a job after 1 year (registration in 2019)²⁷

Level of education	- 25 year
Primary education	39%
Lower secondary education	43%
General education	39%
Technical/art education	47%
Vocational education	42%
Upper-secondary level education	55%
General education	46%
Technical/art education	58%
Vocational education	59%
Higher vocational education	66%
University	72%
Alternance (Combine learning in school and at workplace)	72%
Foreign diploma	42%
Total	50%

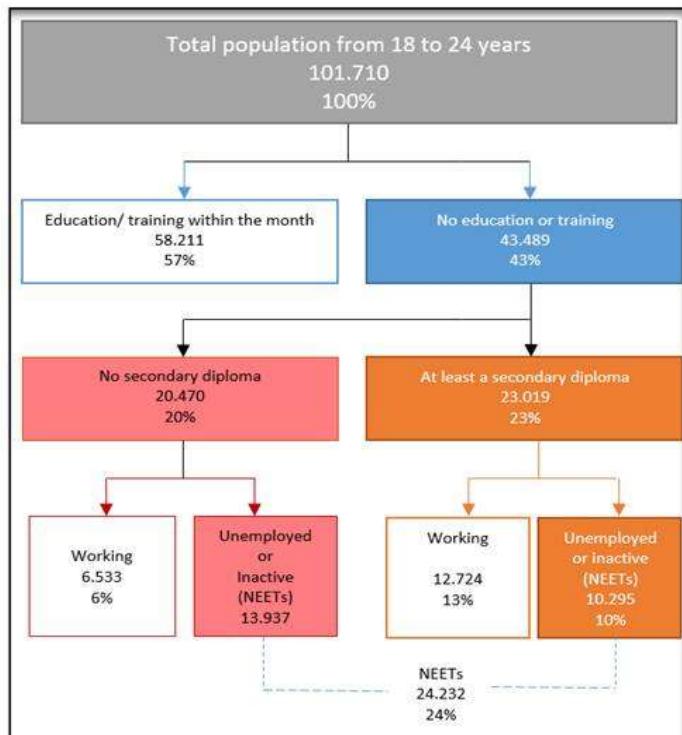
The statistics show, that the level of education remains important for the chances of finding a job. In Brussels- Capital Region, almost one boy in six and one girl in seven leaves school early without a higher secondary education diploma. This share (13,8% in 2017) is much higher than in the rest of the country. People without a secondary school diploma, regardless of their age, have great difficulty entering the labour market: 29% of the active inhabitants of Brussels with lower secondary school diploma at most are unemployed.

As mentioned above, there are no specific figures in general and on the flow of young people from disadvantage people (physical and/or mental disabled) to work. At the end of their special education (see ‘Mechanisms’), the young people do not automatically obtain a secondary diploma. As a result, they have less chance on finding a job. See also figure 17. These figures date from 2012, which shows that 20% graduate without a secondary diploma. From these 20%, only 6% is working. The other 14% are NEETs (Not in Education Employment or Training).

²⁷ Actiris, Bruxelles-Formation, VDAB Brussel, partners (NWP), 2020. Berekeningen view.brussels. Brusselse jongeren aan het werk na 1 jaar (registratie in 2019).



Figure 17: 18 - 24 years olds in Brussels according to the Labour Force Survey (2012), Brussels Studies 2014²⁸



Research in 2019 shows that only 35% of people with disabilities work in Belgium according to diversicom (a non-profit organisation)²⁹ and 37,5% Belgian according to the Brussels Parliament³⁰. While 41% of the inactive disabled people are able to carry out a professional activity. The satisfaction of employers who hire someone with a disability is however high, this amounts to 91%. In Brussels Capital Region there are 33% of disabled people working³¹.

²⁸ Brussels Studies, 2014. Doorstroming van de jongeren van het onderwijs naar de arbeidsmarkt in Brussel: bestuurlijke uitdagingen.

<https://journals.openedition.org/brussels/1201>

²⁹ Diversicom vzw, 2019. Making disability work. <http://www.diversicom.be/nl/>

³⁰ Brussels Parlement, 15 februari 2019, Vragen en Antwoorden. <http://weblex.irisnet.be/data/crb/bqr/2018-19/00048/images.pdf>

³¹ Brussels Parlement, 15 februari 2019, Vragen en Antwoorden. <http://weblex.irisnet.be/data/crb/bqr/2018-19/00048/images.pdf>



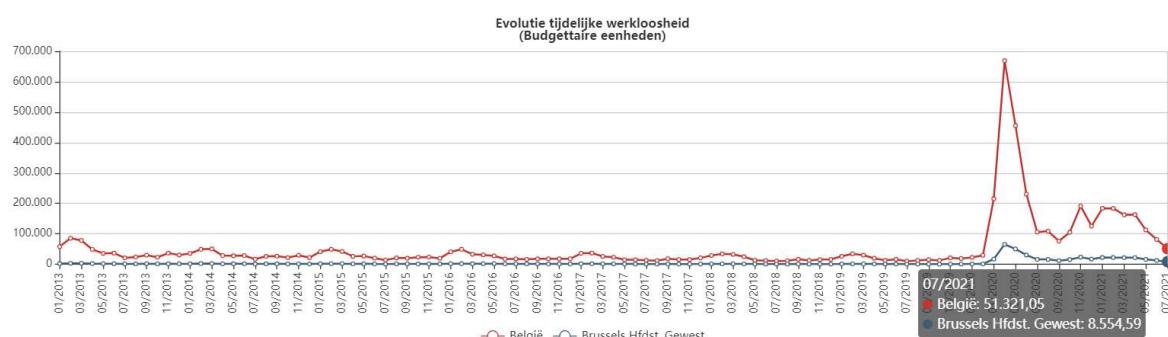
Covid-19 situation – (un)employment

In Belgium the possibility of temporary unemployment is during the Covid-19 period extended. Temporary unemployment is unemployment due to force-majeure or because of economic reasons.³² These ‘Force-majeure’ was extended by Covid-19. Therefore all people (in restaurants, tourism sector,...) received an (temporary) unemployment allowance. These people are not official unemployed, but are temporary waiting to work again.

Therefore the numbers of general unemployment have not yet increased severely. However, these numbers of general unemployment can increase when the legislation of temporary unemployment will be narrowed again.

In figure 18 you can see the evolution of the temporary unemployment in Belgium over time (2013-2021). In July 2021 there are 51 321 people temporary unemployed in Belgium and 8 554 temporary unemployed in Brussels-Capital Region.

Figure 18: Evolution temporary unemployment in Belgium over time (2013; 2021)³³



³² Vlaamse Overheid, Tijdelijke werkloosheid door coronamaatregelen. 2021 (geraadpleegd op 9 september 2021).

<https://www.vlaanderen.be/tijdelijke-werkloosheid-door-coronamaatregelen>

³³ RVA. Interactieve statistieken – Tijdelijke werkloosheid. 2021 (geraadpleegd op 3 september 2021).

<https://www.rva.be/interactivestats/population/temporaryUnemployment.jsf;jsessionid=XZJQYJyXHdXD3vAyELYRzoKyvzunfNykdP9vO>Gfs.srv-jboss7proddmz01up:proddmz71001?dswid=-9165&cid=1>



Legislation/Laws

In Belgium there is – by our knowledge³⁴- not yet a general quota nor legislation that obliges employers to hire people who have a disability. However, there are different types of mechanisms who try to convince employers (financially) and there are guidelines for certain organizations. There are differences in Flanders, Walloon and Brussels-Capital Region.

In Walloon there is the guideline that local government-based institutions should try to hire at least 3% with a disability. This rule is not binding. Brussels-Capital Region decided recently to implement a quota in local institutions of 2,5%.

In federal institutions, they have the guideline of 3%, but this rule is also not binding.³⁵

1 Key problems in Brussels-Capital Region

1) Skills mismatch

First, there is a strong relationship between language skills and job opportunities. In July 2017, the Brussels Observatory for employment (view.brussels) charted the language requirements on the Brussels labour market. They examined the vacancies that Actiris receives from employers.³⁶

Flemish language barometer 2019³⁷ noticed that not only the Brussels- Capital Region internationalises, but also the surrounding Flemish municipalities are experience a similar evolution. It is striking that in the 19 Flemish municipalities in the Brussels region, English is on the rise. The diversity of cultures is at the expense of the languages Dutch and French, although these remain the most widely spoken languages. An important finding was that children with foreign-speaking parents who chose Dutch language education bring Dutch into their living rooms. The increasing linguistic variation in the peripheral municipalities of Brussels can be explained by the high number of inhabitants of Brussels who have moved to these municipalities in recent years.

On the other hand, there is a frequently heard statement that there is an imbalance or **mismatch between supply and demand for work**. The employment opportunities in Brussels-Capital Region are mainly for highly qualified people. For those people who have sufficient language skills and sometimes specific competences. Traditional industry has lost its importance. The service sector (with its high demands on employees) is decisive for the Brussels economy.

The Brussels jobseekers and working population are rather low skilled, their language skills are limited and they need additional training to meet the job requirements.

³⁴ Because of the complexity of Belgium and their administration it is possible that we overlooked a specific legislation in a specific area in a certain region in Belgium.

³⁵ Knack. 2018. Aantal federale ambtenaren met een beperking blijft ver onder quotum van 3%.

https://www.knack.be/nieuws/belgie/aantal-federale-ambtenaren-met-een-beperking-blijft-ver-onder-quotum-van-3/article-normal-1207089.html?cookie_check=1580727521

³⁶ View.brussels, Actiris, 2017. De taalvereisten op de arbeidsmarkt en de talenkennis van de werkzoekenden in het Brussels Hoofdstedelijk Gewest.

<http://www.actiris.be/Portals/36/Documents/NL/Focus%20Taalvereisten%20en%20Talenkennis%20BHG%202017.pdf>

³⁷ BRIO, 2018. 2^{de} Taalbarometer Vlaamse Rand. <https://www.briobrussel.be/node/14489>



The Brussels labour force is also continuing to grow, partly with migrant foreigners from less prosperous countries who often (and sometimes with great difficulty) have to take several intermediate steps in order to have a chance on the Brussels labour market.

Some numbers:³⁸

- 16% of the jobseekers have no or only basic knowledge of the national language, while 53% require an explicit knowledge of the language.
- There's a territorial mismatch³⁹. Jobseekers do not live where the jobs are found. Brussels residents also have to compete with commuters who are sometimes better able to satisfy the job requirements (high skilled-low skilled).

2) Supply and demand

Is the labour supply in Brussels adapted to the Brussels labour force?

High-skilled jobseeker choose a job, which is below their level of education because there is too few high skilled jobs for them. This creates a waterfall effect in which the low skilled are pushed out of the labour market by the low-and high skilled. When creating employment, it is therefore important to focus on job creation for low-, medium- and high-skilled jobs.

Another issue that explains unemployment is the quality of jobs. In some sectors, for example, working conditions are poor and salary (pay) is low. This results in difficulties on filling vacancies; this is referred to as bottleneck jobs.

3) Discrimination

Discrimination on the labour market is one of the reasons for unemployment in Brussels with its very diverse population.

According to the report of the Socio-Economic Monitoring, Labour market and origin 2017⁴⁰, Federal Government Service for Employment, Labour and social dialogue and Inter-federal Equal Opportunities Centre, the activity rate of people of Belgian origin⁴¹ in Brussels is 73%. While the highest activity rate among Brussels residents of non-Belgian origin is 65% for EU countries. In figure 21 (2008-2014) and figure 22 (2016), the inactivity rate is shown. Next to the inactivity rate by origin, you can see the employment rate by origin and age in figure 19 (2008-2014) and figure 20 (2008-2016).

³⁸View.brussels, Actiris, 2017. De taalvereisten op de arbeidsmarkt en de talenkennis van de werkzoekenden in het Brussels Hoofdstedelijk Gewest.

<http://www.actiris.be/Portals/36/Documents/NL/Focus%20Taalvereisten%20en%20Talenkennis%20BHG%202017.pdf>

³⁹Brussels Studies, 2019. Ruimtelijke mismatch, scholing en talenkennis in de Brusselse metropool: een analyse.

<https://www.briobrussel.be/sites/default/files/2019-07/brussels-2757.pdf>

⁴⁰Unia, 2017. Socio-economische monitoring 2017: arbeidsmarkt en origine.

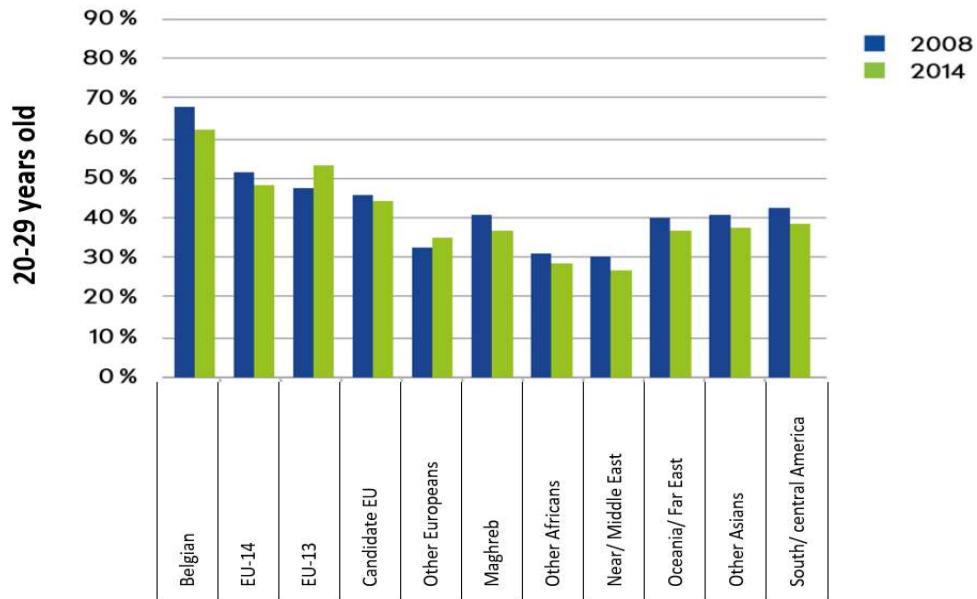
https://www.unia.be/files/Documenten/Publicaties_docs/1215_UNIA_Monitoring_2017 - NL-Ansurfer.pdf

⁴¹**Belgian origin:** is someone who has the Belgian nationality, is born a Belgian and both parents are born a Belgian.

non- Belgian origin: is someone who is not born a Belgian or has at least one parent who is not born a Belgian.



Figure 19: Employment rate of people between 20-29 years old divided by origin, 2008-2014⁴²



⁴² EU-14: France, Germany, Italy, The Netherlands, Luxembourg, Ireland, UK, Denmark, Greece, Spain, Portugal, Finland, Sweden and Austria.

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

Candidate EU: Turkey, North Macedonia, Albania and Montenegro.

Other European countries: Iceland, Andorra, Liechtenstein, Monaco, Norway, San Marino, Switzerland, Russia, Vatican City, Belarus, Ukraine, Moldova, Bosnia and Herzegovina, Serbia, etc.

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

Other African countries: Burundi, Cameroon, South-Africa, DR Congo, Senegal, Rwanda, etc.

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

Oceania/Far-East: China, India, Japan, Taiwan, Oceanian countries (Australia, New Zealand, ...).

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

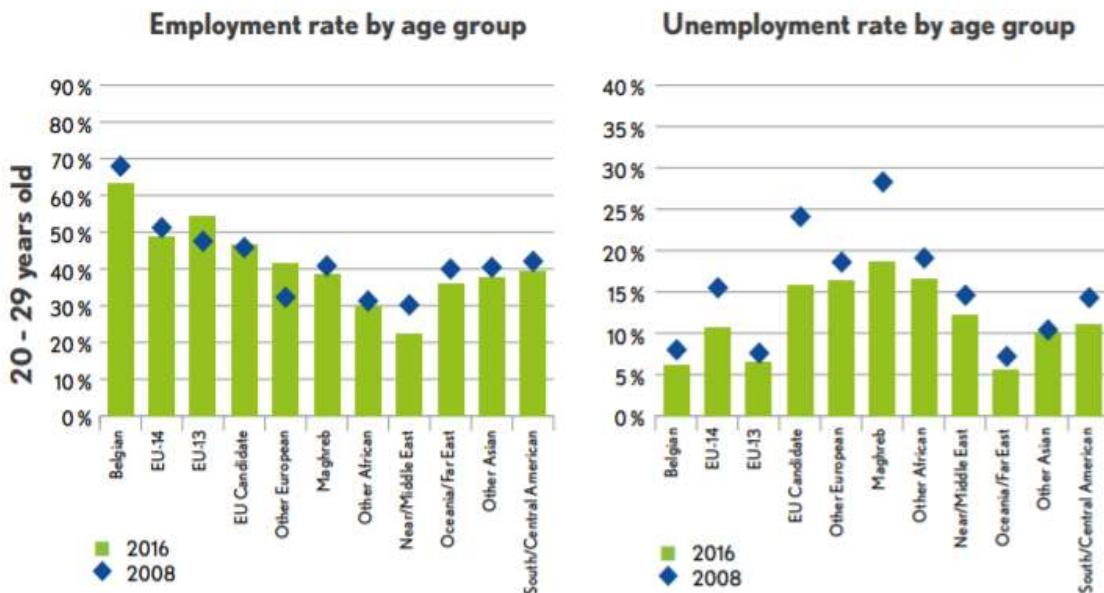
South- and Central-America: Cuba, Guatemala, Mexico, Nicaragua, Argentina, Bolivia, Brazil, Chile, Colombia, Ecuador, Peru, Venezuela, etc.

Datawarehouse Arbeidsmarkt en Sociale bescherming, KSZ. Berekeningen en verwerking: FOD WASO, 2014. Werkgelegenheidsgraad per leeftijdsklasse, 2008-2014. Te raadplegen op p.32.

https://www.unia.be/files/Documenten/Publicaties_docs/1215_UNIA_Monitoring_2017 - NL-Anysurfer.pdf



Figure 20: Employment and unemployment rate of people between 20-29 years old divided by origin, 2008-2016⁴³



⁴³ **EU-14:** France, Germany, Italy, The Netherlands, Luxembourg, Ireland, UK, Denmark, Greece, Spain, Portugal, Finland, Sweden and Austria.

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

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

Other African countries: Burundi, Cameroon, South-Africa, DR Congo, Senegal, Rwanda, etc.

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

Oceania/Far-East: China, India, Japan, Taiwan, Oceanian countries (Australia, New Zealand, ...).

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

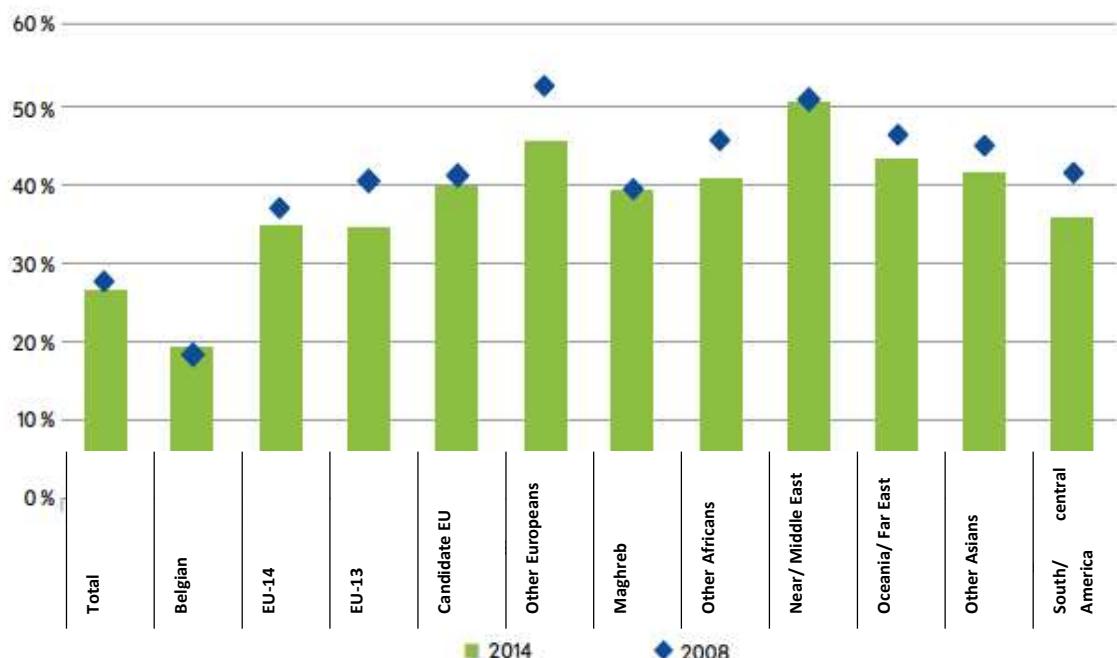
South- and Central-America: Cuba, Guatemala, Mexico, Nicaragua, Argentina, Bolivia, Brazil, Chile, Colombia, Ecuador, Peru, Venezuela, etc.

Datawarehouse labour market and social protection, CBSS. Calculations and processing: FPS ELSD/Unia, 2019. Labour market and origin. Employment and unemployment rates by origin and age group (2008-2016). Te raadplegen op p.53.

https://www.unia.be/files/Documenten/Publicaties_docs/UNIA_Monitoring_2019 - ENG - AS.pdf



Figure 21: Inactivity rate of people from 25 – 64 years old divided by origin (2008-2014)⁴⁴



⁴⁴ **EU-14:** France, Germany, Italy, The Netherlands, Luxembourg, Ireland, UK, Denmark, Greece, Spain, Portugal, Finland, Sweden and Austria.

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

Candidate EU: Turkey, North Macedonia, Albania and Montenegro.

Other European countries: Iceland, Andorra, Liechtenstein, Monaco, Norway, San Marino, Switzerland, Russia, Vatican City, Belarus, Ukraine, Moldova, Bosnia and Herzegovina, Serbia, etc.

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

Other African countries: Burundi, Cameroon, South-Africa, DR Congo, Senegal, Rwanda, etc.

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

Oceania/Far-East: China, India, Japan, Taiwan, Oceanian countries (Australia, New Zealand,).

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

South- and Central-America: Cuba, Guatemala, Mexico, Nicaragua, Argentina, Bolivia, Brazil, Chile, Colombia, Ecuador, Peru, Venezuela, etc.

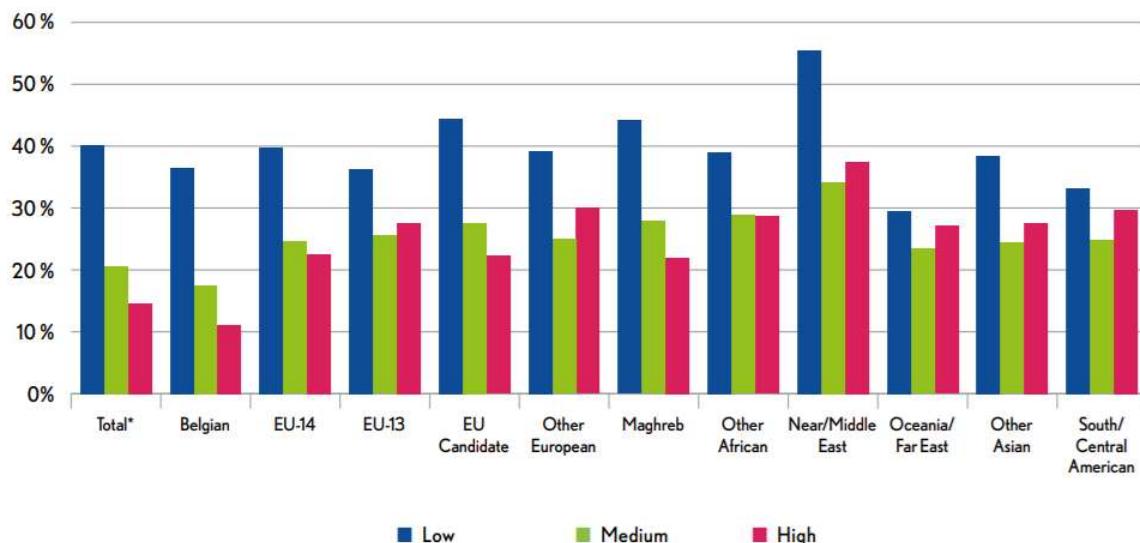
Datawarehouse Arbeidsmarkt en Sociale bescherming, KSZ. Berekeningen en verwerking: FOD WASO, 2014. Inaktiviteitsgraad van personen van 25 jaar tot 64 jaar naar origine, 2008-2014. Te raadplegen op p.37.

https://www.unia.be/files/Documenten/Publicaties_docs/1215_UNIA_Monitoring_2017 - NL-Anysurfer.pdf



Figure 22: Inactivity rate by origin and level of qualification (25 – 64 years old), 2016⁴⁵

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



* including unknown

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

4) Complexity

Because of the complex situation in Belgium and in Brussels-Capital Region it is not clear for jobseekers nor for employers which type of quota, funding or financial aid exists. They are lost in the administration, language barriers and decisions made by different governments. Therefore they can be demotivated.

⁴⁵ **EU-14:** France, Germany, Italy, The Netherlands, Luxembourg, Ireland, UK, Denmark, Greece, Spain, Portugal, Finland, Sweden and Austria.

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

Candidate EU: Turkey, North Macedonia, Albania and Montenegro.

Other European countries: Iceland, Andorra, Liechtenstein, Monaco, Norway, San Marino, Switzerland, Russia, Vatican City, Belarus, Ukraine, Moldova, Bosnia and Herzegovina, Serbia, etc.

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

Other African countries: Burundi, Cameroon, South-Africa, DR Congo, Senegal, Rwanda, etc.

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

Oceania/Far-East: China, India, Japan, Taiwan, Oceanian countries (Australia, New Zealand, ...).

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

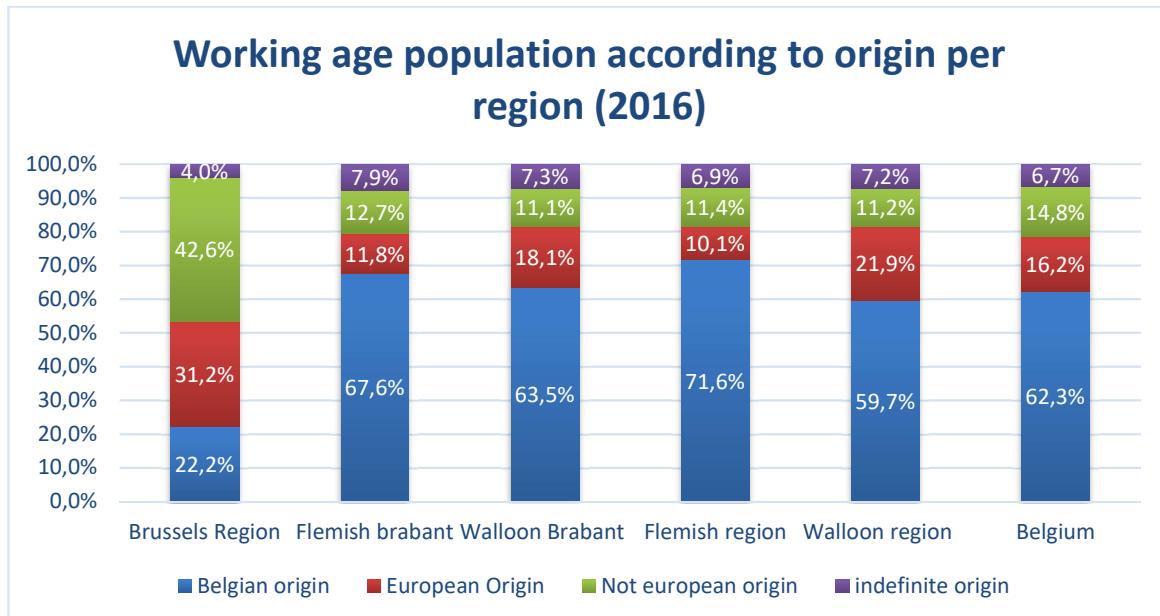
South- and Central-America: Cuba, Guatemala, Mexico, Nicaragua, Argentina, Bolivia, Brazil, Chile, Colombia, Ecuador, Peru, Venezuela, etc.



2 Possible challenges of educational labour market

If the population of working age is compared between regions, Brussels-Capital Region (BCR) is unique. BCR has 40% of the working force coming from a non-EU country (figure 23). Next to the challenges it carries, it also gives opportunities for the job market, the society and the type of job opportunities.

Figure 23: Working age population according to origin per region (2016)⁴⁶



2.1 The education system

2.1.1 General

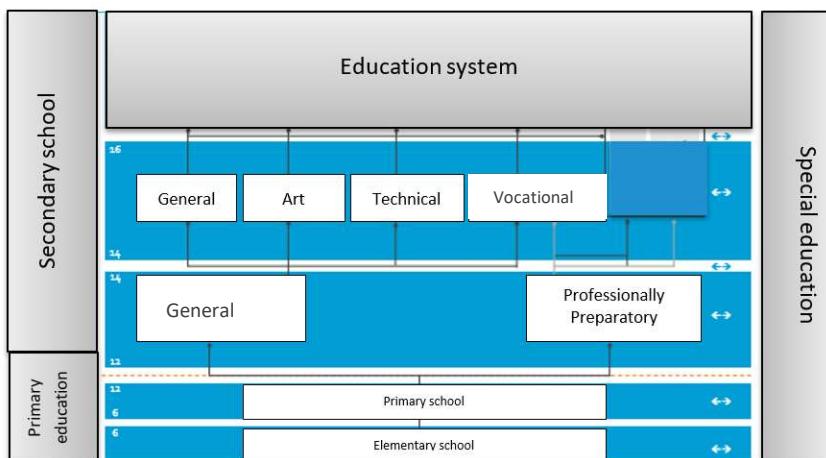
Secondary education in Belgium consist of 4 general types of education (ASO (general), TSO (technical), KSO (art) and BSO (vocational). Next to these 4 types of education, there is part-time education and special needs education (BuSo).⁴⁷

⁴⁶ KSZ - Datawarehouse arbeidsmarkt en sociale bescherming, berekeningen Brussels Observatorium voor de Werkgelegenheid. In BOW, Actiris 2018: <http://www.actiris.be/Portals/36/Documents/NL/Stand%20van%20zaken%20Brusselse%20arbeidsmarkt%202017-nl-complet.pdf>

⁴⁷ Belgische Federale Overheidsdiensten, 2019, Aanbod secundair onderwijs. Consulted on 26 september 2019 https://www.belgium.be/nl/Leren/onderwijs/secundair_onderwijs/onderwijsaanbod.



Figure 24: The education system in the Flemish community⁴⁸

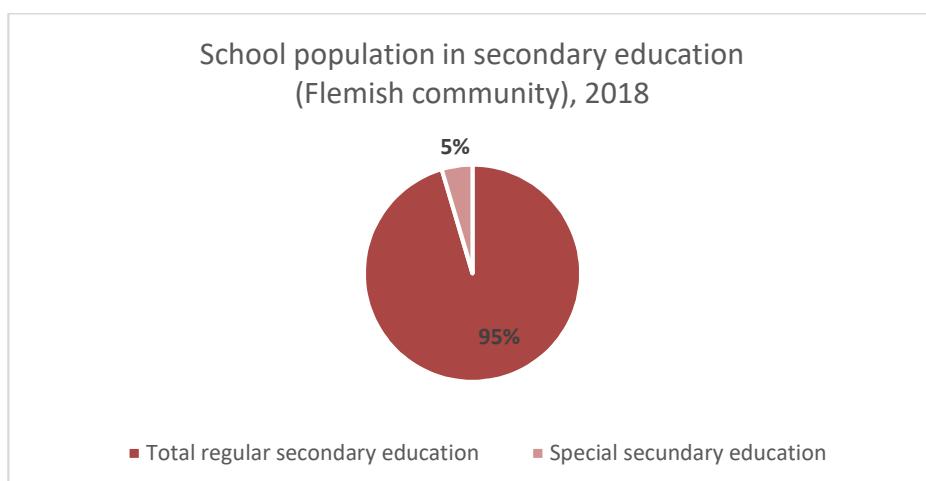


2.1.2 Focus on special needs education

Special needs secondary education (BuSo) is a type of education that aims at young people with disabilities or with learning and parenting difficulties⁴⁹. In Brussels-Capital Region, there are 5 different BuSo schools in 2019 and 6 in 2020.

There are only 5% of all students in the Flemish Community (this includes the Dutch schools in Brussels-Capital Region) going to a special needs secondary education.

Figure 25: School population in secondary education (Flemish community), 2018⁵⁰



In the **special secondary education**, young people between the age of 13 and 21 can be educated. One of the most important conditions is that a report must be written by the CLB (Centrum voor

⁴⁸ AHOVOS, 2018, De Vlaamse onderwijsstructuur, <https://onderwijs.vlaanderen.be/nl/statistisch-jaarboek-van-het-vlaams-onderwijs-2017-2018>

⁴⁹ VGC, 2019, Buitengewoon onderwijs. Consulted on 20 september 2019, (<https://www.onderwijsinbrussel.be/buitengewoon-onderwijs>).

⁵⁰ Vlaanderen, 2019. Flemish education in figures 2017-2018, consulted on 26 september 2019.
<https://www.vlaanderen.be/publicaties/flemish-education-in-figures-2017-2018>



students Guidance). This report is used to determine which type of special education is suitable for the child, and to determine whether your child should be in a special education⁵¹.

The group of young people from BuSo are divided into 9 types according to disability:

- Type 1: Mild and mental disability
- Type 2: Moderate or severe mental handicap
- Type 3: Emotional or behavioural problems
- Type 4: Physical handicap
- Type 5: Preventorium or children admitted to a hospital
- Type 6: Visual handicap
- Type 7: Aural handicap
- Type 9: Autism spectrum disorder, without mental impairment

After graduation, the student can obtain a certificate and possibly move on to regular education. In type of training 4 a diploma in secondary education can be obtained.⁵²

According to their limitation, young people in special secondary education can receive appropriate, tailor-made expert guidance. Depending on the young people's disabilities, there are various types of training that they can follow.

Type of training 1: This type of training ensures that young people can function and participate in society.

Type of training 2: This type of training ensures that young people can be employed in an environment where they can receive support. The focus in this type is on integration in a protected learning and working environment as well. As with the previous type of education, this type also ensures that the young people function and participate in society.

Type of training 3: This type offers targeted vocational training and supports young people to work in an ordinary working environment.

Type of training 4: Young people can chose between different fields of study: general, vocational, art and technical education. It is a preparation for higher education, but they get extra support. If necessary, they can work in an ordinary working environment. If necessary, they can also receive support there.

In this study, our focus is mainly on young people with disabilities or with learning or parenting difficulties special secondary education. (BuSO).

⁵¹ Vlaanderen, 2019. Flemish education in figures 2017-2018, consulted on 26 september 2019.

<https://www.vlaanderen.be/publicaties/flemish-education-in-figures-2017-2018>

⁵² Vlaanderen, 2019. Buitengewoon secundair onderwijs (BuSo). <https://www.vlaanderen.be/onderwijs-en-vorming/secundair-onderwijs/buitengewoon-secundair-onderwijs-buso>

Vlaanderen, 2019. Het buitengewoon secundair onderwijs. <https://onderwijs.vlaanderen.be/nl/het-buitengewoon-secundair-onderwijs>



2.2 Case study – Brussels-Capital Region

Because of the complex structure of Brussels-Capital Region, there aren't graphics that combine the (Dutch) school system and unemployment. Therefore we have some graphics about the special education secondary schools (BuSo) in BCR. Table 3 concerns the BuSo schools in Brussels during the schoolyear 2018-2019. The numbers are counted in February 2019. Table 4 concerns the BuSO schools in BCR during the schoolyear 2020-2021. These numbers are also counted in February 2021.

*Table 3: Situation of all students in BuSo, Brussels- Capital Region (school year 2018 - 2019, counted in February 2019)*⁵³

Rijlabels	Type 1	Type 2	Type 3	Type 4	Type 6	Type 7	Type 9	Type BA	Type Total
School 1:									
Buitengewoon Secundair Onderwijs									
Cardijnschool - Anderlecht	31	85						80	196
Vocational education	31							80	111
Social adjustment and fitness for work		38							38
Social adjustment		47							47
School 2:									
GO! school voor buitengewoon secundair onderwijs Heemschool 2									
	73		35						108
Social adjustment and fitness for work	22		4						26
Social adjustment	51		31						82
School 3:									
Kasterlinden buitengewoon secundair onderwijs									
			7		94		52		153
Vocational education					64	39			103
Social adjustment and fitness for work					25	13			38
Social adjustment				7	5				12
School 4:									
Koninklijk Instituut Woluwe - Buitengewoon Secundair Onderwijs									
				19	22	76			117
General, technical, art and vocational education				12	22	76			110
Social adjustment				7					7
School 5:									
Zaveldal buitengewoon secundair onderwijs									
	5		23					27	55
Vocational education	5		10					27	42
Social adjustment			13						13
Total	36	158	23	35	26	116	128	107	629

⁵³ VGC, 8 October 2019. Data received by email from E. Coudere.



Table 4: Situation of all students in BuSo, Brussels- Capital Region (school year 2020 - 2021, counted in February 2021)⁵⁴

Rijlabels	Type 1	Type 2	Type 3	Type 4	Type 6	Type 7	Type 9	Type BA	Total
School 1:									
Buitengewoon Secundair Onderwijs									
Cardijnschool - Anderlecht	8	83						111	202
Vocational education	8							111	119
Social adjustment and fitness for work			32						32
Social adjustment			51						51
School 2:									
GO! school voor buitengewoon secundair onderwijs Heemschool 2									
	73		39						112
Social adjustment and fitness for work	19		2						21
Social adjustment	54		37						91
School 3:									
Kasterlinden buitengewoon secundair onderwijs									
		8	85	53					146
Vocational education					52	37			89
Social adjustment and fitness for work					25	16			41
Social adjustment				8	8				16
School 4:									
Koninklijk Instituut Woluwe - Buitengewoon Secundair Onderwijs									
				2	92				94
General, technical, art and vocational education				2	92				94
School 5:									
Zaveldal buitengewoon secundair onderwijs									
		31						24	55
Vocational education				14				24	38
Social adjustment				17					17
School 6: BuSO Ganspoel									
					18				18
Vocational education					10				10
Social adjustment					8				18
Total	8	156	31	39	26	87	145	165	627

⁵⁴ VGC, 6 September 2021. Data received by email from P. De Vos.



In school year 2018-2019 there are 629 students and in school year 2020-2021 there are 627 students registered in a BuSo school in Brussels-Capital Region. From these students, there are 29 graduating students. The students graduate in their 5th, 6th or while preparing for their profession. You can see the accurate proportion of students in table 5 and table 6.

Table 5: Numbers of students in different grades in BuSo, Brussels- Capital Region (school year 2018- 2019, counted in February 2019)⁵⁵

Grades	Students
1th grade	99
General, technical, art and vocational education	58
Vocational education	41
2th grade	65
General, technical, art and vocational education	34
Vocational education	31
3th grade	38
General, technical, art and vocational education	8
Vocational education	30
4th grade	49
Vocational education	49
5th grade	16
Vocational education	16
6th grade	3
Vocational education	3
Vocational qualification grade	10
General, technical, art and vocational education	10
Grade irrelevant	263
Social adjustment and fitness for work	102
Social adjustment	161
Grade irrelevant	86
Vocational education	86
Total	629

⁵⁵ VGC, 8 October 2019. Data received by email from E. Coudere.



Table 6: Numbers of students in different grades in BuSo, Brussels- Capital Region (school year 2020- 2021, counted in February 2021)⁵⁶

Grades	Students
1th grade	79
General, technical, art and vocational education	33
Vocational education	46
1th grade A - General, technical, art and vocational education*	12
1th grade B - General, technical, art and vocational education*	7
2th grade	53
General, technical, art and vocational education	27
Vocational education	26
2th grade A - General, technical, art and vocational education*	14
2th grade B - General, technical, art and vocational education*	8
3th grade	43
General, technical, art and vocational education	3
Vocational education	40
4th grade	31
Vocational education	31
5th grade	24
Vocational education	24
6th grade	7
Vocational education	7
Grade irrelevant	277
Social adjustment and fitness for work	94
Social adjustment	183
Grade irrelevant	72
Vocational education	72
Total	627

*New type of education

In figure 26, you can find the year of birth of all students in special education secondary schools. It is remarkable that there are 89 students older than 18, where there are 47 students from 1998 or older.

In school year 2020-2021 there are 150 students older than 18 (figure 27).

⁵⁶ VGC, 6 September 2021. Data received by email from P. De Vos.



Figure 26: Year of birth of students in BuSo, Brussels- Capital Region (school year 2018- 2019)⁵⁷

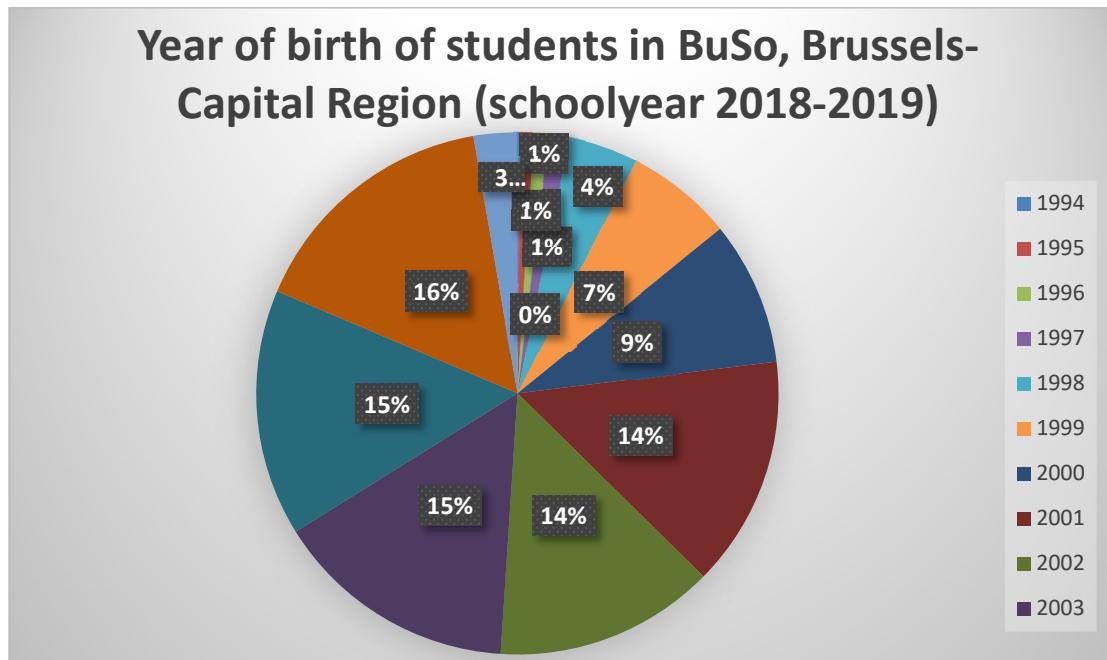
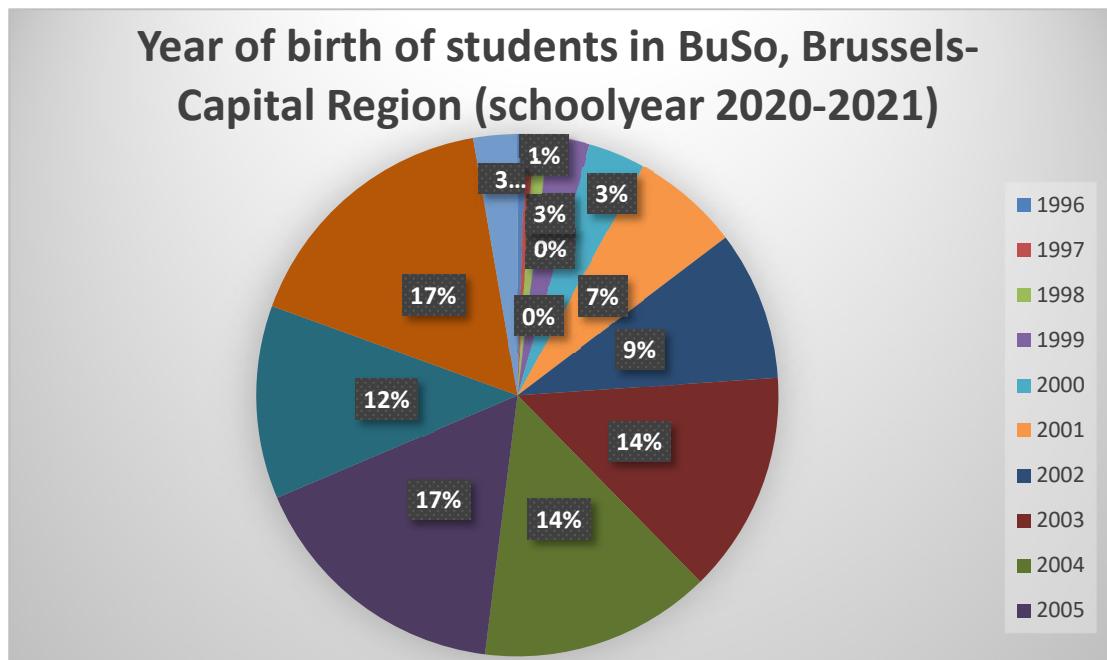


Figure 27: Year of birth of students in BuSo, Brussels- Capital Region (school year 2020- 2021)⁵⁸



⁵⁷ VGC, 8 October 2019. Data received by email from E. Coudere.

⁵⁸ VGC, 6 September 2021. Data received by email from P. De Vos.



The mother tongue of these students are written down in figure 28. 54% of the students speak Dutch (in combination with French). In 2020-2021 (figure 29) there are also 54% of the students who speak Dutch (in combination with French).

Figure 28: Language of students in BuSo, Brussels- Capital Region (school year 2018- 2019, counted in February 2019)⁵⁹

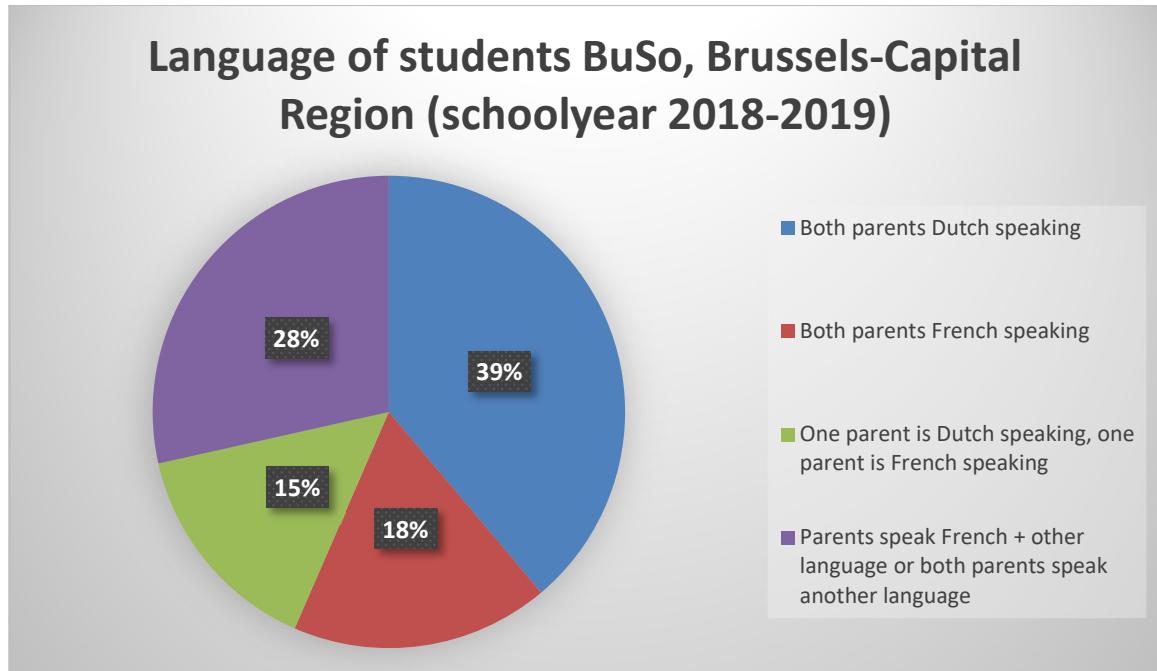
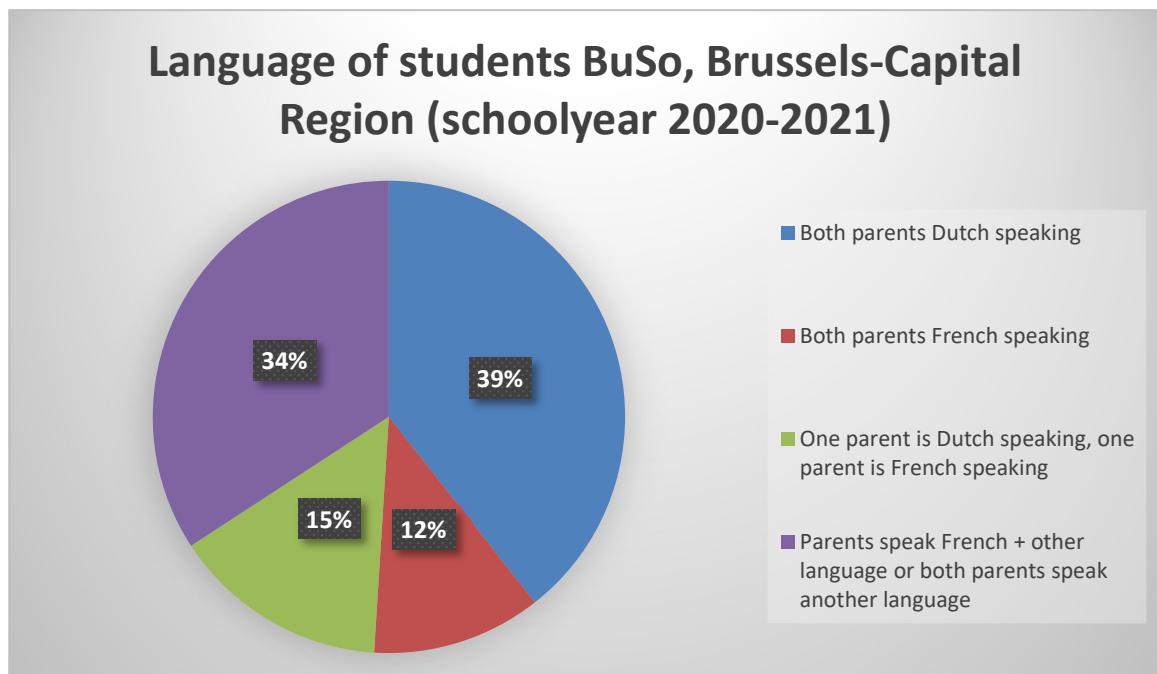


Figure 29: Language of students in BuSo, Brussels- Capital Region (school year 2020- 2021, counted in February 2021)⁶⁰



⁵⁹ VGC, 8 October 2019. Data received by email from E. Coudere.

⁶⁰ VGC, 6 September 2021. Data received by email from P. De Vos.



Supporting mechanisms

1 National mechanisms

1.1 National mechanisms for youth unemployment

There exist different public regional employment services. VDAB is responsible for the Flemish Region. Actiris is responsible for the Brussels-Capital Region. Le Forem is responsible for the Walloon Region and the Arbeitsamt Ostbelgien is responsible for the German community.

Depending on the Region you can get help from the regional employment service for finding a job, applying for an unemployment benefit or following a training for a profession.⁶¹

	You live in Flanders Region	You live in Brussels-Capital Region	You live in Walloon Region	You live in the German Community
Helps you with your jobsearch.	VDAB 	Actiris 	Le Forem 	Arbeitsamt Ostbelgien 
Organizes vocational training.	VDAB 	In Dutch? VDAB 	In French? Bruxelles Formation BRUXELLES FORMATION 	Le Forem  Arbeitsamt Ostbelgien 

The regional employment service also matches employers with jobseekers.

Next to these employment services, there are organizations that aid students whilst in school to avoid an early unemployment. One example is Jump naar werk. Jump naar werk gives – together with partners – workshops to these students about the situation in Brussels-Capital Regions and the organizations that can help them with their job search.

There exists also financial aid for employers. This financial aid tries to convince employers to hire young people.

⁶¹ VDAB, 2019, More on the VDAB, <https://www.vdab.be/english/vdab.shtml>



Financial aid for employers

There are different types of financial support for the employers in Belgium/Brussels if they hire someone with special needs, long time unemployment, minus 26 years old, ... To apply all visions on these support systems, we will discuss this when talked with the employers.

The most important ones are:

- **Startbaanovereenkomst** is a special contract for everyone below 26 years old. They are subsidized by the government; therefore, they are cheaper for an employer.⁶²
- **IBO contract or individuele beroepsopleiding** is a special contract for 1-6 months. The person is subsidized by the government and therefore cheaper for the employer. After an IBO you receive at least a contract of the same duration in that organization.⁶³
- **First Stage** is a type of internship (only in Brussels-Capital Region) where youngsters can do a paid internship in an organization. This internship lasts 3-6 months and the maximum age is 30 years old. You cannot have a higher degree than the secondary diploma.⁶⁴
- **Artikel 60** is a ‘social engaged employment’. When an employer hires someone who has an ‘artikel 60 status’, they also get financial aid. These people do already receive financial aid (because of status, health issues,...).
- **Activa.Brussels - less than 30 years old**, is a measure to favour the recruitment of young Brussels workers by deducting from the net salary.
 - € 350 in the month of recruitment and the following 5 months
 - € 800 for the following 12 months
 - € 350 for the following 12 monthsTarget group: non-working jobseeker (1 day is sufficient) < 30 years old.⁶⁵
- **Dual learning.** In dual learning young people between 15 and 25 are trained in a company 3 to 4 days. The theoretical and practical training they have in a training centre (1 to 2 days). Training lasts from 6 months to 3 years (ideally a whole school year). The fee varies, depending on the level and experience of the student, between 265.64€/month and 877.84€/month. As for any new employee, the company will have to pay insurance, travel expenses, social secretariat, etc.⁶⁶

Next to financial aid for youngsters, there are other subsidized programs, for example for 50+, PWA checks,...

⁶² Federale overheidsdienst Werkgelegenheid, Arbeid en Sociaal Overleg, 2019. De Startbaanovereenkomst.

<https://werk.belgie.be/nl/themas/werkgelegenheid-en-arbeidsmarkt/werkgelegenheidsmaatregelen/startbanenstelsel/de-0>

⁶³ VDAB, 2019. Doe ervaring op via een individuele beroepsopleiding (IBO). <https://www.vdab.be/ibo/defaultwz.shtml>

⁶⁴ Select Actiris. 2020. De First Stage. <https://select.actiris.brussels/nl/opleidingen/de-first-stage>

⁶⁵ Actiris, 2019. Activa.brussels Waarover gaat het?, <http://www.actiris.be/Portals/33/activa.brussels%20WZ.pdf>

⁶⁶ Actiris, 2020. Opleidingen, Dual leren. <https://select.actiris.brussels/nl/opleidingen/dual-leren>



1.2 National mechanisms for youth unemployment with a disability

There are in **Flanders** two financial mechanisms. The ‘Vlaamse ondersteuningspremie’ or (VOP) in Flanders that compensates any loss while hiring someone with a disability. For example: if this person would work slower, is more absent, needs extra guidance,...⁶⁷

When there is a need of adapting the workplace of someone with a disability, there exists an extra fee as well. For example: the toilets are adapted, the machines are equipped with some extra light signal (and not only a sound signal), there is a need of an inclined slide,...⁶⁸

Next to the general regional employment services, there are **specialized organizations** who aid people with a disability on their job search. There is the general GTB who is working together with VDAB and the GOB's. A GTB tries to help you find a regular job on the labour market.

GOB or ‘Gespecialiseerde Opleidings-, Begeleidings- en Bemiddelingsdienst’ is translated as specialized training, support and mediation service. They offer specialized jobcoaching and guided workplace learning to unemployed disadvantage people. In Flanders, there are approximately 18 different GOB's.

In **Brussels-Capital Region (BCR)** there is for the Dutch speaking disabled people ‘De werklijn’, ‘Diversicom’ and ‘Emino’. These three organizations aid jobseekers with a mental and physical disability with their job search through coaching or training.

Every organization offers a specialized program, depending on the needs of the jobseekers.

	Diversicom	De Werklijn	Emino
Jobcoaching			
Regular labour market	X		X
Specialized labour market		X	
Guided workplace Learning			X

Next to assisting the unemployed, Emino also helps employers on handling with inclusive workplaces, coaching employers about re-integration, ...⁶⁹ Next to these three Dutch organizations in Brussels-Capital Region there is as well Info Sourds, Bataclan and de Brailleliga.

Next to these specialized organizations, there are other (or smaller) NGO's that help the disabled youth/people to find their job in the labour market. You can find a brief summary below. This is an indication of some of the organizations that help and support disadvantaged people.

⁶⁷ VDAB, 2019. Vlaamse ondersteuningspremie (VOP) voor werkgevers. <https://werkgevers.vdab.be/arbeidshandicap/wgvop.shtml>

⁶⁸ VDAB, 2019. Terugbetaling aanpassing werkplek voor werkgevers.

<https://werkgevers.vdab.be/arbeidshandicap/arbeidspostaanpassing.shtml>

⁶⁹ Emino, 2019. Over Emino. www.emino.be



- **Phare** (Personne Handicapée Autonomie Recherché) gives information, advice, guidance and financial help to people with a disability (physical and mental) in Brussels-Capital Region. It aids also in the integration of people with a disability⁷⁰.
- **Bon or Agentschap Integratie en Inburgering** is an organisation that guides newcomers in Belgium and Brussels-Capital Region with the integration in the society.
- **Pool H** is a private organisation that promotes diversity in companies in Brussels-Capital Region. They try to convince employers to hire people with a disability⁷¹.
- **De werkplekarchitecten** is a project of *Sterpunkt Inclusief ondernemen* and supports non-profit organisations with the supporting of sustainable work to unemployed disabled people⁷².
- **Beroepenpunt** is an *information office*. They work together with a lot of organisations that give information to everyone in Brussels-Capital Region who have questions about learning, working, entrepreneurship, moving, ...
- **Leerwinkel Brussel** gives information to everyone with a learning question (this includes students/people who are disadvantaged).
- **Customized workplaces** are places specialized in aiding and supporting people who have a larger distance to the labour market and are in need to get extra support.
- ...

Actiris however has also implemented a ‘partnership measure’ to help unemployed ‘specific people’. The organizations Info-Sourds (French), Brailleliga, CAD De Werklijn, Bataclan and Diversicom are bound together in this partnership that runs from 2017-2020 to aid as much people with an disability as possible to a job.⁷³

2 International mechanisms

As for international mechanisms, there are a lot of different (small) organizations/projects/NGO's subsidized by **ESF financials** (e.g. Jump naar werk).

Next to these smaller subsidies there is also the **youth guarantee**. This Youth Guarantee tries to have every youngster in a job, internship or formation within 6 months. Actiris tries to implement this ‘youth guarantee’ for every job seeker in Brussels since 2019.

⁷⁰ Phare, geraadpleegd op 20 september 2019. <https://phare.irisnet.be/service-phare/a-propos-de-nous/missions/>

⁷¹ Pool H, 2015, Handig werk. Ontdek minder zichtbare competenties!
http://www.actiris.be/Portals/43/160122_HandiCAP_NL_low%20def.pdf

⁷² Sterpunkt Inclusief Ondernemen, 2019, About us, geraadpleegd op 20 september 2019.
(<http://www.dewerkplekarchitecten.be/eng/about-us>).

⁷³ Tracé Brussel vzw, 2019, Nieuwsbriefartikel : Tewerkstelling van mensen met een handicap in Brussel.
<https://tracebrussel.be/nieuws/tewerkstelling-van-mensen-met-een-handicap-brussel>



Recommendations

'Can you – as a young disabled jobseeker- get extra financial aid?'

'Can your employer receive extra aid?'

'Who can help you in your search?'

'Is it hard to find a job?'

'Where can I find a job?'

It is very difficult to answer these questions. The context in Belgium is – with no doubt - complex. It is difficult for ‘normal’ jobseekers to understand what kind of aid, system,... exists. Therefore it can feel for young people (with disabilities) (who often are not born in Belgium or don’t speak fluently French nor Dutch) like a maze. E.g. some legislation depend on the region where the employer is situated and some financial aid depend on the region where the jobseeker lives. This means that you, as a jobseeker, must verify where the employer is situated and look into the system of that specific region.

Therefore this is a very difficult puzzle to make and incomprehensive for jobseekers and employers. Our **first recommendation** would be to make/have a clear online tool where jobseekers and employers can search for all the information about the available aids that are applicable to them.

Secondly informing young people about the job market, ‘how to apply for a job’, ‘how the job market works’, ‘how to prepare for a job interview’ is an intensive, but very interesting and successful initiative. This aids the teachers, schools and students to make the gap to find a job smaller. This is however a long-term engagement. Students are sometimes unpredictable and some students graduate and others keep on studying; helping and informing students about the labour market is a long-term program. Therefore projects for 2 years are a nice way to start and to know if students would be interested, but it is necessary for all participants to keep informing, keep giving workshops and trainings so students (especially disabled students) find their way into the labour market.

Informing employers **thirdly** gives impact for young graduates. Employers often don’t realize graduates can be more interesting than someone with experience. E.g. Yes.Actiris published ‘*Why hire junior profiles: 4 excellent reasons why to attract young employees*’ to inform employers about these possibilities on their social media network.



[← Naar de startpagina](#)

4 uitstekende redenen om jonge medewerkers aan te trekken

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16/8/2021

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⁷⁴ Yes.actiris. 4 uitstekende redenen om jonge medewerkers aan te trekken. <https://yes.selectactiris.brussels/nl/article/4-uitstekende-redenen-om-jonge-medewerkers-aan-te-trekken>



During this project we often received questions about E+ and the possibilities to join European projects. The different subsidy programs of Europe could be better facilitated, because now schools nor students nor employers know there are subsidy programs that can aid/help them. It is a pity they don't know it and they cannot use it. This would be our **fourth recommendation**.

These kinds of projects are often designed as projects where the financials only comes when shown how much money has been spent. It would be great if there was a pre-financial status where you can try, show, deliver and proof afterwards what you have done. The element of 'no failure' in the project gives stress and is often not representative. E.g. you can aid as much students as possible, but if the assigned indicator is 'the student will have a job afterwards', you fail if the student didn't find a job. Although you may have searched a lot, helped with making a CV, writing a letter together,... and the student feels stronger/starts to understand the labour market,... This is a pity.

Therefore, the possibility of a customized financing would be our **fifth recommendation**.

Finally as a **sixth recommendation**, the outcome to aid existing organizations in their process as an outcome would be long-term efficient. We realized during this project that there are a lot of organizations doing a similar thing: informing employers. Using the input of these organizations helped us to inform employers about the possibilities in Belgium and BCR. But as a long-term-commitment we sent our employers to the specialized organizations. This would not necessarily mean a long-term-commitment with us, but it would be a huge change and long-term-aid for the employer and future employees in this company.

[trekken?utm_source=Facebook&utm_id=NL%20%2F%20TRA%20%2F%20B2B%20%2F%20Jeunes&fbclid=IwAR1EHVsOMmTqvGxDxmKnu-qKVgrNzM0qjbkT0mhs-wYRYxk7EuxAzHbVlr0](https://www.linkedin.com/pulse/trekkenutm_source=Facebook&utm_id=NL%20%2F%20TRA%20%2F%20B2B%20%2F%20Jeunes&fbclid=IwAR1EHVsOMmTqvGxDxmKnu-qKVgrNzM0qjbkT0mhs-wYRYxk7EuxAzHbVlr0) (published on 18/8/2021, accessed on 20/09/2021).



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