

Propositions accompanying the thesis

‘A Game of Snakes and Ladders:

four applied micro-econometric studies of wages and jobs in the Netherlands’

by Anja Deelen

1. Dutch wage-tenure profiles are steep compared to those of other countries. (Chapter 1)
2. Low job-mobility of older workers and steep wage-tenure profiles are two sides of the same coin. (Chapter 1)
3. Job- and sector specific factors are important for understanding the larger negative consequences of displacement for older workers compared to prime-age workers. (Chapter 3)
4. The labour market seems segmented in that firms’ employment adjustment predominantly affects workers in a relatively weak labour-market position, while continuing workers are assured that wage increases will not be jeopardised by sales shocks suffered by their firms. (Chapter 4)
5. If wages were more downwardly flexible, there would be fewer job losses during demand shocks. (Chapter 4)
6. Small-scale interventions, such as a single assignment provided on top of other study choice activities, have no effect on study choice and study performance. (CPB DP 338, with Sonny Kuijpers, 2016)
7. Measurement shows that downward wage rigidity of stayers in the Netherlands is above average, compared internationally, and occurs predominantly among older, highly educated workers on open-ended and/or full-time contracts. (CPB DP 315, 2015, with Wouter Verbeek)
8. Full-time work is, probably due to (societal) preferences, not expected to become the standard model for Dutch women anytime soon. (Labour, 2010, with Rob Euwals and Nicole Bosch)
9. Regarding employment protection legislation, a (weighted) lottery would be preferable to the current selection rule of ‘last in, first out’ within age groups: both rules help to prevent stigmatisation of displaced workers, but the latter discourages voluntary job-mobility for some groups. (Kansrijk Arbeidsmarktbeleid I, CPB 2015)
10. As nudging, algorithms and ‘alternative facts’ are increasingly used to influence the behaviour of civilians, consumers and voters, enhancing the awareness and knowledge of these matters is an important task for the education system.
11. Leonard Cohen, the best lyricist ever, was right in saying that the dice are loaded. (‘Everybody Knows’– Record ‘I’m Your Man’ – 1988)