

Worker Flows and Job Flows in the Netherlands

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Abstract

This paper constructs gross worker flows and job flows for the Dutch economy. These flows are broken down by industry. We utilize matched employer-employee records from the Social Statistical Database (SSB), which is a longitudinal data set, based largely on administrative records.

Worker flows refer to movements of workers into and out of jobs. They are measured by counting all hires and separations during a year. Job flows measure the gross creation and destruction of jobs. We use the standard measures for job creation and job destruction, which are based on the number of filled employment positions in individual firms at two points in time. Worker flows are connected to job flows by measuring the number of hires due to job creation and the number of separations due to job destruction. Finally, we analyze differences between flows including all jobs and those including only jobs lasting at least three months.