University of Groningen

Labor markets in a globalizing world: trends, challenges and opportunities

Terzidis, Nikolaos

DOI:
[10.33612/diss.194510845](https://doi.org/10.33612/diss.194510845)

IMPORTANT NOTE: You are advised to consult the publisher's version (publisher's PDF) if you wish to cite from it. Please check the document version below.

Document Version
Publisher's PDF, also known as Version of record

Publication date:
2021

[Link to publication in University of Groningen/UMCG research database](#)

Citation for published version (APA):

Terzidis, N. (2021). *Labor markets in a globalizing world: trends, challenges and opportunities*. [Thesis fully internal (DIV), University of Groningen]. University of Groningen, SOM research school.
<https://doi.org/10.33612/diss.194510845>

Copyright

Other than for strictly personal use, it is not permitted to download or to forward/distribute the text or part of it without the consent of the author(s) and/or copyright holder(s), unless the work is under an open content license (like Creative Commons).

The publication may also be distributed here under the terms of Article 25fa of the Dutch Copyright Act, indicated by the "Taverne" license. More information can be found on the University of Groningen website: <https://www.rug.nl/library/open-access/self-archiving-pure/taverne-amendment>.

Take-down policy

If you believe that this document breaches copyright please contact us providing details, and we will remove access to the work immediately and investigate your claim.

Downloaded from the University of Groningen/UMCG research database (Pure): <http://www.rug.nl/research/portal>. For technical reasons the number of authors shown on this cover page is limited to 10 maximum.

Propositions

Related to the thesis

Labor markets in a globalizing world: trends, challenges and opportunities

by Nikolaos Terzidis

1. Like every coin, the one illustrating the labor market effects from globalization has two sides: the *heads* illustrate that technology is more likely to harm low-skilled labor as opposed to the *tails*, which demonstrate the beneficial effects on high-skilled workers (Chapter 2).
2. The world is not flat! Inconclusive evidence from technology and trade at the national level often mask divergent regional effects (Chapter 2).
3. Employment growth in the Netherlands is polarizing both nationally and regionally. While this might appear harmful, it may be a socially preferred situation since it implies that medium-skilled workers with the capacity to learn will ascend to more rewarding jobs. On the other hand, compensatory measures are necessary to ensure job security for the low-skilled displaced workers (Chapters 3 and 4).
4. Different adjustments to the impact from technology and trade are translated into divergent employment patterns between workers of varying gender and age. Customizing the policy agenda to meet the needs and constraints of different demographic groups should be a top policy priority (Chapter 3).
5. Skills mismatch is omnipresent and sometimes an inescapable outcome in modern labor markets; nevertheless, its increasing trend in the Netherlands decreases labor market efficiency, especially in central, metropolitan regions with relatively high unemployment (Chapter 4).
6. The productivity effects from the polarizing employment growth and skills mismatch are hardly ever linear. Their non-linear nature indicates the absence of 'one-fits-all' policy to appropriately address them; different policies apply to regions with divergent economic conditions, industrial organization and demographic structures (by gender or age). (Chapters 4 and 5).
7. Supplying workers with the much-needed knowledge, skills and competencies to deal with the consequences of digitalization, the global fragmentation of production and potential shocks (Brexit, Covid-19, climate change) does not end with formal education. Lifelong learning practices in the workplace have proven to be even more important for securing employment (Chapter 5).
8. Besides the economic ones, the fair distribution of the benefits from globalization also results in enormous social gains. More equitable economic prosperity is bound to increase social inclusiveness and foster democratization. (Chapter 5).
9. Technological displacement and import competition threaten the sustainable development of modern labor markets; fortunately, policy analysts have all the necessary evidence-based tools at their disposal. Decisive, place-based and people-sensitive measures will ultimately turn those challenges into opportunities.
10. Building a far-reaching knowledge base is a never-ending process. To expand our horizons, a good starting point is the following quote by Socrates: *"I know one thing; that I know nothing"*, or in the prototype: *"Ἐν οἷδ᾽ ὅτι οὐδὲν οἶδ᾽"* – Σωκράτης.