Recruitment and Selection: A Vision

J.KonstapelLeiden, Nov 9, 2026 ·

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The Vision

Recruitment and selection stops being an industry of intermediaries. It becomes a property of a shared network. Every person has an own address. So does every workplace. A match is the seam with the fewest open windows. A machine computes address, distance and closure. People carry the transition. The trade returns as the community in which a person grows. A masterpiece and a structured interview replace the CV.

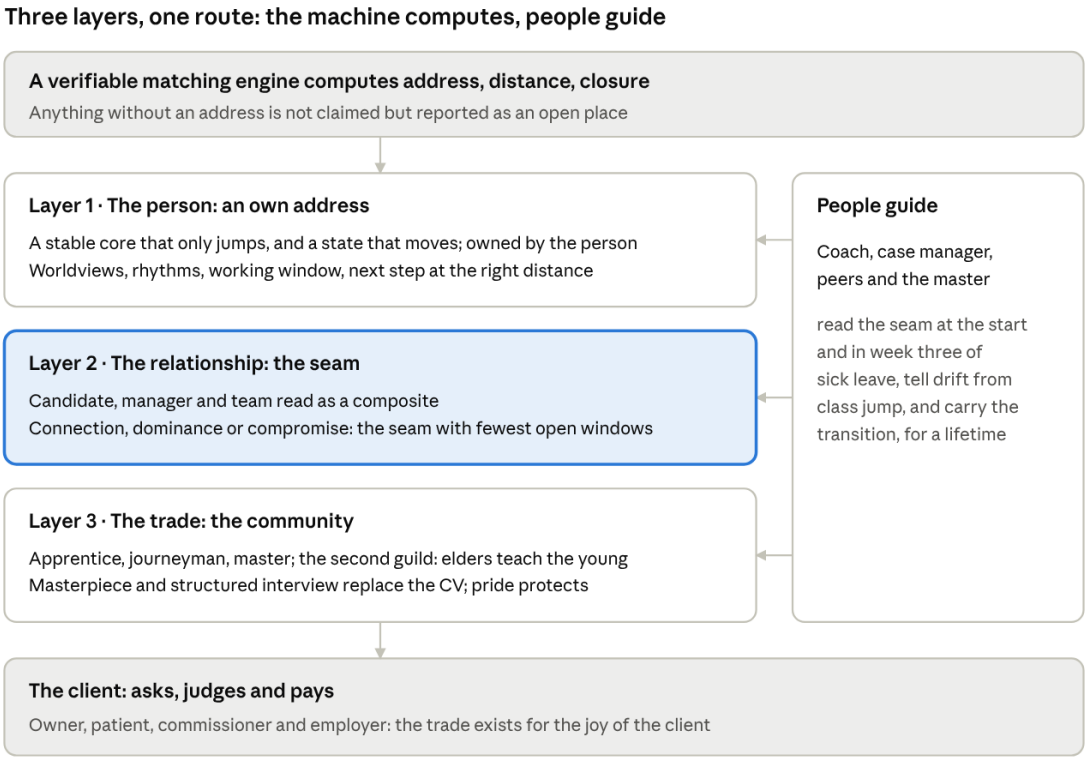
Layer 1: the person has an own address. Each person has a stable core and a current state. The core changes only in discrete jumps. The state moves with work, rest and life. The address belongs to the person. There is no gatekeeper. On it the person sees their worldviews and their rhythms, from the rest cycle to the life course. They see their working window. And they see their next step at the right distance: not too close, not too far.

Layer 2: the relationship is a seam. A team, a manager and a workplace also get an address. Two people together form a composite. That can be connection: a capacity neither has alone. It can be dominance: one sets, the other receives. Or it can be compromise: both settled, but differently, which causes lasting friction. A match is the seam with the fewest open windows. The remaining tension is named at the start. It is not discovered in the third week of sick leave.

Layer 3: the trade is the community in which a person grows. Work gets a trade again, with apprentice, journeyman and master. The trade keeps quality. It trains, judges and gives a home. Through direct feedback from the client, work becomes a vocation. Pride in the trade is therefore no side issue. It protects against dropout. Experience leaves with the elders. So a second guild emerges: retired masters teach the young a disappearing trade that cannot be automated.

The machine computes, people guide. A verifiable matching engine computes address, distance, closure and open places. What has no address is not claimed. It is reported as an open place. Guidance stays human. The coach, the case manager and peers guide over the life course. The master guides in the trade.

The client is the purpose. The trade exists for the client. That may be the owner of a house or monument, a patient or a commissioner. Quality is an experience "with beauty and the joy of the client as its aim". The client brings the request. The client judges the work and pays for it. So the client is the fourth party at every seam, beside the person, the team and the trade.



the vision in three layers · machine, guide and client

The machine computes for all three layers. The guide works on each. The relationship is where a match succeeds or fails. The client is where every route ends.

How it works: the route of a person

In this vision a working life is not a series of applications. It is one route, ring after ring, like the labyrinth of Chartres. There are no dead ends. There is always a next ring at a computable distance.

1. **The own address.** A young person opens their own address. They see which worldviews are strong in them and which rhythms they run on. They see their working window: how much contact, rest and time alone they need. A self-calibration guide helps them measure this. Nobody else sees it unless they choose.
2. **The first ring: apprentice.** The registry shows trades and workplaces at the right distance, with their open places. The young person chooses. The workplace chooses with them, through the trade and not through a CV. The first year is an apprenticeship among practitioners. Under Dutch law this is phase A.
3. **Reading the seam.** At the start, the young person, the master and a guide read the seam. They do this together with the manager and the team. Where is connection? Where dominance? Where compromise? A compromise is named and carried. Otherwise the placement is not made. If sick leave comes, the seam is read again in its third week.

4. **State first, then the step.** When things go wrong, the guide first asks one question. Is this drift within the class? Then retune it with another rhythm, another seam or rest. Or is it a class jump? Then a new trade or a new thread is needed. Only then follows an intervention. It is offered as a whole and followed by rest.
5. **The masterpiece: journeyman and master.** After the apprenticeship the journeyman makes a masterpiece. Masters judge it. It is the class jump that changes identity. It is recorded on the person's address as demonstrated work. Together with a structured interview and a knowledge test, it tells the next workplace who they are.
6. **A lifetime.** Coach, case manager and peers stay available over the whole life course. That holds at a new ring, at dropout and at return. Work and care run along the same route.

The client: who the work is for

Today the agency's client is the employer. The client of the work disappears from view. In this vision the client of the work stands again at the start and the end of the route.

- **The client's request is the open place.** Think of an owner with damaged plasterwork, a person in need of care, or a firm with a problem. Their request gets an address. Sometimes no practitioner is at the right distance. Then a gap has been found, and a reason to train someone.
- **The seam with the client counts too.** The composite holds between apprentice and master. It also holds between practitioner and client. In care the relationship is the work. There that seam decides quality, and whether the carer drops out.
- **The client takes part.** In The Oregon Experiment (1975) Christopher Alexander let the users of the University of Oregon help design their surroundings. The users' feeling was the first criterion. Good solutions were recorded as shared patterns (Wikipedia). The guild works the same way. The client helps define what is good. Good solutions are recorded on the address of the trade.
- **The client judges.** Peers judge the masterpiece. The client's judgement of the delivered work counts as well. It is recorded with the work on the practitioner's address. It is a demonstrated route, not a star rating.
- **The client gets certainty.** A master is responsible for an apprentice's work. The client gets craftsmanship at a fair price. The apprentice learns on real work, as with the Compagnons du Devoir.
- **The employer is a client too.** The employer looking for people is a client of the guild and the guide. They no longer buy hours. They get a practitioner who fits their team, their work ethic and their clients.

The client turns work into a vocation. The practitioner who hears the client directly sees work differently. It is no longer a job or a career but a calling. That brings more satisfaction and less absence (see Foundation 3). A placement that cuts the practitioner off from the client removes that feedback.

What disappears and what emerges

The recruitment industry does not disappear because work disappears. It disappears because its core becomes a property of the network. That core is connecting person and place. What remains changes form.

Today	In the vision
CV, written and read by AI	Masterpiece judged by peers, plus a structured three-way interview
Vacancy as a job title with requirements	Open place with the address of team and manager
Matching on keywords	Seam with the fewest open windows, by distance and rhythm
Selection by the employer	Choice by the person, with the trade and the guide
Profile held by agency or employer	Own address held by the person
Temp agency as supplier of hours	Guild: carries the trade, trains, tests, guides through the phases
Reintegration after dropout	Reading the seam at the start and in week three of sick leave
Recruiter as searcher	Guide who carries the transition; the machine searches
Almost 20,000 Dutch agencies, to be cleaned up by licensing	A small core of licensed guilds and guides

Existing intermediaries have three paths. They can become the guild of a trade. They can become a life-course guide. Or they disappear. The Dutch licensing act forces that choice from 2028. Hours are falling while revenue per hour rises. So value is already moving from volume to guidance.

The second guild: elders teaching the young what is disappearing

Experience leaves the population as the elders retire. That is the legacy problem. It is also an opportunity: a second form of guild. In it, elders motivate the young to learn an interesting, disappearing trade. It is a trade that cannot be automated.

The knowledge is about to leave. The Dutch employment agency UWV surveyed employers. 39% expect retirements within five years. Of those, 45% expect problems. In government and industry that is over 60%. Loss of experience and knowledge is named most often (UWV, 31 March 2026). In technical trades, 41% say crucial practical knowledge sits with colleagues who retire within five years. 37% feel insufficiently prepared. More than a third have no time to coach the young, because it costs their own work (ROVC TechBarometer via HR Praktijk, 10 March 2026).

What the second guild is. The working elder has no time. The retired master does. The second guild connects retired masters with young people looking for a trade. They work in the workshop and on real jobs. The elder keeps throughflow and meaning. The young person gets a trade, and a pride that does not come from a book. In terms of the composite this is a temporary, deliberate dominance. The master sets, the apprentice receives. The master withdraws as the apprentice learns to close on their own.

Example: the restoration plasterer. Historic plasterwork is made of lime. Lime dissolves in acid: $CaCO_3 + H_2SO_4 \rightarrow CaSO_4 + CO_2 + H_2O$. The gypsum that forms builds up where rain does not wash it away. Salts crystallise in the pores and break the structure from within. Fine reliefs go first (Zientzia). In the Netherlands acid deposition halved between 1980 and 1995, mainly through less sulphur. Nitrogen remained. Ammonia is its largest part, mostly from Dutch sources (RIVM). Repair needs lime technique, mould making, running cornices and casting ornaments. No machine takes that handwork over. A three-year course to Master Restoration Plasterer already exists. It ends with a proof of competence (NOA). What is missing is inflow, and the time of masters.

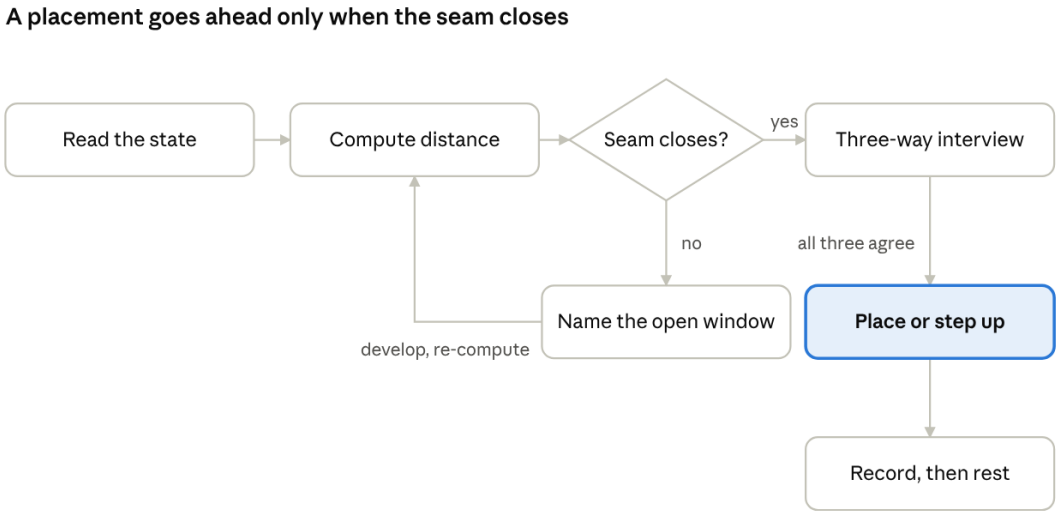
The same lime, the same cause: the birds. Acidification has also washed calcium out of forest soils. Great tits on the Veluwe find too little calcium. Their eggshells are thin. About a third of the eggs dry out. Chicks break their legs in the nest. Nitrogen from livestock farming keeps the shortage in place (Van den Burg and Bobbink, Vroege Vogels, 2017). So the plasterer and the ecologist face the same problem. Lime is disappearing, from buildings and from living things. A second guild can connect both trades.

On the address. The master's work is recorded on their address, as a demonstrated route and masterpiece. So the knowledge does not leave with them. A disappearing trade is an open place. The registry shows that place to the young at the right distance. It shows the elders where their mastery is needed.

From vision to practice

The vision needs five things to become practice. New processes. New tools. A business model in which the client pays for closure. A new relation with education. And attention to the cultures it lands in.

Process



the route of a placement · 6 steps, 1 decision, 1 loop

First the state is read. Then distance is computed. Only when the seam closes is the interview held, with person, guide and client together. When it does not close, the open window is named. It becomes the next development step. Nothing is forced.

Tools: functional components

Each component is described by its function. So it can be built, replaced and audited on its own. Candidate implementations are listed in the annotated references.

Component	Function	Owned by
Address registry	Gives each person a stable address in a shared space of occupations and steps	The person
Verifiable matching engine	Computes address, distance and closure between person, work and client. Every result can be recomputed and explained	Independent operator, audited
Two-layer personal profile	Separates what the person shares (skills, route, masterpieces) from what stays private (reflection, birth-data tools)	The person
Occupational orientation tools	Show interests and worldview against occupations, with their status (established or hypothesis)	Shared
Development-step engine	Turns an open window into a concrete next step: course, apprenticeship, masterpiece	Shared
Self-calibration guide	Helps the person read their own state and load. Only by conversation and self-report	The person
Three-way interview protocol	Structured interview with person, guide and client. The strongest single predictor (.42)	Guide
Masterpiece register	Records demonstrated work, judged by peers and client	The person, attested by peers
Occupational taxonomy link	Connects to O*NET (923 occupations with data) and ESCO (about 3,039 occupations in all EU languages, mapped to ISCO-08)	Public

Business model

Party	Pays	Receives
Person	Nothing	An own address, a guide, a route and proof of work
Employer	A fee per closed placement. Part is held back until the work has proven to close over time	A placement that lasts, with a named open window
Client (who the work is for)	Through the price of the work	Work proven by masterpiece, and a voice in the interview
Retired masters	Nothing	Paid teaching hours and meaning
Education and government	Co-funding of apprenticeships	Inflow into shortage and vanishing trades

The agency stops selling hours. It becomes a steward of closure. It earns when person, work and client stay closed.

Education

Vocational education becomes the first route on the address. It is no longer the last stop before work. Training companies, schools and retired masters share one masterpiece register. A proof of competence then counts everywhere: in school, at work and with the client.

Cultures, in the Netherlands and Europe

Europe already has living forms of the trade. Germany reintroduced the master requirement (Meisterpflicht) for twelve trades on 14 February 2020. In France the Compagnons du Devoir admit about 10,000 young people a year. About 90% of them find work. Some 28,000 firms take part. UNESCO listed the compagnonnage as intangible heritage in 2010. The Netherlands has the work-based (BBL) route and the restoration courses. Fiske's relational models explain why one design will not fit all. Cultures that lean on authority accept a master more easily. Cultures that lean on equality need judgement by peers. So the second guild is a pattern to adapt, not a format to export.

Roadmap



roadmap · four phases, 2027 to 2030+

The pilot starts small: one vanishing trade, one region. It grows only when the tests in this document have been passed.

AI Act. The matching engine and any scoring tool are high-risk systems under Annex III. From 2 December 2027 they need risk management, logging and human oversight. They must also explain themselves to the candidate. The design above meets that from the start. It is recomputable, person-owned and free of emotion recognition.

Why now

Five developments meet in 2026–2028. Each alone would change the industry. Together they make the old form untenable.

1. **The old form shrinks.** Temp hours at members of the Dutch staffing federation ABU fell 14% in 2023 (UWV). They fell 8% in 2024 (ANP via nieuws.nl) and 5% in 2025 (recruitmenttraining.pro). Recomputed: 0.86 × 0.92 × 0.95 = 0.75. That is a quarter fewer hours in three years. Yet in 2026 revenue per hour is 8 to 10% higher than a year earlier, recomputed from the monthly figures (FlexNieuws). The Dutch market had 19,874 agencies and €46.6 billion revenue in 2025.

2. **The law forces a small, accountable core.** The Dutch act on licensing of labour providers (Wtta) takes effect on 1 January 2027. From 1 January 2028 hirers may only use licensed providers (Staatsblad 2026, 159). The act on more security for flexible workers limits phase A to 52 weeks and phase B to two years. Most of it applies from 2028 (Staatsblad 2026, 206). For AI in recruitment, the high-risk rules of the EU AI Act apply from 2 December 2027 (National Law Review). Emotion recognition at work has been banned since February 2025.

3. **AI takes over the search and undermines the CV.** LinkedIn expects $450 million in revenue from its AI agents for recruiters (Reuters via DZRH). Randstad speaks of a "fundamental AI pivot" (Randstad Q3 2026). Yet only one in three employers is very confident that a CV shows a candidate's skills (Criteria).

4. **People drop out where place and person do not close.** Dutch disability inflow for mental complaints was 29% higher in 2025 than in 2022. Care and welfare is the largest sector, with over 14,000 awards (22%). That sector grew 33% since 2022. Women under forty are hit hardest (UWV). The OECD reports that more than one in four people aged 15–24 has had a mental disorder. This costs Europe about €76 billion a year (Euronews).

5. **Work moves from things to people, and the trade fades from view.** In the US the share of Realistic work fell from 55% in 1960 to 27% in 2010. Social work rose from 9% to 25% (McClain & Reardon 2015; recomputed from their counts). In the Netherlands the number of vocational (mbo) students has fallen since 2020. At the end of 2024 it was 467,500. Meanwhile care, technology, education and construction face shortages (NOS).

History: how recruitment and selection came to be

Each era chose people with the knowledge it had about people. This vision is the next step in that line. It is not a break with it.

1. **The guild (c. 1200–1800).** Selection was apprenticeship. An apprentice spent years under a master. A masterpiece, judged by peers, closed the training. The Dutch guilds were abolished in

1798. The patent decree of 1811 ended them for good. Two things were lost: proof of competence by work, and the long relation between master and apprentice.

2. **The labour market and the agent (1800–1900).** Work became a contract between strangers. Placement ran through family, church, word of mouth and private agents. Abuse was common. The first public labour exchanges came around 1900.
3. **Testing the mind (1905–1945).** Binet published his intelligence test in 1905. In 1917 the US Army tested about 1.7 million recruits with the Alpha and Beta tests. Selection became measurement. Scientific management fitted the person to the task.
4. **The psychologist and the interview (1945–1980).** Personality questionnaires arrived. So did assessment centres, from wartime officer selection and AT&T in the 1950s. The psychologist became the gatekeeper. Holland's RIASEC (1959) linked interest to occupation.
5. **The agency and the CV (1960–2000).** Temp agencies such as Randstad (1960) made placement a volume business. The CV became the entry ticket. Meta-analysis ranked the predictors (Schmidt & Hunter 1998).
6. **The platform and the algorithm (2000–now).** Job boards, LinkedIn and applicant tracking systems took over. Now AI agents search and screen. A CV is easier to produce than ever. It is also trusted less than ever.

What the predictors predict. The latest large meta-analysis corrected earlier estimates downward:

Procedure	Validity (Sackett et al. 2021)
Structured interview	.42
Job knowledge test	.40
Empirically keyed biodata	.38
Work sample	.33
Cognitive ability	.31
Assessment centre	.29
Unstructured interview	.19
Years of experience	.07

Source: Sackett, Zhang, Berry & Lievens 2021. The criterion is overall job performance. Mostly that means supervisor ratings, corrected for a criterion reliability of .60. So what is predicted is how a supervisor rates the work. It does not predict whether the person stays, grows, stays healthy or finds meaning. A validity of .42 explains about 18% of the variance in that rating ($.42^2 = .176$).

The pattern. Each era measured more precisely what the employer wanted to know. It measured less of what the person needed. Only the guild joined three things in one process: proof by work, a long relation and the growth of the person. The vision restores that unity with today's means.

Foundation 1: the person as a pattern of relations

Two axes. The interpersonal circumplex describes behaviour on two axes. Communion runs from warm to cold. Agency runs from dominant to receptive. In Constable's reading these are Desire/Control and Self/Other. Interaction follows two laws (Sadler et al. 2009). Warmth evokes warmth (r = +.51). Dominance evokes receptivity (r = −.43).

Rigidity is the problem, not position. A healthy person moves around the circle as the situation asks. Disorders show as extreme, narrow positions (Matano & Locke 1995). Paranoid is cold-dominant. Histrionic is warm-dominant. Dependent is warm-receptive. Schizoid and avoidant are cold-receptive. For selection this means: measure the repertoire, not one point.

Four worldviews. McWhinney's Paths of Change give four ways of knowing, plus a centre:

Worldview	Knows through	In work
Unity	reasoning, rules	law, science, planning
Sensory	the senses, matter	trade, technique, care of the body
Social	feeling, relation	care, teaching, service
Mythic	imagination, meaning	design, art, enterprise

Open question: RIASEC and the worldviews. In the circumplex, Sensory and Social are neighbours. In Holland's hexagon, Realistic and Social are opposites. So a one-to-one mapping does not fit the geometry. There are two candidate answers. (a) The models use different axes: Prediger's things–people and data–ideas. Then the mapping is a rotation. (b) A worldview is a way of knowing; RIASEC is an object of interest. Then they are two layers. Occupational data must decide.

The composite. Every work relation combines three forms. Connection: both warm. Dominance: one sets, the other receives. Compromise: both give way. A good placement knows which form the work asks for, and for how long.

Throughflow. A person is not a fixed trait profile. A person is a process that must close: effort, then recovery. That process has a recovery time and a working window. Work that never allows closure exhausts people, however well the profile fits.

Foundation 2: closure as the matching rule

The Vacuum.Net theory (Constable, working hypothesis) sees every stable pattern as a window of three that closes. It gives seven rules for matching:

Rule	Statement	In recruitment
1. Window of three	A stable state needs three parts that close	Person, work and client must close together
2. Not everything closes	Of 27 windows, 9 close	Most combinations do not fit. That is normal

Rule	Statement	In recruitment
3. The seam	Of 81 pairs, 9 close fully, 36 leave one window open, 36 leave two	Most matches are partial. Name what stays open
4. Read the state first	Measure where the pattern is before acting	Assess state and load before matching
5. Drift versus class jump	Small changes drift. A real change jumps a level	Tell adjustment apart from a career step
6. Offer the whole window	Do not offer half a closure	Present the full role, hard parts included
7. Silence after	Closure needs rest to settle	Allow recovery time after a placement or step

Recomputed: 9/27 = 1/3 of windows close. Seam pairs: 9 + 36 + 36 = 81, so 11% close fully.

Life as throughflow on a scale ladder. The theory places time spans on one ladder. Depth is counted from the hydrogen cycle ($T_o = 1.52 \times 10^{-16}$ s). The rest cycle sits at depth 41.0. The 8-hour working day sits at 42.5 and the day at 43.5. 52 weeks sits at 48.9 and two years at 49.5. So the legal spans of 52 weeks and two years land on the same ladder as the working day. That these are natural closure spans is a hypothesis.

Senses as channels. In this reading the person is an electromagnetic being with more than five senses. Each sense is a channel. Through it, closure with work can happen or fail. A sensory trade closes through hand and eye. A social job closes through voice and face.

The own address. Every person gets a stable address of their own, in a shared space of occupations and steps. Distance between addresses is computed. Closure is tested. The person decides who may see what.

Foundation 3: trade, pride and vocation

The guild as a form. The guild joined training, quality control, social security and identity. It was also closed and protectionist. What is worth restoring is proof by work and the long relation. The monopoly is not.

Craft as a way of knowing. Sennett (The Craftsman, 2008) describes craft knowledge as a dialogue of hand and head. It takes about ten thousand hours to build. It is tacit. It leaves with the person unless it is passed on.

Four relational models. Fiske distinguishes four: communal sharing, authority ranking, equality matching and market pricing. Selection has drifted fully into market pricing. The guild was authority ranking with communal sharing. A good system knows which model a relation uses.

Play and advise. The young learn by playing and doing. The elder contributes by advising. The second guild uses both.

The masterpiece as class jump. A masterpiece is not a grade. It proves that a pattern has closed at a higher level. In this vision it is the unit of evidence: a demonstrated route, judged by peers and client.

Job, career, calling. Wrzesniewski et al. (1997) found three ways of seeing work: as a job, a career or a calling. The three were roughly equally common. People with a calling reported more satisfaction and missed fewer days. Constable (About Vocation, 2009) sees vocation as the closure of person, work and community. One correction: the earlier claim that vocation is stable from 1985 onwards is not supported by the sources found. Vocation can grow and change. That is why the route matters more than a snapshot.

Limits

Age and birth data. Instruments that use birth date or birth time may only be tools the person owns, for self-reflection. Employers may not use them in selection. Dutch equal-treatment law on age forbids it. And their predictive value is unproven.

No emotion recognition. The EU AI Act bans AI that infers emotions at work. Medical and safety uses are the only exceptions (Article 5(1)(f), in force since 2 February 2025). The guide reads a person's state through conversation and self-report. Never by camera, voice analysis or wearables.

High-risk AI. Any computing component used for recruitment falls under Annex III of the AI Act. From 2 December 2027 it needs risk management, data governance, logging and human oversight. It must also be transparent to the candidate.

The status of each reading. This document mixes established findings with working hypotheses. Established are the circumplex laws, the meta-analytic validities and the labour statistics. Hypotheses are Vacuum.Net closure, senses as channels and the scale ladder. Every reading used in a decision about a person must carry its status. No decision may rest on a hypothesis alone.

What still needs testing

1. Does the range a person covers on the circumplex predict retention and health better than one point?
2. Do the complementarity laws hold between candidate, guide and client?
3. Can RIASEC be mapped onto the four worldviews? If so, as a rotation or as a second layer?
4. Does the seam rule (9 full closures, 36 with one open window, 36 with two) describe real placement outcomes?
5. Does reading the state before matching reduce early dropout?
6. Do placements with a recovery period after the start last longer?
7. Do 52 weeks and two years mark real turning points in tenure data?
8. Does a masterpiece predict as well as a work sample (.33) plus a structured interview (.42)?
9. Do elder–young pairs in a disappearing trade bring more inflow and longer tenure than school-only routes?
10. Does an address owned by the person raise trust and willingness to share data, compared with a profile owned by the employer?
11. Does the whole system meet the AI Act's high-risk rules, audited by an independent party?

Each test should be preregistered. The criterion is named in advance. Not only the supervisor's rating counts, but also retention, health, growth and meaning.

Annotated references

Candidate implementations (experimental)

The functional components in this document are deliberately described without naming software. The following are experimental candidates that may later fill one or more components. None has been independently validated or audited under the AI Act; each must pass the tests above before use in decisions about people.

- **MAZE** (Constable Research, experimental). Candidate for the *address registry* and the *verifiable matching engine*: a shared address space in which distance and closure are computed and can be recomputed. Why read it: it is the most direct attempt to make closure computable. Status: experimental software, not production-ready.
- **maze.ai** (experimental). Candidate interface layer on top of MAZE for conversation and guidance. Why read it: shows how a guide could work with the address in conversation. Status: experimental.
- **SWARP Support** (experimental). Candidate for the *occupational orientation tools* and the *taxonomy link*. Why read it: The fundamental fractal: history and future of the generative pattern behind SWARP explains the pattern it is built on. Status: experimental.
- **Narrative Signature Engine** (experimental). Candidate for the *two-layer personal profile* and the *development-step engine*, reading occupations and routes as narratives. Why read it: The Narrative Signature Engine. Status: experimental; its occupational mapping awaits the RIASEC test.
- **Personal Blueprint** (experimental). Candidate for the private layer of the profile and the *self-calibration guide*. Uses birth data, so it may only ever be a person-owned reflection tool, never an employer's selection instrument. Status: experimental, legally restricted in selection.

Own work (Constable)

- Why slave needs master, or a simple model to explain psychopathology (2007). The interpersonal model behind Foundation 1: the two axes, complementarity and rigidity.
- About vocation (2009). Vocation as closure of person, work and community; basis for the client and calling sections.
- De geschiedenis van het ambacht (2023, Dutch). History of the trade and of pride in work; basis for Foundation 3 and the second guild.
- The impact of the biofield on psychology, pedagogy, education and philosophy (2026). Source of the composite: connection, dominance, compromise.
- Waarom stijgen de mentale klachten wereldwijd? (2026, Dutch). Why mental complaints rise; context for "Why now", point 4.

- *The Senses on the Ladder* and *The Knot That Rings* (working papers). The Vacuum.Net reading of the senses and the improved closure rules; basis for Foundation 2. Working hypotheses.

Research evidence

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Law, policy and data

- Wet toezicht gelijk speelveld en tegengaan malafide uitzenders (Wtta), Staatsblad 2026, 159.
- Wet meer zekerheid flexwerkers, Staatsblad 2026, 206.
- EU AI Act (Regulation 2024/1689), Article 5(1)(f) and Annex III; dates as amended by the digital omnibus (National Law Review).
- O*NET (US occupational database) and ESCO (European Skills, Competences, Qualifications and Occupations): the public taxonomies for the taxonomy link.
- UWV, ROVC TechBarometer, RIVM, NOA, ABU and CBS sources as linked in the text.