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# SOCIAL AGENDA

n°51

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### CHILD LABOUR

*The 2030 deadline*



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### SOCIAL FAIRNESS

*A series of proposals*



# Fair mobility



Employment, Social Affairs and Inclusion come under the remit of European Commissioner Marianne Thyssen.

The website of Commissioner Thyssen: [ec.europa.eu/commission/2014-2019/thyssen\\_en](http://ec.europa.eu/commission/2014-2019/thyssen_en)

The home page of the Commission's Directorate-General for Employment, Social Affairs and Inclusion: [ec.europa.eu/social](http://ec.europa.eu/social)

The website of the European Social Fund: [ec.europa.eu/esf](http://ec.europa.eu/esf)

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# Welcome to n°51



**Joost Korte**

Director General of the European Commission's Employment, Social Affairs and Inclusion Directorate General

*Exactly sixty years after the adoption of the first piece of EU legislation organising cross-border social security coordination, and fifty years after the first EU Regulation on the free movement of workers, the European Commission came forward with a proposal to create a European Labour Authority (ELA) on 13 March 2018.*

*ELA will help the national authorities make free movement of people and cross-border social security coordination simple and effective. It will also help the people who have already moved, be more aware of their rights and be in a position to defend them. For those who are considering moving to another EU country, it will help them collecting all the information they need to make an informed choice.*

*The free movement of people between Member States is the hallmark of the European Union. It is central to its identity and it entails a mind-set revolution for everybody: For the people actually moving around the EU and sometimes settling down in another Member State; for the national, regional and local authorities of both the host country and the country of origin; for the social partners, businesses etc.*

*Figures show that this revolution is taking place, slowly but surely.*

*Year after year, the number of EU citizens aged between 20 and 64 who work in another European country increases by 5 %. In 2017, 17 million EU citizens of all ages lived or worked in another Member State and this figure almost doubled over the last decade.*

## The silent revolution

*These ever-increasing figures are a good indicator of the way that the European dimension is gradually sinking in: Into the daily lives of EU citizens and into the daily workings of Member States' national, regional and local administrations.*

## NEWS IN BRIEF



**Better protection:** The European Labour Authority will also cover posted workers like those Portuguese ones working in the Netherlands.

## Free movement of people: A European Labour Authority

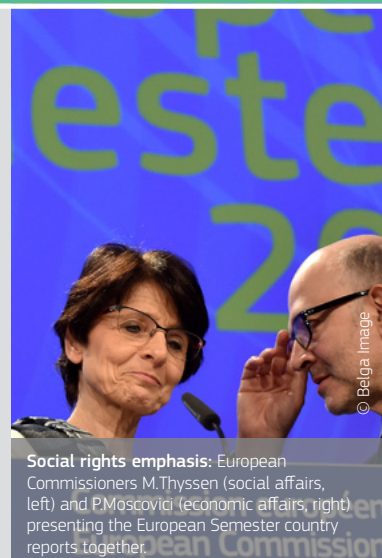
13 MARCH 2018

The European Commission presented a proposal for a European Labour Authority (see page 10), as well as an initiative to ensure access to social protection for all workers, including those carrying out new forms of work, and self-employed people (page 22). It also put forward a Communication on the monitoring of the implementation of the European Pillar of Social Rights, which will be closely linked to the European Semester of policy coordination (page 10).

## Economic and social priorities: EU countries' performance

7 MARCH 2018

The European Commission presented 27 country reports (for all Member States except Greece, which is under a stability support programme), the annual analysis by Commission staff on the economic and social situation in Member States and progress made in implementing European Semester country-specific recommendations over the years. For 12 Member States selected last November for an in-depth review, the country reports include an assessment of possible macroeconomic imbalances and the package provides an update of the categorisation of countries under the "Macroeconomic Imbalances Procedure". For the first time, the country reports put a special emphasis on mainstreaming the priorities of the European Pillar of Social Rights, proclaimed in November 2017 (see *Social Agenda* n°50).



**Social rights emphasis:** European Commissioners M. Thyssen (social affairs, left) and P. Moscovici (economic affairs, right) presenting the European Semester country reports together.

## Working conditions: Transparency and predictability

21 DECEMBER 2017

The European Commission put forward a proposal for a new Directive for more transparent and predictable working conditions across the EU. The proposal complements and modernises existing obligations to inform each worker of his or her working conditions. In particular, it creates new minimum standards to ensure that all workers, including those on atypical non-standard jobs and contracts, benefit from more predictability and clarity as regards their working conditions, starting with the terms under which they work. Two to three million additional workers on atypical contracts would be covered and protected if this proposal was adopted by the European Parliament and the EU Council of Ministers (see *Social Agenda* n°49).



**Atypical non-standard jobs:** Two to three million extra workers would be covered by a Commission proposal in favour of more transparent and predictable working conditions.

## Apprenticeships: Quality and effectiveness

15 MARCH 2018

Member States reached an agreement on a European Framework for Quality and Effective Apprenticeships proposed by the European Commission (see *Social Agenda* n°50). The Framework encourages Member States to base their apprenticeship schemes on a partnership approach, involving employers, trade unions and other key stakeholders, for example vocational education and training institutions as well as youth and parent organisations. It also sets out that apprenticeships should be based on a written agreement, and that pedagogical support should be provided. Companies, in particular small businesses, should receive assistance. An apprentice should be paid or otherwise compensated for the work delivered, and receive opportunities to spend part of the training in another country.



**Partnership approach:** The Apprenticeship Framework encourages a partnership approach, involving employers, trade unions and, for example, youth and parent organisations.

## Integration of refugees: A European partnership

20 DECEMBER 2017

The European Commission and the EU social and economic partners signed a European Partnership for Integration. It lays down key principles and commitments to support and strengthen opportunities for refugees and migrants legally residing in the EU to integrate into the European labour market. For example, providing support as early as possible, ensuring that integration benefits refugees as well as the economy and society at large and ensuring a multi-stakeholder approach. Among other things, the social and economic partners will organise mentoring programmes to integrate refugees into the workplace and to facilitate the identification, assessment and documentation of skills and qualifications, while the European Commission will promote synergies with EU funds.

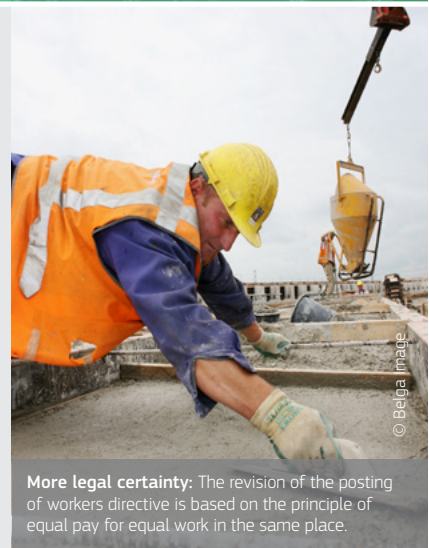


**Win-win:** A European partnership to ensure that integration benefits refugees as well as the economy and society at large, in a multi-stakeholder approach.

## Posting of workers Directive revision: Almost there

1 MARCH 2018

The European Commission, European Parliament and EU Council of Ministers reached a common understanding on the contours of a possible agreement on the revision of the posting of workers directive proposed by the Commission in 2016. The possible agreement established the principle of equal pay for equal work in the same place. It also provides more legal certainty for both workers and employers.



**More legal certainty:** The revision of the posting of workers directive is based on the principle of equal pay for equal work in the same place.

## YOUTH EMPLOYMENT

# Participatory event leads to **creative** solutions

A conference bringing together Spanish youth employment actors produced a set of solutions of interest to all EU countries



**Breaking silos:** Reaching out to the young people furthest away from the labour market requires partnership between administrations, NGOs, and companies.

A dynamic, inter-active event where participants were made to communicate with each other and to come up jointly with immediately operational solutions... The conference “Youth Guarantee in Spain: the way forward”, which took place on 19-20 October 2017 in Brussels, was anything but a classical one.

The aim of this event was to improve the complementarity and implementation of youth policies in Spain, where in November 2017 the youth unemployment rate was still at 37.9 % (i.e. the percentage of the unemployed in the age group 15 to 24 years old compared to the total labour force, both employed and unemployed, in that age group).

Another objective was to find ways to reach out more effectively to the young people furthest away from the labour market: A multifaceted challenge where partnership between administrations at all levels of government, NGOs, and companies is a key recipe for success.

Ultimately, it was also to improve the way EU funding is being used on the ground, through the European Social Fund and the Youth Employment Initiative (YEI), in the framework of the Youth Guarantee (see *Social Agenda* n°46).

### Solution-centred

The challenges had been identified before the conference via a questionnaire. As a result, at the conference itself, the 150 participants could focus on the solutions.

The participants, representing employment, social affairs, youth and education administrations, as well as the business sector and social partners, came up with a wide array of proposals.

These ranged from training on entrepreneurship for the staff of public employment services, to financial support for interregional mobility covering travel and accommodation expenses, and developing a common tool to undertake employability diagnoses.

Spanish young people reject the term “NEETs” (Neither in Education, Employment nor Training”, “NINI” in Spanish). They prefer “SISI” (YESYES): YES to studying and YES to working! To get across to the SISI, therefore, participants came up with a Decalogue on partnership (see box page 7).

### Participatory

To ensure that the event itself would kick-start effective cooperation, the conference was managed according to the “participatory leadership” methodology.



**Mediation:** In Bulgaria, previously unemployed people received training to become social workers or labour mediators in informal environments.

Thanks to this inter-active approach, every single participant had a chance to speak out, during both the plenary sessions and the thematic workshops. As a result, the participants came up with concrete and realistic solutions that they could start implementing straight after the conference.

While young people participated physically to the event through the Youth Council of Spain and the European Youth Council, they were also present virtually through video interviews of YEI beneficiaries. These short testimonials were shown during a panel discussion on success stories and challenges.

The panel members were asked to answer the questions raised by the YEI beneficiaries in the videos, in interaction with the participants physically present in the room and with the people who followed the conference via web streaming, who could react on a Twitter wall.

The conference was also open to actors from other EU countries such as Bulgaria (see box below left), Italy, Portugal, France and Germany, who presented best practices.

**More information:** <http://europa.eu/!Vj34rd>

## From unemployment to mediation

Among the projects presented at the conference by actors from other EU countries was the Youth Mediators initiative, from Bulgaria.

Previously unemployed young people (up to the age of 35) who had undertaken tertiary education in social, pedagogical, humanitarian, economic and legal sciences, received training to become social workers or labour mediators.

They were then recruited by the localities with the highest number of young NEETs, to work in informal environments such as cafés or the streets.

From 2015 to 2017, they managed to identify 16 846 non-registered young people, assist 62 % of them in making contact with a labour market organisation, have 35 % of them registered with the local employment services and 12 % of them hired directly without the help of a public employment service.

## Ten Commandments for reaching out

Bustling with creativity, the participants drew up a “Decalogue”: A process designed to make sure that solutions are successfully implemented.

The Decalogue is made up of ten steps to develop adequate alliances or associations with all relevant actors, in order to reach out to those young people who are furthest away from the labour market:

1. Identifying the relevant actors on the ground;
2. building alliances and defining roles;
3. identifying which actor exercises leadership in each alliance;
4. providing a common intervention area to ensure complementarity and avoid duplication;
5. thinking in terms of processes, as opposed to isolated actions;
6. ensuring sustainable participation in alliances, making sure that all the actors both contribute to and benefit from the alliance (with a focus on integrating private companies);
7. increasing flexibility to support integrated pathways, suppressing barriers to modernising the relevant administrations;
8. being result-oriented, facilitating the participation of local actors in the development of each project;
9. creating one-stop shops;
10. making sure every previous step is achieved to develop successful alliances.

## GLOBAL POLICY

# Big push needed against child labour

The European Commission is in the vanguard of promoting the ratification and implementation of ILO conventions

152 million children are victims of child labour worldwide and 5.7 million children are among the 25 million people presently in forced labour, according to the International Labour Organisation (ILO).

These figures were released as 1 500 representatives of 193 countries gathered in Buenos Aires on 14 November 2017 for the fourth global conference on the sustained eradication of child labour, which the ILO helped Argentina organise.

The figures have been going down - but so has the speed at which they are decreasing. This is because, globally, inequality is on the rise and, locally, the number of children suffering from child labour and forced labour is actually increasing in certain parts of the world, together with poverty and armed conflicts.

As a result, the conference pushed back from 2016 to 2030 the deadline for eradicating the worst forms of child labour (e.g. in mines, certain forms of agriculture etc.).

2030 happens to be the deadline for achieving the United Nations Sustainable Development Goals that were adopted in 2015. They include the eradication of child labour and modern slavery, forced labour and human trafficking, under goal 8.7.

## Ninety-one pledges

Speeding up and consolidating efforts to meet target 8.7 was therefore the order of the day in Buenos Aires. Altogether, the governments as well as the social partner and civil society organisations made 91 pledges: solemn and specific promises or undertakings.

The EU's pledge comes in addition to that of its Member States. It starts with a commitment to promote the swift ratification and effective implementation of the ILO conventions on forced labour, the worst forms of child labour and the minimum age for admission to employment, both within the EU and in its external relations.



**Going the wrong way:** The decrease in the number of children suffering from child and forced labour has slowed down and numbers are actually going up in certain areas.





© Belga Image

**Pushing back the deadline:** The deadline for eradicating the worst forms of child “labour” has been pushed back from 2016 to 2030.

Moreover, the EU pledges to implement its revised guidelines on the promotion and protection of the rights of the child. It will support the fight against child and forced labour in supply chains (especially in the garment, agriculture, conflict minerals and fisheries sectors) and actions to implement the rights of the child to have access to quality and inclusive education (including early childhood education and care, and tackling basic skills and early school leaving).

Finally, the EU commits to reaching out to young people neither in employment, education nor training and to protect migrant children.

### Child soldiers

Eradicating the worst forms of child labour is the absolute priority. The ILO convention dealing with this issue describes them as all forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom and forced or compulsory labour, including forced or compulsory recruitment of children for use in armed conflict.

Worst forms also include the use, procuring or offering of a child for prostitution, for the production of pornography or for pornographic performances, as well as the use, procuring or offering of a child for illicit activities, in particular for the production and trafficking of drugs. As well as work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children.

Another relevant ILO convention is the one on the minimum age for admission to employment and work. Any work which is likely to jeopardize children’s physical, mental or moral health, safety or morals should not be carried out by anyone under the age of 18 (or 16 “under strict conditions”). The basic minimum age for work should not be below the age for finishing compulsory schooling, and in any case not less than 15. While children between the ages of 13 and 15 may only do light work and as long as it does not threaten their health and safety or hinder their education or vocational orientation and training.

In 2021, the global conference on the sustained eradication of child labour will meet again, possibly in Africa. For the 91 commitments made in Buenos Aires four years before, it will be the moment of truth.

**More information:** <http://www.ilo.org/ipec/Campaignandadvocacy/BuenosAiresConference/lang--en/index.htm>

## The social dimension of external relations

It was an official from the European Commission’s Employment, Social Affairs and Inclusion Directorate General (DG EMPL), Director Jordi Curell Gotor, who led the EU delegation to the November 2017 Buenos Aires conference on child labour. DG EMPL is the lead Commission department for relations with the International Labour organisation (ILO).

There is a social dimension to the trade agreements negotiated by the EU with third-countries: They must contain commitments against the worst forms of child labour and on the minimum age for admission to employment and work, that are part of the chapter on trade and sustainable development. DG EMPL leads the negotiations on this particular chapter, in association with the DG in charge of trade.

The European parliament must approve trade agreements negotiated by the EU, and the social partners as well as civil society organisations take part in monitoring their implementation.

DG EMPL is also involved in ensuring that countries wanting to join the EU ratify and implement the ILO fundamental conventions before they do so.

## SOCIAL POLICY



**Labour inspection:** The European Labour Authority will help EU countries exchange information, build up their administrative capacities and run concerted and joint inspections.

# Fairness for workers

The European Commission has put forward proposals for mobile workers and for all workers carrying out new forms of work or who are self-employed

On 13 March, the European Commission put forward proposals to tackle obstacles to achieving social fairness in two areas in particular: free movement of workers from one European country to another (see page 14); and effective access to social protection for workers in new forms of work and for self-employed people (see *Social Agenda* n°49).

It did so in the spirit of the European Pillar of Social Rights that was proclaimed in November 2017 by EU institutions and leaders. The Pillar enshrines a set of core social rights and principles that need to be up-held right across the EU, in the new world of work that is emerging from globalisation, digitalisation and demographic change (see *Social Agenda* n°50).

The two proposals are part of a social fairness package that also contains a Communication on how to implement the Pillar, including

a very detailed document recalling the legal framework for each of the principles contained in the Pillar. This document specifies the respective competences of the EU and of the Member States, including the role of the social partners and recent EU-level actions in each area.

### Labour Authority

EU legislation ensuring the free movement of workers between EU Member States has been in place for fifty years, and that ensuring uninterrupted social protection coverage for mobile citizens – a precondition for free movement – for sixty years.

Year after year, the number of EU citizens living and/or working in another EU Member State has been increasing. In 2017, there were 17 million of them: Twice as many as in 2007!

At this stage, a qualitative leap is required to build the kind of trust that will make free movement of people, social security coordination and the posting of workers run simply, smoothly and fairly. For this reason, the Commission proposes to create a European Labour Authority (ELA).

ELA will help informing citizens and businesses on opportunities for jobs, apprenticeships, mobility schemes, recruitments and training. It will provide guidance on the rights and obligations involved in living, working and/or operating in another EU country.

It will also support cooperation between national authorities in cross-border situations and ensure that EU rules are effectively followed in all economic sectors. In particular, ELA will help them exchange information, build up their administrative capacities and run concerted and joint inspections.

Moreover, ELA will be in a position to provide mediation and facilitate solutions in cross-border disputes: For example, in the event of a company restructuring involving several EU Member States.

### Social protection

The other proposal in the “Social Fairness” package has to do with access to social protection.

Almost 40 % of people employed in the EU are either in an “atypical” employment situation –i.e. they are not working under a full-time,

## Question to European Commissioner Marianne Thyssen

How social will the next (2021-2027) European budget be?

Investing in people is a key priority for this Commission. The next 7-year EU budget will need to reflect this commitment. Digitalisation, robotisation and automation are bringing radical changes to our society and jobs market. It is crucial that we have the adequate resources to accompany people through these transitions. At the Social Summit in Gothenburg, in November 2017, leaders recognised the need to strengthen Europe’s social dimension: To work towards upward convergence, better living and working conditions across the EU Member States and to adapt our social systems to the new reality. The next European budget will need to deliver on the promises made in Gothenburg so that Europeans can approach the future with confidence.



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**European Commissioner Marianne Thyssen:** “With these initiatives [European Labour Authority, access to social protection for all workers], we will support fair and well-functioning labour markets and welfare systems in the 21st century.”

## SOCIAL POLICY



### Question to European Commissioner Marianne Thyssen

What would you consider as key achievements, under the Bulgarian Presidency of the EU Council of Ministers?

Not surprisingly, I think that agreeing on the posting of workers would be a landmark achievement. We have concluded the negotiations. This is a milestone! Once the agreement has been rubber stamped by the European Parliament and the Council, it will open up a new phase for fair regulation of the internal market. After long and difficult negotiations, we managed to reach a compromise that reconfirms the principle of equal pay for equal work at the same place. I believe it directly responds to the concerns of many citizens that outdated legislation leads to unfair competition in the labour market. With this new framework, workers will be better protected and companies will compete on a level playing field. But I also welcome the Bulgarian Presidency's focus on the implementation of the European Pillar of Social Rights. A dedicated event will take place in June. The Commission is acting to deliver on the Pillar, but we also count on Member States to put forward policies and initiatives. Now is the time when we want to see ambitions translated into tangible results. We therefore count not only on the Bulgarian Presidency, but also on the upcoming Presidencies to deliver as much as possible on our legislative files.

**Well covered?** Ensuring social protection coverage for people in new forms of work, in sectors such as digital platform-based commerce.

open-ended contract - or self-employed. There again, the number of people concerned is growing by the year.

In practice, many of these people are not well covered in terms of social security, employment insurance and access to pension rights, nor do they enjoy support from employment services. This is particularly the case in sectors with considerable cross-border trade, such as construction, transport and digital platform-based service provision and commerce.

Taking its cue from the principles enshrined in the European Pillar of Social Rights, the Commission suggests closing legal social protection coverage gaps and ensuring that workers and the self-employed can adhere to corresponding social security systems.

In those countries where the law does give people in non-standard forms of work access to social protection, Member States should make sure that these people are effectively covered in practice, so that they may build up and claim adequate entitlements.

They should also facilitate the transfer of social security entitlements from one job to the next and provide the people

**Equal opportunities:** A new scoreboard tracks EU countries' performances in the areas covered by the European Pillar of Social Rights, such as equal opportunities.



concerned with transparent information about their social security entitlements and obligations.

### Social rights

In a Communication to the other EU institutions, the Commission outlines its views on how to monitor the implementation of the European Pillar of Social Rights.

A key tool for this is the European Semester: The annual cycle of economic policy coordination. A new, more comprehensive and specific Social Scoreboard is being used in this context to track trends and performances across EU Member States in the three areas covered by the Pillar: equal opportunities and access to the labour market; fair working conditions; and social protection and inclusion.

Each year, the Commission analyses the measures taken and progress made in each country as a result of the European Semester country-specific Recommendations. Since 2018, thanks to the new Social Scoreboard, it does so with a greater focus on social rights.

#### More information:

<http://europa.eu/!Pv88pm>

## Question to European Commissioner Marianne Thyssen

How will the social fairness package strengthen the social dimension of Europe?

Our work to ensure fair labour mobility culminates in our proposal for a European Labour Authority. It is the jewel in the crown of a well-functioning European labour market. It will help citizens and businesses on the move find the right information and strengthen cooperation between the Member States to enforce fair rules. And with our proposal on access to social protection, we are delivering on our promise to make sure that nobody is left behind. We want to ensure that people have access to adequate benefits no matter how the new world of work evolves. With these initiatives, we will support fair and well-functioning labour markets and welfare systems in the 21st century, which is in line with the key principles of the European Pillar of Social Rights.

## SPECIAL FEATURE



# Free movement of people the facts

**Going international:** Nearly 12 million EU citizens of working age (and 17 million of all ages) were residing in another Member State in 2016.

## Fifty years after the adoption of the first European law on free movement of people, the number of EU citizens moving to work in another EU country keeps on rising year after year

Considering the facts: In no other area of EU policy than that of the free movement of people is this so important! The 2017 annual report on intra-EU labour mobility, published in March 2018, provides and analyses the very latest figures.

Based on data collected by Eurostat in 2016, as far as the "stocks" are concerned (i.e. the total number of people aged 20-64 years old who work in another EU country than that of nationality) and in 2015 for the "flows" (the annual movement of workers across the internal EU frontiers), it confirms a long established trend.

Year by year, the "stocks" are increasing by 5 %: More than 1 million extra EU citizens go to another EU country every year; and in 2016, nearly 12 million EU citizens of working age (and 17 million people of all ages) were residing in another Member State. From 2006 to 2015, the "stocks" increased by 51 % altogether.

On top of supplying data on intra-EU labour mobility in general (see box), the 2017 report focuses on the gender dimension of economic integration, language and other barriers to cross-border mobility, as well as on the mobility of health professionals.

### Gender balance

The analysis by gender reveals that the global number of EU "movers" (whether professionally "active" or "non-active") living in another EU country is evenly split between women and men: 50-50.

However, there is a more unequal distribution between women and men when it comes to professionally active people: 55 % men and 45 % women. In 2016, the activity rate was considerably lower among female than male movers.

Unemployment among female movers was only slightly higher than among male ones: They may have almost as much chance on the labour market when seeking a job.

Female movers were better educated and more over-qualified than male ones. And both male and female movers reported that the lack of language skills was a more important barrier than the lack of recognition of qualifications, religion or social background when it came to finding an appropriate job.

### Languages versus economics

Language is a major obstacle to intra-EU mobility, together with legal and administrative barriers. Six case studies at regional level were carried out in 2015 in the EU countries with the highest share of cross-border mobility (Austria, Belgium, the Czech Republic, France, Germany, Luxembourg, the Netherlands, Poland and Slovakia). They compared the language obstacles to the other barriers but also to drivers such as differences in economic context and employment opportunities between the country or region of origin and that of destination.



**Surprise finding:** EU Member States' reliance on doctors, nurses and personal care workers coming from other EU countries is no greater than on other types of professions.

Unsurprisingly, those studies show that cross-border mobility between countries that share the same or similar language is higher than between countries with different languages.

However, when it comes to long-term mobility, economic factors might be stronger than language similarities. For example, Slovak people who want to settle down in another country will choose Austria rather than the Czech Republic.

### Health professionals

Another surprise was the fact that Member States' reliance on mobile health professionals (doctors, nurses and personal care workers) coming from other EU countries is no greater than their reliance on some of the other types of professions.

The part on healthcare professionals is all the more interesting that an EU law facilitates the Europe-wide recognition of the qualifications of medical doctors, dentists, pharmacists, registered nurses and midwives.

In 2016, there were 184 000 health professionals (doctors, nurses, midwives, dentists, pharmacists and veterinarians) and 168 000 associate professionals (medical and pharmaceutical technicians, nursing and midwifery associate professionals etc.) aged from 20 to 64 years old living in a Member State other than their EU country of citizenship. Of these, 20 % were medical doctors and 40 % nurses. In addition, there were 257 000 personal care workers living in another EU country. Together, these three groups represent about 7 % of all employed EU movers.

As far as personal care workers are concerned, Italy was by far the most important country of destination in 2016 (c.44 %), followed by the UK (23 %) and Germany (7 %). Women make up more than 80 % of health associate professionals, nurses and personal care

workers, while among doctors the share of men is almost equal to that of women.

### More information:

<http://europa.eu/!Ku36XY>

## Six countries particularly concerned

Around half of the moving EU citizens ('movers', whether professionally active or non-active) come from four countries: Italy, Poland, Romania and Portugal and roughly the same proportion goes to two other EU Member States: Germany and the United Kingdom, according to the 2017 annual report on intra-EU labour mobility.

While the UK hosts the largest number of EU movers who arrived over the past ten years (1.8 million recent movers), Germany has recently gained considerable importance as a destination country (1.4 million recent movers). The annual inflows of EU citizens into Germany increased by over 250 % between 2009 and 2015, while in the UK they increased by 60 %, which is similar to the general EU-level increase.

Luxembourg, Cyprus, Ireland, Belgium and Austria were the countries with the largest shares of EU movers from their total population. In 2016, EU movers were only slightly outnumbered by third-country (non-EU) nationals, among all foreign nationals in the EU countries taken as a whole.

SPECIAL FEATURE



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# 50 years – the long road to **fair** mobility

From the 1968 law organising free movement of workers to the European Commission's proposal for a European Labour Authority of March 2018

**Workers' families too:** In 2004, the 1968 Regulation was amended by a Directive specifying the rights of the family members of mobile EU workers.



On 1 July 1968, the six founding Member States of the European Economic Community (EEC) completed the Customs Union, one year and a half ahead of the deadline set in the Treaty of Rome of 1957.

On 15 October 1968, they adopted a Regulation (directly applicable EU law) on “freedom of movement for workers within the Community” putting fully into effect Article 48 of the Treaty of Rome (currently Article 45 of the Treaty on the Functioning of the EU): The foundation of the EU free movement legislation as we know it today. It did away with all the restrictions that the EEC countries had been allowed to impose during a transition period of ten years laid down by the Rome Treaty.

The 1968 Regulation has it all: Freedom of movement of workers and their families as a fundamental right that must be enjoyed by permanent, seasonal and frontier workers; prohibition of discrimination on grounds of nationality as regards employment, remuneration and other conditions of work and employment; direct cooperation between the central employment services, as well as between the regional services of the Member States; the provision of information to the workers wishing to move about the living and working conditions in the country they want to go to; access to vocational training...

Ever since then, it has been a matter of making all these rights effective by ironing out implementation difficulties, overcoming all sorts of practical obstacles, raising workers’ awareness of their rights and helping national and local civil servants implement EU legislation in this area.

Over all these years, the EU Court of Justice case law has been instrumental in promoting the free movement of people.

### From workers to citizens

The freedom of movement of workers spearheaded that of citizens at large. In 1985, the original founding Member States created the Schengen Area, suppressing internal borders between them. In 1992, the Schengen Agreement was mainstreamed into the Maastricht Treaty, which also introduced the concept of European citizenship. In fact, the Maastricht Treaty extended the right of free movement to all EU citizens, irrespective of whether they are economically active or not.

As far as workers are concerned, a big step was taken in 1993 with the creation of EURES, a network of the public employment services of the Member States plus Norway, Iceland, Liechtenstein and Switzerland, coordinated by the European Commission (see page 20).

In 2004, the 1968 Regulation was amended by a Directive (which Member States need to transpose into their national legislation) setting out specific rules and conditions applying to free movement and residence of citizens at large. In particular, it specified the rights of the family members of the mobile EU workers, including those members who do not have the nationality of an EU Member State.

In 2011, the 1968 Regulation was consolidated and transformed into a new Regulation. Today, the Regulation that serves as a basis for the free movement of workers and their families is therefore Regulation n°492/2011 on the rights of EU workers to move within the EU.

### Rising concerns

Around that time, some Member States started expressing their concerns about potential abuses of EU free movement legislation and about the strain on education, housing and infrastructure



**Work in progress:** EU free movement of workers’ legislation was first adopted in 1968, when the European Commission’s headquarters was being built.

## SPECIAL FEATURE



## Complaints mostly about discrimination

Since 2014, the European Commission's Directorate General for Employment, Social Affairs and Inclusion has been receiving on average 40 complaints a year concerning the way EU freedom of movement of workers legislation is being implemented. Since 2016, these figures include complaints about the posting of workers, which have increased with the entry into force of the 2014 enforcement Directive (see following box).

Complaints often relate to residence requirements, e.g. to have lived for ten years in a municipality in order to get a job in the infrastructure maintenance sector of that municipality. The requirement of having an unreasonably high knowledge of the language of the country has also been the subject of complaints.

The Commission ruled that such a residence requirement was indirectly discriminatory, as it places EU jobseekers at a disadvantage compared to residents of the municipality who are likely to be mostly nationals. As for the language requirement, it must be reasonable and related to the job in question. It cannot constitute grounds for excluding workers coming from other EU countries.

In 2016, EU movers were only slightly out-numbered by third-country (non-EU) nationals, among all foreign nationals in the EU countries taken as a whole.

**Equality:** EU law requires that mobile workers are protected against discrimination by specific bodies that can provide legal advice.

produced by large and sudden influxes of people from other EU countries in some localities.

On its side, the European Commission identified that one of the main obstacles facing EU citizens who want to move from one EU country to another was the divergent and incorrect application of EU law on the right to free movement by Member States, at national or local level.

As a result, in 2013, the Commission published a paper laying out a series of initiatives designed to help national and local authorities implement the free movement of people legislation. For example, help with making further use of the European Social Fund to tackle social exclusion and exchanging best practices among local authorities. It also decided to help them train their staff thanks to a specially-designed online training module.

And in 2014, a new Directive was adopted to facilitate the exercise of workers' freedom of movement rights. It insists on the principle of the prohibition of discrimination of EU workers and members of their family. Member States should ensure that any administrative decision affecting a mobile worker may be challenged before a tribunal. Associations including social partners should be empowered to engage on behalf of or in support of any alleged victims of discrimination.

### Free movement bodies

In particular, the 2014 Directive requires EU countries to ensure that mobile workers are protected from discrimination by dedicated bodies, which should provide independent legal and/or other assistance (e.g. legal advice, information about complaint procedures, assistance in legal proceedings etc.).

## SPECIAL FEATURE



© Belga Image

**Digital breakthrough:** The digital revolution will facilitate cross-border cooperation between national administrations as well as the provision of information to mobile workers.

Each of these bodies should act as a contact point and cooperate across the EU with the others. In a general way, Member States should establish how EU citizens – be they workers, students or recent graduates – as well as employers, the social partners and other interested parties, can be provided with easily accessible and relevant information on the provisions of the 2014 Directive and of the 2011 Regulation.

In 2016, a new EU Regulation was adopted to turn the EURES network into a more pro-active instrument, dealing with the whole cross-border job placement process: from information and advice to job matching; from pre-recruitment preparation to post-placement assistance (see page 20).

Finally, on 13 March 2018, the European Commission put forward a proposal to create a European Labour Authority (see page 10) which will help the national, regional and local authorities cooperate more fully and efficiently when implementing EU free movement, social security coordination and posting of workers legislation (see box).

### Digital revolution

Looking back on fifty years of free movement of people legislation, one realises what a momentous revolution it represents.

A second revolution will probably boost it: the digital revolution, which should greatly facilitate cross-border cooperation between national administrations as well as the provision of information to workers.

### More information:

<http://europa.eu/!WN34yr>

## Posted workers – free movement of services


In 1996, the EU adopted a Directive setting minimum social guarantees for posted workers sent temporarily by their company to another EU country to provide services there.

However, since 1996, the economic and labour market has changed considerably. New countries have joined the EU and wage differences between Member States have increased, as well as labour mobility in general (see page 14).

In 2014, the EU therefore adopted a Directive to help EU countries better enforce the 1996 Directive by clarifying some of the rules (see *Social Agenda* n°30).

And in 2016, the European Commission proposed a revision of the 1996 Directive itself. It lays down the principle of fair mobility, including equal pay for equal work at the same place, as opposed to the minimum pay requirement contained in the 1996 Directive. At the time of printing, the proposal was making headway in the EU decision-making process.

## SPECIAL FEATURE



# EURES – Reading a German CV or job offer in Spanish

© Belga Image

**Pointing to where the jobs are:** A strengthened EURES will direct job seekers and job changers to where the jobs are throughout the EU.

## Step by step, the pan-European EURES network of employment services is turning into a fully-fledged job placement instrument

Back in 1968, the first free movement of people law to be adopted, by what was then known as the European Economic Community, called for the employment services of the Member States to cooperate closely with each other and with the European Commission.

This, “with a view to acting jointly as regards the clearing of vacancies and applications for employment within the EU and the resultant placing of workers in employment”.

Easier said than done. In 1993, EURES, a European network of public employment services of EU countries - but also Norway, Iceland, Liechtenstein and Switzerland - was created and managed by the European Commission.

And in 2016, a new EU Regulation was adopted to turn this network into a more pro-active instrument, dealing with the whole cross-border job placement process: from information and advice to job matching; from pre-recruitment preparation to post-placement assistance (see *Social Agenda* n°37).

### New services

New services have been created, such as the possibility to up-load one’s CV onto the central EURES platform, where it is made understandable to employers in all the participating

countries, thanks in particular to the new version of the European classification of Skills, Competences, Occupations and qualifications (ESCO) that was launched in 2017 (see *Social Agenda* n°49).

Other services are being improved and all are being streamlined with the employment services provided in the member countries: not just by the national public employment services but by private temporary work agencies, non-governmental organisations, trade unions, industrial and employers’ associations... So long as they subscribe to a set of principles laid down by the 2016 Regulation.

The EURES member countries are now in the process of creating networks of partners that they will manage themselves, with the help of EU funds such as the European Social Fund. And each country has appointed national contact points.

As for the European Commission, it runs the central EURES on-line platform and supports the national networks’ awareness raising and training efforts.

### By 2021

The full package of EURES services, called for by the 2016 Regulation, should be available by 2021.

Step by step, the European Commission is thrashing out the details of the operational framework that will allow the national networks to operate in a coherent way: standards for the publication of CVs and job vacancies, templates to plan their activities and admit new members etc.

So, what will EURES look like in three years' time?

In any of the EURES member countries, job seekers who wish to be registered with a EURES employment service, whether public or private, will be asked if they want their CV to be made available to employers throughout Europe.

If they agree, their CV will be transmitted to the EURES IT platform, where it will be matched with all the vacancies available in the web site. The job seekers will be able to search through these vacancies in their own language: Thanks to ESCO, a German CV or vacancy offer registered in EURES can be found and understood by a Spanish employer or job seeker.

Job seekers interested in a vacancy in another European country will also find practical information on the labour market of the relevant country, as well as support for getting in touch with a potential employer.

### Structural mismatch

Structural mismatch between the supply and demand for labour is a big part of the rationale behind the EURES reform. This is partly due to limited geographical mobility within the European single market, which hinders both economic recovery and long-term growth.

Addressing mismatches and imbalances in a much wider, pan-European perspective, as EURES does, should lead to more intra EU labour mobility and therefore increase economic activity and employment levels.

A strengthened EURES will direct job seekers and job changers to where the jobs are. It will also provide an easier and real-time access to these jobs. And it will present employers, notably small and medium-sized enterprises, with a wider pool of

candidates, where they can find the skills they need to develop their businesses.

As we were going to print, there were 1 553 420 vacancies and 2 916 373 posts available on the EURES portal (a vacancy can sometimes cover several posts) in the "Job vacancies" section. And 370 806 CVs were being displayed on the portal.

With the reformed EURES due to be fully operational by 2021 (see also page 27), this is only a starting point.

#### More information:

<https://ec.europa.eu/eures/>

## Drop'pin to EURES

Since January 2017, the EURES portal is also the gateway to Drop'pin@EURES: A web site launched in 2015 by the European Commission targeting young people.

In February 2018, Drop'pin@EURES was displaying 848 opportunities for traineeships, apprenticeships, mobility support, coaching and e-learning, stemming from 352 companies and organisations.

Part of the EURES portal self-service section, Drop'pin@EURES connects young people to opportunities offered to them directly by companies and organisations that are not part of the EURES network. These opportunities are therefore accessible without having to go through a public employment service.

Drop'pin@EURES also publishes articles on practical issues of its own making or written by companies and organisations. Available in all languages, these articles are shared with social media outlets to ensure that they reach their target: the young.



**Cross-border job placement:** A EURES consultant talking to Polish workers who are considering working in Germany.

## SPECIAL FEATURE


 A woman with long brown hair and glasses is sitting at a desk, leaning her head on her hand while reading a large document. The background is slightly blurred, showing a window with curtains. The text '60 years – The free movement of social security protection' is overlaid on the image in a large, white, sans-serif font.
 

# 60 years – The free movement of social security protection

**Clarification:** The latest up-dating proposal clarifies the rights of “non-active” citizens moving abroad and the rules on long-term care benefits.

## 2018 also marks the sixtieth anniversary of EU cross-border social security coordination legislation

A pre-condition for the free movement of people, cross-border social security coordination was put in place in 1958 (Regulations 3/1958 and 4/1958) - ten years before the first EU law on the freedom of movement of people came into force (see page 16).

Indeed, to be able to really move freely between the EU Member States plus those of the European Economic Area (Iceland, Liechtenstein, Norway and Switzerland) - whether to go on holiday, study, work temporarily or settle down on a permanent basis - people must enjoy uninterrupted social security protection.

The EU rules are therefore designed to build bridges between national social security systems, so that they can cooperate when delivering the whole range of social security benefits to mobile citizens: sickness benefits, maternity and equivalent paternity benefits; old-age pensions; pre-retirement and invalidity benefits; survivors' benefits and death grants; unemployment benefits; family benefits; and benefits related to work accidents and occupational diseases.

### On-going revision

Since 1958, these rules have been regularly updated and the latest revision was launched by the European Commission in

December 2016. Promoting the commitment to “fair mobility”, which is a hallmark of the Juncker Commission, the 2016 proposal facilitates free movement of workers, protects their rights and sets clearer procedures to address potentially unfair practices or abuses.

It clarifies the rights of non-active citizens (not working nor actively looking for a job) moving abroad, as well as the rules on long-term care benefits in cross-border situations (see *Social Agenda* n°48).

It also updates the rules on unemployment benefits people are entitled to in a cross-border situation. Moreover, it offers national authorities better tools to check the social security status of posted workers (sent to work in another EU country by their employer).

At the time of printing, this proposal was making headway through the EU decision-making process.

### Going digital

However, cooperation between national administrations is also very much about practicalities, in particular high tech ones.

## Millions of people concerned

17 million Europeans now live or work in a Member State other than that of their nationality. This figure almost doubled over the last ten years.

Every day, 1.4 million Europeans commute to another Member State to go to work.

There are 2.3 million posting operations going on to carry out services in another Member State on a temporary basis.

In approximately 28 000 cases, jobseekers were authorised to export their unemployment benefits to another country to seek work there.

In July 2017, the Commission launched the software for an Electronic Exchange of Social Security Information System (EESSI). The 32 countries involved in European social security coordination have until July 2019 to connect their approximately 15 000 social security institutions as part of this system and do away with paper-based exchanges.

This new electronic system will make it quicker, easier and safer for all the social security institutions across the EU and the European Economic Area to exchange information. Thanks to standard electronic forms and procedures, institutions will be able to collect more correct and complete data. They will therefore be in a position to better fight fraud, spot errors and generally coordinate with each other.

EESSI will also benefit mobile citizens, as they will see their social security benefits calculated quicker and more efficiently.

For example, if a person who worked in Estonia, France and Italy throughout her career asks the Italian social security institution to calculate her pension, this institution will get in touch with Estonia and France through EESSI to digitally obtain the data it needs to calculate the pension.

### Missing link

The next step will be to make interactions between mobile persons and administrations easier and quicker too.

For the time being, people still have to carry around paper forms proving their social security coverage when they move from one EU/EEA country to another: The missing link in terms of cross-border social security digitalisation.

The Commission is working on developing a European Social Security Number: A digital identifier due to make existing systems interoperable.

Millions of tourists and persons who travel, live and work in another EU country could thus easily prove that they are covered at home, and get quicker and easier access to the benefits to which they are entitled, knowing that their personal data will be fully protected.

This would facilitate the portability of rights across borders. It would allow for real-time identification and verification of coverage. It would also reduce risks of errors and fraud resulting from the use of paper documents. Moreover, it would simplify the work of administrations at all levels.

The Commission is engaging with Member States and stakeholders and will come forward with an initiative later this year.

**More information:** <http://europa.eu/!rk74hW>



**Simplification:** The next step is to make interactions between mobile persons and Social Security administrations easier and quicker.

## EU FUNDING

# Innovative cross-border support to **posted** workers

For two years, the European Commission funded a project involving trade unions and labour inspectors from nine countries

From 1 December 2014 to 30 November 2016, the EU programme for Employment and Social Innovation (EaSI) funded a project called “For a fair and responsible posting”.

In 2014, around 1.9 million workers were being posted by their company, based in an EU country, to another EU Member State. 45 % of them were working in the construction sector. With approximately 230 000 posted workers, France was the second most frequent host country.

Due to problems posed by linguistic barriers in particular, it was crucial to develop an innovative approach for improving law enforcement and ensuring that the rights guaranteed to posted workers were better upheld in practice.

### Nine countries

The “Fair and responsible posting” project aimed to create an operational cross-border network that could provide effective support to posted workers. It covered Belgium, Bulgaria, France, Germany, Italy, Poland, Portugal and Spain, and involved 268 people altogether (96 women and 172 men).

The main output of the project was the creation of REDER, a network of contact and information points, in the participating countries. Representatives of both the labour inspectorate and the trade unions were involved, except in Germany.

The REDER network developed its own communication platform, which was equipped with an instant translation programme. This enabled the network members to share information and create working groups to respond to concrete issues.

The network started informing posted workers of their rights. Seven types of brochures containing concise information on labour law and fraud awareness were disseminated in 10 languages (the languages of the countries involved, plus English) to over 40 000 posted workers on construction sites, in supermarkets and churches, as well as via trade unions. They were specifically written either for “sending” or “host” countries.

It also organised seven European seminars, so that its member could develop a common understanding of posting of worker issues. As a result, they were in a position to share good



**Polish workers in the Netherlands:** The “Fair and responsible posting” project aimed to create a cross-border network that could provide effective support to posted workers.





**Labour inspector in action:** Representatives of the national labour inspectorates, as well as of the trade unions, of the participating countries were involved in the network.

## A project supported by EaSI

The "For a fair and responsible posting" project was funded by the Employment and Social Innovation (EaSI) programme, a financing instrument managed directly by the European Commission. It brings together three EU programmes that used to be managed separately: PROGRESS, EURES and Progress Microfinance.

Since 2014, these programmes form the three axes of EaSI. They support the modernisation of employment and social policies (PROGRESS axis, 61 % of the total budget); job mobility (EURES axis, 18 % of the total budget); and access to micro-finance and social entrepreneurship (Microfinance and Social Entrepreneurship axis, 21 % of the total budget). The total budget for 2014-2020 is €919 469 000 in 2013 prices.

The aim of EaSI is to strengthen ownership of EU objectives and coordination of action at EU and national level in the areas of employment, social affairs and inclusion. It is also to support the development of adequate social protection systems and labour market policies, modernise EU legislation and ensure its effective application.

EaSI promotes geographical mobility. It also increases the availability and accessibility of microfinance for vulnerable groups and micro-enterprises and social enterprises' access to finance.

practices and assess the effectiveness of legal frameworks in each Member State. They could also assess the powers of labour inspectorates to step in and the procedures designed for trade unions in each country.

The network members visited two construction sites: that of the Dunkirk Methane Terminal and of the Antwerp dams. They noticed

discrepancies between the description of the work provided by companies to the posted workers and the real situation that they observed. The site visits gave network members a chance to identify their strengths, weaknesses and complementary.

### Wide audience

All the material used in the seminars was distributed to the members of the REDER network and is available on its website.

Altogether 2 000 copies of the final report of the project were printed and distributed to a wide audience, including the International Labour Organisation, the European Federation of Builders and Woodworkers, the Building and Wood Workers' International and members of the European Parliament.

The results of the project were communicated to the members of employers' organisations and the European Economic and Social Committee during high-level meetings.

In addition, the project's activities were covered in 5 newspaper publications, 3 training events of trade unions and 2 publications by trade unions; 5 promotional videos on Vimeo and 2 broadcasts on TV and radio.

### Still going

The REDER network carried on operating after the official end date of the project. It has expanded its capacity by setting up training programmes in the nine countries of the project.

It has even started developing software for smartphones, tablets and personal computers for posted workers so that they can contact the network. It will contain 20 questions translated into 10 languages regarding work time, remuneration, illegal withholding from salary, housing conditions and transport.

### More information:

<http://europa.eu/HM39DK>

## OTHER VOICES

# Free movement

- doing more for those most in need



**Jean-Christophe Bonnini:** *Pôle emploi* created 40 on-line services to support people looking for a job in another European country.

Freedom of movement of people is one of the pillars of the European Union. It allows each and every European citizen to freely move across European boundaries. It represents one of the fundamental values but it is also a genuine opportunity for those looking for a job or for employers looking for skills.

Being allowed to go and work in another country without having to bother about visas or to worry about one's entitlement to unemployment insurance whilst benefiting, if need be, from assistance on the part of an employment service adviser, must not be restricted to the happy few. It must be available to all, regardless of diploma, age or professional experience.

This is one of the strategic lines of action implemented in France by *Pôle emploi*.

Since June 2016, *Pôle emploi* offers a series of services specialised in European mobility, which reinforce our strategy. These services are based on the fact that we believe that European mobility is an asset for all job seekers, as well as for all recruiters.

Through the ERASMUS+, YOUR FIRST EURES JOB and REACTIVATE programmes, *Pôle emploi*, in the framework of EURES and more generally of all it does to assist job seekers, would like everybody to have access to the possibility of enjoying this freedom of movement and widen the scope of their job search.

At *Pôle emploi*, we have decided to "do more for those who are most in need". In the context of European mobility, this means the possibility to benefit from ERASMUS+ funding when one is looking for a job, so as to learn a foreign language, benefit from being embedded in another European country, to master new ways of working but also to develop one's personal skills that will make a difference when looking for a job.

It also means implementing European mobility assistance programmes YOUR FIRST EURES JOB and REACTIVATE as we have seen, together with other actors in the employment area, that one of the obstacles to the European mobility of citizens was financial risk. These two programmes address this obstacle, especially as far as vulnerable people are concerned.

*Pôle emploi*, through the *Emploi Store* platform (<https://www.pole-emploi.fr/actualites/emploi-store-@/index.jspz?id=213608>), makes available to all citizens a series of services designed by itself or by its partners. There again we have opted for creating a space dedicated to mobility, with 40 on-line services which support job seekers, both to prepare their move and to allow them to improve their knowledge of the host country's labour market or to test their language skills and benefit from language training.

Last but not least, as part of their mission of accompanying professional transitions, advisers take into account the desire to move across Europe when it is expressed directly by the job seekers, or even suggest that they undergo a mobility experience to gain complementary skills. In which case the job seekers are taken in charge by advisers that are specialised in mobility issues and in the host country and who will guide them on their way back to the labour market.

Just as that of all the other public employment services, *Pôle emploi's* aim is to guide the job seekers towards the recruiters. The April 2016 EURES Regulation points to the same direction: Focusing our action on job placement and recruitment. This confirms employment actors' endeavour to make European mobility one of the elements that facilitate the quest for a new job.

**Jean-Christophe Bonnini**  
EURES National Coordinator, France

# Ensuring **fair** mobility

Denis Genton is head of the European Commission's free movement of workers service



**Moving up a gear:** "It is time to move up a gear and build upon what we have achieved, simplifying and rationalising things in the process."

## **You come from a cross-border region, in France, and now you are in charge of the service responsible for intra-EU free movement of people?**

Yes I come from Alsace-Lorraine, where people changed nationalities four times in around 75 years. Today the context is completely different, thanks to all the work done at EU level, even if many challenges and obstacles remain to achieve free movement across the EU.

## **One of the great achievements is EURES, the European network of employment services**

EURES is working particularly well in cross-border regions, where we fund specific mobility projects but it is also present all over Europe. It is undergoing a major revolution since 2016. At present we are trying to make the IT systems of the national EURES networks work together. This will allow them to set up the premises of a proper European job placement tool.

## **The 50th anniversary of free movement of people EU legislation coincides with the proposal to create a European Labour Authority (ELA)**

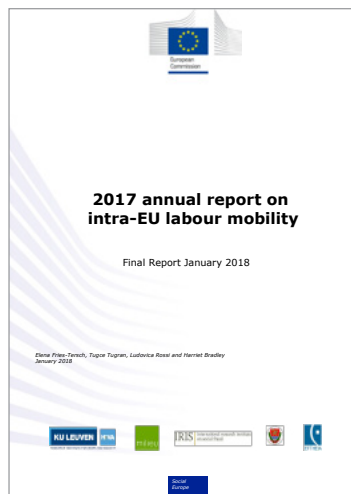
It is time to move up a gear and build upon what we have achieved, simplifying and rationalising things in the process. ELA will be a one-stop shop, providing detailed information to workers and business. It will strengthen operational cooperation between Member States. This in turn could open the way to mediation and to coordinated on-the-ground investigations.

## **Does your past experience in budget management help you in your present position?**

Yes, I am keen on reporting! In 2017, we managed to convince the EURES network to agree on a performance measurement system made up of a couple of indicators that they will have to report on. This in turn will help us report to our various stakeholders and to the EU budgetary authorities, showing very telling figures on what is being achieved on the ground. This is about budget for results!

## **Your service is also in charge of the posting of workers legislation, which has to do with free movement of services but also involves people moving to another EU country. How do free movement of services and that of people inter-act?**

Posted workers are different from EU mobile workers in that they remain in the host Member State temporarily and do not integrate its labour market. But it is true that both free movement and the posting of workers are about cross-border mobility. What matters here is that this mobility be fair.



## Labour mobility: health professionals no exception

Contrary to conventional wisdom, EU countries do not rely more on health professionals coming from other Member States than on professionals of other sectors, according to the 2017 report on intra-EU labour mobility. This, in spite of the fact that an EU law facilitates the Europe-wide recognition of the qualifications of many of the health professions.

In 2016, there were 184 000 doctors, nurses, midwives, dentists, pharmacists and veterinarians and 168 000 medical and pharmaceutical technicians, nursing and midwifery associate professionals etc., aged from 20 to 64 years old, living in a Member State other than their EU country of nationality. Of these, 20 % were medical doctors and 40 % nurses. In addition, there were 257 000 personal care workers living in another EU country.

Together, these three groups represent about 7 % of all employed EU movers. In 2016, some 11.8 million EU citizens of working age were living in an EU country other than their own.

Apart from the mobility of health professionals, the report focuses on the gender dimension of mobility and on language: to what extent is it a barrier to cross-border mobility in neighbouring regions (see page 14)?

Catalogue n°: KE-BQ-18-001-EN-N

### European Qualifications Framework: Supporting mobility

The European Qualifications Framework for lifelong learning (EQF) aims to improve the transparency, comparability and cross-border portability of people's qualifications. It was set up in 2008 as a common reference framework of qualifications, expressed as learning outcomes at increasing levels of proficiency. The framework serves as a translation device between different qualifications systems and their levels. It is intended to benefit learners, workers, job-seekers, employers, trade unions, education and training providers, qualification recognition bodies and government authorities (including international organisations).

Catalogue n°: KE-01-18-211-EN-N

### Non-standard work: Six case studies on access to social protection

These case studies support the impact assessment of the European Commission initiative on 'Access to social protection for workers and the self-employed'. They examine gaps in access to social protection for specific types of non-standard forms of employment in Germany, Italy, the Netherlands, Poland, Romania and Spain.

<http://europa.eu/!tr48Dq>

### Minimum wage: Its impact on employment

Statistically significant negative effects of the minimum wage are found for young adults (ages 20-24). A 10 % increase in the minimum wage is associated with a 1.5 % to 2 % decrease in the employment rate of young adults, an estimate that is consistent with the range found in the previous literature. At the same time, results are unstable for the broader youth age group (ages 15-24).

Catalogue n°: KE-BM-18-001-EN-N

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To subscribe to the 'Social Agenda' magazine or to other publications of DG Employment, Social Affairs and Inclusion, please fill in the registration form available at: <http://ec.europa.eu/social/main.jsp?catId=740&langId=en>

### READERS' SURVEY

Nearly six years after the previous survey, we would love to have your opinion on various aspects of "Social Agenda". Please respond by 30 June to the on-line readers' survey which you will find at the following address:

<https://ec.europa.eu/eusurvey/runner/SocialAgenda2018>