



## Mobility matters

European Commission



In a recent Eurobarometer poll, 53% of EU citizens – when asked what Europe represents for them – answered *freedom to travel and work in the EU*. This came above our common currency, the Euro, with 44% and peace with 36%. The numbers are a clear support for all of us, trying to facilitate the mobility of workers in Europe.

It is remarkable, however, that so far only around 2% of Europeans in working age actually live in an EU country other than their country of origin and make use of their right of free movement. At the same time we are witnessing the paradox that European unemployment remains high (8.9%), while between two and three million job offers are not filled. It's obvious that the EU cannot fulfil its ambitions in terms of competitiveness unless it creates a better match between offer and demand.

In order to support mobility, the European Union decided to set up EURES, the European Employment Service. Today, some 750 EURES advisers in 29 countries offer help for employers and employees interested in finding respectively staff or work in another European country. Additionally, all national public employment services link their job offers to the EURES website, where they can easily be consulted.

EURES provides the means and tools for workers' mobility, but Europeans still need to become aware of this opportunity. The European Commission has therefore decided to improve the visibility of EURES and reach out to those concerned.

Our recently launched newsletter *EURES & You* will provide facts and figures on the European employment market and success stories on mobility in Europe four times a year. Through this newsletter, we hope to encourage you to benefit from our unique service towards better achieving your employment goals.

I look forward to receiving your feedback on this first issue of *EURES & You*, which will help us to constantly improve this new communication tool.

**Nikolaus van der Pas**  
Director General

## Workers' mobility between New Member States

Contacting the EURES network has proven to be a success for companies and prospective employees from the so-called New Member states. For Vladimir Radošević, a young chemistry graduate from Slovenia, who successfully transferred to Cyprus, workers' mobility in an enlarged European Union went from a dream to becoming a reality.

Before Slovenia's accession to the European Union in May 2004, Vladimir Radošević, like many other new EU citizens, considered seeking employment in one of the 'old' EU-15. "I had just obtained my degree and like most of my colleagues, decided to look for a job in the UK. At that point I did not even consider working in any other New Member state," Radošević told *EURES & You*.

In the meantime, Georgios Spyrou, EURES Adviser in Nicosia, Cyprus, was contacted by Remedica Ltd., a Cypriot pharmaceutical company that was looking for Quality Control Analysts. Spyrou didn't waste any time and put the vacancy advert on the public EURES portal (<http://eures.europa.eu>). Slovenian EURES Adviser Katarina Zajec, from 2,000 km away, became aware of this interesting job opportunity, translated the ad into Slovenian and published it on the national EURES website. The few applications that she received did not meet the necessary qualifications and as the deadline to apply for the job passed, the advertisement was removed from the website.

Soon afterwards, however, Vladimir Radošević contacted the Slovenian EURES office looking for employment. "I found out about the EURES network when I was surfing the Internet in search of a job," he told us. Even though Radošević was still looking for a position in the United Kingdom, EURES Adviser Zajec realised that he ideally fit the vacancy in Cyprus. She made immediately sure that the company was still looking for employees and – after a quick exchange of information – an interview in Cyprus was arranged. As it turned out, both sides were eager to sign a contract. Vladimir Radošević was provided with an apartment and help in transferring to his new job.

"It has been over two years now that I have been working with Remedica and I am very happy with the way it has all turned out," Vladimir Radošević said. His employer is obviously happy as well. They have already contacted the EURES office in Slovenia with a request to post additional advertisements.

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## Staff executives support workers' mobility

Europe faces remarkable regional disparities in the availability of specialised workers, making a mobile labour force increasingly important for employers. Around 50 participants followed the invitation to attend in October the first ever EURES meeting of staff executives from the Lake Constance area. The meeting, *International Personnel Recruitment*, was organised by the regional Crossborder Partnership *EURES-BODENSEE* and the *Industrie- und Handelskammer (IHK) Thurgau*, an association of more than 600 industry, trade and service companies in the Swiss canton Thurgau.

Both job seekers and potential employers face a multitude of mobility obstacles, such as different legal systems, problems with the recognition of diplomas, but also distinctive cultural conventions. The meeting had the task to recognise these obstacles and debate – with a special focus on the region – possible solutions. The working groups identified numerous factors to enhance job mobility. Better social integration, improved cooperation with schools and universities, the supply of comprehensive 'Welcome packages' were on top of the list, but also the necessity for domestic stakeholders to open up mentally.



Staff executives meeting

These factors eventually led to a comprehensive set of proposals for concrete action. Stronger identification with the brand 'Lake Constance', better exchange of information and best-practice examples, measures for better integration of employees, such as language courses, accommodation, and stronger involvement in relevant political decision-making, were a few of many useful ideas. The benefits of building strong networks between employers and employment agencies

are apparent: mutual understanding, swift flow of information as well as a joint strategy for better supply with adequate jobs and qualified staff.

A meeting report (German only) can be downloaded from the *EURES Bodensee* website <http://www.jobs-ohne-grenzen.org>.

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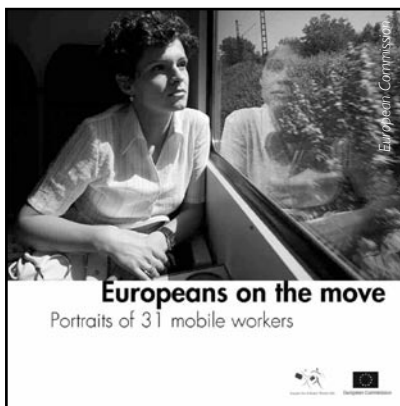


## > Fear of losing friends hinders mobility

A recent analysis by Eurofound, the European Foundation for the Improvement of Living and Working Conditions, revealed that Europeans are positive about mobility in theory, but less so in practice. The latest Eurobarometer results present 62% of EU citizens as positive towards mobility, while only 4% of them have ever moved to another EU country and less than 3% to another country outside the EU. Only 3.1% indicate that they might move to another EU country in the next five years.

Europeans tend to welcome the chance to discover a new environment, expectations of better working conditions and a higher household income as major inducements for labour mobility. However, the factors that keep 95% of Europeans at home seem almost impossible to be overcome - most consider the risk of losing their social network and support from friends and family as the main drawback. <http://eurofound.europa.eu>

## > Europeans on the move released



Europeans on the move

Greek restaurant *Notos* in Brussels was the venue for the presentation on 12 October of a new publication on workers' mobility in Europe. Its owner Constantinos Erinkoglu is one of 31 *Europeans on the Move* featured in this unique collection. The book presents people from current and future EU and EFTA Member States who live and work in another European country. EU Commissioner Vladimír Špidla emphasised that job mobility opens the door for Europeans to new languages, new cultures and new working environments. Despite these benefits, less than 2% of EU citizens live and work in another EU country, while nearly 40% of the European workforce has not changed employer for the past 10 years. *Europeans on the Move* describes the personal accounts of 31 Europeans of all ages, professional levels and sectors of activity. It provides a rare insight into what it is like to move for work - including not

only the positive aspects of their experience, but also the challenges they have faced along the way. The publication can be obtained for free at the EU online bookshop.

<http://bookshop.europa.eu>

## > EURES Info-Bus 'Crossborder Express'

The *European Mobility Roadshow* was only one of two EURES info-bus projects in the framework of the European Year of Workers' Mobility. The so-called *European Crossborder Express* had been initiated by five 'Crossborder Partnerships' in the Netherlands, Belgium and Germany, and was supported by the respective employment services CWI / EURES (NL), VDAB / EURES (BE), and Agentur für Arbeit / Europa-Service (D). Between 16 and 28 October, the bus went to 13 locations in the border regions to raise awareness about cross-border labour mobility and employment opportunities.

The successful info-bus project attracted around 600 visitors, who received expert advice from the on-board EURES team, and was covered by 10 newspaper articles, seven radio and three TV reports.

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(Coordinator Ems-Dollart Region Cross border Partnership).

## > New women mobility portal launched

AFAEMME, the Association of Organisations of Mediterranean Businesswomen, launched this September on occasion of the *Mobility and Equality* event in Palma de Majorca an online *Women Mobility Portal*.

The portal acts as a de-facto search engine for MISSOC, the European Commission's *Mutual Information System on Social Protection*. It enables users to retrieve above all 'women-centric' information on mobility, such as one's rights in the areas of unemployment, maternity, long-term care or family when moving from one Member State to another.

At this time, eight countries in the Mediterranean basin and the Baltics are included in this tool, but it is envisaged that eventually the rest of the EU will be covered. The portal was co-financed by the European Commission in the context of the European Year of Worker's Mobility (2006) and in coordination with the EURES portal.

**Links:** <http://www.womenmobility.org>  
AFAEMME [www.afaemme.org](http://www.afaemme.org)

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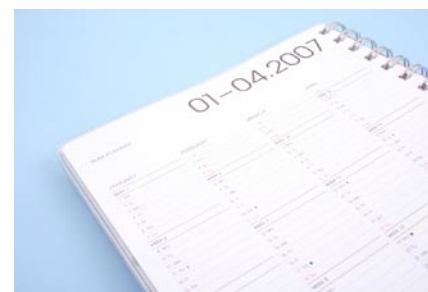
## > 2007 European Year of Equal Opportunities for All

The European Union has designated the year 2007 as *European Year of Equal Opportunities for All* and defined three key aims:

1. making European Union citizens aware of their right to non-discrimination and equal treatment;
2. promoting equal opportunities for all - access to employment, education, in the workplace or in the healthcare sector;
3. promoting the benefits of diversity for the European Union.

Activities during the theme year will focus on any kind of discrimination that may be addressed at the European level, whether connected to race or ethnic origin, religion or beliefs, age, gender, sexual orientation or disability. Special focus will be given to the phenomenon of *multiple discrimination*, characterised by individuals suffering from unequal or unfair treatment for several reasons. [http://ec.europa.eu/employment\\_social/equality2007/index\\_en.htm](http://ec.europa.eu/employment_social/equality2007/index_en.htm)

## > Upcoming events



> **22-26 January 2007:** European-Job-Tour, Bremen, Hamburg, Magdeburg, Berlin, Rostock ([Hamburg-ZAV-europaservice@arbeitsagentur.de](mailto:Hamburg-ZAV-europaservice@arbeitsagentur.de))

> **30-31 January 2007:** Launch conference of the European Year of Equal Opportunities for All, Berlin

> **18-20 April 2007:** Conference on Workplace Health Promotion - Integrative Workplace Health Management, Åre/Sweden (<http://www.niva.org>)



## > The European Mobility Road Show

A European Year of Workers' Mobility clearly had to feature some mobile activities. The European Commission thus decided to support the *European Mobility Road Show*, an information bus touring nine European cities between 22 September and 19 October.

In cooperation with 10 public employment services across the EU, the crew of this colourful, 15-metre long bus provided information about the services of EURES – with its network of 750 advisors in different EU regions and cities – and about living and working abroad. As a special on-bus feature, visitors had the possibility to try out the European Commission's Job Mobility Portal and surf through thousands of job postings.

The tour kick-off on 22 September took place on Place de la Bastille in **Paris**, at the headquarters of *L'Espace Emploi International*, the mobility network of the French employment services ANPE and OMI. Representatives of major companies such as Disneyland Resort Paris, Crewlink (hires and trains airline cabin crews), or Sol Mélia (hotels and resorts) underlined the importance given by the business sector to job mobility in Europe and to EURES.

**Kiel** was the next stop on 25 September, where the German employment service was joined by EURES advisors from Austria, Germany and Slovakia. The experts presented the functioning and resources of the EURES network and provided information on the benefits of a common European labour market to job seekers and enterprises. Job mobility is of particular relevance for this Northern German region, which currently faces a 17% unemployment rate.

The two-day *European Job Fair* in **Helsinki** on 29 and 30 September was, in light of the

Finnish EU Presidency, of particular symbolic value. Being one of about 500 related events all over Europe, it invited visitors to learn about European employment opportunities and the services of EURES. Moreover it was the occasion for the launch of a broad information campaign directed at employees, students and young people alike. The mobility bus, placed on Helsinki's central square, served as an outstanding landmark for workers' mobility.

**Riga** was the next bus stop on 3 October, where the idea of professional mobility was presented to the Latvian public. Remarkable elements of this particular event were an immense column with national and European employment ads and a giant puzzle of the enlarged European Union, familiarising Latvians with its geography.

On 6 October, a 'mobility village' was set up around the Mobility Bus when it stopped on **Warsaw's** Zamkowy square. The information provided in and around the bus was targeted especially at younger Poles with a high motivation for taking advantage of workers' mobility benefits in Europe.

A commercial centre on the outskirts of **Prague** instead of the tourist-crowded inner city was chosen for the next stage of the tour. EURES advisors focussed throughout 9 October on the presentation of numerous success stories, thereby providing a less theoretical view on labour mobility. Currently, Czech people have in comparison to other EU citizens shown rather little interest in this opportunity.

Three days later, the Mobility Bus made a halt in the Southern Hungarian university town of **Pecs**. The choice of location was meant to reach out to students and young people – often active participants in the mobility process.

**Milan**, capital of the progressive and internationalised region of Lombardy, hosted the road show on 16 October. Being a driving force for labour mobility, Milan is also an attraction pole for university students. Besides holding a conference on EURES, the organisers picked a rather original way to promote the event. International job offers were exuberantly announced through loudspeakers, placed around the mobility bus.

Finally, the *European Mobility Road Show* closed on 19 October. Commissioner Vladimir Špidla proudly welcomed the EURES mobility bus at the steps of the European Commission in **Brussels**. A highly successful initiative presented in an original and innovative way what is one of the essential rights of EU citizens – to move and work freely in any other EU Member State.



EURES takes a ride

## THE EURES MOBILITY BUS

### > Facts and figures

- 9 cities in 9 EURES countries
- 22 September - 19 October 2006
- 15 metres of information on wheels

### > Contact information

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EURES Mobility Bus



## > “Europe will see an even more integrated labour market”

EU Commissioner Špidla answers *EURES & You*

**EURES & You met with our very mobile EU Employment Commissioner Vladimír Špidla on occasion of the European Job Fairs taking place across Europe the 29th of September.**

*The European Year of Workers' Mobility comes to an end. Has it achieved the desired goals?*

*Our expectations have by far been exceeded and the Europe-wide response has been very positive. The European Year strongly has contributed to the recognition of 'Free Movement' and 'Mobility' as fundamental values of our society.*

**Given the huge support by the EURES network for the European Job Fairs - do you see this labour market initiative develop into a regular annual European element on the events calendar?**

*We expected around 30 events, but eventually ended up with more than 500 in about 300 locations. This fantastic foundation must of course not be lost. I intend therefore to present a concept on turning 'European Job Fairs' into annual fixed events.*

**Some EU members consider labour market restrictions for Romania and Bulgaria. Do we have to remind EU Member States of our 'four freedoms'?**

*More than half of the Member States has entirely implemented the free movement [of persons principle]. It is only a question of time when the remaining ones will follow. Since the last enlargement round, we have seen declining unemployment rates and higher economic growth in the old EU-15. These*

*are clear indicators of the positive effect [of applying fully Single Market principles.]. To enhance this timely limited success, we will have to complete the aim of Free Movement. But the Member States will still maintain the right and responsibility to impose certain restrictions.*

**'Flexicurity' has been celebrated for its remarkable success in Denmark – and is even mentioned as a role model for all European labour markets. However, you have been wary of simply copying 'flexicurity', considering the diverse structures of our national social systems.**

*The European labour market is much more coherent than some might presume. Positive labour market policies should not be copied, but adapted to local conditions. However, any modern labour market policy should aim at protecting the labour force itself rather than simply the work place. Special attention should also be paid to the critical time period between jobs, which has to be facilitated and supported to promote labour force mobility.*

**Employers often assert that far reaching protection of workers against dismissal, a central tenet of our social market economies, is a major obstacle to job creation. Can the two be reconciled?**

*Social protection must not be equated with regulations protecting worker's rights. Countries like Austria or Denmark are characterised by rather low protection in the place, but backed by a strong social protection system. It doesn't have to be a contradiction. But there is, independent of the respective system, a clear need for strong, functioning social partnerships to ensure appropriate balance of interests.*



Commissioner Špidla at Leipzig job fair

**What is your medium- and long-term vision for the European labour market? Which major changes do you expect for the upcoming years?**

*We have to understand that the main pressure on the labour market is caused by brisk technical innovation rather than by globalisation. New technologies equal new products and services, and job specifications experience much shorter life spans. This development causes much shorter, even if less extreme, economic cycles. Successful labour market policy will have to respond to this development with swift reaction and targeted action.*

*I am also convinced that Europe will see the development of an even more integrated labour market, characterised by enhanced free movement and exchange of labour force. This development has to be actively supported and facilitated. Obstacles must be overcome, while preventing at the same time any form of social dumping. Enhanced economic growth must never be an argument to play out employers against each other. To summarise, we will see development towards a common labour market employment policy in an ever more fragmented labour market.*

## STATISTICS

### Individual contacts of EURES Advisers in 2006

Period	EURES Advisers individual contacts
February 06	82.802
March 06	88.442
April 06	101.869
May 06	79.448
June 06	95.255
July 06	88.215
August 06	79.729
September 06	71.098
October 06	105.406
November 06	83.264

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Organisation: .....

E-mail: .....

Issue of *EURES & You*: .....

**1. What do you think about the following aspects of *EURES & You* ?**

	Excellent	Good	Average	No opinion
Aspect				
Content				
Style				
Graphical presentation				
Structure				
Language choice				
Frequency				

**2. Overall, how would you rate this issue of *EURES & You*? (4 highest):**

1    2    3    4

**3. What topics would you like to see covered in future newsletters?** .....

.....  
.....  
.....

**4. Would you be interested in contributing to a future issue (Success stories, Best practice, Briefs, Notebook)?**

**If so, how?** .....

.....  
.....

**5. How many persons, in your organisation, read this newsletter?**

1    2-5    6-10    More than 10

**6. Would you like to recommend anyone to receive this publication?**

Name: .....

Organisation: .....

E-mail: .....

Language : .....