



LABOUR MOBILITY IN THE EU LATEST DEVELOPMENTS

Denis Genton
Head of Unit
European Commission - DG EMPL D.1

Learning by Leaving Conference – Cagliari – 7 October 2019

Overview of the presentation

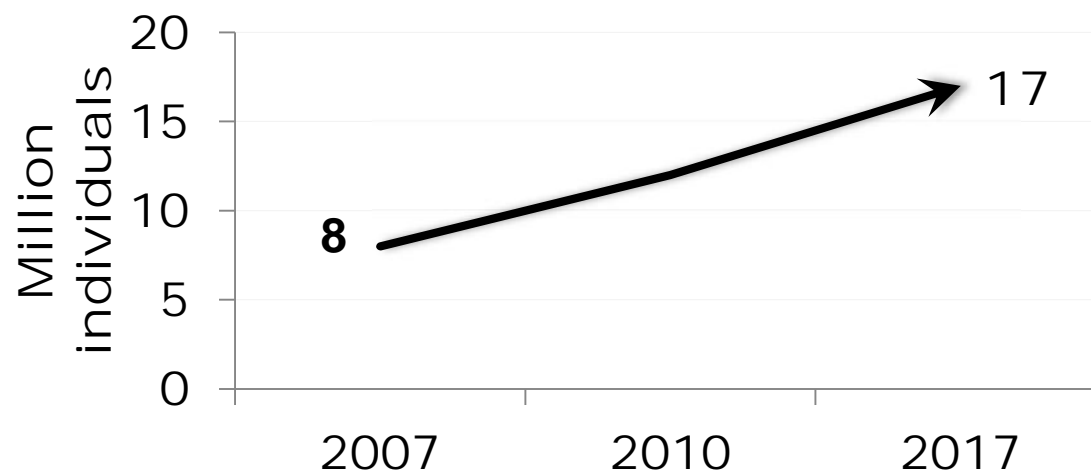
- EU labour mobility by the numbers
- EU legislation and tools on labour mobility
- Outstanding challenges
- European Labour Authority

Facts – How many EU movers ?

17 million 

EU citizens are currently
living and working abroad

4% of the EU's working age
population lives in another
EU country

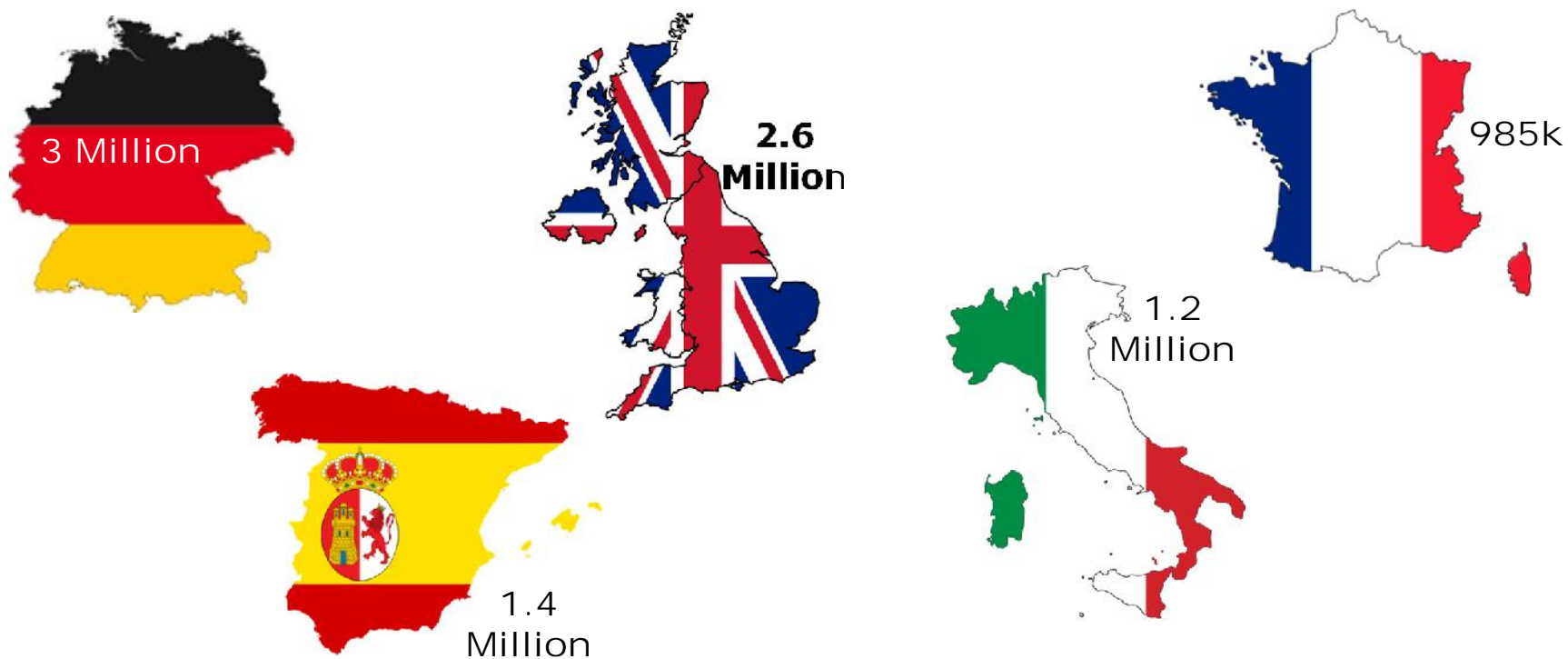




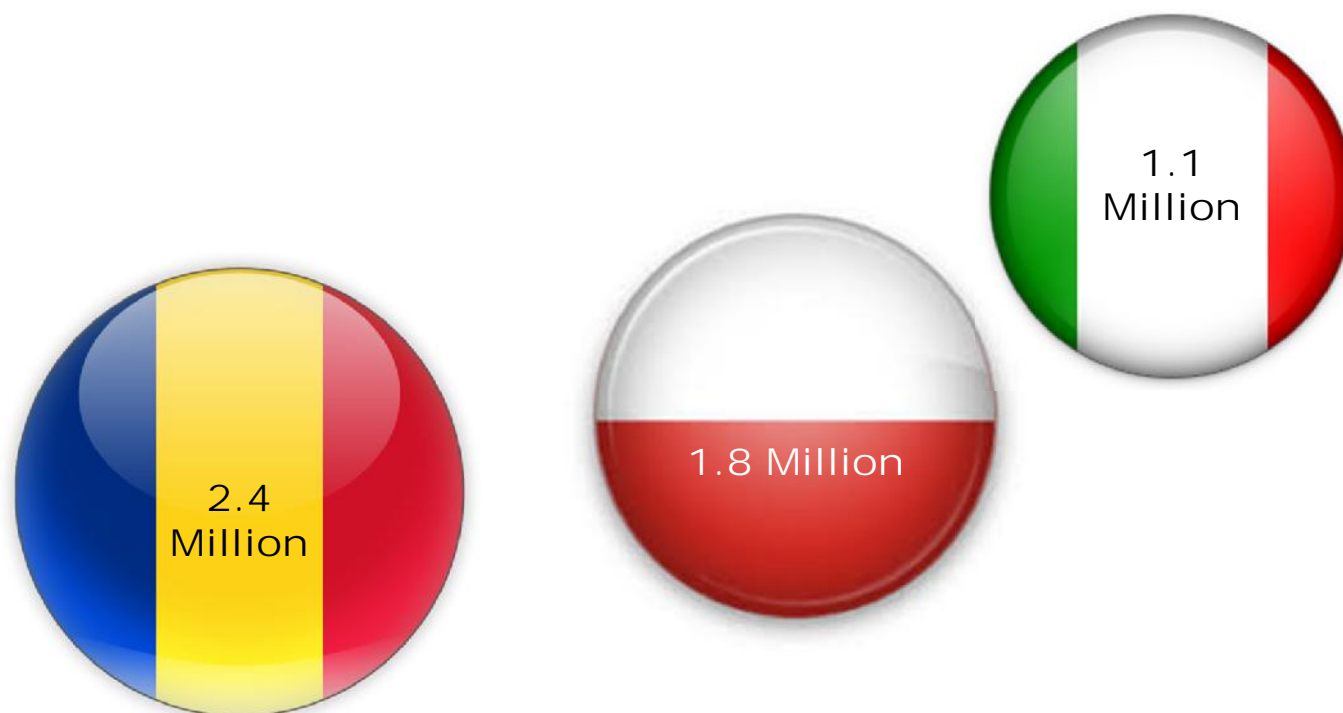
Facts - 2018 Annual Report on Intra-EU Labour Mobility

Type of mobility	Extent
'Long-term' EU-28 movers (all ages) living in EU-28* (Eurostat demography figures)	17 million
'Long-term' EU-28 movers of working age (20-64 years) living in EU-28* (Eurostat demography figures)	12.4 million
<i>(as share of the total working-age population in the EU-28⁵¹)</i>	4.1%
EU-28 movers of working age living in EU-28** (EU-LFS figures)	11.5 million
...of which active EU-28 movers (employed or looking for work) **	9.5 million
<i>(as share of the total labour force in the EU-28)</i>	4%
EU-28 movers of working age who were born outside the country of residence (EU-LFS figures)	10.8 million
Cross-border workers (20-64 years) **	1.4 million
<i>(as share of the total employed in the EU-28)</i>	0.6%
Number of postings ⁵² (of employed and self-employed), (no. of PDs A1) ***	2.8 million
Approximative number of persons posted to one Member State (PDs A1 Art.12)	900,000
<i>(as share of the total employed in the EU-28)</i>	0.4%
Approximative number of persons working in two or more Member States (PDs Art. 13)	850,000
<i>(as share of the total employed in the EU-28)</i>	0.4%
Annual return mobility (20-64 years) (2016) ****	680,000
<i>(as share of EU-28 nationals leaving their country of origin in 2016) *****</i>	66%

Facts - Mobility of EU citizens: main countries of residence

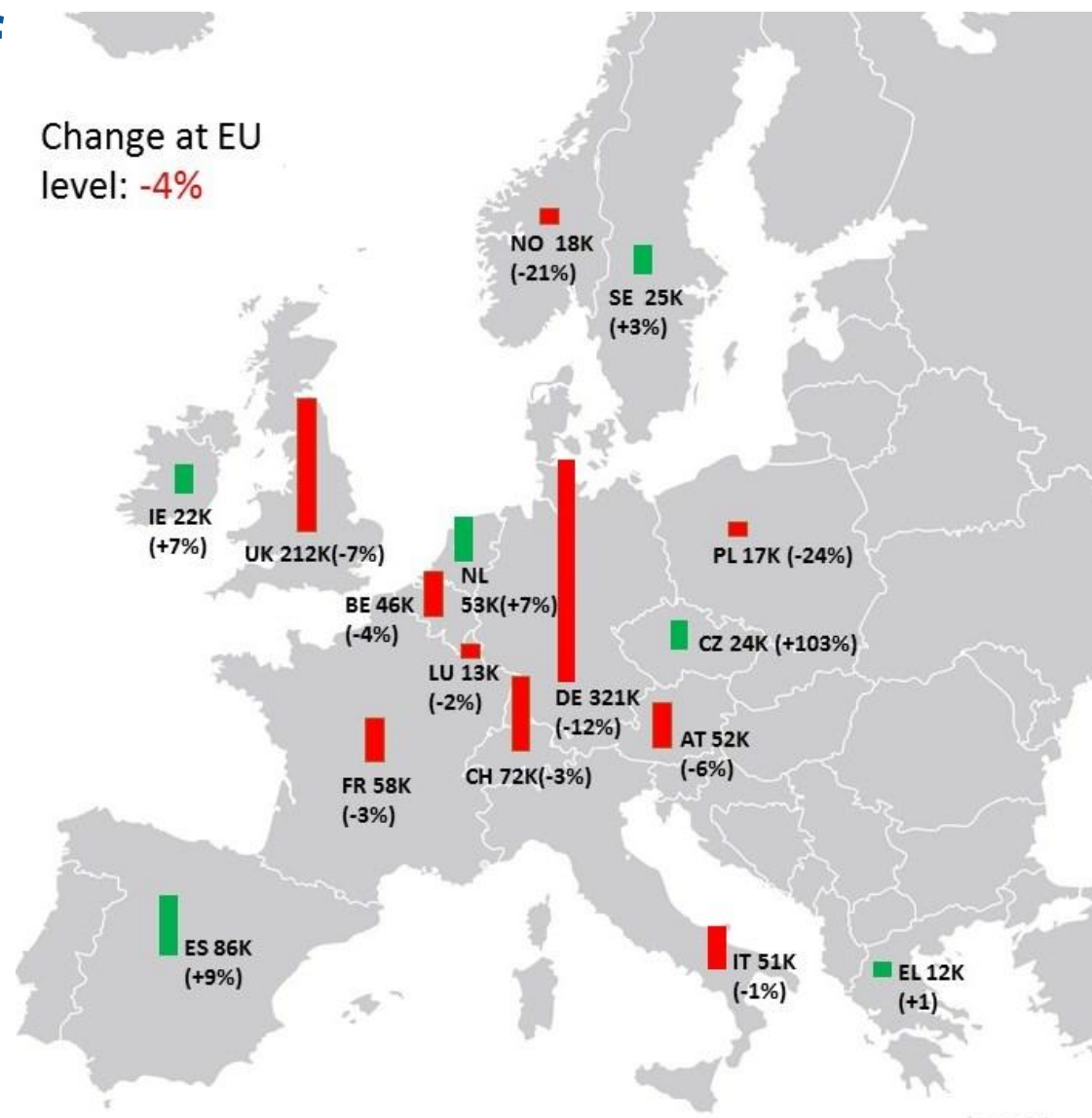


Facts - Mobility of EU citizens: main countries of origin



Facts - Inflows of EU-28 nationals to other Member States during 2016 (with percentage change compared to 2015)

SOURCE: EUROSTAT MIGRATION STATISTICS [MIGR_IMM1CTZ]

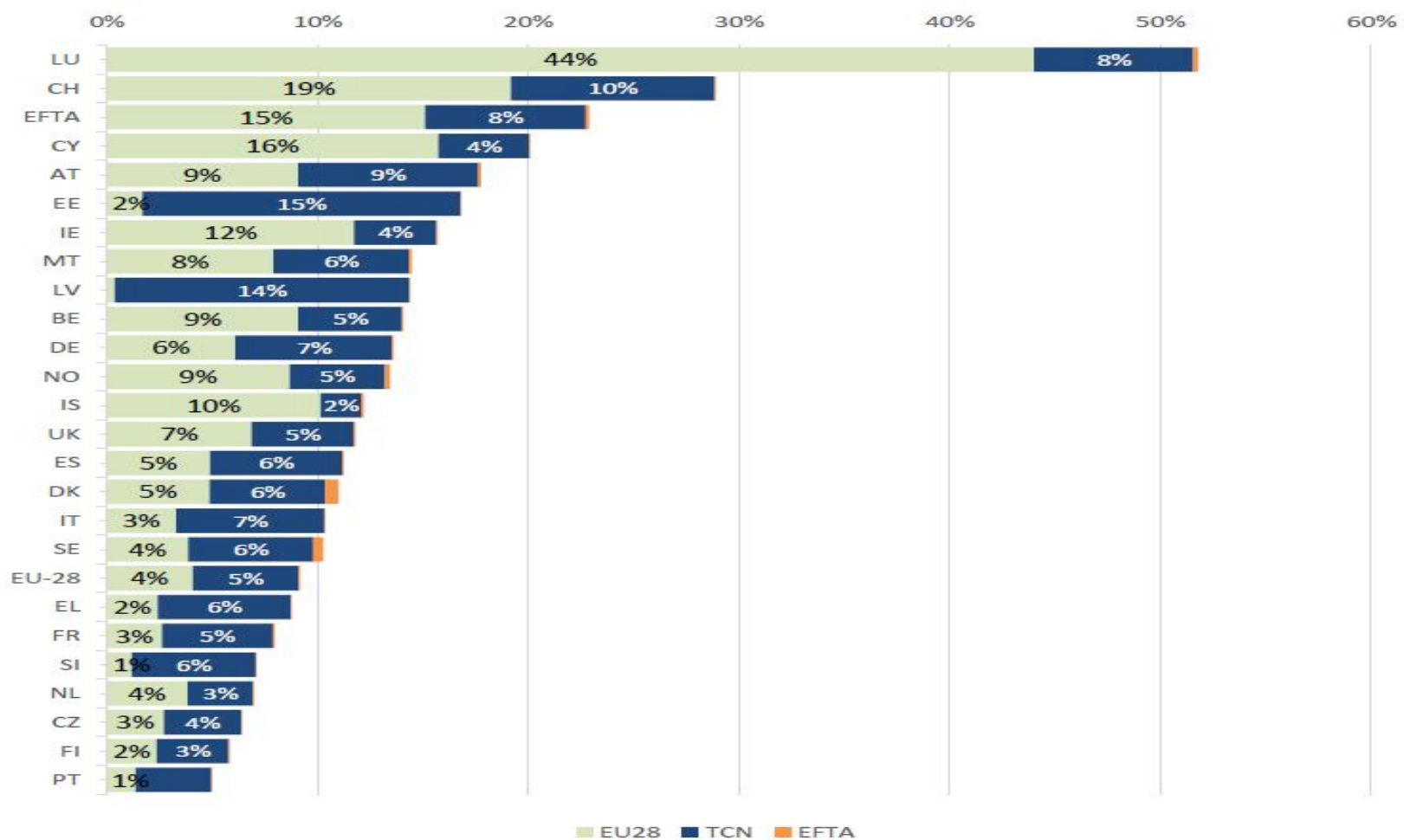




European
Commission



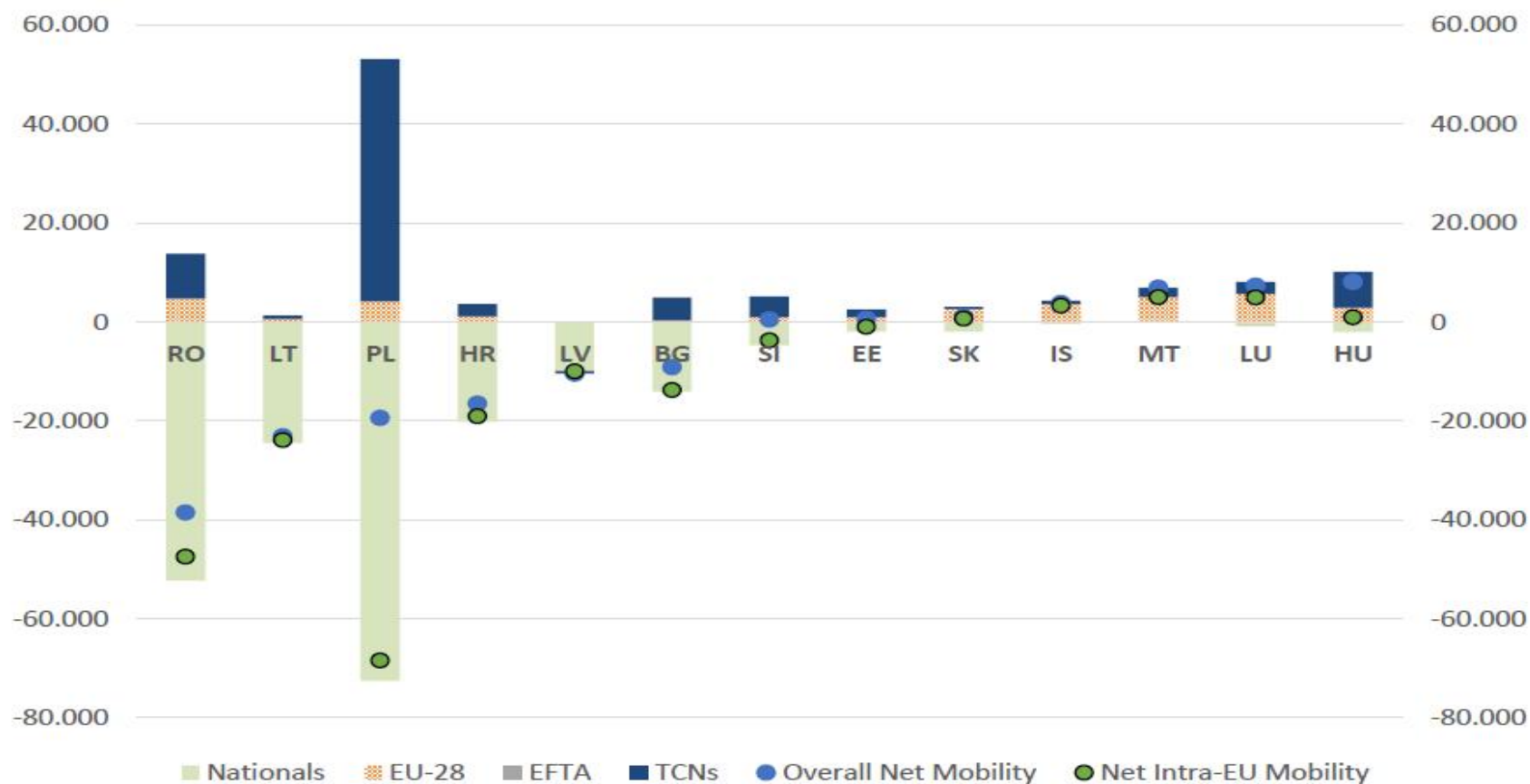
Figure 2 Share of working age (20-64) EU-28 and EFTA citizens and TCNs in the total population of EU-28 and EFTA countries, 2017⁴⁶



Net mobility flows, 2016



Figure 12 Net migration and mobility flows by the country of residence, countries with smaller totals, working age (20-64)⁵⁵, 2016



NET MOBILITY FLOWS BY COUNTRY OF RESIDENCE, BY BROAD GROUPS OF CITIZENSHIP. NUMBERS ARE EXPRESSED IN THOUSANDS.





EU legal framework / policy toolkit

The Legal Context

FREE MOVEMENT OF WORKERS - a **fundamental principle of the Treaty on the Functioning of the EU** (Article 45), further developed by EU secondary legislation and the Case law of the Court of Justice.

=> every EU worker has the right to work and live in another EU Member State without being discriminated on grounds of nationality as regards employment, remuneration and other conditions of work and employment



EU mobility legislation

- Free movement of workers
- Posting of Workers Directives
- Regulation on Social Security Coordination
- Supplementary pension rights

- European Labour Authority
 - EURES Job Mobility Portal
 - Platform tackling Undeclared Work

Workers' mobility with conditions

- Right to move for work and job-seeking purposes and strong anti-discrimination principle. **But**...
- ***Limitations to in-flows possible*** grounded on public policy, public security or public health (art 45 TFEU);
- Temporal and geographical exceptions allowed;
- Without working, there are **conditions of residence** after three months: financial self-sufficiency.



EURES Job Mobility Portal

(funded through EaSI)

The EURES Network

(funded through ESF)

Over 1000 EURES advisers around Europe

**Pre-selection,
matching and
placement
assistance**

**Technical infrastructure &
interoperability with the
EURES Portal of available
job offers and CVs**

**Organization of
European online and
onsite job days (av.
25/year)**



**3,6 mln jobs available
daily - snapshot**

**9 mln job
searches/month**

**8-9 mln jobs
monthly flow**

**13,000 registered
employers**

**420 000 registered
jobseekers**

EURES Job Mobility Portal – Key figures

**In top 3 most visited www
of the Commission**

**12 mln unique
visits/ year**

Four challenges

1. Unbalanced geographical mobility
2. Sensitive public opinion
3. Global markets and national protections
4. The limits of labour and social policy

The geographical balance

- EU mobility is not balanced
- Workers tend to move to where jobs and high(er) earnings are:
 - 75% to five countries (DE, UK, FR, ES, IT)
 - Over 50% from five countries (BG, RO, PL, IT, PT)
- Challenges for receiving countries, especially on low-income strata (job/wage/social competition)
- Challenges for sending countries: depopulation and ageing, financial gaps in social spending, defensive attitude to mobility

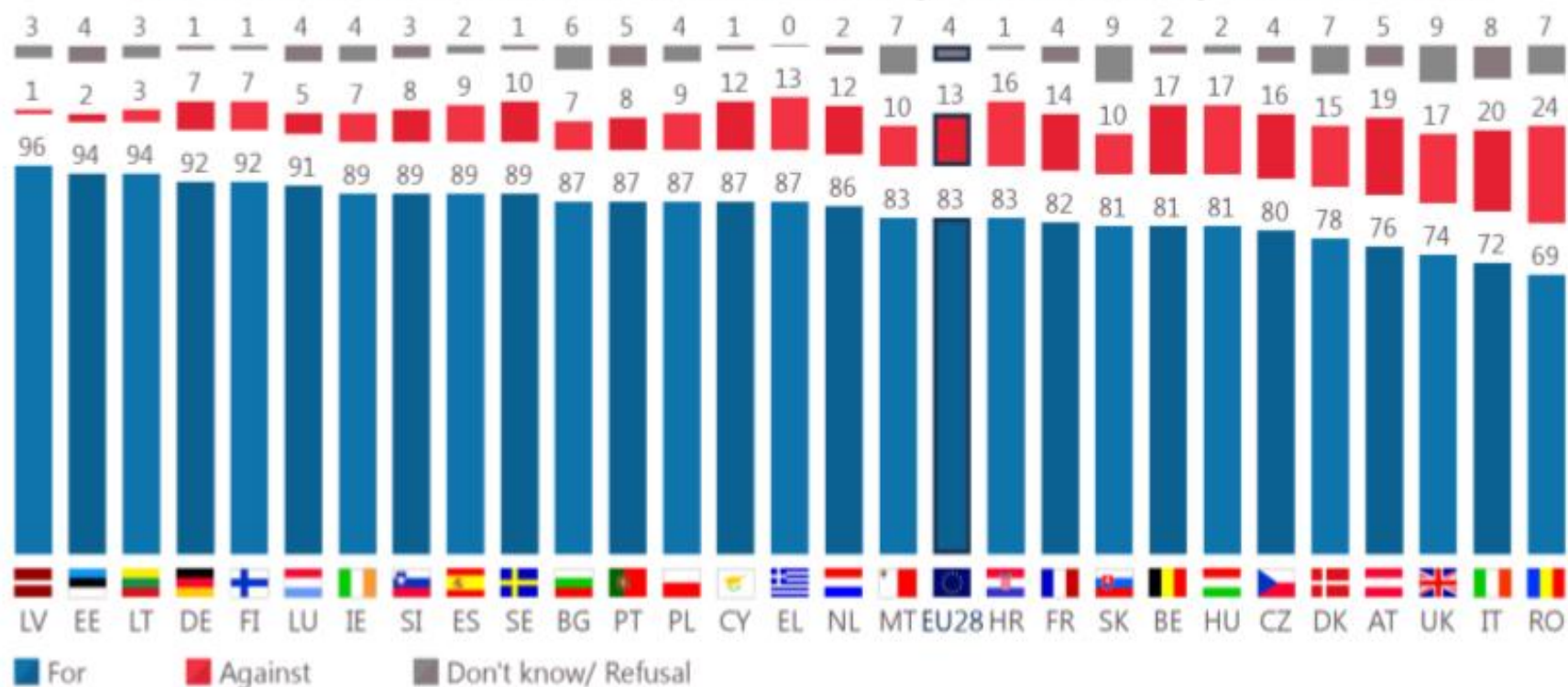
2. Sensitive public opinion

- Blurred boundaries between EU and non-EU migration
- Concentrated impacts and diffuse perceptions
- Support to mobility higher amongst professionals and high-income
- The rise of *emigration* concerns
- Need to adapt narrative on labour mobility?

Eurobarometer: positive opinions

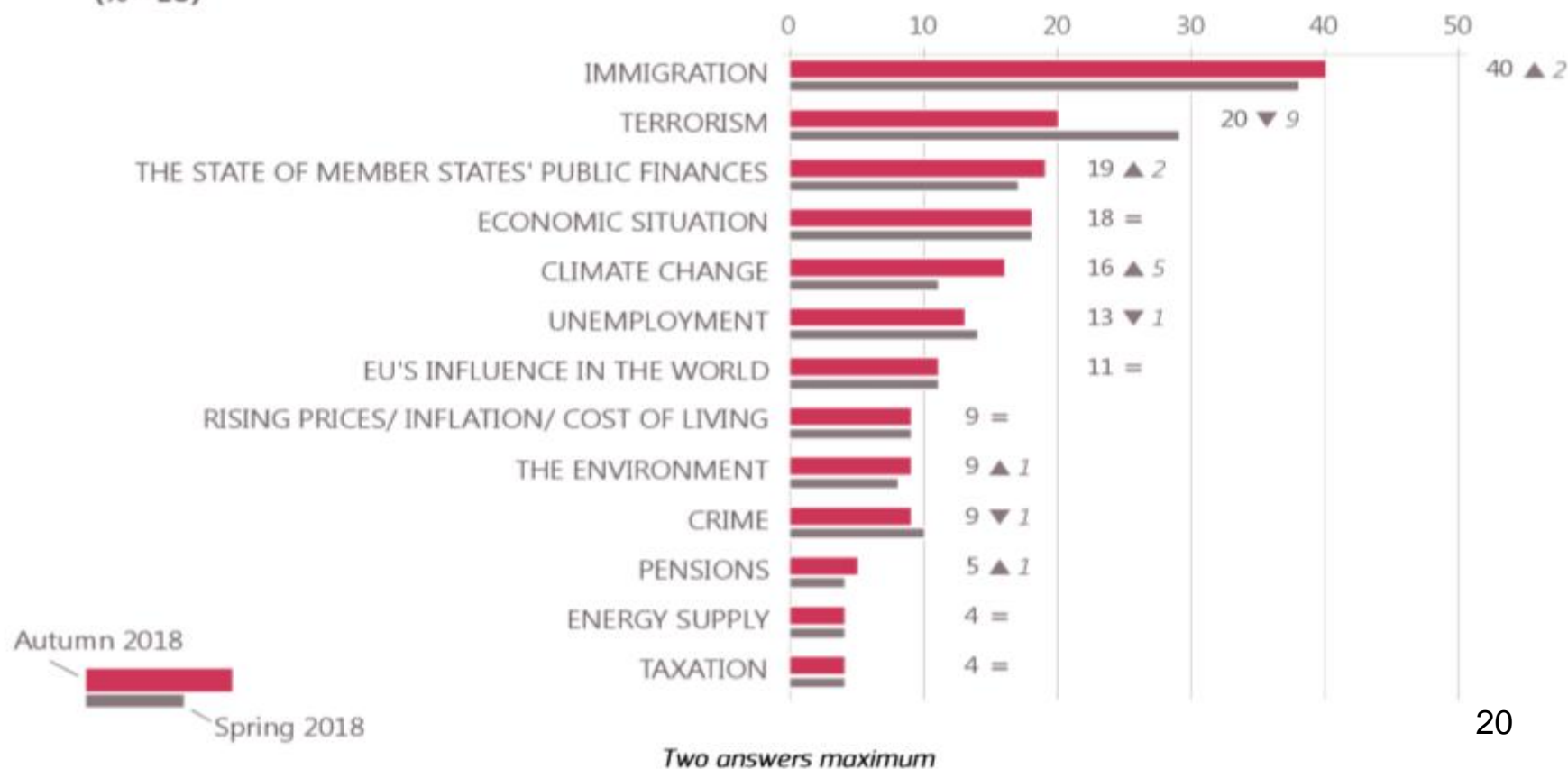
QA15.9 What is your opinion on each of the following statements? Please tell me for each statement, whether you are for it or against it.

The free movement of EU citizens who can live, work, study and do business anywhere in the EU (%)



But is immigration clearly distinct from EU nationals in popular perception?

QA5 What do you think are the two most important issues facing the EU at the moment?
(% - EU)



3. Global markets, national protections

- EU-wide supply chains but national rules on:
 - Labour law
 - Social security
 - Taxation
- Potential consequences:
 - Regulatory complication for companies and workers operating across-borders;
 - Obstacle to genuine high-skill mobility and problems for highly mobile workers.
 - “Regulatory shopping” by companies and social fraud
 - Regime competition and race to the bottom

4. The limits of labour and social policy

- Labour and social policy instruments can only go that far
- The utmost relevance of taxation aspects
 - Information to workers on *income* taxation
 - Competition based on *corporate* taxation
 - Fiscal authorities are more effective at enforcing rules
- Incomplete civil and political rights:
 - Right to vote beyond the local level (taxation without representation)
 - Different quality of national consular services for EU mobile citizens across the MS

Fair mobility



"We should make sure that all EU rules on labour mobility are enforced in a fair, simple and effective way"

President Juncker
State of the Union Address 2017



Objectives of the Authority



Strengthened cooperation between national authorities in cross-border enforcement, including inspections



Mediation between national authorities in the event of disputes on relevant Union law



Easier access to information and labour mobility services for individuals and employers



A man in a light-colored suit and dark trousers stands on a map of Europe, which is overlaid with a semi-transparent blue filter. He is holding a dark briefcase in his right hand and pointing his left hand upwards. The map shows various cities and geographical features, including the Mediterranean Sea and the Alps. The text "Thank you" is written in white, bold, sans-serif font in the bottom right corner of the image.

Thank you