EUROPEAN
COMMISSION

Brussels, 17.1.2014
SWD(2014) 9 final

PART 2/2

COMMISSION STAFF WORKING DOCUMENT

IMPACT ASSESSMENT

Accompanying the document

Proposal for a Regulation of the European Parliament and of the Council

on a European network of Employment Services, workers' access to mobility services and the further integration of labour markets

{COM(2014) 6 final}
{SWD(2014) 10 final}

ANNEXES:

Annex 1: Overview of consultations carried out on the EURES network

Annex 2: Data and analysis on flows, benefits and the potential of intra-EU labour mobility

Annex 3: ICT imbalance example

Annex 4: Online recruitment services

Annex 5: Overview EURES's human network activities

Annex 6: Introduction to ESCO

Annex 7: Summary of improvements to be made to EURES

Annex 8: Job search assistance and placements by EURES Advisers

Annex 9: Functionalities of the EURES portal

Annex 10: Cost of labour market policy interventions

Annex 11: Overview of nature of costs related to the improvements to be made to EURES

ANNEX 1

OVERVIEW OF CONSULTATIONS CARRIED OUT ON THE EURES NETWORK

1. Written consultations with governmental and other experts

Written consultations have taken place with practitioners on the situation in individual Member States today.

- Public Employment Services (PES)
- Advisory Committee on the free movement of workers
- Experts' network on free movement of workers
- EURES Reform correspondents
- EURES IT correspondents
- Users of EURES API

Public Employment Services

As part of the regular questionnaire on the adjustment to the crisis issued on February 2013, questions were sent out on the proportion of job seekers who are referred to EURES, the existence of specific guidelines for employment advisers on EURES and plans on mainstreaming EURES services in the PES.

The main finding is that only a minority of Member States can report how many job seekers are referred to the EURES network. The replies allowed for the compilation of an overview of the diversity of practices in PES on how to handle requests for further assistance by EURES and what are the referral methods within the PES.

The questionnaire was sent to 34 PES. 22 out of 28 Member States responded to the questions on EURES (78% response rate).

Advisory committee and experts' network

Three specific questions were sent on 14 June 2013 regarding the implementation of Article 5 of Regulation 492/2011 in the Member States. This Article provides that a national of a Member State who seeks employment in the territory of another Member State shall receive the same treatment there as that afforded by employment offices in that State to their own national seeking employment. Consequently, it secures the principle of equal treatment for outbound mobility. It was deemed useful to verify whether this principle is adhered to in practice.

The main finding is that Member States are indeed complying with the principle, although there may be some practical barriers to overcome here and there (for instance the need to have a digital identification number to access on line services of the PES in countries such as Finland and the Netherlands). The information from the government experts was by and large confirmed by the replies of the country correspondents (independent experts).

16 out of 28 Member States responded to the questions sent to the Advisory Committee (57% response rate).

27 out of 28 country correspondents responded to the questions sent to the experts' network. (96% response rate)

EURES Reform correspondents

For the purpose of preparing the new EURES Charter and exchanging views on national practices related to the implementation of the 2012 Decision, the Commission services organised a series of informal meetings with “EURES reform correspondents” as designated by the Heads of PES in the Member States. In most countries the correspondents were the EURES managers but in some countries the assistants of the Heads of PES.

The written questions addressed to the EURES reform correspondents also served to prepare the reform of EURES (more results with EURES and more focus on recruitment activities).

The questions were sent on 19 June 2013. The correspondents were asked about the relation between EURES and (the rest of) PES (information and/or training on EURES, inclusion of EURES vacancies and access rights to client data for EURES staff), active labour market measures for mobile job seekers and the division of tasks between the EURES services of different Member States when doing intra-EU recruitments.

Main findings are that a) there is variety how requests for further assistance from the EURES network are handled; b) EURES advisers generally have adequate access rights to client data bases of the PES; c) despite a degree of mainstreaming, job searches in most PES are generally done with national vacancies only; d) not all Member States allow financial support for their own nationals regardless of the location of the job (national or international recruitment) and e) there is not an entirely coherent practice among the network on the division of tasks when doing a cross border recruitment.

The questionnaire was sent to 34 PES and had 15 responses, giving a 44% response rate.

EURES IT correspondents

Questions on (access to) national job portals, sources of vacancies at national level, the share of the national vacancy market covered by these portals and interoperability between these systems and the EURES IT platform were sent to the EURES IT correspondents on 19 July 2013.

Main finding is that in practice there are various operational reasons why Member States don't make available all vacancies to the EURES portal (for instance this includes the vacancies in Austria which are also added by employers on a self-service platform and vacancies in Netherlands from private employment services and those obtained with web crawling).

The questionnaire was sent to 34 PES and had 14 responses, giving a 41% response rate.

User of EURES API

The European Commission has put in place a search engine application called API that can be used by Member States to give access to vacancies from the EURES portal on the own national job portals. Using this tool would provide easy access at proximity level (i.e. the national job portal) of all EU vacancy data available on the EURES portal. In the absence of an existing European standard to exchange job vacancies, API is a useful IT tool to get all job vacancies shared in the EURES network from one single source. The EURES network plugs different sources across Europe. Connecting to the API is an easy way to scale up with any new service providers added (i.e. it avoids, for the partner using the API, a specific implementation each time there is a new source). The API also ensures that the data is integrated on the partner’s website in such a way that the user is not aware of the different sources used.

Interviews with the users of the EURES API were conducted 19-30 August to better assess the impacts of the API on the PES. Questions were on feedback on its format, the benefits of the tool and the costs related to using it.

The main findings on the API are a) the job vacancies are perfectly integrated on the partner's website (the user is not aware of the different sources); b) implementation cost are, as assumed by the Commission services, low (less than 30 working days), as well as the maintenance costs. Users also confirmed that API, being based on web services, poses no technological constraints. Consequently, the appreciation for this application is generally positive.

Out of the nine organisations that can contact EURES via the API, seven were able to participate in an interview (BE-VDAB, Maas-Rhine EURES cross-border partnership, Malta, Slovakia, Slovenia, and two respondents from the United Kingdom) (78% response rate).

2. Informal consultations with Eurociett

In August 2013 a meeting was held with Eurociett and representatives of the Commission services on EURES and the scope for opening up the EURES network to private employment services (PrES).

Eurociett indicated that the on-going reform of EURES can benefit labour markets and that private employment services could be expected to support this process provided that EURES is adequately opened up at national level and there is a perspective towards a genuine exchange and sharing of vacancy data between the PES and the PrES.

It was recognised at the same time that the potential for partnership between PES and PrES within the framework of the EURES network will depend on many factors, given the different starting position in individual Member States on such partnerships in general. Partnership is well developed in countries such as the United Kingdom and the Netherlands, and is being developed more and more in countries such as Belgium, Germany and France. Such partnerships, however, have generally not been established in most Eastern European countries, Portugal and Greece. It was highlighted that providing access to the EURES network should be done on an equal footing.

3. Expert workshop on the future of Your first EURES job

On 25 September 2013 an expert meeting was organised on targeted mobility schemes and what constitutes useful (financial) assistance to job seekers and employers interested in intra-EU labour mobility. PES representatives, EURES managers, managers of national lifelong learning programmes, project managers for Your first EURES Job and private employment services participated in the expert group.

The results of the group could not be taken into account for the impact assessment as submitted to the IAB but can be included in the revised version.

The main findings of the group are that intra-EU matching is labour intensive and time consuming and requires adequate and specialised support, ideally through personalised services ("human" network). It should include support to facilitate the recognition of skills and qualifications abroad. Financial support for language training is also important. To take a well-informed decision, jobseekers should have access to reliable and up to date information on living and working conditions and assistance with social security issues. For a successful outcome of the recruitment, both EU workers and employers employing EU workers could benefit from having access to welcome services / online communities to share experiences during the post-recruitment phase.

ANNEX 2

DATA AND ANALYSIS ON FLOWS, BENEFITS AND THE POTENTIAL OF INTRA-EU LABOUR MOBILITY

1. Despite evidence of the economic benefits of free movement of workers…

More integrated and flexible labour markets can help improve the matching of supply and demand and potentially increase productivity.

Estimates show that increased mobility following enlargement led to an increase in the EU GDP of 0.2% per year between 2004 and 2007. This represents a gain of 28,571 EUR per post-enlargement EU worker[1]. When an unemployed EU worker becomes mobile finding work in another Member State, the overall welfare gains can roughly be estimated to be double this amount.[2] Mobility is beneficial both for sending and destination countries: the GDP of EU-15 countries is estimated to have increased by almost 1% in the long run due to incoming post-enlargement mobility. No significant (long-run) impact was found on the level of unemployment or wages of the domestic workers in the EU-15 countries.[3]

Overall EU nationals residing in another EU Member State have a higher employment rate (67.7%) than the nationals (64.6%) and a much higher employment rate than the third country nationals (53.7%).[4]

2. …current intra-EU labour mobility does not have a significant impact on reducing economic disparities between Member States

The recent increase in mobility from Member States more severely affected by the crisis to Member States showing better resilience, as illustrated in the tables below, is an indication of the role intra-EU labour mobility could play. However, as shown by the persisting labour shortage in e.g. Germany as well as the continued high unemployment rate in Spain and Portugal current levels of mobility are not commensurate with the huge disparities between countries, in particular in terms of unemployment rates.

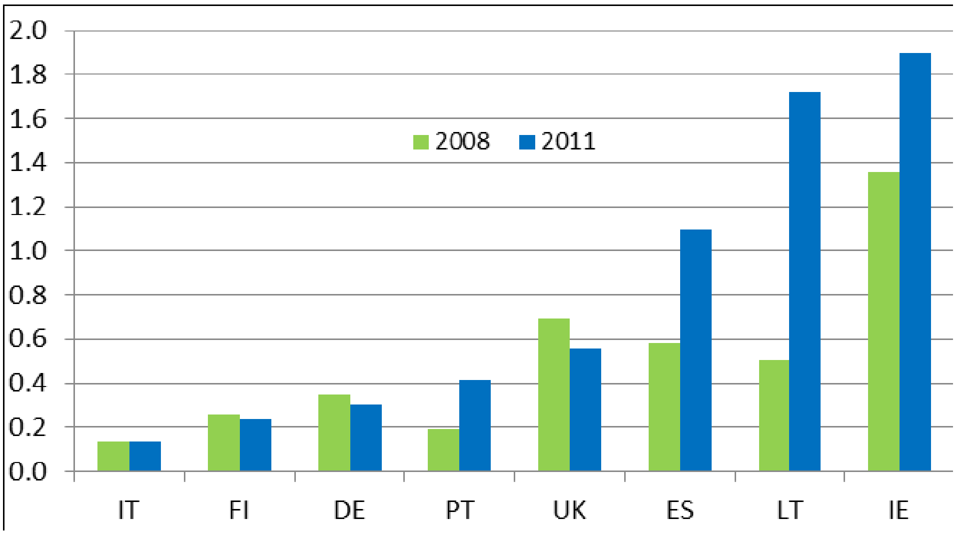
[1] Kahanec, Martin (2012): Labor mobility in an enlarged European Union, Discussion Paper series, Forschungsinstitut zur Zukunft der Arbeit, No. 6485

2 Average yearly social costs for unemployed workers are estimated at 25,550 euro in Germany to 28,737 euro in France, ranging from 18,008 euro in the UK to 33,443 euro in Belgium (IdeaConsult 2012: Why invest in employment: An study on the costs of unemployment).

3 European Commission (2012): Employment and Social Developments in Europe 2011, chapter 6.

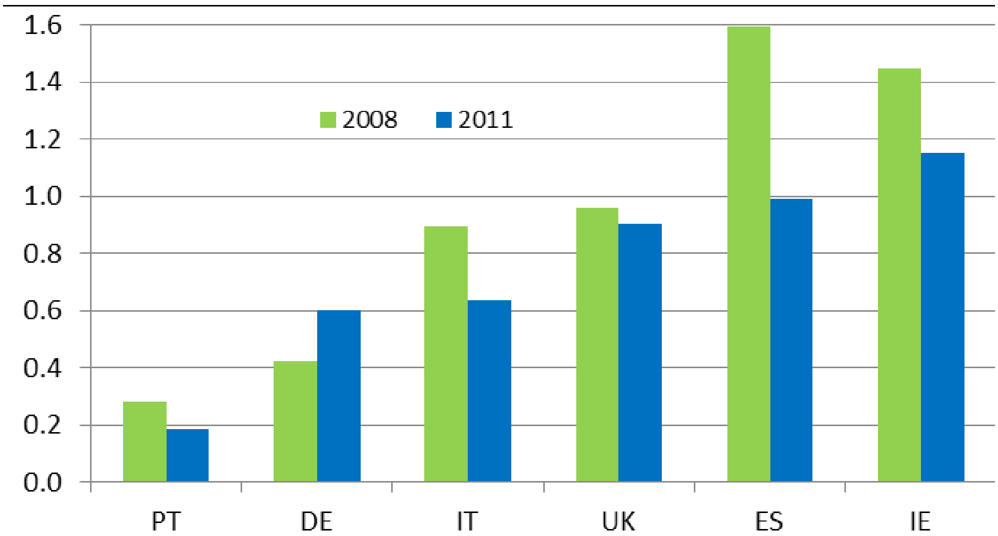
[4] Eurostat, EU Labour Force Survey 2012.

Chart 4: Flows of workers: emigration rate (in % of total population) for selected countries –



Source: Eurostat, International migration flows [migr_emi1ctz]. Note: DE: 2009 data instead of 2008.

Chart 5: Flows of workers: immigration rate (in % of total population) for selected countries



Source: Eurostat, International migration flows [migr_imm1ctz]. Note: DE: 2009 data instead of 2008.

3. Unemployment is high and mismatches are rising

The latest issues of the Commission's European Vacancy Monitor show that despite record unemployment in Europe, in 19 EU countries two million vacancies were open in Q4 2012.[5] While the existence of open vacancies is a feature of normal labour market dynamics, a significant part of these vacancies may be due to labour shortages which cannot be filled locally.

[5] European Vacancy Monitor N°10, September 2013, the figure 2.0 million relates to information from 19 EU countries.

Although jobs are being lost as a result of the crisis, certain Member States and occupations experience a shortage of labour. Unemployment in declining sectors co-exists with new labour demand from growing industries.

The first findings of the third European Company Survey, state that Four out of ten European establishments (39%) have difficulties finding employees with the required skills. Problems with finding suitably skilled employees are most common in the manufacturing sector (43%), and least common in financial services (30%). Over 60% of establishments in Austria and the Baltic states have difficulties finding suitably skilled employees; this is substantially more than in Croatia, Cyprus, Greece, or Spain (less than 25% in each)[6]. This is an increase compared to the second European Company Survey which indicated that around 36% of firms in the EU-27 experienced difficulties in hiring staff for skilled jobs[7]. This figure ranges from 10% - 50% depending on the country. It is generally lower for low-skilled and unskilled jobs.

The Manpower Talent Shortage Survey 2013[8], covering 17 Member States shows that many employers experience recruitment difficulties, with percentages going beyond 30% in countries such as Bulgaria, Romania, Germany, Austria, Poland, and Hungary.

At EU level, both unemployment and vacancy rates have increased since early 2010 but Member States see rather different movements in job vacancies and unemployment rates. As a result significant gaps exist between EU countries and regions – even inside some Member States – in terms of unemployment rates and job vacancy rates.[9] The simultaneous rise in unemployment and vacancy rates, as illustrated by the Beveridge curve[10]over the last reporting period[11], shows an increase in mismatches between supply and demand on the EU labour markets[12].

4. Size of the mobility flows and international comparisons

Intra-EU labour mobility is relatively low when compared to the size of the labour market and the active population of the EU. Only approximately 7.5 million of the European labour force of around 241 million (i.e. 3.1%) is economically active in another Member State[13]. At present high unemployment rates in some Member States coexist with high numbers of open vacancies in others.

Annual mobility within EU27 (0.29%) is far below the rates within Australia (1.5%, between 8 states) and United States (2.4%, between 50 states)[14]. While these two countries are more homogenous than the EU when it comes to language, movement between regions within the same EU15 country, where language is not a significant barrier, is also lower. However, here account should be taken of the fact that around one out of ten EU citizens have already

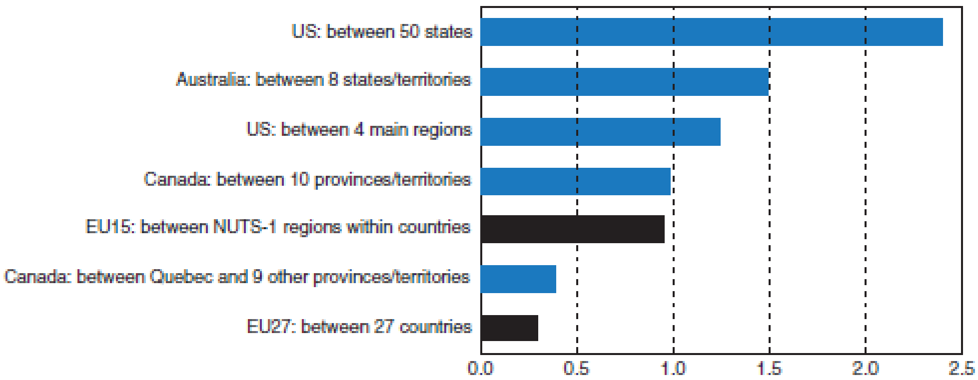
6 Eurofound Third European Company Survey: First findings
7 European Company Survey, ECS (2009), ESDE 2012, chapter 6, p.354
8 Manpower Talent shortage survey
9 For a detailed description see EU ESSQR March 2013, p.17
10 For latest presentation see ESDE 2012, chapter 6, section 2.2, p.355
11 See SWD(2012) 90 final Commission staff working document on labour market trends and challenges

12 See also Special Focus in the Quarterly Review of the EU Employment and Social Situation, March 2011 and March 2012.
13 Eurostat, EU-Labour force survey. This figure excludes workers residing in one Member State and working in another (frontier workers).
14 OECD Economic Surveys European Union, March 2012

worked in another Member State and 25% envisage working in another Member State in the future[15].

Due to the lack of data, it is difficult to estimate the number of intra-EU movers per year. However, applying the annual mobility rate of 0.29% (estimated by OECD) to the total labour force (241 million in 2012) leads to a number of intra-EU movers around 700.000 per year[16].

Chart 6: International comparisons of mobility patterns



Extracted from OECD Economic Surveys European Union, March 2012

5. Inadequate allocative efficiency of the labour markets: absence of a correlation between labour shortages and mobility

Recent mobility flows did not adjust at a commensurate pace to labour shortages, indicating shifts in the Beveridge curve:

- From the first quarter of 2010 up to mid-2011, the unemployment rate remained fairly stable, while the labour shortage indicator increased significantly. Such movement was indicative of labour market mismatches in a recovery, due to very diverse developments per sector (for example, construction boom and bust), insufficient labour mobility and a possibly inadequate skill supply[17].

[15] Special Eurobarometer 398, Internal Market (2013).

[16] Other estimations have been attempted, for instance: according to the June 2013 EU ESSQR (using data from the EU-Labour force survey), in 2012, around 660.000 economically active EU citizens were established in another country since less than **two years.** Therefore it could be estimated that 330.00 (i.e.: half of the total) EU citizens have moved to another country than their own in **one year period.** However this is is very likely to underestimate the number of intra-EU movers in a one year time as the EU-Labour force survey and this method in particular excludes the intra-EU movers having not stayed at least two years in another country. Moreover, it does not take into account the return moves, i.e.: persons coming back from an EU country to their own EU country of origin.

[17] ESDE 2012, chapter 6

- Since mid-2011, the unemployment rate went further up, while the labour shortage indicator remained stable or moved only marginally lower. This movement suggests that the Beveridge curve has shifted outwards, pointing to a persistence of the mismatches during renewed labour market weakness[18].

6. Labour shortages, the role of skills mismatches and demographic trends

The fact that unemployment was still rising when vacancies started to increase reflects problems in the job matching process, which may be related to mismatches in skills/educational qualifications required for a certain job and regional/sectoral mismatches. The skills mismatch index (SMI)[19] [20] is calculated as the gap between the average proportions of the low-, medium- and high-skilled in the working age population and the corresponding proportions in employment. From 2007 to 2010 the SMI increased in most Member States (Ireland, Lithuania, Spain, Sweden, Luxembourg, Finland, the United Kingdom, Denmark, Italy, France, Latvia, Portugal, Slovenia, Estonia, the Netherlands, Greece and Austria). For the EU there has been a marked increase in the overall SMI throughout the crisis which can be attributed to the collapse in the demand for low-educated workers and the relative growth in demand for the high-skilled workers in relation to their supply.

Shortages may arise due to various non-structural factors related to the specific vacancy, such as difficult work conditions, imperfect information and inadequate use of recruitment channels, or may reflect structural factors related to the allocation of economic activity in the geographical area or sector of the vacancy concerned. The latter category may be gaining importance, as over the last years there has been an increase in the dispersion of regional economic employment rates and major sectoral employment shifts having occurred, notably in construction and finances and business[21].

Ageing will have serious implications on both the size and age structure of the workforce, making the match between labour supply and labour demand even more difficult. Currently, the EU workforce is still growing at a very slow pace, with half of the Member States already experiencing a declining workforce. By 2014, the overall EU workforce will start declining. In the long run, it is estimated that the working-age population in the EU will shrink by more than 10% between 2010 and 2050[22].

Box 3 - Skills shortages and skills gaps in textile and clothing industries

Textile and Clothing industries (TC) in the European Union represent nearly 2 million direct employees and about three times more as regards indirect employees in almost 200 000 enterprises located in the EU. TC industries have passed through stormy weather over the past decades: challenged by third countries' competitors and faced with heavy price competition, the industry was driven by globalization and had to change in terms of structure and strategies.

A challenge facing the TC industries, which has emerged from the structural changes, is related to increasing skills gaps and skills shortages. Finding properly skilled employees willing to work in TC sector has become increasingly difficult, with employers highlighting a lack of technical skills coupled with the disappearance of traditional skills amongst candidates as the greatest issue. There are several reasons behind this situation, in

18 ESDE 2012, chapter 6
19 Europe2020, Skills mismatches and labour mobility
20 Source: European Economic Forecast, Autumn 2011.
21 ESDE 2012, chapter 6, section 2.3, p.356-357
22 Eurostat, Population statistics, Population projections, Europop 2010. These projections are based on the assumptions of positive net migration to the EU. Without taking migration into account, the decrease of the working-age population in the EU between 2010 and 2050 would be much more pronounced (more than 25%)

particular an aging workforce, difficulties attracting young people to the sector, a mismatch between education systems and the industry's needs and low mobility of industry workers. In addition to this, training can be a low priority, especially for small and medium sized enterprises, leaving a chronic skills shortage. Even if mobility is considered as key to the EU free movement of people and economic future, it has an insufficient appeal to the vast majority of workers in TC due to the cultural and linguistic barriers. Similar challenges are also relevant for other fashion based sectors such as footwear, leather and leather products.

The textile and clothing sector are experiencing both sector-specific skills shortages such as operative level skills in sewn products operations, textile process operations, and laundry and dry cleaning operation, skill trades in garment alternation and repair, pattern cutting and grading, and tailoring/Hand craft garment making. Furthermore, higher level technical skills and occupations such as designers, textile technologists and engineers, and quality controllers also see shortages.

In addition, textile and clothing sector is lacking important generic skills, such as supply chain management skills, customer handling skills, foreign language skills, IT skills, electronic/technological skills, marketing skills; commercial and financial skills as well as management and leadership skills.

In order to deal with increasing skill shortages in the sector, there is a need for initiatives to stimulate the mobility of workers in TC across the EU in order to fill in the skill gaps. One such initiative is the Worth Pilot Project, which aims to boost cross-border exchange of competences and skills between designers and SMEs manufacturing consumer goods. As a result, SMEs would be able to capture competences and skills such as design and technical expertise. For instance, this will allow engineers or managers from manufacturing SMEs from one Member State to cooperate with a designer from another Member State in order to develop joint products and services.

7. Firm intentions of EU citizens on mobility[23]

While the response rate of approximately one in five EU citizens considering moving permanently to another country has not changed at EU level from 2008 to 2011, the 'firm intentions' (i.e.: proportion of those planning to migrate in the following 12 months) more than doubled: from 0.5 % to 1.2 % or, in real terms, from 2 to 5 million. The proportion of citizens with plans to migrate within 12 month was highest in Greece (4.1%) followed by seven Central and Eastern Europe Member States (between 2 and 4%) and then by Spain, Italy and Ireland. Since 2008, this rate has increased sharply (> 2 pps) in the three Baltic States, Greece and Bulgaria and by 1-2 pps in Poland, Spain, Hungary, Romania and Italy.

In these ten countries in which 'firm intentions' to move are the highest and on the rise (i.e. the three Baltic States, Poland, Romania, Bulgaria, Hungary, Greece, Spain and Italy), the preferred destination was a Member State (from 54 % in Spain to 70 % in Romania) rather than a non-Member State. In other words, there is a potential for an increase in intra-EU mobility from those countries.

Applying the 1.2% (share of those with firm intentions of moving) to the labour force (241 million) leads to a global number of potential movers around 2.9 million. This should be considered as a estimate only. Indeed, on the one hand, this figure refer to all those interested to move permanently to another country, whatever the destination – it therefore include those wishing to move to a non-EU country[24]. On the other hand, the share of those with firm intentions of moving is surely higher than 1.2% when measured among economically active

[23] Data from Gallup World Poll, analysed in the June 2013 EU Employment and Social Situation Quarterly Review (ESSQR), pp. 38-39.

[24] Data from Gallup World Poll indicates that, in 2011-12, only around 44% of those interested to move would choose an EU country as preferred destination. However, as specified in the previous paragraph, this percentage was much higher in those countries where the firm intention to move was high.

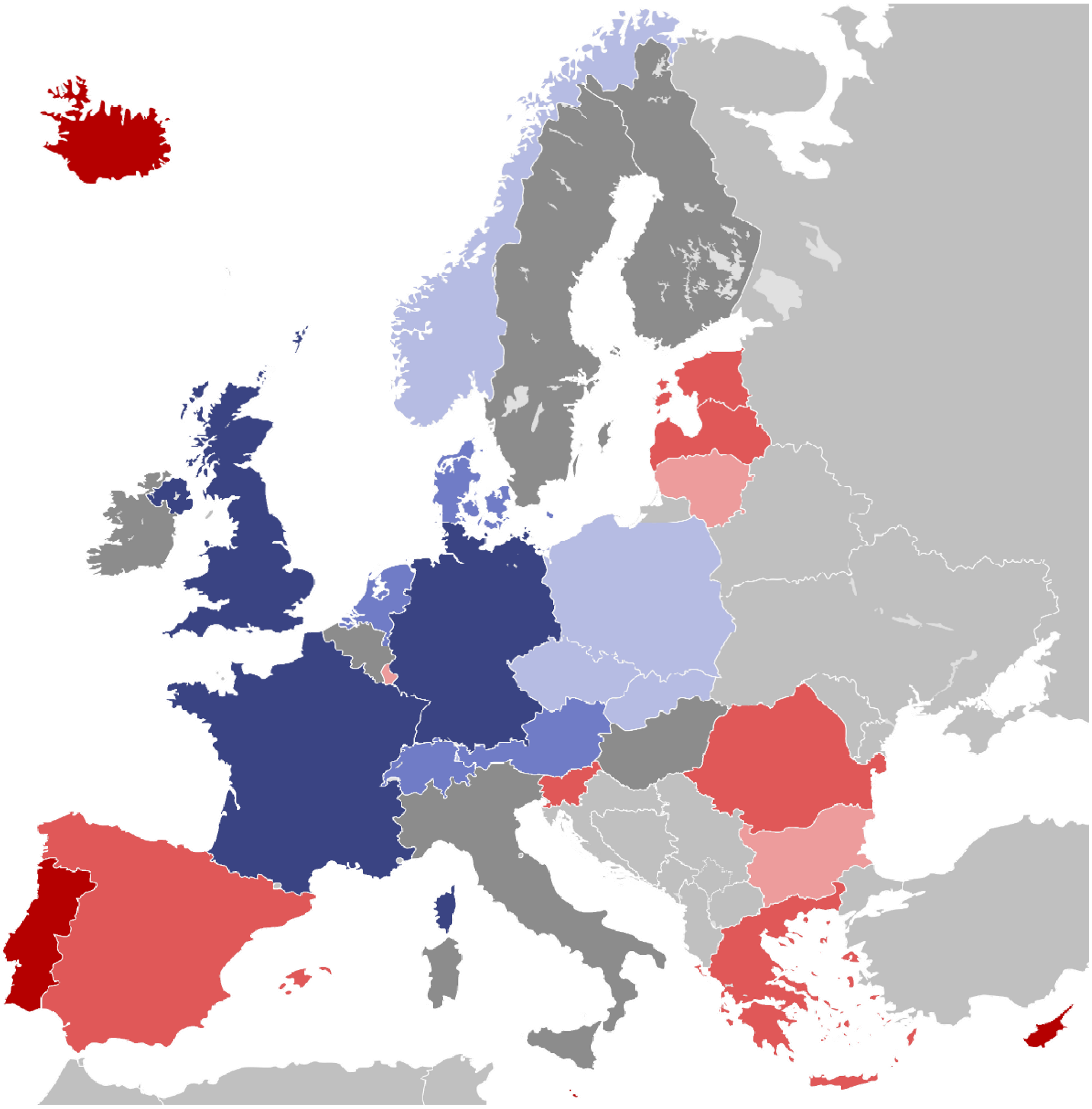
persons (as the Gallup World Poll was conducted among the total population aged 15 and over and therefore included inactive and older persons)[25].

[25] Indeed, Eurobarometer surveys (for instance the recent Special Eurobarometer 398 on the Internal Market (2013)) confirm that mobility intentions are likely to be higher among people aged 15-55 than those aged 55 and more and among unemployed and people in employment than among inactive persons, especially those being retired.

ANNEX 3

ICT IMBALANCE EXAMPLE

IT jobseekers in EURES countries (Feb 2013)



Number of jobseekers registered on EURES and looking for IT jobs* per one million inhabitants

EURES countries with many IT jobseekers

- More than 200% above EURES average**
- 100% - 200 % above EURES average**
- 50% - 100% above EURES average**

Average number of IT jobseekers

- No more than 20% below or 50% above EURES average**

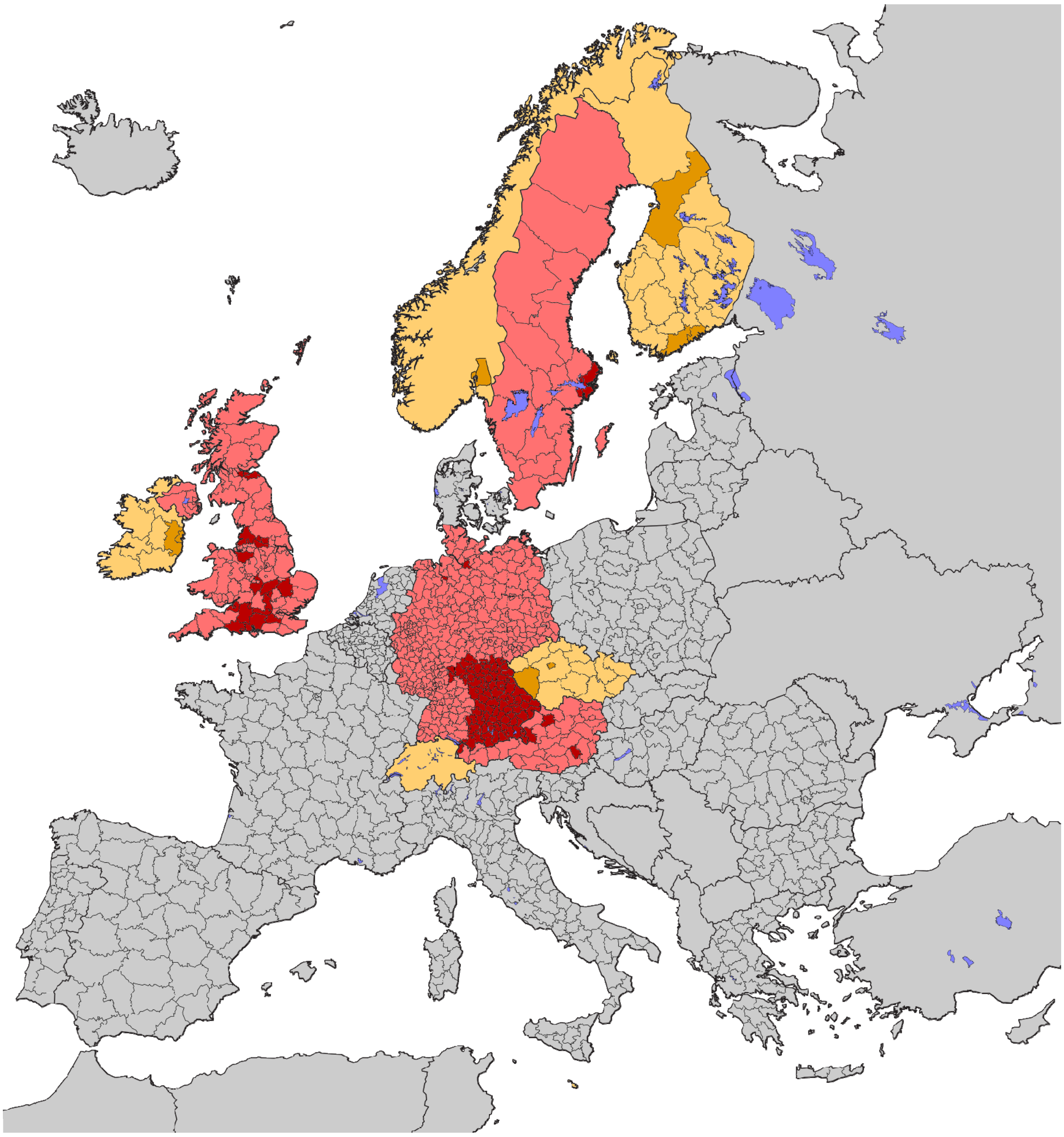
EURES countries with few IT jobseekers

- More than 60% below EURES average**
- 40%-60% below EURES average**
- 20%-40% below EURES average**

*) IT jobs includes computing professionals and computing associate professionals.

**) EURES average: 76.9 jobseekers per 1 million inhabitants registered on EURES and looking for IT jobs

EURES Regions with high demand for ICT staff (Feb 2013)



EURES countries with **very high demand** for ICT staff

> 100 posts per 1 mil inhabitants advertised on EURES

Regions with highest demand in these countries

Regions with a demand 50% or more above country average

EURES countries with **high demand** for ICT staff

25-100 posts per 1 mil inhabitants advertised on EURES

Regions with highest demand in these countries

Regions with a demand 50% or more above country average

Low demand or no data available

ANNEX 4

ONLINE RECRUITMENT SERVICES

Various country studies[26] point to a high market share for essentially highly educated job seekers of the online recruitment services such as *Monster*, *Stepstone* or *Linkedin*.

What they have in common with EURES is that they offer self-registration for job seekers and seek to cover international recruitment. Unlike EURES, however, they do not come for free, do not cover the entire EU/EEA and do not provide a multilingual search engine, capable of understanding a search key word and translating it. Their purpose is clearly not to serve the functioning of the entire European labour market per se. They are not backed up by a comprehensive human network like in the case of the EURES network.

Box 4 – Comparative analysis of EURES and other on line services

Business model – The business model of most private job sites is to make profit. They require fees for employers to access their database of high-qualified candidates. EURES, on the contrary, offers a public service to all citizens. This is important in particular for employers who may not have the necessary budget to use these private sites.

Source of job vacancies – While private job sites in general cover a limited number of job vacancies due to a particular focus / market segmentation, EURES provides access to all databases of 32 European Public Employment Services. A site like Monster covers about 20 European countries and Stepstone 8.

Geographical coverage – Most private job sites are country-based, i.e. targeting jobseekers searching for jobs in their own country and usually in one language. The purpose of EURES is to cover the entire European labour market, offering new opportunities for jobseekers outside their own country. This is possible thanks to the multilingual search capability of the EURES portal, enabled by the European Skills/Competencies, Occupations and qualifications classification (ESCO version 0).

Personalised services – EURES is more than only a job portal. The combination of its human network and IT tools makes EURES a powerful instrument to react to labour market opportunities. These personalised services are not part of the offer of private actors.

Organisation of job fairs – Through the organisation of online/onsite job fairs, EURES leverages again the power of the human network in combination with IT tools, to tackle specific skill shortages or surpluses on the market. Only few private actors offer such a (paid) online event service.

[26] See EVRR 2012, chapter 5. No EU data are available in the absence of cooperation with such organisations for an EU data collection

ANNEX 5

OVERVIEW OF EURES' HUMAN NETWORK ACTIVITIES

1. About the EURES Advisor monthly reports

Ever month the EURES Advisers report on the previous month's work via the EURES extranet. The six questions are static to ensure comparisons over time. The average response rate has varied between 76.1% in 2006 to 47.2% in 2010. In 2012 the response rate was 55.5%.

The figures in the annex show the figures reported by those that filled in the report. They should not be interpreted as the total number for the whole network.

2. Ratio of EURES Advisors

The coverage of EURES Advisors in relation to the population varies between Member States. In March 2013 the ratio of population to EURES Advisor averaged 784,000 population per Adviser and was the lowest in Luxembourg (68,000:1) and the highest in the UK (3,765,000:1).

The ratio in each Member State remains fairly stable from year to year, changing to staff turnover rather than policy adjustments.

Figure 1: Member States with the most EURES Advisors in comparison to population in 2012

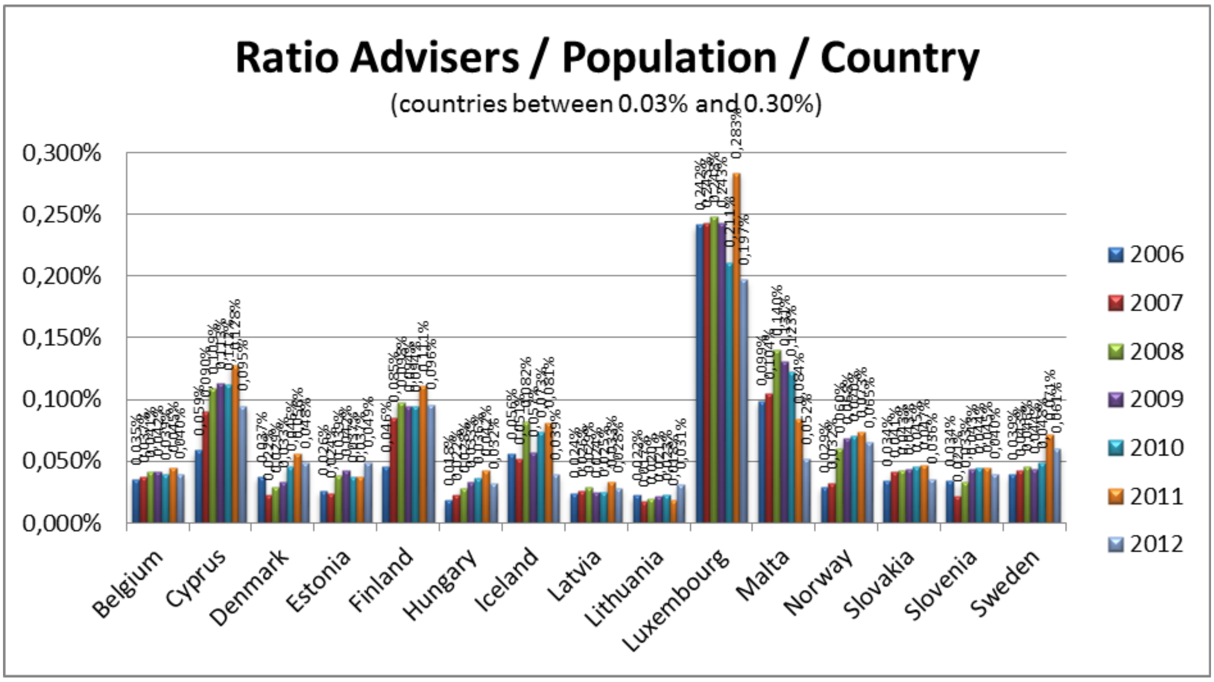
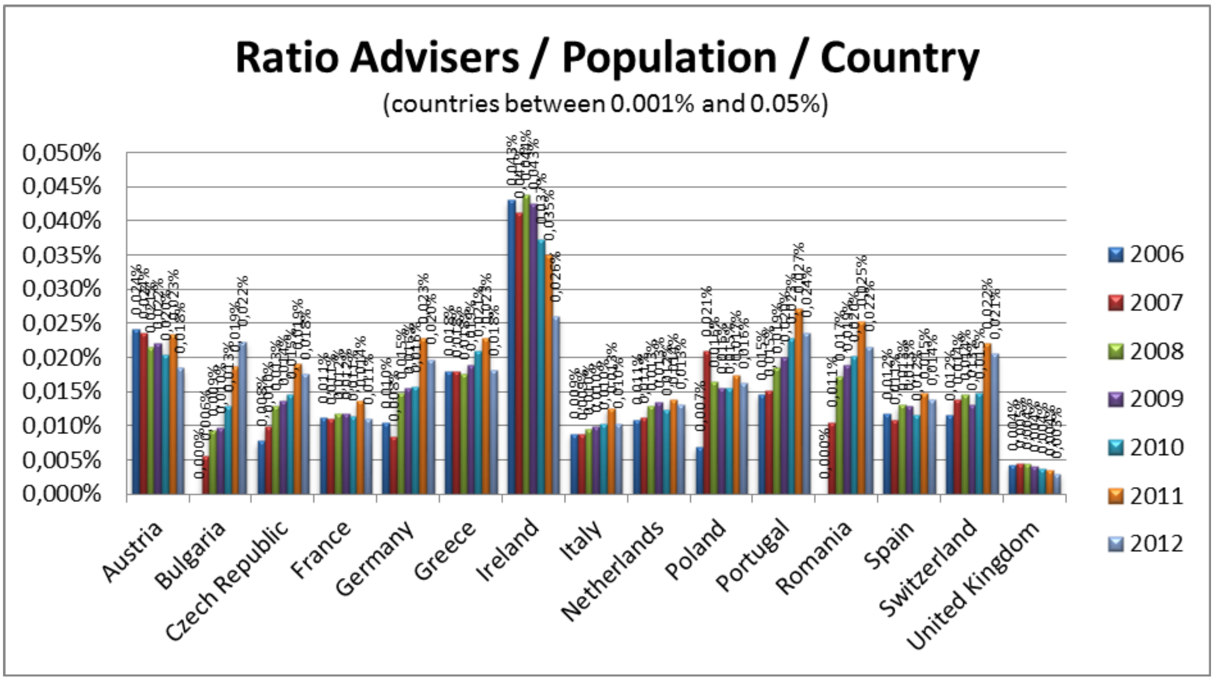


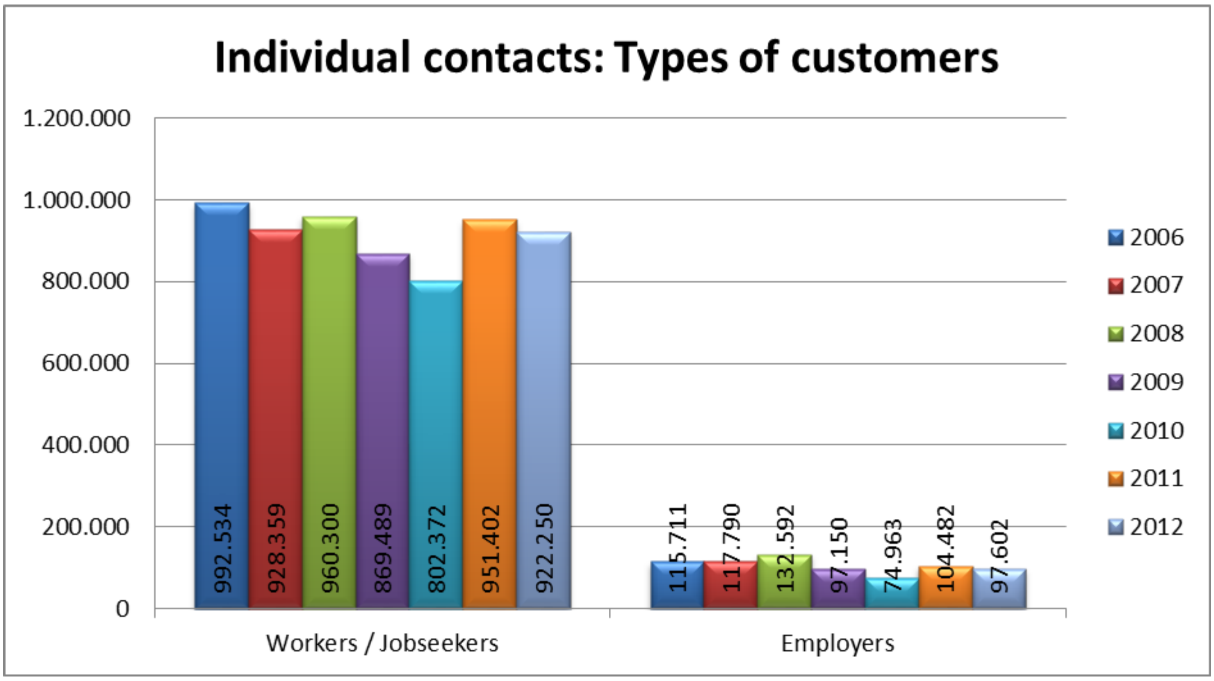
Figure 2: Member States with the least EURES Advisors in comparison to population in 2012



3. Contacts with jobseekers and employers

The period from 2006 to 2010 saw a decrease in the number of contacts EURES Advisors had with customers, both with jobseekers and employers, and was followed by an increase in 2011 and 2012. However, as the response rate of the questionnaire have fluctuated, it is likely that the changes in the numbers are an effect of the number of reported contacts, rather than an actual reduction. While unlikely to be a correct assumption, if the non-respondents have the same number of contacts as the respondents the number of contacts with jobseekers has increased by 28% and 16% with employers from 2006 to 2012. The big increase in number of contacts is between 2009 and 2010, with the numbers being relatively stable before and after. While the exact change in number of contacts for the whole network cannot be determined, it is reasonable to assume that the number has increased over the period and that most of the increase came in 2010.

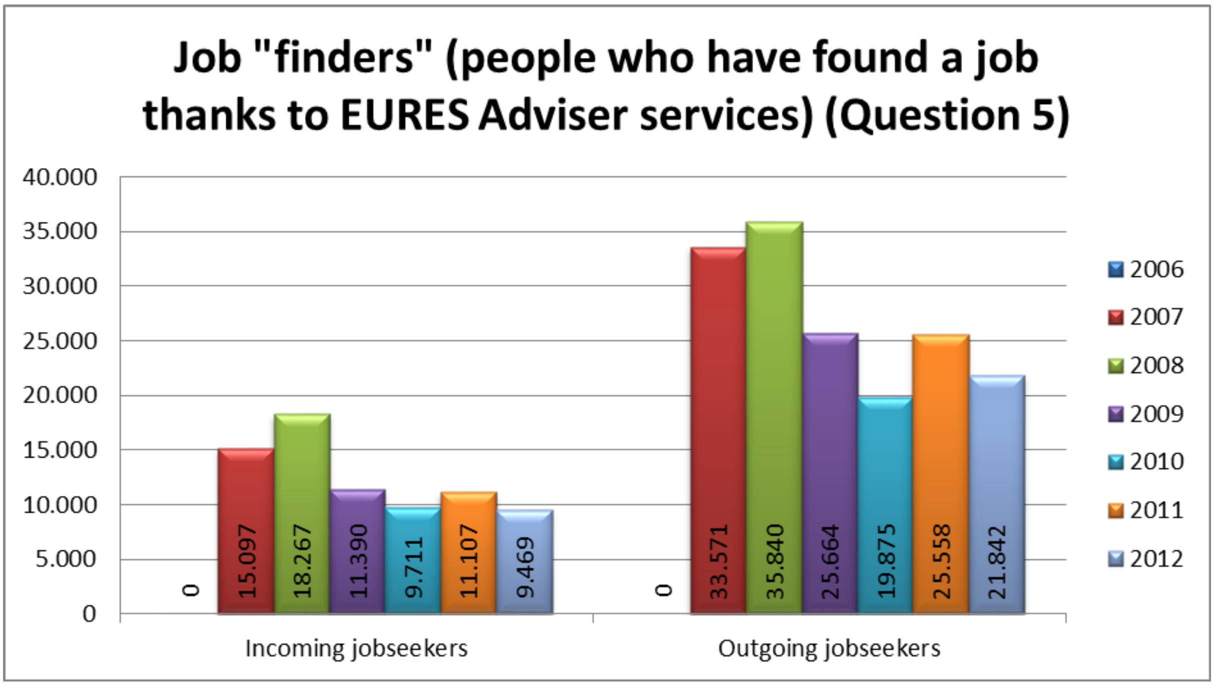
Figure 3: Individual contacts reported by EURES Advisors



4. Output of jobseekers

Adjusting for non-respondents, once again making the unlikely assumption that the non-respondents have the same behaviour and success as the respondents, the number of placements have diminished from 71 thousand to 56 thousand (-21%) between 2007 and 2012.

Figure 4: Reported number of people that have found a job thanks to EURES



ANNEX 6

INTRODUCTION TO ESCO

1. What is ESCO?

ESCO is the multilingual classification of European Skills, Competences, Qualifications and Occupations. ESCO identifies and categorises skills, competences, qualifications and occupations relevant for the EU labour market and education and training, in 22 European languages[27]. It provides occupational profiles showing which competences and qualifications are relevant for an occupation.

ESCO is developed in an open IT format that can be used by third parties' software. It can be accessed through the ESCO Portal and is available free of charge to everyone.

The European Commission, Directorate General Employment, Social Affairs and Inclusion jointly with Directorate General Education and Culture, coordinates the ESCO project. For the development of ESCO it is supported by the European Centre for the Development of Vocational Training and works in close collaboration with stakeholders.

2. Why ESCO?

In the framework of the New Skills for New Jobs initiative (2009), a group of independent experts recommended to develop 'a common language between education/training and the world of work'. This recommendation has been affirmed by Europe 2020 ('A European strategy for smart, sustainable and inclusive growth') as well as by the conclusions adopted by the Education Council on 13 May 2010 which called for a common language and an operational tool. This need is addressed by ESCO.

The need for a 'common language' becomes evident from the current economic situation. The financial crisis has hit labour markets throughout the European Union, where unemployment stood at 11% in July 2013. At the same time, youth unemployment rose to more than 23% and in some Member States even above 55%.[28] However, in spite of these high levels of unemployment, there is strong evidence of skills shortages within certain sectors such as the green economy, ICT and healthcare. In some regions the skills of the jobseekers do not match the jobs offered, but Europe cannot afford to leave skills potential unused.

A better utilisation of the skills potential in Europe can be achieved by three means:

- **Regional mobility** can ensure availability of the right skills in each region.
- **Occupational mobility** can increase the flexibility of the labour market to adapt to new technologies or to a new economic context.
- **Education and training** should keep pace with the evolution of knowledge, skills and competences needed by the labour market.

Regional mobility is often hindered by the fact that qualifications differ between Member States. Furthermore, employment services do not share the same IT and classification systems to manage information on supply and demand of jobs. ESCO, as a standardised terminology, will make it easier to exchange the required information. The 22 languages of ESCO will facilitate cooperation between countries and will support learners and workers to move freely between countries.

[27] Translation into another three languages is on-going.
[28] Source: Eurostat.

Exploiting the full potential of **occupational mobility** requires a focus on competences instead of occupation. Such a competence-oriented approach takes into account which skills are transversal, how they can be applied in another career path and recognises the importance of lifelong learning. To support this, many employment services are gradually developing competence lists or classifications. ESCO, using a competence-centred approach will enable a better job matching allowing for the flexibility needed on the labour market.

In education and training, systems are going through a similar paradigm shift. By using the *learning outcomes approach* they increasingly describe qualifications, qualifications standards and curricula in terms of knowledge, skills and competences. This shift to *learning outcomes* is reflected in the European Qualifications Framework (EQF) and the development of qualifications frameworks in all Member States. Increasingly, we observe that this shift has impact on the way teaching, training, assessment and validation are organised.

ESCO builds on this common focus on competences, both in the labour market and in the education and training systems. This common focus will allow education and training systems to better respond to labour market needs.

3. What can ESCO be used for?

ESCO provides a standardised terminology of occupations, skills, competences and qualifications in 22 languages. By mapping their classification to ESCO or by using ESCO, employment services will be able to exchange meaningful information across the European Union. ESCO will make them interoperable in line with the Interchange of Data between Administrations programme (IDA) and the European Interoperability Framework (EIF). It will boost online and skills-based jobmatching and enable employment services to match CVs and vacancies across Europe. This will help people finding the right job more easily. As a result, occupational and regional mobility will be encouraged, thus reducing mismatches between job demand and supply. ESCO can also provide an important terminological tool to education and training stakeholders, notably those involved in the definition and description of learning outcomes in qualifications standards and curricula. Using the ESCO terminology can directly support systems of validation.

While ESCO is not a tool that performs job matching, career guidance or recognition of qualifications itself, it facilitates the development and implementation of instruments responding to these needs. When building on ESCO, services and applications will improve their scope and their potential impact.

The following examples of practical applications illustrate how ESCO can benefit European citizens:

- Jobseekers can use ESCO to describe their skills, competences and qualifications when developing their CV, which can then go through various automated matching processes. They can also compare their skills, competences and qualifications against job vacancies using ESCO terminology, to identify the skills they miss.
- Employers can use ESCO to define the set of skills, competences and qualifications their vacancies require when they are developing a job description.
- Online job portals can use the vocabulary of ESCO for analysing CVs and job vacancies in the official European languages. The skills, competences pillar of ESCO allows job matching on the basis of skill sets.
- Learners, whether already employed or not, can use it to record their learning outcomes, whether acquired through formal, non-formal or informal learning and build personal knowledge, skills and competences profiles.

– Workers and learners can use the ESCO Occupational profiles to help identify "skills gaps" against target occupations

– Education and training institutions can use ESCO in curriculum development and assessment.

– Other organisations developing and/or awarding qualifications can use ESCO to express the learning outcomes of their qualifications, to reflect emerging skill needs and to facilitate the understanding of their qualifications across borders.

– Human resources managers and people offering career guidance can use ESCO to enhance planning and make aptitude or ability tests and skills and interest inventories more accurate.

– Employment services can use ESCO to exchange relevant labour market information (CVs and vacancies) in a meaningful way.

– Trade unions and Professional Associations can use ESCO to help improve job design, the content of qualifications and opportunities for mobility.

– Software developers can use the ESCO Occupational profiles to develop new Career Information and Guidance (IAG) tools, such as career pathways.

ESCO will help employers, jobseekers and labour market stakeholders such as public and private employment services to access a larger number of CVs or job vacancies.

Fig. 1 : ESCO in practice

ESCO supports other initiatives developed by the European Commission aimed at making labour market and education systems more transparent, stimulating mobility and creating opportunities.

– **EURES, the European Job Mobility Portal** : This online portal allows public employment services to share their vacancies at a European level and reach out to workers beyond national borders. ESCO is based on the EURES classification, currently used on European Job Mobility Portal.

– **Erasmus+** : The Erasmus + programme enables (young) Europeans to study in another Member State and bring new skills and competences back to their country of origin.

– **The European Qualifications Framework (EQF)** : The EQF aims to increase the comparability of levels of qualifications across borders.

– **Europass-CV** : This multilingual tool provides a European template for the description of the holder's skills and competences and qualifications.

3. The main building blocks of ESCO

The labour market is constantly evolving. The specific occupations, skills, competences and qualifications that people need change over time, as does their description. To cope with this, effective communication and dialogue between the labour market and the education/training sector is vital. To facilitate this dialogue, ESCO is structured on the basis of three pillars representing a searchable database in 25 languages. These pillars are:

- Occupations,
- Skills, Competences, and
- Qualifications.

More importantly, the pillars are interlinked to show the relationships between them. Occupational profiles show whether skills and competences are essential or optional and what qualifications are relevant for each ESCO Occupation. Alternatively, the user can identify a specific skill and see which occupation or qualification this skill is relevant to.

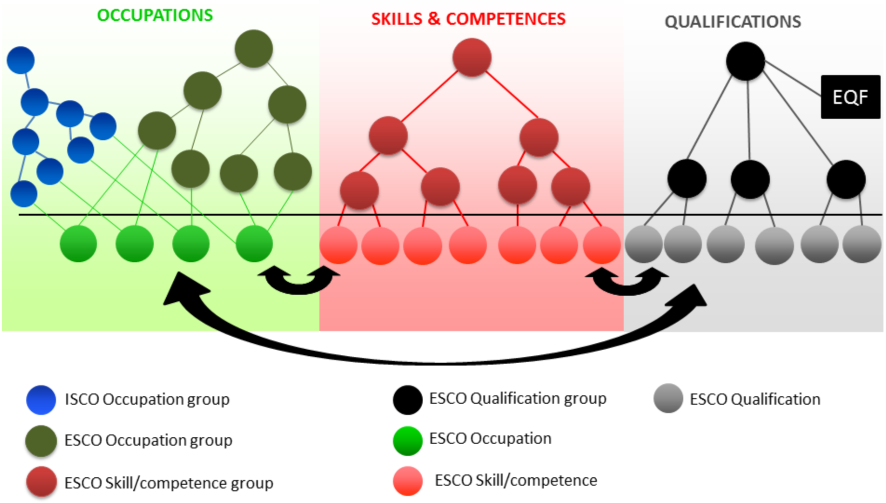


Fig. 2: The three pillar approach of ESCO

This three pillar structure allows ESCO to organise the available knowledge of the European labour market and the education/training sector in a consistent and usable way. ESCO is developed in an open IT format that can be used by third parties' software. The classification is accessible and freely downloadable via the ESCO Portal. This will allow the development of new services.

4. Developing ESCO

Shaping ESCO into an up-to-date, practical tool can only be done from the bottom up, through the active involvement of stakeholders from the education and training sector as well as from the labour market. Input from employers' organisations, trade unions, professional associations and federations, employment services, education institutions, training organisations, European sector skills councils and networks as well as government bodies, feeds directly into the classification.

Next to the expertise of stakeholders ESCO builds on existing national, regional and sectoral classifications as well as relevant international classifications and standards, such as NACE, ISCED and the EQF.

ESCO is a long-term project that can only be achieved gradually and that requires a pragmatic, step-by-step approach. All interested parties are encouraged to actively contribute throughout the development and continuous revision of ESCO.

ESCO has been launched on a conference in Brussels on 23/24 October 2013. It is accessible and freely downloadable via the ESCO Portal.

ANNEX 7

SUMMARY OF IMPROVEMENTS TO BE MADE

Table 7: Overview of EURES improvement areas, obligations in Regulation and the current situation

Issue	Current obligation	Current situation
Transparency	Exchange of "details of: - vacancies that can be filled by nationals of other MS - applications for employment by those who have formally expressed a wish to work in another MS" (…) according to a uniform system. (Article 13 of Regulation 492/2011)	There is a common, rather limited format for vacancies, but not for CVs With a few exceptions all MS are connected and sending vacancies to the EURES portal. There are several quality issues with regard to contents, reliability of data and completeness in terms of "vacancy share" Only a few MS include non-PES vacancies Only a few MS retrieve and publish vacancies from the EURES portal to the national job portal There is no exchange of CVs taking place
Automated Matching potential	(…) according to a uniform system. (Article 13(2) of Regulation 492/2011)	ISCO is used as the common classification within the current common vacancy format. ISCO is not designed for search and matching. There are quality issues regarding the use of ISCO by MS ESCO, the system to build up ISCO allowing skills-based matching for the purpose of employment is under construction and is voluntary There is no obligation to map to and from ESCO
Mainstreaming	No specific obligations in Regulation 492/2011	There is no systematic offer to ensure access to EURES services at national level There is no definition of the basic information on EURES to be provided to jobseekers and employers
Support services	Obligations to send and process information on vacancies and applications ("clearance") as well as on living and working conditions and the state of the labour market (Articles 12 and 13 of Regulation 492/2011) have been interpreted as an obligation to deliver services to jobseekers and employers and to the other members of the network	The 2012 Decision refers to services in relation to these obligations The Charter describes the services to be rendered by the members of the EURES network. Differences in PES organisation, labour market situation and political and other priorities in MS determine the extent and level at which EURES support services are delivered.
Information exchange and cooperation	Commission has a coordination role regarding promotion and practical measures for vacancy clearance and joint methods for action. ((Article 18-19 of Regulation 492/2011.) Member States shall cooperate closely (Article 11 of Regulation 492/2011) Member States shall send to the Commission information on problems arising in connection with the freedom of movement	The 2012 Decision provides a basic governance structure. It establishes a Management Board to be consulted on strategy, programming, reporting etc. for the PES (Article 8) No indications as to the scope and frequency of information to be provided on labour shortages and surpluses and how to cooperate to achieve the resultant placing envisaged in Article 11 of Regulation 492/2011

	(Article 12 of Regulation 492/2011)	

ANNEX 8

JOB SEARCH ASSISTANCE AND PLACEMENTS BY EURES ADVISERS

1. Support to jobseekers in finding a job

Every month, the EURES Advisers are asked to complete a report on their activities, including assistance in successful placements of jobseekers into work.

Data collected for 2012 indicate that 29,079 jobseekers found a job with the help of a EURES Adviser. Approximately one quarter of the placements made were assisted by EURES Advisers in the destination Member State (incoming) and three quarters by EURES Advisers from the sending country (outgoing).

This analysis builds on the data for 2012 as presented in the Single Market Scoreboard referred to in section 3.1.2.2.

Figure 5: average number of job seekers who found a job

PES Country		Number of jobseekers who have found a job with the help of a EA, incoming	Number of jobseekers who have found a job with the help of a EA, outgoing	Number of jobseekers who found a job with the help of a EA, TOTAL	Number of jobseekers who found a job with the help of a EA, AVERAGE
Austria	AT	267	18	285	20.36
Belgium	BE	142	91	233	5.97
Bulgaria	BG	9	597	606	35.65
Cyprus	CY	114	-	114	14.25
The Czech Republic	CZ	293	873	1,166	77.73
Deutschland	DE	1,576	3,699	5,275	31.59
Denmark	DK	1,431	92	1,523	52.52
Estonia	EE	10	202	212	53.00
Spain	ES	181	1,354	1,535	31.98
Finland	FI	506	402	908	32.43
France	FR	354	1,977	2,331	31.50
Greece	GR	17	20	37	1.95
Hungary	HU	11	508	519	15.26
Ireland	IR	201	426	627	52.25
Italy	IT1	550	3,705	4,255	72.12
Lithuania	LT	11	373	384	48.00
Luxembourg	LU	298	8	306	25.50

Latvia	LV	10	124	134	26.80
Malta	MT	-	-	-	-
The Netherlands	NL	602	224	826	37.55
Poland	PL	19	1,681	1,700	32.08
Portugal	PT	3	359	362	13.92
Romania	RO	28	900	928	23.20
Sweden	SE	372	2,063	2,435	45.09
Slovenia	SI	56	320	376	75.20
Slovakia	SK	28	1,582	1,610	80.50
UK + N-IE	UK	373	19	392	23.06
TOTAL EU		**7,462**	**21,617**	**29,079**	

It is not possible to make a direct comparison on the efficiency of mobility support services by different PES using the number of assisted placements by EURES Advisers alone.

The activities and responsibilities of EURES Advisers are not identical in all organisations, and other staff, in particular EURES Assistants but also front line PES employment officers, can provide services to jobseekers interested in working in another Member State. In addition to the different organisational setup in PES, the working time spent on EURES activities by the EURES Advisers and the response rate (see below) affects the numbers.

2. Response rate

The numbers above are compiled from the answers received. However, with a response rate of 53% the true number of assisted placements is uncertain but certainly higher. In an attempt to estimate the actual number, extrapolation under the assumption that the non-respondents have, on average, assisted as many jobseekers finding a job as those that did reply indicated that 58 000 jobseekers found a job with the assistance on a EURES Adviser.

3. Working time spend on EURES activity

EURES Advisers in the Czech Republic, Estonia, Latvia, the Netherlands, Sweden, and the UK report that they spend more than 90% of their working time on EURES activity. Less than half of the working time is spent on EURES activity for EURES Advisers in Bulgaria, Cyprus, Greece, and Ireland. To estimate how many jobseekers that could find a job with the assistance of a EURES adviser, should they have the opportunity to work full time on EURES, extrapolation shows that approximately 84 500 jobseekers would find a job with support of EURES Advisers.

Figure 6: potential in case of full time occupation of EURES Advisers

PES Country	Response rate EAs	Average working time spent on EURES (%)	Ratio, extrapolation of data, taking into account the response rate	Ratio, extrapolation of data, taking into account response rate + average time spent on EURES
Austria	57%	78%	502	642
Belgium	33%	78%	696	897
Bulgaria	47%	49%	1,300	2,650

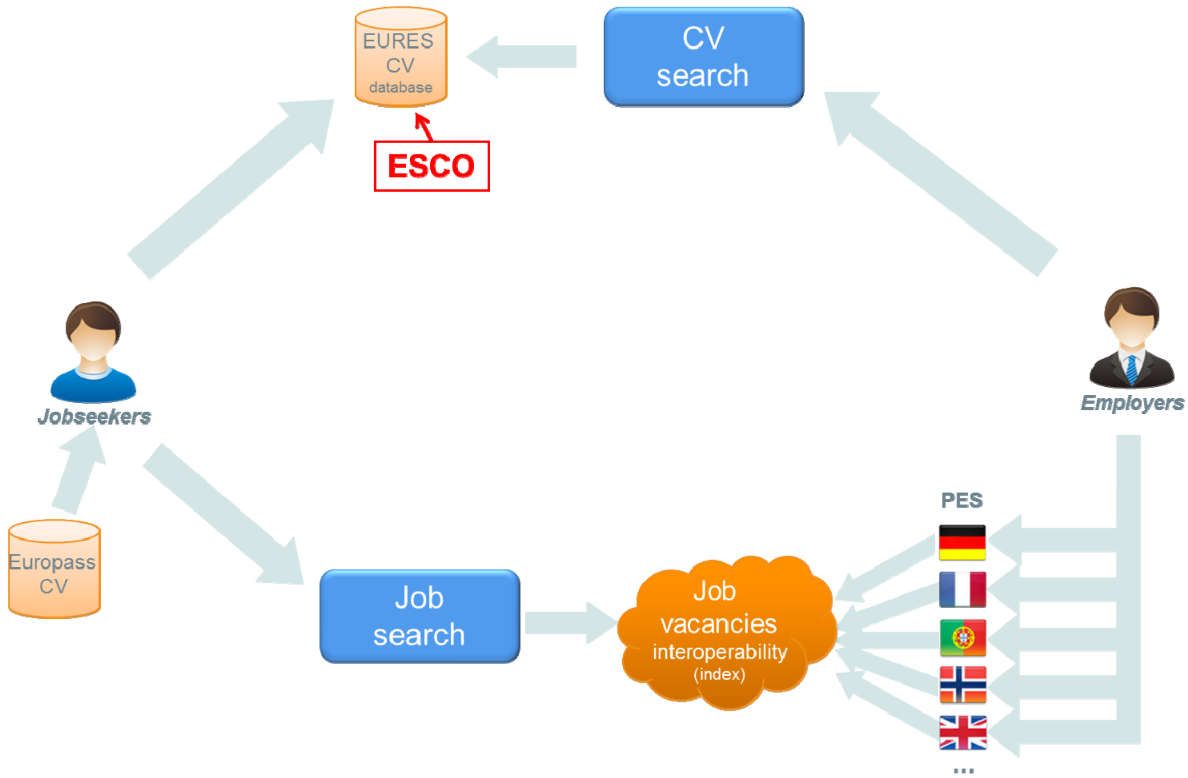
Cyprus	63%	31%	182	581
The Czech Republic	42%	99%	2,755	2,793
Deutschland	49%	70%	10,795	15,528
Denmark	44%	78%	3,474	4,481
Estonia	68%	100%	313	313
Spain	38%	74%	4,071	5,469
Finland	32%	62%	2,832	4,560
France	60%	62%	3,910	6,309
Greece	41%	31%	90	293
Hungary	43%	50%	1,213	2,436
Ireland	37%	43%	1,682	3,927
Italy	52%	63%	8,127	12,907
Lithuania	64%	72%	600	834
Luxembourg	31%	65%	972	1,506
Latvia	73%	100%	183	183
Malta	89%	72%	-	-
The Netherlands	47%	95%	1,746	1,836
Poland	66%	78%	2,586	3,319
Portugal	69%	50%	522	1,042
Romania	49%	64%	1,898	2,977
Sweden	66%	92%	3,703	4,026
Slovenia	69%	89%	549	617
Slovakia	67%	72%	2,409	3,364
UK + N-IE	41%	98%	956	971
Average/Total	**53%**	**71%**	**58,066**	**84,463**

ANNEX 9

FUNCTIONALITIES OF THE EURES PORTAL – TODAY AND IN THE FUTURE

This annex describes the way jobseekers and employers can search and display job vacancies and CVs on the EURES portal and how they can interact with each other there. It does not touch on other functionalities or contents of the portal, such as information on living and working conditions, labour market trends in the Member States, or services available from EURES Advisers. Nor does it describe other means for jobseekers and employers to establish contacts.

Current functionality



Functionality for jobseekers

Jobseekers can search among job vacancies from 32 European countries that have been published in the jobs databases of the EURES Members (to date, the public employment services of the Member States). The vacancies are not stored on the EURES portal, but communication between the EURES portal and the participating national job portals ensures that the vacancies are viewable and searchable on the EURES portal. There is no functionality on the EURES portal allowing jobseekers to directly make applications to employers. Each job vacancy should indicate how to apply for that specific vacancy, e.g. by providing the contact details of the employer.

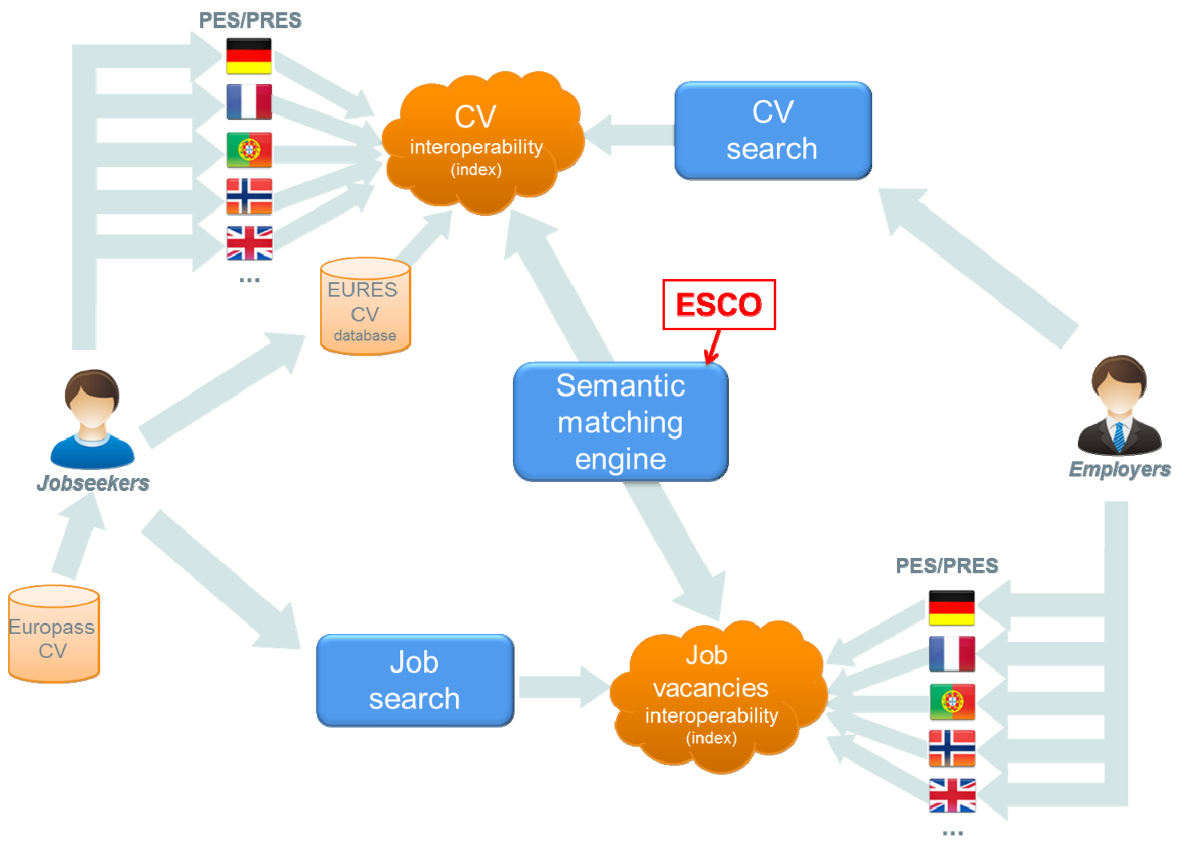
Jobseekers can also create, publish and manage their CVs on the EURES portal, including downloading and printing it in the Europass format. These CVs can be made available to both employers that are registered on the EURES portal and to EURES Advisers helping employers to find suitable candidates. The jobseekers can choose what information they want to show to those searching through the CVs. They can for instance decide to hide their name or the name of the current employer. Once registered, jobseekers can receive updates on job vacancies that match their profile and registered employers can contact with them with job offers.

Functionality for employers

Employers who would like to place a vacancy on the EURES portal can contact the EURES Member in the country of the job vacancy. Vacancies where an employer has expressed a specific interest in finding candidates from other countries can be "flagged". These vacancies are marked with a European Union flag on the EURES portal and will appear on top of the result list when a jobseeker makes a search. The process of registering the vacancy with an employment service provides for quality control of vacancies and employers.

Employers can register on the EURES portal to search for candidates themselves by searching through the database of CVs. They can also send enquiries to potential candidates and receive updates of new matching CVs.

Future functionality



Opening up of the network

Giving private and third sector employment services the opportunity to participate in the clearance of job vacancies and the applications for work as EURES Partners on an equal footing with public employment services will increase the potential ways in which jobseekers and employers can access the matching services of the EURES portal.

Enhanced search functionalities

The search engine on the EURES portal will be complemented with an index containing metadata on the vacancies available in the jobs databases of the participating EURES Members and Partners. A similar index with anonymised metadata about CVs will also be created. This way more advanced searches and automatic matching between available jobs and CVs can be made on the EURES portal.

Increased functionality for jobseekers

The job vacancy search functionality will be refined to allow searches taking into account experience, skills and preferences. This will allow for a grading of vacancies based on how well they match the indicated profile.

No change is foreseen in the method of application for vacancies.

An additional way to make CVs available for searches and matching on the EURES platform will be introduced, as jobseekers who have a CV published on the job portal of a EURES Partner can request that EURES Partner to transmit anonymised information relating to their CV to the EURES index. Information on jobseekers will not be made available on the EURES portal without consent of the jobseeker concerned.

Increased functionality for employers

With the network opened up to other employment services, additional employment services can assist employers making their vacancies available on EURES.

Employers will also benefit from semantic matching engine as searching for candidates can be made with more precision.

ANNEX 10
COST OF LABOUR MARKET POLICY INTERVENTIONS

Terminology

LMP are public interventions that are targeted towards particular groups in the labour market.

There is a EUROSTAT definition of LMP consisting of (1) labour market services (client services) + other activities (administrative costs); (2) active labour market measures (such as training, job sharing, employment incentives, integration of disabled etc.) and (3) passive measures (early retirements, transfers such as UE benefits etc.).

Category 1: labour market services

The PES as such are under LMP under category 1. The total budget outlay here is about 27 billion Euros each year. Estimated figures for the cost of EURES staff of 60 million Euros for PES would be part of this envelope. This category consists of the following activities:

1.1 Client services

1.1.1 Information services – open services for jobseekers providing **ad hoc information** and **referral to opportunities for work**, **training and other forms of assistance**, together with **job brokerage services for employers**.

1.1.2 Individual case management – services of **individualised assistance** (e.g. intensive counselling and guidance, job-search assistance, personalised action plans) and **follow-up for unemployed persons** provided as part of a planned path towards durable (re-) employment. Financial assistance for the unemployed in case of **travel to interview costs**, other job-search related costs and similar cases are included here

1.2 Other activities of the PES

1.2.1 Administration of LMP measures – activities of the PES related to the **implementation of LMP measures**, including indirect administrative costs of the PES.

1.2.2 Administration of LMP supports – covers activities of the PES related to the **administration and payment of LMP supports** and/or the supervision by the PES of other bodies that undertake the payment/administration function.

1.2.3 Other services / activities – all other services, activities and general overheads of the PES and which are not covered in any other category

2011[29]	Mil €	2011	Mil €
European Union (27 countries)	27,586	Lithuania	25
Belgium	785	Luxembourg	23

[29] EU27 (2009), Greece (2010), UK (2009)

Bulgaria	15	Hungary	10
Czech Republic	151	Malta	7
Denmark	1,306	Netherlands	2,234
Germany	8,873	Austria	557
Estonia	13	Poland	312
Ireland	223	Portugal	198
Greece	24	Romania	35
Spain	1,110	Slovenia	38
France	5,048	Slovakia	50
Italy	501	Finland	234
Cyprus	6	Sweden	956
Latvia	7	United Kingdom	5,420

Source: Eurostat

Category 2-7: Labour market measures

These categories includes measures to actively support people gaining employment or improving chances of getting employment. They are policy instruments fostering inter alia a lifelong approach to work, identification of needs, job search assistance, guidance and training as part of a personalised action plan, the matching of labour market needs, investment in human capital and the adaptation of education and training systems to new competence requirements.

2. Training;

3. Job rotation and job sharing;

4. Employment incentives;

5. Supported employment and rehabilitation;

6. Direct job creation;

7. Start-up incentives;

2011[30]	Mil €	2011	Mil €
European Union (27 countries)	63,626	Luxembourg	196

[30] EU27 (2009), Greece (2010), UK (2009)

Belgium	5,101	Hungary	349
Bulgaria	51	Malta	3
Czech Republic	276	Netherlands	4,191
Denmark	3,706	Austria	1,709
Germany	11,637	Poland	1,236
Estonia	24	Portugal	783
Ireland	1,161	Romania	27
Greece	498	Slovenia	91
Spain	7,404	Slovakia	154
France	13,646	Finland	1,617
Italy	4,845	Sweden	3,104
Cyprus	56	United Kingdom	635
Latvia	67	Norway	1,602
Lithuania	56		

Source: Eurostat

ANNEX 11

OVERVIEW OF NATURE OF THE COST RELATED TO THE IMPROVEMENTS TO BE MADE

Nature of the costs	**Observations**
Transparency	
(a) Making available to EURES all vacancies nationally *(b) Making available to EURES CV's of jobseekers* *c) Having European vacancies on national job search portals and making them clearly visible* Initial cost for the Commission: software applications, technical support to Member States. Budget is foreseen under the EURES axis of the EU EaSI Programme. Initial cost for Member States: IT and staff cost related to change in protocols and/or partnership agreements with non-PES service providers of vacancies (ad a); introduction of CV clearance (ad b) and implementation of the API (ad c), where necessary, training cost of users (including non-PES EURES actors). Fixed cost Member States: maintenance cost of the systems and overhead	The size will vary from country to country depending on • the state of the national system of clearance (formats and standards) • the existing job search portal platform and infrastructure • the methods chosen to extend the vacancy pool at national level • the number of non-PES EURES service providers involved and their size
Automated matching	
a) Using common formats and standards One off initial cost for Commission: software applications, support to Member States (cost integrated in the framework of the development cost of the EURES portal under the EURES axis of the EU EaSI Programme) One off initial cost for Member States: IT development and staff cost related to the adjustments to common formats and standards, where necessary, training cost of users (including non-PES EURES service providers) One off initial cost for (possible) non-PES service providers: IT development and staff cost related to the common formats and standards Fixed cost for Member States: maintenance cost of the systems and overhead Fixed cost for (possible) non-PES service providers: maintenance cost of the systems and overhead *b) Mapping to and from ESCO* One off initial cost for Commission: software applications, support to Member States (cost integrated in the framework of the development cost of ESCO under the Social Innovation axis of the EU EaSI	The size will vary from country to country depending on • the of the national classification system used on the existing job search portal • the existing job search portal platform and infrastructure • the number of non-PES EURES service providers involved and their size The incidence of the cost will depend also on the frequency in modifications to the formats and standards, the national mapping inventory and the ESCO classification.

Programme) One off initial cost for Member States: service cost for the making the inventory, mapping the national classifications to and from ESCO (the cost can be integrated in the framework of the development cost of ESCO under the Social Innovation axis of the EU EaSI Programme) One off initial cost for (possible) non-PES service providers: IT development and staff cost related to the national mapping inventory Fixed cost for Member States: maintenance cost of the systems and overhead Fixed cost for (possible) non-PES service providers: maintenance cost of the systems and overhead	
Mainstreaming	
One-off initial cost for Member States: service cost (creation of on line information feature and/or dissemination material PES, based on some common elements developed by the Commission in consultation with the MS) One-off initial cost for non-PES service providers: service cost (creation of on line information feature and/or dissemination material, if PES material not used)	The size will vary from country to country depending on: • degree of integration of EURES in PES business processes • method chosen for first contact information, in PES and non-PES service providers • Possibilities to re-orient current EURES staff such as EURES advisors and assistants to a EURES back office function, and the degree of complementarity with the national Coordination Office
Support services	
a) Increased access to matching, recruitment and placement services One off initial cost for Member States: set-up cost, service cost (revision of service offer methodology and business processes where necessary), review of related partnership agreements with non-PES actors Fixed cost for Member States: national training of EURES staff Fixed cost for the Commission: training of EURES specialised staff and the national trainers for front line staff at national level (cost integrated in the framework of the common training programme under the EURES axis of the EU EaSI Programme) *b) Integrated access to labour market measures* One off initial cost for Member States: service cost (revision of information on these measures, the eligibility criteria and/or communication methods relating to the procedures for applying for these measures) Fixed cost for Member States: support on basis of individual requests for active labour market measures such as language training,	The size will vary from country to country depending on: • The current degree of focus on recruitment and placement services of EURES • The current degree of integration of EURES in PES business processes related to recruitment and placement • the current degree of coordination between EURES and other actors on social security rights • uptake of nationals interested in using active labour market

vocational training, intercultural communication training. *c) Improved interaction on information for social security rights* One-off initial cost for Member States: service cost (revision of information, communication methods, and where appropriate working arrangements between PES and/or other public authorities or actors) Fixed cost for Member States: staff (EURES liaison officer in the National Coordination Office to support regular information exchange)	measures in the interest in working in another Member State
Information exchange and cooperation	
a) *Improved labour market information exchange* One off initial cost for Member States: set up cost of the information system, including service cost (revision of underlying data collection mechanisms in PES and review of business processes), possibly IT and training related costs related to adjusted business processes, review or introduction of data protocols with non-PES actors and appropriate consultation processes at national level Fixed cost for Member States: staff (a data analyst, policy officer) Fixed cost for the Commission: organisation of meetings with representatives of the Member States (cost integrated in the framework of budget foreseen for EURES governance under the EURES axis of the EU EaSI Programme) Fixed cost for non-PES service providers: monitoring and reporting cost as part of the programming cycle *b) Coordinated implementation of mobility strategies* No additional staff or investment needed; variable costs depending on the actions and their benefits	The size will vary from country to country depending on • Extent to which data analysis departments can build on existing models and integrate work on intra-EU labour mobility in any regular PES business processes on data analysis and monitoring • The degree of the national interests in supporting mobility solutions to achieve balance on the labour market (size and nature of the national and sectoral shortages and surpluses)