

**Public online consultation on *Your first EURES job* mobility scheme and options  
for future EU measures on youth intra-EU labour mobility**

*This online open public consultation is carried out in the framework of the ex-post evaluation of the preparatory action "Your first EURES job".*

1. *WHAT IS IT ABOUT?*

*Youth labour mobility and...*

The freedom of movement for workers in the European Union is a right enshrined in the Treaty on the Functioning of the European Union (Art.45) and further regulated by specific EU legislation<sup>1</sup>. It can contribute to improving the allocation of resources and serve as an adjustment mechanism for unbalanced labour markets.

One of the target groups with the highest propensity to become mobile are young people (knowledge of languages, appeal of innovative work experiences, no family responsibilities, etc.). Working in another Member State and living in a different cultural environment can be particularly attractive for gaining new skills and competences. A job, traineeship or apprenticeship abroad can improve young people's language skills and help them be more self-confident and adaptable. Young mobile workers can also be a relevant source of innovation in enterprises, more flexible for mobility and often more positive towards change.

Youth unemployment has emerged as the main employment legacy of the economic crisis. Youth unemployment (under 25) affects around 20.4% young people in EU-28, with youth unemployment rates varying widely between Member States from less than 10% (i.e. Austria, Germany) to more than 40% of the active population (e.g. Greece and Spain).

Yet, there are still many obstacles hindering free movement in practice. Young people do not often take up work opportunities in other countries either because they are not aware of them, because of legal and practical issues or because of the costs and insecurity of moving abroad. The annual cross-border mobility rate (0.2%)<sup>2</sup> between EU countries remains much below the level recorded in the OECD countries, which is clearly not enough for a dynamic labour market with a European dimension. Labour market data show that Europe has shortages and surpluses of skilled labour, i.e. there are many job vacancies that remain unfilled due to the lack of suitable work force.

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<sup>1</sup> Regulation (EU) N° 492/2011 of the European Parliament and of the Council, 5.04.2011 on *Freedom of movement for workers within the Union*, OJ L 141, 27.05.2011, p.1, and Directive 2004/38/EC of the European Parliament and of the Council, 29.04.2004 on *The right of citizens of the Union and their family members to move and reside freely within the territory of the Member States*, OJ L 158, 30.04.2004, p.77

<sup>2</sup> [http://europa.eu/rapid/press-release MEMO-14-541\\_en.htm](http://europa.eu/rapid/press-release_MEMO-14-541_en.htm)

*...the targeted mobility scheme "Your first EURES job"*

President Juncker stressed in his political guidelines that the 2014-2019 Commission will promote labour mobility not only as a right to free movement of workers, but also as an economic opportunity - especially in the face of persistent vacancies and skills mismatches and globalised economy challenge.

In order to improve access to job opportunities across Europe, young EU citizens need information, job matching and job placement support, possibly combined with financial incentives. These services can be provided through **targeted mobility schemes or other mobility initiatives**<sup>3</sup>.

For intra-EU youth labour mobility, the Commission has been testing the **Your first EURES job (YFEJ)** scheme to provide tailor-made job search assistance and recruitment services to young people aged 18-30, combined with financial support. It was implemented in the framework of the "Youth on the Move" flagship initiative<sup>4</sup> and the Youth Opportunities Initiative<sup>5</sup>. Unlike the ERASMUS+ *learning-based* activities, YFEJ offers a service to find a *work-based placement* - remunerated job, traineeship or apprenticeship - in another Member State with at least 6 months duration. It aims to foster young people's attachment to and inclusion in the labour market.

In its preparatory action form (EU budget 2011-2013), YFEJ was implemented through calls for proposals with a view to ensure 5000 work placements. A total of 15 projects (EUR 12 million) have helped about 4300 young people. The innovation of the scheme lies in the direct support provided to job seekers and small and medium sized enterprises (SMEs), based on simplified cost options (e.g. flat rates and lump sums). The nature of the support measures and corresponding financial support under the YFEJ preparatory action is detailed in Annex II. A mid-term evaluation concluded in 2014<sup>6</sup> confirmed its relevance, EU added value and complementarity to other national and EU mobility schemes.

Since 2014, YFEJ is financed under the EURES Axis of the EU Programme for Employment and Social Innovation (EaSI 2014-2020)<sup>7</sup>. In the framework of this programme, the Commission may implement targeted mobility schemes to *"fill job vacancies in a certain sector, occupation, country or group of countries or for particular groups of workers, such as young people, with a propensity to be mobile, where a clear economic need has been identified"*.

Under EaSI the age bracket of candidates is 18-35 and the geographical scope includes Norway and Iceland (countries participating in the EEA - European Economic Area). Grants to implementing organisations have 24 months duration. In 2014, two projects were financed for around EUR 3.5 million each - EURES Italy and EURES Sweden, both in consortium with other EURES members. Both projects aim to achieve about 2400 work placements. The 2015 call for proposals, with about EUR 8 million, had three publication

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<sup>3</sup> See Annex I

<sup>4</sup> COM(2010)477 final

<sup>5</sup> COM(2011)933 final

<sup>6</sup> <http://ec.europa.eu/social/main.jsp?langId=en&catId=1160&newsId=2136&furtherNews=yes>

<sup>7</sup> <http://ec.europa.eu/social/main.jsp?catId=1083&langId=en>

phases in 2015. A project driven by EURES France for around EUR 2.5 million has been awarded. One or two more projects may be granted until early 2016.

## *2. PURPOSE OF THIS EU ONLINE PUBLIC CONSULTATION*

The Commission is carrying out an ex-post evaluation of the YfEJ preparatory action. The objective is, on the one hand, to look in particular into the following evaluation criteria: *effectiveness, efficiency, complementarity and EU added value, sustainability, impact and governance of the action*. The *relevance and coherence* of the scheme will also be examined. The evaluation will, on the other hand, analyse the benefits of the action by carrying out a cost-benefit analysis and reviewing the potential impacts of different options for the future of this kind of scheme.

The aim of this public consultation, which is published in all official EU languages, is to gather insights and contributions from different stakeholders of the European Economic Area (EEA)<sup>8</sup>, notably scheme beneficiaries or implementers, labour market stakeholders and citizens. The questionnaire will focus on both the ex-post evaluation questions and any possible scenarios for the future of YFEJ.

*We would like to hear from you!*

It will take you a few minutes only to reply to the questionnaire. Your contribution is very important. You can send your views from January to April 2016<sup>9</sup>. A consolidated and anonymous analytical summary of all responses to the questionnaire will be annexed to the final ex-post evaluation report and published on the Europa portal.

*Questions about this consultation?*

Please e-mail us at: EMPL-CONSULTATION –YFEJ@ec.europa.eu

*More information about YFEJ*

<http://eures.europa.eu>

<http://ec.europa.eu/social/yourfirsteuresjob>

### **DISCLAIMER**

Please note that this consultation document commits only the European Commission services involved in its preparation, is prepared for comment and does not prejudice the final form of any decision to be taken by the European Commission.

Please read the **privacy statement** for information on how your personal data and contribution will be dealt with.

Thank you for your participation!

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<sup>8</sup> The EU-28 countries and also Norway, Iceland and Liechtenstein

<sup>9</sup> See dates at: <http://ec.europa.eu/social/main.jsp?catId=333&langId=en>

## *EU and national instruments to foster youth mobility*

- **EURES**

The EU facilitates the exercise of the free movement for workers and intra-EU labour mobility by supporting **EURES**<sup>10</sup>. EURES is the network between the Public Employment Services (PES) of the EU-28 countries, Norway, Iceland and Liechtenstein (Switzerland also participates) and the Commission which aims at ensuring the transparency of labour markets.

Launched in 1993, EURES exchanges job vacancies and applications for employment and provides information concerning living and working conditions. It facilitates intra-EU mobility for all categories of workers and age brackets.

The key tasks of the EURES members are to inform and assist job seekers and employers about job mobility. Such activities are carried out at local, regional and national level, in the form of e-services, help desks, and at job fairs and the PES offices. It has a human network of more than 1000 EURES Advisers. At EU level the European Commission runs a portal which provides access to job vacancies, an online CV database and information on living and working conditions in Member States. The European Commission also provides other horizontal support to the member organisations in the form of a training programme, an event management portal (European Online Job Days), tools for internal communication, a portal helpdesk service and mutual learning activities, including on how to reach out to and engage with employers and jobseekers in an effective and cost-efficient way.

EURES is undergoing a reform, initiated in 2014 with a Commission Implementing Decision of November 2012 (2012/733/EU). This aimed at re-directing EURES towards more result-oriented and efficient services. In January 2014 the European Commission has brought forward a proposal for a Regulation of the European Parliament and of the Council on a European Network of Employment Services, to replace Chapter II of Regulation (EU) No 492/2011 and further modernise EURES. This is a key EU instrument for promoting mobility across the EU in accordance with article 46 TFEU. The regulatory proposal is at the final stage of the legislative process and is deemed to enter into force in 2016.

### *Support to intra-EU labour mobility*

As part of its work programme for 2016, the Commission will present a *Labour Mobility Package*. Its objectives are to support labour mobility and tackle abuse by means of better coordination of social security systems and the targeted review of the Posting of Workers Directive. The Package (Communication) may also include information on an enhanced EURES as well as on Your first EURES job and its future as a targeted mobility scheme.

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<sup>10</sup> <http://eures.europa.eu>

- **EU mobility programmes**

At European level there are mobility actions like the 2014-2020 EU programme for education, training, youth and sport **Erasmus +**<sup>11</sup> or the EU exchange programme for entrepreneurs **Erasmus for Young Entrepreneurs**<sup>12</sup>.

Under the Erasmus+ programme, youth mobility and labour integration is already supported with vocational training opportunities. These actions focus primarily on offering a temporary mobility *learning* experience in another Member State, namely vocational education and training (VET), as part of the students' or apprentices' qualification programme in their countries of origin. Under the Erasmus for Young Entrepreneurs programme, although not exclusive for young people, it gives would-be and recently established entrepreneurs the know-how that is key to creating and running a new business, through exchanges with experienced entrepreneurs.

- **National instruments**

At national level, other measures and schemes are available in some Member States to foster in-country and intra-EU labour mobility. The nature of these instruments, their scope and objectives vary significantly. Member States rely to a large extent on the EURES network services. Only a small number of countries offer direct financial support and tailor-made schemes for in-country and intra-EU labour mobility. Some of these measures are co-financed by the ESF.

For the period 2014-2020, Member States were invited to include intra-EU labour mobility and EURES activities on the national territory in their operational programmes under the ESF. Not all Member States have decided to do so.

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<sup>11</sup> [http://ec.europa.eu/programmes/erasmus-plus/index\\_en.htm](http://ec.europa.eu/programmes/erasmus-plus/index_en.htm)

<sup>12</sup> <http://www.erasmus-entrepreneurs.eu/index.php?lan=en>

## OVERVIEW OF THE YFEJ PREPARATORY ACTION\*

<b>WHAT IS "YOUR FIRST EURES JOB"?</b>	<b>Your first EURES job</b> is an EU pilot mobility scheme implemented between 2012 and 2015. It aimed to help young people find a job or work-based training opportunity in another EU 28 country and employers find workforce for their hard to fill vacancies.	
<b>TARGET GROUPS</b>	<b>Young people</b>	<b>Employers</b>
<b>ELIGIBILITY CRITERIA FOR TARGET GROUPS</b>	<ul style="list-style-type: none"> <li>• Age 18 to 30 at the time of submitting an application</li> <li>• EU 28 national and legally resident in any Member State</li> <li>• Seeking a work placement in another EU 28 country</li> <li>• Not necessarily first-time mobile candidate</li> <li>• Have any qualification or work experience</li> </ul>	<ul style="list-style-type: none"> <li>• All EU 28 legally established organisations/businesses, irrespective of corporate size or economic sector</li> <li>• Compliant with labour and fiscal laws applicable in the countries where they are established</li> <li>• Small and medium-sized enterprises (SME, i.e. businesses with up to 250 employees) may benefit from financial support</li> </ul>
<b>WORK PLACEMENTS</b>	<ul style="list-style-type: none"> <li>• <i>Jobs (calls 1 &amp; 2) + traineeships and apprenticeships (call 3)</i></li> <li>• Located in a EU 28 country other than the country of residence of the candidate</li> <li>• Compliant with national labour and social protection laws and subject to open and transparent information on rights and obligations of parties</li> <li>• Ensure pay (i.e. a salary) and a written contractual relationship with at least 6 months duration</li> <li>• Be a full-time or part-time (no less than 50% full time equivalent) work placement</li> <li>• Traineeship and apprenticeship placements must ensure the adequate work-based learning objectives and support measures as well as provide proper outcome recognition (i.e. certificate/written declaration)</li> </ul>	
<b>EXCLUSIONS</b>	<ul style="list-style-type: none"> <li>• Nationals, employers and work placements from non EU-28 countries</li> <li>• Posted workers</li> <li>• Work placements in EU institutions and bodies or in other similar international organisations or agencies (e.g. UN, OECD, Council of Europe, etc.)</li> <li>• Seasonal or other temporary work placements with less than 6 months contractual duration</li> <li>• Vocational traineeships or any other form of training support forming part of mandatory professional certification requirements e.g. health care or legal professions</li> </ul>	

		Young people		Employers (SME)	
SUPPORT MEASURES	DIRECT FINANCIAL SUPPORT	Measure	Financial contribution (amounts per candidate)	Measure	Financial contribution (per employer)
		<i>Interview trip allowance (any Member State)</i>	From EUR 200 to EUR 300 according to distance (< or =/> 500 Km)	Integration programme for the new mobile worker(s), trainee(s) or apprentice(s);  It may consist of at least one of the following items (basic training):  — professional induction training — language course  Any of the above may be combined with administrative support and settlement facilitation (comprehensive training).	Variable from EUR 400 to EUR 1200 per candidate, according to country of destination and type of integration programme (basic or comprehensive)
		<i>Relocation allowance</i>	Variable from EUR 600 to EUR 1200, according to country of destination		
		<i>Language course</i>	Reimbursement of actual declared costs up to EUR 1200		
		<i>Recognition of qualifications</i>	Reimbursement of actual declared costs up to EUR 1000		
		<i>Supplementary relocation allowance</i>	Reimbursement of eligible declared costs up to EUR 500		
OTHER SUPPORT MEASURES	<p>YFEJ employment services deemed to provide a comprehensive package of support services to young candidates from pre- to post-placement.</p> <p>The following <u>free of charge</u> services could be available:</p> <ul style="list-style-type: none"> <li>— Preparatory training (pre-departure and/or after arrival language training or other training need) for all pre-selected candidates;</li> <li>— Mentoring support for recruited trainees and apprentices;</li> </ul>				

\* As of 2014, YFEJ has been continued as a TMS-YFEJ scheme under the EURES Axis of the EaSI programme, with the following minor changes: a) age bracket of young candidates extended up to 35; b) geographical scope broadened to the EFTA/EEA countries i.e. Norway and Iceland and, c) reviewed amounts for funding support.