



European
Commission

The Practitioner's Guide to

EURES

Everything you need
to know about the new
EURES Regulation



Social Europe

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Since its launch in 1994, EURES has helped people benefit from the European Union's principle of the free movement of workers. It's a central point of information for job seekers and employers throughout Europe.

We have to step up the work for a fair and truly pan-European labour market. [...] Labour mobility is welcome and needed to make the euro area and the single market prosper.



WHO IS THE PRACTITIONER'S GUIDE FOR?

This guide will be useful for people within the EURES network. It will also be useful for people who work with EURES in public authorities, for public employment services (PES), career guidance offices and other multipliers and stakeholders who want to know more about the changes taking effect in EURES.

The guide aims to explain the changes resulting from the new EURES Regulation and how these will develop the scope and capacity of the EURES network with the objective of transforming EURES into a real pan-European labour market recruitment tool.

FOREWORD

The figures on mobility speak for themselves, as do the benefits of labour mobility for individuals, society and the economy: broadening opportunities for individual workers and for companies to recruit the best talents, whilst addressing labour shortages and skills gaps in some countries. In 2016 about 8.5 million EU citizens were employed or looking for work in another EU country, making up 3% of the entire European working-age population.

At its heart, EURES is a genuine pan-European network: the European Commission, Public Employment Services (PES) and other member organisations – working together across 32 countries. With over 1 000 EURES staff available, it turns the fundamental right of citizens to work in another European country into a daily reality.

The approach of the Juncker Commission to EU labour mobility has not just been about boosting jobs and growth, but also about minimising its negative effects and ensuring its contribution to a more fair and inclusive society.

EURES has been reformed recently to bring more concrete results by growing the network's capacity for matching, placing and recruitment across borders. More measures have been introduced to expand the network and make EURES more modern, transparent and flexible.

This guide explains these improvements, and illustrates how they will enable EURES to have a greater impact.

This guide is aimed at practitioners, both in the EURES network and those working with it. You are essential to fulfilling the promise of this network for all Europeans. Thanks to your hard work, EURES contributes to creating jobs and growth in Europe, fighting unemployment by better matching labour market supply and demand, and supporting the rights of citizens to work in another country.

Marianne Thyssen,
European Commissioner for Employment,
Social Affairs, Skills and Labour Mobility



WHY A NEW REGULATION?

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Since 1994 EURES has operated as a cooperation network between the European Commission and the Public Employment Services (PES) of the EU Member States and the countries in the European Economic Area (EEA). The basis of this network though was mutual cooperation based on national interests and needs, which meant in practice that many actions were not implemented in all countries in the same way.

FIRST STEPS

The reform of EURES, initiated in 2011, aimed to shift its focus from simply raising awareness of job opportunities, to measures which could achieve a more concrete impact.

Measures included:

- ▶ Increasing the tangible results of the network's activities for workers and employers: going beyond information on living and working conditions with more assistance to match individual job seekers with jobs;
- ▶ Improving the utility of labour market information on the EURES portal for online job matching;
- ▶ Introducing an interactive annual programming cycle between the EURES members to improve the information exchange on activities, events and national labour market needs within the network.

Systems and practices began to change in the participating countries, particularly in the way the EURES network was organised. With more staff made available to contact employers and to help job seekers, and new (online) tools put in place, the services provided by the EURES network were improving and could be offered as a complete package for employers and job seekers alike.

TOWARDS A NEW EURES REGULATION

However, despite many advances, there remained a number of shortcomings:

- ▶ An incomplete pool of vacancies and CVs: not all countries made all job vacancies published at national level available to the EURES portal, and the number of CVs available was very limited;
- ▶ Limited matching capabilities of the EURES portal, in part due to the different languages used, meant it had ineffective and incomplete job matching possibilities;
- ▶ Access to EURES services was not good enough;
- ▶ EURES was not sufficiently well known and employers and workers were not aware of EURES;
- ▶ PES did not exchange the proper information on labour shortages and surpluses, which hampered targeted cooperation in the EURES network.

In 2014, the European Commission proposed a Regulation to tackle these shortcomings and to create a stronger network that could be a more efficient instrument for the European labour market. The Regulation was adopted by the Council and the European Parliament and came into force on 12 May 2016.



KEY FACTS ABOUT THE NEW REGULATION

The EURES Regulation is a legal act of the European Union that is immediately enforceable as law in all Member States. It has also come into force in EEA countries.

Though the Regulation entered into force in May 2016, some of the new obligations are only applicable as of May 2018.

The Member States must comply with all obligations under the Regulation, but sometimes these obligations need

to be made more specific to help the implementation at national level. This will be done through Implementing Decisions adopted by the Commission.

There will in total be six such Implementing Decisions. The contents of these are being developed in close collaboration with the National coordination offices.

See the box for the specific objectives of the EURES network as set out in the Regulation.



WHAT DOES THE REGULATION SAY THAT EURES SHOULD DO?

ARTICLE 6, REGULATION (EU) 2016/589

The EURES network shall, within the areas of its activities, contribute to the following objectives:

- ▶ Facilitating the exercise of the rights of free movement (see post-it note) conferred by Article 45 TFEU and by Regulation (EU) No 492/2011;
- ▶ Implementing the coordinated strategy for employment and, in particular, for promoting a skilled, trained and adaptable workforce as referred to in Article 145 TFEU;
- ▶ Improving the functioning, cohesion and integration of the labour markets in the Union, including at cross-border level;
- ▶ Promoting voluntary geographical and occupational mobility in the Union, including in cross-border regions, on a fair basis and in compliance with Union and national laws and practice;
- ▶ Supporting transitions into the labour market, thereby promoting the social and employment objectives referred to in Article 3 TFEU.

WHAT ARE THE RIGHTS OF FREE MOVEMENT?

The free movement of workers is a fundamental principle of the EU, and enables an EU citizen to live and work in another EU country, and to enjoy the same employment and social conditions as a national of that country.

Thus, EU citizens are entitled to look for a job in another EU country, work there without needing a work permit, reside there for that purpose, stay there even after employment has finished and enjoy equal treatment with nationals in access to employment, working conditions and all other social and tax advantages.

Moreover, EU law ensures that a person who has exercised his/her freedom to move within the EU is not placed in a worse position than one who has always resided and worked in a single Member State.

Find out more:

<http://ec.europa.eu/social/main.jsp?catId=457>

5 IMPROVEMENTS HOW THE NEW REGULATION IS BRINGING CHANGE TO THE EURES NETWORK

What are the issues and the problems which the new Regulation is aiming to address? What is the EURES network aiming to achieve?

- 1 Allow an easy job search across all countries by having as many job vacancies as possible available in one place, namely the EURES portal.
- 2 Enable faster job matching between vacancies and CVs by using available technologies on this portal.
- 3 Create a bigger network to enable the delivery of a broader range of services and have a greater impact.
- 4 Job seekers and employers should be able to count on a consistent level and range of support services across all countries.
- 5 Expand the pool of job opportunities available to allow for more choice and more types of available positions for job seekers.

WHAT IS THE REGULATION?

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The new Regulation came into force in May 2016, but what are its overarching themes and messages? And how does it aim to address the current challenges which workers, employers and recruitment advisers face when it comes to intra-EU recruitment?

MAIN MESSAGES

The new Regulation modernises the legal basis for the EURES network and its cooperation between the European Commission, National coordination offices (NCOs) and service providers in participating countries. The network now has a solid basis and framework for cooperation on labour market information and support services to intra-EU mobility.

The main features of the Regulation focus on building transparency and accessibility, developing skills-based online job matching, broadening the network, and ensuring a certain consistent level of service across the network.

TRANSPARENCY

All job vacancies and job applications that are publicly available nationally in participating countries are to be shared across the EURES network. In addition, CVs which are made available nationally will be shared, provided that the individual job seeker consents to their publication. This gives job seekers, employers and EURES staff equal access to comprehensive labour market information.

MULTILINGUAL ONLINE SKILLS-BASED MATCHING

The EURES portal will enable job seekers to input their profile, with experiences and skills, in any European language and automatically match with job openings across Europe using the same terminology. Likewise, employers can automatically match with job seekers who fit their target

profiles. By removing language and other barriers to accessing and understanding labour market information, it will be much easier for job seekers to embrace more opportunities beyond their national borders and for employers to select more diverse talent. This will be made possible thanks to a European classification on competences, skills and occupations (ESCO).

BROADENING THE NETWORK

EURES is expanding its network to offer more information, guidance and recruitment services from across Europe. Any organisation that provides employment services is welcome to join the network, providing it meets the requirements in the relevant National Admissions System (see box). By broadening the network, job seekers and employers will have more choice in service providers and current EURES staff can start to collaborate through the EURES tools and channels with other professionals with diverse backgrounds and approaches from across Europe, leading to new forms of cooperation and more results in recruitment.

MINIMUM SUPPORT SERVICES

The Regulation aims to introduce a common and consistent level of services which can be expected across the network. There will be a universal package of support services which all EURES network member organisations, with some exceptions, should provide to job seekers and employers.

KEY FACTS YOU SHOULD KNOW ABOUT THE REGULATION

- ▶ The Regulation is now the main reference document for EURES: it defines the EURES network (composition, roles and responsibilities) and its governance, the functioning of the EURES portal, the support services, the organisation of the exchange of information and cooperation across the network.
- ▶ The Regulation introduces obligations directly on to all EURES member organisations: the European Commission, National coordination offices, the public employment services and other organisations who join EURES.
- ▶ The Regulation is already in force but the rules on the exchange of labour market information for the EURES portal and on broadening the network apply only as of May 2018.
- ▶ To help the network in the implementation of certain aspects of the Regulation, the Commission has been empowered to adopt a number of Implementing Decisions. These Decisions define procedures, roles and responsibilities, and provide formats and templates for the provision of reports and other information.
- ▶ Member States are responsible for making available job vacancies and job seeker profile data on the EURES portal where it is available online nationally with the public employment services and other EURES Member organisations.
- ▶ Member States are responsible for organising the functioning of the network at national level with the admission of member organisations other than the public employment services and the collection of data on outputs and outcomes of the network at national level.
- ▶ National coordination offices must ensure the cooperation with other (European) networks, service providers and social partners. They must also coordinate the cooperation at national level between the different support service providers in the network and assist them in their interaction with such service providers in other Member States (known as the conductor role). This will happen inter alia through the annual programming of activities.
- ▶ To better coordinate recruitment activities across borders, the annual programming of activities between countries will be improved through a more systematic sharing of information between National coordination offices about labour market shortages and surpluses, and their joint analysis of the potential for matching across borders.
- ▶ National information and promotional material needs to be coherent with the overall information and approach for the network as a whole, as produced by the European Commission, in order to reinforce the EURES brand. A common identity including the EURES logo must be used systematically to ensure consistent information and promotion across the whole EURES network.
- ▶ To better serve the needs of young people, the exchange of labour market information on the EURES portal will be extended to include offers of apprenticeships and traineeships available at national level, providing that these relate to an employment position, rather than an educational placement.

WHAT IS THE NATIONAL ADMISSIONS SYSTEM?

By 13 May 2018, each participating country must set up its own system to broaden the network at national level. Once organisations are admitted, they will have to:

- ▶ Contribute to the pool of job vacancies
- ▶ Contribute to the pool of job applications and CVs
- ▶ Provide support services to the workers and employers

If an organisation becomes a EURES Member, it must fulfil all of the above-mentioned tasks. EURES Partners have to fulfil at least one of the above-mentioned tasks.



5 IMPROVEMENTS HOW THE NEW REGULATION IS BRINGING CHANGE TO THE EURES NETWORK

How does the new Regulation address the challenges which the EURES network is facing?

- 1** Introduces obligations for all publicly available job vacancies and CVs to be made available at European level, through the EURES portal.
- 2** Plans to redevelop the EURES portal to carry out multilingual skills-based matching, using the ESCO classification to ensure interoperability.
- 3** Allows for the broadening of the network beyond Public Employment Services in order to integrate new service providers.
- 4** Ensures the delivery of targeted and consistent services across all countries.
- 5** Extends the exchange of labour market information to apprenticeships and traineeships.



WHAT DOES THE REGULATION SAY?

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The new Regulation has come into force, improving the capacity of the network to cooperate, and developing EURES as an effective European labour market recruitment tool.

With a greater focus on results, through multilingual and intra-EU matching, placement and recruitment activities, and an interactive programming cycle between the EU countries to improve information exchange, the Regulation introduces many changes to the EURES network. But what are the key parts of the Regulation to read? And what are the key points to be aware of?

Article 11

Admission as EURES Members (other than PES) and as EURES Partners

1. Each Member State shall, without undue delay but at the latest by 13 May 2018, have in place a system to admit organisations to become EURES Members and Partners, to monitor their activities and their compliance with the applicable law when applying this Regulation and, where necessary, to revoke their admission. That system shall be transparent and proportionate, shall respect the principles of equal treatment for applicant organisations and due process of law and shall provide remedies sufficient effective legal protection.

ADMISSION OF NEW MEMBERS AND PARTNERS

Article 11 explains how each participating country should establish a system by 13 May 2018 to admit new organisations into the EURES network, and to monitor their compliance with the Regulation and applicable law. The country itself is responsible for defining the requirements and criteria for joining, but organisations should at least be able to meet the minimum common criteria laid out in Annex I of the Regulation relating to service delivery and participation in the network.

Article 12

Responsibilities of the EURES Members and Partners

1. The EURES Members and Partners shall contribute to the EURES network regarding the tasks for which they are appointed in accordance with Article 10 or for which they are admitted in accordance with Article 11(3) and (4), or for a transitional period in accordance with Article 40, and they shall fulfil their other obligations under this Regulation.

RESPONSIBILITIES OF MEMBERS AND PARTNERS

There are two categories of service providers who can be admitted to the network: Members and Partners. Article 12 sets out the EURES Members' and Partners' responsibilities for participating in the network. For Partners, this should entail at least one of the following: contributing to the pool of job vacancies; contributing to the pool of job applications and CVs; and/or providing support services to job seekers and employers. Members should carry out all of these activities. Members and Partners should designate contact points where these services can take place and be clear about how job seekers and employers can contact them.



APPROVED

Article 17

Organisation of the common IT platform

1. To bring together job vacancies and job applications each Member State shall make available to the EURES portal:

- (a) all job vacancies made publicly available through PES as well as those provided by the EURES Members and, where relevant, the EURES Partners in accordance with Article 12(3);
- (b) all job applications and CVs available through PES as well as those provided by the other EURES Members and, where relevant, the EURES Partners in accordance with Article 12(3), provided that the workers concerned have consented to making the information available to the EURES under the terms defined in paragraph 3 of this Article.

PUBLICATION OF JOB SEEKERS' DATA

Article 17, as part of the provisions for organising the common IT platform, outlines the conditions for making job seekers' applications and CVs available through the EURES portal, including most critically the job seeker's consent. EURES Members and Partners should comply with new specific standards and formats in accordance with an Implementing Decision.

Article 19

Automated matching through the common IT platform

1. Member States shall cooperate with each other and with the Commission regarding interoperability between national systems and the European classification developed by the Commission. The Commission shall keep the Member States informed about the development of the European classification.

AUTOMATED JOB MATCHING

As defined in Article 19, in order to allow searching and automated matching between vacancies and job seekers' profiles, EURES Members and Partners should ensure that their labour market data can interact with other data by applying a correspondence mechanism to the common classification of occupations, skills and competences to make the data understandable for users from other countries.

4 WHAT DOES THE REGULATION SAY?

Article 21

Principles

1. Member States shall ensure that workers and employers are able to gain access, without undue delay, whether online or offline, to support services at national level.

SERVICES FOR JOB SEEKERS AND EMPLOYERS

In Chapter IV, Articles 21 to 28 define the common basic support and information services which EURES Members and Partners must provide to job seekers and employers.

These include:

- ▶ Information on the EURES portal and EURES network (Article 22);
- ▶ Information on living and working conditions in the country of destination (Article 23);
- ▶ Assistance with sourcing and recruiting candidates (Article 24);
- ▶ Information on post-recruitment assistance such as on language courses and support with integration in the destination country (Article 25);
- ▶ Access to information on taxation, work contracts, pension entitlement, health insurance, social security and active labour market measures (e.g. training schemes, employment subsidies, assistance with job search) (Article 26);
- ▶ Support with specific information and guidance for frontier workers and employers in cross-border regions (Article 27);
- ▶ Equal access to certain measures (e.g. job search assistance) whether the job is in their own country or in another participating country (Article 28).

Support services for workers are usually free of charge and support services for employers may be subject to a fee. If costs are involved, EURES Members and Partners have to inform workers and employers in a clear and precise manner.

Article 29

Exchange of information on flows and patterns

The Commission and the Member States shall monitor and make public labour-mobility flows and patterns in the Union on the basis of Eurostat and available national data.

EXCHANGE OF INFORMATION AND PROGRAMMING CYCLE

Chapter V of the Regulation, Articles 29 to 33, establishes the obligations of Member States related to the exchange of information on mobility flows, labour shortages and surpluses, and the EURES activities at national and cross-border level.

These obligations are not new but the Regulation puts them into a clearer framework.

The starting point of any strategy about labour mobility is the monitoring of labour mobility flows (Article 29). In addition to knowing where people are moving to and from where, Member States need to have a clear view of labour shortages and surpluses in their own country and in the other participating countries (Article 30).

Based on this knowledge Member States are able to design a work programme that addresses their own needs through matching and recruitment projects with other EURES countries, thus having a more efficient use of resources and a higher impact on the labour market imbalances in the EU.

The scope of the annual national work programmes is described in Article 31 (see box).

The basis for the assessment of the results of EURES activities is the collection and analysis of data on key indicators related to information, placements and customer satisfaction (Article 32). The precise indicators, the ways of collecting the data, and the process for analysis are described in an Implementing Decision.

Finally, the Commission must present a report every two years showing aggregated results of the EURES activities at EU level (Article 33).

EURES PROGRAMMING CYCLE

The EURES programming cycle is the combination of annual work programmes and annual activity reports.

Article 31 outlines the content of the annual national work programmes: operational activities, human and financial resources, and arrangements for monitoring and evaluation. The Implementing Decision provides for a common template and a calendar for the work.

The draft work programmes are shared among the EURES National coordination offices in an interactive platform where they can give each other feedback with a view to increasing transparency, cooperation and creating a better alignment of national work programmes with the situation in the different labour markets. The final work programme incorporates suggestions and plans for cooperation (joint matching and recruitment projects, job fairs etc.).

After the implementation of the work programmes, Member States report on the result of such activities in the annual national activity report.



5 IMPROVEMENTS HOW THE NEW REGULATION IS BRINGING CHANGE TO THE EURES NETWORK

What does the Regulation say about these challenges?

- 1** **Articles 12 and 17** will ensure that all job vacancies and CVs are made available through the EURES portal.
- 2** **Article 19** introduces measures to carry out multilingual skills-based matching, using the ESCO classification to ensure interoperability.
- 3** **Article 11** allows for the broadening of the network beyond Public Employment Services in order to integrate new service providers.
- 4** **Articles 12, 16 and 21-28** will ensure the delivery of targeted and consistent services across all countries.
- 5** **Articles 17 and 20-28** extend the scope of EURES services, including the exchange of labour market information, to apprenticeships and traineeships.

HOW DOES THE REGULATION WORK IN PRACTICE?

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This section gives examples from the perspective of people working with the EURES network – both practitioners and users - of how the measures introduced through the new Regulation has and will change people's working practices and experience of using EURES.

1 The PES employment counsellor working with employers

In my day to day job, I advise companies in their recruitment needs. Most of them are SMEs in the automotive supply industry looking for trained workers.

It is a very specific sector and trained workers are not that easy to find in our region. Particular skills are needed and they are hard to find. Recently, I was introduced to EURES and am now also following its common training programme. EURES very much helps me in finding the right candidates for the SMEs abroad. Overall, the idea of intra-EU recruitment is received well by the SMEs. Nevertheless, there are companies who prefer to recruit within the region and at the PES, we respect their choice. We keep their job vacancies internal, because once they are online on our public site they should also be shared with the EURES network (unless it is justified not to do so, due to the characteristics of the job). But if they do decide to recruit from abroad, I can be of their assistance and not only help them finding the right candidates through my informal contacts in the network but also help them with the administrative tasks.



2 The job seeker

I recently became unemployed, which is obviously not a very pleasant situation. After I went to the public employment service, I started looking for jobs in my region and also in the neighbouring region, which is across the border.

As I speak both languages fluently, I thought that it would be worth a try. Luckily, my employment adviser also helped me with my CV and cover letter and a few weeks later I was invited to a job interview... across the border! I've heard from friends and family that in the past there was no financial support from the side of the public employment service if you were invited to an interview in another country and had to cover all the costs on your own. However, I gave it a try and asked my adviser if there's a chance of having the travel costs for the job interview reimbursed – and he said yes! He explained to me that these rules have changed recently and that now this kind of support is also available between countries under the right circumstances. And guess what? Now I commute to work across the border and have a job that I like a lot!



Like most of my friends who recently graduated from my school, I'm currently looking for a job. Having only very little work experience, I find myself on the job market competing with people who have already worked for several years, and on top of that have studied the same as me or have even better qualifications.

It is a real dilemma and I'm not the only one who is in this kind of situation. I was very reluctant to go to the public employment service but, as I was looking for a job, I went there and explained my situation. In the past I had heard stories from older friends who told me that there are not many offers for school-leavers. Therefore, I was pleasantly surprised when my employment counsellor told me that there is support to help school-leavers find an opportunity within a few months ("Youth Guarantee") and that there are several traineeship and apprenticeship offers in their database. If I wanted I could also do it in another country – she even said that she had direct contact to a European network of employment counsellors who can help young people find an apprenticeship or traineeship abroad. So now I have to look through all the offers that I found! Wish me luck.

3

The young person



Together with my team, I am currently working on the expansion of the exchange of job vacancy and CV data in our country. The goal is to have our system "communicate" with all other systems across the EU ("interoperability") and to facilitate the job search for job seekers and the candidate search for EURES staff.

But the challenge is not only to have the different countries' systems communicating with each other, but also to have a better exchange within the country. As my country has autonomous regional employment services, we also need to make sure that their databases are connected via a single channel in my country to the EURES portal. In the case of CVs, we have to make sure that we properly communicate with the job seekers and inform them that their data will be shared, if they wish, with the EURES network. And this is where the topic of "consent" comes in. For some people ticking a box or saying "yes, please share my information with EURES" might appear simple, whereas it is a complex topic from an IT perspective (for instance who owns the data, and if you hold it, how should you respect the wishes of the owner? And what if there are changes made by the owner?). It involves a lot of development and discussions with all parties and countries involved, as sharing data requires clear rules on data security. There is also the General Data Protection Regulation to consider. We don't want to end up with an empty database because job seekers are afraid of sharing their data. That's why I am glad that there are regular meetings where I can exchange views on the topic with other IT experts and also get support from the EURES IT team.



The PES IT expert

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I run a small business with 40 employees and we are located in a remote area. At the same time we are not that far from the border with our neighbouring country.

Recruitment is a challenge for many companies in my area because many people don't want to live in the countryside and those who live in my area might not have the qualifications and training that I need. At one point, I approached the public employment service and they told me about EURES. They gave me a new perspective on how and where to recruit and also offered help with the administrative processes which are not always easy to manage. And the best part about it was that I got to screen the different profiles online on the basis of a good pre-selection by the EURES counsellors, while I could still search myself for suitable profiles in addition to what my EURES counsellor sent me – this way I didn't have to drive to the regional public employment office and at the same time had access to a pool of potential candidates. After some weeks of screening and matching, followed by several rounds of interviews, we finally found our match and hired our first employee via EURES! He had of course many questions as well regarding certain practicalities of working in a cross-border region. Luckily, my EURES counsellor could help there too, and we will for sure also use their services in the future.



5

The employer

5 HOW DOES THE REGULATION WORK IN PRACTICE?

6 The NCO coordinator

In my role as national coordinator, I am the link between the Ministry for Employment and Social Affairs, the public employment service, the European Commission and colleagues with similar roles in the other Member States.

I am also in touch with the line managers in the public employment service who manage the employment counsellors working directly with EURES, advising employers on hiring people from another country, and job seekers who might want to live and work in another country. I oversee the organisation of activities, including training, job fairs and recruitment activities, planned under the programming cycle and we also manage the communications activities around EURES.

Moreover, I am in touch with IT experts in my PES who make sure that the exchange of data with the EURES system runs smoothly. When I think of what is really new with the EURES Regulation, the first thing that comes to my mind is the broadening of the network. We have worked with organisations other than the PES before, for example social partners like trade unions. We are now entering very new territory and have approached private employment services and also vocational training providers. I believe that there is a bit of hesitance and insecurity on both sides but I am confident that we will overcome the initial doubts and focus on the advantages of having new partners on board: reaching out to more job seekers and employers, and also learning from each other to improve our services and develop them further.



7 The ESCO expert

It might sound geeky but what fascinates me most about the new changes to EURES is the ESCO taxonomy, the multilingual classification of European Skills, Competences, Qualifications and Occupations.

We haven't had a common taxonomy before. That's why I was very happy to see that we would finally be able to have more accurate matching on the EURES Job mobility portal. As I work with employers from a highly specialised sector that have a bottleneck of vacancies to fill, there's a shortage of potential candidates in our own country. Therefore, they - and consequently we - depend on EURES for job seekers from other countries.

ESCO will facilitate the search for us. In no matter which language the job seeker has submitted their CV, any employer or employment counsellor will be able to understand and compare their experiences to skills and occupations listed in a job vacancy referenced in another country's system as if it were their own. Moreover, it will also make it so much easier for any job seeker to search on their own in the EURES database. I understand that it may take some time to map all national systems to this European classification, and for all countries to comply so that the mappings are integrated, but as far as I am concerned it cannot come soon enough.



How does the Regulation relate to these stories? And which specific articles of the Regulation are applicable to the different people who use the network – both practitioners and beneficiaries of the EURES services? To answer these questions, have a look at the table below.

Article of Regulation	The PES employment counsellor	The job seeker	The young person	The PES IT expert	The employer	The NCO coordinator	The ESCO expert
Article 9 (Responsibilities of the NCOs)						●	
Article 10 (Appointment of PES as EURES Members)	●					●	
Article 11 (Admission of EURES Members [other than PES] and as EURES Partners)						●	
Article 12 (Responsibilities of the EURES Members and Partners)	●			●		●	●
Article 13 (Joint responsibilities)	●			●		●	●
Article 14 (Coordination group)	●					●	●
Article 15 (Common identity and trade mark)	●					●	●
Article 16 (Cooperation and other measures)	●					●	●
Article 17 (Organisation of the common IT platform)	●			●		●	●
Article 18 (Access at national level to the common IT platform)	●			●		●	●
Article 19 (Automated matching through the common IT platform)				●		●	
Article 20 (Facilitated access mechanism for workers and employers)	●	●	●		●		●
Article 21 (Principles)	●	●	●		●		●
Article 22 (Access to basic information)	●	●	●		●		●
Article 23 (Support services for workers)	●	●	●		●		●
Article 24 (Support services for employers)	●	●	●		●		●
Article 25 (Post-recruitment assistance)	●	●	●		●		
Article 26 (Facilitated access to information on taxation, issues relating to work contracts, pension entitlement, health insurance, social security, and active labour market measures)	●	●	●		●		
Article 27 (Support services in cross-border regions)	●	●	●		●		
Article 28 (Access to active labour market measures)	●	●	●			●	
Article 29 (Exchange of information on flows and patterns)						●	
Article 30 (Exchange of information between Member States)						●	
Article 31 (Programming)						●	
Article 32 (Data collection and analysis)						●	



TIMELINE

There have been a number of steps leading to the reform of EURES, with the aim of bringing more concrete outputs and for the network to have a stronger impact.

1993

EURES NETWORK IS SET UP.



1994

EURES NETWORK IS FORMALLY LAUNCHED.

1998

FIRST EURES WEBSITE IS LAUNCHED IN CARDIFF, WALES,
by Jacques Santer, President of the European Commission, and Tony Blair,
Prime Minister of the United Kingdom.

2001

THE CV-SEARCH DATABASE,
which enables citizens to advertise their CVs at European level, is launched as a pilot project.

2003

THE FIRST EURES PORTAL IS LAUNCHED.

2007

**THE COMMISSION NOTES THAT WORKER MOBILITY IS A KEY
INSTRUMENT FOR AN EFFICIENTLY FUNCTIONING SINGLE MARKET**
and is essential for allowing more people to find better employment.

2010

**THE COMMISSION REPORTS
ON THE WORK OF EURES BETWEEN 2006 AND 2008,**
assessing its activities including in cross-border partnerships and proposes improvements.

2011

**REGULATION 492/2011
CODIFIES THE FREEDOM OF MOVEMENT OF WORKERS RULES**
and the European regulatory framework for the clearance and exchange of information between
the Member States on intra-EU labour mobility, developing ESCO, Your first EURES Job, and
making the network focus more on matching, placement and recruitment.
**COMMISSION LAUNCHES A REFORM OF EURES BUILDING
ON ITS 2010 REPORT.**

2012

A COMMISSION DECISION ENACTS THE REFORM,
encouraging Member States to diversify and increase the number of service providers
operating in the network, thereby increasing the number of job vacancies on the EURES portal
and the potential for matching across borders.

2014

**ENTRY INTO FORCE OF THE EMPLOYMENT AND SOCIAL
INNOVATION (EASI) PROGRAMME.**
EURES is one of the three axes: horizontal support (portal, training and communication) and services
(calls for proposals for cross-border partnerships and Your first EURES Job).
**THE COMMISSION SUBMITS A PROPOSAL FOR A REGULATION
TO RE-ESTABLISH THE EURES NETWORK**
and to improve access for workers to intra-EU labour mobility support services.

THE COMMISSION PUBLISHES AN INTERIM REPORT ON THE SCHEME "YOUR FIRST EURES JOB PREPARATORY ACTION"

This mobility scheme helps young Europeans between 18 and 30 to find a job, traineeship or apprenticeship in another EU Member State and was implemented by the Commission between 2012 and 2013.

THE COORDINATION GROUP AGREES ON A COMMUNICATION STRATEGY WITH TWO MAIN OBJECTIVES FOR THE PERIOD OF 2015-2020:

- ▶ Improve and increase awareness and brand perception of EURES among employers and among those interested in working in another EU country;
- ▶ Encourage and facilitate more active collaboration between EURES and the PES of which they are part, among the member organisations of the network, and with the multipliers and stakeholders outside the network.

2015

REGULATION (EU) 2016/589 COMES INTO FORCE ON 12 MAY 2016.

2016

THE EUROPEAN COMMISSION LAUNCHES THE FIRST FULL VERSION OF THE EUROPEAN CLASSIFICATION OF SKILLS, COMPETENCES, OCCUPATIONS AND QUALIFICATIONS (ESCO).

The classification is available in 26 languages (the 24 EU languages, Icelandic and Norwegian).

2017

ENTRY INTO FORCE OF THE LAST TWO PROVISIONS OF THE REGULATION ON 13 MAY 2018:

the obligations for Member States to introduce national admission systems to broaden the network and the rules relating to the expansion of the exchange of job vacancy and CV data.

THE THREE REMAINING IMPLEMENTING DECISIONS ARE ADOPTED (PMS IN JANUARY, ESCO IN JULY):

- ▶ PMS (Art.32 (2))
- ▶ ESCO (I) (Art. 19 (2)) – adoption of the list
- ▶ ESCO (II) (Art. 19 (6)) - matching and mapping

THE COMMISSION SUBMITS A REPORT ON EURES ACTIVITY TO THE EUROPEAN PARLIAMENT, THE COUNCIL, THE EUROPEAN ECONOMIC AND SOCIAL COMMITTEE AND THE COMMITTEE OF THE REGIONS.

It also provides a state of play on the application of the Regulation.

2018

THE COMMISSION WILL SUBMIT AN EX POST EVALUATION REPORT ON THE OPERATION AND EFFECTS OF THE REGULATION TO THE EUROPEAN PARLIAMENT, THE COUNCIL, THE EUROPEAN ECONOMIC AND SOCIAL COMMITTEE AND THE COMMITTEE OF THE REGIONS.

2021





FIND OUT MORE

YOU WANT TO KNOW MORE?

Here are some links and contact points that can help you.

EURES

EURES SERVICES

► <https://ec.europa.eu/eures/public/eures-services>

EURES PORTAL

► <https://ec.europa.eu/eures>

THE EUROPEAN COORDINATION OFFICE SUPERVISES IMPLEMENTATION OF THE REGULATION.

MAILBOX FOR EURES REGULATION

► EMPL-EURES-ECG@ec.europa.eu

OTHER INITIATIVES TO HELP JOB SEEKERS, AID LABOUR MOBILITY AND PROVIDE INFORMATION ON WORKING ABROAD:

► Your First EURES Job

https://ec.europa.eu/eures/public/en/your-first-eures-job-js?lang=en&app=3.13.1p7-build-0&pageCode=your_first_eures_job_js

► Reactivate

<https://ec.europa.eu/eures/public/en/reactivate-js?lang=en&app=1.6.1-build-0&pageCode=reactivate-js>

► Drop'pin@EURES

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

► European Online Job Days (EOJD)

<https://www.europeanjobdays.eu/en>

► Living & working abroad

<https://ec.europa.eu/eures/main.jsp?acro=lw&lang=en&catId=490&parentId=0>

► DG Employment, Social Affairs & Inclusion

<http://ec.europa.eu/social/home.jsp>

► Labour mobility reports

2016 - ec.europa.eu/social/BlobServlet?docId=17165&langId=en

2015 - ec.europa.eu/social/BlobServlet?docId=15881&langId=en

► European Pillar of Social Rights

<http://ec.europa.eu/social/main.jsp?langId=en&catId=1226>

► EU social security coordination

<http://ec.europa.eu/social/main.jsp?langId=en&catId=849>

GLOSSARY OF USEFUL TERMS



Cross-border worker(s)

also known as Frontier worker(s) or Cross-border commuter(s). A person who lives in one EURES country but commutes to work in another. People who work in one EU country but live in another and return there daily, or at least once a week, are considered as a cross-border commuter under EU law. Under the Treaty on European Union, individuals are entitled to move freely for work reasons from one EU Member State to another without suffering discrimination as regards employment, remuneration or other conditions of work and employment.



Drop'pin@EURES

improves the employability of young job seekers by connecting them with apprenticeships, traineeships, training programmes, e-learning courses, language training, mentoring and coaching schemes, as well as various social services and mobility support. Visit droppin.eu for more information. as regards employment, remuneration or other conditions of work and employment.



ESCO

is the European classification system to identify and categorise skills, competences, qualifications and occupations.

EURES Coordination Group (ECG)

exchanges information and develops guidance for the network, advises the European Commission on Implementing Decisions, and cooperates with the PES Network.

EURES Helpdesk

can answer questions or respond to comments about EURES, the portal, or job mobility in general. Call 00800 4080 4080 or visit ec.europa.eu/eures to get started.

EURES Members

are organisations that provide public, private or third-sector employment services and meet the requirements in the relevant National Admissions System.

EURES News and Information Bureau (ENIB)

exists to inform, educate and inspire the network. Subscribe to newsletters @ ec.europa.eu/eures and follow us on social media.

EURES Partners

are organisations that cannot deliver all the services required of Members because of their small size, limited financial resources, inability to provide the full range of required tasks, or not-for-profit status.

European Coordination Office (ECO)

offers support and advisory services to help EURES staff realise the full potential of the network, including implementing the Regulation.

European (Online) Job Days [E(O)JD]

are EURES recruitment events held on-site and increasingly online to connect employers and job seekers. Visit europeanjobdays.eu to learn more.

Extranet

offers learning, collaboration and networking opportunities for the EURES network in an exclusive section of the website. Visit ec.europa.eu/eures to get started.



Frontier worker(s)

see cross-border worker(s).



Implementing Decision

is an instrument used by the European Commission to ensure the implementation of EU law, usually a procedural or practical implementation of rules that already exist in the original legislation.



National Coordination Organisations (NCOs)

are the conductors of the network in each EURES country. They monitor the National Admission System, collect data, and ensure CVs, vacancies and other information are transferred to the EURES portal among other roles.



Performance measurement system (PMS)

is the basis for the assessment of the results of EURES activities and comprises the collection and analysis of data on key indicators, taking the national context into account, related to information, placements and customer satisfaction. The precise indicators, the ways of collecting the data and the process for analysis are described in an Implementing Decision.

Programming cycle

cycle relates to the approach governing the management, design, implementation and evaluation of EU supported projects and programmes.

Public Employment Services (PES)

are the governmental authorities that connect job seekers with employers. Before the Regulation expanded the network, they were the main participants in EURES.



Reactivate

is the basis for the assessment of the results of EURES activities and comprises the collection offers the same services and benefits as Your First EURES Job, but tailor-made for citizens over 35 years of age, especially those who are long-term unemployed.



Work programme

sets out a plan of action covering a defined period for planning and implementing a specific series of project objectives.



Your first EURES Job (YFEJ)

helps people up to 35 years of old to find a job, traineeship or apprenticeship in another Member State. Young job seekers can receive financial support to attend an interview, training (e.g. language courses), recognition of qualifications, relocation expenses and more.



To find the nearest contact point to you and
the participation conditions, go online at:
<https://ec.europa.eu/eures>
<http://ec.europa.eu/social/yourfirsteuresjob>

Join us on social media



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