



European Labour Authority and Support for Labour Mobility (EURES)

KEY FINDINGS

The European Network of employment services (EURES) was established in 1993 and has been a useful tool for the facilitation of cross border labour mobility. Whilst effective in sharing information for jobseekers and employers, evaluation shows that there are also ways in which the effectiveness of the network could be improved.

The European Commission's proposal for a new agency, the European Labour Authority (ELA) would see seven EU bodies working in the field of labour mobility streamlined within one institutional structure. The proposed Authority will take over the management of the EURES European Coordination Office (ECO) which will continue to define user needs for the EURES portal, but the European Commission will retain technical responsibility for the portal and related IT services.

In terms of the **potential added value of the ELA** there are gains to be made in relation to the overall coordination of actors working in the field of labour mobility, as well as potential efficiency gains through the pooling of human and/or financial resources. Greater visibility and awareness of EURES as a "single stop shop" for European labour mobility is also a potential outcome.

There are however a number of **points for further consideration**, largely relating to how the establishment of a new ELA will avoid the duplication of work already carried out at EU level as well as whether there is potential for the *perceived* scope of EURES to change if it is associated with the broader remit of the new ELA. A key point for consideration also relates to how the ELA will coordinate itself with other thematically similar EU bodies, as well as how communication regarding EURES between and within the ELA and the European Commission will be coordinated.

The division of responsibilities for the EURES portal and how this will work in practice and whether or not resources available to the ECO will change as a result of its incorporation into the Authority should also be considered. As should the impact of the division of responsibilities for the EURES portal and subsequently more complex organisational arrangement for the overall management of EURES. Finally, the paper notes the need for clarification in monitoring and reporting requirements under the new Authority.

The paper concludes with a series of recommendations on how to address these aspects of the proposal requiring further consideration.



Introduction

This briefing discusses the implications of the proposed Regulation for a European Labour Authority on the work of EURES, the European network of Employment Services and supporting services for mobility.

It forms part of a series of notes having been prepared in the context of a Workshop on the European Labour Authority held at the extra-ordinary meeting of the Employment and Social Affairs Committee on 24 May 2018. Other briefings cover the following topics:

- European Labour Authority: Profile and Governance by E. Vos
- European Labour Authority and Enhanced Enforcement by J. Cremers
- European Labour Authority and Social Security Coordination by S. Giubboni
- European Labour Authority, EU structures and tools by S. Kraatz
- European Labour Authority: Workshop Summary Report by S. Kraatz.

Background: European Labour Mobility and EURES

There are currently around 17 million EU citizens living and/or working in another Member State in Europe.¹ Of these, 11.8 million are mobile workers meaning that they are residents in a Member State other than their country of citizenship with 1.4 million commuting to another Member State for work. An additional 2.3 million EU citizens are currently posted to other Member States where they will work temporarily before returning to their home country.² Whilst these figures initially seem impressive, mobile EU workers make up just 4% of the total EU workforce.³ There is therefore still ample scope to further facilitate cross border worker mobility as well as cross border operations of companies in the EU.⁴

Established in 1993, the European network of employment services (EURES) has helped to facilitate mobility in the European labour market and supported the integration of national employment services as part of this aim. The EURES network consists of the European Coordination Office (ECO), the EURES members, namely the National Coordination Offices (NCOs) of the Member States, EURES partners and associated EURES partners. The EURES partners and associated EURES partners provide the services, whereas the NCOs oversee and coordinate the activity of EURES in the respective Member State or participating country. There are approximately 1,000 EURES advisers across Europe who work within the EURES partners or associated EURES partners. Currently, the great majority of EURES partners are the Public Employment Services (PES) of each member country. Within this context, cooperation between the EURES network and the European network of Public Employment Services (ENPES) which aims (among others) to promote the modernisation and strengthening of PES service delivery is a given.⁵

All EU-28 Member States as well as Norway, Iceland, Liechtenstein and Switzerland are part of the network.⁶ In practice, the EURES network provides information and advice as well as matching and placement services for both workers and employers wishing to make the most of the right to free movement. As part of the network, public employment services in Member States work both with each other and the European Commission to ensure that national vacancies are advertised at EU level via the EURES portal in order to match prospective workers with employment opportunities abroad. According to the EURES portal, there are currently more than 1.6 million vacancies and 11,520 employers registered to the EURES network.⁷

Recent evaluations show both progress as well as challenges in the overall functioning of the EURES network. According to the 2015 ex-post evaluation, EURES has supported **growth in European labour mobility** through raising awareness of employment opportunities abroad. It has been particularly

successful in establishing a **network of members** through which information and advice on labour mobility and available vacancies is exchanged. According to the evaluation, **EURES** has also been able to establish itself **as a brand** through which it is a recognised source of information and advice and a “first port of call” on anything related to intra-EU mobility.⁸

There are however a number of factors inhibiting the overall effectiveness of the EURES network. For example, in their 2018 Special Report on the Free Movement of Workers, the European Court of Auditors (ECA) highlights that there is an ongoing **need to further raise awareness of EURES’ potential** as a tool for cross border mobility.⁹ Both the ex post evaluation of EURES¹⁰ and the ECA¹¹ highlight issues around mismatch between **vacancies advertised** via national public employment services and what actually appears on the EURES portal at EU level. The ECA also emphasises issues around the **quality of the vacancies** advertised through the portal, noting that sometimes important information, including educational requirements or application deadlines, are not included and that overall monitoring of the network should be improved to gauge its overall effectiveness, especially with regard to job placements.¹²

The **reform of EURES, as set out in Regulation (EU) 2016/589**¹³ has sought to address a number of these areas for improvement. The recent European Commission proposal for a regulation establishing a European Labour Authority (ELA)¹⁴ also explicitly acknowledges the recommendations of the ECA, noting that its recommendations have been considered during the preparation of the document. It should be noted however, as highlighted in the European Commission’s response to the ECA report that the success of the EURES network depends to a significant degree on the **cooperation of Member States**.¹⁵ As such, the European Commission is limited in the degree to which it can independently address the mismatch of vacancies advertised via national public employment services or monitor employers opting out of advertising through the portal, as ultimately it is Member States who are responsible for this.

Main changes for EURES under a new European Labour Authority

The European Commission’s proposal for a regulation establishing an ELA aims to **gather a series of similar EU bodies within a unified institutional setting** in order to enhance coordination in relation to labour mobility. The seven EU bodies (including the EURES European Coordination Office or ECO) to be gathered within this proposed Authority are variously concerned with European labour mobility. As such the proposal argues that the creation of a dedicated ELA has the capacity to **streamline work in this area**, gathering resources and **fostering synergies** across different aspects of labour mobility. According to the European Commission, the present situation means that EU bodies focused on labour mobility work in silos and therefore overlap in their work programmes and miss opportunities to communicate with similar entities. The ELA therefore offers an opportunity to improve the scope and quality of work on labour mobility and to subsequently better support Member States and the European Commission in this area.

From the perspective of the EURES network in particular, the proposed Authority will take over the management of the EURES’ ECO but the European Commission will retain technical responsibility for the EURES portal and related IT services.¹⁶ According to Article 8 of Regulation (EU) 2016/589, the **ECO** was established to assist the EURES network in carrying out its activities. Currently located within the European Commission, it was **initially wholly responsible for the EURES** portal and related IT services, as well as the coordination of information and communication activities regarding the network; supporting staff of the EURES Members and Partners and NCOs through a training programme, continuing professional development and a helpdesk function; facilitating networking, mutual learning and the exchange of good practices within the network; analysing mobility in different Member States; and developing a cooperation and clearance structure for apprenticeships and traineeships within the Union.¹⁷

The proposed ELA would involve the following changes to the current operation and management of the EURES network. Please see the table below for a summary of the proposed changes. The consequences of

the **division of EURES functions** (originally located in their entirety within the European Commission), as part of the introduction of a new ELA are explored in more detail below.

Changes to the operation and management of the EURES network under proposed Regulation (EU) 2018/0064 establishing a European Labour Authority	
Creation of a new interface	Having formerly been split between the European Commission and Member States only, the European Labour Authority will be an additional interface in the management of the EURES network.
Transfer of European Coordination Office	The European Coordination Office and all of its current functions will be transferred from the European Commission to be situated within the European Labour Authority.
Divided responsibility for EURES Portal	The European Coordination Office (having been transferred from the European Commission to the European Labour Authority) will define user needs and business requirements for the EURES portal and related IT services. The European Commission will retain responsibility for the overall operation and development of the IT infrastructure of the EURES portal.
Monitoring European labour mobility	The European Commission and Member States currently examine data, in order to monitor and publicise trends in labour mobility. The European Labour Authority will instead be responsible for analysing relevant data and producing reports on labour mobility for the European Commission and Member States to refer to for this purpose.

Therefore, particularly significant here is a consideration of the ways in which the proposed ELA could help to address some of the identified challenges linked to labour mobility and specifically to the EURES network, whilst also ensuring that its key strengths are either maintained or enhanced under the proposed Authority framework. The following paper will explore the ways in which EURES is likely to be affected by the creation of a new ELA and will conclude with a series of recommendations on areas requiring greater focus or clarification.

Potential Added Value of a New Authority

Coordination

A central pillar of EURES relates to its capacity to foster and maintain a network between Member States and the European Commission through an essential “spirit of coordination”¹⁸, without which there would be little functionality in terms of EURES backed cross border mobility. Bringing together EU bodies¹⁹ under the purview of a dedicated Authority is in line with Article 16.1²⁰ of Regulation (EU) 2016/589²¹ and may contribute to a **greater level of commitment to a shared cause** given the presence of like-minded actors within a unified organisational structure, creating a favourable setting for a more intensive sharing of ideas and best practices and the possible development of synergetic activities and a more integrated approach to labour mobility. Re-energised coordination on labour mobility at the EU level may in turn have a positive impact on national public employment services across Member States through the provision of **more integrated support** at a supranational level.

Efficiency Gains and Resources

There is a potentially positive gain to be made to the **EURES network** by ensuring that **relevant information** on labour mobility is **gathered within a single institution**. Whilst the European Commission currently constitutes a unified setting for EURES, it can also be argued that streamlining thematically related bodies (and therefore potentially shared interests and aspirations) within a dedicated Authority may enhance available **opportunities for synergetic working practices** i.e. through the initiation of joint projects drawing on the respective resources and expertise of formerly separate organisational entities.

Looking to the **national level**, the creation of a dedicated labour Authority could enhance the capacity for **EURES to act as a one stop shop for information on labour mobility** to the advantage of Member States. The operation of the EURES network may continue with no functional overlap established with other EU bodies replaced by the Authority (aside from through further coordination as pointed to above). There is, however, at least scope for the sharing of information and expertise to lead to efficiency gains. Should this occur, there is potential for some of the shortcomings highlighted by recent reports on the network to be addressed.

- For example, the 2015 EURES ex post evaluation²² noted the need to **improve horizontal support services** overseen by the ECO. Of particular relevance here is the potential to improve training coordinated by the ECO: Other entities within the new Authority could potentially offer targeted information (e.g. on social security systems), expertise and even human resources to improve the training on offer and further assist EURES members in their role of facilitating access to information, as per Article 26 of Regulation (EU) 2016/589
- The 2015 EURES ex post evaluation and a 2018 report by the European Court of Auditors²³ also found that there is an incomplete **pool of vacancies and CVs** on the EURES portal. Working with staff from other bodies within the new ELA could lead to efficiency gains and ultimately boost the monitoring capacity of existing EURES staff (within the context of the EURES performance measurement system as per Article 9(2), point c) of Regulation (EU) 2016/589²⁴) to ensure that a maximum number of vacancies advertised via PES (taking into account the clauses in Article 17.1 to 17.3 of Regulation (EU) 2016/589 concerning the need for the consent of workers and opt-out option for employers) are visible on the portal. It should be noted however that the impact of the aforementioned clauses mean that there is a limit to what the ECO can achieve itself. Capacity issues at the Member State level may also impede how far vacancies on the EURES portal can completely match those advertised via national PES.
- The 2015 EURES ex post evaluation also positively assesses EURES' provision of information on mobility; should synergetic working practices develop within the ELA, access to further resources on labour mobility could be beneficial to **expand the EURES portal**, particularly the 'Living and Working' section on the realities of moving abroad for work.

Improved management and horizontal support to overcome challenges associated with the shift of the ECO to a new Authority **will depend on the resources available in reality**. Increased human and financial capacity would allow the ECO to focus further on its horizontal support activities (e.g. support the quality and completeness of information posted by Member States on the EURES portal through training and monitoring) and collecting more reliable data on geographic and occupational mobility.

Visibility and Awareness

In creating a "single stop shop" in the form of an Authority dedicated to "contribut[ing] to ensuring fair labour mobility in the internal market", as per Article 2 of the ELA proposal²⁵, the issue **of labour mobility will be given a European "face"**. This, in turn, is likely to provide an opportunity to increase the visibility

and awareness of the EURES network and the portal, in line with the European Court of Auditors' suggestion that the European Commission needs to improve awareness of its channels relating to the rights of EU workers, including EURES²⁶.

Points for Further Consideration

Despite the potentially positive gains to be made through shifting the ECO to a new ELA, there are also a number of elements that would benefit from further consideration. Broadly speaking they relate to issues surrounding **potential overlap** in competencies and a subsequent **need for additional coordination or clarification**. These elements are outlined in more detail below.

Coordination

Whilst there is scope for the streamlining of like-minded actors within a single organisational structure to potentially foster a greater sense of commitment to a shared cause and even synergetic working practices, there are **additional aspects of coordination within a new ELA that could be problematic** if further thought is not put into how they will work in practice.

Care should be taken to define the **relationship between the ELA (and by extension the ECO)** and other entities that will continue to operate independently, such as the **European Network of Public Employment Services**. The ELA proposal states that the new Authority will "cooperate with other relevant Union initiatives and networks, in particular the European Network of Public Employment Services" however there is a **lack of clarity** in terms of how this relationship will function in practice and whether the PES network could assume a different form given the similarities in their respective remits. This network made a series of key contributions on this issue during the stakeholder consultation preceding the proposed regulation for a new Authority.²⁷ Along with other stakeholders, it underlined **concerns around the risk of overlap** of the ELA and other EU bodies working in the area of cross border labour mobility, arguing that the creation of a new Authority may needlessly **increase the complexity of the field** and lead to duplication of work.

A further point for clarification relates to the **new relationship between existing EURES NCOs and National Liaison Officers (NLOs)** working for the ELA. NCOs have been established under EURES in order "to ensure the transfer of available data to the EURES portal and to provide general support and assistance to all EURES Members and Partners on their territory".²⁸ Similarly Article 33 of the European Commission proposal for a new ELA²⁹ states that NLOs appointed by Member States and seconded to the Authority will: "contribute to executing the tasks of the Authority, in particular by facilitating the cooperation and exchange of information set out in Article 8(1) and by acting as contact points of the Authority for questions from their Member States and relating to their Member States, either by answering those questions directly or by liaising with their national administrations". There appears to be **potential for overlap** in the roles ascribed to NCOs and NLOs in their function to support Member States and transferring relevant data from the Member States to the EU level. This could create an opportunity for synergies to be developed, but also runs the risk of the duplication of work and the creation of additional reporting requirements for Member States if the respective competences of NCOs and NLOs are not clearly defined.

Location

Given the costs associated with hosting an EU agency and the tendency to host them in different Member States, it is **likely that the new ELA will not be based in Brussels**. ECO staff (where a shift of ECO posts to the Authority is foreseen) will need to be satisfied with this new arrangement and the cost of redundancies

and recruitment of more staff may represent additional financial costs should staff members not wish to relocate.

Whilst not an impossible hurdle to overcome, the **division of EURES management responsibility** between the European Commission and the ELA **would require a clear delineation of the role and purpose of each institution** in order to avoid overlap or potential conflict over responsibilities. As such the creation of a liaison office for the ELA in Brussels with a dedicated EURES representative may be an effective way to minimise communication difficulties associated with the creation of an additional office location.

EURES Portal

As outlined above, there will be a **division between the technical and the content management of the portal**. The proposed division of the responsibility for the EURES portal between the European Commission and the ELA is likely to result in a more complex operational environment. Greater complexity in this regard does not need to be a challenging outcome. Rather, it can arguably **create potential for specific aspects of portal management to be developed within each respective institution**. The European Commission, for example, is already well placed to enforce data protection regulations and can focus on further developing/contracting specialised IT expertise for the technical maintenance of the EURES portal. In turn, the ECO (operating within the ELA) could focus on developing in-depth knowledge of user needs to best tailor the information provided via the EURES portal as per its stated remit within the new proposal. There is, however, also potential for complications to occur at the EU level (between the European Commission and ELA) regarding overall coordination and agreement in how the portal is to evolve from a technical/content perspective given that this task will now be shared between two independent institutions at two different locations. Similarly, the division of competences also has the potential to create confusion at the national level in terms of who to turn to for assistance and advice on the portal overall.

Resources

There is a lack of clarity in the proposal for an ELA on whether the **resources of the ECO** will be formally increased or strengthened. Annex 3 of the proposal for an ELA specifies financial impact in terms of total expenditure on EURES activities until 2020 and estimated expenditure on human resources for the Authority overall until 2024, but does not specify the number of prospective FTEs working for the ECO once re-established within the ELA. It is therefore unclear whether ECO staff capacity will change as a result of this proposal.

Perceived Scope

Whilst there are a number of ways in which the overall functionality of the EURES network could be enhanced by being placed within a broader agency structure, there are **risks related to how its perceived scope and reach could be altered through this merge**. According to the European Commission proposal, Authority activities will span cross-border labour mobility and social security coordination, including free movement of workers, posting of workers and highly mobile services.³⁰ The EURES network focuses on cross border labour mobility, however its placement within an Authority with a broader remit may lead to the perception that its **mandate** has widened. This is particularly significant in the case of the posting of workers which has been seen as somewhat controversial given its reported link to “social dumping” in that EU law has historically³¹ permitted companies to send EU workers to other Member States without complying with all local labour standards or social security rules and thereby potentially driving down wages for local workers.³²

Important to note here is that the Commission proposal does not suggest that the existing objectives of the EURES network (as outlined in Article 6 of Regulation (EU) 2016/589)³³ will change. Amendments to the 2016 Regulation are outlined in Article 47 of the proposal which does not include any proposed amendments to Article 6. As such, the **creation of a new ELA is not expected to have any impact on the overall mandate of the EURES network**. There is however, a risk that EURES may alienate key stakeholders if there is a *perception* that its work may become linked to other areas, such as worker posting.

Financial Management: Reporting

Under the multiannual financial framework 2014-2020, **EURES activities are funded in different ways**. National level activities are funded through national budgets or the European Social Fund (ESF), or a combination of the two. Horizontal activities overseen by the ECO, which include for example training for EURES staff, mutual learning activities and cross border partnerships, are funded through the EURES strand of the Employment and Social Innovation (EaSI) programme. A total of 165m (18% of total EaSI funding) was allocated to the EaSI-EURES axis for the 2014-2020 period. According to the proposal for an ELA, EaSI funding for “EURES - Promoting workers’ voluntary geographical mobility and boosting employment opportunities” (budget line 04.030202) will gradually be shifted to the new Authority: in 2019 4,350 million EUR will be redeployed from EaSI to the ELA for the management of EURES and 8,273 million EUR in 2020.³⁴

The **monitoring and reporting requirements** pertaining to the ELA as an Authority are defined in the annexes to the proposal, and will follow the principles set out in the Joint Statement on EU decentralised agencies³⁵. However, there is **little detail in the proposal** on how financial reporting in relation to the EURES network in particular will work in practice i.e. whether Member States will need to submit details of expenditure to the European Commission and/or to the ELA. There is also a lack of detail on which institution will have ultimate authority and oversight of the management of EURES finances. In this context and in order to maintain the overall functionality of the network of national stakeholders, it is critical that reporting for the ELA does not create an additional administrative burden for Member States.

Additional Interface

It is also important to note the **risks** associated with creating an additional interface tasked with co-managing the EURES network. Whilst there are potential advantages in terms of pooling shared interests under the remit of one dedicated agency, conversely its very creation could also serve to **complicate the management of the EURES network**. Member States have historically been able to refer to the European Commission for all matters related to the network, however there is the potential for the creation of the ELA to cause confusion at the national level by requiring stakeholders to interact with a different institution that will be co-managing the EURES network.³⁶ Lines of reporting and accountability as well as how particular responsibilities are divided between the European Commission and the ELA would therefore need to be clearly defined.

Recommendations

The recommendations presented below relate to how the proposal for a new ELA could be further clarified, but are not based on a legal opinion.

- Provisions for **coordination mechanisms** should be included in the proposal or accompanying documents to minimise challenges arising from the implementation of the agreed changes stipulated in the ELA proposal, and to cover the subsequent joint management of the EURES portal by both the European Commission and the ELA. Further

clarity would also be beneficial in determining which entity will have final oversight of the portal and authority in the event of a disagreement.

- There is a need to clearly define the **role and competences of the European Network of Public Employment Services** (ENPES) and how it will cooperate with the ECO should a new Authority be established, as there currently appears to be potential for overlap in terms of the function of the ENPES (see *Objectives* outlined in Article 3 of Decision No 573/2014/EU)³⁷ and the proposed ELA (Article 14 of proposal). Both entities are focused on the facilitation of cooperation of national authorities on labour mobility. As such there is a need to clarify how these roles will be distinguished to avoid overlap and the duplication of work.
- More specifically, the establishment of coordination mechanisms could be beneficial to ensure that the function of the **EURES National Coordination Offices and ELA National Liaison Officers** do not overlap. This is particularly relevant in relation to their comparable roles in gathering and transferring data from Member States. It is therefore recommended that the European Commission defines what data needs to be gathered by whom in order to avoid the duplication of work and to minimise the risk of increasing the administrative burden (in terms of reporting) on Member States.
- There should be a consideration of the practical logistics of splitting responsibilities for the EURES portal between **two different locations** and whether the creation of a **Brussels Liaison Office**, including a representative of the ECO, would be beneficial in bridging communication gaps between the European Commission and the new Authority.
- There is a need for increased clarity on **whether ECO staff will be expected to shift to the ELA**, as could be the case on the basis of the following, presented in annex 3.2.3 on human resources of the ELA proposal: "It has to be noted that the shift to the Authority of existing activities currently implemented by the Commission would likely entail the shift of ca. 10 posts to the Authority. However, the date of the shift as well as the staff category cannot be assessed at this stage. The number of staff would be reduced accordingly, respecting the staff category."
- Greater clarity would be beneficial on whether **resources** available to the EURES network will be maintained, enhanced (or reduced) as part of the relocation of the ECO to the ELA. This is relevant in assessing whether the EURES network may have access to greater staffing capacity through the move to a shared institutional space or whether human and financial resources are expected to stay the same (or decrease).
- The proposal for an ELA clearly outlines the composition of the proposed Authority and makes clear that the objectives of the EURES network will not be changed within the ELA. Given the risk that the *perceived* scope and objectives could become linked to other EU bodies streamlined within the new Authority (which as a whole will encompass cross border labour mobility and social security coordination, including free movement of workers, posting of workers and highly mobile services), it is recommended that **EURES' mandate** is re-stated/clarified in the proposal itself or in its accompanying documents.
- Given the proposed division of responsibility for the EURES network between the European Commission and the ELA, Member States should be advised on **financial monitoring and reporting pathways** in order to reassure that the administrative burden associated with membership to the network will not be increased.

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- ¹ European Commission (2018) Impact Assessment Report. Available via: <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52018SC0068&from=EN>.
 - ² *Ibid.*
 - ³ *Ibid.*
 - ⁴ *Ibid.*
 - ⁵ Decision No 573/2014/EU of the European Parliament and of the Council of 15 May 2014 on enhanced cooperation between Public Employment Services (PES) http://eur-lex.europa.eu/legal-content/EN/TXT/?uri=uriserv:OJ.L_.2014.159.01.0032.01.ENG
 - ⁶ European Court of Auditors (2018) 'Free Movement of Workers: The Fundamental Freedom Ensured but Better Targeting of EU Funds Would Aid Worker Mobility' Available via: https://www.eca.europa.eu/Lists/ECADocuments/SR18_06/SR_Labour_Mobility_EN.pdf.
 - ⁷ "EURES: The Job Mobility Portal" Available via: <https://ec.europa.eu/eures/public/jobseekers-dashboard> (retrieved 10.05.2016).
 - ⁸ European Commission (2015) 'Ex Post Evaluation of EURES Covering the Period 2009-2013: Final Report'.
 - ⁹ European Court of Auditors (2018) 'Free Movement of Workers: The Fundamental Freedom Ensured but Better Targeting of EU Funds Would Aid Worker Mobility' Available via: https://www.eca.europa.eu/Lists/ECADocuments/SR18_06/SR_Labour_Mobility_EN.pdf.
 - ¹⁰ European Commission (2015) 'Ex Post Evaluation of EURES Covering the Period 2009-2013: Final Report'.
 - ¹¹ European Court of Auditors (2018) 'Free Movement of Workers: The Fundamental Freedom Ensured but Better Targeting of EU Funds Would Aid Worker Mobility' Available via: https://www.eca.europa.eu/Lists/ECADocuments/SR18_06/SR_Labour_Mobility_EN.pdf.
 - ¹² *Ibid.*
 - ¹³ Regulation (EU) 2016/5689 of the European Parliament and the Council of 13 April 2016 on the European Network of employment services (EURES), workers' access to mobility services and the further integration of labour markets, and amending Regulations (EU) No 429/2011 and (EU) No 1296/2013. Available via: https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=uriserv%3AOJ.L_.2016.107.01.0001.01.ENG.
 - ¹⁴ European Commission (2018) Proposal for a Regulation Establishing a European Labour Authority. Available via: <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52018PC0131&from=EN>.
 - ¹⁵ European Court of Auditors (2018) 'Free Movement of Workers: The Fundamental Freedom Ensured but Better Targeting of EU Funds Would Aid Worker Mobility' Available via: https://www.eca.europa.eu/Lists/ECADocuments/SR18_06/SR_Labour_Mobility_EN.pdf.
 - ¹⁶ European Commission (2018) Proposal for a Regulation Establishing a European Labour Authority. Available via: <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52018PC0131&from=EN>.
 - ¹⁷ Regulation (EU) 2016/589 of the European Parliament and of the Council of 13 April 2016 on a European network of employment services (EURES), workers' access to mobility services and the further integration of labour markets, and amending Regulations (EU) No 492/2011 and (EU) No 1296/2013. Available via: https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=uriserv%3AOJ.L_.2016.107.01.0001.01.ENG.
 - ¹⁸ Interview with EURES expert at national level.
 - ¹⁹ EURES European Coordination Office; Technical Committee and the Advisory Committee on the Free Movement of Workers; Committee of Experts on Posting of Workers; European Platform tackling undeclared work; Administrative Commission for the Coordination of Social Security Systems and all its subcommittees; Advisory Committee for the Coordination of Social Security Systems.
 - ²⁰ Article 16.1 reads: "The European Coordination Office shall facilitate the cooperation between the EURES network and the other Union information and advisory services and networks".
 - ²¹ Regulation (EU) 2016/5689 of the European Parliament and the Council of 13 April 2016 on the European Network of employment services (EURES), workers' access to mobility services and the further integration of labour markets, and amending Regulations (EU) No 429/2011 and (EU) No 1296/2013. Available via: https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=uriserv%3AOJ.L_.2016.107.01.0001.01.ENG.
 - ²² European Commission (2015) 'Ex Post Evaluation of EURES Covering the Period 2009-2013: Final Report'.
 - ²³ European Court of Auditors (2018) 'Free Movement of Workers: The Fundamental Freedom Ensured but Better Targeting of EU Funds Would Aid Worker Mobility' Available via: https://www.eca.europa.eu/Lists/ECADocuments/SR18_06/SR_Labour_Mobility_EN.pdf.
 - ²⁴ Regulation (EU) 2016/5689 of the European Parliament and the Council of 13 April 2016 on the European Network of employment services (EURES), workers' access to mobility services and the further integration of labour markets, and amending

- Regulations (EU) No 429/2011 and (EU) No 1296/2013. Available via: https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=uriserv%3AOJ.L_2016.107.01.0001.01.ENG.
- ²⁵ European Commission (2018) Proposal for a Regulation Establishing a European Labour Authority. Available via: <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52018PC0131&from=EN>.
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