

Explanatory Meeting on the Acquis

Chapter 2 – Freedom of movement for workers

EURES

These slides accompany the explanation of the acquis to Albania and North Macedonia and can only be used for that purpose. Their content is subject to further development of the acquis and interpretation by the Court of Justice of the European Union

What is EURES?

- A cooperation network between:
 - The European Commission
 - All EU/EEA countries + Switzerland
- Providing:
 - information and help
 - to jobseekers and employers
 - through Europe
- Built on two pillars:
 - The human network
 - The EURES portal and IT platform



Scope of this presentation

- Summary of the **EURES regulation**, focusing on adhesion preparation.
- First overview of **IT implementation** needs.
- Hints for a **preparatory checklist**.
- Some aspects of EURES not covered on purpose (eg. Cross-border partnerships).

EURES legal basis

- Overall regulation:
 - 2016/589
- Governance implementing decisions:
 - 2017/1256 programming cycle
 - 2018/170 performance measurement
 - 2017/1255 admission of new members and partners
- Technical implementing decisions:
 - 2017/1257 matching of CVs and vacancies
 - 2018/1020 classification adoption
 - 2018/1021 automated matching via classification

EURES legal basis (1/4)

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Regulation 2016/589: the EURES network

Structure of the network:

- **ECO** European Coordination Office (Commission, ELA)
- **NCOs** National Coordination Offices (may be the PES)
- **EURES members:** PES + other admitted
 - Provide job vacancies, CVs and services to workers and employers.
 - **EURES partners:** if not covering all services.
- Remarks:
 - *EURES advisors*
 - *Social partners can be partners and members*
 - *EURES logo*

Governance:

- Coordination Group = ECO + NCOs
- Committee

-Regulation 2016/589: Network composition

European Coordination Office: the Commission (or ELA)

National Coordination Offices: bodies appointed by the Member States (can be the PES)

EURES Members:

- PES appointed by Member States
- Organisations selected under admission procedure (all services)

EURES Partners: Organisations selected under admission procedure (some services)

-Regulation 2016/589: European Coordination Office (ECO)

- Support in the application of the Regulation.
- Implementing acts, guidance, mutual learning.
- Horizontal support:
 - EURES portal;
 - Training programme;
 - Helpdesk function; and
 - Communication.
- Analysis of mobility.
- Specific mobility support: cross-border partnerships, apprenticeships and traineeships.
- Budget.



Regulation 2016/589: National coordination offices (NCOs)

Each Member State designates a NCO

- PES or another organisation

The NCO is organises the EURES **national network**:

- Coordinates EURES national network.
- Cooperates with the rest of the EURES network.
- Coordinates common activites (e.g. training) with ECO.
- Ensures transfer of job vacancies and CVs to the EURES portal.
- Reports on national data indicators and activities.

➤ *Examples of national networks*

-Regulation 2016/589: EURES governance

The EURES Coordination Group (ECG)

- Support in the implementation of the Regulation by exchanging information and developing guidance;
- Advice to the Commission on preparation of Implementing Acts;
- Exchange of best practices; and
- Cooperate with the Board of PES Network.

The EURES Committee

- Assists the Commission with adoption of implementing acts.



Regulation 2016/589: get ready

- ❑ **Set up your NCO** (national coordinator)
 - Is it the PES? New department?
 - Allocate resources and functions (e.g. advisors)
 - Do you need additional budget?
 - Do you need legal changes?

- ❑ **Who are the initial **members**?**
 - Only if you have several PES

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Decisions 2017/1256 & 2018/170: plan & monitor

- Before each year: draft a work programme
- During the year:
 - Implement your work programme.
 - Every semester: provide your performance indicators.
- After the year: report on what you did
- ECO compiles all the information from all NCOs

Decision 2017/1256: work programme

Annual work programme:

- Planned support services (for workers, employers, specific)
- National resources (human, financial, infrastructure, ...)

Activity report:

- Same template, updated with reality

➤ *See example*

Decision 2018/170: monitoring

Collect national indicators & send them in June and December

Core indicators:

- Job applications processed
- Job vacancies processed
- Job placements achieved
- Contacts with workers, employers
- Customer satisfaction rate

Network indicators:

- advisors trained, total number of vacancies, events attended, ...

➤ *See example*

Decisions 2017/1256 & 2018/170: get ready

☐ **Indicators.** Can you collect them?

- Check that somebody writes them down during their work.
- Have an IT system to compile them.
- Use them for your own monitoring.

☐ **Work programme.** How do you plan?

- Compare your current text and the EURES template.
- Set up a planning process (set objectives, measure them).
- Use it for your own improvement.

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Decision 2017/1255: new members and partners

- EURES spirit: **expand** the network
- National **PES** are admitted by default (*just check min criteria*)
- Other **private or public** organizations can become members (or partners)
- **Template** and process:
 - National legal base
 - Selection process (call, award, respect of law)
 - Admission/Revoking criteria (minimum EURES, plus possible national)
 - Monitoring: who, when, what, how.

Decision 2017/1255: minimum common criteria

- Annex I of overall regulation 2016/589
 - Service delivery + participation in the network
- Legal compliance.
- Human resources (not only online).
- Technical capacity.
- Services, free for workers.
- Provide CVs, jobs.
- Contribute to the NCO programming and reporting.

-Decision 2017/1255: service provision

1. Contribute to the pool of job **vacancies**;
2. Contribute to the pool of job applications and **CVs**; and
3. Provide **support services** to jobseekers and employers.



-Decision 2017/1255: the PES

PES appointed as EURES Members must

- **Comply with the admission criteria;**
- **Fulfil all their obligations as EURES members:** contribute to the job vacancy pool, CV/job applications pool and provide support services;
- **Provide all support services defined in the Regulation:** facilitated access to the EURES portal, basic information, services to workers, to employers, information on post-recruitment assistance and facilitated access to information available with other public services (work contracts, pension entitlement, health insurance, social security, taxation, ALMP);
- Offer services that are **not only online**.

Decision 2017/1255: get ready

- ☐ **Identify** possible members and partners:
 - More than one PES in the country?
 - Talk to social partners
 - Think of private employment agencies

- ☐ Define **admission** path:
 - National legal base needed?
 - How new members will apply?
 - How to check them (initial + regular)

- ☐ Define **integration** path:
 - Data collection, reporting
 - Exchange of CVs, vacancies

EURES legal basis (4/4)

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Decision 2017/1257, 2018/1020 & 2018/1021: technical matching

Key goals:

- automated exchange of CVs and vacancies
- automated matching between job seekers and job offers

Process:

- Member and partners send automatically jobs and CVs to ECO
- Member and partners can consult all jobs and CVs
- ECO provides automatic matching at European level
- Workers and employers have full control on their privacy

Decision 2017/1257, 2018/1020 & 2018/1021: technical matching – what is that?

Human matching:

- “Our company needs an engineer fluent in German to perform civil works”
- “I have a degree in Civil Engineering and a master in ICT, both from the University of Vienna (Austria). I am Irish.”

Automatic matching:

- Job offer:
 - ✓ Qualifications: A123.
 - ✓ Languages: DE.
- Job seeker CV:
 - ✓ Qualifications: A123, P88.
 - ✓ Languages: EN, DE.

Automatic matching – what is that?

> Jobseekers

Find a job

My CV

Manage CV

Desired employments

My jobs

Job opportunities for graduates

Manage CV (Last update: 28/01/2014)

Your CV is currently published in English and will be accessible to employers until 22/04/2014 (exte

Edit CV in English

+Add new CV language

EMPLOYER VIEW

UNPUBLISH

EUROPASS

PRINT

DELETE

Personal information

Work experiences

My occupation *: beauty Search ?

Alternative job title: Search ?

Skills *: Search for a skill Search ?

The system automatically provides you top 10 vacancies related to your profile

The EURES Job Vacancies Matching Engine finds jobs for you on the basis of the current version of your EURES CV Online. The results hereunder are jobs returned by the engine and corresponding the most to your desired employment and to your skills. You may improve the results of this engine by completing your CV as much as possible.

26 vacancies found (showing from 1 to 10).

Sort by: Relevance

Results per page: 10

1 2 3 next >>

Telescopic Forklift Driver - 1 post

United Kingdom, NORTHERN IRELAND. 9 days ago

JOB DUTIES : Duties will include: Drive a telescopic forklift on a building site. Help to unload deliveries for all sub contractors on site. Manual labouring duties expected when not driving machine. Assist sub contractors with transporting materials around site. OTHER INFO : 18+ due to licence required. SALARY INFO : £8.00...

Your compatibility :

10.0 /10

Category: Plant and machine operators and assemblers

Page view

Expand

Driver - Tow Truck Recovery - C1 & E+C1 - 1 post

Ireland, Southern and Eastern. 6 days ago

Tow truck Recovery Driver required to work for a 24-hour towing and recovery service in North County Dublin. Extensive driving experience of rigid trucks with trailer is required with experience of towing and recovery desirable. Knowledge of driving artic is an advantage. Clean C1 and E+C1 licence essential...

Your compatibility :

8.7 /10

Category: Heavy truck and lorry drivers

Page view

Expand

Removals Truck Driver (EC Licence) - 1 post

Ireland, Southern and Eastern. 6 days ago

Truck Driver required for busy removal company located in Naas. Must have experience in the furniture removals industry. Experience in packing and export wrapping would be a distinct advantage. Experience in UK and European driving necessary as you will be required to deliver to UK and Europe on a rotational basis...

Your compatibility :

8.5 /10

Category: Heavy truck and lorry drivers

Page view

Expand

Forklift Driver - Stock Control - Naas - 5 posts

Ireland, Southern and Eastern. 6 days ago

Our client, a major European food company supplying Poultry, Fish, Chilled, Bakery and Frozen products to the retail, food service and food manufacturing sectors are seeking to recruit Warehouse Operatives to work at their site based in Naas. You will be required to work as part of a team to handle all incoming goods...

Your compatibility :

8.4 /10

Category: Clerical support workers

Page view

Expand

Automatic matching – what is that?

Electrician - 1 post

United Kingdom, NORTHERN IRELAND 9 days ago

Category: Motor vehicle mechanics and repairers

We are currently looking for an experienced electrician to join our team. This is a permanent position and further training will be provided where required. Previous experience of being a fully qualified electrician is essential. Duties to include a variety of electrical installation work. Hours of work are: Monday-F. [Expand](#)

84% matching your CV

[Edit desired employments](#)

Occupation (100%)

Electrician ✓

Location (82%)

Belgium ✓

Bruxelles ?

[Edit CV](#)

Skills (80%)

Troubleshooting ✓

Quality Control Analysis ✓

Repairing machines or systems ✓

Critical Thinking ✓

Installing equipment ?

Languages (33%)

Spanish, Castilian ✓

French ?

English ?

Driving licence (100%)

B · B1 ✓

Help us to improve the matching.

Does this offer match your skills and preferences?

☐

Yes

☐

No

☐

Yes, but I am not interested in this offer

Decision 2017/1257, 2018/1020 & 2018/1021: technical matching (technical details)

Infrastructure

- NCO provides a single transmission channel with ECO.
- Single technical contact point at national level.
- ECO provides central IT services and technical support.

Standards for classification and matching

- XML standard templates for jobs and CVs.
- ESCO: European multilingual classification of Skills, Competences, Qualifications and Occupations.
- *Mapped to ISCO (International Standard of Occupations)*

Decision 2017/1257, 2018/1020 & 2018/1021: technical matching (legal details)

Data protection

- Members and partners: protect their CVs, ask consent
- NCOs: ensure data protection at national level
- ECO: ensure data protection at EURES portal

Decision 2017/1257, 2018/1020 & 2018/1021: get ready

☐ Set up legal framework:

- Define data protection and consent procedures.
- Ensure that members and partners apply it (*admission*)
- Do you need new legislation?

☐ Set up technical environment:

- Start right: make your IT system ready for EURES:
 - ✓ Use ESCO classification.
 - ✓ Use XML templates for jobs and CVs.
- Identify your single technical contact point.
- Use ECO technical specifications, modules and support.
- Set up your single transmission channel to ECO.
- Open your channel to member and partners.

EURES legal basis – final summary

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EURES regulation: get ready – legal/organizational aspects

- Define data protection and consent procedures
- Draft your annual programme along EURES template
- Base your reporting on EURES principles: indicators, annual report
- Appoint NCO and EURES advisors
- Identify potential members and partners, define admission path
- *Do you need new legislation?*

EURES regulation: get ready – technical aspects

- Identify your single technical contact point
- Implement your IT system ready for EURES:
 - PMS indicators
 - ESCO classification
 - XML models for jobs and CVs
- Start preparing your single transmission channel to ECO, using ECO ready-to-use modules



Thank you!

