



THE EUROPEAN SOCIAL FUND AND **LABOUR MOBILITY**



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IMPORTANT NOTE

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Introduction

A. SCOPE OF THE STUDY

This study presents the interventions of the European Social Fund (ESF) in the area of labour mobility. It is the first in a series of 22 studies describing what the ESF does and achieves on a range of policy topics or target groups. In addition to this background report, which exists only in English, a 'summary fiche' contains the major findings of the study and is translated in French, German, Spanish, Italian and Polish.

Labour mobility concerns people who (want to) move to a job, change jobs or switch job contents. It also concerns people leaving home to another region or country for purposes of employment, study or training. The study will look at the types of measures that promote mobility and to the different groups of beneficiaries - people, but also firms and institutions - that benefited from the ESF assistance to labour mobility interventions.

The ESF is one of the Structural Funds of the European Union (EU) and devoted in particular to promoting employment. The implementation of the ESF is structured along seven-year programming periods. This report contains information on the ESF interventions in the field of labour mobility for the programming periods 2000-2006 and 2007-2013. Because there are no results yet on the most recent activities, the findings on ESF achievements are limited to the period 2000-2006. Since 2000, the EU has grown from 15 to 27 Member States and so has the involvement of the respective countries in ESF. Romania and Bulgaria, for instance, only participate in the current programming period 2007-2013.

Following this introduction, the report consists of two chapters and a conclusion. Chapter 1 defines labour mobility for the scope of this study and puts it in a wider context. Particular attention will be given to the obstacles that hinder mobility and to the policy responses from the EU to these challenges.

The interventions and achievements of ESF in the field of labour mobility constitute the second and core chapter of this report. Starting from the way labour mobility is addressed in the ESF Regulations, an overview will be given of the extent to which labour mobility is part of the individual Operational Programmes in both previous and current programming periods. ESF assistance mainly concerns the movement of people, as well as the obstacles that hinder mobility. The different types of assistance constitute the basis for the description of the ESF achievements on labour mobility.

The concluding section contains a summary of the findings and looks at the continuity that exists in the ESF assistance on labour mobility across the programming periods.

B. THE EUROPEAN SOCIAL FUND: FRAMEWORK & ACHIEVEMENTS

The ESF is one of the EU's Structural Funds set up to reduce the gap in living standards between regions and between people and to promote economic and social cohesion across Europe. The ESF is devoted to promoting employment in the EU. It helps Member States make Europe's workforce and companies better equipped to face new and global challenges. The ESF was created in 1957 at the time when the European Economic Community was established. While the overall purpose of the Fund has remained unchanged, its objectives and scope of application have been adapted to socio-economic developments. The ESF strategy and budget is negotiated and decided between the EU Member States, the European Parliament and the Commission. On this basis, seven-year Operational Programmes (OPs) are planned by Member States together with the European Commission.

Programming Period 2000-2006

In the period 2000-2006, the Structural Funds were grouped around 3 Objectives¹: Objective 1 promoted the development of regions where the GDP per capita was below 75% of the EU average, outlying regions (e.g. Azores) and sparsely populated regions in Finland and Sweden; Objective 2 supported areas adjusting to change in the industrial and services sector, rural areas in decline, urban areas in difficulty, and economically depressed areas heavily dependent on fisheries; Objective 3 provided funding throughout the EU to help adapt and modernise policies and systems of education, training and employment. Objectives 1 and 2 were financed by the ESF in combination with other Structural Funds. Objective 3 was financed solely by ESF.

ESF supported activities related to five Policy Fields: (i) the development and promotion of active labour market policies; (ii) the promotion of equal opportunities for all in accessing the labour market, with particular emphasis on those exposed to social exclusion; (iii) the promotion and improvement of training, education and counselling as part of lifelong learning policy; (iv) the promotion of a skilled, trained and adaptable workforce; and (v) the improvement of women's access to and participation in the labour market. Across all programmes, the ESF has also addressed three horizontal themes: (i) support for local initiatives concerning employment; (ii) the social and labour market dimensions of the information society; and (iii) equal opportunities for women and men as part of the mainstreaming approach.

Between 2000 and 2006 a total of 212 OPs² were implemented by either regional or national authorities in the Member States. In 2000, the ESF was open to 15 Member States. Additional OPs were set up in 2004 to accommodate the priorities of 10 new Member States. The distribution of the programmes and the total ESF co-funded expenditure per Objective is presented in Figure 1.

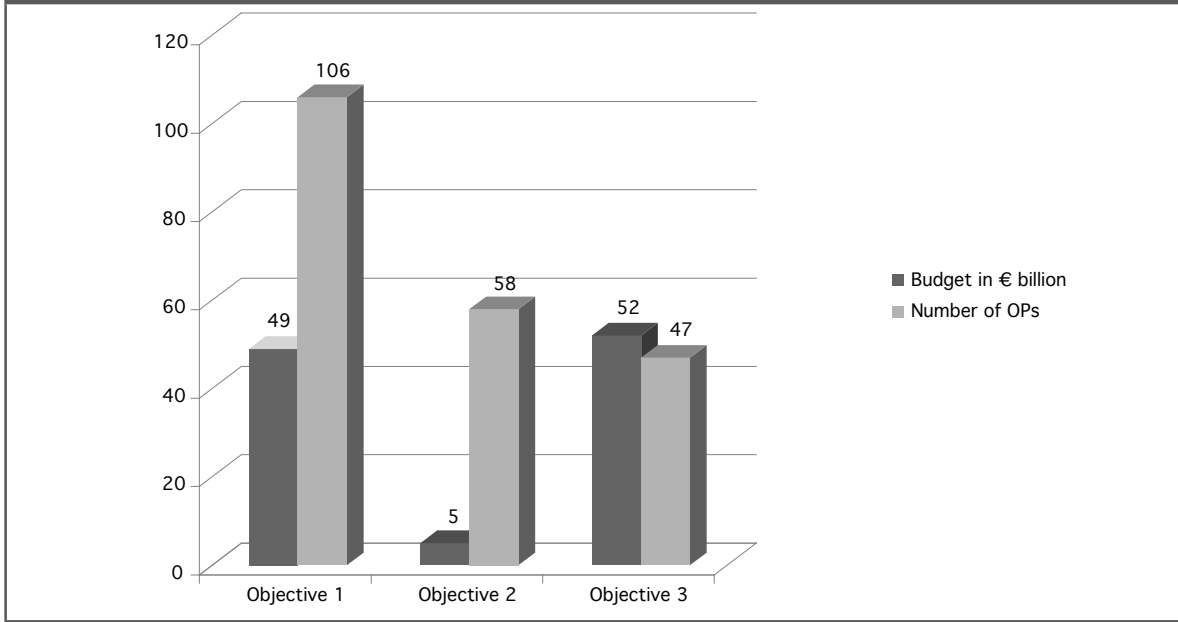
Between 2000 and 2006, over 75 million participants³ were involved in ESF funded activities.

1. <http://europa.eu/scadplus/leg/en/lvb/g24203.htm>

2. The research is based on data collected for 207 OPs covering the years 2000 to 2006. The remaining programmes are technical assistance OPs and a specific transnational OP promoting the peace process in Northern Ireland. The Equal Operational Programmes are not covered.

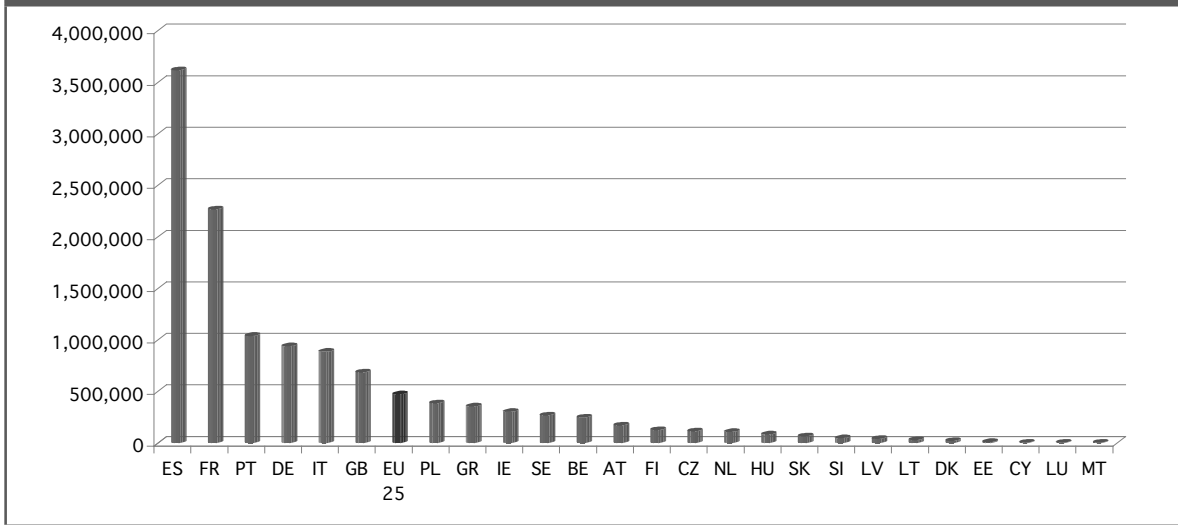
3. The findings are based on a total of 1,557 measures of which 1,234 have reported on participants.

Figure 1: Number of OPs and total ESF co-funded expenditure per Objective in the ESF 2000-2006 period



Source: EC Structural Fund Database (SFC), situation in September 2008 (2000-2006)

Figure 2: Average yearly participation per Member State

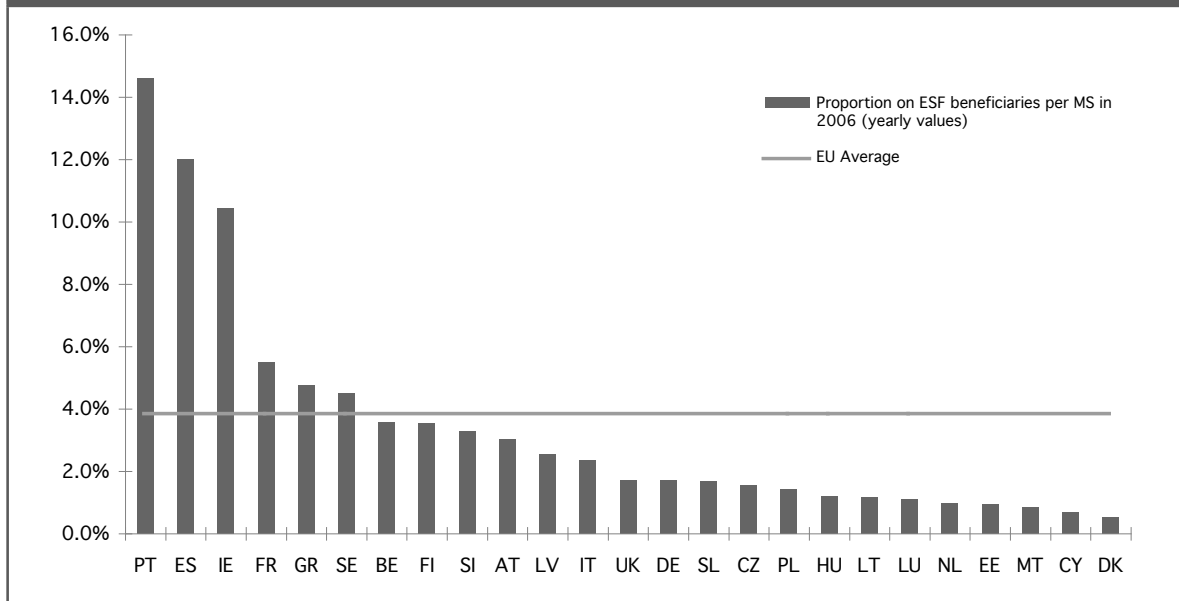


Source: Data compiled by BBI on the basis of ESF Operational Programme reports 2000-2006

This corresponds to approximately a fifth of the total population between 16-64 years⁴ in the 25 EU Member States. These figures do not take into account double counting the extent of which is unknown. Participants may have benefited from more than one ESF intervention. In the case of Portugal, no aggregated data were available so data from the different years were added up. In Spain, participants could be funded under national and regional programmes at the same time. Furthermore, for the Netherlands limited data is available.

4. Eurostat, Europe in figures, Eurostat Yearbook 2008, http://epp.eurostat.ec.europa.eu/portal/page/portal/publications/eurostat_yearbook

Figure 3: The proportion of the yearly average of ESF beneficiaries per Member State in relation to the total population between 16-64 years per Member State

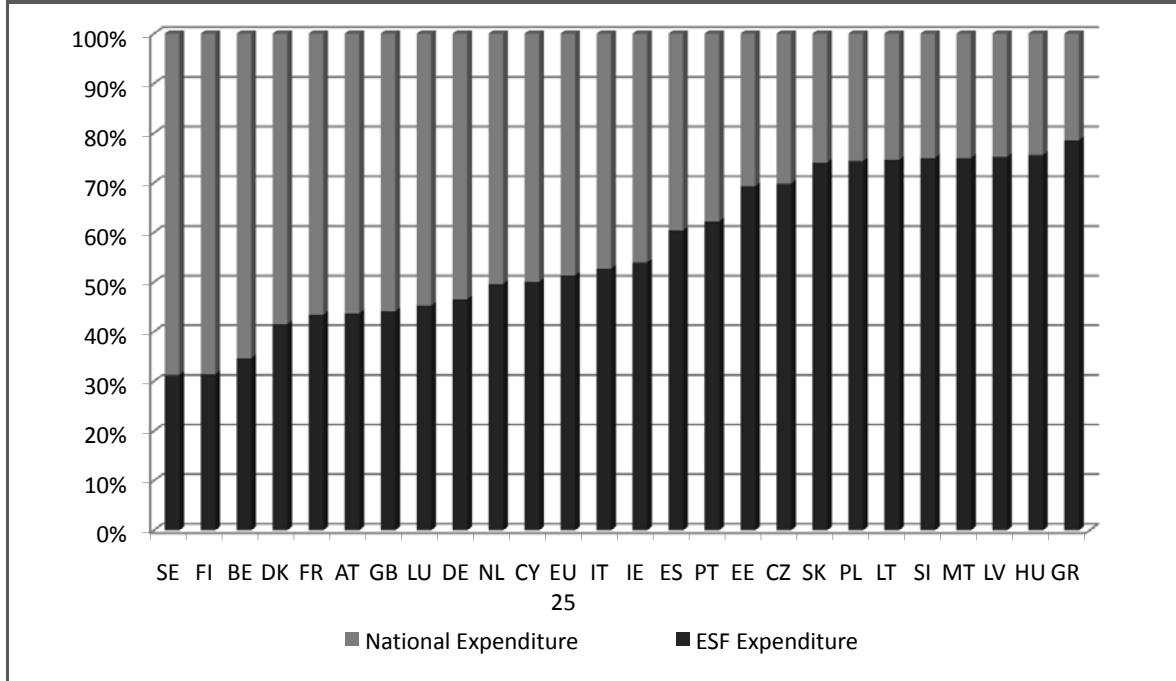


Source: Eurostat 2008 and for ESF, data compiled by BBI on the basis of ESF Operational Programme reports 2000-2006

On an annual basis, ESF reached on average nearly 4% of the total EU-25 population between 16 - 64 years in the 25 EU Member States. In most of the Member States the yearly proportion of the active population benefitting from ESF money was lower. Exceptions to this were Portugal, Spain, Ireland and to a lesser extent France, Greece and Sweden. New Member States started later with the programming and this may explain the lower proportion of the active population addressed through ESF. Moreover in some Member States operational programmes focussed more on assistance to systems and structures than in others.

The total ESF community expenditure was € 54 billion in the period 2000-2006. This amount was matched, through the basic principle of co-funding within ESF with about € 51 billion from the public and private sectors in the Member States concerned. A detailed breakdown of the financial allocations per Member State is available in Annex 1.

Figure 4: Total ESF co-funded expenditure per Member State: proportion between ESF and Member State funds



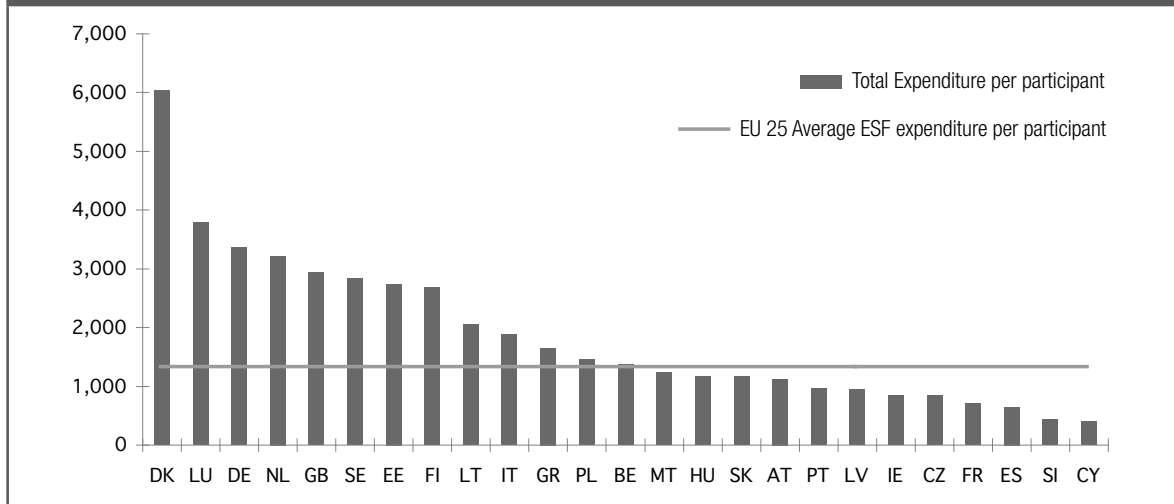
Source: EC Structural Fund Database (SFC), situation in September 2008 (2000-2006)

The average percentage of the total ESF co-funded expenditure committed by the Member States to ESF activities was 51.3%. The share of the ESF budget that each Member States received depended on several factors, such as the size of the population and the objective covered⁵. On average the new Member States received a higher share of ESF funding, which can be explained by the need for these countries to catch up with the global European economy. Funding was allocated to Member States where support was most needed to ensure that the whole of EU moved forward.

The average total expenditure per ESF beneficiary was € 1,306 (€ 669 was the average ESF expenditure per beneficiary). Some Member States like Denmark and Luxembourg, but also Germany and the Netherlands exceeded this average amount considerably. This may reflect a stronger focus of the Operational Programmes on assistance to systems and structures.

5. Priority Objectives in 2000-2006 have been defined on the basis of the per capita gross domestic product (GDP). Objective 1 territory were the ones with a GDP lower than 75% of the Community average, Objective 2 programmes were aimed at helping regions with indications of industrial decline; Objective 3 programmes were not geographically targeted and delivered the European Employment Strategy. <http://europa.eu/scadplus/leg/en/lvb/g24203.htm>

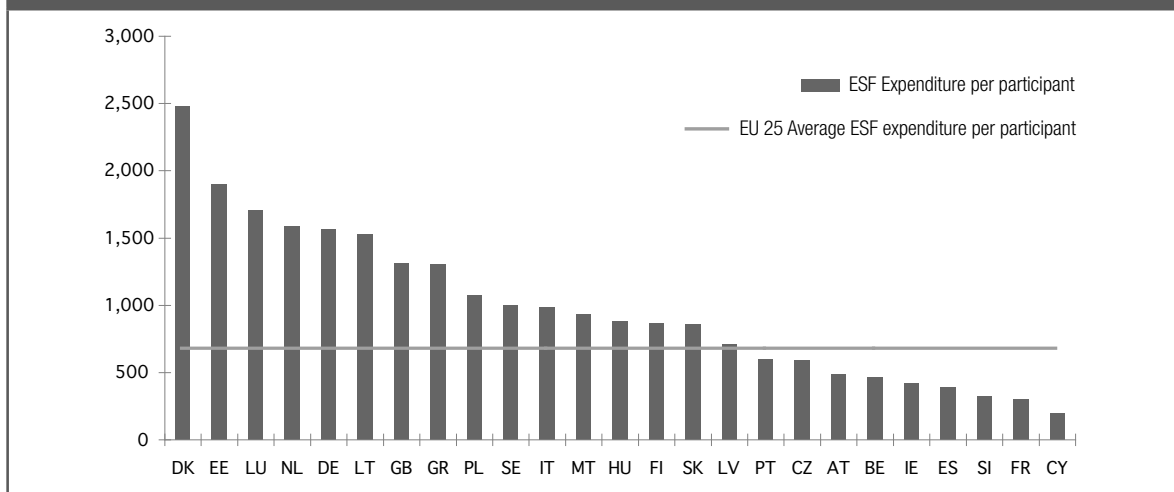
Figure 5: Total ESF co-funded expenditure per participant per Member State (in €)



Source: EC Structural Fund Database (SFC), situation in September 2008 (2000-2006) data compiled by BBI on the basis of ESF Operational Programme reports 2000-2006

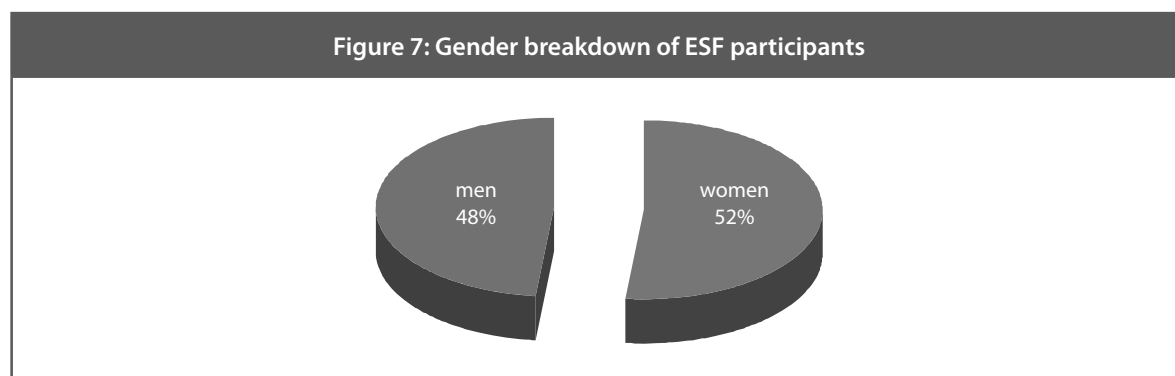
The ESF supported two types of interventions, assisting people and systems. Actions targeting the enhancement of systems (e.g. capacity building in Public Employment Services or the modernisation of vocational education and training systems) will ultimately address individual beneficiaries, too. However, such programmes tend not to have the same number of participants as those interventions directly aimed at e.g. training disadvantaged sections of the population in acquiring a better position for the labour market or supporting researchers to pursue part of their work in another region or country. Member States implementing more system-related interventions had a relatively lower number of participants and therefore the average ESF budget spent on each participant may be somewhat higher.

Figure 6: ESF community expenditure per participant per Member State (in €)



Source: EC Structural Fund Database (SFC), situation in September 2008 (2000-2006) data compiled by BBI on the basis of ESF Operational Programme reports 2000-2006

The ESF Regulation strongly reflected the EU's commitment to eliminate inequalities between women and men following a combined approach of gender mainstreaming and specific activities for women in different fields. ESF resulted in a balanced participation of women and men: 52% of the participants are women and 48% are men.

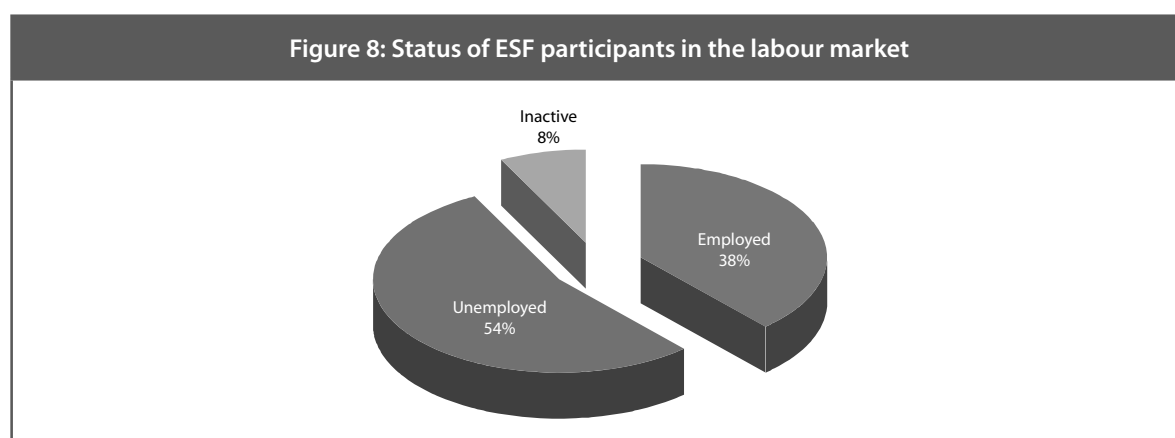


Source: Data compiled by BBI on the basis of ESF Operational Programme reports 2000-2006

Most Member States had a balanced division of male and female participants. Seven Member States had a proportion of female participants exceeding 55% (Malta, Poland, Lithuania, Ireland, Portugal, Greece and Austria where 64% of the participants were women).

37% of the ESF participants were young people (< 25 years) while 7% were beneficiaries aged 50 years and older⁶. ESF helped to prepare young people to find suitable work and to succeed in their jobs. It assisted older workers to stay in employment, by e.g. re-skilling programmes.

ESF addressed both employed and unemployed people: 54% of ESF participants were unemployed, of whom 25% were long term unemployed, 42% short term unemployed and 33% were not further specified. 38% were employed people of whom 4% self-employed. Another 7% of the participants were inactive, e.g. students.



Source: Data compiled by BBI on the basis of ESF Operational Programme reports 2000-2006

6. These two percentages were calculated independently. For the calculation of the proportion of young people and older persons, the maximum number of data was used for each of the respective categories. The proportions were calculated on the basis of all measures including data on young people on the one hand and on older persons on the other hand.

Furthermore, 700,000 projects were funded. The majority of these projects were reported by Operational Programmes in Italy and Germany. In Germany, most of the 170,000 projects funded through ESF were situated in the priority 'promotion of the work force potential and of equal opportunities', while in Italy about 400,000 projects were spread over various programmes and priorities.

Not all Member States have reported in the same way on results, meaning that in practice the scope and size of the results are expected to be higher.

The success rate of participants gaining a qualification was on average 34%. Success rates above 75% were achieved in Greece (97%), Estonia (89%) and Latvia (85%)⁷. 22% of the participants were integrated into the labour market. Particularly high success rates were reported by Portugal (91%) and Slovakia (72%)⁸. The success rates were largely influenced by the type of target group ESF addressed, i.e. groups at risk for which it is difficult to, for example, (re) integrate into the labour market. Moreover, not all measures aimed at the achievement of a formal qualification or at an immediate integration in the labour market.

The creation of 600,000 jobs with ESF funds was reported particularly in Spain and Greece. In Spain 152,227 jobs were created leading to self-employment. In Greece the majority of jobs were created in the framework of the programme 'employment promotion and vocational training'. This programme was entirely devoted to job creation, including actions aiming at combating (long-term) unemployment, creating conditions to ensure job positions in enterprises and strengthening the acquisition of work experience.

About 200,000 jobs were safeguarded as a result of ESF interventions. Finland and France reported particularly good results. The results in France were mainly related to the programme Midi-Pyrénées.

Programming Period 2007-2013

In the current period 2007-2013, the Structural Funds are concentrated around 3 new Objectives: (i) Convergence concerns the least developed regions, comparable to the old Objective 1, and aims to help the least-developed Member States and regions catch up more quickly with the EU average by improving conditions for growth and employment; (ii) Regional Competitiveness and Employment concerns the rest of the EU and aims to strengthen the competitiveness, employment and attractiveness of all regions; and (iii) European territorial cooperation aims at strengthening cross-border, trans-national and interregional cooperation through joint local and regional initiatives.

The ESF is supporting activities under the first two Objectives that relate to the following Priorities: (i) adaptability of workers and enterprises; (ii) improved access to employment and the sustainable inclusion in the labour market of job seekers and inactive people; (iii) reinforcing the social inclusion of disadvantaged people with a view to their sustainable integration in employment and combating all forms of discrimination in the labour market; (iv) enhancing human capital by promoting reform in education and training systems, as well as networking activities between higher education institutions, research centres and enterprises; and (v) promoting good governance,

7. *These rates have been calculated on the number of measures on which data on participants gaining a qualification have been reported.*

8. *These rates have been calculated on the number of measures on which data on participants integrated into the labour market have been reported.*

partnership and the involvement of social partners. Moreover, ESF addresses additional priorities under the Convergence Objective: (i) expanding and improving investment in human capital, in particular by increasing the participation in education and training through the life-cycle and by developing human potential in research and innovation; and (ii) improving the institutional capacity and efficiency of public administrations and public services at national, regional and local level.

The current programming period features 117 OPs for all 27 Member States, including Bulgaria and Romania which did not participate at all in the previous ESF period. Half of the programmes concern Regional Competitiveness and Employment (59 OPs), while 42 OPs belong to the Convergence objective. The remaining 16 OPs contain initiatives for both objectives. The total co-funded budget available for ESF related interventions in the period 2007-2013 is € 117 billion, of which € 76 billion is contributed by the ESF. A detailed breakdown per Member State is available in Annex 1.

The programming, implementation and financing procedures for the 2007-2013 period were simplified for all Structural Funds. In so far as the ESF is concerned, the current period features a strong link with the objectives of the Lisbon Strategy for Growth and Jobs: the ESF is supporting Member States' policies to comply with the guidelines and recommendations adopted in the European Employment Strategy. The most important ESF concepts and documents across the programming periods are described in Annex 2.

In 2007 and 2008 more than 6 million participants entered ESF funded interventions. There are slightly more women (52%) than men (48%). 22% of the participants are unemployed and other 8% is long term unemployed; 14% are inactive and 18% are in education or training. The remaining group of 36% is employed and 2% is self-employed. Of this group of ESF participants in the period 2007-2008, 22% are younger than 25; while 5% are 50 years and older. Also in this programming period the ESF funding targets people in society who are more vulnerable to unemployment and social exclusion. 13% of the participants belong to one of the vulnerable groups (minorities, migrants, disabled).

C. APPROACH

This study describes the ways in which Member States took advantage of the financial means offered by the ESF to promote labour mobility. It does not attempt to make any evaluation or judgement about the effectiveness of planned versus realised initiatives but rather has as its goal to offer an overview - as comprehensive as possible - of initiatives implemented across the Member States and their achievements. The report is based on EU policy documents and available ESF data in the field of labour mobility.

The research work took place in various stages. First of all, materials were collected on the labour mobility related measures elaborated by the Member States during the 2000-2006 ESF programming period. The measures for investigation were identified on the basis of key concepts⁹ describing the various types of labour mobility

9. A search was performed on the ESF programming documents using the following concepts: "mobility", "geographical mobility", "organisational mobility", "labour mobility", "relocation of workers", "labour market flexibility", "mobility of students" and "mobility of researchers".

interventions. The findings of the search resulted in an adaptation of the concepts around which the study would be structured. The information obtained is mostly qualitative, describing the planned interventions and stems from the Operational Programmes and Programme Complements. As a result of this search a list of relevant measures was drafted - it is provided in Annex 3 to this report.

The research focus then moved to the achievements of the identified measures. The information obtained was mostly quantitative and based on the outcome indicators mentioned in the Annual Implementation Reports. Other outcome related information could be found in the (Updated) Mid Term Evaluations. The findings of both qualitative and quantitative research were gathered and processed in this report, which looks first at ESF's assistance to systems and structures and then to its support to individual beneficiaries.

This report mainly deals with the ESF programmes covering the period 2000-2006. The budget information was gathered from the SFC (EC Structural Funds financial database). The figures given in the report reflect the situation as available on 2 September 2008.

The EC made available a series of documents on the current ESF programming period, in particular the summaries (in English) of the individual Operational Programmes, the allocation of the planned interventions into priority themes, and the foreseen budget per programme and per theme. A key-word search was performed on the Operational Programme summaries - and where necessary double-checked in the full OPs - to identify relevant labour mobility related interventions in the period 2007-2013. The budget information is taken from the EC Structural Funds database, in the version available in May 2009, and refers to the amounts budgeted. The list with relevant programmes is provided in Annex 4 to this report.

The aim of the research was to gather all ESF measures and priority axes explicitly mentioning labour mobility among its (planned) interventions. While exhaustiveness was aimed at, it is unlikely to be fully achieved. However, the fact that some measures or activities may not have been included should not affect the overall picture.

Labour mobility is not an independent stand-alone policy field or priority within ESF, but related to several fields that are at the core of ESF. This means that on the one hand only a limited number of interventions directly and exclusively address labour mobility issues, while on the other hand many interventions have a bearing on labour mobility without mentioning it as such. For example, supporting more and better skills and qualifications will always broaden the possibilities of workers to be mobile, but the mobility dimension may not have been on the minds of the applicants and therefore not announced or reported on.

About two thirds of all Member States have included explicit references to labour mobility in their programming documents. This study focuses specifically on those interventions that report on mobility, be it as an exclusive intervention or as part of a broader initiative. The interventions that may have an impact on mobility but do not elaborate on it in the programming and reporting documents are not covered by this study.

As a result, the study offers a comprehensive view on the type of labour mobility interventions the ESF has supported and will continue to support. However, it cannot present definitive aggregated achievement or budget figures that cover all or most Member States.

Chapter 1: General context

A. DIMENSIONS OF LABOUR MOBILITY

Labour mobility is about movement, jobs and people. People can move from job to job, from employer to employer, from region to region and from one country to another, and all these labour-related movements and the changes that go along with it fall under the concept of labour mobility. This study looks in particular at two aspects of labour mobility: job-to-job and employer to employer movements are described as occupational mobility, while geographical mobility is about interregional and transnational labour movements.

An important distinction between the two aspects of mobility is that occupational mobility concerns a change of job, occupational or employment status, which may or may not imply a change of location.¹⁰ Geographical mobility, on the contrary, always contains a spatial aspect but does not necessarily imply a change of employment.

Labour mobility is an instrument for balancing labour demand and supply at the local, regional, national and international levels. Greater mobility has the potential to foster employment growth through a better functioning of the labour market that can be attained if citizens move from areas of high unemployment to areas where large numbers of job vacancies remain unfilled. Macro benefits of higher mobility consist of higher productivity and higher employment levels, as well as higher rates of GDP growth, lower rates of long-term unemployment and fewer regional labour market imbalances¹¹.

Job mobility allows for the efficient adaptation of labour markets to external shocks, such as technological change, trade liberalisations, and changes in relative commodity prices. Job mobility can be beneficial to an economy in two ways. Firstly, it increases productivity by influencing the behaviour of enterprises and workers with a view to adapting to new technologies and to the requirements of modern organisations. Secondly, as a vehicle of spreading know-how, competence and ideas job mobility promotes economic advancement¹².

The United Nations argue that productivity and wage differentials are one of the prime drivers of labour mobility¹³ from developing to industrialised countries. Geographical labour mobility is found to have a positive impact on trade and investment-driven globalisation, which is why countries take it into account in designing development strategies.

Speaking about the movement of workers from less developed to more developed countries, the International Labour Organisation maintains that in the absence of legal restrictions on immigration, cross-border labour mobility

10. European Commission, "Job Mobility in the European Union: Optimising its Social and Economic Benefits", Final Report, Policy and Business Analysis, April 2008.

11. Eurobarometer, "Survey on Geographical and Labour Market Mobility", 2005.

12. European Commission, "Job Mobility in the European Union: Optimising its Social and Economic Benefits", Final Report, Policy and Business Analysis, April 2008.

13. UN, "Conference on Trade and Development, Assuring development gains and poverty reduction from trade: the labour mobility and skills trade dimension", 2008-06-02.

depends on the size of the gap in labour income (wages, working conditions and social security arrangements) that exists between industrialised and developing countries and on the extent of information on this gap that is available to potential migrants¹⁴.

The EU approach with regard to mobility, obstacles to mobility and the ways to remove them in order to facilitate intra-European labour-movements runs on a similar track to the UN views. The difference is that while the economic and social space of developing and developed countries is directed by separating legal conditions and policies, the EU space is governed - as far as internal mobility is concerned - by common regulations and a solidarity rule that supports and assists labour mobility.

B. LABOUR MOBILITY IN FIGURES

Geographical mobility remains generally low in the EU. Overall, the percentage of Europeans residing for a longer period or even permanently in an EU country other than their country of origin has consistently remained around 1.5% in the last 30 years. Furthermore, only 4% of Europeans have moved to another Member State for a shorter period (e.g. linked to a specific job assignment) and 3% to a country outside the EU.

Among those moving to another Member State, young adults and highly-educated persons are the most mobile groups. Gross migration rates of working-age individuals with tertiary education are two to four times higher than for those with less than upper secondary education¹⁵.

Over the past five years, there has been a considerable but not massive surge of workers from the EU's new Eastern and Central European Member States to the old EU-15 Member States¹⁶: between 2003 and 2007, the average population share of EU-10 foreigners resident in the EU-15 has increased from around 0.2% to 0.5%. During the same time the population share of Romanians and Bulgarians resident in the EU-15 rose from 0.2% to 0.4%. By comparison the population share of EU-15 nationals resident in another EU-15 country grew from 1.6% to about 1.7% and that of non-EU-27 nationals from 3.7% to 4.5%.

Despite this low intra-EU mobility, the 2006 Eurobarometer survey revealed awareness among citizens that mobility can contribute to solving the unemployment problem and can facilitate job finding. In fact, statistics show that 59% of previous year's unemployed in one Member State who moved to another Member State found employment, in contrast to 35% of the unemployed that found jobs without moving out of the country of their residence.

And yet, there seems to be a great scepticism on the part of Europeans as to the perspective of moving to another Member State. People are prepared to move and overcome their attachment to their cultural and regional environment only if they can be assured that their conditions would be significantly improved elsewhere¹⁷. For the

14. ILO, "Employment Paper: Trade and international labour mobility", 2002/33

15. OECD, "Employment Outlook", 2006.

16. European Commission, "Employment in Europe 2008", October 2008, p. 140.

17. Claude Denagtergal, EU-US Seminar, Labour mobility in the EU and the US: Trends and challenges ahead, Brussels, 6-7 April 2006

EU-25 as a whole, the key factor that deters people from moving is the fear of losing one's social network: For 44% of European citizens, losing direct contact with family or friends is a primary reason for not moving to another region or country, while 27% cite missing support from family and friends¹⁸.

Regional mobility within Member States is much higher than intra-European mobility: 24% of the European citizens resettled at least once in another region of the same country. However, in the period of 2000-2005, regional flows of workers in Member States amounted on average to only 1% per year, which is much lower than for instance the territorial mobility in Australia and the US which exceed 2% and 3%, respectively.

Travelling longer distances to the workplace on a regular basis - commuting - is considered a substitute to geographical mobility and consists of two types: cross-border commuting to another country and regional commuting to a different region in the same country. The former represents 0.6% of total employment for EU-15, while the latter amounts to 7.3%. The figures for cross-border mobility are similar for old and new EU countries, whereas regional commuting is much lower 4% in the new Member States.

Occupational mobility and labour turnover are traditionally low in the EU, although there are considerable differences between the individual member states.¹⁹ The EU Community statistics on income and living conditions (EU-SILC) quoted in the EC study show that in 2005 on average one on twelve European workers changed jobs. There are, however, large variations in the extent of job mobility across European countries: Greece, Finland and Cyprus are all around 6%, whereas Spain, Hungary and Denmark are just above 10% and the UK stands out at 23%. This job mobility indicator takes a short-term perspective and has its limitations because it shows only the job change in one particular year.

The average job tenure, i.e. the amount of time a worker has spent working for the current employer, is an indicator of the stability of employment relationships. The 2006 EU Labour Force Survey quoted in the EC study shows that in 2005, the average European worker has been working for his current employer for the past 10 years. Important differences do however exist between countries, with the average tenure ranging from 7-8 years in the UK, Denmark and the three Baltic states to just above 12 years in Greece, Portugal, Slovenia and Italy.

The above data show that countries with high levels of current mobility (e.g. the UK, Denmark and the Baltic states) tend to be characterised by low average tenure, while those with low levels of current mobility such as Greece, Portugal and Slovenia also have high average job tenure.

Measuring the average job duration, i.e. dividing the length of the labour market career by the number of jobs the individual has held, offers a more historic, long-term view that spans the entire career of the employed. According to data from the 2005 Eurobarometer quoted in the EC study, the average job duration across EU25 is just over 8 years. This period is considerably shorter in a number of Northern European countries such as Denmark (less than 5 years), Finland, Sweden, the three Baltic countries, the Netherlands and the UK (all between 6 and 7 years). The average job duration in Portugal, Slovakia, Austria, Malta and Slovenia is above 10 years.

18. European Foundation, *Foundation findings, "Mobility in Europe. The Way Forward", 2007.*

19. European Commission, *"Job Mobility in the European Union: optimising its social and economic benefits", April 2008, pp. 20-27.*

With a view to the trends of globalisation, one might expect that the labour markets would become more dynamic and the relations between the employers and the employed less stable. Globalisation is generally assumed to bring about more flexible labour markets. However, contrary to such expectations, time series data on the development of average job tenure in the period from 1992 to 2005 show that average tenure has been quite stable over time²⁰.

C. OBSTACLES TO LABOUR MOBILITY

Despite the legal establishment of the free European market, the mobility of people among EU Member States is still inhibited in various ways. Free movement of workers between Member States of the European Union is a fundamental principle and a right for each individual enshrined to article 39 of the EC Treaty. However, the mobility of workers from the Member States which joined the EU in 2004 and 2007 to some of the old Member States is still restricted by certain legal and administrative transitional arrangements, though with a fixed deadline, while intra-EU labour movements are generally low. The EC Action Plan for Skills and Mobility²¹, but also other EC documents and surveys²² identify the following major obstacles to geographical mobility:

- deficiencies in language skills,
- non-recognition of qualifications,
- unclear situation regarding taxes, pensions, social security,
- family circumstances, in particular the missing support from family and friends.

An article in DGEMPL's magazine²³ complements the range of obstacles to mobility: practical issues and psychological barriers often play a more important role than the legal and administrative difficulties that ought to be overcome. Matters like housing, schooling and employment of the partner are big impediments. Moreover, the fear of not being able to reintegrate into the labour market in the home country often determines the decision to stay.

The 2007 Eurobarometer survey on geographical mobility within the EU²⁴ confirmed the findings from earlier surveys: a higher household income and better working conditions are the most important factors that tend to encourage Europeans to move to another country. Discouraging factors are the loss of direct contact with, or support from, family or friends, as well as having a lower household income, e.g. because the partner does not find a job abroad. The most important difficulties people expect to face when moving abroad are the lack of language skills, the adaptation to a different culture and finding adequate housing. While still significant, administrative barriers such as access to health care and social security, transfer of pension rights, obtaining residency or work permits and recognition of professional qualifications seem to be of lesser concern²⁵.

20. European Commission, "Job Mobility in the European Union: optimising its social and economic benefits", April 2008, pp. 22.

21. EC Action Plan for Skills and Mobility, 2002.

22. European Foundation, Foundation findings, "Mobility in Europe. The Way Forward", 2007.

23. Social Agenda n° 12, October 2005: special feature on 2006 European Year of Workers' Mobility.

24. Special Eurobarometer 67.1, 2007, QD 10-12.

25. European Commission, "Employment in Europe 2008", October 2008, pp. 122-124.

D. LABOUR MOBILITY AND INSTITUTIONAL CHANGE

A number of institutional changes are needed to promote **geographical mobility**, including language learning and education abroad. Also, raising the level of information and improving counselling services of national institutions would further facilitate mobility. Other developments that can help people move concern a better functioning of the labour market, assistance to housing market organisations and better welfare states and fiscal systems. The harmonisation and coordination of these institutions, as difficult as it is, is necessary for designing effective policies for mobility.

The OECD draws attention to the regional housing market and notes that large differences in housing prices may limit the regional flow of workers from lagging to more dynamic regions, where housing is usually more expensive and so it acts as a disincentive to mobility. In this respect, OECD suggests that any housing policy aiming at regional mobility would be more effective if its interaction with other mobility incentives is taken into account²⁶. Considering the practical implementation of mobility policies, OECD acknowledges the difficulty to strike the right balance between the requirements imposed on unemployed workers to accept a job in another location and measures aimed at making such a move feasible. Both OECD and ILO therefore recommend pursuing 'protected mobility', which requires an active commitment of the state to act as a provider to displaced workers and boost their feeling of employment security, actions that would encourage worker mobility and job turnover.²⁷

Occupational mobility can be enhanced through building continuous training programmes and ensuring better access to training. Sustained training action would produce the skilled labour force required for keeping up with the rapidly growing needs of the knowledge based service sector²⁸. In addition, getting the right blend of flexibility and social security policies unquestionably makes worker mobility pay off. The concept of 'flexicurity' is now promoted by the EU and advocated by the OECD, the ILO, as well as other international organisations.

The OECD Jobs Strategy presents several positive examples of providing workers innovative and sufficient protection against dismissal, while at the same time reducing some of the drawbacks of traditional severance pay systems²⁹. This is the case, for instance, of Danish workers, who receive generous unemployment benefits and job-search support, sufficient enough to ensure a relatively low degree of insecurity. Others share similar views on the need for flexicurity to promote mobility, and advocate for a new balance between flexibility and mobility in the labour market, on the one hand, and social security provision, on the other, linking labour and social legislation more closely together³⁰.

E. LABOUR MOBILITY AS A TARGET OF EU POLICY

Enhancing labour mobility is a priority for the EU. Despite certain difficulties, efforts are made to remove or reduce the barriers to mobility, including through the financial support of the European Social Fund.³¹ This is desirable

26. OECD, *Employment Outlook, 2005*, Ch. 2 *Regional Disparities in Employment - The role of geographical mobility*.

27. ILO, *Protected Mobility for Employment and Decent Work: Labour market security in a globalised world*, *Employment Strategy Papers*, International Labour Office, 2005.

28. COM (2002)72 final "Commission's Action Plan for skills and mobility", Brussels 13 February 2002.

29. OECD, *Employment Outlook*, 2007, Editorial.

30. European Foundation, *A new organisation of time over working life*, referring to Klammer and Tillmann, 2001.

31. Eurobarometer, *Survey on Geographical and Labour Market Mobility*, 2005.

since more mobility on the labour market, be it occupational or geographical, is integral to achieving the Lisbon objectives of more and better jobs and a greater social cohesion.

In order to facilitate mobility, its obstacles are addressed through various elements in EU policy: information on mobility, education and training, recognition of qualifications, diversity of national social protection systems, etc. The European Social Fund is contributing to the practical implementation of these policies, supporting the creation of information services, facilitating training, enhancing concrete measures for recognition of competences, providing financial incentives for individual mobility, etc. What follows are a number of concrete fields - often interlinked - on which the EU has taken initiatives and decisions in order to reduce obstacles to occupational and geographical mobility.

Information and awareness raising

EURES³² is a cooperation network of public employment services set up by the EC in 1993 to facilitate free movement of workers within the European Economic Area. Partners in the network include public employment services, trade union and employers' organisations. The main objectives of EURES are to inform, guide and provide advice to potentially mobile workers on job opportunities, as well as living and working conditions in the EEA; to assist employers wishing to recruit workers from other countries; and to provide advice and guidance to workers and employers in cross-border regions. Following a decision at the 2001 Stockholm Council, EURES was expanded to give EU citizens direct access to all job vacancies published by public employment services. In 2003 this database of job vacancies was turned into a job mobility portal, containing not only information on vacancies but also on how issues related to job mobility are organised abroad: for each member state there are entries on accommodation, schools, taxes, health, social legislation, etc.

In order to promote labour mobility and increase geographical and occupational mobility within and beyond Member States, the EU designated 2006 the European Year of Workers' Mobility.³³ The above-mentioned issue of the Social Agenda contained a special feature on the European Year of Workers' Mobility: the EYWM's aim was to increase people's understanding of the rights and benefits of working abroad, but also to inform the public correctly on the costs of both working abroad and making a job career change³⁴.

The 2007 European Job Mobility Action Plan³⁵ reinforces EURES as the one-stop-shop facilitating the mobility of workers and their families. It also aims to raise awareness of the possibilities and advantages of mobility among the wider public.

The 2008 Communication on transitional arrangements³⁶ stresses the importance of labour mobility by underlining that the overall impact of post enlargement mobility has been positive and that freedom of movement of workers makes a positive contribution to labour markets throughout Europe and as such represents a key element of the European Employment Strategy. At the same time, it represents a powerful and positive symbol of what Europe means for the individual EU citizen.

32. < <http://ec.europa.eu/eures/home.jsp> >

33. EC, 2006 European Year of Workers' Mobility: EurActiv launches new Mobility Section Press release, Brussels, 27 July 2006.

34. Social Agenda n° 12, October 2005: special feature on 2006 European Year of Workers' Mobility.

35. COM (2007) 773 final, "Mobility, an instrument for more and better jobs: the European Job Mobility Action Plan (2007-2010)", Brussels 6.12.2007.

36. COM (2008) 765 final, "The impact of free movement of workers in the context of EU enlargement", Brussels 18.11.2008.

Modernising employment services

A number of actions are taken up to reinforce the modernisation and strengthening of labour market institutions, notably employment services, with a view to ensuring greater transparency of employment and training opportunities at national and European level. A better anticipation of skills needs, labour market shortages and bottlenecks and an appropriate management of economic migration³⁷ are also recommended.

The above-mentioned EURES information network is also part of the efforts to support the employment services in member states to provide good quality support to those individuals that are interested in moving for professional reasons.

Adapting education and training systems

Removing barriers to mobility is essential for attaining a dynamic knowledge-based economy that requires a skilled and adaptable labour force³⁸. According to the Action Plan for Skills and Mobility, education and training systems must be adapted more effectively to the labour market, lifelong learning must be boosted, skills (particularly in ICT) must be acquired and systems must be enhanced to recognise qualifications and competences. In its report on the implementation of the Mobility Action Plan the European Commission recommended a number of actions to support mobility:

- reinforcing European mobility with special emphasis on vocational training, which is less developed than mobility in higher education;
- ensuring access of disadvantaged groups to mobility in the EU;
- developing a European level 'quality charter' for mobility actions to make education and training in Europe more attractive;
- supporting and complementing national efforts to promote their (higher) education system in the rest of the world³⁹

Moreover, the Council has adopted a series of benchmarks to be achieved by 2010 that have a bearing on mobility. These benchmarks concern early school leavers; graduates in mathematics, science and technology; students of upper secondary education; low-achieving 15 years old in reading literacy; and lifelong learning participation⁴⁰. Students at the bottom end of the educational scale are supported to move up and acquire the necessary basic qualifications for preparing themselves for flexible skills adjustments during their working life.

Recognition of qualifications and competencies

Lacking recognition of qualifications is considered by the EU⁴¹ as the single biggest obstacle to a fluid and effective European labour market. The recognition of qualifications and competencies requires the establishment of, and

37. Council Decision of 12 July 2005 on "Guidelines for the Employment Policies of the Member States" (2005/600/EC).

38. EC, Action Plan for Skills and Mobility, 2002

39. COM (2007) 24, "Report on the Implementation of the Commission's Action Plan for Skills and Mobility" - COM (2002)72 final, Brussels, 25.1.2007.

40. COM (2007) 24, "Report on the Implementation of the Commission's Action Plan for Skills and Mobility" - COM (2002)72 final, Brussels, 25.1.2007.

41. Commission Action Plan on Skills and Mobility, *op.cit.*, points 10, 15, 19 and 20 (COM (2002) 779 final, "Investing Efficiently in Education and Training: An Imperative for Europe, Brussels, 10.01.2003).

agreement on, a set of common references and basic standards. The European Qualifications Framework (EQF)⁴² acts as a translation device to make national qualifications more readable across Europe, promoting workers' and learners' mobility between countries. Tools are available to facilitate the comparability of qualifications and competencies: the European Credit Transfer and Accumulation System (ECTS)⁴³ and the Diploma Supplement⁴⁴.

The creation of a European framework for higher education qualifications plays an important role in bringing the individual national and regional higher education systems together⁴⁵. The so-called Bologna Process aimed at creating a European Higher Education Area (EHEA)⁴⁶ based on international cooperation and academic exchange that is attractive to students and staff from Europe and beyond. An important reform is the harmonised three-cycle education structure (bachelor - master - doctorate), which allows for easily readable and comparable degrees. In 2007, all countries of the Bologna Process submitted national action plans to improve the recognition of qualifications.

Mobility of students and researchers

Within the broader spectrum of policies on labour mobility, the EU is supporting cross-country mobility of students either for part of their studies (exchange of students) or for the entire completion of their studies. The EC has recently integrated its various educational and training initiatives under a single umbrella, the Lifelong Learning Programme⁴⁷ and set quantified targets: by the end of the programme in 2013, the programme should support at least 80,000 placements in enterprises per year, as well as the mobility of 7,000 individuals involved in adult education. Moreover, three million individual student mobility actions should have been supported since the start of the Erasmus programme in 1987.

Support of the interregional mobility of researchers is also part of the EU policies on mobility. This is practically expressed in the strategy for the creation and functioning of a European Research Area (ERA)⁴⁸. The aim and the rationale behind ERA is that an improved research system requires a more favourable environment for transnational and inter-sector mobility throughout the research career. The EURAXESS Services⁴⁹ is a network of more than 200 centres located in 35 European countries assisting mobile researchers in the preparation of a research period abroad. Information and customised assistance is available on topics such as accommodation, day-care and schooling, language courses, recognition of qualifications, social security, pension rights and healthcare, etc.

Flexicurity

Effective actions on the part of EU to meet the challenge of removing obstacles to mobility are pursued through flexicurity, defined by the EC as an integrated strategy to enhance at the same time flexibility and security in the labour market⁵⁰. One of the major components of flexicurity is a modern social security system that provides adequate

42. Recommendation of the European Parliament and the Council of 23 April 2008 on the establishment of the European Qualifications Framework for lifelong learning (2008/C111/01), Brussels 06.05.2008.

43. http://ec.europa.eu/education/lifelong-learning-policy/doc48_en.htm

44. http://ec.europa.eu/education/lifelong-learning-policy/doc1239_en.htm

45. COM (2005) 152 final, "Mobilising the brainpower of Europe: enabling universities to make their full contribution to the Lisbon Strategy", Brussels, 20.4.2005.

46. http://ec.europa.eu/education/lifelong-learning-policy/doc62_en.htm

47. http://ec.europa.eu/education/lifelong-learning-programme/doc78_en.htm

48. http://ec.europa.eu/research/era/index_en.htm

49. http://ec.europa.eu/euraxess/index_en.htm

50. COM (2007) 359 final "Towards Common Principles of Flexicurity: More and better jobs through flexibility and security", Brussels, 27.6.2007.

income support to encourage employment and facilitate labour market mobility. This includes broad coverage of social protection provisions (unemployment benefits, pensions and healthcare). Flexicurity can, in fact, contribute to a more successful management of employment transitions in the face of accelerating economic change⁵¹. Policies to increase mobility are thus strongly related to and interact with policies to increase flexicurity⁵².

Labour mobility as policy priority at all levels

In addition to the above-mentioned policy elements, the EC also addresses the issue of labour mobility at a horizontal level: the 2007 European Job Mobility Action Plan aims at improving existing legislation and administrative practices with respect to EU worker mobility. It also wants to obtain policy support for mobility from authorities at all levels⁵³:

- encourage Member States to include geographical and job-to-job mobility as a priority in their national employment and lifelong learning strategies;
- encourage regional and local authorities to remove practical obstacles to mobility and promote 'fair mobility' by fighting undeclared work and social dumping;
- encourage Member States to learn from good practice through mutual learning schemes, financed notably by the ESF;
- support the implementation of the European Qualifications Framework, develop Europass⁵⁴, and give appropriate follow-up to upcoming initiatives on credit transfer in vocational education and training.

The 2008 EC study on geographical mobility⁵⁵ sums up what has been discussed before and through its recommendations defines a kind of task list for the various stakeholders. Notwithstanding all efforts already undertaken, the EC and the member states and regions should continue to:

- create effective information and social networks;
- develop mobility friendly educational policies;
- ease mobility barriers stemming from the diversity of national social protection and qualification systems;
- strengthen the institutional preconditions of mobility on the labour market;
- extend the knowledge base on mobility and evaluate mobility-related policies.

51. COM (2007) 773 final, "Mobility, an instrument for more and better jobs: The European Job Mobility Action Plan" (2007-2010), Brussels, 6.12.2007.

52. European Commission, "Job mobility in the European Union: Optimising its Social and Economic Benefits", Final report, Policy and Business Analysis, April 2008.

53. COM (2007) 773 Final, "The European Job Mobility Action Plan", Brussels, 6.12.2007.

54. <<http://europass.cedefop.europa.eu>>

55. European Commission, "Geographical mobility in the European Union. Optimising its Economic and Social Benefits", Final Report, February 2008.

Chapter 2: ESF interventions and achievements in the field of labour mobility

A. LABOUR MOBILITY AS A TARGET FOR ESF SUPPORT

Labour mobility does not constitute a specific area of intervention in either the 2000-2006 and 2007-2013 programming periods. This, however, does not mean that interventions in the area of labour mobility would not be eligible for support, on the contrary: article 2 of the 1999 ESF Regulation explicitly mentions the promotion of job mobility as part of lifelong learning policy. Article 6 refers to experimental mobility schemes, including the transnational exchange of management, workers and researchers.

Article 3 of the 2006 ESF Regulation refers to the promotion of mobility as one means for enhancing the access to employment of job seekers and inactive people and for their sustainable inclusion in the labour market. Services that provide labour market information, language training and the validation of competences and skills are likely to facilitate geographical and occupational mobility of workers and the integration of cross-border labour markets.

Moreover - and this is important for understanding the relevance and concrete application of the ESF in the field of labour mobility - many of the interventions in adaptability, lifelong learning and active labour market policies have an influence on labour mobility. This study addresses the achievements of ESF interventions with an explicit connection to labour mobility. However, there are many more ESF supported actions that are not directly linked to labour mobility, but play a crucial role in the decision of individual workers, jobseekers or students to move to another job, another region or another country.

For example, by supporting initiatives to improve the quality of the education and training systems in Member States, the ESF facilitates the acquisition of complementary skills of workers and jobseekers, who in turn will be better qualified to enter or remain on the labour market and possibly move on to another job in another region or country. By supporting the efficiency of (public) employment services, the ESF ensures better assistance and counselling to jobseekers who in turn will be better informed about the possibilities on the labour market, including the possibility to apply their skills in regions where such expertise is particularly needed. By supporting initiatives that facilitate the recognition of qualifications, the ESF helps to remove an important obstacle to the free movement of persons and thus to the transnational mobility of workers.

The examples show that the ESF is supporting interventions related to both systems and persons. In addition to the direct assistance to beneficiaries through training or incentives (e.g. mobility grants), the ESF also caters for better quality systems and services. The final beneficiaries of these services are again the people receiving education, training, counselling and guidance.

Operational Programmes promoting labour mobility

The number of ESF programmes that promote labour mobility in the 2000-2006 and 2007-2013 periods is given in Tables 1 and 2. These tables also provide information on the Objectives to which the labour mobility related programmes belong and indicate how many measures or priority axes make reference to the topic of labour mobility. Looking at both tables together, there are four important observations to make:

- More than two thirds of the Member States use ESF to promote labour mobility: 17 Member States out of 25 in 2000-2006 and 20 out of 27 in 2007-2013 refer to labour mobility as a field of intervention;
- Labour mobility is promoted in 39% of all OPs: 82 operational programmes out of 212 in 2000-2006 and 45 out of 116 OPs in 2007-2013 explicitly address labour mobility related issues;
- There is a degree of continuation in addressing labour mobility across time: mobility continues to be an explicit part of ESF assistance in 14 Member States;
- Labour mobility is part of the ESF plans in both old and new Member States: 8 new Member States are enhancing labour mobility through ESF support.

Table 1: Labour Mobility in the 2000-2006 ESF OPs

Member State	Total number of OPs	OPs promoting labour mobility	Objective 1 OPs	Objective 2 OPs	Objective 3 OPs	Total number of ESF measures	Number of measures promoting labour mobility
AT	5	3	1	1	1	22	3
BE	11	1	0	0	1	94	4
CY	1	0	0	0	0	6	0
CZ	3	2	1	0	1	21	2
DE	15	6	5	0	1	116	14
DK	2	0	0	0	0	11	0
EE	1	1	1	0	0	4	2
ES	37	23	11	7	5	344	26
FI	6	1	0	0	1	29	1
FR	28	9	4	4	1	146	15
GR	19	0	0	0	0	111	0
HU	2	1	1	0	0	15	1
IE	3	1	1	0	0	19	2
IT	27	24	9	0	15	321	72
LT	1	1	1	0	0	5	1
LU	1	0	0	0	0	22	0
LV	1	0	0	0	0	3	0
MT	1	1	1	0	0	4	1
NL	2	0	0	0	0	15	0
PL	2	1	1	0	0	16	3
PT	16	5	5	0	0	71	6
SI	1	0	0	0	0	4	0
SK	2	1	1	0	0	12	1
SE	7	0	0	0	0	25	0
UK	18	1	0	0	1	136	2
Total	212	82	43	12	27	1572	156

Source: Data compiled by BBI on the basis of ESF Operational Programme reports 2000-2006

Table 1 shows that labour mobility related programmes are spread over the three Structural Fund objectives. More than half of the operational programmes under consideration for this study belong to Objective 1, one third to Objective 3 and the remaining programmes concern Objective 2 areas. When comparing these figures to the overall breakdown of ESF programmes per objective, it turns out that almost 60% of all Objective 3 programmes address labour mobility, compared to 40% of Objective 1 and 20% of Objective 2 programmes. Section B of the introduction contains a short definition of the objectives and their relative importance within the ESF scheme.

About 10% of all measures in the 2000-2006 ESF period contain references to labour mobility. Comparing labour mobility data to the total number of ESF measures per Member State, the incidence of labour mobility is much higher in the case of Italy and Estonia and somewhat higher in Germany and Poland.

Table 2: Labour Mobility in the 2007-2013 ESF OPs								
Member State	Total number of OPs	OPs promoting Labour mobility	Convergence objective OPs	RCE objective OPs	Multi objectives OPs	Multi regional OPs	Regional OPs	Priority axes promoting labour mobility
AT	2	1	1	0	0	0	1	2
BE	6	1	0	1	0	0	1	1
BG	2	1	1	0	0	1	0	1
CY	1	0	0	0	0	0	0	0
CZ	3	2	0	1	1	1	1	2
DE	18	4	1	2	1	1	2	6
DK	1	0	0	0	0	0	0	0
EE	1	1	1	0	0	1	0	1
ES	22	5	3	0	2	2	3	6
FI	2	1	0	1	0	0	1	3
FR	5	4	3	1	0	1	3	7
GR	3	2	0	0	2	2	0	3
HU	2	1	0	0	1	1	0	2
IE	1	0	0	0	0	0	0	0
IT	24	14	5	9	0	2	12	27
LT	2	1	1	0	0	1	0	3
LU	1	0	0	0	0	0	0	0
LV	1	0	0	0	0	0	0	0
MT	1	0	0	0	0	0	0	0
NL	1	1	0	1	0	1	0	1
PL	1	1	1	0	0	1	0	4
PT	4	1	0	0	1	1	0	2
RO	2	1	1	0	0	1	0	3
SE	1	1	0	1	0	1	0	1
SI	1	1	1	0	0	1	0	2
SK	2	1	0	0	1	1	0	2
UK	6	0	0	0	0	0	0	0
Total	116	45	19	17	9	20	24	79

Source: Data compiled by BBI on the basis of ESF Operational Programmes 2007-2013.

Also in 2007-2013, labour mobility related programmes are spread over the various objectives. Labour mobility is addressed slightly more often in Convergence regions, which confirms the finding on the previous period when most programmes belonged to Objective 1. When comparing these figures to the overall breakdown of ESF programmes per Objective, half of the multi-objective OPs contains references to labour mobility.

Table 2 also shows that Italy accounts on its own for about one third of all operational programmes and priority axes supporting labour mobility. France, Germany and Spain represent each about 10% of the programmes. The majority of mobility related initiatives are mentioned in regional programmes (56%), with multi-regional OPs accounting for 44%. The Italian programmes covering mobility (12 regional and 2 multi-regional OPs) are at the basis of this regional preponderance.

ESF funding for labour mobility

Table 3 presents the budgets allocated for those measures and priority axes explicitly promoting labour mobility. It is important to keep in mind that each measure or priority axis consists of various actions serving different purposes and addressing different policies. Usually, actions promoting labour mobility will be sharing these budgets with actions promoting other policies. The amounts therefore represent the maxima theoretically available for labour mobility.

The amount of Community (ESF) funding made available for measures or priority axes promoting labour mobility is approximately € 10 billion for the 2000-2006 programming period and € 19.5 billion for the 2007-2013 programming period. These figures do not allow to conclude that labour mobility is receiving twice as much funding now as in the previous period because the priority axes are much bigger programme units covering an even wider variety of interventions for much larger budgets.

Table 3: Budget allocated to measures and priority axes promoting labour mobility						
Member State	ESF 2000-2006			ESF 2007-2013		
	Number of measures promoting labour mobility	ESF funding (in € million)	Total funding (in € million)	Number of priority axes promoting labour mobility	ESF funding (in € million)	Total funding (in € million)
AT	3	70	147	2	46	61
BE	4	4	9	1	4	9
BG	n/a	n/a	n/a	1	186	218
CY	0	0	0	0	0	0
CZ	2	65	93	2	668	786
DE	14	2,882	5,483	6	1,693	2,875
DK	0	0	0	0	0	0
EE	2	37	49	1	128	151
ES	26	664	1,160	6	984	1,311
FI	1	43	162	3	396	914
FR	15	2,312	5,032	7	2,891	5,717
GR	0	0	0	3	1,341	1,807
HU	1	88	117	2	803	945
IE	2	76	128	0	0	0
IT	72	3,030	5,520	27	1,507	3,230
LT	1	26	35	3	745	876
LU	0	0	0	0	0	0
LV	0	0	0	0	0	0
MT	1	3	4	0	0	0
NL	0	0	0	1	415	990
PL	3	356	482	4	4,360	5,130
PT	6	245	357	2	819	1,169
RO	n/a	n/a	n/a	3	1,451	1,771
SE	0	0	0	1	199	398
SI	0	0	0	2	427	502
SK	1	82	102	2	585	688
UK	2	29	66	0	0	0
Total	157	10,012	18,954	72	17,964	27,058

Source: EC Structural Fund Database (SFC), situation in September 2008 (2000-2006) and May 2009 (2007-2013)

All ESF-related interventions are paid for through co-financing: ESF and the Member State (or region) concerned contribute to the total budget and the total expenditure. The private sector can contribute, as well. The level of co-financing by ESF depends on the objective to which the intervention belongs. Moreover, it is important to remember that in the previous ESF period, OPs of the 10 new Member States have only run from 2004 until 2006. The measures related to these OPs have therefore been budgeted in order to cover expenditure during three years, compared to the seven year period for the EU15.

The Table shows that there is not a direct link between the number of measures promoting labour mobility and the budget allocated to these measures. For example: labour mobility is addressed in Germany through 14 measures of an average ESF budget of € 205 million each, whereas in Italy, 72 measures of an average € 42 million refer to mobility. In Poland ESF budgeted an average € 119 million for three mobility related measures, which moreover ran only for three years.

The priority axes containing references to labour mobility account for 28% of all ESF funds budgeted for the 2007-2013 period. The level of co-financing by the Member State / Regional authorities differs per country and ranges 3 from 15% in countries like Bulgaria and Estonia (member states belonging entirely to the Convergence objective) over the EU average of 34% to 57% in the case of Finland.

B. ESF INTERVENTIONS IN THE FIELD OF LABOUR MOBILITY

Labour mobility is about people in motion: people moving from an inactive to an active position on the labour market, from education to employment, from one job to another employer, from one region to another part of the country and even across borders. There are two major types of labour mobility: occupational mobility concerns job-to-job and employer-to-employer labour movements, while geographical mobility relates to interregional or transnational movements. Labour mobility related interventions always concern people: either directly by providing incentives to find, keep or move to a job, or indirectly by supporting systems that reduce the obstacles people encounter when moving to another job in another region/country.

For the 2000-2006 ESF period, it is possible to distinguish measures addressing mainly occupational mobility from those tackling geographical mobility. When measures are explicitly promoting labour mobility they are in majority promoting geographical mobility, as Table 4 demonstrates.

Another way to look at ESF supported interventions in the field of labour mobility is to recognise that they fall within one of two categories: they either address existing systems and structures in the Member States and regions or they concern people who plan to be geographically or occupationally mobile. In the former case, the ESF input aims at removing the obstacles that still exist to mobility, while in the latter case it is instrumental in realising the mobility actions of individuals. Table 4 shows that the majority of measures provide assistance directly to persons rather than to systems and structures.

Table 4: Labour mobility measures - ESF 2000-2006

Member State	Total number of measures promoting labour mobility	Measures (mainly) addressing occupational mobility	Measures (mainly) addressing geographical mobility	Measures (mainly) in support to systems and structures	Measures (mainly) in support to persons
AT	3	2	1	2	1
BE	4	3	1	4	0
CZ	2	1	1	1	1
DE	14	8	6	2	12
EE	2	1	1	2	0
ES	26	1	25	4	22
FI	1	1	0	1	0
FR	15	9	6	0	15
HU	1	0	1	0	1
IE	2	1	1	1	1
IT	72	24	48	18	54
LT	1	0	1	0	1
MT	1	0	1	0	1
PL	3	3	0	2	1
PT	6	1	5	2	4
SK	1	1	0	1	0
UK	2	2	0	1	1
Total	156	58	98	41	115

Source: Data compiled by BBI on the basis of ESF Operational Programme reports 2000-2006

At the time of writing this report it was not yet possible to do the same exercise for the 2007-2013 OPs. This is because the level of programming is higher (measures are much more focused than priority axes) and because the type of actions given in the OPs is only indicative. In most cases, support to both types of mobility (geographical and occupational) is mentioned and through both support to persons and support to systems and structures. A detailed analysis will become possible as implementation progresses and is documented in the annual implementation reports.

Across the programming periods, however, it is possible to identify three broad types of ESF interventions in the field of labour mobility:

- Interventions addressing structures and systems that support mobility;
- Interventions addressing the mobility of workers;
- Interventions addressing the mobility of students and researchers.

The first type of interventions coincides with the above-mentioned category of support to systems and structures. The measures concerned address a variety of interventions with the common goal of taking away (systemic) obstacles to mobility, thereby addressing first of all a structure (e.g. a public employment service) and indirectly a group of individuals.

The two other types of interventions directly support the mobility of individuals, be it in terms of a career move (occupational mobility) or for a period abroad (geographical mobility). The dividing line between the two types is

the individual: the second category addresses all interventions related to the mobility of (potential) workers, while the third category covers the mobility of students and researchers. In the latter case, the ESF interventions concern mainly grants and scholarships for interregional or transnational mobility, whereas interventions on worker mobility consist of incentives for both occupational and geographical mobility.

Table 5: ESF measures and priority axes on labour mobility by types of intervention						
Member State	ESF 2000-2006			ESF 2007-2013		
	Measures promoting LM through systems and structures	Measures promoting worker mobility	Measures supporting grants and scholarships	Priority axes promoting LM through systems and structures	Priority axes promoting worker mobility	Priority axes supporting grants and scholarships
AT	X	X			X	
BE		X		X		
BG				X	X	
CZ	X		X		X	
DE	X	X	X	X	X	
EE	X				X	
ES	X	X	X	X	X	X
FI	X			X	X	X
FR	X	X		X	X	X
GR				X		X
HU		X			X	
IE	X	X				
IT	X	X	X	X	X	X
LT			X	X	X	X
MT			X			
NL					X	
PL	X	X			X	X
PT	X	X	X		X	X
RO				X	X	X
SI					X	
SE					X	
SK	X				X	
UK	X					

Source: Data compiled by BBI on the basis of ESF Operational Programmes 2000-2006 and 2007-2013.

C. ESF ACHIEVEMENTS IN THE FIELD OF LABOUR MOBILITY

This study focuses on those interventions that have an explicit connection to labour mobility. In this section the achievements will be presented for each of the three mobility-related types of actions separately and taken together. It is important to keep in mind that there are many more ESF actions that are not directly linked to labour mobility, but play a crucial role in the decision of individual workers, jobseekers or students to move to another job, another region or another country. Unless otherwise specified, the information in this section relates only to the 2000-2006 programming period.

1. Overall ESF achievements on labour mobility

The planning documents described to various levels of detail the foreseen interventions in the field of labour mobility. The progress made on the planned interventions, however, has not been reported consistently across all programmes. This also applies to the financial information, where the budget figures are in most cases provided at the level of the programme priority or measure and not at the level of the action or the project.

Table 6 summarises the main data collected in the annual implementation reports. An overview of the quantitative findings for all mobility related programmes is put in Annex 5 to this report, as well. The individual achievements are mentioned in the respective programme descriptions. The figures indicate achievements regarding labour mobility in the strict sense: only those interventions are mentioned for which there are data on outcomes.

Table 6: Overview of reported labour mobility achievements in ESF 2000-2006			
ESF Labour Mobility - Reported Achievements 2000-2006			
Member State	Direct Beneficiaries	Indirect Beneficiaries	Organisations
DE	7,137	37,180	1,586
EE		4,505	
ES	74,477	17,516	5,929
FI	45,166		8,636
FR	48,682		
IT	35,687		515
LT		907	
PT	8,753	194,974	182
SK		200,000	118
Total	219,902	455,082	16,966

Source: Data compiled by BBI on the basis of ESF Operational Programme reports 2000-2006

The table leads to the following observations:

- Almost 220,000 people were reported as benefitting from ESF interventions aiming directly at increasing their mobility;
- More than 450,000 indirect beneficiaries have been exposed to training or guidance activities that facilitate labour mobility opportunities;
- Almost 17,000 organisations (mostly companies) have participated in mobility related interventions, hosting workers and researchers;
- The figures are underestimating the true but undocumented reach of ESF interventions in the field of labour mobility: ESF's core business, training, contributes directly to the participants' employment situation, which may entail a geographical and/or occupational career move;
- The figures that are available appear to be big enough for the interventions to make an impact on the target groups and the policies of the limited number of countries for which quantitative information on project and programme achievements is available.

2. Promoting labour mobility through ESF support to systems and structures

A first type of ESF interventions in the field of labour mobility addresses system change possibly combined with support to individuals benefiting from the envisaged innovation. In the ESF period 2000-2006, about 30% of all labour mobility related measures in 13 EU Member States (Austria, Czech Republic, Estonia, Germany, Finland, France, Ireland, Italy, Poland, Portugal, Slovakia, Spain and the UK) primarily addressed systems rather than individuals thereby aiming to reduce or remove barriers to mobility.

The information available on the achieved outputs is quite limited. In many cases, the mobility related component of a certain measure either has not been reported on during implementation or is contained in a much broader context that does not allow identifying the direct beneficiaries.

While studies often cite a variety of problems that hinder mobility (see section 2C), the ESF support mainly relates to two types of intervention addressing a variety of obstacles: information and guidance services; and the recognition and certification of skills.

In the current programming period, ten Member States (Belgium, Bulgaria, Germany, Spain, Finland, France, Greece, Italy, Lithuania and Romania) have indicated their intention to also address systems and structures when promoting labour mobility. In addition to creating information services and certification schemes, Member States also use ESF support to invest in networks between universities, research centres and business in order to enhance labour mobility.

Setting up information/guidance services on labour mobility

One of the challenges often mentioned in studies on mobility is the limited information available on the employment situation in other regions or countries. A number of people would certainly be (more) inclined to go and work abroad if there was information on the labour market situation, on social security provisions, housing and/or education in the host country.

The ESF supports Member States and regions in addressing this issue by co-financing the creation or development of information services. Such centres do not focus exclusively on labour mobility issues, but include it as part of their portfolio of services. Making user-friendly advice, guidance and counselling on education and training opportunities, as well as on job opportunities in other regions or abroad broadly available, facilitates both occupational and geographical mobility. A particular development in this respect is the creation of career centres at universities.

Moreover, the ESF promotes the cooperation of Public Employment Services and other relevant agencies that stimulate inter-regional and international mobility. The approach and the services on offer may differ, but the scope is identical: offering people the information to make well-informed decisions on new occupational perspectives.

The (public) employment services may include training activities in their offer to all potential target groups: inactive people, jobseekers, unemployed, workers, future self-employed and entrepreneurs. Most of the training will not be attended as part of an explicit mobility pathway, but it will increase the participants' chances on the labour market. In a few cases, however, training is linked explicitly to mobility and comes with the (creation of) information services.

The programme of the Italian Ministry of Labour⁵⁶ contained various actions for the reform of the labour market and promoted (inter)national geographical mobility. One of the actions consisted of the creation of a network of regional public employment services in Abruzzo, Lombardia, Piemonte, Toscana and Veneto to monitor the challenges and consequences of EU enlargement on the influx of foreign workers in Italy and on the opportunities of Italian firms in the new EU Member States.

In Slovakia⁵⁷ the ESF assistance focused on the provision of intermediary services for jobseekers and job changers, which sought to increase their employability and reintegration into the labour market. About 200,000 jobseekers benefited from information-intermediary services offered in labour offices and 8 pilot centres, out of which an unspecified number of persons put the newly acquired advice at work for mobility purposes.

Public institutions have to adapt to the changing environment they work in. As modern public administrations should be reform-oriented and able to quickly adapt to any fluctuations in the private labour market, their own staff needs to be geographically and functionally mobile as well. Considering this, Portugal implemented the programme "Public Administration"⁵⁸ targeting public sector employees in adapting to the new content and/or functional mobility. At the end of 2006, about 138,000 persons had benefited from the training activities. As the functional mobility training was part of a bigger set of training activities to a variety of audiences related to the public administration, it is not clear how many of these trainees attended the functional mobility training.

A series of interventions in the Estonian programme⁵⁹ were aiming at enhancing the administrative capacity of the public sector, addressing state institutions, such as the Estonian Public Service Academy, associations of municipalities and units of municipality. Just over 4,500 civil servants were trained. An unspecified number of participants moved on to a different job after the training.

In Valle d'Aosta⁶⁰, Italy, the ESF sponsored the promotional campaign of a Guidance Centre on training, education and work for youngsters. Part of the promotion activities focused on the possibilities of geographical mobility for young people. While no figures are available on the impact of this campaign, it did constitute a good occasion to let young people know the activities of the centre and encourage them in perceiving their careers through different experiences that could also include international mobility in a lifelong learning perspective.

The career centre in Berlin⁶¹ aimed at preparing students and graduates for the world of work. More than 7,500 beneficiaries made use of the centre's services which include application training, job orientation, support to start-ups and obtaining additional qualifications.

In order to improve the chances for occupational mobility, the German Xenos project⁶² ('xenos' means 'foreign' in Greek) organised seminars to strengthen the intercultural competences of young people from Germany and other countries. These seminars combined with further training modules at school, on the job and in companies, have had an effect on the professional and social integration of migrants in Germany.

56. 1999IT053PO007, OP, Ministry of Employment, Italy

57. 2003SK051PO001, OP, Human Resources Development, Slovakia

58. 2004PT051PO001, OP, Public Administration, Portugal

59. 2003EE161DO001, OP, Estonia, Estonia

60. 1999IT053PO009, OP, Valle d'Aosta, Italy

61. 1999DE161PO001, OP, Berlin, Germany

62. 1999DE053DO001, OP, Germany SPD, Germany

A project on job orientation in the German region of Mecklenburg-Vorpommern⁶³ strengthened and widened the professional options - including mobility and entrepreneurship - of youngsters at secondary school. A total of 280 schools and 1306 companies offered pre-professional experience through practical courses. An important consequence of this initiative was that it broadened the traditionally limited professional choices of girls. The initiative involved 6687 young people aged 14-17.

In the ESF 2007-2013 period, the concept of information or career centres in a labour mobility context is taken up in Belgium, Bulgaria, Germany, Italy and Lithuania. The German speaking community in Belgium⁶⁴ will increase jobseekers' mobility by improving the collaboration between employment offices and training centres, and by encouraging the acquisition of linguistic and cross-cultural skills. Bulgaria will establish career development centres to enhance labour market flexibility and worker mobility⁶⁵. Hamburg will set up agencies for mobility and facilitate language courses for work experiences in other countries⁶⁶. The Friuli-Venezia Giulia⁶⁷ region in Italy will establish a system of information services regarding training, education, employment mobility and career opportunities for workers. Campania⁶⁸ will strengthen existing job service networks like EURES (see section 2E) and the "Borsa Continua del Lavoro", an online information system aiming to promote the matching between job demand and job offer. Lithuania is developing information and consultation services which will also look into the possibilities of highly qualified Lithuanian emigrants to return.⁶⁹

Facilitating recognition and certification of skills and competences

One of the major obstacles towards the free movement of workers is the recognition of education and training certificates abroad and their presumed equivalence to degrees obtained in the host country. As mentioned in section 2E of this report, the EU in general has undertaken major efforts within the realm of its competences to facilitate a harmonisation of the higher education structure (the Bachelor - Master degrees in professional or scientific programmes) and to create a qualification framework that is valid at both national and European level. Other funding programmes such as the EC Lifelong Learning Programme promote periods of study abroad and have these recognised through a credit transfer system. In order to facilitate interregional and transnational labour mobility, the ESF supports the recognition of all formal and informal learning, as well as the creation of institutions that validate competences and promote transparency.

In the ESF 2000-2006 period, five Member States have addressed issues of recognition and certification in the context of labour mobility: France, Ireland, Portugal, Spain and the UK. There are many more ESF interventions on skills recognition, but without an explicit link to labour mobility in the programming document. These interventions will be treated in a different study on education and lifelong learning.

63. 1999DE161PO004, OP, Mecklenburg-Vorpommern, Germany

64. 2007BE052PO001, OP, German-speaking Community of Belgium, Belgium

65. 2007BG051PO001, OP, Human Resources Development, Bulgaria

66. 2007DE052PO005, OP, Hamburg, Germany

67. 2007IT052PO003, OP, Friuli Venezia Giulia, Italy

68. 2007IT051PO001, OP, Campania, Italy

69. 2007LT051PO001, OP, Human Resources Development, Lithuania

In order to overcome the limitations of the existing systems of educational and professional qualification, a National System of Recognition, Validation and Certification of Skills (RVCC) was set up in Portugal⁷⁰ and financed under the measure "lifelong education and training". A total of 182 regional RVCC centres serviced more than 52,000 people, of which 30,000 women and 17,000 unemployed. The total budget of the centres amounted to € 14.4 million. While the beneficiaries have all enhanced their opportunities to become geographically or occupationally mobile, there is no information available on how many RVCC clients became mobile.

In the framework of the Spanish national programme on vocational training⁷¹, the Ministry of Labour and Social Affairs developed a National Inventory of Certified Professions. This inventory should establish a system of validation and correlation between the vocational training systems and knowledge acquired in vocational training and through work experience. In 2006, 29 new certificates were approved, 14 were updated and 43 new evaluation tests were developed. These professional certificates are regulated by Royal Decree and have official status across Spain. This status increases the transparency of certifications on the labour market and facilitates labour mobility. It encourages the free movement of workers while maintaining a uniform quality of vocational training.

A measure adopted in France⁷² provided personal assistance to older employees to help them update their skills, validate their competences and thus facilitate their recruitment by enterprises. It also gave dismissed employees the possibility to fully or partially validate their professional and personal competences obtained through experience, in order to smooth the progress to a new job. This scheme, called "validation d'acquis de l'expérience", has been applied in 15 territories undergoing economic change. There are no data available on the number of (older) workers who benefited from this scheme.

Thanks to the ESF support, Great Britain initiated in East Wales⁷³ the formal recognition of all learning regardless of the manner of its acquisition. In Ireland⁷⁴ the mutual recognition of qualifications between the country and Northern Ireland is an ongoing process.

In the ESF 2007-2013 period, four Member States link the recognition of skills and transfer of credits to labour mobility interventions. Experimental activities related to the transparency and recognition of skills will be undertaken in France in order to promote mobility⁷⁵. Greece is redefining the role of initial vocational education and training in order to recognise and transfer credits and define professional rights, which in turn will promote mobility⁷⁶. In order to improve geographical and occupational mobility, the Italian regions of Liguria, Friuli-Venezia Giulia and Valle d'Aosta⁷⁷ are setting up ESF-supported interventions that promote the transfer of qualifications and the recognition of competences. Lithuania⁷⁸ is using ESF support to develop its national qualifications' system, which in turn will allow more transnational mobility of students, researchers and workers.

70. 1999PT051PO001, OP, Education, Portugal

71. 2000ES051PO014, OP, Vocational Training System, Spain

72. 1999FR053DO001, OP, France SPD, France

73. 1999GB053PO001, OP, East Wales, UK

74. 2000IE051PO001, Employment & Human Resources Development, Ireland

75. 2007FR052PO001, OP, French National OP, France

76. 2007GR05UPO002, OP, Education and Lifelong Learning, Greece

77. 2007IT052PO003, OP, Friuli Venezia Giulia, Italy; 2007IT052PO005, OP, Liguria, Italy; 2007IT052PO014, OP, Valle d'Aosta, Italy

78. 2007LT051PO001, OP, Human Resources Development, Lithuania

Considerations on obstacles to mobility

Looking at the ESF supported actions that address obstacles to mobility the following considerations can be made:

- Compared to what was announced in the 2000-2006 programming documents, the quantitative information available on project/programme achievements is limited and does not allow to aggregate data;
- The obstacles mentioned are important impediments for labour mobility, but also for other employment related issues. It is therefore very likely that more and similar interventions have been supported by the ESF outside the immediate scope of labour mobility, but still with an indirect impact on mobility;
- The 2007-2013 ESF programmes contain provisions for situations that are very similar to the ones addressed in the previous programming period: information centres and recognition of skills and competences are the main system-related items referred to in the 40 OPs identified as relevant for labour mobility in the current programming period.

3. Facilitating the mobility of workers

In addition to supporting systemic change - albeit with a direct impact on the mobility opportunities of people - the ESF also contributes directly to the geographical or occupational mobility aspirations of individuals. In fact, the majority of labour mobility interventions that were identified in the previous programming period addressed geographical or occupational mobility actions realised by a person and facilitated by ESF. A total of 115 measures in 13 Member States referred to the mobility of persons. The assistance to mobility provided by the ESF has been divided in two categories, depending on the status of the beneficiary: providing incentives for jobseekers and workers to look for a (new) job or take up a job outside the home region (which is the object of this sub-section), and making available grants or scholarships for students or researchers to perform part of their work abroad (which will be treated under point 4).

The mobility of workers or jobseekers can be enhanced through different means. Instruments often include some sort of financial support, such as assistance for travel, accommodation and services for relocation and readjustment of employees. These incentives are provided if the scope of the movement is temporary and may have different or joint objectives: for instance, relocation is supported not only for the purpose of work but also for the acquisition of qualifications.

In 2000-2006 ten EU Member States referred to the provision of incentives for worker mobility in their OPs. However, the information available on the achieved outputs and results only relates to programmes in Finland, France, Germany and Italy.

The Finnish programme for occupational mobility⁷⁹ promoted job rotation to support communities undergoing change. It helped reorganise the work and the recruitment of new personnel in enterprises and developed the co-operation between training institutions and enterprises. People over 40 were a specific target group of the programme and actions were undertaken to raise their level of education. More than 45,000 people and 8,600 firms were involved in the programme. As a result of the interventions, 5,464 jobs were created or safeguarded and 460

79. 1999FI053DO003, OP, Finland SPD, Finland

firms were created. Job rotation proved to function particularly well in SME's as more than 6,600 firms had less than 50 employees and half of these firms had even less than 5 staff. In the framework of the programme, almost 19,000 people completed a degree or a qualification and 8,000 of them were more than 40 years old.

The French mobility support⁸⁰ (*aide à la mobilité*) aimed at facilitating the professional integration of jobseekers at a disadvantage in less attractive sectors, in particular through relocation incentives and other financial subsidies to cover costs relating to the recruitment procedure. The support was provided to beneficiaries taking up an activity in a locality away from their usual place of residence and was managed by the French Public Employment Service (ANPE) and the Association of Employment in Industry and Commerce (Assedic). The beneficiaries were jobseekers who lived on minimum social contributions (sponsored by ANPE). The jobseekers and the beneficiaries who were relocated at a distance of more than 200 kilometres from their residence for the purpose of exercising an activity as employees were entitled, under certain conditions, to a tax credit of € 2,000. The Assedic subsidies are distributed to all job seekers who benefit from the subsidisation for the "return to employment" programme. They must undertake employment in the framework of a contract of work of undetermined duration or a contract of work of at least 12 months duration in a locality away from the usual place of residence. The eligibility for subsidisation for different types of support is determined on the basis of the time distance and the physical distance between the place of residence and the place of work. The aid for mobility disbursed by Assedic compensates for all or part of the expenses that are not covered by other sources of finance.

In recent years geographic mobility has increased in Italy: between 2000 and 2004 there has been a net migration of 290,000 people from south to north. The Italian Government has started new policies and launched two national initiatives for geographic mobility and changes its perspectives enhancing geographic mobility to fight unemployment in southern regions. The National System Action "Mobility of workers and firms South-North-South" was coordinated and financed by the Ministry of Labour. It did not involve EU funds but was linked with another, interregional, project. This action ran from 2002 until 2004 and sustained mobility through services for mobility, relocation and integration of workers in their new working environments and for reverse mobility from North to South. The beneficiaries of this action were public employment services, local authorities, employer associations, training centres, companies, unemployed people and youngsters at their first job experience. The Interregional Project "Accompanying actions for geographic mobility North/South"⁸¹ also lasted between 2002 and 2004, was financed by both regions and ESF and enabled internships for about 2,000 young people. The project aimed to offer work experiences to improve the employability of people and the skills in the hosting companies; to reinforce cooperation on geographic mobility between firms and institutions; to implement new models of mobility and exchanges between North and South of Italy and disseminate good practices.

The project ended in 2004 but the Ministry of Labour signed in 2004 a Framework Agreement⁸² with the Ministry of Education, the Ministry of University and Research, Regions and Autonomous Provinces of Trento and Bolzano, and 3 associations (ANCI, UPI and UNCEM) taking on board the results of the previous experiences and it is now financing new projects on geographical mobility.

80. 1999FR053DO001, OP, France SPD, France

81. Tiraboschi M., *Il benchmarking delle politiche di sostegno ed incentivazione della mobilità geografica dei lavoratori*, Centro Studio Internazionali e Comparati "Marco Biagi", Modena: 2004

82. <http://www.tecnostuttura.it/_Tecnostuttura/Documents/lavoro/accordo%20quadro.pdf>

In the framework of a measure to fight and prevent unemployment of young people, two instruments were developed in Berlin⁸³: the “European Year for Young People” developed a one-year job experience programme for young adults years in transition between education and work, including an eight-month internship abroad; the “transnational further qualification” is a similar initiative yet for unemployed people with work experience. About 450 people, most of them long-term unemployed, were supported. One month after the respective programmes, 18% of the youngsters and 21% of the adults had found employment in the first labour market.

Eighteen Member States have indicated in their operational programmes for 2007-2013 that they will look into the promotion of worker mobility. In many cases this expression of interest is put in rather general terms. More specific indications sometimes relate to the follow-up of previous interventions: the creation of networks of companies and research centres to facilitate occupational mobility at interregional or transnational level (Italy)⁸⁴ or the circulation and rotation policies to improve occupational mobility of adults and older workers (Finland)⁸⁵. The Netherlands will organise training in particular for employees with low skills levels in order to increase their chances on job mobility between sectors⁸⁶. The Czech Republic⁸⁷ will promote inter-sectoral mobility, in particular between research institutions and the private and public sector. Burgenland will promote initiatives that allow women to participate on the labour market. look at intervention, Austria, Romania⁸⁸ from its side is looking into the reconversion of skills as a means to enhance occupational mobility.

Considerations on the mobility of workers

Bringing together the various interventions that facilitated the mobility of workers and jobseekers, the following considerations can be made:

- The ESF has at disposition a wide variety of instruments to promote worker mobility, ranging from skills (upgrade) training to reimbursing the costs of relocation;
- The geographical dimension of worker mobility is often limited to moving temporarily from one region of the country to another;
- The ESF interventions for worker mobility address a potentially wide audience: ‘inactive’ youngsters in transition from school to employment, (long-term) unemployed, job hoppers, workers in need of new professional challenges, etc.

4. Promoting the mobility of students and researchers

People may want to go abroad, but certainly youngsters or unemployed people with a limited financial basis to fall back upon may find it difficult to cover the cost of relocation, let alone the cost of a non-remunerated stay abroad. ESF supports the provision of grants, scholarships, stages or internships. This support encourages the interregional or transnational mobility of persons who plan to study or do research for shorter or longer periods of time, and then return home for work.

83. 1999DE161PO001, OP, Berlin, Germany

84. 2007IT051PO006, OP, Governance and System Actions, Italy

85. 2007FI052PO001, OP, Mainland Finland, Finland

86. 2007NL052PO001 OP, National ESF Operational Programme, Netherlands

87. 2007CZ05UPO002 OP, Education for Competitiveness, Czech Republic

88. 2007RO051PO001, OP, Human Resources Development, Romania

In the previous programming period, planning documents for seven EU Member States⁸⁹ referred to awarding grants or scholarships to students and researchers. The information available on the achieved outputs is quite extensive, but only covers interventions in France, Italy, Lithuania, Spain and Portugal.

Under the priority “Encouraging educational and professional mobility”, the French programme for the overseas island of La Réunion⁹⁰ supported internships, scholarships and grants for doctoral and post-doctoral research, international exchanges, and assistance for travel and installation of researchers in another region. The ESF assistance of highly educated persons in France promotes both occupational mobility in its internal regions and transnational mobility mainly in its ultra-peripheral regions. The mobility policy is integrated within the framework of the training system. This measure allows the financing of different forms of geographical mobility, independently of the status of beneficiaries: job seekers, students, pupils, trainees, etc. The support covers travel, relocation, installation and in certain cases, support on the place of arrival. The total number of beneficiaries in the period 2000-2006 amounted to 43,304.

Another overseas territory of France, Guyane⁹¹, provided assistance to about 4,000 trainees for moving outside the country to be trained for specialisations that are not available at home.

Six programmes in Italy, one national and 5 regional, supported researchers’ mobility through three different measures named “third level and academic training”, “researchers’ improvement” and “improvement of human resources in the research sector”. A total of 30,844 researchers benefited, as well as 108 companies (only in the region of Umbria). More information on the beneficiaries can be found in Table 7.

Table 7: ESF supported mobility of researchers in Italy			
CCI	Measure	Programme title	Participants
1999IT161PO003	3.4	Research & Technological Development	25,844
1999IT053PO005	4.4	Toscana	476
1999IT053PO004	4.4	Emilia-Romagna	1,819
1999IT053PO002	4.44	Marche	2,417
1999IT053PO015	4.44	Friuli-Venezia-Giulia	141
1999IT053PO011	4.44	Umbria	147
		Total	30,844

Source: Data compiled by BBI on the basis of ESF Operational Programme reports 2000-2006

89. Czech Republic, Germany, Spain, Italy, Lithuania, Malta and Portugal

90. 1999FR161DO001, OP, La Réunion, France

91. 2000FR161DO002, OP, Guyane, France

A programme in Sardinia⁹² called “Master and Back” was financed by the ESF under 8 measures, providing scholarships and internships to young people below 35 years with a third-level education degree for studying at an officially recognised higher education institution in another Italian region or another country within or outside the EU. Moreover, the programme allocated incentives to firms or institutions in Sardinia to hire Sardinians up to 40 years who worked abroad or in other Italian regions and returned for work in Sardinia for 1 or 2 years. The programme overall accommodated more than 3,000 people and involved more than 500 higher education institutions from 34 countries. Just over 40% of the € 53 million budget went to the return of scientists to Sardinia, supporting work experience between one and two years in firms, research centres, universities, local public administration and public organisations. Depending on the type of host employer, the co-financing was between 10% and 50%. Each of the 8 measures addressed a different educational target group, discipline or sector, including environment, culture, local development, tourism, information society, ICT and social policies. The scheme did not finish at the end of the ESF intervention, but continues to finance scholarships⁹³ for young graduates and junior researchers.

In Lithuania⁹⁴, the measure “Improvement of human resources quality in scientific research and innovations” aimed to enhance the quality and quantity of staff engaged in research and development activities. To this effect, existing study programmes were improved and new curricula developed, some under the form of distance learning modules. About 900 researchers were involved in the interventions, some of which were sent abroad for a training or summer school.

Three measures in Portugal⁹⁵ related to the mobility of researchers and future researchers both within the country and abroad. The first measure, funded under the national OP for research, science and innovation, mainly targeted Portuguese citizens studying and working abroad in the research sector, offering incentives to return and work in Portugal. During the period 2000-2006, 4,901 persons received financial support under this programme. The great majority of the beneficiaries were scientists with PhD’s and post-doctoral research. The second measure supported the mobility within the country of young graduates approaching the research sector through mobility programmes between higher education institutions, scientific centres and companies. The 2,082 beneficiaries were mainly university graduates under 25. An important criterion for funding was the element of inter-regional mobility among higher education institutions and other public entities with innovation and development activities. The third measure, financed under the national programme for information society, supported scholarships for guest scientists, sabbaticals, or traineeships in international scientific organisations in the ICT sector. Most of the 1,741 beneficiaries held a PhD. In the whole country, nearly 9,000 researchers have benefited from ESF funding.

Almost all mobility-related Programmes in Spain⁹⁶ addressed the issue of researchers’ mobility under the Priorities “sector of the knowledge based society” and “reinforcement of human potential in research, science and technology”. Their achievements have been well documented and quantified. More than 60,000 people and almost 6,000 firms were reached. The federal programme, as well as the programmes in Castilla y Leon and Cataluña accounted for the majority of outputs, with the federal programme ensuring almost two thirds of the outputs related to firms.

92. 1999IT161PO010, OP, Sardegna, Italy

93. <www.regione.sardegna.it/masterandback>

94. 2003LT161DO001, OP, Lithuania, Lithuania

95. 1999PT161PO004, OP, Information Society, Portugal & 1999PT161PO003, OP, Science, Technology and Innovation, Portugal (measures 4.3 and 4.7)

96. For programme references see table 8

Table 8: ESF supported mobility of researchers in Spain					
CCI	Measure	Programme title	Participants	Men	Women
2000ES161PO015	2.1	Research & Development	13,787	7,070	6,717
2000ES161PO003	2.1	Andalucia	6,328	3,334	2,994
2000ES161PO005	2.1	Canarias	1,307	786	521
2000ES161PO006	2.1	Castilla La Mancha	616	357	259
2000ES161PO007	2.1	Castilla y Leon	11,575	7,611	3,964
2000ES161PO009	2.1	Valencia	3,961	2,185	1,776
2000ES161PO010	2.1	Extremadura	8,180	3,493	4,687
2000ES161PO011	2.1	Galicia	7,067	3,067	4,000
2000ES161PO013	2.1	Murcia	1,112	668	444
2000ES053PO303	3.1	Madrid	674	352	322
2000ES162DO002	3.1	Aragon 2	1,165	546	619
2000ES053PO304	3.1	Cataluña	5,426	2,772	2,654
2000ES162DO003	3.1	Baleares	217	135	82
2000ES162DO005	3.1	La Rioja 2	66	42	24
2000ES162DO007	3.1	Navarra	236	104	132
2000ES162DO008	3.1	Pais Vasco 2	9,480	4,741	4,739
2000ES053PO306	4.3/5.1	Pais Vasco 3	3,280	2,052	1,218
		Total	74,477	39,315	35,162

Source: Data compiled by BBI on the basis of ESF Operational Programme reports 2000-2006

The federal and 8 regional programmes under Objective 1 apply the same measure 2.1 related to the knowledge based society, “providing support for the investment in human capital within the field of research and science technology; transferring of knowledge to the production sector, i.e. training activities, stimulate employment, job mobility of research personnel between universities, public and private research centres and companies”. The mobility programmes co-financed by ESF concern:

- The recruitment of scientific staff with a PhD for a period of 5 years and with relevant experience at different research centres;
- The absorption of research personnel in private firms and technological centres to be engaged in R&D projects and studies;
- Scholarships for training of staff in the research sector, mainly related to dissertation writing inside a R&D department of a private company;
- Incentives for the development and intensification of research activities in the national R&D system, encouraging the return of researchers with recognized expertise, as well as the inclusion of young researchers with high potential.

Three actions under the Objective 3 programmes in Spain concern mobility:

- The action “training of researchers” was executed by the General Direction for Universities and Research and incorporated specialised technicians in research teams of universities and public research centres, as well as research personnel working on a doctoral thesis. Other opportunities under this action consisted of a mixed system of research grants and employment contracts, as well as support to training programmes in science and technology that include short stays abroad.

- The horizontal action “training of research personnel” concerned research on priority topics in Spain like equal opportunities, environment and local development.
- The action “recruitment of doctors in research projects” implemented by the city of Madrid aimed at employing young researchers with a PhD in research projects at universities, public research organisations and scientific parks.

Finally, in several Spanish regions (Objective 2) assistance was provided for the development of research and exchange of researchers between agencies.

Nine Member States⁹⁷ have announced that they will address the mobility of students and researchers in the ESF period 2007-2013. Countries like Italy, Spain and Portugal build further on what was learnt in the previous ESF period. The programme for Puglia supports the international mobility of researchers between research centres and companies. Portugal has programmes and grants for third-level education abroad or in a different region. Other Member States like Finland, Greece and Romania have also referred to this issue in their OPs. The Lithuanian programme, moreover, announces a scheme aiming at the return of Lithuanian professionals.

Considerations on the mobility of students and researchers

Taking together the individual interventions on student and researcher mobility, the following considerations can be made:

- The majority of beneficiaries from mobility grants are highly skilled;
- There is an implicit - and sometimes even explicit - understanding that researchers and students will return after their stay abroad;
- In order to recover part of the brain drain, certain countries were using ESF support to convince their highly skilled citizens to return and continue their professional career at home;
- The countries focusing on geographical mobility of students and researchers in the previous programming period, plan to undertake similar actions as of 2007. A few other countries like Greece and Romania intend to develop their own mobility schemes, including an incentive system for Lithuanian professionals abroad.

97. Spain, Finland, France, Italy, Greece, Lithuania, Poland, Portugal and Romania.

Conclusion

Academic literature and major international organisations underline the importance of labour mobility as a means for increasing employment, reducing unemployment and balancing labour demand and supply. The EU has put labour mobility on its agenda as one of the means for implementing and reaching the targets set by the European Employment Strategy and the Lisbon agenda. Labour mobility concerns people who (want to) move to a job, change jobs or switch job contents. It also concerns people leaving home to another region or country for purposes of employment, study or training.

Statistical evidence mentioned in this report indicates that, compared to other territories like Australia or the USA, both geographical and occupational mobility is relatively low in Europe, leaving considerable room for more labour movements. Over the past five to ten years, there has been a noteworthy (but not massive) increase in intra-EU mobility, notably from the twelve new Member States to the fifteen “old” Member States.

Because there are still considerable labour imbalances in several Member States, the main challenge the Member States face when promoting labour mobility is to take appropriate action for removing the barriers that inhibit further mobility.

This report has looked into the contribution of the European Social Fund assisting Member States in promoting labour mobility and removing the obstacles that hinder mobility. A first observation is that while labour mobility is an issue that deserves attention across the entire EU, not all Member States appear to allocate the same priority to the topic in so far as the opportunities offered by the ESF are concerned. This means that in some Member States mobility may have progressed far enough to attain its equilibrating function, while in others more mobility cannot be expected to bring enough benefits to be worth pursuing it further. In still other Member States labour mobility may have been achieved by other means than ESF funding.

The materials gathered in this study indicate that there are three ways in which EU Member States address labour mobility in the framework of ESF assistance. Approximately one third of all EU Member States do not refer at all to labour mobility. This does not necessarily mean that ESF assistance will not have any effect on labour mobility, but that this impact will at best be indirectly and covert. All Member States organise training activities co-financed by ESF and the result of such training may be that individuals obtain the necessary skills that may lead them to consider a change of job or a (temporary) period of work or study abroad. This kind of impact is not possible to measure and has therefore not been part of this study.

Again about one third of the EU Member States indicate in the programming documents that labour mobility is an issue of concern and will therefore be addressed in the framework of other ESF policy fields or priorities. In this case, it is possible to identify and map the intentions Member States have with regard to labour mobility. Very often, the foreseen interventions concern actions that should contribute to reducing or removing specific mobility related obstacles. Because such interventions take place in a broader setting, for instance the modernisation of public employment services, it proved difficult to find data that report on the specific achievements of the labour mobility related component.

Finally, a few EU Member States use the opportunities offered by the ESF to support the implementation of their own labour mobility policies, be it in terms of occupational or geographical mobility.

Looking at the programming period 2000-2006, it is worth remembering that 17 Member States had made reference to labour mobility in a total of 156 Measures related to 82 Operational Programmes. Comparing these figures to the overall data on ESF in that period, 68% of the Member States addressed labour mobility in 39% of all OPs and 10% of the total number of Measures. Most of the measures (63%) concerned geographical mobility and focused on assistance to persons (74%) rather than systems. Taken together, the identified measures represented a total budget of almost € 19 billion (€ 10 billion of ESF co-financing), of which an unknown share was to be dedicated to labour mobility.

Across the EU about 675,000 persons participated in or benefited from ESF supported activities with an explicit link to labour mobility: 220,000 people were involved as direct beneficiaries of ESF supported labour mobility interventions, receiving either a grant / scholarship to move abroad or an incentive to enter a (new) job. Over 450,000 people were reported as participants in interventions that had a certain bearing on mobility: they benefited from mobility-related training or had their skills recognised, but it was not mentioned if, how and for how many of the participants these actions have led to occupational or geographical mobility. Moreover, at least 17,000 organisations, mostly enterprises, were encouraged through the ESF to adjust and/or improve their organisational functioning with the aim to further mobility.

What do these figures say? Comparing the outputs and the budget to the overall performance of ESF across all Member States, the results may appear rather meagre. However, when analysing ESF data on labour mobility, it is important to keep in mind two elements:

- Although mentioned in the Regulations governing the ESF programme in both previous and current programming periods, labour mobility is not one of the core policy fields or priorities of the ESF and thus not an obvious point of attention in the Operational Programmes.
- Labour mobility may be the concrete but unplanned outcome of interventions that are financed with the support of the ESF. It is therefore very likely that Member States have implemented activities which will lead for at least part of the beneficiaries to a change of job or a training or employment period abroad.

These elements indicate that the achievements reported on with regard to labour mobility are in reality underestimating the true but undocumented reach of the ESF interventions. When looking at what the figures represent in reality - the achievements in a limited number of programmes and Member States - the ESF assistance to labour mobility does make a difference to those beneficiaries and those countries that make good use of the opportunities offered:

- More than 100,000 researchers benefited from scholarships, most of which were granted to work in another region or country;
- More than 50,000 persons benefited from grants to perform a training or study period away from home;
- 6,000 organisations, mostly companies, were involved in the mobility actions for researchers;
- 45,000 people and 8,600 firms benefited from reform processes in the labour market;
- Almost 60,000 people had their competences and skills recognised and certified.

In all these cases, the figures relate to one, two or at best three countries. The outputs will therefore have had a sizeable impact on the labour mobility policies in the countries concerned. Looking at the achievements at the level of the ESF programme, it is worth noting that:

- The ESF interventions that effectively report on achievements concern most of the time interregional or transnational mobility;
- The majority of individuals involved in geographical mobility are highly skilled;
- Some countries use the ESF assistance for geographical mobility to convince (highly skilled) citizens working abroad to return;
- Apart from two interventions on skills recognition, there are hardly any substantial data to prove ESF's contribution to removing barriers to mobility.

Looking at the programming period 2007-2013, 20 Member States have made reference to labour mobility in a total of 79 priority axes related to 45 OPs. Comparing these figures to the overall data on ESF in that period, 69% of the Member States addressed labour mobility in 39% of all OPs. Taken together, the identified priorities represented a total budget of € 29.4 billion (€ 19.5 billion Euro of ESF co-financing), of which an unknown share will be dedicated to labour mobility.

On the basis of the available information on the new programming period, the following assumptions can be made regarding the continued uptake of labour mobility in ESF:

- While labour mobility is linked to access to employment in the ESF Regulation and no longer to lifelong learning, the relative importance of the topic in the overall scope of assistance is similar to the previous programming period;
- Fourteen out of seventeen Member States which addressed labour mobility in the previous period have again referred to it in their current operational programmes. Moreover, all but one region that is dedicating part of the ESF assistance to labour mobility in this programming period had done so in the previous period, as well;
- The interventions announced in the current Operational Programmes essentially cover the same issues as the ones presented in 2000-2006. The explicit reference to cross-border employment is new and may constitute an additional point of attention for a number of Member States.

Summing up, it is important to bear in mind that when Member States explicitly address labour mobility as part of ESF assistance, they mainly do so to support geographical mobility initiatives featuring students and researchers and to a lesser extent, to provide incentives for worker mobility. ESF is also involved in reducing the barriers to mobility, but will do so quite often as part of a bigger intervention addressing a broader topic. The contribution of ESF to the promotion of labour mobility, therefore, goes well beyond the outputs and results reported on in the framework of mobility-specific interventions and concerns most likely many more Member States than the 17 or 20 countries that refer to it in their Operational Programmes.

Annexes

ANNEX 1: EXPENDITURE 2000-2006 AND BUDGET 2007-2013

1. Operational Programmes 2000-2006 co-funded expenditure claimed (in € million) per Member State				
MS	EU %	National Public %	National Private %	Total
AT	43.7%	48.7%	7.6%	1,326
BE	34.7%	55.3%	10.1%	2,416
CY	50.0%	50.0%	0.0%	22
CZ	69.8%	30.2%	0.0%	297
DE	46.5%	45.7%	7.8%	20,930
DK	41.5%	37.2%	21.3%	779
EE	69.3%	25.9%	4.9%	71
ES	60.4%	38.4%	1.2%	17,388
FI	31.4%	42.9%	25.6%	2,365
FR	43.4%	50.8%	5.8%	12,204
GR	78.6%	21.4%	0.0%	4,783
HU	75.6%	24.4%	0.0%	288
IE	53.9%	45.8%	0.3%	1,778
IT	52.7%	45.5%	1.8%	12,909
LT	74.6%	25.4%	0.0%	166
LU	45.3%	52.8%	2.0%	47
LV	75.2%	24.8%	0.0%	115
MT	75.0%	25.0%	0.0%	9
NL	49.6%	21.6%	28.8%	2,458
PL	74.3%	25.7%	0.0%	1,776
PT	62.2%	34.2%	3.6%	7,145
SE	31.3%	39.1%	29.6%	2,661
SI	75.0%	25.0%	0.0%	60
SK	74.0%	25.2%	0.8%	241
UK	44.1%	51.5%	4.4%	13,285
EU 25	51.3%	42.8%	5.9%	105,518

2. Operational Programmes 2000-2006 co-funded expenditure claimed (in € million) per Objective

OBJ	EU	National Public	National Private	TOTAL
1	31,090	16,705	833	48,628
2	1,954	2,225	575	4,754
3	21,104	26,112	4,811	52,027
TOTAL	54,147	45,042	6,219	105,408

3. Operational Programmes 2007-2013 co-funded budget (in € million) per Member State

MS	EU %	National Public %	National Private %	Total Budget
AT	44.3%	46.4%	9.3%	1,184
BE	46.3%	49.8%	4.0%	2,320
BG	85.0%	15.0%	-	1,395
CY	80.0%	20.0%	-	150
CZ	85.1%	14.9%	-	4,436
DE	59.9%	30.6%	9.6%	15,666
DK	50.0%	33.4%	16.6%	510
EE	84.8%	11.2%	4.1%	462
ES	70.5%	28.4%	1.1%	11,426
FI	43.5%	56.5%	-	1,420
FR	52.5%	35.9%	11.6%	10,275
GR	76.2%	23.8%	-	5,726
HU	85.0%	15.0%	-	4,270
IE	27.6%	72.2%	0.2%	1,360
IT	45.3%	54.7%	-	15,321
LT	85.0%	8.7%	6.3%	1,210
LU	50.0%	50.0%	-	50
LV	83.8%	13.0%	3.1%	657
MT	85.0%	15.0%	-	132
NL	48.7%	27.4%	23.9%	1,705
PL	85.0%	15.0%	-	11,420
PT	70.7%	29.3%	-	9,210
RO	85.0%	15.0%	-	4,335
SE	50.0%	50.0%	-	1,383
SI	85.0%	15.0%	-	889
SK	85.0%	15.0%	-	1,764
UK	52.0%	46.9%	1.1%	8,598
EU 27	64.8%	32.1%	3.2%	117,275

ANNEX 2: ESF VOCABULARY

The table below compares a number of documents and concepts across the two consecutive programming periods

2000–2006 PROGRAMMING PERIOD	2007–2013 PROGRAMMING PERIOD
<p>The Community Support Framework (CSF) is the basic programming document agreed between the European Commission and the Member States, setting out plans for Structural Fund support for objective 1 regions. It identifies the problems, the strategy and the priorities for action and where money should best be channelled. It must be supplemented by more detailed Operational Programmes. CSF's are not compulsory for the objectives 2 and 3.</p>	<p>The National Strategic Reference Framework (NSRF) is not a management instrument as the CSF were in the preceding period. However, it defines policy priorities whilst suggesting the key elements of implementation such as the list of operational programmes and an indicative annual allocation from each Fund for each Operational Programme. It is applied to the convergence and regional competitiveness and employment objectives. It is optional for the territorial cooperation objective.</p>
<p>The Operational Programmes (OPs) detail how and where funds will be spent, what the expected impact is and how the programmes will be monitored and evaluated. OPs may exist at a national or regional level.</p>	
<p>An OP can cover only one of the three Objectives. An OP can be financed by more than one Fund.</p>	<p>An OP can cover more than one objective but can be financed by only one Fund.</p>
<p>Priorities are a set of aims within a operational programme that have to be tackled through the implementation of specific Measures.</p>	<p>In the new programming period priorities are formally called Priority Axes. Resource allocation (community and national co-financing) is done at the level of the priority axes.</p>
<p>Measures are the means by which a Priority is implemented over several years and which enable operations to be financed. Measures are listed in the Operational Programmes, fully described in the Programme Complements and reported on in the Annual Implementation Reports. Resource allocation (community and national co-financing) is done at the level of the measure.</p>	<p>There are no measures in the 2007–2013 Programming Period. Instead of this, the description of the priority axes contains an indicative list of actions.</p>
<p>Programme Complements (PC) provide further details on the implementation of the operational programmes such as the indicators that are used. Programme complements may be formulated as needed throughout the implementation of the OP.</p>	<p>There are no Programme Complements for the 2007–2013 Operational Programmes. Information that was contained in the PC such as about the indicators is now to be found in the OP itself.</p>
<p>The Policy Fields refer to the five broad types of activities than can be financed with ESF. Most OPs are structured along these policy fields, one priority corresponding to one policy field.</p>	<p>The types of activities that can be financed with ESF are called priorities.</p>

2000–2006 PROGRAMMING PERIOD	2007–2013 PROGRAMMING PERIOD
<p>Annual Implementation Reports (AIR) are prepared every year by the national or regional managing authorities and describe the progress on the implementation of the priorities and the financial implementation of the assistance. AIRs also report on the main socio-economic trends or on changes in national, regional or sectoral policies that are relevant to the implementation of the assistance.</p>	
<p>Indicators are used to “indicate” the outcomes of the ESF interventions. The types of indicators that are relevant to this study can be quite diverse in nature: (i) output indicators relate to the immediate consequences of an activity and are measured in physical or monetary units, e.g. number of people trained, number of firms financially supported. (ii) result indicators relate to the direct and immediate effects on direct beneficiaries brought by a programme. Result indicators can be of a physical (e.g. number of successful trainees) or financial nature (e.g. leverage of private sector resources); (iii) impact indicators refer to the consequences of the programme beyond the immediate effects on its direct beneficiaries.</p>	

ANNEX 3: ESF OPERATIONAL PROGRAMMES 2000-2006 REFERRING TO LABOUR MOBILITY

MS	OBJ	CCI	PROGRAMME	RELEVANT MEASURES
AT	3	1999AT053DO001	Austria Obj. 3	3.31
AT	1	1999AT161DO001	Burgenland	5.4
AT	2	2000AT162DO001	Kärnten	3.1
BE	3	1999BE053DO005	German-speaking community of Belgium	2.21 / 2.22 / 2.23 / 5.53
CZ	1	2003CZ051PO001	Czech Republic Human Resource Development	3.1
CZ	3	2003CZ053DO001	Prague Region Obj. 3	3.1
DE	3	1999DE053DO001	Germany SPD Obj. 3	10.2 / 20.4 / 60.11
DE	1	1999DE161PO001	Berlin	4.11 / 4.41
DE	1	1999DE161PO002	Thüringen	4.51
DE	1	1999DE161PO004	Mecklenburg-Vorpommern	4.11 / 4.51 / 4.61
DE	1	1999DE161PO005	Brandenburg	4.1 / 4.7 / 4.9
DE	1	2000DE051PO007	Germany Obj. 1	1.2 / 2.4
EE	1	2003EE161DO001	Estonia	1.1 / 1.4
ES	1	2000ES051PO014	Spain Vocational Training System Obj. 1	41.13
ES	1	2000ES051PO017	Spain Employment Promotion Obj. 1	42.7
ES	3	2000ES053PO301	Aragon Obj. 3	5.1
ES	3	2000ES053PO303	Cataluña Obj. 3	1.3 / 7.2
ES	3	2000ES053PO304	Madrid Obj. 3	4.3 / 5.1
ES	3	2000ES053PO306	Pais Vasco Obj. 3	4.3 / 5.1
ES	3	2000ES053PO313	Spain Employment Promotion Obj. 3	1.2
ES	1	2000ES161PO003	Andalucia	2.1
ES	1	2000ES161PO005	Canarias	2.1

MS	OBJ	CCI	PROGRAMME	RELEVANT MEASURES
ES	1	2000ES161PO006	Castilla-La Mancha	2.1
ES	1	2000ES161PO007	Castilla Y Leòn	2.1
ES	1	2000ES161PO009	Comunidad Valenciana	2.1
ES	1	2000ES161PO010	Extremadura	2.1
ES	1	2000ES161PO011	Galicia	2.1
ES	1	2000ES161PO013	Murcia	2.1
ES	1	2000ES161PO015	Spain Research, Development & Innovation	2.1
ES	2	2000ES162DO002	Aragon	3.1
ES	2	2000ES162DO003	Baleares	3.1
ES	2	2000ES162DO004	Cataluña	3.1
ES	2	2000ES162DO005	La Rioja	3.1
ES	2	2000ES162DO006	Madrid	3.1
ES	2	2000ES162DO007	Navarra	3.1
ES	2	2000ES162DO008	Pais Vasco	3.1
FI	3	1999FI053DO001	Finland SPD Obj. 3	3.32
FR	3	1999FR053DO001	France SPD Obj. 3	1.1 / 3.5 / 4.6
FR	1	1999FR161DO001	La Réunion	14.4
FR	1	2000FR161DO001	Guadeloupe	5.2
FR	1	2000FR161DO002	Guyane	5.2 / 15.2
FR	1	2000FR161DO003	Martinique	8.5
FR	2	2000FR162DO001	Alsace	3.1
FR	2	2000FR162DO010	Champagne-Ardenne	2.7 / 3.5
FR	2	2000FR162DO013	Aquitaine	1.7 / 2.5 / 3.4
FR	2	2000FR162DO021	Nord-Pas-de-Calais	3.9
GB	3	1999GB053PO001	East Wales Obj. 3	3.1 / 3.2
HU	1	2003HU051PO001	Hungary Human Resource Development	1.1
IE	1	2000IE051PO001	Employment & HR Development in Ireland	1.14 / 1.2
IT	3	1999IT053PO002	Marche Obj. 3	1.12 / 4.43 / 4.44
IT	3	1999IT053PO003	Piemonte Obj.3	4.41
IT	3	1999IT053PO004	Emilia Romagna Obj. 3	1.12 / 3.31 / 4.41 / 4.43 / 4.44
IT	3	1999IT053PO005	Toscana Obj. 3	1.12 / 3.31 / 4.43 / 4.44
IT	3	1999IT053PO006	Bolzano Obj. 3	1.12 / 3.31
IT	3	1999IT053PO007	Italy Ministry of Employment Obj. 3	1.11 / 3.31
IT	3	1999IT053PO008	Trento Obj. 3	1.12 / 3.31
IT	3	1999IT053PO009	Valle d'Aosta Obj. 3	1.11 / 1.12 / 4.41
IT	3	1999IT053PO010	Lombardia Obj. 3	1.11 / 1.12 / 4.44
IT	3	1999IT053PO011	Umbria Obj. 3	1.12 / 3.31 / 4.41 / 4.43 / 4.44

MS	OBJ	CCI	PROGRAMME	RELEVANT MEASURES
IT	3	1999IT053PO012	Abruzzo Obj. 3	1.11
IT	3	1999IT053PO013	Liguria Obj. 3	1.11 / 4.41 / 4.43 / 4.44
IT	3	1999IT053PO014	Veneto Obj. 3	4.44
IT	3	1999IT053PO015	Friuli Venezia Giulia	1.12 / 4.43
IT	3	1999IT053PO016	Lazio Obj. 3	1.12
IT	1	1999IT161PO002	Italy Development of Local Entrepreneurship	4.3
IT	1	1999IT161PO003	Italy Research, Technological Development and Advanced Training	3.1 / 3.4
IT	1	1999IT161PO006	Calabria	3.1 / 3.13 / 3.2 / 3.3 / 3.4 / 3.7
IT	1	1999IT161PO007	Campania	3.2 / 3.3
IT	1	1999IT161PO008	Molise	3.2 / 3.3 / 3.8
IT	1	1999IT161PO009	Puglia	3.2 / 3.3
IT	1	1999IT161PO010	Sardegna	1.8 / 3.10 / 3.15 / 3.16 / 3.18 / 3.2 / 3.7
IT	1	1999IT161PO011	Sicilia	3.12 / 3.2 / 3.3 / 3.4 / 3.5 / 3.9
IT	1	1999IT161PO012	Basilicata	3.2 / 3.3 / 3.11 / 3.12
LT	1	2003LT161DO001	Lithuania	2.5
MT	1	2003MT161DO001	Malta	3.8
PL	1	2003PL051PO001	Poland Human Resources Development	1.1 / 1.2 / 1.4
PT	1	1999PT051PO001	Portugal Education	2.2
PT	1	1999PT051PO002	Portugal Employment, Training and Social Development	7.2
PT	1	1999PT161PO003	Portugal Science, Technology and Innovation	4.3 / 4.4
PT	1	1999PT161PO004	Portugal Information Society	1.2
PT	1	2004PT051PO001	Portugal Public Administration	2.1
SK	1	2003SK051PO001	Slovakia Human Resources Development	1.11

ANNEX 4: ESF OPERATIONAL PROGRAMMES 2007-2013 REFERRING TO LABOUR MOBILITY

MS	OBJ	CCI	PROGRAMME	RELEVANT PRIORITY AXES
AT	C	2007AT051PO001	Burgenland	P1 / P2
BE	R	2007BE052PO001	German-speaking Community of Belgium	P1 / P2
BG	C	2007BG051PO001	Bulgaria Human Resources Development	P2 / P3 / P4
CZ	CR	2007CZ05UPO002	Education for Competitiveness	P2
CZ	R	2007CZ052PO001	Prague Adaptability	P1
DE	CR	2007DE05UPO001	Germany Federal State	P3 / P8
DE	R	2007DE052PO005	Hamburg	P5
DE	C	2007DE051PO006	Thüringen	P5
EE	C	2007EE051PO001	Estonia Human Resource development	P3
ES	CR	2007ES05UPO002	Spain Fight Against discrimination	P2
ES	C	2007ES051PO002	Castilla La Mancha	P1
ES	C	2007ES051PO003	Extremadura	P1 / P3
ES	C	2007ES051PO005	Andalucia	P3
ES	CR	2007ES05UPO003	Spain Technical Assistance	P4
FI	R	2007FI052PO001	Mainland Finland	P2 / P3
FR	R	2007FR052PO001	French national OP	P1 / P2 / P4
FR	C	2007FR051PO001	Martinique	P1 / P2
FR	C	2007FR051PO004	Réunion	P1
FR	C	2007FR051PO002	Guadeloupe	P2
GR	CR	2007GR05UPO001	Greece Human Resource development	P2 / P3
GR	CR	2007GR05UPO002	Greece Education and Lifelong Learning	P1 / P2
HU	CR	2007HU05UPO001	Hungary Social Renewal	P6
IT	R	2007IT052PO005	Liguria	P1 / P2 / P4 / P5
IT	C	2007IT051PO003	Sicilia	P1 / P2
IT	R	2007IT052PO003	Friuli Venezia Giulia	P1 / P5
IT	R	2007IT052PO006	Lombardia	P1 / P5
IT	R	2007IT052PO015	Veneto	P2 / P5
IT	C	2007IT051PO001	Campania	P1
IT	C	2007IT051PO006	Italy Governance and System Actions	P1 / P6
IT	R	2007IT052PO017	Italy Systemic Actions	P1 / P4
IT	C	2007IT051PO005	Puglia	P5
IT	R	2007IT052PO007	Marche	P1 / P5
IT	R	2007IT052PO001	Abruzzo	P5
IT	R	2007IT052PO014	Valle d'Aosta	P1 / P4 / P5
IT	R	2007IT052PO009	Bolzano	P2 / P5

MS	OBJ	CCI	PROGRAMME	RELEVANT PRIORITY AXES
IT	C	2007IT051PO004	Basilicata	P5
LT	C	2007LT051PO001	Lithuania Human Resource Development	P1 / P2 / P3
NL	R	2007NL052PO001	Netherlands national OP	P3
PL	C	2007PL051PO001	Poland Human Resources	P1 / P6 / P8
PT	CR	2007PT05UPO001	Portugal Human Potential	P5 / P8 / P9
RO	C	2007RO051PO001	Romania Human Resource Development	P4 / P5
SE	R	2007SE052PO001	Sweden national OP	P1
SI	C	2007SI051PO001	Slovenia Human Resources Development	P1 / P3
SK	CR	2007SK05UPO002	Slovakia Employment and Social Inclusion	P1

Legend:

C = Conversion

R = Regional Competitiveness and Employment

CR = Conversion + Regional Competitiveness and Employment

ANNEX 5: PARTICIPANTS IN ESF LABOUR MOBILITY INTERVENTIONS 2000-2006

CCI	Measure	Programme	Direct Beneficiaries	Indirect Beneficiaries	Organisations	Men	Women	Researchers	PhD	Master	Workers & Trainees
1999IT161PO010	multiple	Sardegna - Master and back	3046						411	1525	1110
multi programme		Interregional Project - mobility internships	1797		200						1797
1999IT161PO003	3.4	Scientific research	25844						12351	13493	
1999IT053PO005	4.4	Toscana	476			223	253	476			
1999IT053PO004	4.4	Emilia Romagna	1819					1819			
1999IT053PO002	4.44	Marche	2417			778	1639	2417			
1999IT053PO015	4.44	Friuli Venezia Giulia	141					141			
1999IT053PO011	4.44	Umbria	147		108			147			
1999IT053PO007	1.11/3.31	Ministry of Labour network PES	n.a.		207						
1999IT053PO009	1.11	Valle d'Aosta - guidance centre	n.a.								
Italy			35687	0	515	1001	1892	5000	12762	15018	2907
2000ES161PO015	2.1	Research, development & innovation	13787		3772	7070	6717	13787			
2000ES161PO003	2.1	Andalucia	6328			3334	2994	6328			
2000ES161PO005	2.1	Canaria	1307			786	521	1307			
2000ES161PO006	2.1	Castilla La Mancha	616		392	357	259	616			
2000ES161PO007	2.1	Castilla y Leon	11575		454	7611	3964	11575			
2000ES161PO009	2.1	Valencia	3961		325	2185	1776	3961			
2000ES161PO010	2.1	Extremadura	8180		192	3493	4687	8180			
2000ES161PO011	2.1	Galicia	7067			3067	4000	7067			
2000ES161PO013	2.1	Murcia	1112			668	444	1112			
2000ES162DO006	3.1	Madrid	674			352	322	674			
2000ES162DO002	3.1	Aragon	1165		219	546	619	1165			
2000ES162DO004	3.1	Cataluna	5426		473	2772	2654	5426			
2000ES162DO003	3.1	Baleares	217		43	135	82	217			
2000ES162DO005	3.1	La Rioja	66		24	42	24	66			
2000ES162DO007	3.1	Navarra	236		35	104	132	236			
2000ES162DO008	3.1	Pais Vasco	9480			4741	4739	9480			
2000ES053PO306	4.3/5.1	Pais Vasco Obj. 3	3280			2052	1228	3280			
2000ES053PO301	5.1	Aragon Obj. 3		2022		1162	860				
2000ES053PO304	5.1	Madrid Obj. 3		8731		3427	5304				
2000ES051PO014	41.13	Vocational training - certified professions		6763		2877	3886				
Spain			74477	17516	5929	46781	45212	74477			
1999PT051PO001	2.2	Education - RVCC beneficiaries		52278	182	22480	29798				
1999PT161PO003	4.3	Research, science and innovation - post tertiary education	4901			2114	2787	1144	3612	145	
1999PT161PO003	4.4	Research, science and innovation		2082		728	1354				
1999PT161PO003	4.7	Research, science and innovation - postgraduates traineeships	2082			1354	728			2082	
1999PT161PO004	1.2	Information Society - scholarships advanced training for ICT	1741					1572	112	57	
2004PT051PO001	2.1	Public Administration		140614		85797	54817				

CCI	Measure	Programme	Direct Beneficiaries	Indirect Beneficiaries	Organisations	Men	Women	Researchers	PhD	Master	Workers & Trainees
1999PT051PO002	7.2	Employment, Training & Social development	29								29
Portugal			8753	194974	182	26676	34667	2716	3724	2284	29
1999FR053DO001	3.5	France Obj. 3	n.a.								
1999FR161DO001	5.2	La Reunion	43304								43304
2000FR161DO002	5.2	Guyane	1703								1703
2000FR161DO002	15.2	Guyane	3675								3675
France			48682								48682
1999DE161PO001	4.41	Berlin Obj 1 - EYYP	450								450
1999DE161PO001	4.41	Berlin Obj. 1 - Career centre		7500							
1999DE161PO004	4.11	Mecklenburg Vorpommern	6687	29680	1586	3416	3271				6687
1999DE053PO001	10.2/20.4	Germany Obj. 3 - Xenos project	n.a.								
Germany			7137	37180	1586		3271				7137
1999FI053DO001	3.32	Finland Obj. 3 - labour market reform	45166		8636	22960	22206				45166
Finland											
2003SK051PO001	1.11	Slovakia Human Resource Development		200000	118						
Slovakia											
2003LT0161DO001	2.5	Lithuania		907		771	136				
Lithuania											
2003EE161DO001	1.4	Estonia - enhancing administrative capacity		4505		1934	2571				
Estonia											
TOTALS			219902	455082	16966	97418	107248	82193	16486	17302	103921

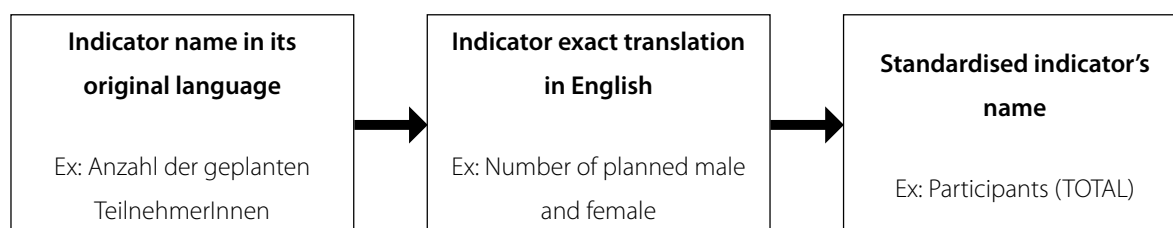
ANNEX 6: STANDARDISED INDICATOR NAMES USED FOR ANALYSIS

The indicators used in the report have been collected from the official ESF Operational Programme reports (Annual Implementation Reports and Evaluations). Each Member State defined a set of physical indicators “to be able to monitor a programme’s implementation and judge its performance against the objectives set”⁹⁸. In each Operational Programme (and more specifically in the Programme Complements) a set of indicators have been defined and target levels that corresponded to the objectives of the programme have been assigned.

There are three levels of indicators that were used for the analysis: output, result and impact indicators⁹⁹.

In order to analyse all indicators from different Operational Programmes, a procedure was introduced to standardize the indicators’ names.

This procedure consisted of inserting the indicator name in the database in its original language, then translate it into English and allocate it a name mentioned in the list below.



98. European Commission Directorate-General XVI Regional Policy and Cohesion: coordination and evaluation of operations The New Programming period 2000-2006: methodological working papers WORKING PAPER 3. Indicators for Monitoring and Evaluation: An indicative methodology. (Brussels: 2000) <http://ec.europa.eu/regional_policy/sources/docoffic/working/doc/indic_en.pdf>

99. For a description of the differences between types of indicators see Annex 4 - ESF Vocabulary.

List of standardised output, result and impact indicator names:

OUTPUT INDICATORS¹⁰⁰

Name of the standardised indicator	Definition	Further specifications
Participants (TOTAL)	Total participants of a measure or a priority starting the activities.	Characteristics of participants can be defined according to:
Participants	Participants ¹⁰¹ starting the activities in a measure or a sub-measure (activity or action)	<ul style="list-style-type: none"> - Gender: male, female, both - Age: <25, 25-55, >55
Participants (completing)	Participants completing the activities in a measure or in a sub-measure (activity or action)	<ul style="list-style-type: none"> - Status in the labour market: employed, self-employed (entrepreneurs), unemployed, short-term unemployed (less than 12 months), long-term unemployed (more than 12 months), inactive (all people between 16 and 64 years old who are not classified as employed or unemployed, inactive in training (mainly students), workers with special status
Participants (interrupting)	Participants interrupting the activities in a measure or in a sub-measure (activity or action)	
Participants (continuing the same activities)	Participants continuing the same activities even after the end of the implementation year	<ul style="list-style-type: none"> - Educational level: primary or lower secondary, upper secondary, post-secondary non-tertiary, tertiary, post-tertiary, other non-academic, vocational education, lower than primary level - Vulnerable groups: minorities, migrants, disabled, other disadvantaged groups, EU citizens, third-country nationals, disabled+migrants - Status: researcher, student, household, apprentice, teacher, trainer, manager, social worker, health worker, civil servant, farmer

100. Please note that some standardised indicators can be used at different levels, according to the context of the intervention.

101. Participants without specification are considered to be beneficiaries starting.

Name of the standardised indicator	Definition	Further specifications
Organisations (TOTAL)	Total of organisations participating in a measure	Characteristics of organisations are: microenterprises, SMEs, firms (size not specified), large enterprises, organisations not specified, public employment services (PES), schools or education institutions (referring to the individual schools/educational institutes or training organisations participating in a measure/being supported), non-profit organisations (community, voluntary, charity, NGOs)
Organisations	Organisations include all kinds of organisations supported or involved in ESF activities	
Systems + Structures	Systems or structures supported by ESF	Systems and structures can be: educational (for measures addressing the creation or improvement of school or educational systems or parts of educational systems / structures in a specific area/region, i.e. the creation of new departments in universities, lifelong education centres etc), human resource management, other
Initiatives implemented	Activities or initiatives implemented under a measure	
Partnerships	Partnerships or networks supported	
Courses	Training courses (programmes) realised under a measure	
Curricula designed	New education or training courses developed (list of topics + objectives, teaching methods and contents)	
Services delivered	New services designed under ESF delivered to participants	
Research and analysis	Studies, research realised	
Jobs created ¹⁰²	Workplaces created	
Jobs supported	Workplaces supported	
Jobs safeguarded	Workplaces safeguarded	
Qualifications achieved ¹⁰³	Number of qualifications (certifications) obtained by participants after the end of training activities	

102. If those jobs refer to people placed into employment they could be used as result indicator and added to "Participants integrated into the labour market". The indicator "Jobs created" is in fact used as Output or Result depending on the context.

103. Although in most of OPs it is listed as Output, "Qualifications achieved" can also be used as result indicator and analysed together with "Participants gaining a qualification".

Name of the standardised indicator	Definition	Further specifications
Projects funded (TOTAL)	Total projects funded under a measure or priority	
Projects funded	ESF projects funded (started)	
Projects completed (TOTAL)	Total projects completed within a measure or priority	
Projects completed	ESF projects completed	
Start-ups supported	New start-ups supported	
Firms created	New firms created	
Events organised	Events, conferences or meetings organised	
Products new	New products developed under a measure	
Scholarships	Number of scholarships funded under an ESF measure or priority	
Places created	Number of units created (for students at universities, or for little children at day-care, etc.)	
Days	Number of days the activity concerned was implemented	
Hours	Number of hours during which the activity (training, counselling, etc) was implemented	
Years	Years of duration of activities or projects	
Months	Months of duration of activities or projects	
Apprenticeship places created	New apprenticeship places created	
Apprenticeship places supported	Number of apprenticeship places receiving ESF support	
Incentives	Economic individual incentives (for training or business creation, self employment, etc.)	
Equipment	New equipment items purchased (e.g. PC stations, etc.)	
Participants* days	Number of participants multiplied by number of days of activity	
Participants*Hours	Number of participants multiplied by number of hours spent on the activity	

Name of the standardised indicator	Definition	Further specifications
Indirect Beneficiaries	For example: a measure is directed at students, but teachers are trained in order to teach the students. Teachers are therefore indirect beneficiaries	
Electronic tools	Electronic / virtual tools developed (portals, branch points, software etc)	
Internships places created	Number of placements created	
Vacancies notified to PES	Vacancies about which the PES is informed, which is an indicator of measuring success of contacts with employers	
Action plans	Individual action plans or employment plans for jobseekers produced	

RESULT INDICATORS

Name of the standardised indicator	Definition	Further specifications
Positive outcomes on leaving	This label is used for all results indicators for a measure, so all positive outcomes of the measure after the end of the activities	
Participants starting a training	After having benefited from counselling services or guidance activities	
Participants integrated into the labour market	People integrated into the labour market after the end of the activities	People integrated into the LM are classified according to the time elapsed between completing the activity and integrating on the LM: 0-3 months, 3-6 months, 6-12 months, more than 12 months
Participants gaining a qualification	Participants gaining a qualification after the end of training activities	
Participants following insertion paths	Participants following insertion paths in the labour market after the end of activities	
Start-ups existing after 1 year	Number of start-ups that continue to exist 1 year after their creation	

IMPACT INDICATORS

Name of the standardised indicator	Definition
Unemployment rate	General unemployment rate of a Member State / region / sector
Start-ups existing after 2 years	Number of start-ups that continue to exist 2 years after their creation
Unemployment rate of young people on the total unemployment rate	The relation of youth unemployment (persons aged 16-24 years) to the total unemployment rate (M/F)
Long-term unemployed on the total unemployed	The relation of long-term unemployed persons (12-24 months) to the total number of unemployed persons
Participants that consider an advantage participating in the measure	Percentage of persons who consider that their participation in the measure was advantageous for them
Employment rate	General employment rate of a Member State / region / sector
Student access to Internet index	
productivity growth	The indicator measuring student access to the Internet
Participation in lifelong learning (% of 25-64 years age)	Share of the population between 25-64 years old which participates in lifelong learning activities
Participants starting tertiary education	Share of persons who continue studies at the college among total of high school pupils -recipients of the scholarship in the last grade

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What ESF does for you

ESF: active labour market policies and public employment services

ESF: adaptability of enterprises and continuing training of workers

ESF: developing human potential in research and innovation

ESF and labour mobility

ESF: education and lifelong learning

ESF: women, gender mainstreaming and conciliation of work and private life

ESF and Roma

ESF: sustainable development and eco-technologies

ESF: migrants and minorities

ESF: urban areas and local employment

ESF and older workers

ESF and health

ESF and entrepreneurship

ESF and young people

ESF and disabled

ESF and institutional capacity

ESF and social inclusion

ESF and equality mainstreaming

ESF and social partners

ESF support to building partnerships

ESF and culture

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